



# Corporate Social Management and Community Relations Policy

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# Table of Contents

Table of contents .....	1
1. Introduction.....	¡Error! Marcador no definido.
2. Objective.....	2
3. Key concepts .....	¡Error! Marcador no definido.
4. Scope .....	¡Error! Marcador no definido.
5. Alignment with Purpose .....	¡Error! Marcador no definido.
6. Guiding principles .....	4
7. Action areas.....	7
8. Relationship with the community.....	7
9. Publication and formalization .....	8



# 1. Introduction

Sustainable Development constitutes a fundamental piece of our vision of the future, a balanced integration of people's well-being, safety in operations and jobs, protection of the environment and adequate and constructive insertion in the communities. In this way, and in a broad way, our vision includes Corporate Governance, real care of the environment, the rational use of natural resources, the involvement and development of neighboring communities and certainly, caution for the safety and well-being of all our collaborators and their family group.

We firmly believe that operating within an ethical and responsible framework, based on unrestricted respect for human rights, labor standards and care for the environment, constitute an imperative for action in today's world, appropriately combining high performance with a vision of harmonious and stable insertion in the long term in society as a whole.

At Molymet and its subsidiaries we assume the commitment to contribute to sustainable development, managing transversally, integratedly and systematically the environmental, social and economic dimensions of our business. Within this framework, the involvement and development of neighboring communities and certainly the concern to maintain fluid communication with all our interlocutors has been and is a permanent challenge for the company, also considering the development and maintenance of effective channels and relevant, taking into account its particularities and the company's interest in accounting for its sustainable behavior.

In this way, relationships and the capacity for positive bonding constitute one of the fundamental pillars that provide sustainability to Molymet's business and operational activity as a whole, and influences all the decisions that the company makes in its multiple aspects. ; permanently seeking the path of greatest contribution, development and contribution for these purposes.

# 2. Objective

The objective of this Policy is to define the guiding principles and general guidelines for Linking with the Communities of which we are part, in order to ensure long-term relationships based on trust and mutual well-being. The search will be to harmoniously integrate Molymet with its environment, families, community and organized operating

structures, not only to fully insert itself into its communities, but also to be perceived as a company linked to its environment, with which it operates responsibly and collaboratively.

This policy defines the guidelines to be followed by Molymet Corporate and its Subsidiaries to bring the Purpose to society, guide Social Management and Relationship with the Community. Therefore, it includes the guidelines that Molymet Corporate and its Subsidiaries must follow to design and implement its Corporate Social Management and Community Relations Strategy and its Annual Plans, among others.

### 3. Key concepts

**Social Management:** Refers to the management practices that the company adopts to carry out its social investment in the communities with which it relates.

**Social Investment:** These are the financial and non-financial donations, contributions, community development programs and sponsorships carried out by the company, with the aim of generating positive social impact in its communities.

**Community:** People who live and/or are part of the same territory, previously defined. For Molymet subsidiaries, the territory is defined as the geographical area adjacent to the production plants, with an extension that will be defined by the Subsidiaries based on the influence exerted in the social sphere. Likewise, it includes the environments close to the places where the waste generated by the operation is disposed of and any other geographical area, geographically close or not, that is linked to the operation and management of the subsidiary in question. For its part, for Molymet Corporate, the community has a broader meaning, being able to have a scope of action at a national level, and internationally in the countries where Molymet has a presence through the relationship with organizations that are of interest to it.

**Community Relations:** These are the actions carried out by the company to relate to the community, either directly or through territorial, functional organizations, trade associations, corporations or others. Since Molymet has focused its attention on cultivating positive relationships with its neighboring community, these practices must be situated within active collaboration within its own community frameworks and considering a comprehensive vision of them and their needs.

**Donation:** Corresponds to the voluntary delivery to third parties of one or more goods and/or services, especially with the purpose of collaborating for the purpose required by



the donee. Likewise, services granted to support requests that mean greater well-being for the community are included.

**Contribution:** Corresponds to carrying out all types of activities that mean developing links, participation and/or help with other groups such as invitations to the company, volunteering, seminars, conferences, exhibitions, tours, among other actions, whether these are carried out in the company or outside it.

## 4. Scope

This policy defines the guidelines to be followed by Molymet Corporate and its Subsidiaries to carry out their Social Management and Relationship with the Community. Therefore, it includes the guidelines that Molymet Corporate and its Subsidiaries must follow to design and implement its Corporate Social Management and Community Relations Strategy and its Annual Plans, among others.

## 5. Alignment with Purpose

The Purpose is the guide to implement Social Management and Community Relations and therefore it is very necessary that everything that happens in the organization goes in that direction. In this way, the Social Management and Community Relations Policy is under this important framework that is the Purpose of Molymet: we create value for the evolution of humanity through products developed by people who think about the well-being of the planet. In this way, through this policy we seek to transfer the Purpose to the communities with which it is related and to society.

This is how we commit to creating value for the communities we are a part of. We work to strengthen ties that keep us united with the community and thus be able to stimulate it to develop and grow harmoniously.

Likewise, we firmly believe that operating within an ethical and transparent and responsible management framework with all our stakeholders is essential for long-term success.

## 6. Guiding principles

The Social Management carried out by Molymet and its relationship with the Community are based on the following guiding principles:

a. *The people at the center of Molymet*

We understand people as the main engine to achieve our purpose and our operations, considering our collaborators, clients, communities, suppliers, authorities and investors. We are aware that each of the communities with which we work in the different countries in which we are present have characteristics that make them unique, so our teams together with each community define the best collective way of working and the nuances of their development processes according to their context and characteristics.

In general terms, the areas of influence of the Molymet subsidiaries correspond to the territories surrounding the production plants, with a variable extension determined by the influence that each one exercises over them in the social sphere.

For its part, for the Corporate area, the community has a broader meaning, being able to have a scope of action at the national level in the countries where we have a presence, or at the international level, connecting these countries through the relationship with organizations that are of your interest.

b. *Participative construction*

We seek to know and identify the concerns, desires and interests of the communities where we operate, through direct and permanent interaction with them. This approach allows us to make accurate diagnoses, which in turn allow the development, modification and evaluation of social activities and programs that aim to improve specific aspects of community life. Our work model is based on building bonds of trust and permanently developing the potential of the community itself and the people who make it up, becoming an engine for change that aims to achieve deep and lasting transformations.

c. *Glocal development*

Social challenges have become increasingly complex. Our social investment is glocal, that is, it focuses on local development and all the dimensions that comprise it (economic, environmental, social, cultural promotion, etc.), and is also connected to the global village, and that we are aware of the interrelationship that exists and how what happens in our communities has effects in the world.

We do not only identify local development, as is often the case, with vulnerable populations, or a specific sector or project, but we also include each member of the community in our strategy, regardless of their characteristics (socioeconomic status, sector, etc.). considering it for the benefit of the community. In this sense, we favor local employment as a virtuous development model for communities.



Just as we consider it essential to satisfy the needs of the territory where the subsidiary operates, it is also relevant to maintain alignment with the guidelines provided by Molymet Corporate.

d. *Systemic thinking*

Our activities have a systemic approach, which seeks to understand the structural causes of the main community challenges, the interactions of the different parts of a system, and how through the transformation of mentalities, structures, and power dynamics we can contribute to create changes with significant impacts.

e. *Approach based on Human Rights*

We are committed to maintaining a relationship with communities based on respect for Human Rights, adopting for this the international guidelines included in the United Nations Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant of Economic, Social and Cultural Rights and the Guiding Principles on Business and Human Rights of the United Nations Global Compact, as members of the Global Compact Chile network.

We care about supporting and respecting Human Rights, within our sphere of influence, permanently identifying and managing our risks and impacts.

Likewise, we actively promote a culture of respect for Human Rights among our stakeholders.

In this sense, we consider the right to life and liberty to be fundamental and we give special importance to people in our communities having access to education and being part of cultural life.

f. *Gender perspective*

We recognize that applying a gender perspective in our social investment implies identifying the differences and inequalities that exist between certain groups and taking them into account when designing interventions, programs and activities, with the aim that they are always inclusive and non-discriminatory. At Molymet we will always be in favor of Diversity, Equity and Inclusion.

g. *Social innovation*

Our social investment is creative and at the forefront, we permanently seek innovative solutions that put people and the planet at the center, taking into account the available resources, the various actors, the barriers and opportunities and the balance that must exist between them. to ensure criteria of common good, significance, replicability and scalability in other subsidiaries or companies.

#### *h. Strategic Alliances*

We always work establishing strategic connections with our Stakeholders, from different sectors and themes, we promote a process of dialogue and collective construction, guaranteeing that all parties move towards common objectives.

## 7. Action areas

The selection of the areas of action on which Social Management will focus must be carried out based on the survey of the needs and challenges of the communities, and will be in direct accordance with the strategy and action plans that each subsidiary carries out to provide greater value.

## 8. Relationship with the community

Relationships with communities must be based on permanent relationships and joint collaboration. Communication must be open, honest, direct and transparent, as indicated by the following guidelines:

### **1. Recognize and empathize with the need**

Know and identify the concerns, desires and interests of the communities where we operate, through direct and permanent interaction.

Complementarily, analyze the evolution in the dynamics of their territories, through methodical processes, capable of comprehensively transmitting the current situation of the community and through which action plans will be defined that allow us to address those needs that align with our purpose.

### **2. Responsibility**

Assume the necessary actions to promote ties with the community through different communication channels that emerge in the context of the daily relationship with the community.

Molymet is committed to channeling community concerns by delivering a formal and timely response to each requirement, through the Company's open-door communication channels.

### **3. Credibility**

Always be available to establish positive and strategic ties that allow us to build long-term relationships based on mutual respect, ensuring a transparent, cordial dialogue, with quick and timely responses, where freedom of expression and the exchange of ideas are respected.

### **4. Transparency**

Constantly and timely inform the community, anticipating possible positive or negative impacts that could happen.



## **5. Integrity**

Supervise at all times that the connection with the community is carried out within the framework of compliance with Human Rights and current regulations in the countries where we operate.

## **6. Legitimacy**

Guarantee the community the legitimacy of our operations, within the framework of regulatory compliance and voluntary commitments that govern the areas where we operate.

## **7. Common good**

Promote development in the communities of which we are part so that they can prosper economically, socially and environmentally, always seeking the common good.

## **8. Presence and participation**

Vincular a la operación en la gestión directa con la comunidad, permitiendo y facilitando la entrega de respuestas claras y concretas a través del trabajo empírico.

## **9. Prudence and honesty**

Be prudent and tell the truth, maintaining at all times the willingness to attend to and support the requirements that arise from the communities, aligned with what is established in this policy.

## **10. Volunteering**

Promote voluntary and selfless support towards our communities.

# **9. Publication and officialization**

This Policy will be published on the corporate intranet and on the company website and for each update a corporate email will be sent indicating the relevant changes.



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John Graell M.  
CEO

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