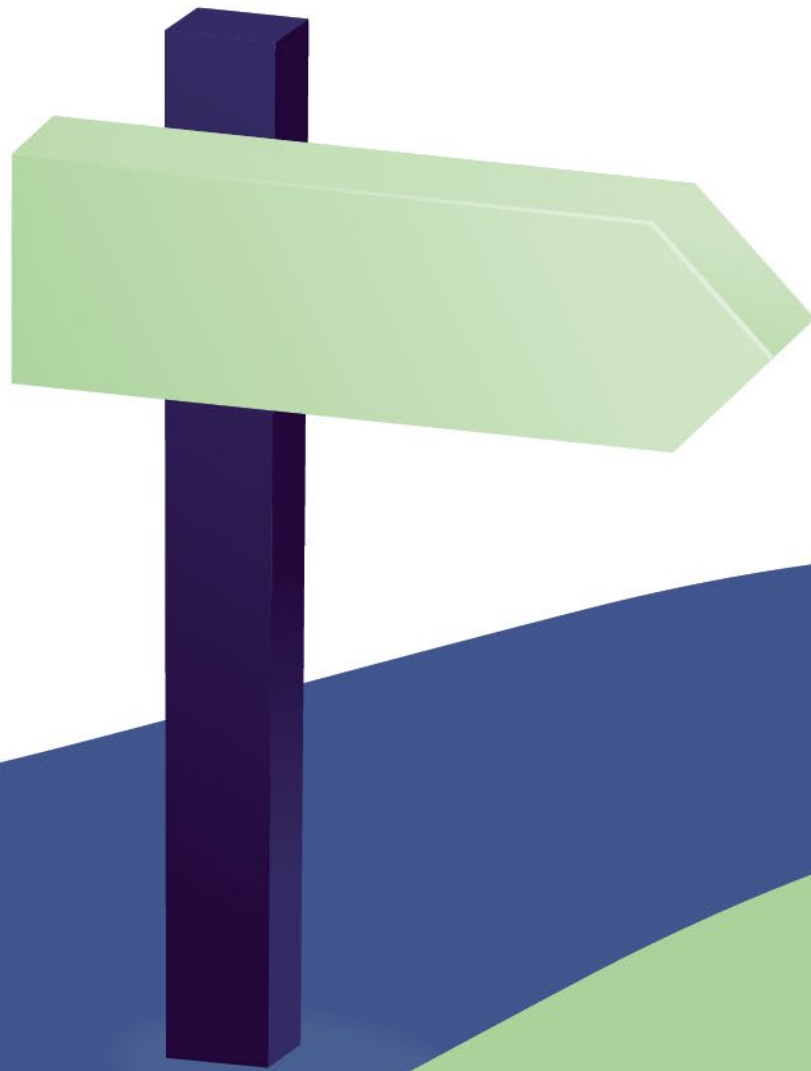


March 2026

POLICY

Human Rights





OUR LONG-TERM OBJECTIVES

The Eramet group believes that businesses should be a vehicle for respect and promotion when it comes to protecting Human Rights.

The Group is committed to promoting and upholding the fundamental principles of internationally recognized Human Rights, as defined in the International Bill of Human Rights, the International Labour Organization's Fundamental Conventions, following the recommendations and of the Guiding Principles on Businesses and Human Rights.

The Human Rights policy herein formalises this commitment and reaffirms its fundamental role, both in terms of the Group's managerial and operational processes, as well as its relations with stakeholders.

It is in line with the guidelines set out in the Group's Ethics Charter.

It complements the Group's other policies and applies to all employees, business partners and local communities.

This commitment is fully in line with the Group's strategic vision and its vigilance approach.

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 Human Rights Policy, the Eramet Group commits to:

Towards employees

- **Implement preventive and protective** measures to create a safe and healthy work environment on all its sites. It shall strive to prevent any accidents or occupational illnesses. Eramet shall ensure the safety of its employees during their work. Where long-term accommodation is provided for employees, it must comply with international recommendations.
- **To provide working conditions that respect its employees** and comply with applicable local laws, in accordance with agreements reached with employee representatives.
- **Firmly oppose child labour, forced labour and modern slavery.** Should any such practices be discovered, the company shall act immediately to put a stop to them and to protect the best interests of the individuals concerned.
- **Not to tolerate any form of harassment or violence in the workplace** and will take the necessary measures to prevent or punish such behaviour.
- **Promote equal opportunities and comply with laws and regulations prohibiting all forms of discrimination.**
- **Guarantee the free exercise of union rights** uphold the right of employees to join unions or labour organisations, in accordance with their freedom of association and collective bargaining rights.
Eramet shall make every effort to maintain fair and honest labour relations.
- **Respect employees' privacy and the confidentiality** of their data, in accordance with applicable regulations.

Towards commercial partners

- Eramet believes that all its business partners should share the same principles and values. It therefore **aims to be part of a value chain that respects human rights and communicates the principles of this Policy to its customers, suppliers, subcontractors and partners.** To this end, Eramet implements human rights due diligence processes with its partners and business relationships, to identify, prevent, and mitigate any potential human rights violations. Where necessary, appropriate measures are taken to address identified risks.
- As a responsible investor, Eramet is committed to integrating respect for human rights into its investment decisions by assessing potential risks and impacts on individuals and communities, and by promoting sustainable and ethical practices within the entities in which the Group invests.

Towards local communities

Eramet seeks to cultivate, through its established processes for limiting and offsetting the impacts of its activities and in partnership with local and national governments, a positive footprint for its host communities.

- **Respect the rights of indigenous populations affected by our operations**, as defined by the United Nations Declaration on the Rights of Indigenous Peoples, through free, prior, and informed consent.
- **Respect the identity, culture, heritage, traditions and customs** of indigenous communities and populations.
- **Build and maintain a relationship of trust with local communities**, including the most vulnerable among them, by establishing mechanisms to foster ongoing dialogue and process complaints.
- **Avoid population displacement and limit negative impacts in cases of involuntary resettlement.** When population displacement is unavoidable, Eramet complies, at a minimum, with applicable local legislation as well as international standards in this field, such as the IRMA (Initiative for Responsible Mining Assurance) requirements related to resettlement activities, land acquisition, and involuntary resettlement.
- **Take all necessary steps to reduce its footprint and environmental liabilities on its active sites**, as well as any environmental impacts related to projects under development. The measures taken are designed to limit harm to neighbouring communities, eliminate the risk of pollution, and prevent any risks related to reducing their access to natural resources, particularly to water.
- **Prevent security risks through dialogue with local communities.** Eramet is committed to ensuring that it acts responsibly, with full respect for the security of its host local communities. The Group draws inspiration in particular from the *Voluntary Principles on Security and Human Rights*.

2. IMPLEMENTATION METHODS

Eramet complies with international legislation and local legal requirements. Where there is a conflict between local laws and the commitments contained in its Policy, Eramet seeks to apply the most protective Human Rights requirements.

The Executive Committee is the supervisory and monitoring body for this Policy. It is responsible for revising the Policy to take account of internal and external developments. Compliance with the principles is integrated into the risk management and internal control processes. The Policy is implemented by the Group's managerial and operational functions.

To promote and ensure compliance with its commitments, Eramet communicates its policy and conducts regular training sessions and awareness-raising initiatives for its employees and interested stakeholders according to their specific issues.

Eramet reports publicly on progress in this area through its **annual non-financial reporting**.

Eramet has implemented a reporting mechanism accessible to anyone who witnesses or is a victim of human rights violations related to its activities. Reports can be submitted directly to the Ethics and Compliance Department via the external whistleblowing line, [EthicLine](#), in a secure and confidential environment.

Moreover, Eramet does not tolerate any form of retaliation against individuals who, in good faith, report a human rights violation.