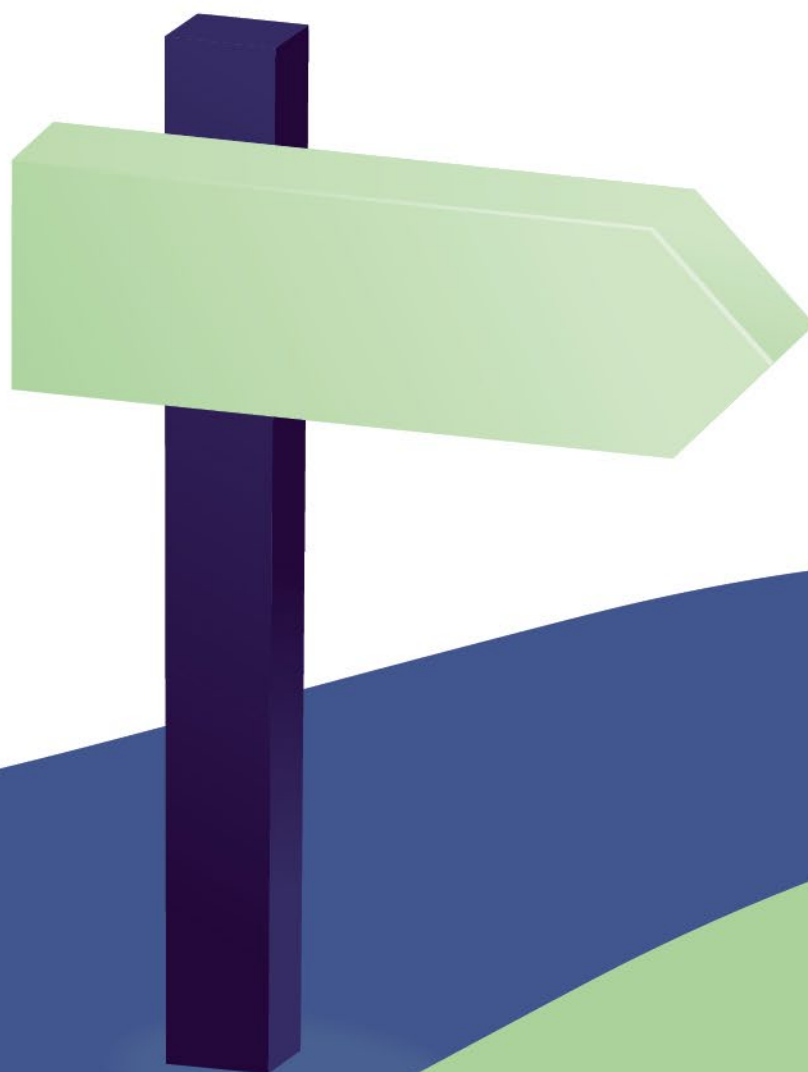


JANUARY 2025

POLICY

Health





OUR LONG-TERM OBJECTIVES

The health of Eramet employees, whatever their status, and that of external contractors, visitors and people living in the vicinity of industrial sites is a priority for the Eramet Group.

While recognizing that it is impossible to eliminate all health risks, the aim of the Group's health policy is to control them so as to minimize their frequency and the severity of their consequences.

The Eramet Group is committed to providing detailed, in-depth knowledge of all the health risks associated with its activities, while contributing to the development and dissemination of this knowledge.

This document has been signed by the members of the Executive Committee of the Eramet Group:

Christel BORIES	Laetitia BRUN	Virginie de CHASSEY	Charles NOUEL	Geoff STREETON	Guillaume VERCAEMER
Chairman and interim CEO	Executive Vice- President Human Resources	Chief Sustainability and External Affairs Officer	Chief Operating Officer	Chief Development Officer, in charge of Strategy, Innovation and Business Development	Group General Counsel

1. ERAMET GROUP COMMITMENTS

As part of its Health Policy, the Eramet Group is committed to :

- **Contribute** actively to scientific work on the risks inherent in processes and products.
- **Reduce** the health risks associated with work or with the health impact of the Group's industrial activities and products, through the involvement of everyone concerned and in liaison with occupational health specialists, line managers and the CSSCTI (Health, Safety and Working Conditions Commission) or/and similar bodies.
- **Comply** with local regulations, current standards and Group health standards.
- **Implement** the resources needed to ensure this health policy.

2. TERMS AND CONDITIONS

The Group's HR, Health and Safety Department is the guarantor of this policy. It is responsible for reviewing it to take account of internal and external developments.

To implement its Health Policy, Eramet uses the following resources:

- **Day-to-day integration of health and working conditions** into every decision, at every managerial level, in the same way as safety and the environment.
- **Drafting, distributing and applying the standards**, guides and procedures required for health policy, in association with staff and their representatives.
- **Drawing up a health action plan for each entity**
Eramet has set up dashboards to monitor relevant health indicators (physical or psychological disorders linked to work activity, absenteeism rates, bio-metrology measurements, etc.).

- **Harmonizing methods**
The Group uses a standardized method for assessing the level of implementation of the Health Fundamentals at all entities, in order to set up corrective action plans.
- **Employee involvement**
It obtains the opinion of employee health representatives when drawing up the corrective action plan.
- **Raising employee awareness**
The Eramet Group's priority is to inform employees and raise their awareness of work risks and procedures, to adapt workstations and to provide them with the work equipment best suited to preserving their health. Workstations likely to develop Musculoskeletal Disorders are identified using an analysis method based on ergonomic data.
- **Monitoring for the early detection of health problems that may be linked to manufacturing processes or products placed on the market.**
Eramet regularly assesses exposure levels and identifies the people concerned. Eramet ensures that medical surveillance is adapted to the risks and complies with regulatory recommendations and current scientific data.
- **Information and traceability of exposure levels**
The Group informs employees exposed to risk and compiles the results. Eramet organizes the traceability of exposure and the follow-up of each person exposed to a risk.
- **Continued scientific monitoring and benchmarking of new risks and best practices**
Eramet actively contributes to the development of scientific knowledge on the health impacts of the Group's activities and products, notably through professional organizations.
- **Developing a policy to combat addictive behavior**
Eramet applies zero tolerance to alcohol and drugs on all its sites. The Group organizes prevention and information campaigns for all employees. It screens for risky behavior in compliance with local regulations and professional ethics. Penalties are imposed in cases where people or facilities are endangered.

The implementation of this Health Policy relies on the commitment of the Group's management and employees.