

Eramet

A French « Société Anonyme » with a Share capital of 87,702,893.35 Euros
Registered Office : 10 boulevard de Grenelle 75015 Paris
632 045 381 RCS Paris

NOTICE OF MEETING

Shareholders are informed that they will be notified soon of an Ordinary and Extraordinary Shareholders' Meeting to be held on,

Wednesday 27 May 2026, at 2pm
at the Registered Office – 10 boulevard de Grenelle 75015 Paris
with live broadcast on the internet site www.eramet.com

In order to vote on the following agenda:

Under the authority of the Ordinary Shareholders' Meeting

- Approval of the 2025 annual and consolidated financial statements
- Appropriation of income for the 2025 Financial Year
- Clearance of previous losses on premiums
- Ratification of the co-option of Mr. Jérôme Duval as Director
- Ratification of the co-option of Ms Nathalie de La Fournière as Director
- Ratification of the co-option of Ms Murielle Minkoué Mézui as Director
- Approval of the compensation policy applicable to the members of the Board of Directors – "Ex Ante Say on Pay" – FY 2026
- Approval of the compensation policy applicable to Ms Christel Bories, Chair and Chief Executive Officer - "Ex Ante Say on Pay" - For the period from 1 February to 31 December 2026
- Approval of the compensation policy applicable to Ms Christel Bories, Chair of the Board of Directors - "Ex Ante Say on Pay" - For the period from 1 January to 31 January 2026
- Approval of the compensation policy applicable to Mr Paulo Castellari, Chief Executive Officer - "Ex Ante Say on Pay" - For the period from 1 January to 1 February 2026
- Approval of the compensation policy applicable to the Chief Executive Officer as from his appointment – "Ex Ante Say on Pay"
- Approval of the information on the compensation of all directors - mentioned in Article L. 22-10-9 paragraph I of the French Commercial Code - "Ex Post Say on Pay" – For the 2025 financial year
- Approval of the fixed, variable and exceptional items of the total compensation and benefits of any kind paid or awarded in respect of the 2025 financial year to Ms Christel Bories, Chair and CEO, for the period from 1 January 2025 to the 2025 Shareholders' Meeting – "Ex Post Say on Pay"
- Approval of the fixed, variable and exceptional items of the total compensation and benefits of any kind paid or allocated in respect of the 2025 financial year to Ms Christel Bories, Chair of the Board of Directors, for the period from the 2025 Shareholders' Meeting to 31 December 2025 – "Ex Post Say on Pay"
- Approval of the fixed, variable and exceptional components of the total compensation and benefits of any kind paid or awarded in respect of the 2025 financial year to Mr Paulo Castellari, Chief Executive Officer, for the period from the 2025 Annual General Meeting to 31 December 2025 - "Ex Post Say on Pay"
- Related-party agreements
- Authorization to transact in the Company's shares

Under the authority of the Extraordinary Shareholders' Meeting

- Delegation of authority to be granted to the Board of Directors to increase the share capital, with preferential subscription rights for shareholders, through the issue of ordinary shares of the Company
- Delegation of authority to be granted to the Board of Directors to increase the share capital, with cancellation of shareholders' preferential subscription rights, for the benefit of employees and/or directors of the Company and/or related companies, members of a company or group savings plan.
- New wording of Article 20-4 of the Articles of Association.
- New wording of Article 10-6 of the Articles of Association.

Under the authority of the Ordinary Shareholders' Meeting

- Powers.

DRAFT RESOLUTIONS

Within the Authority of the Ordinary Shareholders' Meeting

Resolutions 1 and 2 concern the approval of the individual financial statements and the consolidated financial statements for the past financial year. The detailed financial statements can be found in the documents distributed to shareholders and are commented upon in the Management Report.

First resolution – (2025 annual financial statements)

The Shareholders' Meeting, ruling under the conditions of quorum and majority required for Ordinary Shareholders' Meetings, after listening to the reading of the Board of Directors' report and the Statutory Auditors' report on the annual financial statements for the financial year ended 31 December 2025, approves the said annual financial statements as presented to it, and the transactions shown in these financial statements or summarised in these reports.

Second resolution – (2025 consolidated financial statements)

The Shareholders' Meeting, ruling under the conditions of quorum and majority required for Ordinary Shareholders' Meetings, after listening to the reading of the Board of Directors' report and the Statutory Auditors' report on the consolidated financial statements for the financial year ended 31 December 2025, approves the said consolidated financial statements as presented to it, and the transactions shown in these financial statements or summarised in these reports.

The purpose of **Resolutions 3 and 4** is to propose the allocation of the profit for the 2025 financial year and the clearance of the retained earnings to the Shareholders' Meeting.

Third resolution – (appropriation of income for the financial year)

The Shareholders' Meeting, ruling under the conditions of the quorum and majority required for Ordinary Meetings, on the proposal of the Board of Directors, decides to allocate the net income for the year ended 31 December 2025, which amounts to -€219,136,238.32 in total to retained earnings, the debit balance of which will thus be increased to -€451,295,196.91.

In accordance with the provisions of Article 243 bis of the French General Tax Code, the Shareholders' Meeting notes that the sums distributed as dividends for the three previous financial years were as follows:

	2022	2023	2024	2025
Number of shares compensated	28,755,047	28,755,047	28,755,047	28,755,047
Dividend (in euros)	3.50	1.50	1.50	0

Fourth resolution – (Clearance of previous losses on premiums)

The Shareholders' Meeting, ruling under the conditions of quorum and majority required for Ordinary Shareholders' Meetings, on the proposal of the Board of Directors, decides to clear the previous losses, by charging the retained earnings to the "Issue, merger and contribution premiums" line item for an amount of €451,295,196.91, which will reduce the "Retained earnings" item to zero and the "Issue, merger and contribution premiums" item to €9,587,135.42.

Resolution 5 concerns the ratification of the co-option by the Board of Directors, at its meeting of 26 May 2025, of Mr Jérôme Duval as director to replace SORAME, which has resigned, for the remainder of its term of office, i.e. until the end of the Shareholders' Meeting to be held in 2027 to approve the financial statements for the 2026 financial year.

Jérôme Duval has been a Director of Eramet since May 2019 and was appointed permanent representative of SORAME, a Director of Eramet, for a term of four years, from the Shareholders' Meeting on 23 May 2023.

Jérôme Duval has been a Director of Intermodal Financing Activities at Crédit Agricole CIB since September 2022. He was previously Director of Maritime and Americas Intermodal Financing activities at Crédit Agricole CIB New York from 2013. In New York, he established the regional maritime financing platform and went on to create the Intermodal financing activity for the bank. He began his career at Crédit Lyonnais in New York followed by experience in professional client coverage at Crédit Agricole in Île-de-France. He then joined Crédit Agricole CIB where, after coordinating international maritime financing activities, he developed a portfolio of the sector's key accounts from London. Jérôme Duval holds a Director's certificate from Sciences Po-IFA and a Master's degree from ISG.

Fifth resolution – (Ratification of the co-option of Mr. Jérôme Duval as director)

The Shareholders' Meeting, deliberating under the conditions of quorum and majority required for Ordinary Shareholders' Meetings, ratifies the co-option as director of Mr Jérôme Duval, performed at the Board of Directors meeting of 26 May 2025, to replace SORAME, which has resigned, for the remainder of its term of office, i.e. until the end of the General Meeting called to approve the financial statements for the 2026 financial year.

Resolution 6 concerns the ratification of the co-option by the Board of Directors, during its Meeting of 26 May 2025, of Ms Nathalie de la Fournière as director replacing the company CEIR, which has resigned, for the remainder of its term of office, i.e. until the end of the Shareholders' Meeting to be held in 2027 to approve the financial statements for the 2026 financial year.

Nathalie de La Fournière has been a Director of Eramet since May 2015 as the permanent representative of CEIR, whose term of office was renewed for a period of four years with effect from the Shareholders' Meeting of 23 May 2023.

Nathalie de La Fournière is currently Secretary General of the Toulouse Aire Métropolitaine Planning and Development Agency, and was previously in charge of the Finance Department and the Human Resources Department. She has held positions as research officer and Research Director of the Toulouse Aire Métropolitaine Planning and Development Agency since 1999. Nathalie de La Fournière began her career in 1990 at the RATP as a research officer followed by operational manager of the network. Nathalie de La Fournière graduated from the École Centrale de Paris and holds a Master's degree in auditing and management control from Toulouse Business School, as well as a Director's certificate from Sciences Po-IFA.

Sixth resolution – (Ratification of the co-option of Ms Nathalie de La Fournière as director)

The Shareholders' Meeting, acting under the conditions of quorum and majority required for Ordinary Shareholders' Meetings, ratifies the co-option as director of Ms Nathalie de La Fournière, performed at the Board of Directors Meeting of 26 May 2025, to replace CEIR which has resigned, for the remainder of its term of office, i.e. until the end of the Shareholders' Meeting called to approve the financial statements for the 2026 financial year.

Resolution 7 concerns the ratification of the co-option by the Board, at its meeting of 19 March 2026, of Ms Murielle Minkoué Mézui as director from 27 May 2026, to replace Mr Tanguy Gahouma Békalé, who has resigned, for the remainder of his term of office, i.e. until the end of the General Meeting to be held in 2029 on the financial statements for the 2028 financial year. Murielle Minkoué Mézui has held the position of Secretary General of the Presidency of the Gabonese Republic since May 2025, after having served as Minister of Institutional Reform since September 2023. A magistrate by training, she held the positions of Auditor, Referendum Advisor, Senior Counsellor and then President of the Chamber at the Court of Auditors of Gabon from 1998 to 2023. She holds a Master's degree in Economic Science, with a major in Business Economics, a Diploma in Judicial Studies and a Master's degree in Audit and Management Control.

Seventh resolution – (Ratification of the co-option of Ms Murielle Minkoué Mézui as director)

The Shareholders' Meeting, ruling under the conditions of quorum and majority required for Ordinary Shareholders' Meetings, ratifies the co-option of Ms Murielle Minkoué Mézui as a Director, performed at the Board of Directors meeting of 19 March 2026, to replace Mr Tanguy Gahouma Békalé, who has resigned, for the remainder of his term of office, i.e. until the end of the General Meeting called to approve the financial statements for the 2028 financial year.

Resolutions 8 to 16 concern the compensation of directors.

In accordance with the provisions of II of Article L. 22-10-8 and Article R. 22-10-14 of the French Commercial Code, the Shareholders' Meeting is asked to approve in **Resolution 8** the compensation policy applicable to the members of the Board of Directors for the 2026 financial year.

The Shareholders' Meeting will also be asked to approve in **Resolution 9**, the compensation policy applicable to Ms Christel Bories, Chair and Chief Executive Officer, for the period from 1 February to 31 December 2026, in **Resolution 10**, the compensation policy applicable to Ms Christel Bories, Chair of the Board of Directors, for the period from 1 January to 31 January 2026 and in **Resolution 11**, the compensation policy applicable to Mr Paulo Castellari, Chief Executive Officer, for the period from 1 January to 1 February 2026 and **Resolution 12** the compensation policy applicable to the Chief Executive Officer from his appointment.

These items appear in the 2025 Universal Registration Document “Corporate governance report”.

Pursuant to the wording of Article L. 22-10-8, the approval of the Shareholders' Meeting is required every year and for each material change to the compensation policy. If the Shareholders' Meeting does not approve the resolution, but if it has previously approved a compensation policy, this shall continue to apply and the Board of Directors shall submit a draft resolution presenting a revised compensation policy to the next Shareholders' Meeting for approval. In the absence of a previously approved compensation policy, if the Shareholders' Meeting does not approve the draft resolution, compensation shall be determined in accordance with the compensation allocated in the previous year, or, in the absence of compensation allocated in the previous year, in accordance with existing practices within the Company.

“Ex Post Say on Pay” - FY 2025

Pursuant to the provisions of Article L. 22-10-9 paragraph I of the French Commercial Code, the Shareholders' Meeting is asked to approve, in **Resolution 13**, the information on the compensation of all directors, as mentioned in Article L. 22-10-9 paragraph I of the French Commercial Code. These items appear in the 2025 Universal Registration Document “Corporate governance report”. In accordance with the provisions of Article L. 22-10-34 of the French Commercial Code, the Shareholders' Meeting is asked to approve in **Resolution 14** the fixed, variable and exceptional components of compensation and benefits of any kind paid during the past financial year or awarded in respect of the same financial year to Ms Christel Bories, Chair and CEO, for the period from 1 January 2025 to the 2025 Annual General Meeting; in **Resolution 15** the fixed, variable and exceptional components of compensation and benefits

of any kind, paid during the financial year ended or awarded in respect of the same financial year to Ms Christel Bories, Chair of the Board of Directors, for the period from the 2025 General Meeting to 31 December 2025, and in **Resolution 16** the fixed, variable and exceptional components of the compensation and benefits of any kind paid during the past financial year or awarded in respect of the same financial year to Mr. Paulo Castellari, Chief Executive Officer, for the period from the 2025 Shareholders' Meeting to 31 December 2025. These items appear in the 2025 Universal Registration Document "Corporate governance report".

Eighth resolution – (Approval of the compensation policy applicable to the members of the Board of Directors - "Ex Ante Say on Pay" – FY 2026)

Pursuant to the provisions of Article L. 22-10-8 and Article R. 22-10-14 of the French Commercial Code, the Shareholders' Meeting, ruling under the conditions of quorum and majority required for Ordinary Shareholders' Meetings, approves the compensation policy applicable to the members of the Board of Directors, as presented in the Company's corporate governance report in accordance with Article L. 225-37 of the French Commercial Code and included in the 2025 Universal Registration Document "Corporate governance report", section 3.2.3.

Ninth resolution – (Approval of the compensation policy applicable to Ms Christel Bories, Chair and Chief Executive Officer - "Ex Ante Say on Pay" – For the period from 1 February to 31 December 2026)

Pursuant to the provisions of Article L. 22-10-8 and Article R. 22-10-14 of the French Commercial Code, the Shareholders' Meeting, acting under the conditions of quorum and majority required for Ordinary Shareholders' Meetings, approves the compensation policy applicable to Ms. Christel Bories, Chair and Chief Executive Officer, for the period from 1 February to 31 December 2026, as presented in the Company's corporate governance report described in Article L. 225-37 of the French Commercial Code and included in the 2025 Universal Registration Document "Corporate governance report", section 3.2.3.

Tenth resolution – (Approval of the compensation policy applicable to Ms Christel Bories, Chair of the Board of Directors - "Ex Ante Say on Pay" – For the period from 1 January to 31 January 2026)

Pursuant to the provisions of Article L. 22-10-8 and Article R. 22-10-14 of the French Commercial Code, the Shareholders' Meeting, ruling under the conditions of quorum and majority required for Ordinary Shareholders' Meetings, approves the compensation policy applicable to Ms Christel Bories, Chair of the Board of Directors, for the period from 1 January to 31 January 2026, as presented in the Company's corporate governance report described in Article L. 225-37 of the French Commercial Code and included in the 2025 Universal Registration Document "Corporate governance report", section 3.2.3.

Eleventh resolution – (Approval of the compensation policy applicable to Mr Paulo Castellari, Chief Executive Officer - "Ex Ante Say on Pay" – For the period from 1 January to 1 February 2026)

In accordance with the provisions of Articles L. 22-10-8 and R. 22-10-14 of the French Commercial Code, the General Meeting, ruling under the conditions of quorum and majority required for Ordinary Shareholders' Meetings, approves the compensation policy applicable to Mr Paulo Castellari, Chief Executive Officer, for the period from 1 January to 1 February 2026, as presented in the Company's corporate governance report referred to in Article L. 225-37 of the French Commercial Code and appearing in the 2025 Universal Registration Document, in the 'Corporate governance report', section 3.2.3.

Twelfth resolution – (Approval of the compensation policy applicable to the Chief Executive Officer as from his appointment - "Ex Ante Say on Pay")

Pursuant to the provisions of Article L. 22-10-8 and Article R. 22-10-14 of the French Commercial Code, the Shareholders' Meeting, ruling under the conditions of quorum and majority required for Ordinary

Shareholders' Meetings, approves the compensation policy applicable to the Chief Executive Officer, from his appointment as presented in the Company's corporate governance report described in Article L. 225-37 of the French Commercial Code and included in the 2025 Universal Registration Document in the "Corporate governance report", section 3.2.3.

Thirteenth resolution – (Approval of the information on the compensation of all directors - mentioned in Article L. 22-10-9 paragraph I of the French Commercial Code - "Ex Post Say on Pay" - 2025 financial year)

Pursuant to the provisions of Article L. 22-10-9 paragraph I and Article L. 22-10-34 of the French Commercial Code, the Shareholders' Meeting, ruling under the conditions of quorum and majority required for Ordinary Shareholders' Meetings, approves the information on the compensation of all directors, as mentioned in Article L. 22-10-9 paragraph I of the French Commercial Code as presented in the Company's corporate governance report described in the last paragraph of Article L. 225-37 of the French Commercial Code, and included in the 2025 Universal Registration Document in the "Corporate governance report", section 3.2.1.

Fourteenth resolution – (Approval of the fixed, variable and exceptional items of the total compensation and benefits of any kind paid or awarded in respect of the 2025 financial year to Ms Christel Bories, Chair and CEO, for the period for the period from 1 January 2025 to the 2025 Shareholders' Meeting - "Ex Post Say on Pay")

Pursuant to the provisions of Article L. 22-10-34 of the French Commercial Code, the Shareholders' Meeting, acting under the conditions of quorum and majority required for Ordinary Shareholders' Meetings, approves the fixed, variable and exceptional items of the total compensation and benefits of any kind paid or assigned in respect of the 2025 financial year ended or awarded in respect of the same financial year to Ms Christel Bories, Chair and Chief Executive Officer, from the period from 1 January 2025 to the 2025 Shareholders' Meeting, as presented in the Company's corporate governance report described in the last paragraph of Article L. 225-37 of the French Commercial Code, and included in the 2025 Universal Registration Document, in the "Corporate governance report", section 3.2.1.

Fifteenth resolution – (Approval of the fixed, variable and exceptional items of the total compensation and benefits of any kind paid or awarded in respect of the 2025 financial year to Ms Christel Bories, Chair of the Board of Directors, for the period from the 2025 Annual General Meeting to 31 December 2025 - "Ex Post Say on Pay")

Pursuant to the provisions of Article L. 22-10-34 of the French Commercial Code, the Shareholders' Meeting, ruling under the conditions of quorum and majority required for Ordinary Shareholders' Meetings, approves the fixed, variable and exceptional items of the total compensation and benefits of any kind paid or assigned in respect of the 2025 financial year ended or awarded in respect of this financial year to Ms Christel Bories, Chair of the Board of Directors, for the period from the 2025 Shareholders' Meeting to 31 December 2025, as presented in the Company's corporate governance report described in the last paragraph of Article L. 225-37 of the French Commercial Code, and included in the 2025 Universal Registration Document, in the "Corporate governance report", section 3.2.1.

Sixteenth resolution – (Approval of the fixed, variable and exceptional items of the total compensation and benefits of any kind paid or awarded in respect of the 2025 financial year to Mr Paulo Castellari, Chief Executive Officer, for the period from the 2025 Annual General Meeting to 31 December 2025 - "Ex Post Say on Pay")

In accordance with the provisions of Article L. 22-10-34 of the French Commercial Code, the General Meeting, acting under the conditions of quorum and majority applicable to Shareholders' Meetings, approves the fixed, variable and exceptional components of the total compensation and benefits of any kind, paid or awarded in respect of the 2025 financial year ended or awarded in respect of the same financial

year to Mr Paulo Castellari, Chief Executive Officer, for the period from the 2025 Annual General Meeting to 31 December 2025, as presented in the Company's corporate governance report referred to in the last paragraph of Article L. 225-37 of the French Commercial Code, in the 2025 Universal Registration Document, in the "Corporate governance report", section 3.2.1.

In **Resolution 17**, you are asked to approve the special report of the Statutory Auditors of your Company pertaining to the agreements specified in Articles L. 225-38 et seq. of the French Commercial Code.

You are asked to note that the report also presents the agreements previously authorised by your Meeting, which continued in the prior year and that, as these previously authorised agreements have already been approved by your Meeting, they are not being put to a vote at this Meeting.

Seventeenth resolution – (Related-party agreements)

The Shareholders' Meeting, acting with the quorum and majority conditions required for Ordinary Shareholders' Meetings, after having heard the special report prepared by the Statutory Auditors on the agreements covered by Articles L. 225-38 et seq. of the French Commercial Code, approves this report and the transactions specified within it.

The purpose of **Resolution 18**, in the context of the provisions of Article L. 22-10-62 of the French Commercial Code, is to ask the Shareholders' Meeting to authorise the Board of Directors to renew the Company's share buyback programme using any and all means, in accordance with applicable laws and regulations. The maximum buyback amount is 10% of the capital, and the maximum purchase price per share is €200. This resolution concerns the annual renewal of this authorisation. The main purpose of this authorisation is to allow the existing liquidity agreement to continue, and the employee bonus share plans to be implemented through the award of existing shares.

Eighteenth resolution – (Authorisation to transact in the Company's shares)

The Shareholders' Meeting, acting with the quorum and majority required for Ordinary Shareholders' Meetings, having reviewed the Board of Directors' report and the description of the Company's share buyback programme, using the option provided by Article L. 22-10-62 of the French Commercial Code, authorises the Board of Directors to purchase or arrange for the purchase of the Company's shares within the limit of 10% of the share capital, with a view to:

- supporting the share price via a liquidity agreement with a market maker, in accordance with the market practice accepted by the AMF;
- delivering shares upon the exercise of rights attached to marketable securities giving access to the share capital by redemption, conversion, exchange or otherwise;
- implementing any stock option plan of the Company pursuant to the provisions of Articles L. 225-177 et seq. and L. 22-10-56 et seq. of the French Commercial Code;

- granting bonus shares under the provisions of Articles L. 225-197-1 et seq. and L. 22-10-59 and L. 22-10-60 of the French Commercial Code;
- granting or transferring shares to employees with respect to their share in the benefits of the expansion of the Company, or the implementation of any employee savings plan under the conditions stipulated by the law, in particular Articles L. 3332-1 et seq. of the French Labour Code;
- cancelling them, pursuant to a resolution authorising the reduction of the Company's share capital.

These shares can be purchased, sold, transferred or exchanged, directly or indirectly, at any time outside of periods during which public offers are being made for the Company's securities, by any means, on the market or over the counter, including, where applicable, via derivatives, and the maximum amount which can be acquired or transferred in the form of a block of shares can equal the total authorised share buyback programme.

The payment may be made as follows.

The maximum purchase price shall not exceed €200 per share (or the equivalent value of the same amount on the same date in any other currency or monetary unit established by reference to several currencies).

This authorisation is given for a period ending at the Shareholders' Meeting which is called to approve the financial statements for 2026.

Based on the number of shares comprising the share capital at 31 December 2025, the maximum theoretical investment, assuming a share price of €200, would be €575,100,800.

In order to ensure this resolution is executed, all powers are granted to the Board of Directors, which may delegate them for the purpose of:

- executing all stock exchange orders, entering into all agreements concerning, in particular, keeping share purchase and sale registers;
- making all declarations to the French financial markets authority (AMF), assigning or reassigning the shares acquired to the different objectives pursued in accordance with the applicable laws and regulations;
- fulfilling all other formalities and, generally, doing whatever is needed.

Within the Authority of the Extraordinary Shareholders' Meeting

Resolution 19 is a proposal for the Board of Directors to be granted the authorisation to increase the Company's share capital with preferential subscription rights up to a maximum amount of €500,000,000.

In order to enable the Board of Directors to implement the plan to strengthen the equity capital announced on 18 February 2026, this Resolution 19 proposes that you delegate to the Board of Directors the authority, for a period of twenty-six months, to decide to issue ordinary Company shares, maintaining the shareholders' preferential subscription rights, which must either be subscribed for in cash, or by offsetting receivables, or partly in cash and partly by the incorporation of reserves, profits or share premiums.

Given the objective announced by the Company of raising approximately €500 million within the scope of this project, the ceiling of this delegation of authority would be set in such a way as to allow the proposed transaction to be carried out with all the flexibility required, without prejudging the changes in the share price between now and the launch of the capital increase. It would therefore be proposed to the General Meeting that the capital increase with preferential subscription rights that could be carried out under Resolution 19 should not exceed a nominal ceiling of five hundred million euros (€500,000,000). In addition, in line with the announced objective, the capital increase may not exceed a gross amount, including issue premium, of five hundred million euros (€500,000,000).

The issue price of the new shares will be set by the Board of Directors (with the option of subdelegation) in accordance with usual market practices for this type of transaction and taking into account the market conditions prevailing on the date of the transaction.

The capital increase in cash would give shareholders a preferential subscription right, which would be detachable and tradable for the duration of the subscription period: each shareholder would therefore be entitled to subscribe a number of new shares proportional to its shareholding, for a period of at least five trading days from the start of the subscription period. The Board of Directors will have the option to establish a subscription right on a reducible basis that the shareholders of the Company may exercise in proportion to the subscription rights they hold and, in any event, within the limit of their application.

It is specified that the Board cannot, without the prior authorisation of the General Meeting, use this delegation after a third party files a draft public offer for the Company's shares, until the end of the offer period.

The Board of Directors will have, with the option of subdelegation, full powers to implement this delegation.

The Board of Directors, when it uses the said delegation, will prepare an additional report as stipulated in Article L. 225-129-5 of the French Commercial Code, describing the conditions of the said delegation for presentation to the next General Meeting.

Nineteenth resolution - (Delegation of authority to be granted to the Board of Directors to increase the share capital, with preferential subscription rights for shareholders, through the issue of ordinary shares of the Company)

The Shareholders' Meeting, ruling under the conditions of quorum and majority required for Extraordinary General Meetings, after reviewing the report of the Board of Directors, and in accordance with the provisions of Articles L. 225-129, L. 225-129-2 et seq., L. 225-132 et seq., and L. 22-10-49 of the French Commercial Code:

1° Delegates to the Board of Directors, with the option of subdelegation under the legal and regulatory conditions, its authority to increase the share capital, on one occasion, in France and/or abroad, in the proportion and at the time that it will decide, in euros, by issuing, with preferential subscription rights for shareholders, ordinary Company shares. It is specified that the subscription can be made either in cash or by offsetting receivables, partly in cash and partly through the capitalisation of reserves, profits or share premiums;

2° Decides to set the following limits for the amount of the capital increase authorised in the event of use by the Board of Directors of this delegation of authority:

- the maximum nominal amount of the capital increase that may be carried out under this delegation of authority is set at five hundred million euros (€500,000,000). It is specified that the maximum gross amount, including issue premium, of the said capital increase cannot exceed five hundred million euros (€500,000,000),
- to these ceilings will be added, where applicable, the number of shares to be possibly issued in addition, to protect the rights of holders of securities or other rights giving access to the share capital, in accordance with legal and regulatory provisions, and/or, where applicable, the other applicable stipulations providing for other cases of adjustment;

3° Decides that the Board of Directors cannot, without the prior authorisation of the Shareholders' Meeting, use this delegation after a third party files a draft public offer for the Company's shares, until the offer period has ended;

4° In the event that the Board of Directors uses this delegation:

- decides that the issue shall be reserved in preference for shareholders who may subscribe on an irreducible basis in proportion to the number of shares then owned by them,
- decides that the Board of Directors shall have the option to institute a subscription right on a reducible basis to be exercised in proportion to their rights and up to the maximum of their requests,

- decides that if subscriptions on an irreducible basis and, where applicable, on a reducible basis have not absorbed the entire capital increase, the Board of Directors may use, under the conditions provided for by law and in the order it determines, one and/or the other of the following powers:

- limit the capital increase to the amount of subscriptions, provided that this amounts to at least three-quarters of the increase decided,
- freely distribute all or part of the shares the issuance of which has been decided but not subscribed,
- offer all or part of the non-subscribed shares to the public on the French or international markets;

5° Decides that the Board of Directors shall have full powers, with the option of subdelegation under the legal and regulatory conditions, to implement this delegation of authority, in particular to:

- decide on the capital increase,
- decide the amount of the capital increase, the issue price as well as the amount of the premium that may, where applicable, be requested at the time of issue or, where applicable, the amount of reserves, profits or premiums that may be incorporated into the share capital,
- determine, under the aforementioned terms, the dates and terms of the capital increase and the number of shares to be created,
- determine the payment method for the shares to be issued,
- in the event of subscription by way of setting off receivables, to draw up a statement of receivables and obtain a report from the statutory auditors certifying the accuracy of the statement of receivables drawn up by the Board of Directors in accordance with Article R. 225-134 of the Commercial Code,
- set the date, even retroactive, from which the new shares will carry dividend rights, as well as any other conditions and procedures for carrying out the capital increase,
- provide for the option to suspend the exercise of rights attached to existing securities in accordance with legal and regulatory provisions,
- at its sole initiative, charge the costs of the capital increase to the amount of the related premiums and deduct the sums necessary to fund the legal reserve from this amount,
- determine and make any adjustments in order to take the impact of transactions on the Company's share capital or shareholders' equity into account, and fix, in accordance with legislative and regulatory provisions, and/or, where applicable, the other applicable stipulations, the terms and conditions under which, where applicable, the rights of holders of securities or other rights giving access to the Company's share capital will be preserved (including by way of cash adjustments),
- record the completion of the capital increase and amend the Articles of Association accordingly,
- in general, to enter into any agreement, in particular to ensure the successful completion of the proposed issue, and to take all necessary steps and carry out all necessary formalities relating to the issue and the admission to trading of the shares issued pursuant to this authorisation;

6° Set the period of validity of this delegation at twenty-six (26) months from the date of this Shareholders' Meeting.

The purpose of the **Resolution 20** is to propose a capital increase reserved for employees who are members of a company or group savings plan for a maximum nominal amount representing 0.5% of the share capital on the date of the Shareholders' Meeting. This resolution is proposed to you in accordance with Article L. 225-129-6 of the French Commercial Code, which provides that when the Extraordinary General Meeting decides to increase the share capital by means of a contribution in cash, including when it delegates its authority to carry out the capital increase, the same Extraordinary General Meeting must vote on a draft resolution to carry out a capital increase without shareholders' preferential subscription rights, reserved for members of a company savings plan.

However, the Board of Directors considers that it is inappropriate, at this stage, to implement a capital increase reserved for members of a company savings plan, as this is not part of the Company's current policy on employee shareholding, given the incentive mechanisms already in place within the Group. Consequently, the Board of Directors recommends that shareholders reject this resolution.

Nevertheless, in the event that you do not wish to follow this recommendation, it is specified that under this resolution, the Board of Directors would be delegated the authority, for a period of twenty-six months, to decide to increase the Company's share capital by issuing ordinary Company shares and/or other securities giving access to the Company's share capital, reserved for employees and corporate officers of the Company or of related companies who are members of a company savings plan or any other qualifying plan under the legal or regulatory provisions with a waiver of the shareholders' preferential subscription rights in their favour.

The Board can set the subscription price for the securities issued pursuant to these delegations and that this price will be determined in accordance with the conditions stipulated in Article L. 3332-19 of the French Labour Code. It is understood that the maximum discount cannot exceed 30% (or 40% when the period of unavailability provided in the plan is greater than or equal to 10 years) of the average listed Eramet share price on the regulated Euronext Paris market during the 20 trading days preceding the date of the decision fixing the opening date of the subscription. It is also proposed that you expressly authorise the Board of Directors, if it considers this to be appropriate, to reduce or eliminate the aforementioned discount, within the legal and regulatory limits, in order to, in particular, take the legal, accounting, tax and social security regimes applicable locally into account.

It is also specified that the Board may, pursuant to Article L. 3332-21 of the French Labour Code, provide for the allocation, free of charge, of shares or other securities giving access to the Company's share capital to be issued, or already issued as part of the matching contribution, or, where appropriate a discount, provided that the recognition of their equivalent monetary value, measured at the subscription price, does not exceed the applicable legal or regulatory limits.

The Board of Directors would have full powers to implement this delegation, with the option to subdelegate.

Twentieth resolution – (Delegation of authority to be granted to the Board of Directors to increase the share capital, with cancellation of shareholders' preferential subscription rights, for the benefit of employees and/or directors of the Company and/or related companies, members of a company or group savings plan)

The Shareholders' Meeting, deliberating under the conditions of quorum and majority required for Extraordinary Shareholders' Meetings, after reviewing the report of the Board of Directors and the special report of the Statutory Auditors, and in accordance with the provisions of Articles L. 225-129 and L. 225-129-2, L. 225-129-6, L. 225-138, L. 225-138-1 and L. 22-10-49 et seq. of the French Commercial Code and Articles L. 3332-1 et seq. of the French Labour Code:

1° Delegates to the Board of Directors, with the option of subdelegation under the legal and regulatory conditions, the authority to decide, in the proportions and at the times it considers suitable, to issue, on one or more occasions, in France and/or abroad, (i) ordinary shares of the Company and/or (ii) securities which are equity securities giving access by any means, immediately or in the future, to other equity securities of the Company or giving entitlement, immediately or in the future, to the allocation of debt securities and/or

(iii) securities giving access, immediately or in the future, to equity securities to be issued by the Company under the conditions set by the law, reserved for employees or directors of the Company or of the French or foreign companies related to it within the meaning of the legislation in force, belonging to any company or group savings plan or any other plan qualifying in application of the applicable legal and regulatory provisions;

2° Decides that the maximum nominal amount of the immediate or future capital increases of the Company that can be carried out under this delegation of authority cannot exceed 0.5% of the share capital on the date of this General Meeting. It is specified that the nominal value of the shares to be issued to preserve the rights of holders of securities conferring rights to the share capital in accordance with the legal and regulatory provisions in force and, where applicable, other relevant provisions, shall be added to this ceiling;

3° Decides to cancel the shareholders' preferential subscription right to shares and other equity securities and securities giving access to the share capital that may be issued under this resolution, as well as to the shares and other equity securities to which the securities issued on the basis of this delegation may give entitlement, in favour of members of the company or group savings plans defined in paragraph 1 above;

4° Decides that the subscription price of the securities issued under this delegation shall be determined under the conditions provided for in Article L. 3332-19 of the French Labour Code, based on the average of the opening prices of Eramet shares on the Euronext Paris market during the twenty trading sessions preceding the date of the decision setting the opening date for the subscription, with a maximum discount of 30% (or 40% where the lock-up period provided for in the plan pursuant to Articles L. 3332-25 and L.3332-26 of the French Labour Code is ten years or more). However, the General Meeting expressly authorises the Board of Directors, if it deems it appropriate, to reduce or waive the aforementioned discount, within the limits of the law and regulations, in order to take account, in particular, of the legal, accounting, tax and social security regimes applicable locally;

5° Decides, pursuant to Article L. 3332-21 of the French Labour Code, that the Board of Directors may grant free shares or other securities giving access to the Company's share capital to be issued, or already issued as part of the matching contribution, or, where applicable, the discount, provided that the recognition of their monetary value, measured at the subscription price, does not exceed the applicable legal or regulatory limits;

6° Authorises the Board of Directors, under the conditions of this delegation, to sell shares to members of a company or group savings plan (or similar plan) as provided for by Article L. 3332-24 of the French Labour Code. It is specified that the sale of shares at a discount to participants in one or more of the company savings plans referred to in this resolution shall be deducted, up to the nominal value of the shares thus sold, from the ceiling amount referred to in paragraph 2 above;

7° Decides that the characteristics of the other securities giving access to the Company's share capital will be approved by the Board of Directors under the conditions set by the applicable legal and regulatory provisions;

8° Confers all powers on the Board of Directors to implement this delegation, including the option to subdelegate these powers to any person authorised by applicable laws and regulations, for the purposes of, in particular:

- deciding that issues may be made either directly to their beneficiaries or via undertakings for collective investment in transferable securities,
- fixing, where applicable, a narrower scope of companies eligible for the offering than those eligible for the schemes in question,
- setting the terms and conditions for participation in such issues, in particular the seniority conditions that the beneficiaries of the capital increases must meet,
- in the event of the issue of debt securities, fixing all the characteristics and terms of these securities (in particular their fixed or non-fixed term, their subordinated or unsubordinated nature and their compensation) and modifying, during the life of these securities, the terms and features referred to above, in compliance with the applicable formalities,

- setting the terms and conditions of these issues, and in particular the opening and closing dates of subscriptions, the dividend entitlement dates (even retroactive), the terms of payment and the subscription price of equity securities or securities access to the Company's share capital,
- determining and making any adjustments intended to take into account the impact of transactions on the Company's share capital or shareholders' equity, in particular in the event of a change in the par value of the share, a capital increase through the incorporation of reserves, profits or premiums, the allocation of free shares, the split or reverse split of securities, the distribution of dividends, reserves or premiums or any other assets, the amortisation of capital, or any other transaction affecting the capital or shareholders' equity (including in the event of a public offer and/or change of control), and setting any other arrangements to ensure, where appropriate, the preservation of the rights of holders of securities or other rights giving access to the share capital (including by way of cash adjustments),
- determining, if applicable, the amount of the sums to be capitalised within the limit set above, the equity item(s) from which they will be deducted as well as the conditions for the allocation of the shares or other securities concerned,
- setting the terms and conditions under which the Company will have the option to purchase or exchange on the stock market, at any time or during specified periods, the securities giving access to the share capital with a view to cancelling them or not, taking the legal provisions into account,
- providing for the option of suspending the exercise of the rights attached to the shares or securities giving access to the share capital in accordance with the legal and regulatory provisions,
- on its sole initiative, charging the costs incurred in connection with any issue against the premiums pertaining to the issue and deducting from this amount the sums required to bring the legal reserve up to one-tenth of the new share capital after each issue, and
- in general, taking any measure that may be required, entering into any agreements (in particular with a view to ensuring the successful completion of the issue), requesting any authorisations, carrying out any formalities and doing whatever is necessary to ensure the successful outcome of the planned issues or to postpone them, recording the capital increase(s) resulting from any issue carried out through the use of this delegation, amending the Company's Articles of Association accordingly, requesting the admission on the Euronext Paris market of all securities issued under this delegation and ensuring the financial servicing of the securities concerned and the exercise of the rights attached thereto;

9° Sets the period of validity of this delegation at twenty-six (26) months from the date of this Shareholders' General Meeting.

Resolution 21 amends the wording of Article 20-4 of the company's Articles of Association in accordance with the new provisions of Article R. 22-10-28 of the French Commercial Code, resulting from Decree No. 2026-94 of 13 February 2026 and sets out the justification of the right to participate in a General Meeting by the registration of shares in a book at the fifth day before the meeting (instead of the second day as previously).

Twenty-first resolution – (New wording of Article 20-4 of the Articles of Association as a result of the new wording of Article R. 22-10-28 of the French Commercial Code)

The Shareholders' Meeting, acting under the conditions of quorum and majority required for Extraordinary Shareholders' Meetings, after reviewing the Board of Directors' report, decides to amend Article 20-4 of the Articles of Association in order to adopt the following text.

Current version	New version
<p>20.4. The Shareholders' Meeting is composed of all the shareholders of the Company, regardless of their number of shares. A shareholder can be represented at the Shareholders Meeting in accordance with legal and regulatory requirements.</p> <p>Shareholders must comply with the formalities laid down by the applicable regulations in order to be entitled to attend the Meeting.</p> <p>Each shareholder can vote remotely using a form under the conditions stipulated by law and the regulations in force.</p> <p>Attendance at the Meeting via videoconference or by any means of telecommunication or remote transmission, including the internet, is permitted in accordance with the procedures laid down by the regulations in force, if this is decided by the Board of Directors at the time the meeting is convened. Where applicable, this decision is set out in the notice of meeting published in the Bulletin des Annonces Légales Obligatoires (Bulletin of Mandatory Legal Notices).</p> <p>Any shareholder can also cast a vote by post or submit a proxy by any means of electronic transmission, including the internet, in accordance with the conditions laid down by the regulations in force at the time of use, if the Board of Directors so decides when the meeting is convened.</p> <p>If an electronic form is used, the shareholder's signature can take the form either of a secure signature or of a reliable identification process guaranteeing its connection with the act to which it relates, specifically consisting of an identifier and a password. Where applicable, this decision is set out in the notice of meeting published in the Bulletin des Annonces Légales Obligatoires (Bulletin of Mandatory Legal Notices).</p>	<p>20.4. The Shareholders' Meeting is composed of all the shareholders of the Company, regardless of their number of shares. A shareholder can be represented at the Shareholders Meeting in accordance with legal and regulatory requirements.</p> <p>Shareholders must comply with the formalities laid down by the applicable regulations in order to be entitled to attend the Meeting.</p> <p>Each shareholder can vote remotely using a form under the conditions stipulated by law and the regulations in force.</p> <p>Attendance at the Meeting via videoconference or by any means of telecommunication or remote transmission, including the internet, is permitted in accordance with the procedures laid down by the regulations in force, if this is decided by the Board of Directors at the time the meeting is convened. Where applicable, this decision is set out in the notice of meeting published in the Bulletin des Annonces Légales Obligatoires (Bulletin of Mandatory Legal Notices).</p> <p>Any shareholder can also cast a vote by post or submit a proxy by any means of electronic transmission, including the internet, in accordance with the conditions laid down by the regulations in force at the time of use, if the Board of Directors so decides when the meeting is convened.</p> <p>If an electronic form is used, the shareholder's signature can take the form either of a secure signature or of a reliable identification process guaranteeing its connection with the act to which it relates, specifically consisting of an identifier and a password. Where applicable, this decision is set out in the notice of meeting published in the Bulletin des Annonces Légales Obligatoires (Bulletin of Mandatory Legal Notices).</p>

Proxies or votes expressed electronically in this way before the Meeting, and the confirmation of receipt given in reply, shall be regarded as irrevocable written instructions enforceable on all parties, it being stipulated that if the shares are sold before midnight, Paris time, on the second business, preceding the Meeting, the Company shall, in accordance with the legal conditions, invalidate or amend, as the case may be, proxies or votes expressed before such date and time.

Proxies or votes expressed electronically in this way before the Meeting, and the confirmation of receipt given in reply, shall be regarded as irrevocable written instructions enforceable on all parties, it being stipulated that if the shares are sold before midnight, Paris time, on the fifth business day preceding the Meeting, the Company shall invalidate or amend, as the case may be, proxies or votes expressed before such date and time.

Resolution 22 amends the wording of Article 10-6 of the company's Articles of Association, in order to facilitate a staggered renewal of the terms of office of Directors, in accordance with recommendation 15.2 of the Afep-Medef Code. To date, the terms of office of the 14 Directors appointed by the Shareholders' Meeting are as follows:

- eight terms of office expire at the meeting called to approve the financial statements for the financial year ended 31 December 2026;- three terms of office expire at the General Meeting which rules on the financial statements for the financial year ended 31 December 2027;- three terms of office expire at the General Meeting held to approve the financial statements for the financial year ended 31 December 2028.

Twenty-second resolution – (New wording of Article 10-6 of the Articles of Association to facilitate the staggering of directors' terms of office)

The Shareholders' Meeting, acting under the conditions of quorum and majority required for Extraordinary Shareholders' Meetings, after reviewing the Board of Directors' report, resolves to amend Article 10.6 of the Articles of Association to adopt the following text.

Current version	New version
<p>10.6. The term of office of Directors is four years. It expires at the close of the General Meeting which is called to approve the financial statements for the financial year ended and held during the fourth year following the year of their appointment.</p> <p>Any outgoing Director can be re-elected, subject to the provisions relating to the age limit relating to the exercise of their duties.</p> <p>As an exception to the provisions of paragraph four above, the Shareholders' Meeting, ruling in accordance with the quorum and majority conditions required for Ordinary Shareholders' Meeting, may, on the proposal of the Board of Directors, renew the term of office of Directors over the age of seventy, without, however, renewing each of the said terms of office more than once.</p> <p>The application of Articles 10.4 and 10.6 above cannot have the effect of maintaining or increasing the number of those over the age of seventy, to more than one third of the members of the Board. Consequently, if this proportion is exceeded, the oldest Director(s) is (are) deemed to have resigned at the next Ordinary Shareholders' Meeting.</p>	<p>10.6. The term of office of Directors is four years. <u>As an exception, the Shareholders' Meeting can appoint or renew the term of office of a Director for a term of one, two or three years, to allow for the staggered renewal of the Directors' terms of office.</u> <u>The term of office</u> expires at the close of the Shareholders' Meeting which is called to approve the financial statements for the previous financial year and held <u>during the year in which their term of office ends.</u></p> <p>Any outgoing Director can be re-elected, subject to the provisions relating to the age limit relating to the exercise of their duties.</p> <p>As an exception to the provisions of paragraph four above, the Shareholders' Meeting, ruling in accordance with the quorum and majority conditions required for Ordinary Shareholders' Meeting, may, on the proposal of the Board of Directors, renew the term of office of Directors over the age of seventy, without, however, renewing each of the said terms of office more than once.</p> <p>The application of Articles 10.4 and 10.6 above cannot have the effect of maintaining or increasing the number of those over the age of seventy, to more than one third of the members of the Board. Consequently, if this proportion is exceeded, the oldest Director(s) is (are) deemed to have resigned at the next Ordinary Shareholders' Meeting.</p>

Within the Authority of the Ordinary Shareholders' Meeting

Resolution 23 allows the formalities involved in implementing the other resolutions voted by the Shareholders' Meeting to be fulfilled.

Twenty-third resolution - (Powers)

The Shareholders' Meeting, acting under the conditions of quorum and majority required for Ordinary Shareholders' Meetings, gives the bearer of any original, excerpt or copy of the minutes of this Shareholders' Meeting with full powers to carry out all the necessary filings or formalities.

HOW TO PARTICIPATE IN THE SHAREHOLDERS' MEETING?

All shareholders, regardless of the number of shares they own, have the right to participate in the Meeting, either by personally attending, either by being represented, or by voting at distance (by internet or by postal vote using a distance voting form), under the terms and conditions set forth by the law and regulations in force.

All shareholders may be represented at the Meeting by another shareholder, by their spouse, or by a partner with whom they have entered into a Civil Solidarity Pact or any other individual or legal entity of their choice under the conditions provided for in Articles L. 225-106 and L. 22-10-39 of the French Commercial Code.

A notice letter containing a single remote or proxy voting form or application for an admission card will be sent automatically to all registered shareholders. The bearer shareholders will have to contact their financial intermediary from which their shares are registered in order to obtain the remote or proxy voting form or application for an admission card. Applications for submissions of forms, to be issued in due time, must be made at least 6 days before the date of the Assembly, that is to say on **May 20, 2026** at the latest.

In accordance with Article R. 22-10-28 of the French Commercial Code, the exercise of the voting right, whatever the mode chosen, requires that each shareholder justifies of this latter quality through the registration of his/her shares held in the accounts five working days preceding the Meeting, that is to say on **May 20, 2026 by 00:00 hours (midnight), Paris time:**

- either in the registered share accounts held by the account holder for the company, for shareholders owning registered shares;

- or in bearer share accounts held by the authorized intermediary mentioned in article L. 211-3 of the French Monetary and Financial Code, for shareholders owning bearer shares.

The registration or the accounting registration of the securities in the bearer share accounts held by an authorized intermediary referred to in Article L. 211-3 of the French Monetary and Financial Code must be evidenced **by a certificate of participation issued by the latter**, attached to the remote voting form, proxy voting form, or to the application for admittance card, issued in the name of the shareholder or on behalf of the shareholder, in the name of the registered intermediary representing him/her.

In accordance with Article R. 22-10-28 of the French Commercial Code, shareholders who have voted at remote, sent a proxy or requested for an admittance card or a certificate of participation may not choose another method for participating in the Assembly, but can sell all or part of his/her shares.

- **Postal distance or proxy voting:**

Shareholders who do not attend the Shareholders' Meeting and wish to vote at distance or provide a proxy to the Chair or the persons listed in the provisions of Articles L. 225-106 and L. 22-10-39 of the French Commercial Code, must use the single proxy / remote voting form attached to the notice of meeting and send it to Uptevia, General Assemblies, 90-110 Esplanade du Général de Gaulle – 92931 Paris La Défense Cedex or submit their voting instructions through the VOTACCESS website.

In the case of bearer shareholders, the form will be accompanied by the certificate of participation issued by the authorized intermediary.

To be taken into account, the duly completed and signed remote voting forms must be received by Uptevia **at least three calendar days before the date of the Meeting (i.e. May, 22 2026).**

- **Electronic remote or proxy voting:**

The VOTACCESS website will be open from May 6, 2026 until May 26, 2026 at 3 pm (the day before the meeting).

- For directly registered shareholders, they will be able to access the voting site via their Shareholders' Area (at <https://www.investors.uptevia.com/>) with their usual access codes. Directly registered shareholders must log into their Shareholders' Area with their usual access codes. After logging into their Shareholders' Area, they must follow the instructions on the screen to access the VOTACCESS website and request their admission card.
- For Administered registered shareholders and/or employee shareholders: they will be able to access the voting site via the VoteAG website (at <https://www.voteag.com>). Administered registered shareholders and/or employee shareholders must log into VoteAG using the temporary codes sent with the single voting form or the electronic notice of meeting. Once on the home page of the site, they must follow the instructions on the screen to access the VOTEACCESS website and request an admission card.
- For bearer shareholders: it is up to the bearer shareholder to ascertain whether or not their financial intermediary which manages their securities account, is connected to the VOTEACCESS website, the shareholder must identify himself on the internet portal of the financial intermediary using his or her usual access codes. The shareholder must then follow the instructions on the screen to access the VOTEACCESS website and request his or her admission card.

If the shareholder is no longer in possession of his or her username and/or password, he or she can call the following numbers for assistance 0 800 007 535 from France and +33 1 49 37 82 36 from abroad.

After having logged on, registered shareholders should follow the instructions appearing on the screen to access the VOTACCESS website and vote or designate or withdraw a proxy at the latest **by the day before the General Meeting at 3:00 pm (Paris time)**.

However, in order to avoid any congestion of the VOTACCESS website, shareholders are advised not to wait until the day before the General Meeting to vote.

Bearer shareholders will need to inquire as to whether or not their account-keeping institution is connected to the VOTACCESS site and, if so, whether this access is subject to specific terms of use. If the shareholders' account-keeping institution is connected to the VOTACCESS website, the shareholder should log into the web portal of his or her account-keeping institution using his or her usual access codes. He or she should then click on the icon which appears on the line corresponding to his or her Eramet shares and follow the instructions appearing on the screen to access the VOTACCESS website to vote or withdraw a proxy.

If the shareholder's account-keeping institution is not connected to the VOTACCESS website, the shareholder may designate or withdraw a proxy by forwarding a notice electronically, in accordance with the provisions of articles R. 225-79 and R. 22-10-24 of the French Commercial Code, as follows:

- The shareholder must send an e-mail to the following address: **ct-mandataires-assemblees@uptevia.com**
- That e-mail must contain the following information: name of the company concerned, date of the Shareholders' Meeting, surname, first name, address and bank account details of the shareholder concerned, surname, first name, address, bank account details of the shareholder concerned, in addition to the surname, first name and, if possible, address of the proxy ;
- The shareholder must also ask the financial intermediary in charge of managing his or her securities account to send a written confirmation to Uptevia's Shareholders' Meetings Department – 90-110 Esplanade du Général de Gaulle – 92931 Paris La Défense Cedex.
- Please note that only notifications of proxies' appointment or revocation should be sent to the abovementioned e-mail address; any other request or notification relating to another subject will not be able to be taken into account and/or dealt with.

In order that appointments' designations and revocation of proxies notified electronically may be taken into account, the mandatory confirmations must be received **no later than the day before the General**

Meeting Meeting at 3:00 p.m (Paris time). No designation or revocation of proxies will be taken into account on the day of the General Meeting.

- **Written questions:**

In accordance with the provisions of Article R. 225-84 of the French Commercial Code, any shareholder wishing to submit written questions must send them to the Chair of the Board of Directors at the Company's registered office (Eramet - Group Legal Department -Guillaume Vercaemer- 10 boulevard de Grenelle - 75015 Paris) by registered letter with return receipt requested, or by electronic communication (e-mail: assemblee-generale@eramet.com), no later than the **fourth business day prior to the Meeting (i.e May 20, 2026)**.

In order to be taken into account, these questions must be accompanied by a certificate of account registration issued by the authorized intermediary holding the said account.

In accordance with the legislation in force, the answer to a written question will be deemed to have been given as soon as it appears on the Company's website in a section devoted to questions and answers.

- **Shareholders' right of communication:**

All documents and information relating to this Shareholders' Meeting will be made available to shareholders, under the legal and regulatory conditions in force and in particular, the information referred to in Article R. 22-10-23 of the French Commercial Code, will be published on the Eramet Website <https://www.eramet.com> no later than the 21st day preceding the Meeting at the latest, (i.e. **May 6, 2026**).

- **Requests for including points or draft resolutions to the agenda:**

Requests for the inclusion of items or draft resolutions to the agenda of the Assembly must be sent by shareholders, in accordance with the conditions set out in Articles R. 225-71 and R. 22-10-22 of the French Commercial Code, and must be received by the Company no later than the 25th calendar day prior to the Meeting, and no later than 20 calendar days after publication of this notice (i.e. May 2, 2026 at the latest). They must be sent to the Company's Registered head office (at Eramet - Direction Juridique Groupe - Guillaume Vercaemer - 10 Boulevard de Grenelle - 75015 Paris) by Registered letter with acknowledgement of receipt or by electronic communication (e-mail at: assemblee-generale@eramet.com).

All requests must be accompanied by a Certificate of account registration showing that the person making the request holds or represents the fraction of the share capital required by Article R. 225-71 of the French Commercial Code. In addition, consideration by the Meeting of draft resolutions submitted by shareholders in accordance with the regulatory conditions is subject to the submission, by those submitting the request, of a new certificate evidencing the registration of the shares in the same accounts **on the fifth business day prior to the Meeting, by midnight (Paris time)**.

- **Audiovisual broadcast:**

In accordance with article R 22-10-29-1 of the French Commercial Code, the entire Meeting will be broadcast live via the dedicated section of the Company's website (link <https://www.eramet.com>). A recording of the Meeting will be available for consultation on the Company's website no later than seven (7) business days after the date of the Meeting, and for at least two years from the date it goes online.

The Board of Directors