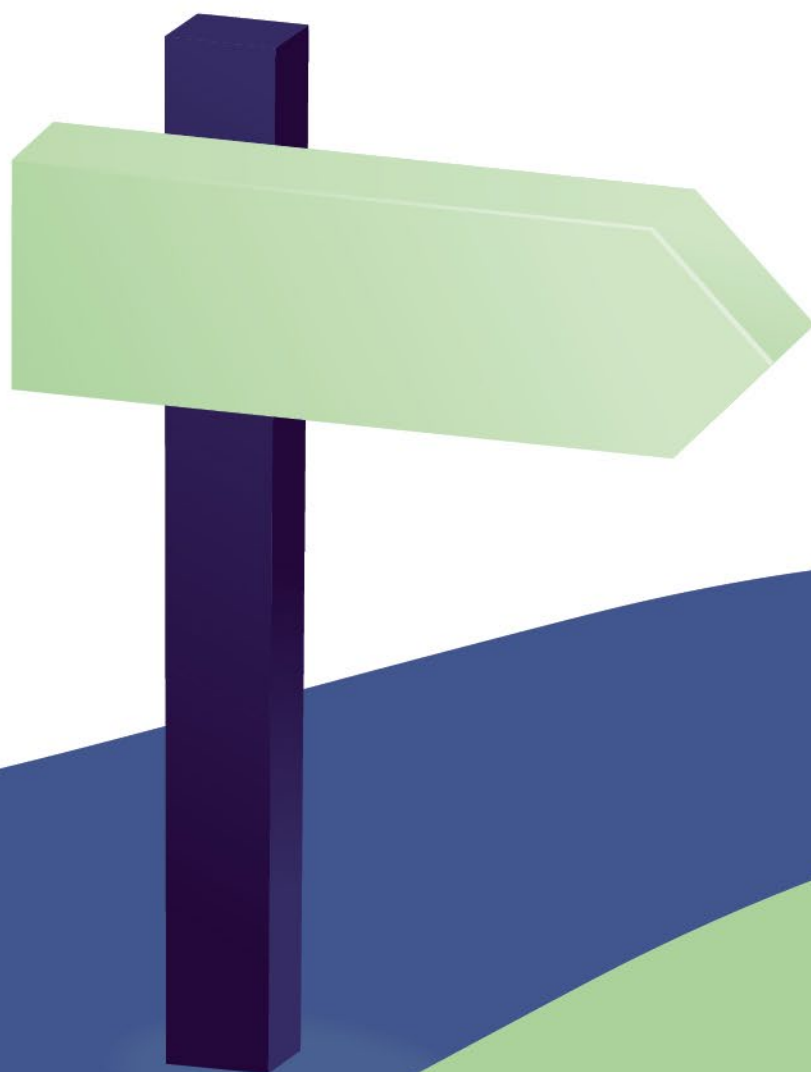


September 2023

POLICY

Climate





OUR LONG-TERM OBJECTIVES

Eramet, considering the rapid changes in the Climate and recognizing their anthropogenic cause, is aware of its duty of prevention, adaptation, and transparency regarding its employees, its partners, and its citizens in the broadest sense.

Eramet has adopted an Environment Policy based on continuous improvement, creating value and respecting the environment. Hence, Eramet is committed to controlling its energy consumption and CO₂ emissions.

As an operator of energy intensive assets with its pyrometallurgic process, Eramet recognizes that energy efficiency is a key driver of the performance of the Group.

The Group's reporting on energy and climate issues is based on the recommendations of the Task Force on Climate Disclosure (TCFD), which is one of the best international practices in this area and guides Eramet for disclosure and reporting.

The strategy of Eramet, a mining and metal producer is to grow in metals supporting global economic development and to sustainably develop critical metals for the energy transition, such as nickel, lithium and manganese. Thus, Eramet is positioning itself as "part of the solution" of the energy transition.

As part of the Paris Agreement, in December 2015, world leaders committed to keeping the increase in the average global temperature below +2°C compared with pre-industrial levels, thereby accelerating the momentum in the fight against global warming.

In this context, the Group has committed to reduce its CO₂ footprint in line with the SBTi (Science Based Targets initiative) international framework and recognizes the need to adapt to the consequences of climate change.

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

Christel BORIES	Laetitia BRUN	Virginie de CHASSEY	Simon HENOCHSBERG	Charles NOUEL	Geoff STREETON	Guillaume VERCAEMER
Chairman and interim CEO	Executive Vice-President Human Resources	Chief Sustainability and External Affairs Officer	Chief Financial 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 Climate Policy, Eramet Group is committed to:

- **Contribute**, in its main host countries and with its customers and suppliers, to the collective momentum in the fight against climate change.
- **Strengthen** its approach to improving energy efficiency and adapt its energy progress objectives in line with technological advances such as bio reductant, Research and Development and Innovation, while complying to changing legal and regulatory requirements.
- **Enhance** and **develop** the recycling of raw materials in a circular economy including gas emissions.
- **Give priority**, under economically acceptable conditions, to energy sources and industrial processes that are zero or low carbon.
- **Promote** Research and Development projects aimed at reducing direct or indirect emissions from its processes or induced by the use of its products.
- **Assess** the impact of its projects in terms of greenhouse gas emissions.
- **Take climate change into account** in its Risk Management Policy, in terms of technological, economical and societal aspects, including adaptation.
- **Integrate** climate change into the parameters of the Group's Strategy.

2. IMPLEMENTATION METHODS

In order to deploy its Climate Policy, Eramet implements the following means:

- Use of the best available techniques to reduce energy consumption and emissions, insofar as they are compatible with the Group's investment budgets and standard IRR.
- Use of the internal carbon price issued by the group in financial evaluation to steer investments towards less carbon intensive solutions and to raise employee awareness in regard to transition risks associated with climate change.
- Take into account energy optimization and CO₂ emissions in decision-making processes for all phases of a project (from design to implementation).
- Recover energy in a form that can be used internally and/or externally when this recovery is economical.
- Purchase competitive energy, favoring, where it makes technical and economic sense, renewable energies.
- Allocate appropriate resources by each entity to translate the Group's Climate Policy into action plans and to take into account the principles of the "ISO 50001" certification for its energy management.
- Recognize at the individual level of the achievement of energy efficiency objectives.
- Develop new Best Available Techniques to move towards processes that consume less and less energy and/or reduce CO₂ emissions.
- include climate objectives and incentives for management.

The implementation of this Climate Policy is founded on the commitment of the Group's Management and employees.