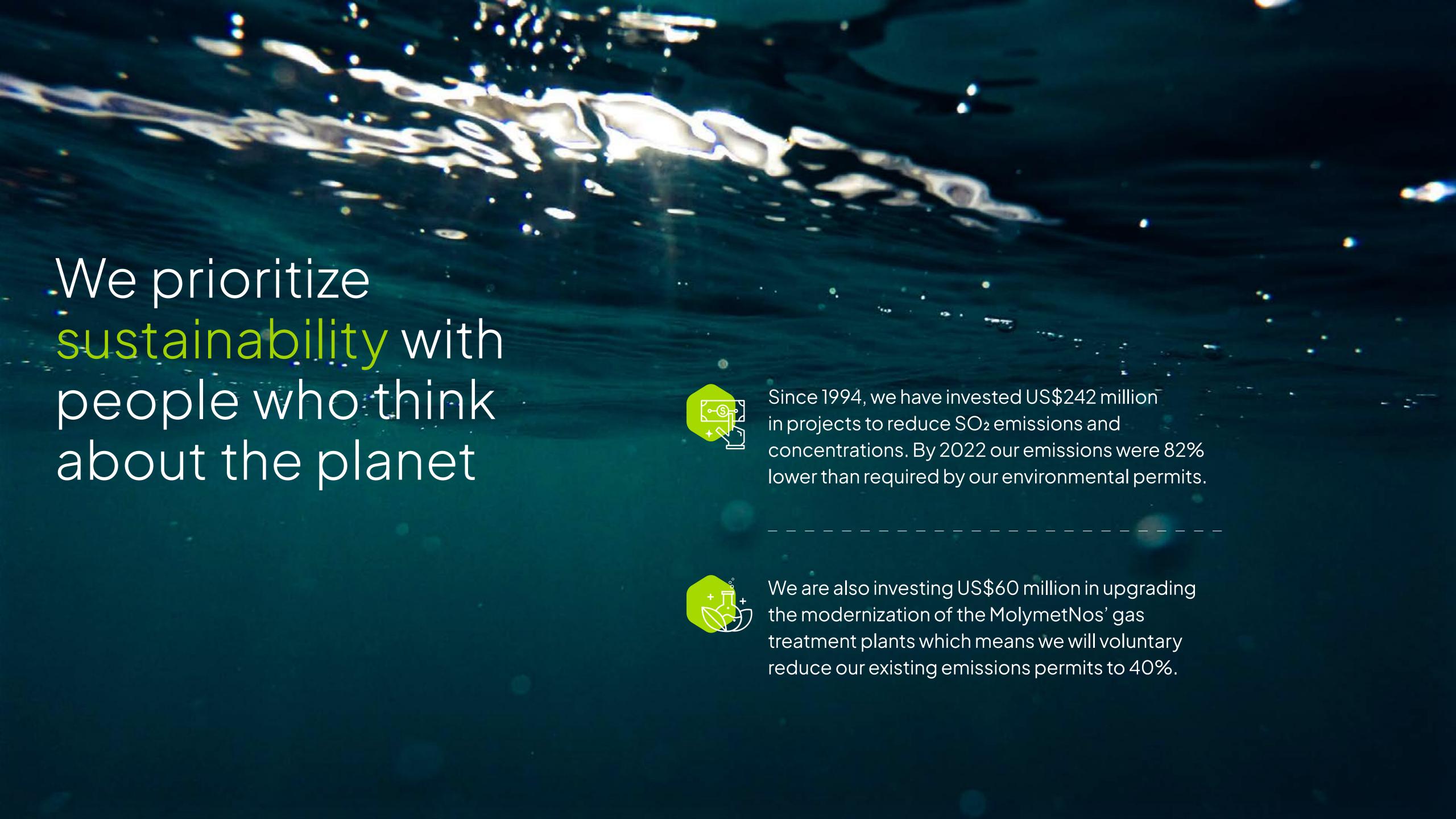






CONTENTS











Molymet has the most extensive range of industrial processes for converting molybdenite - from copper mining - into commercial quality molybdenum and rhenium products.



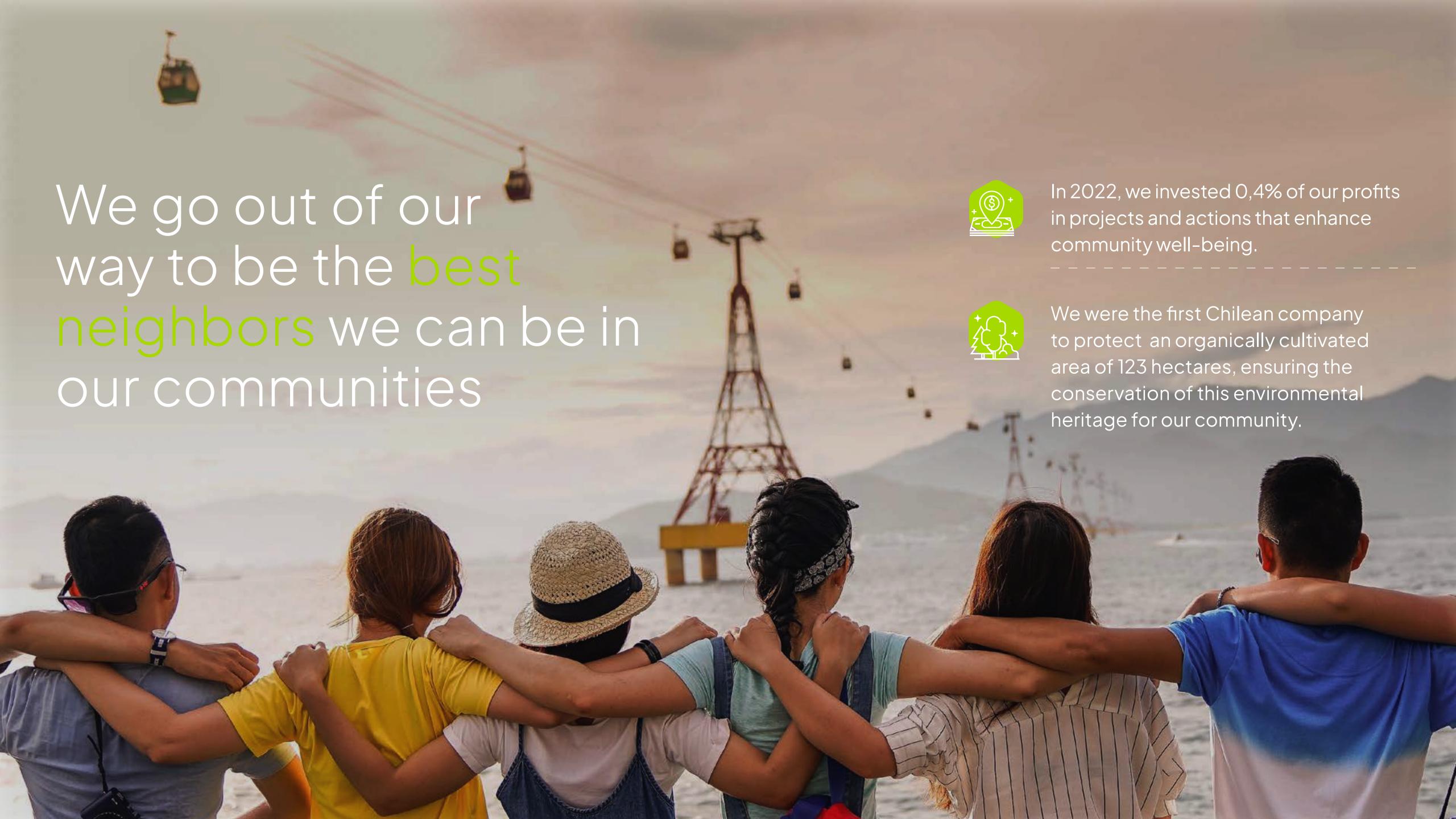
We constantly invest and innovate in our processes to ensure the product qualities our customers will require in the future. In 2022, we invested US\$ 10,2 million used in innovation and in 2023, we will invest US\$ 8,6 million.





Globally, molybdenum and rhenium are metals of high strategic value due to their valuable technological applications and the significant role they play in advancing environmental care, urban development, mega construction and alloys which are safer, more efficient and longer-lasting.







- We voluntarily measure ourselves against the Dow Jones Sustainability Index (DJSI) and the Stakeholders Sustainability Index (SSIndex).
- We have board sessions dedicated to addressing sustainability issues.
- Since 2021, our board has received advice on how to evaluate its effectiveness and identify opportunities for improvement.
- Our board has a diversity of expertise and 40% are independent directors.
- We have implemented an ethical whistleblowing channel to ensure independence and confidentiality.





Our company is the global leader and benchmark in the molybdenum and rhenium industry







Our clients know with assurance that we constantly anticipate future industry standards as our products evolve, while taking care of natural resources.



In 2022 we had very good results which translated into a positive impact for our stakeholders.

Some time ago, we began to reflect on our reason for being and the difference we make in the world. This reflection led to us co-constructing our company Purpose which has since been transformed into a guide for viewing all our strategic decisions and against which we can analyze whether we are adding value and what we ought to do.

We know that sustainabilty and our business model go hand in hand. This is why the only way forward is to manage responsibly - not only to add value to our stakeholders but also to help position Molymet and its subsidiaries as global market leaders. We want to demonstrate our authentic concern for the challenges companies face today - both at our productive plants and in terms of a solid governance model that will allow us to lead and implement

initiatives and follow up on strategic issues related to the sustainability of our company.

Today, our Purpose has materialized into tangible actions and goals - to the extent that we have already reached 80% implementation of our Corporate Sustainability Strategy. Meanwhile, with our 2030 Sustainability Agenda, we aim to fulfill clear commitments related to renewable energy consumption.

We made good progress with measuring scope 3 of our organizational carbon footprint and measuring the carbon footprint by product. In this respect, we achieved really positive results, bringing our company below the industry average.

Then, we have been moving forward with several projects in parallel. Among these, I would like to highlight the finalization of phase 1 of our MolymetNos modernization project where, up to now, we have invested US\$ 278 million.

This project will lead to us voluntarily lowering our SO₂ emissions permits to 40% below the current permissions in effect, by 2025. Other projects which will positively impact the environment, relate to generation of renewable energy - like the photovoltaic projects at our corporate and R&D buildings and the windmill energy project at Molymet Belgium which will come into operation during 2023. These will allow us to grow our renewable energy consumption by about 17%.

Our clients know with assurance that we constantly anticipate future industry standards as our products evolve, while being gentle on natural resources. As part of our company focus, we have moved forward with the internalization of our Purpose, measuring our performance against the Purpose Strength Model®. The results have been pleasing, showing that we are close to or above the benchmark of companies that are part of the knowledge base. For us, people are at the centre of our management, which is why we are also making progress in the development of our Diversity, Equity and Inclusion Strategy; implementation of action plans related to the Labour Relations Index; and the development of our

Training and Learning Strategy - all of which will enable us to guarantee development of sustainable leadership and a culture to support our employees with pension and retirement matters at all stages of their lives.

In keeping with our commitment to our communities, we have begun to develop a Social Investment and Community Outreach Strategy to further strengthen engagement with them.

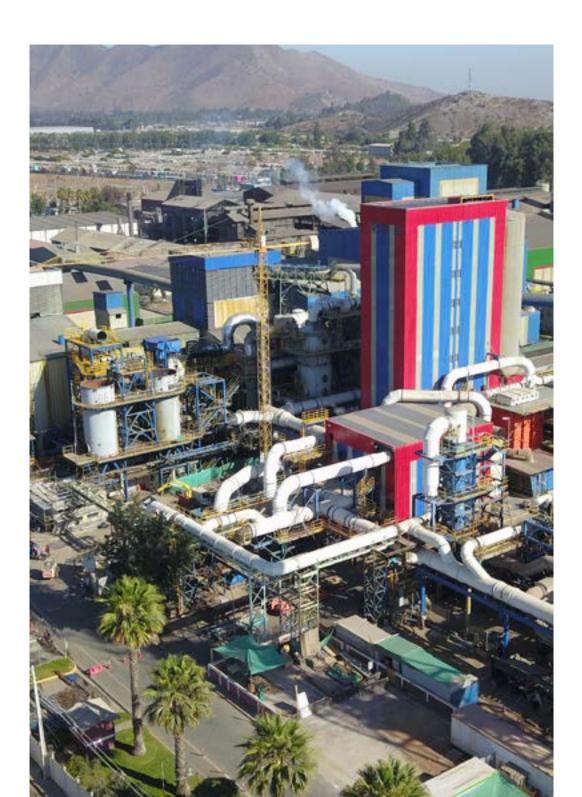
For me, it is with satisfaction and pride that I present to you this, our 5th Sustainability Report corresponding to the 2022 financial year. It reports on the progress on different initiatives we have proposed to achieve a sustainable business model and shows our conviction to respond to a society that expects even more from companies when it comes to taking responsibility for their environmental and social impacts – in this way we are also faithful to our Purpose of "creating value for the evolution of humanity through products developed by people who think about the well-being of the planet."

We are Molymet

Molibdenos and Metales S.A. (trading as "Molymet") is a multinational company. Our core business is the processing of molybdenum (Mo) and rhenium (Re). Our beginnings in Chile date back to 1975 and thanks to the international expansion in the nineties, today the whole world benefits from our products. Globally, we have around 35% market share in molybdenum and 70% in rhenium. We have a worldwide presence with production plants in Chile, Mexico, Belgium and Germany and five commercial offices in different countries.

Molybdenum is used mainly as raw material in a variety of industries due to its durable and resistant characteristics. This means that we help extend the useful life of structures, generating safer, more efficient and durable alloys in different types of construction, automotive, oil, fertilizer, technology, medical supply industries, along with many benefits in other productive sectors.

Over the years, as our business has grown, we have become increasingly committed to sustainability. Today one of our main focuses is to ensure that not only are our production and supply chain sustainable but that the way we relate to the environment in general is based on a sustainable culture. Aligned to this idea, through our purpose, technology and innovation, we have implemented different initiatives, generating value for all the players we engage with our shareholders, our employees, our customers, our communities, our suppliers, the authorities and the natural environment.



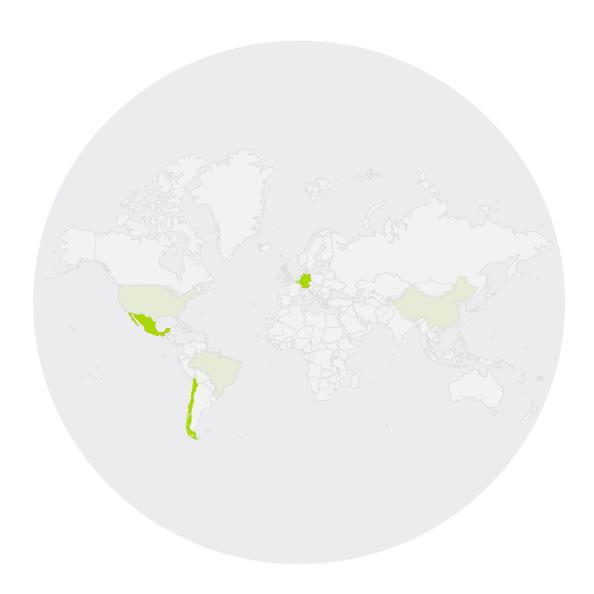


In the same vein, as part of Molymet, we have two non-molybdenum subsidiaries that contribute to sustainable management in different ways. These subsidiaries are Carbomet Energía S.A., which is focused on renewable energy and Inmobiliaria San Bernardo S.A., an agricultural estate created in 2012 with the purpose of converting an area of 123 hectares of organic walnut cultivation into a green belt buffer zone around our MolynetNos plant.





Hectares of walnut trees dedicated to this organic crop since 2012.



Our Corporate Company

Molibdenos and Metales S.A.

On 01 January 2022, Molymet separated the ownership of its production plant and the corporate area (both located in San Bernardo) incorporating a new company with the name of MolymetNos S.A. into the holding company.



Our Productive Subsidiaries

MolymetNos, San Bernardo, RM, Chile. Molynor, Mejillones, Antofagasta, Chile. Molymex, Cumpas, Sonora, Mexico. Molymet Belgium, Ghent, Belgium. Molymet Germany, Bitterfeld, Germany.

Our Commercial Offices

Molibdenos and Metales. Chile. Molymet Corporation, United States. Molymet do Brasil, Brazil. Molymet Beijing TC, China. Molymet Services Ltd, England.

Our non-molybdenum Subsidiaries

Inmobiliaria San Bernardo S.A., San Bernardo, RM, Chile Carbomet Energía S.A., Puente Alto, RM, Chile.



For more information about our company, we invite you to visit our website: https://molymet.com/en/



Our mission



We are working to strengthen our global position in the molybdenum and rhenium markets through flexible processing capacity, innovative process optimization and the search for new business opportunities in strategic metals.



Our values



Confidentiality

We manage information responsibly, aware that it must be protected and kept confidential at all times.



Excellence

Defines everything we do, from the calibre of our people, the way we work and the outcomes we achieve excellence is directly reflected in our daily commitment.



Transcendence

We always seek to create value and exceed our own barriers. Each day we go above and beyond to make the future better for the generations to follow us.



We are coherent in what we say and think. We put people at the centre, respecting our commitment to them and always ensuring good, transparent communication. We promote respect, equality and nondiscrimination as the basis of our relationships.



Innovation

We believe in transformation, giving ongoing attention to innovation and reviewing the latest technologies as we aim for major change, new products and continuous improvement. Researching and developing new solutions is essential for the future of our industry.



Sustainability

Links directly to our purpose and how we understand our business. All our decisions are based on a sustainable view of our environment our people and the related daily demands.



2022 Milestones

February:

The Ministry of Environment awarded us HuellaChile certification for quantifying our Greenhouse Gas (GHG) emissions at Molynor.

February:

Initiated evaluation with the Purpose Strength Model® at Molymet and its subsidiaries.

March:

Fitch affirmed our international Investment Grade rating at 'BBB'; Stable Outlook.

April:

Our Molymex subsidiary was awarded third place in the 2022 national company ranking of Best Workplace for Women in Mexico.

May:

We reopened the 2021 bonds in Mexico, issuing approximately US\$ 100 million.

June:

Began construction of windmill at Molymet Belgium

July:

We received SSIndex recognition, ranking above the average of participating companies on all index indicators.

July:

We partnered with Pride Connection Chile to encourage its strategy of diversity, equity and inclusion at Molymet.



November:

We installed photovoltaic panels in the R&D Building reducing 70% of energy consumption.



November:

We announced the launch of our pilot phase of the International Molymet Association's (IMOA) "Molymark" in collaboration with de IMOA en Copper Mark, which will be rolled out during 2023 by our Molynor and Molymet Belgium Subsidiaries.

December:

Completed Modernization of the old gas scrubbing plant at MolymetNos - now available for operation when required.

S





People

1.242

Employees

23%

Women in leadership and Executive positions

Accident frequency

29

average hours training peremployee

US\$ **319.988**

Community Investment

Environmental

63.508

Tons of CO₂ eq. (scopeland2) **55%**

Recycling of water

US\$ 1,23

Million invested in green areas

16%

waste valorization **72%**

electric renewable energy

Economic

35%

market share of global molybdenum processing **70%**

market share of global rhenium processing

US\$10,2

Million investment in innovation

US\$186 Million from EBITDA US\$1.883

Million in revenues

*For more detailed information about our most relevant milestone of the year, we invite you to visit our official website for or News and Social Media

Shareholders

Stakeholder groups

The importance of identifying and considering stakeholders is transversal to all sustainable companies. This relates directly to our management and decision-making as of our most important objectives to generate value for all stakeholders we interact with. Likewise, each action we take has a different impact on each of our stakeholders, which is why it is very important to consider their opinions, foster closeness and trust through clear, direct and transparent communication and to nurture these relationships over the long term.



"At Molymet we have a value proposition for each stakeholder group: our employees, clientes, communities, shareholders, suppliers, authorities and equally, the environment, which in general has no representation and for which we are concerned in the same way."

John Graell

Communication chanels

At Molymet, we seek to reach our target audiences in an innovative and empathetic way, providing valuable content and strictly adhering to the ethical principles that govern us, with a strategic and comprehensive approach.

We use different communication channels like intranet, social networks, official newsletters, conferences, communication plans, reports, social events, neighbourhood groups, telephone, mail, scheduled visits, always adapting the message, its content and frequency to reach all our stakeholders.



A system made up of natural and man-made elements that are interrelated and can be impacted by human action.

We comply strictly with regulations in every country where we operate and we constantly seek to go above and beyond the regulations, thereby generating trust.

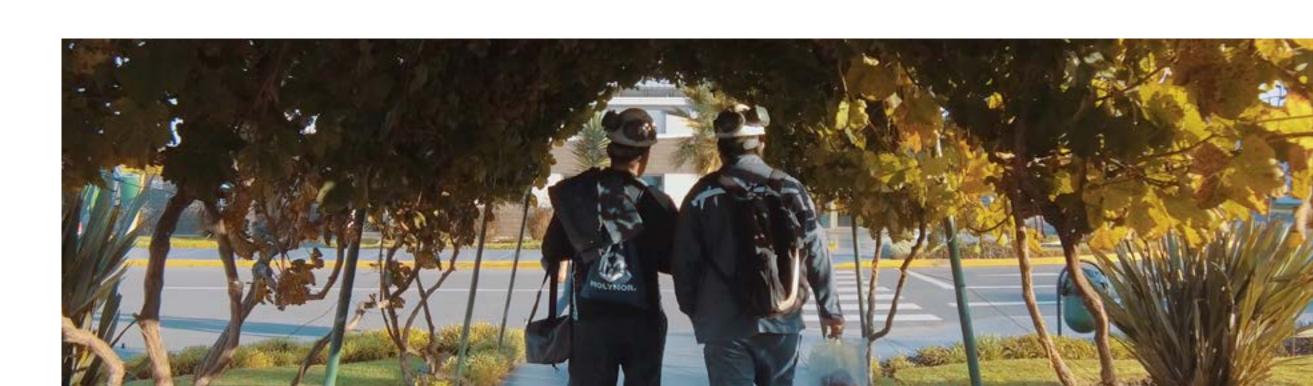
The success and sustainability of our operations is intrinsically linked to our suppliers and regardless of their size, we deal fairly and equitably with each of them.

Who place their trust in our work and for whom we constantly strive to deliver excellence.

> Whose commitment and professionalism make everything we do possible and we in turn, strive to develop their talent and empower them.

Our long-term strategic partners whom we seek to serve closely and efficiently.

In the areas surrounding our operations and where we must play an active and committed role.



communities

Industry recognition and certification 2022



April: Molymex was awarded third place in the 2022 national company ranking of Best Workplace for Women in Mexico.



July: Molymet was recognized with the SSIndex Seal which positioned us above the average of companies participating in the index.



July: Molymex was awarded second place as one of the most innovative companies in Mexico - Great Culture of Innovation and Expansion.



October: Our Vice President of Corporate and Legal Affairs made the GC Power List, joining a prestigious group of top lawyers worldwide.



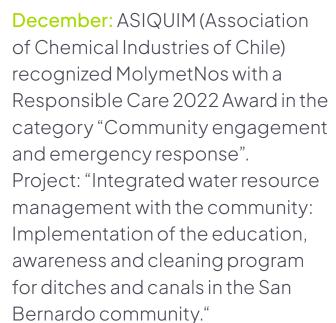
October: MolymetNos was awarded first place for Operational Excellence in the Metals Sector, KAIZEN™



November: MolymetNos received an Inspiring Academy Award in the category "Educational Social Impact" Project: "The Power of Emotions" Program in the Clara Solovera and Padre Alberto Hurtado Educational Centres in San Bernardo Community. Institution: Inspiring Girls Chile.



Awards Chile 2021/22





Certification and Seals

- February: The Ministry of Environment awarded us HuellaChile certification for quantifying our 2021 Greenhouse Gas (GHG) emissions at Molynor.
- June: MolymetNos received ISO/IEC 17025-2017 accreditation by the American Association for Laboratory Accreditation.
- July: Molymex received the seal for carbon footprint calculation of scope 1, 2 and 3 carried out by the company PROYECTAE.
- July: The Ministry of Environment awarded MolymetNos certification for quantifying their carbon footprint.
- July: Molynor received ISO 50001:2018 Energy certification from SGS Certification SpA.
- October: Molynor received Responsible Care Management System certification, valid for 3 years at level 2.
- Molymex received the Socially Responsible Company seal awarded by the Mexican Centre for Philanthropy for the 12th consecutive year.



Alliances and associations

Chile

ASIQUIM



























Mexico



0

CÁMARA MEXICANA - CHILENA DE COMPREDO E MYERRIOR



Colegio de Contadores Públicos de Sonora

Verdad, Ética Nuestra Destino

Comité de Seguridad Pública del Municipio de Cumpas, Sonora













Europe







STORME, LEROY, VAN PARYS







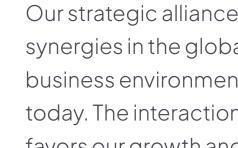












Our strategic alliances allow us to generate synergies in the globalized and competitive business environment in which we operate today. The interaction with each of them favors our growth and development, strengthening different areas in a way that is aligned with our purpose.

Thanks to these partnerships and memberships we are able to meet our objectives and enrich our culture through access to new technologies, innovations, training and standards of excellence, among others.





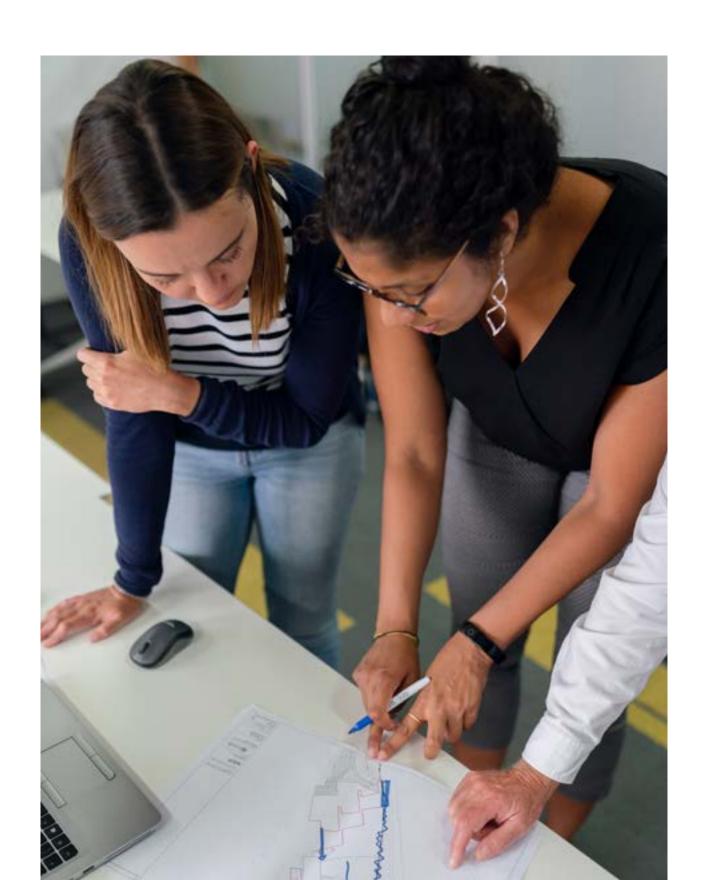
Building a better tomorrow!



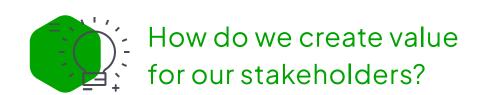
Our value

proposition

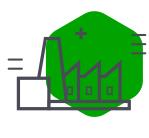
Our business creates value for each of our stakeholder groups in a way that is consistent with our purpose and company values.









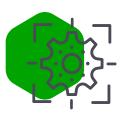


business

Our core business is based on the processing of Molybdenum and Rhenium to supply mainly the steel, metallurgy, metal, chemical, electronics and aerospace industries. This is the starting point for all our products, services and innovative projects to satisfy the new needs that our world demands.

The strategic location of our facilities and commercial offices, as well as the flexibility of the production processes we develop assure our international market leadership in the processing of these elements.





Our main products

Molybdenum (Mo):

Oxide, Ferromolybdenum, Pure products and other products in diverse formats.

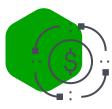
Rhenium (Re):

Rhenium metal powder and briquettes

03

By-products:

Copper Cement and Sulfuric acid



Business Lines

Based on these products, our business lines are follows:

01 Own sales:

We purchase molybdenum concentrates (molybdenite) and use our processing technology to produce a wide range of molybdenum products like molybdenum oxide or pure products which are sold to various customers in global steel and chemical industries.

02 Tolling:

We do business with several mining companies who send molybdenite to us. For a tolling fee, we transform the raw concentrates into molybdenum oxide and send them back as commercial products.

03 By-products:

Through our roasting and oxidation processes we recover byproducts like rhenium, copper cement and sulfuric acid.

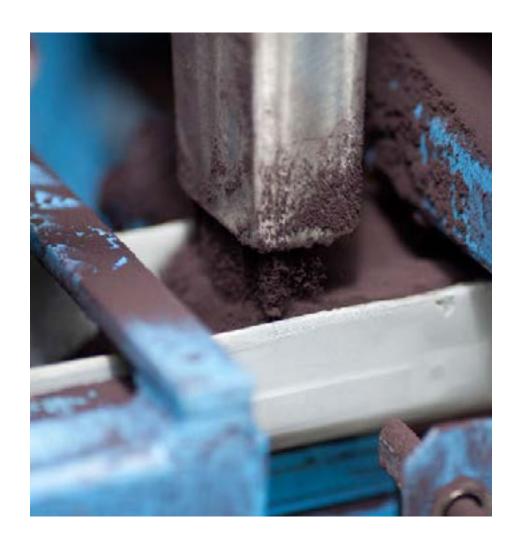


Production processes

Our production processes are adding value to Molybdenum (molibdenite) concentrate which is a by-product of copper mining. As strategic allies of our mining clients, we process different types of qualities at our industrial plants that together represent an installed capacity of 35% of total Molybdenum processing worldwide.

We operate in line with the highest technological standards, minimizing our negative environmental impacts beyond current regulations in order to maximize positive impact.





Our production processes are classified as pyrometallurgical and hydrometallurgical. From the pyrometallurgical process we produce Molybdenum oxide powder, of technical grade and high solubility. From hydrometallurgical processes we obtain Molybdenum, Rhenium, pure products and other products of commercial quality as required by by our clients.

We also have gas cleaning plants, acid plants and liquid industrial waster treatment plants.

For more details on our production processes, we invite you to review our website and the documents that explain each stage.



We have

ZU/

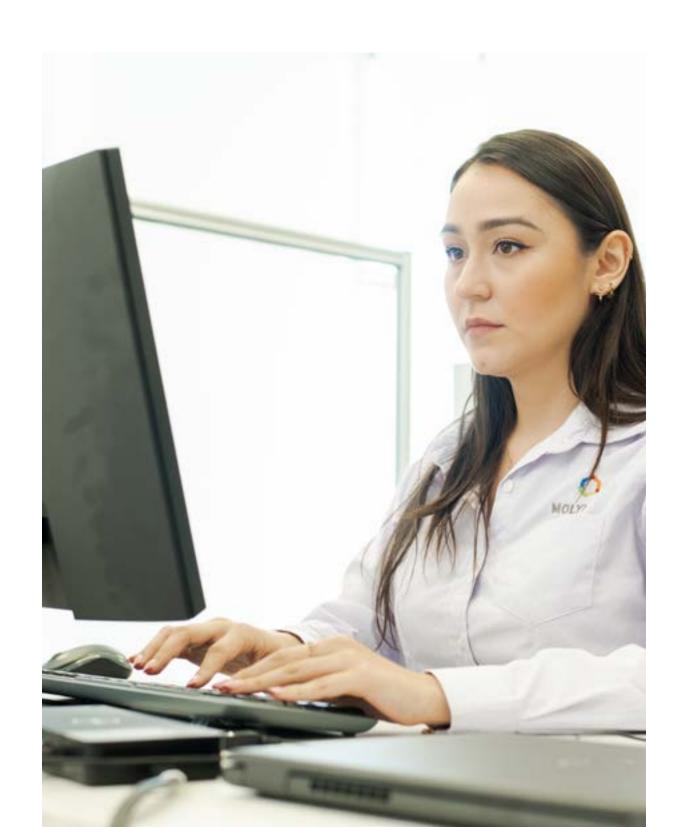
Million pounds of Molybdenum capacity installed at a global level





Economic value generated and distributed

Key to our value proposition is being transparent with our stakeholders about what we do each year and the value created in figures.



Distributed economic value (DEV) **2022** in thousands of dollars



Employees:

68.428

Salaries

68.428

Total employees costs

Operating costs:

1.565.700

Supplier

Payments

57.793 Contractor

Payments

17.315 Operating

Costs

Total

costs

1.640.808

operating

Governments:

32.794 State

Payments

3.445 Municipal

Payments

36.239 Total to

governments



Financial Investment:

24.376

41.079

Shareholders

65.455

Investment

Investors

Total Financial

Total DEV **1.810.930**

Economic value generated (EVG) **2022** in thousands of dollars



Revenue:

Sales

1.892.798 Net

Income from sale of assets Total EVG Income

1.896.964

Total EVG **1.896.964**

4.166

financial

Income from

investments

Retained economic value (EVG-DEV)

86.034

Leading with purpose

"Creating value for the evolution of humanity, through products developed by people who think about the well-being of the planet"

At Molymet we firmly believe in the importance of having a business purpose which should aim to counter the social and environmental imbalances that are develop in different industries. Today, we know that today that company leaders are no longer measured solely by their ability to generate wealth but also by their contribution to society and the environment.

Our commitment for Molymet to become a company that drives positive change in society is a definition we co-constructed in 2018. It transcends any given moment and guides us in everything we do.





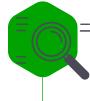
Our purpose journey

In 2018 this we began co-constructing a company purpose, listening in particular to the opinions of our employees in a series of workshops. First, we looked back at where we had started. Then we, looked forward to the difference we want to make in the world today and the lasting legacy we want to leave for future generations. We wanted to express this in plain language so that each employee and leader at our operations around the world could translate it into our daily actions, decisions, strategies and interactions.

At Molymet we keep the focus on people and our environment and, by keeping our purpose firm, we have fostered internal growth of this culture which is reflected in the figures and the good reputation we have achieved in the market. All our decisions go through the lens of purpose which allows us to align every action we take with the real reason why we do things. Whether incorporating environmental policies or integrating community programs that add value in a sustainable way.

Our purpose journey has followed a 4-stage path: Discovery, Articulation, Activation and finally, during 2022: Internalization. The objective of this final stage has been

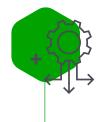
to reinforce purpose throughout our company and communities through an intense communication campaign and activities that seek to reflect on the meaning of being part of Molymet for each employee and the importance of their work in creating value - in this way aligning intention with our strategic agenda.



2018 Y 2019

DISCOVERY

- Information gathering, surveys, interviews with all stakeholder groups
- Analysis & Findings



2020

ARTICULATION

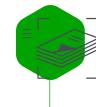
- Purpose Committee formed
- Workshops with 300 people participating from our subsidiaries
- Molymet Purpose Defined
- Launch of Purpose and refreshed Company



2021

ACTIVATION

- Selection & Training of Influencers
- Training of Leaders in Purpose
- Social Media / Spokespeople
- Taking our Purpose to Communities.



2022

INTERNALIZATION

- Evaluated the Purpose Strength Model®.
- Action Plans to deepen the meaning of our Purpose
- Co-construction by Leader and employees
- Indicators aligned with strategic plannning

Expanding our purpose

As part of our Corporate purpose, we consider our stakeholders as fundamental in "creating value for the evolution of humanity through products developed by people, who think about the well-being of the planet".

In this sentiment, our purpose statement echoes the voices and thoughts of all our employees. Everyone made a contribution to defining what characterizes us and what sets us apart. Most of all, our purpose expresses our lived belief that we want to be a company that makes a lasting difference over time. Today our leaders and employees demonstrate pride in helping to move the world, through the work they deliver every day.

During 2022, in order to go a step further, we established a working alliance with People in Mind and the University of Navarra, measuring the degree of internalization of our purpose through the Purpose Strength Model®. The results of this assessment have helped us to understand the strength of internalization

within the company, to know where we are and to establish where we want to go, through a series of collaborative meetings and events in the framework of "The Purpose Journey."

Participation in this study was high. With respect to the measurement gaps detected, the results were good and in general, close to or above the benchmark of companies that form part of the knowledge base.



	Surveys mailed	Survey Responses	% Response	#Feedback
Molymet Corporate	172	130	76%	36
MolymetNos	542	409	75%	184
Molynor	171	133	78%	56
Molymex	133	124	93%	73
	1018	796	78%	349

Table 1: Participation in purpose creation - Purpose Strength Model ®



Internalization

OBJECTIVES

- 1 Increase knowledge and internalization of purpose
- 2 Raise awareness of contributing towards a collective purpose
- 3 Promote rewards and incentives for purposealigned behaviour
- 4 Increase the perceived sense of team unity and benefits for all stakeholders.

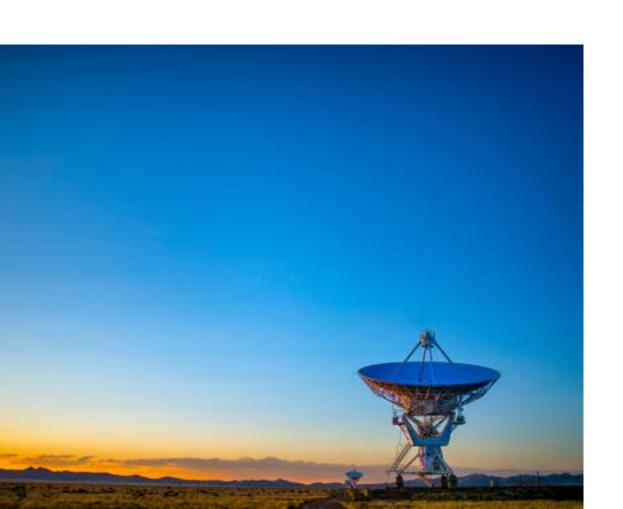
ACTIVITIES

- Molymet Purpose Committee formed
- Purpose Strength Model background download
- -"On Purpose With You" Lunches
- Participation in webinar "Towards Purpose"
- Summer of Purpose
- Purpose Day
- Corporate volunteering with Fundación Clínica Familia
- Launch of Purpose at our European Subsidiaries

During 2023 our focus will be on measuring and managing the internalization of purpose indicators, progressively continuing with the downscaling of the Purpose Strength Model®.

Innovation

Research, development and innovation are essential pillars of our Strategic Agenda. As a key tool in company growth, they underpin our 2030 Sustainability Agenda commitments. By 2030, we are committed to increasing resources to innovate in all aspects of the business, promoting initiatives in different areas and developing new lines of business. In this regard, we have an Intellectual Property Policy to stimulate the protection of knowledge generated by the different areas of the company and a Diversification Investment Policy to facilitate evaluation of business opportunities in areas of innovation linked to our main business lines. We also have an Innovation Committee to promote the development and stimulation of an innovative culture at all levels.



As part of our innovation efforts, Molymet has modern facilities and a R+D+i Division with a team of exclusively dedicated professionals who carry out a portfolio of projects in areas like the circular economy, water efficiency and development of new processes and products. In this same area, we have Market Development Management and Digital Transformation Management dedicated to exploring new opportunities. In 2022 our MolymetNos Subsidiary created an Innovation and Operational Excellence Management approach for us to optimally manage projects and resources. Additionally, the R&D group contributes to the training of future in science, technology, engineering and mathematics (STEM) professionals through internships and practices, giving them a privileged opportunity to participate in innovative projects.

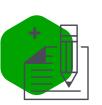
During 2022 we undertook 12 major innovation projects with a defined work program and significant progress was achieved. Added to this were several continuous improvement initiatives and some early-stage projects that were part of our work phase. With this approach, we were able to explore new uses of Rhenium

in metallurgical applications and as a catalyst for "green chemistry." This included seeking to improve alloys and develop new products and sustainable processes like the production of green hydrogen or biofuels - projects that will continue through 2023. Complementing this, we launched our "Be the Change" campaign to collect innovation ideas from our employees and to feed the innovation portfolio with new initiatives from within.

By 2030, our commitment is to invest at least 1% of revenue in innovation and 5% of EBITDA contribution from diversification.

Investment in innovation

Annual Consolidated	2020	2021	2022
Budget dedicated to innovation (MUS\$)	1,2	8,7	10,2
N° of innovation projects developed during the period	5	10	12



Key projects 2022

- I New Source of Mo supply
 - 1.1 Molybdenum from small and medium-sized mines
 - 1.2 Mo recovery from spent catalysts
- II Rhenium Market Development
 - 2.1 Rhenium in Green Hydrogen
 - 2.2 Rhenium in the Race to Space
- III Diversification to Strategic Metals -Lithium Projects
 - 3.1 Purification and Transformation
 - 3.2 Lithium Metal Production
- IV MolymetNos Modernization Project





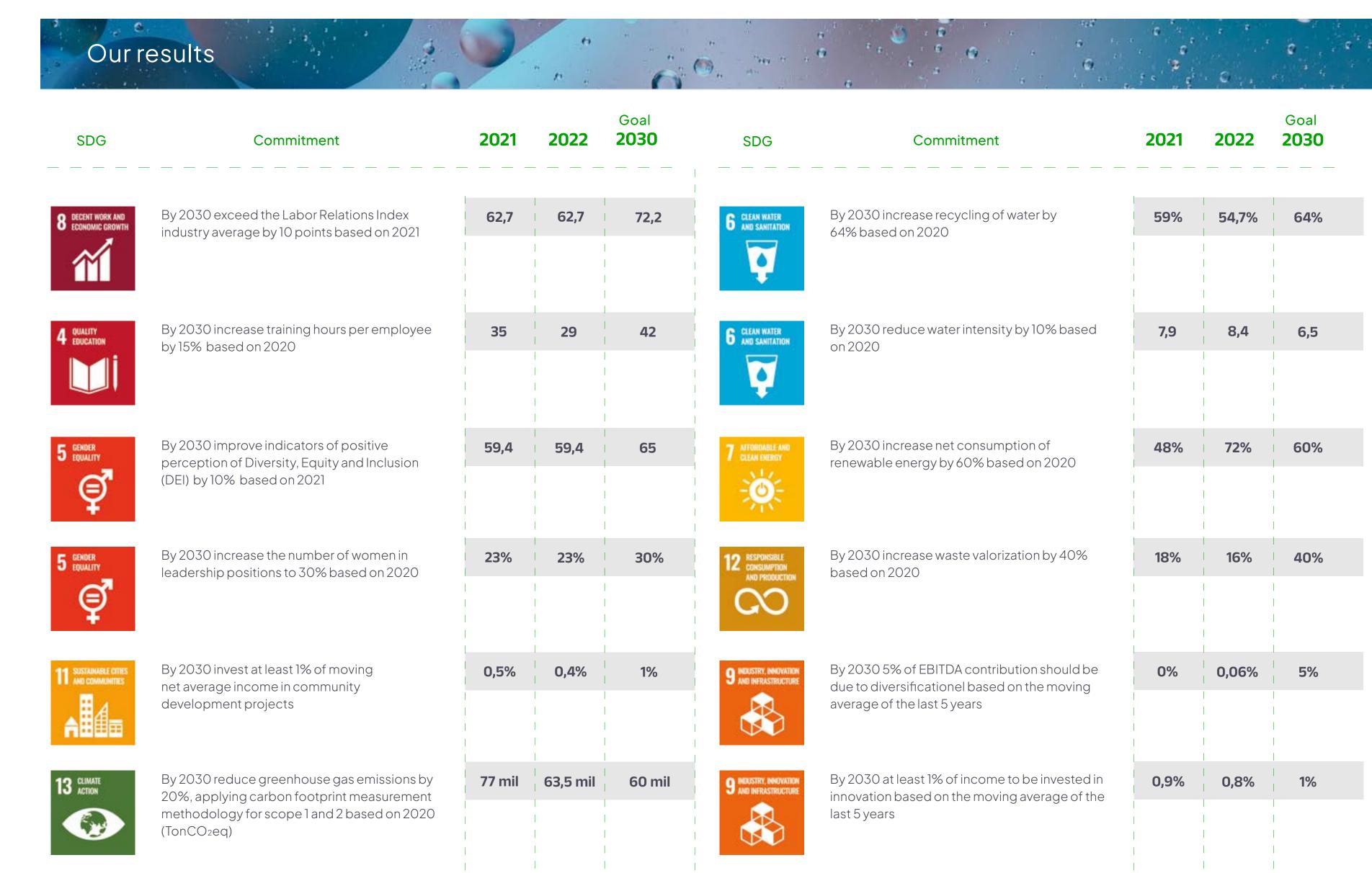
Molymet 2030 Sustainability Agenda

Sustainability guides our daily work because we know that every positive action counts towards the well-being of the planet. Through the Molymet 2030 Sustainability Agenda, we have committed to concrete goals, plans and initiatives related to environmental, social, economic and Governance issues. Together, these contribute to the fulfillment of Sustainable Development Objectives (SDGs).

Our 2030 Sustainability Agenda allows us to prioritize, manage and measure 12 concrete commitments as part of our strategy for facing the medium and longterm challenges of this decade.

The table below shows the work carried out during 2022 and compares progress made against 2021.





Commitments to our stakeholders

We believe it is important to report on the progress of our Environmental, Social and Governance (ESG) commitments until their completion.

Completed

Ongoing work

In process of completing

Sustainable Management	 Governance	 Employees	 Suppliers	Communities	Environment
Implement Coporate Sustainability Strategy	Implement a digital system to manage business risk and regulatory system	Sustainability awareness and training for all employees	Implement an evaluation system based on sustainable criteria	Continue to strengthen engagement with our communities	Maintain and improve environmental indicators
Communicate our social, economic and environmental performance	Have an Ethical Management System in place	Design of an Inclusion Plan	Favor sourcing of local suppliers	Define a strategy for social investment and engagement with our communities	Make progress towards the use of clean energy
Have a Climate Change Policy in place	Have in place a manual for management of risk and economic, social and environmental crises	Certify all our employees in our Code of Conduct and evaluate feasibility of extending it to other stakeholders			Improve the integrated waste management system, aiming for zero waste
Fulfilment of the Molymet 2030 Sustainability Agenda	Have a Board of Directors who manage in a sustainable way	Promote the organizational commitment of our employees through an Employee Relations Strategy			Improve water efficiency by 1% to 3% and increase use of renewable energy
		Have a Performance Management system in place			Integrate energy efficiency, water efficiency, emission reduction and eco-design into the framework of a Climate Change Policy.
		Strengthen our company brand as a great place to work			
		Have a Quality-of- life Strategy in place			
		Develop a Coporate Training and Learning Strategy			



GOVERNANCE 03





Corporate governance structure

Molymet's Corporate Governance is responsible for overseeing that every action of the company and its subsidiaries is in line with the regulatory frameworks and strategy of the country concerned and with our Corporate purpose and values.

Our Board of Directors is the highest governance body comprising ten directors. The Directors' Committee composed of three people - has among its functions, review of the company's financial statements, internal audit and review of operations with related parties. This body delegates its powers to the main Executives and acts through our CEO, John Graell who has 9 Vice Presidents reporting to him.

The Executive Committee is made up of our company Vice Presidents and the Research and Development Manager. Other Committees are directed and managed by those Vice Presidents and/or the Research and Development Manager who have the greatest proximity to and knowledge of the concerned area. Members of the various committees are drawn from internal areas where they can provide the greatest contribution or support to the development of the respective committee.

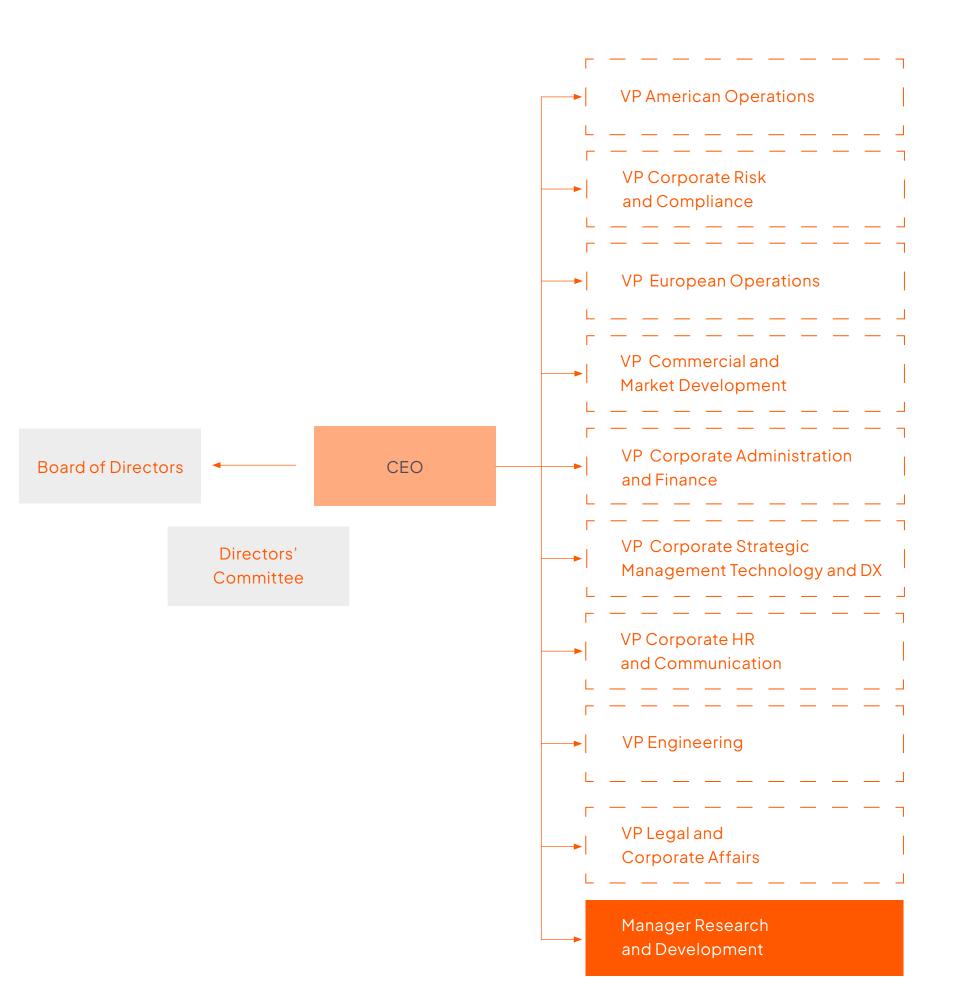


Diversity of executive team

As part of our Corporate Sustainability Strategy, we view diversity of our teams as essential because it enriches our decision-making and ability to make sense of phenomena, identify opportunities and mitigate risks.

We are currently designing a corporate diversity, equity and inclusion strategy to include these factors and encourage different perspectives, in line with our commitment to increase the number of women in leadership positions to 30% as per our 2030 Sustainability Agenda.

Women in leadership positions (executives)

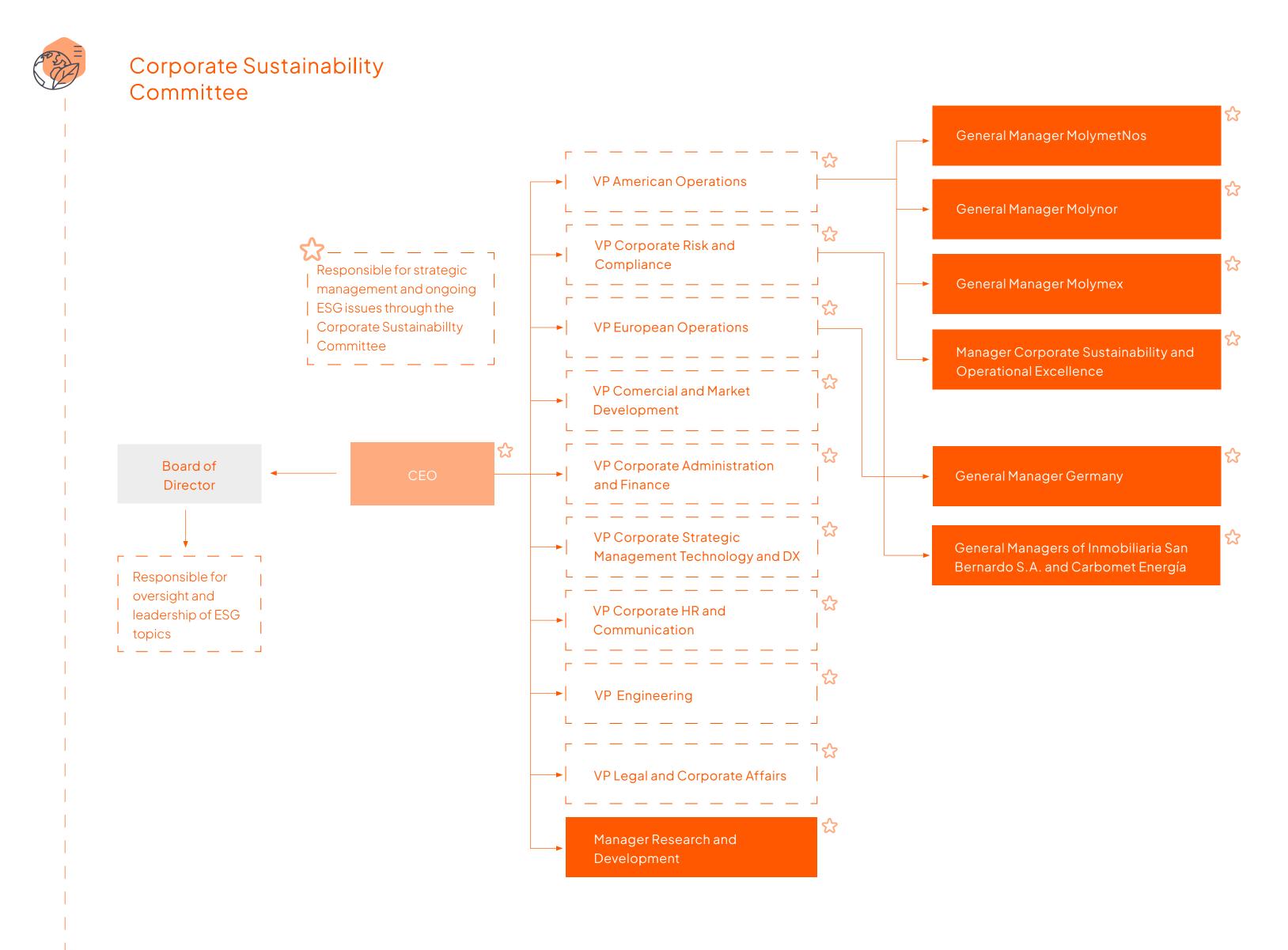




Monitoring of the company's sustainability issues is led by the Chief Executive Officer and the Corporate Sustainability Committee who report periodically to the Board of Directors, who in turn oversee company Environmental, Social and Governance (ESG) issues on a regular basis. In addition, the strategic and ongoing management of these issues is carried out by Corporate Sustainability Management under the VP of American Operations and the sustainability teams of each Subsidiary.

We invite you to review our 2022 Annual Report for more information on how our Corporate governance on sustainability is working. In this same area, we have sustainability policies that underpin our governance in ESG areas, which you can review in more detail on our website.





Corporate sustainability strategy

The main objective of our Strategy is to provide guidance to our stakeholders on the various initiatives we have undertaken to achieve a sustainable business model.

It was designed through a process of identification and prioritisation of the material aspects of Molymet and all our stakeholders, incorporating the requirements of international sustainability standards such as the Dow Jones Sustainability Index, the Global Reporting Initiative (GRI), the Mining Council Principles, ISO 26.000, Great Place to Work, among others. This has allowed us to develop thematic areas for each group where we propose initiatives that we have committed to fulfilling in the short and medium-term.

The implementation is being guided by different internal instruments like committees, policies, plans and activities to be developed in our subsidiaries according to the particular needs and characteristics of each one.

During 2022, we launched our Corporate Climate Change Policy and made progress in preparing the Corporate Strategic Risk Management Policy. For the coming period, our focus will be on moving forward with implementation of the Sustainability Strategy and updating and consolidating environmental policies within the framework of the development of the Corporate Climate Change Policy.





Ethical and transparent management

Our organizational character is focused on creating value for our stakeholders based on ethical principles which have been incorporated across our purpose, policies, programs and strategies.

In accordance with our Corporate Sustainability Strategy, the policies we uphold and have set out to implement at Molymet are aligned with the concept of ethical management, anticorruption, crisis and risk management, human rights, cybersecurity and gender equality.



Ethical management

Ethical and transparent management as declared in our Code of Conduct brings together the main values and principles defined in our internal policies. It is a tool that guides everything - from our products, our operations, to the type of behaviour required in our professional work and decision making. It links to additional policies like our Organizational Values and Business Principles Policy, our Crime Prevention Policy and our Internal Regulations documents that guide our actions and promote best practice across our group of companies.

Each year, the Corporate Vice-Presidency of Risk and Compliance develops employee communication campaigns aimed at raising awareness and to make sure that everyone knows what ethical behavior means and what is expected of them in terms of full compliance with company policies. When necessary, we can also seek advice from external bodies to help with the resolution of related situations or incidents.

During the reporting period, no corruption cases were confirmed.

Digital ethics hotline

In 2012, we set up a whistleblowing channel which has since expanded into a digital ethics hotline. This is an anonymous communication channel where incidents contrary to our values and ethics can be reported in a secure and confidential manner. It is also a useful tool for alerting the company to possible fraud and corruption. At the same time, the channel has safeguards to prevent its inappropriate or malicious use to damage people's honor. During the reporting period, a total of 7 complaints were received through this channel. They were duly investigated and 100% resolved through internal control improvements and action plans.

Our Vice-Presidency of Risk and Compliance conducts ongoing training on the Crime Prevention Model.

Conflicts of interest

At Molymet we address potential conflicts of interest in a variety of ways, always considering a preventive framework and relevant regulations. In this regard, at Director and Senior Executive levels, we follow the provisions of the regulations with related parties, applying the basic principles on disclosure, market conditions, social interest and review by the Directors' Committee. There is also an Information Management Manual and various policies that regulate the actions of Molymet's officers in situations of possible conflict of interest. These include our Organisational Values and Business Principles and our Conflicts of Interest Policies. In addition, our certified crime prevention model and policy incorporates unfair management conducts and serves as a basis for any type of conflict of interest. These will always be communicated in our Annual Report, our Financial Statements and if necessary, to shareholders.

Communication and training about anti-corruption policies and procedures

	Corporate	MolymetNos	Molymex	TOTAL
N° of Executives trained	-	-	5	5
N° of Supervisors and Middle Managers trained	-	2	45	47
N° of Professionals trained	4	24	36	64
N° of Administrators and Operational staff trained*	6	27	33	66

^{*}This category includes interns who have been trained

^{*}Other subsidiaries in the group will be trained from 2023 onwards.

Human rights and business

As part of our organizational focus and in direct relation to our purpose, our Corporate Human Rights Policy declares our commitment to understanding, respecting and protecting the rights of people. This is in line with international guidelines we have adopted in the context of our corporate responsibility, including the United Nations Universal Declaration of Human Rights of 1948, together with their Guiding Principles on Business and Human Rights of 2011. We have also adhered to the Chilean Global Compact since January 2016 and the Mexican Global Compact since February 2014.



In this sense, we are constantly concerned about dignified, respectful, equal and equitable treatment of all those who are part of Molymet and its subsidiaries. We take responsibility for ensuring human rights compliance in our organization in accordance with the following principles:

- Compliance with international commitments and local regulations
- Rejection of child labour
- Rejection of forced or compulsory labour and human trafficking
- Ensuring safe working environments
- Ensuring a diverse and inclusive environment
- Promoting a work environment free of sexual harassment or other harassment
- Fair working conditions
- Freedom of association
- Risk management



In 2022, we had no cases of discrimination, child labor, significant risk of forced or compulsory labor, nor any other cases that could be considered an abuse of human rights on the part of our employees or suppliers.

management

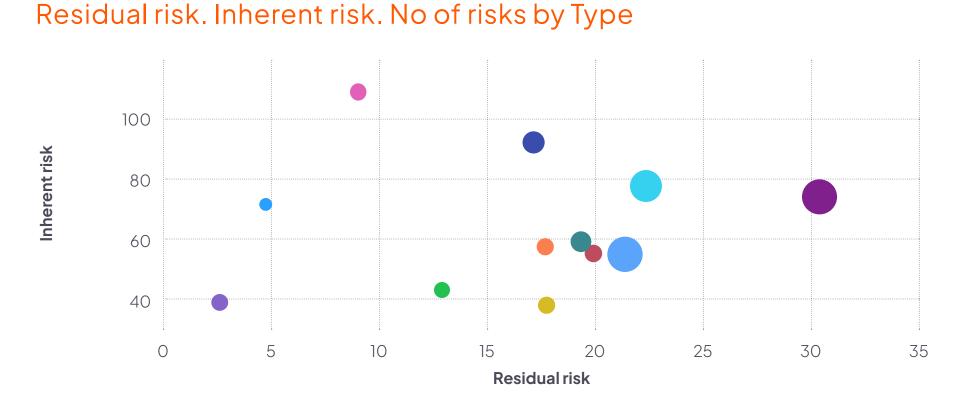
Integrated risk management is essential to achieving our business mission as it enables us to proactively identify, prevent, control and mitigate situations that could significantly damage our sustainability, company reputation and the social responsibility of our business.

To this end, our Comprehensive Risk Management System is led by our Corporate VP of Risk and Compliance giving us space to manage potential risks for Molymet, its subsidiaries and stakeholders.

Risk management forms part of our strategic agenda, including as a goal in the Governance aspects of our Corporate Sustainability

Strategy, the incorporation of a risk management manual encompassing economic, social and environmental crises, which is in the process of being implemented. This risk management system will allow us to better anticipate potential conflicts, maximize the positive

impacts and improve overall company performance. At Molymet risk management is an ongoing challenge where we first identify risks of a critical nature and then continue to evaluate them periodically and control them.



- Industry changes
- Reliability and Availability. Technical Support
- Growth
- Commercial exposure
- Intellectual and industrial property leaks
- Corporative Governance

- Image and Reputation
- Loss of competitiveness
- Human Resource
- Profitability and investment of subsidiaries
- Financial strength
- Operational sustainability





Emerging risks

In 2021 we implemented our M-Risk digital platform as part of our ongoing commitment to managing business risks and regulatory compliance. It has a database of 248 strategic risks which are categorized by impact and control.

In 2022 we continued to promote self-management of risks with risk managers in in each company area in charge of designing concrete action plans through our platform.



Regulatory compliance

One of the priorities of our Corporate Sustainability Strategy is a regulatory compliance system which we have had in place since 2019, forming the basis of our business model. In order to generate an environment of trust and reference at industry level, this level of compliance must cut across the entire company.

Here high management standards are imperative for ongoing strict compliance as regulatory systems differ in each country where we operate.



We promote the development and well-being of people





Our People drive our purpose which translates into ongoing joint work with commitments, goals, initiatives and activities promoting participation by everyone and strengthening long-term relationships.

Our progress in making Molymet a great place to work is reflected by the various indicators reported below in this Chapter.

For more information on the commitments we have made to our stakeholders, we invite you to review our 2030 Sustainability Agenda in Chapter Two of this report.



Number of employees at Molymet

Employees	Gender	Corporate	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany
Fixed contract	Men	112	492	149	101	143	34
	Women	51	44	23	22	19	14
Temporary	Men	-	5	14	6	3	2
	Women	1	5	-	1	1	-
	Men	112	497	163	107	133	36
Full-time							
	Women	51	49	23	23	11	7
Part-time	Men	-	-	-	-	13	-
	Women	-	-	-	-	9	7
Total Employees	Men	112	497	163	107	146	36
	Women	52	49	23	23	20	14



New hires 2022

Gender	Age	Corpo	rate	Molyme	etNos	Moly	nor	Molyr	mex	Molyr Belgi		Moly Germ		Total
		N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	
	Up to 30	1	17	6	50	6	75	7	88	2	33	1	100	23
Women	31-50	5	83	6	50	2	25	1	12	3	67	-	-	17
	Over 50	-	-	-	-	-	-	-	-	-	-	-	-	0
	Up to 30	2	40	13	39	11	52	5	71	13	52	4	57	48
Men	31-50	3	60	18	55	10	48	2	29	11	44	1	14	45
	Over 50	-	-	2	6	-	-	-	-	1	4	2	29	5



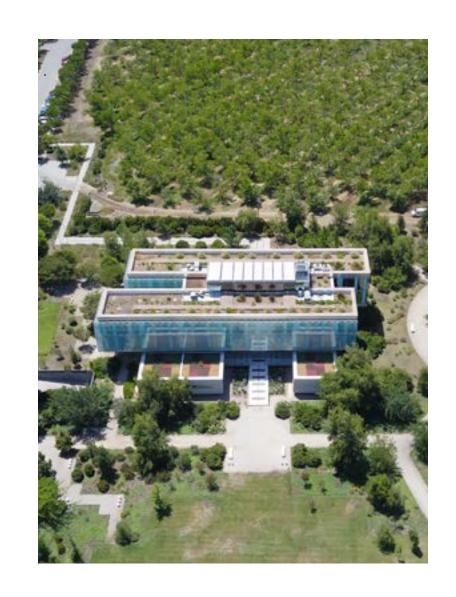
Gender	Age	Corpo	orate	Molymo	etNos	Moly	ynor	Moly	mex	Moly Belg		Molyi Germ		Turnover
		N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	
	Up to 30	_	_	2	0,35	1	0,52	4	3,08	4	2,41	1	2,0	12
Women	31-50	9	5,49	8	1,41	4	2,08	4	3,08	1	0,60	1	2,0	27
	Over 50	-	-	3	0,53	-	-	-	-	-	-	1	2,0	4
	Up to 30	-	-	11	1,94	7	3,64	1	0,77	4	2,41	2	4,0	25
Men	31-50	8	4,88	35	6,18	13	6,77	11	8,46	11	6,63	1	2,0	79
	Over 50	2	1,22	24	4,24	6	3,13	2	1,54	2	1,20	4	8,0	40



Each subsidiary is autonomous in executing work cycle action plans. However, our people selection process, talent retention and work team diversity are company-wide focuses and challenges.

We prioritize development of our employees and their internal mobility both within their subsidiaries and outside Chile. When we are unable to fill new positions with our own employees, we look to outside attract talent who are a good fit with our company purpose.

Our internal talent and succession plans are mapped with area leaders working together with HR to develop the necessary competencies, to train their teams in the attitude and sensitizing their teams to the Molymet attitude and style. In this way, we build an organizational culture that facilitates of internal talent management and knowledge of our business, thus enhancing, organizational performance and company sustainability.



A positive work environment directly influences employee satisfaction and is essential for good company performance. For this reason, we have implemented flexible benefits adapted to the needs and interests of our employees and we constantly evaluate the quality of our working environment. We also take care to maintain optimal workspaces for professional development, encourage autonomy and recognition and foster employee engagement, camaraderie and organizational culture in this way, living our Purpose.

Our Purpose has taken our company culture and employee brand to a level where it really is seen to have value – this has been found in various internal studies like the LRI (Labor Relations Index)

Benefits

As part of the incentives and initiatives to promote the well-being of our employees, we have a series of benefits that are adapted according to the context of each subsidiary. We have an Employee Assistance Program which provides psychological, legal and financial advice, giving support to all our employees and their families. We also have programs like Go Integro a platform that offers a wide range of agreements and discounts as well as the option of flexible working hours.

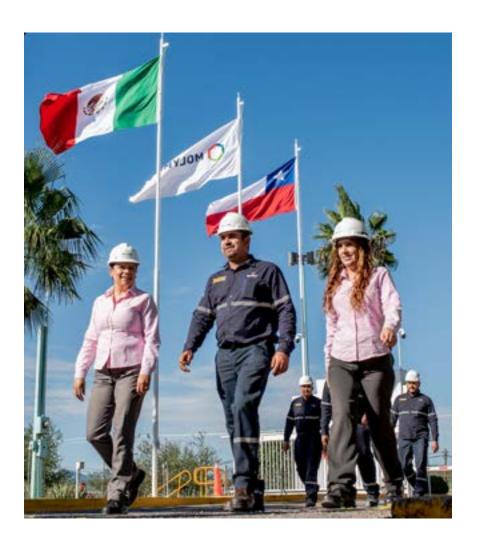
Customized to the national context of each subsidiary, we maintain basic benefits like life insurance, complementary health insurance and flexible benefits. Plus, additional benefits that provide new tools and improve our people's quality of life - like career and internal recognition programs, alliances with gyms, optician discounts.

Benefit coverage	Corporate	MolymeNos	Molynor	Molymex	Molymet Belgium	Molymet Germany
Life Insurance	90%	78%	100%	38%	100%	14%
Complementary insurance for employees and their families	90%	79%	100%	62%	100%	14%
Medical Aid	90%	79%	100%	100%	100%	4%

Diversity, equity and inclusion (DEI) within a company fosters perspectives and a work culture where everyone feels equally involved and supported. At Molymet, we bring this concept to life by offering equal opportunities to our employees regardless of their physical appearance, background, beliefs or personal interests, allowing them to feel safe and appreciated for their capabilities and professional development.

During 2022, we initiated the design of a Diversity, Equity and Inclusion Strategy





with the aim of boosting the sense of belonging of every employee in our group of companies. We want to strengthen productivity, innovation, and the commitment of our employees while, at the same time, positioning our brand for all our stakeholders in line with our strategic objectives, values and purpose.



Staff complement by age and role

Age Range	Job Category	Corporate	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany	Total
	Executives	-	-	-	-	-	-	0
Up to 30	Middle management and professionals	10	10	11	2	11	1	45
	Administrators and operational staff	8	31	25	20	17	4	105
	Sub-total Under 30	18	41	36	22	28	5	150
	Executives	18	9	5	-	3	4	39
30 - 50	Middle management and professionals	88	98	51	31	24	4	296
	Administrators and operational staff	7	270	76	59	54	15	481
	Sub-total Between 30 and 50	113	377	132	90	81	23	816
	Executives	8	1	1	5	4	7	26
Over 50	Middle management and professionals	23	20	7	2	18	1	71
Over 50	Administrators and operational staff	2	107	10	11	35	14	179
	Sub-total Older than 50	33	128	18	18	57	22	276



Other DEI indicators

Other diversity indicators	Corporate	MolymeNos	Molynor	Molymex	Molymet Belgium	Molymet Germany	Total
Percentage of foreign employees	5%	3%	9%	1%	7%	-	-
Percentage of employees with disabilities	-	-	1%	1%	-	-	-

why increasing female participation figures is one of the commitments in our 2030 Sustainability Agenda, especially considering that we are part of an industry where the participation of women is low in general.

During 2022, our focus was on defining action plans for training women and enabling them to reach leadership positions so that we can meet our commitment by 2030.







Promotion of women to leadership roles

Position	Corporate	MolymeNos	Molynor	Molymex	Molymet Belgium	Molymet Germany	Total
Manager	2	-	-	-	-	-	2
Deputy Manager	-	-	1	-	-	-	1
Superintendents	-	-	-	-	-	-	0
General	-	1	-	-	-	-	1



Staffing by gender and role

Gender	Job category	Corporate	MolymetNos	Molynor	Molymex	Molymex Belgium	Molymet Germany	Total
	Executives	5	2	1	1	2	4	15
\\/ a ma a m	Middle management and professionals	37	20	12	8	18	4	99
Women	Administrators and operational staff	10	27	10	14	-	6	67
	Sub-total Women	52	49	23	23	20	14	181
	Executives	21	8	5	4	5	7	50
Men	Middle management and professionals	84	108	57	27	35	2	313
	Administrators and operational staff	7	381	101	76	106	27	698
	Sub-total Men	112	497	163	107	146	36	1061

Equality

We have placed emphasis on gender equality issues and the role of women within the company because we understand and recognize their importance. Today it is key to have pay equity among Molymet employees, determining

remuneration based on their competencies and avoiding any kind of discrimination based on gender or anything else.

Our Corporate Compensation Policy is a system based on internal equity;

our competitive position in the job market; individual and group performance: and recognizing and promoting excellence in professional development.



Gender	Corporate	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany	Total
N° of employee	es with the right to tak	ke parental leave					
Women	1	1	2	-	3	2	9
Men	4	17	12	3	47	3	86
N° employees	who have actually tak	en parental leave					
Women	1	-	2	-	1	1	5
Men	-	-	-	3	9	1	13
N° of employee	es who have returned	to work after comple	ting of parental lea	ave			
Women	-	-	-	-	1	1	2
Men	-	-	-	3	9	1	13
N° of employed	d who returned to wo	rk after completing pa	arental leave and w	rho are still employe	d 12 months since re	turning to work	
Women	1	-	1	-	1	1	4
Men	-	-	-	-	9	1	10



Ratio of remuneration based on salaries of men and women US\$

Position	Gender	Corporate	MolymetNos	Molynor	Molymex
	Average salary: men	\$11.999	\$7.501	\$7.854	\$9.359
Executives	Average salary: women	\$9.618	\$5.985	-	\$8.778
	Ratio	25%	25%	-	7%
	Average salary: men	\$3.906	\$2.537	\$3.185	\$1.885
Middle Managers	Average salary: men	\$3.845	\$2.986	\$3.327	\$2.174
Tidilagers	Ratio	2%	-15%	-4%	-13%
	Average salary: men	\$2.807	\$1.935	\$2.438	\$1.206
Professionals	Average salary: women	\$2.253	\$1.776	\$1.954	\$950
	Ratio	25%	9%	25%	27%
A 1	Average salary: men	\$1.209	\$1.084	\$1.359	\$847
Administrators and	Average salary: women	\$1.734	\$955	\$1.509	\$961
operational staff	Ratio	-30%	14%	-10%	- 12%

 $[\]hbox{*.} Molymet \ Belgium: In \ Belgium, proof \ of \ gender \ neutrality \ test \ has \ to \ be \ submitted \ to \ the \ workers \ council \ every \ two \ years.$

In our quest for equity, we want to promote parental co-responsibility, distributing family responsibilities equally, allowing a balance in the lives of our employees while also promoting the role of women in our company.

By 2030, our commitment is to improve positive perceptions of Diversity, Equity and Inclusion by 10% and to have 30% of leadership positions filled by women.

^{*}Molymet Germany: A comparison is not possible as the job tasks and training differ too much between men and women

We promote and enhance the talent of our employees, understanding the importance of developing the abilities of each one to better perform their present and future role, both personally and professionally.

Our Corporate Training Policy reaffirms our commitment to have a highly trained team that allows us to lead in our industry and contribute the best professionals to the science, technology and innovation (CTI) ecosystem. In addition, we seek

to encourage our employees to grow in their quest for professional development, cultivating their talents and abilities through training in different fields relevant to Molymet.

In 2022, we begun development of a Corporate Training and Learning Strategy which will be co-constructed by all areas of the company. Here, the main objectives are to perpetuate knowledge and prepare new generations for business sustainability.



	Gender	Corpor	ate	Molym	netNos	Moly	/nor	Molym	ex	Molym Belgiur		Molym Germa		Total
		Horas	Ratio	Horas	Ratio	Horas	Ratio	Horas	Ratio	Horas	Ratio	Horas	Ratio	
	Women	392	7,5	2.299	47	1.414	61,5	1.807	78,5	1737	86,9	180	12,9	7.829
By gender	Men	1.009	9	11.070	22,3	5.453	33,5	4.397	41,1	4.398	30,1	1.736	48,2	28.063
	Executives	94	3,6	337	33,7	100	16,7	53	10,6	-	0	132	22	715,5
By role	Middle management and professionals	1.250	10,3	9.496	74,2	2.982	43,9	2.401	68,6	352	14,1	176	29,3	16.656,6
	Administrators and Operators	58	3,4	3.535	8,7	3.784	33,8	3.750	41,7	5.783	43,2	1.608	42,3	18.517





Training hours across our employees in 2022 The training given this past year included sustainability training, technical training for different positions, leadership programs, English learning, management skills, health and safety, environmental care and conservation and work environment training among others.

Our commitment by 2030 is to increase training hours by 15% based on the year 2020.

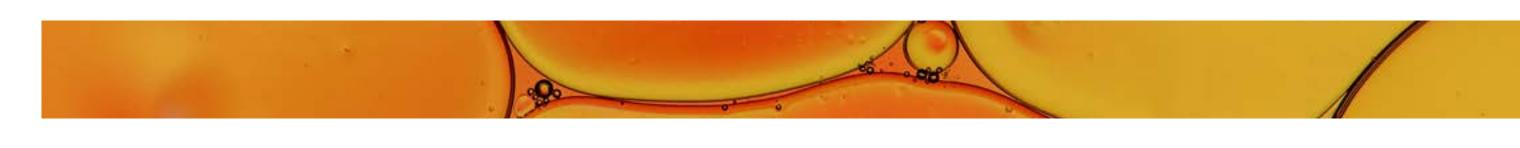
Performance evaluation

In focusing on the professional growth of our employees, we seek to promote a culture of constructive feedback ensuring that at all our subsidiaries everyone has the opportunity to receive and talk about their feedback within an atmosphere of trust.

This type of feedback loop facilitates not only reaching personal goals, but also the strategic objectives of the company.

In the same line and as in the previous year, during 2022 our Board of Directors carried out a self-assessment process. This led to the modification of the extension and scope of the Audit Committee, the establishment of a direct relationship between the internal audit entity and the Board of Directors and in setting new policies for 2023.







N° of people evaluated by gender and role

	Category	Corporate	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany	Total
	Women	49	41	8	22	-	7	127
By Gender	Men	112	473	37	102	21	13	758
0 0 1 1 0 1 0 1	Total	161	514	45	124	21	20	885
	Executives	28	10	6	5	-	6	55
Ву	Superintendents and Middle Managers	35	87	23	17	-	7	169
Role	Professionals	85	80	15	18	-	-	198
	Administrators and operational staff	13	337	1	84	21	7	463
	Total	161	514	45	124	21	20	885

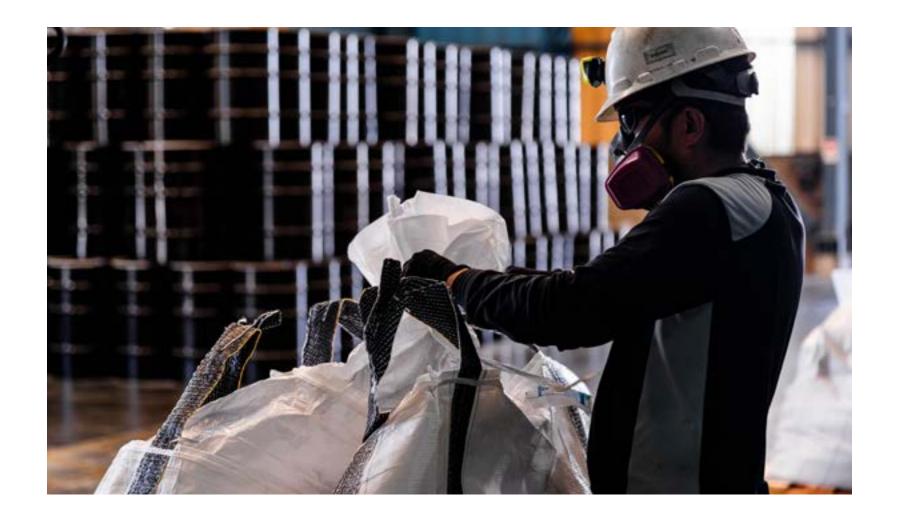
Constant dialogue and effective communication allow us to build and promote trusting and long-term relationships.

This is key to aligning visions and expectations between our employees and the company and it is reflected in the existence of trade union organizations in each of our production subsidiaries. Negotiations at this level, whether direct or through an intermediary, are conducted in accordance with legislation in force

in each country, taking into account the particularities of each case, always with a focus on generating transparent and respectful dialogue.

During 2022, we had 1 strike of 21 days at our MolymetNos Subsidiary.

In the event of relevant changes in the operating strategy, employees are informed four weeks in advance on average.





	Corporate	MolymeNos	Molynor	Molymex	Molymet Belgium	Molymet Germany
N° of Unions per subsidiary	-	2	2	1	2	-
N° of Unionized employees	-	390	109	50	-	-
N° of Employees covered by collective agreements	-	390	90	50	135	-

Note: Belgian and German law does not allow information on trade unions to be made available to the company.

Employee relations

Over the last few years, we have begun to significantly strengthen our relationship with our employees at corporate and subsidiary level, going far beyond collective bargaining. The aim is to strengthen engagement with our employees. In 2021 we carried out Labor Relations Index (IRL) measurement. The results of this Index gave us insight into how we can continue to build stronger employee relations for which we designed three areas of work.

First scope of work: close the gaps detected by the LRI

The first scope of work consisted of developing lines of action aimed at closing some of the gaps identified in the 2021 LRI measurement for each of the subsidiaries and corporate. This work started in July 2022 and is planned to be completed in the first quarter of 2023. Thus, for each of the gaps identified in each subsidiary, different lines of action were proposed. These are summarized in the table below:

Subsidiary	Action plans
Corporate	 We analyzed our employee recognition program and made suggestions (including measurement) agreeing to focus on innovation in 2023. We detailed the participation and support in defining Molycampus courses and content.
MolymetNos	We planned face-to-face labor relations workshops with the aim of changing union relations.
Molynor	• Roundtable Dialogue methodology: Conducted three face-to-face workshops: 1) Co-value building labour relations workshop for Executives and Union leaders (joint); 2) Co-value building labour relations workshop for middle management and 3) "Management and business knowledge and leadership training" workshop for union leaders.
Molymex	 We prioritized a line of action to support internal communications We finalized a leadership workshop and construction of a leadership module for managers Agreed on a review of Molymex soft contents

In 2023 we have planned workshops aimed at instilling and strengthening purpose within each subsidiary, aligning objectives, performance management and organizational trust.

Second scope of work: co-construction of an alcohol and drug policy

The thinking behind this policy is to carry out an initial diagnosis to identify groups, areas or critical factors at the time of implementation, as well as to determine a starting point for subsequent follow-ups. During 2022, we worked on the contents of the policy including a governance mechanism constituted through a special joint committee.

Third scope of work: design of an employee engagement policy

This policy will be built from the main conclusions and lessons learned from the development of the action lines to close the LRI gaps. We are working on defining the table of contents that will comprise the policy, its structure and its scope. This process is projected for completion once the first scope of work has been implemented and finalized in 2023.

Our 2030 commitment is to exceed the Labor Relations Index industry average by 10 points based on 2021.

Integrated employee safety

We are preoccupied with integrated care of our employees and compliance with the highest standards of occupational health and safety. This is especially relevant in our industry, given the risks of occupational accidents, which appear to be the main risk for our operators.

We have a Corporate Occupational Health and Safety Policy which is governed by seven cross-cutting principles to promote self-care and individual responsibility as we believe in the ability of each employee to take care of themselves. At the same time, we have ongoing training on prevention of injuries, illness and accidents. Through

various care-related communication plans and agreements with external entities, we facilitate employees' access to non-work related medical and health care services, like the various supplementary insurances offered by our subsidiaries.

Our Occupational Health and Safety Management System is certified and audited through internal and external processes, allowing full coverage for our employees and contractors.



Accident frequency index employees

Severity accident index employees



Injuries, fatalities, accidents, illness and disease

During 2022 there were no accidents or illnesses that could be considered serious. For both our employees and contractor a zero fatality rate was maintained.

In total there were 19 accidents between our subsidiaries and no professionally recorded illnesses.

Employees	Corporate	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany
Hours worked	337.920	1.033.354	356.366	289.393,9	229.918	97.355
N° High consequence injuries	0	Ο	0	Ο	2	0
Rate	0	Ο	0	Ο	8,70	0
N° accidents	Ο	8	1	5	5	Ο
Accident frequency index	0	7,74	2,81	17,28	13,05	0
Severity Accident Index	0	228,38	81,38	438,85	113,08	0

Contractors	Corporate	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany
Hours worked	40.800	3.197.618	253.315	245.411	76.636	NA
N° high consequence injuries	Ο	Ο	Ο	Ο	Ο	NA
Rate	Ο	Ο	Ο	Ο	0	NA
N° recorded work-related injuries	0	19	0	0	1	NA
Accident Frequency Index	0	5,94	0	0	26,09	NA

Our ongoing concern for improving the well-being and quality of life of all those who make up Molymet goes beyond physical health and accident prevention. Mental health care has taken centre stage recently and is considered one of the priority actions, taking into account the increase in incidents and how this could affect the company, work performance and, above all, the health of each employee.

Health and safety training

To support prevention work in this area, each Molymet subsidiary has Joint Occupational Health and Safety Committees. These committees are made up of Employees who are elected by direct vote and carry

out periodic inspections in different areas to maintain constant monitoring of working conditions and identify areas of concern and improvement.





Training activities

	Corporate	MolymeNos	Molynor	Molymex	Molymet Belgium	Molymet Germany
N° health and safety training activities	4	601	24	27	101	13
% of employees who participated in training activities	100%	80%	80%	100%	76%	100%
N° of training hours	410	3.630	2.701	596	2.092	244



Employee participation

	Corporate	MolymeNos	Molynor	Molymex	Molymet Belgium	Molymet Germany
Name of Committee	Molymet Joint Committee	Joint Health & Safety Committee	Joint Health & Safety Committee	Health, Safety & Environmental Commission	CPBW	Occupational Safety Committee
N° Employees represented	12	546	186	130	-	50
% of Employees represented	100%	100%	100%	100%	-	100%
N° of participating Employees	6	6	7	19	5	5
N° of participating leaders	6	6	-	-	5	1

^{*.} Molymet Belgium: Comité voor preventie en bescherming op het werk (CPBW)

Our communities

We seek to strengthen engagement with communities by basing our relationships on respect, transparency, dialogue and constant identification of impacts. We want to be a meaningful player, adding value to local development, contributing to the needs of the elderly, employability, education, health, sport amongst others, to boost their development and wellbeing.

We constantly monitor our operations and define action plans and goals that go well beyond current regulations with the aim of ensuring full compliance with environmental standards as well as maintaining a trust relationship with our communities.

Our 2030 commitment to is to invest at least 1% of profit in community development.

In 2022 we began to map out our new Corporate Strategy for Community Engagement and Social Investment. Our objective is to bring our Purpose to life in the communities that surround our companies - going beyond our business to make a real social difference.











US\$ 319.988

Total community investment











Community initiatives

Activity planning also had a strong influence on our engagement and close relationships with our communities. In 2022, we developed more than 40 initiatives and projects. Among these, we highlight support to education, cultural heritage, competitive Funds – in this way always looking to make a mark as a differentiator and innovator.

Coherent with our Purpose of adding value to the evolution of humanity, we have put bursaries in place to support social development in our communities by making it possible for local students to pursue careers...

These are known as Molymet bursaries - "Beca Molymet", which are branded in association with Universidad de los Andes.



Subsidiary	Programs and initiatives	Investment
Molymet Corporate	Fundación Clínica Familia Fundación Mission Golden Matías Cabezas, Olympic sportsman	US\$ 7.500
MolymetNos	Ecological Family and Community Gardens Community training Cleaning and improvement of public areas (school, social centres, football pitch and surroundings) Donations and targeted contributions (neighbourhood councils, Senior Citizen Clubs, sports clubs, public institutions, public schools and education and health corporation) Artistic Festival Cleaning of ditches, canals and siphons Power of Emotions" program Competitive funds	US\$ 189.498
Molynor	Summer school "Re-imagine your home" Molynor "Open Doors" conference Joint meetings Mejillones Hospital Classroom Project Mejillones 2022 Christmas party Competitive Funds Donations Investment in the Foundation for the Protection of the Little Tern	US\$ 58.677
Molymex	Recycling Campaign Cumpas Municipality Community Fund Molymex summer with purpose "Rescuing your School" Program Support to Cumpas Municipality (toys, school supplies, sports leagues) Support to TELETÓN Foundation	US\$ 60.195
Molymet Belgium	Supported big and small local events	US\$ 3.184
Molymet Germany	Donation to local University	US\$ 833,6
Total	_ <u>'</u>	US\$ 319.988

Suppliers

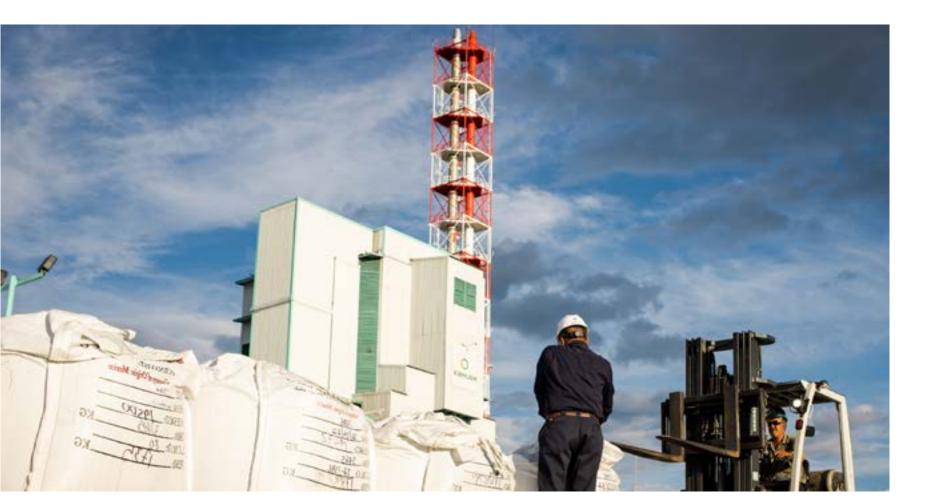
One of the main challenges for Molymet is to support our Suppliers in developing sustainable management in their own businesses, so that they are in line with our purpose. To achieve this, we have a Corporate Policy for Suppliers and Contractors which seeks to promote and encourage sustainability in our supply chain and a Corporate Human Rights Policy that promotes respect for human rights throughout our value chain, keeping our suppliers informed and aware.

In our Corporate Sustainability Strategy, we define goals that promote a supply chain aligned to internal policies and oriented towards sustainable development. In this sense, we align our principles and Purpose by respecting human rights and dignity and making this effective and applicable in all processes involved in the supply chain.

Supply chain

The main raw material used in our processes is Molybdenum concentrate which has two business lines: own sales and tolling where molybdenite raw material is transformed into finished products.

Traceability of our supply chain is carried out for the different raw materials and elements used for the packaging and transport of our finished products. All materials are are purchased directly from manufacturers and are either picked up at the place of origin, brought into the country or received at the final destination.





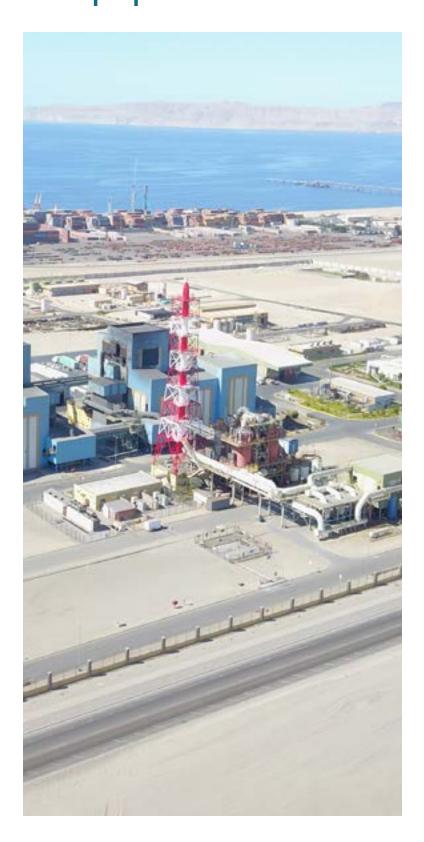


	Loc	ality	Siz	ze	
	Local	Multinational	SMME	Large Business	Total
Corporate	11	-	7	4	11
MolymetNos	999	44	706	337	1043
Molynor	360	48	303	55	408
Molymex	246	159	247	158	405
Molymet Belgium	643	165	509	299	808
Molymet Germany	185	9	112	82	194

For Molynor 50 foreign suppliers are excluded because the necessary data regarding the number of workers and annual turnover was not recorded.



Chile	Peru	Mexico	EEUU	



The success and sustainability of a company like ours is intrinsically linked to its suppliers and in order to face new global challenges Molymet is intent on building a circular supply chain. Thus, in line with our purpose, we are accompanying our suppliers towards the implementation of sustainable management in their own businesses Our focus is on establishing sustainable bases and criteria that regulate the selection and relationship with our suppliers.

Currently, our Purchasing, Services and Authorizations Policy, together with the Corporate Policy on Suppliers and Contractors, the Corporate Policy of Human Rights and our Code of Conduct regulate and evaluate supplier selection. We are now in the process of implementing an evaluation system of sustainable criteria for our Suppliers based on these internal guidelines.

Our subsidiaries MolymetNos, Molynor, Molymex and Molymet Belgium have assessed 100% of their new suppliers against social criteria.

From 2023, we will initiate processes to assess supplier sustainability criteria at all our subsidiaries.



Evaluation of all new suppliers based on social impact criteria

	Molymo	etNos	Moly	nor	Molyn	nex	Molyr Belgi		Molyn Germ	
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
Total suppliers by subsidiary	1.376	1.043	243	214	418	405	1.313	808	212	194
Suppliers whose impact has been evaluated	152	149	243	214	85	40	136	148	68	54
Suppliers with a negative social impact	0	0	1	1*	0	0	0	0	0	0

	Molyme	etNos	Moly	nor	Molyr	mex	Molyr Belgi		Molyr Germ	
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
New suppliers by subsidiary	99	58	146	133	2	10	130	127	25	8
New suppliers evaluated against social criteria	99	58	146	133	2	10	130	127	0	0
%	100%	100%	100%	100%	100%	100%	100%	100%	0%	0%

^{*}The case of the supplier assessed as having a negative social impact on Molynor is due to non-compliance with the labor obligations to its workers and lack of ethics as evidenced by bad practices. The measure taken was to terminate the relationship and the company was blocked in the supplier register. This supplier accounted for 0.4% of the total number of companies evaluated.



The main climate change risks we have identified relate to a possible drought and eventual regulatory change,

Agenda. We also have short-term action plans that ensure operational continuity and we are investing in using

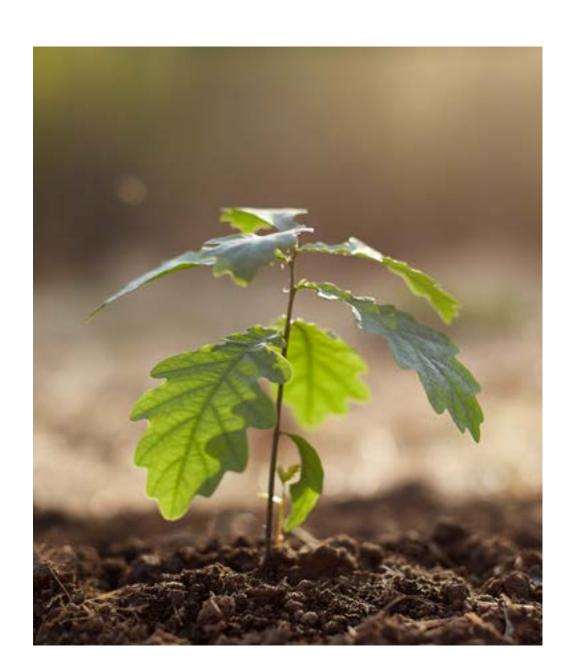
which could mean the stoppage of some production processes. To manage this, we are developing long-term

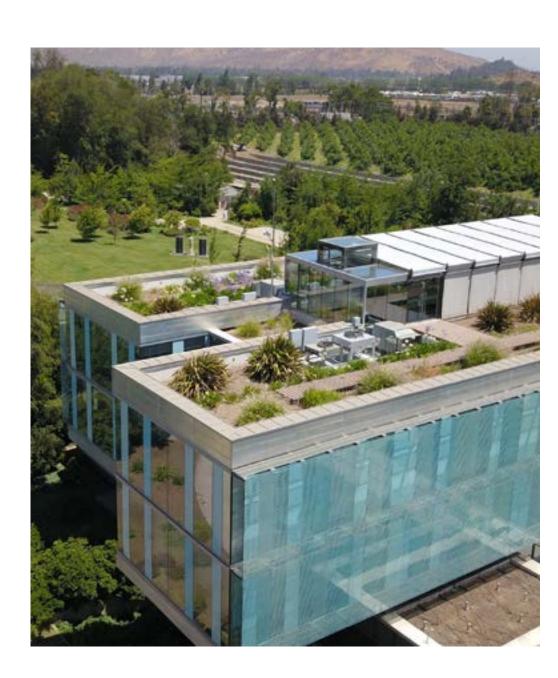
plans based on the goals defined for water intensity and carbon footprint as contained in our 2030 Sustainability



Climate change

We are highly aware of climate change and the impact we generate, which is why, as a committed and responsible company, during 2022 we set a commitment that by 2030 we will reduce our CO₂ equivalent emissions by 20%, based on 2020, without considering compensation, only reduction.





Our commitment has also been consolidated with the publication of our Corporate Climate Change Policy, a document that defines the guidelines for managing the impacts of our activities as we seek to minimize risks and take advantage of the opportunities for sustainable development. View the full policy on our website.

During 2022, we implemented a series

of projects to mitigate against climate

change – some of the highlights are:

sources that contribute less to Greenhouse Gases.



Replacing fuel at Molymex (Liquefied petroleum gas for natural gas)



Photovoltaic system Corporate Building





Windmills at Molymet Belgium (2023)

In the coming year, our focus will be on identifying further risks and opportunities in this area, as well as initiating the study of the energy matrix change project at MolymetNos and Molynor.

Having an emission inventory is essential for adequate for management of risks and opportunities in the face of climate change.

Since 2021, we have measured scope 1 and 2 emissions. In 2022 we began measuring the carbon footprint for scope 3 with the objective of managing emissions across all scopes we began to measure scope 3 emissions with a view to continuous and complete reduction of our emissions.



We will also, for the first time, measure the carbon footprint per product, which will provide results of the emissions associated with each product purchased by our customers.

Our 2030 commitment is to achieve 60 million tons of CO2 equivalent.

The organizational carbon footprint in scopes 1, 2 and 3 for non-producing molybdenum subsidiaries corresponds to 1,130 tCO2e.



International Molybdenum Association (IMOA)

Since 2018 Molymet has contributed to the construction of the "Molybdenum Life Cycle Assessment" database. During 2023 we expect to reaffirm our leadership in the molybdenum industry through our participation in this study.

Carbon footprint by product **2021**

		7 F		\neg \vdash	
2,0	3,1		4,5		181
ton CO₂e/t Molybdenum Oxide	tCO₂e/t de Ferromolybdenum	1 1	on CO₂e/t OPAS		ton CO₂e/t Rhenium Metal
Data corresponding to	o consolidated inform	ation.		_ _	



comprising scope 1, 2 275.966 comprising scope 1, 2 and 3

2022 Organizational carbon footprint - productive subsidiaries

Direct Emissions Scope 1

Direct Emissions Scope i					
	То	nCO ₂ eq			
	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany
Liquefied gas emissions	444	1.463,9	1.141,2	-	1,9
Diesel emissions	2.081	2.389,9	648,4	210	10,8
Emissions from other combustión processes	15.260	-	1.067	4.658	-
Total Direct Emissions	17.785	3.853,8	2.856,6	4.868	12,7
ndirect emissions scope 2					
Emissions from electricity generation	15.003	4.165	4.215	7.150	1.109
Emissions from heat generation	-	-	-	-	1.037
Emissions from chemical treatment	-	-	-	-	685
Total Indirect Emissions	15.003	4.165	4.215	7.150	2.831
ndirect emissions scope 3					
Total	100.719	47.738	28.260	35.579	NA
Total					
Total scope 1 and 2	32.788	8.019	7.072	12.018	2.844
Total scope 1, 2 and 3	133.508	55.757	35.332	47.937	2.844

We have calculated the carbon footprint by direct method using the Green House Gas Protocol (GHG Protocol). 274.837 Ton CO₂e comprising of scope 1, 2 y 3 for productive subsidiaries

Other emissions



Our operations generate emissions such as nitrogen oxides (NOx) and sulphur dioxide (SO₂) which are constantly monitored.

Our commitment is to stay one step ahead by innovating our processes in order to continuously measure and reduce the level of

these emissions. The fruits of this work are reflected this year with our emissions totalling 27.8 tons of NOx and 493.4 tons of SO₂. Compared to 2021 this represents a reduction of 8.2% in NOx emissions and a 20,5% reduction in SO₂.



Ton	MolymetNos	Molynor	Molymex	Molymet Belgium	Total
NOx	12,9	4,8	7,5	2,6	27,8
SO ₂	145,2	143,5	122,7	82	493,4



Modernization projects

Sulfuric Acid Plant, MolymetNos number 2 (WSA-2)

The project to modernize the Gas Cleaning systems includes installation of new variable frequency drives for the three main process fans of the WSA-2 plant. These new drives will operate in conjunction with the old ones, which will allow for backup in the event of an unexpected stoppage, ensuring greater reliability in the operation of this plant.

Gas Cleaning Plant, MolymetNos number 3 (R-PLG3)

In 2022 we completed the Revamp of the old Gas Cleaning Plant number 3 (R-PLG3). This included modernization of the facilities, improving the technology and increasing the process capacity to strengthen the operation and ensure reliability of the gas treatment area.

Once the modernization project is completed, a reduction of 40% is estimated with respect to the emission permits currently in effect at MolymetNos.



At Molymet we are aware that the rational, efficient and less polluting use of energy is key in positioning our company as a leader in sustainable management. That is why we are committed to reaching 60% net renewable electricity consumption by 2030. This implies not only increasing renewable energy consumption but also the efficient management of all our processes to reduce consumption.

*Consider power generation from our run-of-river hydroelectric power plant Carbomet Energía.

renewable sources

7.760 GJ/

inter-company movement

And we exceeded our commitments! In 2021 we undertook to increase our consumption of renewable electricity to 60% by 2030 and already in 2022, we achieved 72%. Note: Our subsidiary Molymet Belgium has verified that 47% of its electricity consumption comes from renewable energy.

We will continue to make progress on sustainable development, which is why, during 2023, we will review our 2030 Sustainability Agenda commitments and update our targets.

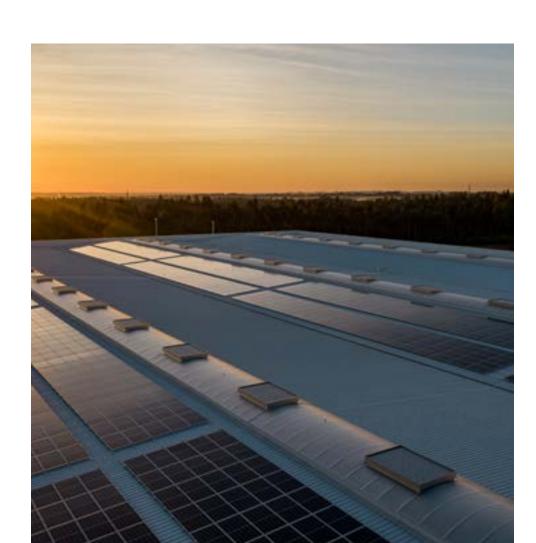


Energy efficiency

During 2022, we implemented more than 15 initiatives focused on reducing energy consumption which allowed us to reduce a total of 2,572 GJ of electricity, fuel, steam, heating and cooling.

Highlighted initiatives include: our MolymetNos subsidiary, the implementation of an energy management system in accordance with the ISO 50.001:2018 standard, reduction of electrical energy consumption in the production of compressed air and thermal energy in the production of process steam. At our Molynor subsidiary, controllers were updated and a frequency inverter was installed in the water recirculation pumping system.

All our Subsidiaries are constantly monitoring their figures and measures to maintain and meet our goals.





	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany
Total consumption (GJ)	425.798	101.782	83.914	246.745	27.583
Production of Molybdenum products**	62	33	28	391	2
Ratio of energy intensity of the organization	6.911	3.044	3.013	6.338	15.324

^{*} Includes OXT, FeMo, Pure Productos and Molybdenum inter-company cleaning



	Corporate	MolymetNos	Molynor	Molymex	Molymex Belgium	Molymet Germany	
		С	onsumption of	non-renewable f	uels		
Diesel	55	26.609	31.987	11.016	2.831	172	
Liquefied petroleum gas	-	6.789	21.028	18.937	-	-	
Liquefied natural gas	-	256.213	-	19.557	83.037	25	
Total non-renewable consumption	55	289.611	53.015	49.510	85.868	197	
			Otherf	uelsources			
Electricity	3.532	136.187	48.767	34.404	160.877	8.814	
Heating	-	-	-	-	-	18.572	
Total other fuel sources	3.532	136.187	48.767	34.404	160.877	27.386	
Total energy	3.587	425.798	101.782	83.914	246.745	27.583	
Renewable energy consumption*	-	-	89	-	75.564*	5.821	

¹ the unit processed at Molymet Belgium in ²⁰²¹ was ⁴³ MMlbMoS² and not ²⁶

² The Electricity consumption in ²⁰²¹ was ²⁵⁰. ⁵³⁸ instead of ³⁰². ⁶⁰⁹ GJ.

^{**} As of ²⁰²², Molymet Belgium started to verify the procurement of renewable energies by the electricity supplier.

Water management

Water

The responsible use of water resources is one of the ongoing and priority concerns at Molymet. To this end, our commitment for 2030 is to increase the reuse of water while reducing its consumption. For this we will continue working on its efficient use and operating with a special focus on reducing losses, which can mean a great difference in consumption.

This year recirculation in our production processes reached 38%.

Although we have a water consumption reduction strategy for water within our 2030 Sustainability Agenda, this year we implemented initiatives to reuse or maintain our plants that allowed us to further reduce the consumption of irrigation water, the consumption of steam and water consumption in cooling towers.

Our 2030 commitment is to achieve 64% reutilization of water and to reduce our water intensity by 10%, based on 2020.

In 2022, water reutilization was 54,7% with a water intensity of 8.430 m³/MMLbMoS2.



Water consumption in m³/year

	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany	Total
Water consumption m³	667.387	83.398	80.599	130.315	682	962.382
Production of Molybdenum products*	62	33	28	39	2	163,6
Water consumption/unit processed	10.832,3	2.494,3	2.893,7	3.347,4	379,4	5.881,5

^{*}Includes OXT, FeMo, Pure Products and intercompany clean Molybdenite.

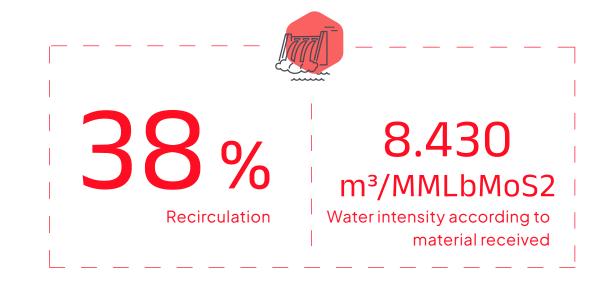
Water extraction in m³/year

Source	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany	Total
Surface water	-	NA	NA	1.616.100	-	1.616.100
Underground water	164.668,8	NA	114.670	373	-	279.711
Seawater	-	261.849	NA	-	-	261.849
Produced Water (rain wáter)	-	NA	NA	105.853	3.102	108.955
3rd Party Water Suppliers (public potable water network)	125.915	NA	NA	31.699	683	158.297
Total	290.584	261.849	114.670	1.754.025	3.785	2.424.913

Effluents

Water is one of the most critical resources in our production process which is why we at three of our five subsidiaries we already do not discharge, instead using water consciously and maximizing its use.

The determining criteria in the discharge of effluents are stipulated by national regulations required of our different subsidiaries. In this line, our total water discharge is 1,827,527.3 m³ per year. The breakdown of this total is divided into 168,756.3 m³ from seawater at Molynor; 1,654,986 from surface water at Molymet Belgium; 3,102 m³ of surface water and 683 m³ of third-party water at Molymet Germany.



Responsible management of materials and waste

Raw Materials

We are a company that processes a by-product of copper mining, known as secondary mining. We do not have mines, nor do we carry out mineral extraction.

The materials used at our subsidiaries vary depending on the production process, quality of raw material received and/ or customer requirements. However, according to their volume in tons, the main materials used correspond to Magnesium Ferrosilicon, chipping, external sulfuric acid, iron chipping carbon briquettes, chlorine gas,



natural gas and sand. On the other hand, packaging materials for our finished products are used across our subsidiaries and among the main materials used for these purposes are polypropylene maxisacks, wooden pallets of different dimensions, metal drums and metal cans.

Raw material processed by subsidiary

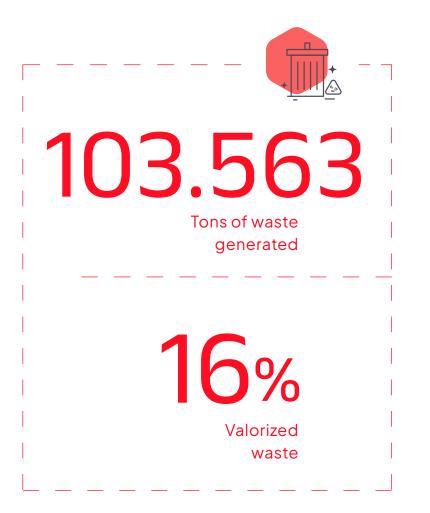
Raw material in millions of pounds	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany
Molybdenite (MMLb)	39,5	28,3	23,1	23,2	2,8



Waste

As part of our commitments for 2030, in our production process we seek to valorize as much waste as possible in our processes. This is why, at all our subsidiaries, we promote the achievement of waste reduction and recovery goals which you canreview in our 2030 Sustainability Agenda.

During 2022, we continued to move forward with the implementation of our Zero Waste Plan of solid industrial waste at MolymetNos, seeking to reduce the quantity of waste sent for final disposal while, at the same time innovating management of our current waste.



Our 2030 commitment is to valorize at least 40% of our waste.

Waste generated by Ton

	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany	Total
Hazardous waste	1.821,8	88,5	26,9	1.257,48	4,6	3.199,4
Non-Hazardous waste	84.451	416,5	33,4	15.417,2	45,2	100.363,3
Total waste generated	86.272,8	505	60,3	16.674,7	49,8	103.562,7

Waste method by Ton

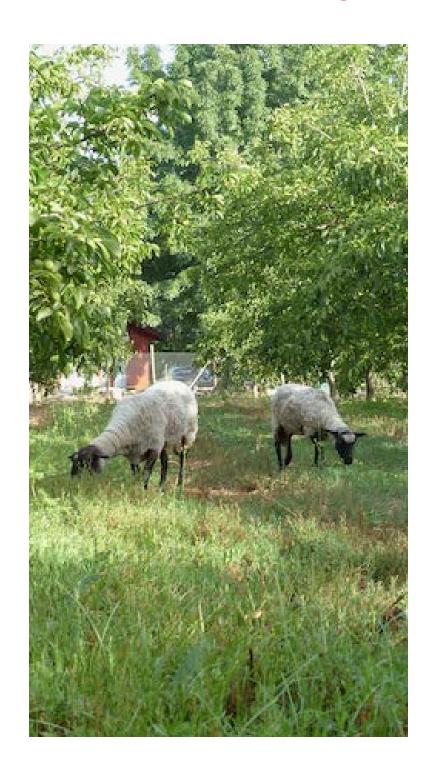
	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany	Total
			Waste	Disposed		
Authorized landfill sites	85.884	320,2	24	748	-	86.976,2
			Waste valorize	ed (not desposed)	
Recovery	-	2,6	-	-	-	2,6
Treatment	-	62,2	-	401	2,5	465,7
Reutilization	-	-	1,1	-	31,6	32,7
Recycling	389	122,6	24,4	972	5	1.513,1
Composting	-	-	2,9	-	-	14.512
Energy valorization	-	-	7,5	48	-	55,5
Secondary raw material	-	-	-	14.506	6,1	14.5121
Total	86.273	507,6	59,9	16.675	45,2	103,561

^{*}The generation totals have variations in the method total due to storage and/or removal of waste generated in previous years.

vision for achieving our purpose.

Management of significant impacts

Molymet Germany Molymet Corporate MolymetNos Molynor Molymex Molymet Belgium We currently use LEAN Our gas treatment plant We reuse product packaging We have reduced the use of We have implemented measures Preventive measures are built methodology, a measure of plastic consumables, masks and modernization project will allow into our activities and value chain such as the reuse of products material used in our commercial production, asking our suppliers printing. In addition, we purchased for a voluntary reduction of 40% operational efficiency that with environmental programs for discarded by other companies. For example, Ferromolybdenum used of our annual SO₂ emissions limit. allows us to manage deviations the management of potential to match the packaging of raw a composting machine to process impacts and good management in the production of concrete. material to the packaging needs of During 2002 project construction organic waste from the Corporate and minimize waste-generating Canteen into compost within 24 progressed satisfactorily. processes and/or some types of of hazardous waste and nonthe outgoing product. environmental incidents. In order to promote the circular hours. hazardous waste. economy, we recycle wooden We also clean and inspect drums In terms of waste management, pallets and we reuse paper, plastic and maxi-bags before they are We have also digitized most of our we have worked on new circular Currently at Molynor, the integral In addition, we ensure that our products have appropriate delivered to customers and then documents in order to reduce the management of waste is carried and scrap, among other waste. We economy projects, making headway with the search for new are supported in these efforts by reuse these process materials amount of printing we do. out by an external company, containers and packaging to uses of waste and generating handling collection, separation, mitigate the waste generation third parties who help us to recycle internally to minimize waste strategic alliances with relevant storage and transport to final and guarantee integrity of the generation in the value chain. As an additional measure, we will our waste. disposal sites where recipients are eliminate disposable cups and players in the recycling sector. material. We collect polymer foils, paper, plastic supplies in the cafeteria and authorized by MINSAL (Ministry of cardboard, glass, plastic packaging recycling bins will be installed. Lastly, the creation of our new Health) and glass in accordance with the EU innovation and operational Commercial Waste Ordinance and excellence management team has strengthened our sustainable the Circular Economy Law.



Diversity of life is critical for the functioning of ecosystems and at Molymet we are concerned about maintaining the biodiversity that provides us with food and oxygen. We want to leave a positive environmental legacy for future generations as we operate and grow our business. To this end we carry out various projects and initiatives that directly involve our stakeholders and where the objective is the protection and recovery of biodiversity.

During 2022, the most relevant initiatives in this area were:

1) our collaborative work with the Foundation for the Sustainability of the Little Tern in Mejillones, with the aim of contributing to the protection and preservation of this migratory bird.

2) the Real Right of Conservation of 123 hectares in San Bernardo which has formalized our efforts to conserve the environmental and ecological heritage within the San Bernado urban area surrounding our corporate building and the MolymetNos operational complex.

In 2023 we hope to continue conserving ecosystems and green spaces we share with others and we will keep exploring new ways to contribute to sustainability and environmental care.





	Molymet Corp	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany
Hectares of green areas	5	7,4	0,075	18,8	6,2	1,9
Hectares of reforestation	-	-	-	2	2,8	-
Amount invested (USD) in green areas	153.441	862.110	78.477	136,188	8.885	-
Hectares with restoration of native species	-	-	-	1	-	_





A little more about our protected species

In 2022 we invested a total of US\$ 31,600.8 for the conservation and protection of the species Sterna Iorata, better known as the Little Tern. This was done contributions and efforts of the Foundation for the Sustainability of the Little Tern, where we are founding partners and part of the Board of Directors. In accordance with environmental commitments, the foundation manages six nesting sites, of which two are already authorized and four are in the process of being processed at Bienes Nacionales (the Chilean National Property Authority). These nesting areas cover a total of 3,561.7 hectares of protected areas, with 2,026.9 hectares close to our Molynor subsidiary.

It is worth noting that, on 16 August 2022, this sector was officially declared the Itata-Gualaguala Nature Sanctuary, the first sanctuary for the Mejillones community. This is an important step, in leading the way in protection of biodiversity - not only for the conservation of the species but also to help develop tourism in the community.

The Real Right of Environmental Conservation established in 2021 at MolymetNos comprises 123 hectares of walnut tree fields forming a green lung around the industrial complex, benefiting our employees, the surrounding community and the biodiversity of the area. Although this area does not meet the requirements of a protected area, it is significant for the conservation of green areas and, therefore, the environment. To this end, in 2022, we invested a total of US\$ 720,000 to protect this land and its exclusive agricultural use.





At Molymet we have two Chilean subsidiaries whose business is not related to the production of Molybdenum but who contribute significantly to the sustainability of the planet and our purpose. They are: Inmobiliaria San Bernardo S.A. (ISBSA) and Carbomet Energía S.A. (CESA).

Inmobiliaria San Bernardo S.A. is an agricultural company that produces, processes and exports organic walnuts under the Geonuts® brand to different countries around the world - Austria, Italy, Germany and Japan to name a few. These walnuts are produced on 123 hectares dedicated to organic cultivation since 2012.

The land is located around our MolymetNos industrial plant in San Bernardo, Santiago Metropolitan Region. This green belt forms a biodiverse and organic buffer zone - a green lung for the surrounding urban community, mitigating the effects of industrial activity.

In 2022, a key management milestone was the adaptation and consolidation of organic management methods to overcome climatic conditions that have harmed the crop in recent years. To this end, we incorporated monitoring and tracking technology to improve the use of water resources and we have strengthened a young and diverse work team through higher education.

Then, we established as a main goal vegetative recovery of the orchards, improving their productive levels. We currently have the following certification in organic food production: NCh, NOP, JAS, EU, Bio Swiss, China, as well certification of good agricultural practices Global G.A.P. and food safety HACCP.

In terms of ISBSA's internal operations, this past year no complaints related to human rights violations were filed and there were no fines for non-compliance with related standards, meaning that 100% regulatory compliance was maintained.



Highlighted figures

N° Employees	29
Tons of own nuts	183
Planted Hectares	123
% of Organic Management	100%
% of Women	41%
New Suppliers evaluated against social criteria	25
Employee hours dedicated to community support	160

Tons of 3rd party nuts	124,2
Training hours per employee	0,3
Staff Turnover	4%
N° Unionized Employees	10
Waterintensity	7.902
Energy intensity	11,74
Equivalent TON CO ₂	326,6
Composting	90%
Investment in Community development projects US\$	25.904

During 2022, ISBSA invested in improving irrigation efficiency of walnut trees resulting in 39.7% reduction in water intensity, which, due to the electrical drive of the irrigation system, is directly related to energy intensity, which was reduced by 47.6%.



Carbomet Energía S.A.

The second subsidiary not related to Molybdenum production is Carbomet Energía S.A. (CESA), a hydroelectric company located in Puente Alto, Santiago. This subsidiary generates renewable energy through two run-of-river hydroelectric plants located on the north bank of the Maipo River: Central Los Bajos and Central Auxiliar del Maipo, with a nominal power of 5.6 MW and 5.1 MW respectively.

For energy transmission we are connected to the National Electricity System through the distribution network of Empresa Eléctrica de Puente Alto (EEPA) and Compañía General de Electricidad (CGE) respectively, under the modality of Small Means of Distributed Generation. CESA has non-consumptive water rights - a resource that is returned to the channel after its use in the turbine.

In 2022, a main milestone was the update of the Temporary Assignment Agreement of water use rights with Aguas Andinas. In addition, for 2023 management, we set as main goals progress with the objectives of the 2030 Sustainability Agenda and the evaluation of solar and storage renewable energy projects.

Regarding the internal functioning of CESA, during 2022 there were no complaints associated with the violation of Human Rights or fines for non-compliance with other related regulations, nor have we identified non-compliance in environmental matters resulting in fines or significant non-monetary sanctions, thus maintaining 100% regulatory compliance.



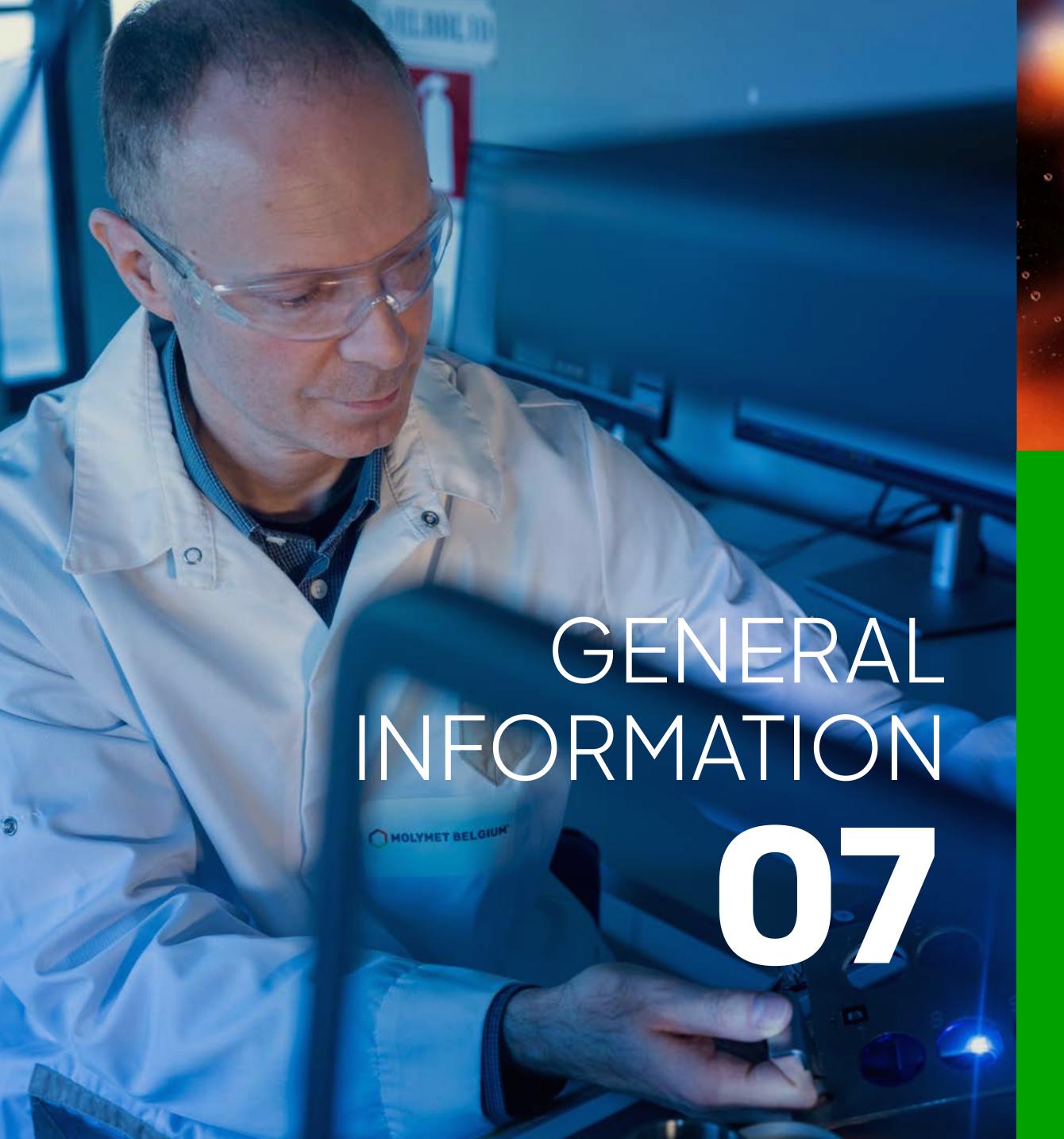


Highlighted figures

N° Employees	33
% of Women	6,1%
Training hours per employee	2
Staff Turnover	9,23
N° Unionized Employees	22
Community Investment US\$	2.687,6
Installed power	10,7 MW

Electricity generated in MWh	56.358,4
Renewable energy consumption	1.566,3 GJ
Equivalent of CO ₂ prevented from being emitted into the atmosphere*	10.030,2

^{*}Considers own generation of power plants and emission factor of the National Electricity System, not including transfers to Aguas Andinas.





We make it happen!



About our report

This Sustainability Report is an exercise in transparent sharing of our non-financial information for the period 1 January to 31 December 2022 - an exercise we carry out on an annual basis.

Our financial information is presented in the Annual Report which you can find in a new digital version on our website.

This report, as in previous years, is published in April after internal review and editing by the Chief Executive Officer and Board of Directors and approval by the Annual General Meeting of Shareholders.

While this year our report used the latest version of the GRI Standards (2021) as a reference, there were no relevant updates that will affect the information presented in previous reports. This report was not subject to external verification.

In this report, the International System of Units was used to report the numerical figures, that is, a point to separate thousands and a comma to separate decimals.

If you have any suggestions, questions and/or comments about this Sustainability Report, please contact us directly at sustentabilidad.corporativa@molymet.cl.



Materiality

For the preparation of this report, we were assisted by a third party to identify and validate the most relevant management themes and issues of 2022. The exercise included interviews with our main Molymet and subsidiary stakeholders, employee surveys, review of internal documents, industry benchmarking and key indicators.

The 14 material issues that emerged were subjected to a double materiality exercise to determine their importance and prioritisation, following criteria that consider both positive and negative impacts on the environment (from the outside in) the company and its value chain (from the inside out). These are shown in the materiality matrix.

2022 Themes



Materiality matrix out Impacts from the inside

Impacts from the outside in

Index: GRI indicators



Molymet presents the information cited in this GRI Content Index for the period 1 January 2022 to 31 December 2022 using the GRI Standards as a reference.

Indicator	Page		
GRI 2: General contents			
2-1: Organizational details	6, 54, 55		
2-2: Entities included in the presentation of sustainability reports	6, 54, 55		
2-3: Reporting period, frequency and contact points	57		
2-4: Updating of information	57		
2-5: External verification	57		
2-6: Activities, value chain and other commercially-related matters	14, 15, 42, 54, 55		
2-7: Employees	30		
2-9: Governance Structure and Composition	23, 24*		
2-10: Nomination and selection of the highest governance body	23		
2-12: Function of the highest governance body related to oversight of impact management	23		
2-15: Conflicts of interest	28		
2-18: Performance evaluation of the highest governance body	38		
2-22: Sustainable Development Strategy Declaration	5		
2-23: Commitments and policies	20, 21, 26, 27, 28		
2-24: Incorporation of commitments and policies	20, 21		
2-25: Processes to mitigate negative impacts	20, 21		
2-26: Mechanisms for seeking advice and raising concerns	26		
2-28: Affiliations and Associations	11		
2-29: Focus on stakeholder participation	9, 13, 17, 18		
2-30: Collective bargaining agreements	38		

Fifth Sustainability Report 2022-

Indicator	Page		
GRI 201: Economic Performance			
201-1: Economic value directly generated and distributed	16		
201-2: Financial implications and other risks and opportunities related to Climate Change	45		
GRI 203 Indirect economic impacts			
203-1:Investments in Infrastructure and support services	19		
GRI 205: Anti-corruption			
205-2: Communication and training on anti-corruption policies and procedures	26		
205-3: Confirmed corruption incidents and measures taken	26		
GRI 301: Materials			
301-1: Materials used by weight and volume	49		
301-2: Use of recycled materials	49		
GRI 302: Energy			
302-1: Energy consumption within the organization	48		
302-3: Energy intensity	48		
302-4: Reduction of energy consumption	48		
GRI 303: Water and Effluents			
303-1: Interaction with water as a shared resource	51		
303-2: Management of waste water impacts	51		
303-3: Water extraction	51		
303-4: Water spills	51		
303-5: Water consumption	51		

Indicator	Page		
GRI 403: Occupational Health and Safety			
403-4: Employee engagement, consultation and communication about safety at work 403-5: Training of employees in occupational health and safety 403-6: Promotion of employee health 403-8: Coverage of the occupational health and safety management system 403-9: Work-related injuries 403-10: Work-related illnesses and diseases	40 40 39, 40 39 39 39		
GRI 404: Training and education			
404-1: Average annual training hours per employee 404-2: Competency development programs for employees and programs to facilitate transition 404-3: Percentage of employees who have undergone periodic performance evaluation and professional development	37 37 38		
GRI 405: Diversity and equal opportunities			
405-1: Diversity of employees and governance bodies	34, 35		
405-2: Ratio Between basic salaries and remuneration of women and men	36		
GRI 406: Discrimination			
406-1: Discrimination cases and corrective actions taken	27		
GRI 407: Freedom of association and collective bargaining			
407-1: Operations and suppliers where the right to freedom of association and collective bargaining could be at risk	27		
GRI 408: Child labor			
408-1: Operations and suppliers posing significant risk of cases of child labor	27		
GRI 409: Forced or Compulsory labor			
409-1: Operations and Suppliers posing significant of cases of forced or compulsory labor	27		
GRI 413: Local Communities			
413-1: Operations with local community engagement programs, impact evaluations and development	41		
413-2: Operations with significant negative impacts – real or potential – in local communities	41		
GRI 414: Social evaluation of suppliers			
414-1: New suppliers whose selection has been filtered in accordance with social criteria	43		
414-2: Negative social impacts on the supply chain and measures taken			





www.molymet.cl



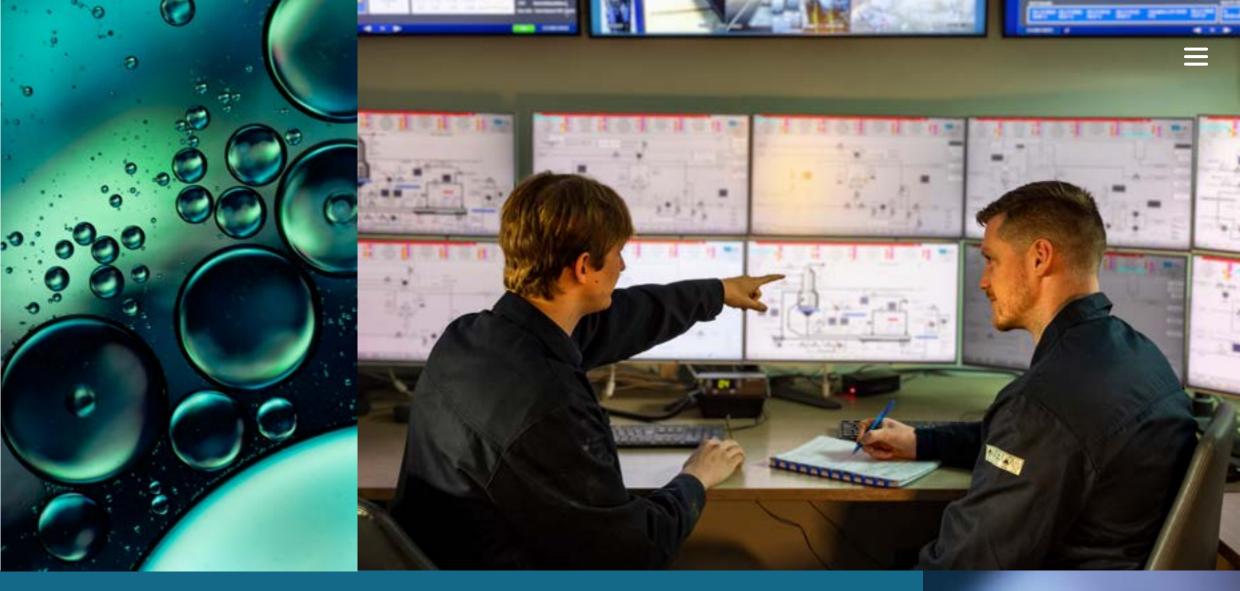


Exhibit ESG Document



1.2 Corporate Governance





During 2022, the average attendance of directors at Board Meetings was 98.18%







1.2.7 Average Board Member Tenure 2022

Director	Current Role	Date joined	Years of Board service
Eduardo Gulisasti Gana	President	20-04-2021	12
Karlheinz Wax	Vice president	20-04-2021	5
Raúl Álamos Letelier	Board member	20-04-2021	18
Nicolás Anastassiou Rojas	Board member	20-04-2021	2
José Miguel Barriga Gianoli	Board member	20-04-2021	17
Boris Buvinic Guerovich	Board member	20-04-2021	5
Luis Felipe Cerón Cerón	Board member	20-04-2021	5
Hernán Cheyre Valenzuela	Board member	20-04-2021	5
Juan Manuel Gutiérrez Philippi	Board member	20-04-2021	5
Wolfgang Köck	Board member	20-04-2021	5

1.3.1 Materiality Analysis

As part of the internal documentation review process, the materiality analysis takes Company risk into account.

1.3.3 Materiality Metrics for Enterprise Value Creation

Executive Compensation

The are 3 types of annual incentives for Molymet executives. One of these is compliance with the Strategic Agenda which constitutes 10% of the incentives. It takes into account progress made on ESG targets as per the 2030 Sustainability Agenda, as applicable at executive level. For example:

Employee Relations:

Exceed the Labor Relations Index industry average by 10 points based on 2021 Improve training hours per employee by 15%, based on 2020

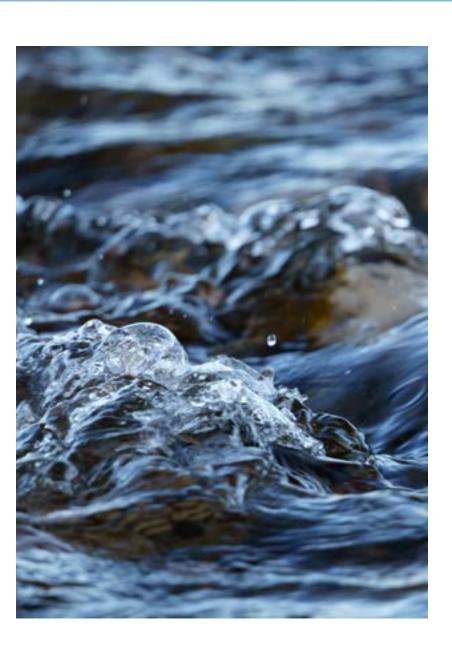


Climate Change

- Reduce greenhouse gas emissions by 20%, applying carbon footprint measurement methodology for scope 1 and 2 based on 2020 (TonCO²eq)
- Increase recycling of water by 64% based on 2020
- Reduce water intensity by 10% based on 2020
- Increase net consumption of renewable energy by 60% based on 2020
- Increase waste valorization by 40% based on 2020

Social investment and Community Engagement:

Invest at least 1% of moving net average income in community development projects









1.4 Risk & Crisis Management

1.4.1. Risk Governance

Since 2019, a Risk Management Protocol has been in place to ensure optimal functioning of the mechanism used to identify, value and manage the occurrence of risks through concrete actions.

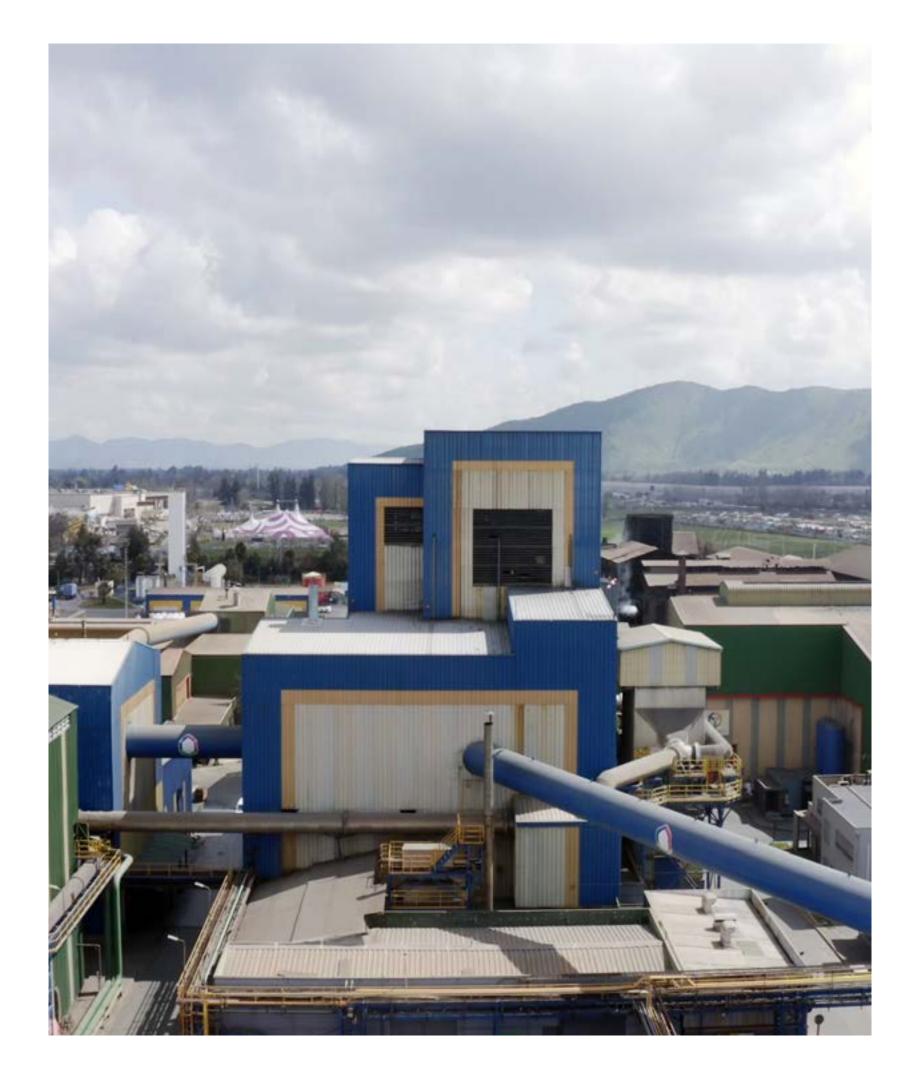
Within the defined functions, the Protocol takes the following into consideration:

Vice Presidents and GMs of group operations are responsible for integrated administration of risk management related to strategic risks which impact our business or strategic challenges faced by Molymet and its subsidiaries.

The tasks of controlling and verifying the operation and management of risk is the responsibility of the Corporate Vice Presidency of Risk & Compliance. This is carried out through regular follow-up meetings where reporting on compliance progress is continuously verified and the different areas are supported in their risk management.

Supporting Documents:

- Risk Management Program -Protocol and definitions
- Strategic Risk Management Policy



1.4.3 Emerging Risks

In 2022, we identified I emerging risk important over the long-term (3-5 years):

Environmental Risk factors related to communities

Environmental regulations are becoming stricter and stricter in international contexts and in the countries where we operate. Legislation encompasses a variety of regulatory processes like emissions; circulation of dangerous material / substances; industrial waste disposal; and the handling and storage of dangerous, toxic / explosive substances, among others.

Compliance with environmental regulations comes with a potential double impact:

- Firstly, the risk of not complying with established regulations can have legal consequences.
- The second pertinent aspect when analyzing the risk of noncompliance is the damaging social impact it can have. Our license to operate, social pressure, and the image and reputation of the company are critical potential outcomes of non-compliance. Beyond that, our long-term solid relationships with communities surrounding our plants could be compromised, while any resultant interference with our operations could affect the satisfaction and loyalty of our customers.



Mitigation actions:

- Reducing emissions levels, taking into account the stringent parameters and standards already in effect in Europe. Following a study to determine the feasibility of keeping the MolymetNos plant in place, it was decided to modernize the installations in order to allow for cutting of plant emissions by 40% - a voluntary decision taken in anticipation of future regulation changes in Chile and to avoid disruption of our operations.
- Continuous monitoring of processes with an environmental impact.
- Cultivation of walnuts to form a green belt at MolymetNos to change perceptions about company production being pollutive.

1.5.3 Corruption & Bribery

The company does not make contributions and charitable donations as a means of bribery and corruption. On the contrary, we have strong internal controls in place to verify compliance with policies related to these and other issues outlined in our Donations Policy, our Code of Conduct and our Crime Prevention Model.

We are currently working on updating our Support & Donation Policy which will be available in 2024.

1.5.4 Codes of Conduct: Systems/ Procedures

In evaluating employee competencies, an integral part of performance evaluation is dealing with attitudes related to Diversity, Equity & Inclusion, a topic which is addressed in the company Code of Conduct.





1.5.5 Reporting breach of conduct

Molymet has a system in place to monitor and investigate complains and an action plan designed to mitigate risks.

During 2022, there were 7 complains, all of them were investigated and resolved, 4 of these constituted breaches of the Code of Conduct.

Category	
Discrimination	Ο
Workplace harassment	3
Bribery or Corruption	0
Confidential Information	0
Conflict of interest	1
Money laundering or Insider trading	Ο

Data coverage: 100%

Reported data takes into account: Molymet Corporate, MolymetNos, Molynor, Molymex,

Molymet Belgium and Molymet Germany

1.6 Influencing Policy

1.6.1 Contributions and Other Spending

Total contributions and other spending (USD)	\$111.271	\$128.309	\$136.133	\$215.671
Other (e.g. spending related to ballot measures or referendums)	Ο	0	0	Ο
Trade associations or tax- exempt groups (e.g. think tanks) (USD)	\$111.271	\$128.309	\$136.133	\$215.671
Local, regional or national	Ο	Ο	0	Ο
Lobbying, interest representation or similar	Ο	Ο	O	0
	2019	2020	2021	2022

Fifth Sustainability Report 2022-

Data Coverage: 86,8% of full-time employees (FTE). Reported data takes into account: MolymetNos, Molynor, Molymex, Molymet Belgium and Molymet Germany.



1.6.2 Contributions and Expenditure

Main contributions made to Trade associations or tax-exempt groups in 2022

International Molybdenum Association (IMOA) - USD 97.441 (Molymex, Molymet Belgium, Molymet Germany)

The International Molybdenum Association (IMOA) brings together the most important industry players - including producers, consumers and traders of this mineral.

Founded in 1989, its main objective is to promote and defend the use, research and the sustainable development of molybdenum.

Foundation for the Protection of the Little Tern – USD 30.210 (Molynor)

This is a public-private foundation whose objective is protection of the Little tern - Gaviotín Chico or Chirrío (Sterna Iorata) which is in danger of extinction. As energy, mining and port projects in Mejillones are located close to one of the main known nesting areas of the Gaviotín Chico, a possible effect on the area is evident and, based on this, a work plan is formulated, led by the Fundación, to establish a balanced development, and thus protect and

preserve the population of the Gaviotín Chico. The Board of Directors is made up of ten members, which are: The Illustrious Municipality of Mejillones and Companies Located in the area such as Mejillones Port Complex, Puerto Angamos, Molynor, Eléctrica Angamos, GNLM, Codelco, Kelar S.A., Minera Centinela and Molyb.

Essenscia – USD 25.334 (Belgium)

This is the Belgian Federation of the Chemical Industry and Life Sciences Sector which protects the interests of more than 720 Belgian companies active in

chemistry, plastics, pharma and biotech, giving support, advice and personalized service to the sector.



1.6.3 Lobbying and Trade Associations - Climate Alignment

Our Position

Molymet and its subsidiaries take a proactive stance on global warming, strategically aligning ourselves with Chile's commitment under the Paris Agreement. To this end, we have a Corporate Sustainability Strategy and a 2030 Sustainability Agenda with commitments and targets focused on reducing our Scope 1 and 2 emissions by 20%; and moving away from electricity to increase our renewable energy sources by up to 60%. This is in line with the national challenges we have taken on in the transition to a low-carbon economy.

In this sense, we have decided to establish partnerships with important players, demonstrating our intention to strengthen our commitment and align with global best practices by becoming a member of the Global Compact (in 2016). This allows us to collaborate effectively with other players through different working groups. Molymet is committed to ensuring that the company's trade association memberships on climate change are consistent with the objectives of the Paris Agreement where the aim is promoting concrete actions to combat climate change at national and international levels

Management System and Governance Framework

Governance is fundamental to meeting our set objectives. To this end, we have implemented a robust governance structure to constantly monitor and track our progress towards our commitments. At Molymet we monitor the company's sustainability issues under the direction of the Chief Executive Officer and the Corporate Sustainability Committee. Strategic and ongoing management of these issues includes membership of commercial associations.

Monitoring and Review of Climate Change Processes

Climate change is led by the Corporate Sustainability and Operational Excellence management, under the Vice Presidency of American Operations Americas. It is in charge of planning, implementation, monitoring and continuous improvement of these issues. We are committed to implementing a monitoring and review process to regularly evaluate whether our membership of commercial associations are in line with the Paris Accord and the Molymet Climate Change Strategy.

Framework for Addressing Misalignment between Trade Association Positions and our Position on Climate Change:

- Make a public statement about our disagreement and distance ourselves when we identify significant misalignment.
- Engage with the relevant trade association, setting clear timelines and expectations for addressing the misalignment.
- Consider withdrawing our membership from the trade association if all efforts to address the misalignment are unsuccessful

1.7 Supply Chain Management

1.7.1 Supplier Code of Conduct

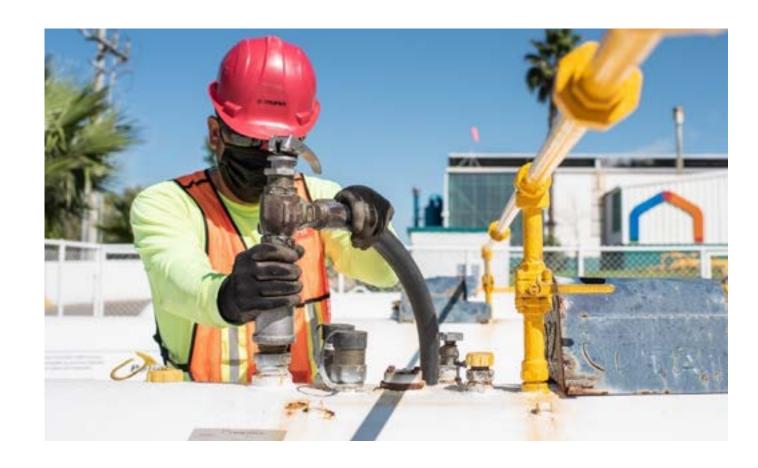
We have a Supplier Code of Conduct in place. To read more about the code, **click here**

You can read more about our Corporate Supplier & Contractor Policy here

1.7.2 Supplier ESG Program

We are developing a Sustainable Supply Chain Strategy that takes the ESG program into account. This includes, 4 main lines of action that will guide the management approach towards the selection and evaluation of these:

- Evaluation and adherence to Molymet standards including: compliance with minimum ESG requirements and establishing completion timeframes as well as giving preference to contracting suppliers who meet ESG criteria.
- Supplier Development and Training Plan including: actions to support and guide suppliers with the development of initiatives together with ensuring their sustainable operations, like training on the requirements for being contracted, and standing by them in the implementation of appropriate actions.



- Monitoring and Supervision including: performance monitoring and progress made on our commitments.
- Incentives and consequences including: measures that will be take in the case of suppliers not fulfilling ESG requirements which could lead to terminating business, while at the same time, giving incentives for them to meet these.

ESG program implementation is overseen by the Executive Committee. It is periodically reviewed to ensure its alignment with the Code of Conduct.



1.7.3 Supplier Screening

Currently, guidelines in relation to supplier management are contained in the following policies: The Procurement, Services and Authorizations Policy; the Corporate Supplier and Contractor Policy; the Corporate Human Rights Policy; and our Code of Conduct. An accreditation process is carried out for service contractors. This allows us to identify and validate different sustainability risks related to: Legal activity, up to date tax payments; compliance with labor and social security obligations; hiring of workers in accordance with the labor code: social insurance for diseases or accidents at work; commercial financial conduct;, applicable health resolutions; and company registration and administration.

With regards to our Molybdenite suppliers, in 2023, we began implementing the joint Due Diligence

Standard for copper, lead, nickel and zinc established by The Copper Mark. This initiative has been launched at two of our sites within the framework of the Molybdenum Mark certification.

This standard is used to assess the risk profile of our mineral supply chain, addressing crucial issues like: serious human rights abuses; direct or indirect support for non-state armed groups; risks associated with the hiring of public or private security forces; bribery; fraudulent declaration of the origin of minerals; money laundering; and non-payment of taxes, duties and royalties owed to governments. Likewise, those associated with expenditure and commercial relevance of concentrate suppliers are also identified as being part of the organization's risk management process.

1.7.4 Supplier Assessment and Development

Our subsidiaries MolymetNos, Molynor, Molymex and Molymet Belgium evaluate 100% of new suppliers with respect to social issued including: labor and occupational health & safety legislation, etc.

Starting in 2024, we will initiate processes to assess ESG criteria across all our subsidiaries on a regular basis using industry standards and methodologies.

1.7.5 KPIs for Supplier Screening

Supplier Type	2022
A) Number of level 1 suppliers	0
B) Total number of significant suppliers* level 1	14
C) % of total spending on significant suppliers at level 1	77%
D) Total number of non-significant suppliers at level 1	0
E) Total number of significant suppliers (level 1 & non-level 1) [B + D]	14



1.7.6 KPIs for Supplier Assessment and Development

Supplier Evaluation	2022
1.1 Total number of suppliers evaluated through desk or on-site assessments	605
1.3 Number of suppliers evaluated where real or potential negative impacts were identified	1
1.4% of suppliers with substantial real/potential negative impacts who have an agreed improvement/corrective action plan	0
1.5 Number of suppliers with substantial real/potential negative impacts with whom we no longer do business	1





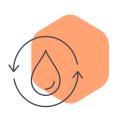
2.1.3. EMS: Certification/ Audit/ Verification

Certification: Environmental Management System	Description	Coverage (%)
Our EMS is verified against international certification standards.	ISO 14001: 2015	100% of operational sites
Our ESG is verified against international certification standards.	ISO 50001: 2018	60% of operational sites

2.1.4. Return on Environmental Investments

Currency: USD	2019	2020	2020	2020
Capital Investment (CAPEX)	4,031,000	6,498,000	13,073,000	26,146,00
Operating Expenses (OPEX)	46,725,000	42,333,000	40,050,000	40,050,000
Total Expenses (= OPEX + CAPEX)	50,756,000	48,831,000	53,128,000	66,196,000
% of operations covered (basis Of coverage: operations).	100%	100%	100%	100%
"Savings, cost avoidance, revenue, tax incentives etc."	0	0	0	0

Data coverage: 100% Reported data takes in into account: Corporate, MolymetNos, Molynor, Molymex and Molymet Belgium.



2.1.5. Environmental violations

Currency: USD	2019	2020	2020	2020
Number of violations re legal obligations/regulations	0	0	0	0
Amount of fines/penalties related to the above (USD)	0	Ο	0	Ο
Environmental liability accrued at year end (USD)	Ο	Ο	Ο	Ο
% of operations covered (basis Of coverage: operations).	0	0	Ο	0
"Savings, cost avoidance, revenue, tax incentives etc."	0	0	Ο	0

Data coverage: 100%. Reported data takes into account: Corporate, MolymetNos, Molynor, Molymex , Molymet Belgium, and Molymet Germany.





2.2 Emissions

2.2.1 Direct Greenhouse Gas Emissions (Scope 1)

Direct GHG (Scope 1)	Unit	2019	2020	2021	2022
Total direct GHG emissions (Scope 1)	Metric tons CO2 equivalents	34.826	29.940	35.974	29.866
Data coverage (as % of denominator)	% of operations*	100%	100%	100%	100%

^{*2022} coverage has been updated and the Corporate figures are based on FTE

2.2.2 Indirect Greenhouse Gas Emissions (Scope 2)

Indirect GHG (Scope 2)	Unit	2019	2020	2021	2022
Total direct GHG emissions (Scope 2) Based on location	Metric tons CO2 equivalents	37.982	46.542	40,672	33.823
Data coverage (as % of denominator)	% of operations*	100%	100%	100%	100%

^{*}Takes the following into account: Corporate, MolymetNos, Molynor, Molymex, Molymet Belgium and Molymet Germany



275.638

Ton CO² eq

Año 2022 Total GGH Scope 1, 2 & 3



2.2.3 Indirect Greenhouse Gas Emissions (Scope 3)

Indirect GHG (Scope 3)	Unit	2019	2020	2021	2022
Total direct GHG emissions (Scope 3)	Metric tons CO2 equivalents	-	-	-	212.409
Data coverage (as % of denominator)	% of operations*	-	-	-	100%

Data coverage: 100% Reported data takes in into account: Corporate, MolymetNos, Molynor, Molymex and Molymet Belgium.

Category	Emissions in the reporting year (Metric tons CO2e)
Scope 3 category	212.096
1. Purchased Goods and services	181.209
2. Capital Goods	exc
3. Fuel-and-energy-related-activities(not included in scope 1 or 2)	6.972
4. Upstream transportation and distribution	7.997
5. Waste generated in operations	2.429
6. Business travel	62
7. Employee commuting	1.528
8. Upstream leased assets	n/a
9. Downstream transportation and distribution	11.898
10. Processing of sold products	exc
11. Use of sold products	exc
12. End of life treatment of sold products	n/a
13. Downstream leased assets	n/a
14. Franchises	n/a
15. Investments	n/a

^{*}Coverage 86,8% MolymetNos, Molynor and Molymex in calculating Scope 3, using the Greenhouse Gas Protocol (GHG) and LCA



2.2.4 SO₂ Emissions

ltem	2019	2020	2021	2022
SO ₂ Emissions (T)	922	816	620,4	493,4
SO ₂ Intensity (T) / MM lbs Mob	5.336	4.94	4.36	3.01
Coverage	80%	100%	100%	

*Data Coverage: 100%. Corporate, MolymetNos, Molynor, Molymex, Molymet Belgium and Molymet Germany. Not applicable to Molymet Corporate as it does not generate SO₂ emissions.



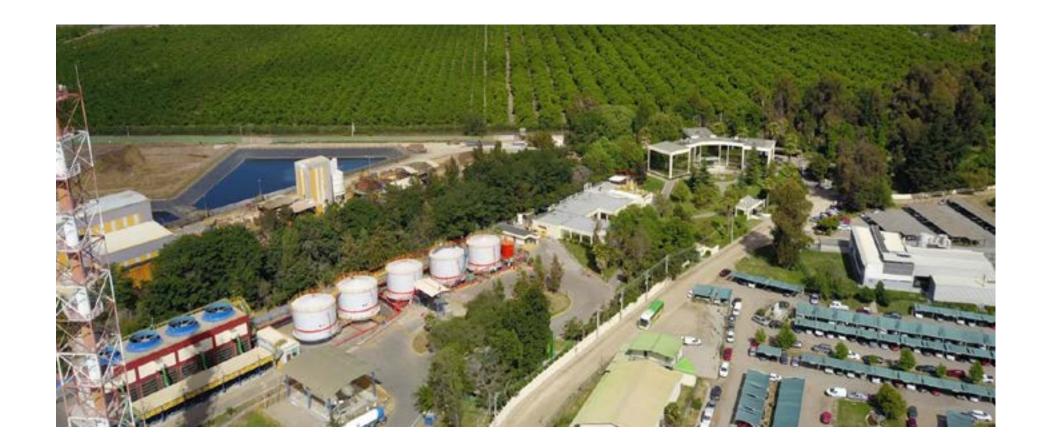
2.4 Waste

2.4.1 Waste Disposal

2022 (Tons)
16.529
87.031,7
86.976,2
55,5
0
Ο

Data coverage: 100%

Takes the following into account: Corporate, MolymetNos, Molynor, Molymex, Molymet Belgium and Molymet Germany





2.4.2 Hazardous Waste

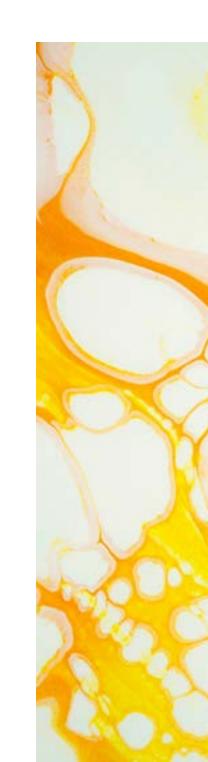
Waste disposal method	2019	2020	2021	2022
Total hazardous waste recycled/ reused	461,8	5221,6	652	227,6
Total hazardous waste disposed	2042,1	2843,8	10080,2	2971,2
Hazardous waste deposited in landfills	1878,1	2575,8	8926,2	2562,7
Hazardous waste incinerated with energy recovery	164	268	1154	408,5
Hazardous waste incinerated without energy recovery	0	0	0	0
Hazardous waste disposed in another way (specify)	0	0	0	0
Hazardous waste disposal method unknown	0	0	0	0

*Data Coverage: 100%. Corporate, MolymetNos, Molynor, Molymex, Molymet Belgium and Molymet Germany. Not applicable to Molymet Corporate as it does not generate SO₂ emissions.

2.5 Water

2.5.1 Water Consumption

In 2022, we have a total water consumption of 0.225 million m3, considering total municipal water supplies, fresh surface water, fresh groundwater, and the discount of water returned to the source of extraction.



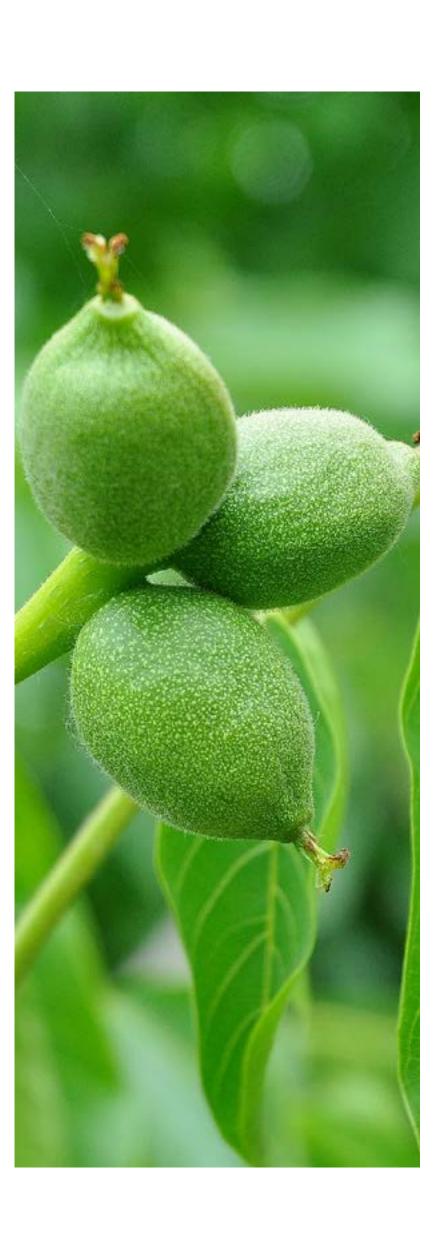
2.6 Climate Strategy

GHG emissions and related risks

- Targets and performance

Task Force on Climate Related Financial Disclosures (TCFD)

Recommendations	Progress
Governance - Board oversight - Responsibility of - Executive Leadership	The Molymet Board of Directors meets with the Risk Management units where they review strategic risks/opportunities, including operational sustainability risks and those associated with climate change. In 2022 we launched the 2030 Agenda, which brings together the goals and targets on sustainability and particularly climate change, whose progress in management is periodically reported through reports and once a year is included in the sessions. The function associated with identifying, evaluating and monitoring organizational risks, includes climate change risk which is the responsibility of the Vice President of Risk & Compliance, specifically the Risk Management Unit. The Internal Audit unit is responsible for verifying the effectiveness of controls implemented. Then, Vice Presidents and General Managers of the group operations are responsible for the implementation of defined plans and controls. Also in place are the following mechanisms for monitoring issues related to climate change: the Corporate Sustainability Committee and the Risk Committee, which meet on a quarterly basis.
	We have identified the following risks and opportunities related to climate change:
- Identified risks and opportunities	The main risk of regulatory change has to do with Climate Change Law in Chile which aims to achieve and maintain neutral greenhouse gas emissions by 2050. To this end, we have developed our 2030 Sustainability Agenda with the goal of reducing our scope 1 and 2 emissions, as well as decarbonization plans.
- Impact on business - Business resilience	The main risk identified in terms of physical changes is water scarcity in the San Bernardo area, Metropolitan Region. Our access to water could be impacted by climate change, reducing water extraction from underground or surface sources and preventing proper functioning of our processes. To manage this risk, our 2030 Sustainability Agenda has targets to increase recirculation (focused on reducing losses) and to reduce water intensity. In addition, we will monitor the availability of water resources, with online studies to map the water table, communities and behaviors.
	The use of rhenium as a catalyst for green hydrogen production is an opportunity to innovate and create new business for Molymet, as science shows that rhenium has the potential to act as a catalyst for electrolysis at a much lower cost than the platinum group metals currently used as catalyst materials.
	To better understand the risks and their impacts, we have set ourselves the goal of 2025 to move forward with scenario analysis.
Risk Management - Identifying and assessing risks and opportunities - Managing risks and opportunities - Integrating climate change into overall risk management	From 2024, Molymet plans to integrate climate change risks into the overall organizational risk management, In this way it will be a documented process where climate change risks an opportunities are integrated into the company's centralized strategic risk management program covering all types/sources of risks and opportunities. The evaluation will include our own operations, followed by upstream activities and downstream activities/customers.
Metrics and targets - Climate-related metrics	We have set goals associated with climate change in relation to water, energy and CO2 equivalent emissions through the 2030 Sustainability Agenda, which establishes the indicators deadlines and reference year to measure progress.





ltem		Type of incentive	KPI
Executives	s and Manager	Monetary	Within the framework of performance evaluation, which is closely related to the allocation of incentives, the company has
Superviso	rs, middle ent and professionals	Monetary	established a cross-cutting objective. This goal is directly linked to progress made on the plans set out in the 2030 Sustainability Agenda.



2.6.8 Adaptation to Physical Climate Risk

Adaptation measures to water availability risk (MolymetNos)

- Targets for increased reuse (focus on reduction of losses) 2030 Sustainability Agenda.
- Water intensity reduction targets 2030 Sustainability Agenda.
- Water Resource Availability Tracking.
- Mapping to groundwater levels.
- Date coverage: 44% taking MolymetNos into account.





2.7.1 Biodiversity Risk Assessment

With respect to the studies used to evaluate our operational risks related to biodiversity, both MolymetNos and Molynor conducted their own assessments.

MolymetNos carried out a study and characterization of flora, vegetation and fauna in the area of influence as part of an

Environmental Impact Study. 7 species of flora and 8 species of fauna (birds) were identified. Using this same analysis, Molynor did a risk evaluation of their operational impact on biodiversity (marine life, fauna, flora y vegetation) through their phases of construction, operation and abandonment of sites.

Methodology

For Fauna characterization, the methodology was based on the criteria and recommendations outlined in the "Environmental Assessment Guide for land fauna" (SAG, 2016) and "Methodology for characterizing environmental quality" from the Environmental Impact Evaluation System (SEA).

As there is no defined methodology for characterizing Flora and Vegetation, the study was based on a cadastral evaluation

(documenting land ownership boundaries) and an evaluation of tree and shrub species in the area. In order to evaluate conservation criteria, regulations from the Ministry of Environment, the Ministry of the General Secretariat of the Presidency, the CONAF Red Book (Benoit, 1989) and Bulletin N°47 of the National Museum of Natural History were used.

Integration of risks raised in multidisciplinary processes

Biodiversity Risks are covered in the environmental matrix of each subsidiary, where they note possible impacts on soil, air and water pollution; and changes observed in ecosystems and the biodiversity. For example, Molynor has taken on the commitment to monitor the nesting zones of the Little Tern

(Gaviotín Chico) in the bay at Mejillones. MolymetNos views community engagement as a top priority and one of their most successful biodiversity projects has been working with their neighbors to create and maintain Ecological Vegetable Gardens.

Incident response mechanisms

Potential risks associated with biodiversity and/or natural disasters are covered in the General Emergency Plan. This includes an action plan protocol for wildlife incidents where the affected species is recorded and if necessary, referred to a rescue center, or the Agricultural and Livestock Service (SAG) is alerted.

Evaluation Processes

In these types of studies, biodiversity risks are looked at in terms of how our operations could impact biodiversity.

As appropriate for each subsidiary's facilities and location, regular physicochemical analyzes are carried out on water-soil-leaf-fruit-air components at different points inside and outside the facilities, like:

- Monitoring of well and canal water twice a year
- Monitoring soil on properties around industrial facilities twice a year
- Continuous monitoring of air quality (MP, SO₂) around industrial installations
- Continuous monitoring of emissions (SO₂ & NO_x) at the main smokestack
- Monitoring emissions from fixed sources once a year

Identified risks

The risks/possible impacts on biodiversity identified in Environmental Impact Studies, are in the public domain on the Environmental Evaluation Service (SEA) website:

At Molymet we are constant in our efforts to conserve biodiversity. During 2022, we carried out significant initiatives which are detailed on page 62 of this report. In this way, we have contributed to lasting sustainability and care of the environment.

Fifth Sustainability Report 2022

Our biodiversity commitments are reflected in our ongoing identification of risks, not only in terms of our operations but also through our entire value chain. In this way, we ensure application of mitigation hierarchy as a management framework for biodiversity.

Currently, our objectives are aligned with the monitoring of parameters to identify possible biodiversity impacts on our area of influence: support of initiatives for the conservation of species and green areas: and efficient used of resources.





2.7.3 Commitment to **no** deforestation

Backed by our executive leadership, Molymet takes a strong stand against deforestation and ensures compliance with forest regulations at our operations. Going beyond this, in 2021, we proactively secured a Real Right of Environmental Conservation at MolymetNos which includes 123 hectares of organic walnut cultivation as part of our green belt.

2.7.4 Biodiversity Exposure & Assessment

Currency: USD	Number of sites	Area (hectares)
a) Overall What is the total number of sites and the total area used for operational activities?	5	83
b) Assessment Have you conducted biodiversity impact assessments for sites used for operational activities in the past five years?	1	23.49
c) Exposure Of the sites assessed in the past five years, how many sites are in close proximity to critical biodiversity, and what is the total area of these sites?	O	0
d) Management plans Of those sites in close proximity to critical biodiversity, how many sites have a biodiversity management plan, and what is the area covered by these biodiversity management plans?	0	0

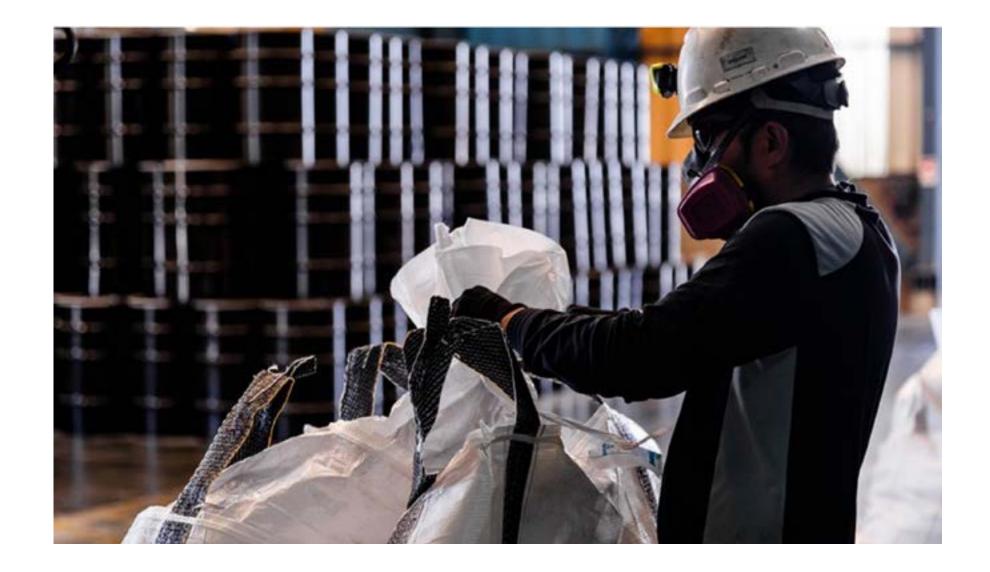
*Takes all subsidiaries into account: MolymetNos, Molynor, Molymex, Molymet Belgium and Molymet Germany

3.1 Labor Practice Indicators



3.1.1 Living Wage Commitment

At Molymet and its subsidiaries, we recognize the important of guaranteeing a living wage for our employees as part of our commitment to sustainability and our purpose. For us, this goes beyond meeting the minimum legal requirements and are pleased to publicly announce our commitment to paying salaries that allow our employees to have well-being, quality of life and dignity for themselves and their families.



3.1.2 Living Wage Methodology

From 2024 we will start working on defining the methodology to establish a Living Wage across our company. The implementation process will be carried out over specific timeframes to ensure we move forward with this important project. The first phase will centre on our own employees. Later, we will evaluate the possibility of extending it to include contractors and suppliers as we seeks to guarantee a living wage for everybody who makes a contribution to our business. At Molymet we are committed to continuous improvement and the promotion of responsible practices in all spheres. This public declaration of intent to pay a Living Wage reflects not only our purpose but also our desire to ensure a work setting that is fair and equitable for our employees.





3.1 Labor Practice Indicators

3.1.3 Discrimination & Harassment

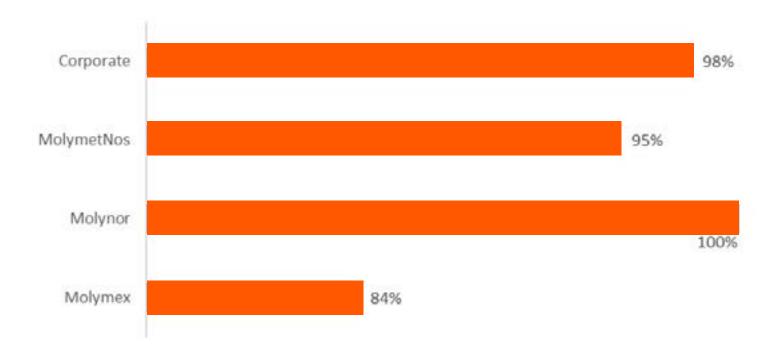
Policies

Currently, guidelines in relation labor practice are contained in the following policies: Our Code of Conduct; Human Rights Policy; and the Corporate Policy of Diversity, Equity & Inclusion. These are all available in the public domain and set out commitments related to discrimination and sexual or workplace harassment. In addition, our Internal Regulations on Hygiene and Safety detail the procedures aimed at preventing and managing harassment, as well as the channels of complaint and possible measures that can be taken.

Training

We are conducting employee training on the Code of Conduct where the topics of sexual and workplace harassment are included.

2022 Training: Sexual & Workplace Harassment



Coverage of the data reported as a % of FTEs: 82.7% -

Reported data takes the following into account: Corporate, MolymetNos, Molynor and Molymex

3.1.4 Workforce Breakdown by Gender

Diversity Indicator	Percentage
Women employees (as % of total workforce)	14,6%
Women in management positions, including junior, middle and top management (as % of total management positions)	23%
Women in junior management positions, i.e. first level of management (as % of total junior management positions)	21%
Women in management positions in revenue-generating functions (i.e., sales) as % of all such managers (excluding support functions like HR, IT, Legal)	2,3%
Women in STEM-related positions (as % of total STEM positions)	8,7%

Coverage of the data reported as a % of FTEs: 82.7% - Reported data takes the following into account: Corporate, MolymetNos, Molynor and Molymex

3.1.5 Workforce Breakdown: Race / Ethnicity & Nationality

Nationality	Total workforce (as % of total workforce)	All management positions, including junior, middle and senior management (as % of total management workforce)
Chilean	83,6	89,2
Venezuelans	1,4	2,5
Mexicans	12,9	6,4
Brazilians	O,1	0,5
Argentinians	O,1	0
Spanish	O,1	0,5
Peruvians	0,8	0,5
Colombians	0,7	0,5
Bolivians	0,3	0
Haitians	0,1	Ο

Coverage of the data reported as a % of FTEs: 82.7% - Reported data takes the following into account: Corporate, MolymetNos, Molynor and Molymex



3.1.6 Gender Pay indicators

Indicator	Difference between men and women employees (%)
Mean gender pay gap	11%
Median gender pay gap	9,4%
Mean bonus gap	44,4%
Median bonus gap	13%

The reported data covers 87% of FTEs at Molymet Corporate, MolymetNos, Molynor and Molymex MolymetNos, Molynor and Molymex

3.1.7 Freedom of Association

Indicator	(%)
% of employees represented by an independent trade union or covered by collective bargaining agreements	56

The reported data covers 100% of FTEs at: Molymet Corporate, MolymetNos, Molynor, Molymex, Molymet Belgium and Molymet Germany.

3.2 Human Rights

3.2.2 Human Rights Due Diligence Process

In 2024, Molymet plans to begin a Human Rights Due Diligence process within the scope of its own operations. During 2022, several initiatives were carried out which can be read on page 35 of the current report.

3.2.3 Human Rights Evaluation

As part of the due Diligence process, a plan is in place to begin activities with 100% of our own employees.

3.2.4 Mitigation and Reparation of Human Rights

During 2022, no cases of human rights violations were reported through the complaint During 2022, no cases of human rights violations were reported through the complaint channels.



3.3 Human Capital Development

3.3.1 Training & Development Inputs



Average hours of training and development per FTE

Gender	Average Hours
Women	43,3
Men	26,4

Roles	Average Hours
Executives	14,31
Middle Management & Professionals	53,2
Administrators and Operators	26,5

Reported data covers 100% of FTEs at: Molymet Corporate, MolymetNos, Molynor, Molymex, Molymet Belgium and Molymet Germany



Average amount spent on training and development per FTE

During 2022, the average amount spent on training and development per FTE was USD 1,669.58.

Coverage of the data reported is 82,7 % of FTEs at: Molymet Corporate, MolymetNos, Molymex and Molymet Germany

3.5.2 Employee Development Programs

Molymet has two main programs inplace for developing employee competencies:

Molymex Business University (Universidad Empresarial Molymex)

This program is an essential part of our Business Strategy, seeking to strengthen company growth, based on the mission, vision and purpose. The Molymex Business University is a space for a learning about the proper development of production process and business strategy. In this way the development of employee intellectual capital is structured, promoted and facilitated in an attempt to bring the worlds of work and learning together.

It is aimed at all company's staff along the entire production chain and considers both "soft" skills (those that help the employee in daily life) and "hard" skills (those that are part of the employee's work activities). While introducing employees to the Molymex Production Process of Molymex, it also strengthens their values, competencies, skills and attitudes, in turn improving operational results for the achievement of the Mission-Vision-Purpose.



Sustainable Leadership Program 2022-2025

This program plays a key role in people management through close and empathetic leadership, with a focus on the development and well-being of employees. In turn, it enhances commitment, retention and succession of critical positions in the company. The programs starts with general knowledge of processes for people management and existing policies for development of leadership skills, allowing each leader to develop talent in their teams and continuously nurture the succession of critical positions. All of this is in line with Molymet's Leader Profile and Purpose and linked to achievements over previous years in terms of Development and Succession Committees.

During 2022, progress was made with the different corporate vice presidencies. The focus of these committees is to strengthen talent management culture, facilitate decision-making around the succession of critical positions and the retention of know-how and key talent at Molymet. The program gives leaders tools to: 1) Foster a culture that enhances company strategy. 2) Monitor available talent and succession

plans for critical positions: 3) Provide accessible and flexible training for employees, as well as alignment with values, behaviors and technical know-how essential

for business sustainability and risk reduction.

have participated.

3.4 Talent Attraction & Retention

3.4.1 Hiring

	2019	2020	2021	2022
Total number of new employee hires	148	82	106	100
Percentage of open positions filled by internal candidates	29.5 %	25%	0.07%	29%
Average hiring cost/FTE in USD	5,108	4,789	5,259	4,573

New employees hired	Aged up to 30	Aged between 31-50	Aged over 50
Women	20	14	Ο
Men	31	33	2

Coverage of the data reported as a % of FTEs: 82.7 %

Reported data takes the following into account: Corporate, MolymetNos, Molynor and Molymex

3.4.2 Type of Performance Appraisal

Individual performance evaluations are carried out through Performance Management where employee performance evaluation is based on objectives and competencies. At the same time, team performance is evaluated against achievement of company annual objectives.

Molymex is the first subsidiary to carry out multidimensional performance evaluations. These appraisals are conducted at least once a year and performance is followed up at mid-year.



Regarding paid parental leave for the main caregiver above the legal minimum, as a benefit for the mothers employed by the company, Molymet pays the difference in salary to the employee to ensure that employees continue to receive their full salary in cases where the maximum remuneration is less than their salary.

In Chile, maternity leave (18 weeks) is paid for by the health system and not by the company. However, this system puts a maximum limit on the amount mothers receive monthly, so some women receive less than their normal salary over this period.

3.4.4 Employee Parental Support Programs

At our Molymex subsidiary in Mexico, we are guided by regulations, where workers who are pregnant and registered with the Mexican Institute of Social Security (IMSS) are entitled to 6 weeks leave before childbirth and 6 weeks leave after childbirth.

Regarding paid parental leave for secondary caregivers, in subsidiaries in Chile and Mexico, Molymet acts in accordance with the law where they are entitled to 5 days with pay.

In relation to contributions for nursery care, Molymet offers its employees at Chilean subsidiaries what is legally stipulated and makes nursery facilities with whom we have an agreement available to mothers. In the case that this does not meet the need of mothers, they can suggest another nursery. In the event that the baby cannot attend the nursery facility and must be cared for at home, Molymet provides an allowance to cover this until the child is 2 years old.

Regarding paid leave for care of family members or dependents beyond parental leave, in Mexico, leave is given to both unionized and non-unionized employees. In the case of collective bargaining agreements for unionized employees, paid leave is granted for justified illness of parents, spouse, children and the employee. The union undertakes to ensure that this prerogative is not misused. For nonunion employees, absence from work is allowed for personal emergency reasons. This is allowed for up to 2 days if the emergency is local and 3 days if it is foreign (more than 200 km).



3.4.5 Employee Turnover Rate

	2019	2020	2021	2022
Total employee turnover rate (%)	23	12	28	15
Voluntary employee turnover rate (%)	7	11	5	7
Data coverage (as % of all FTEs globally)	83	83	83	83

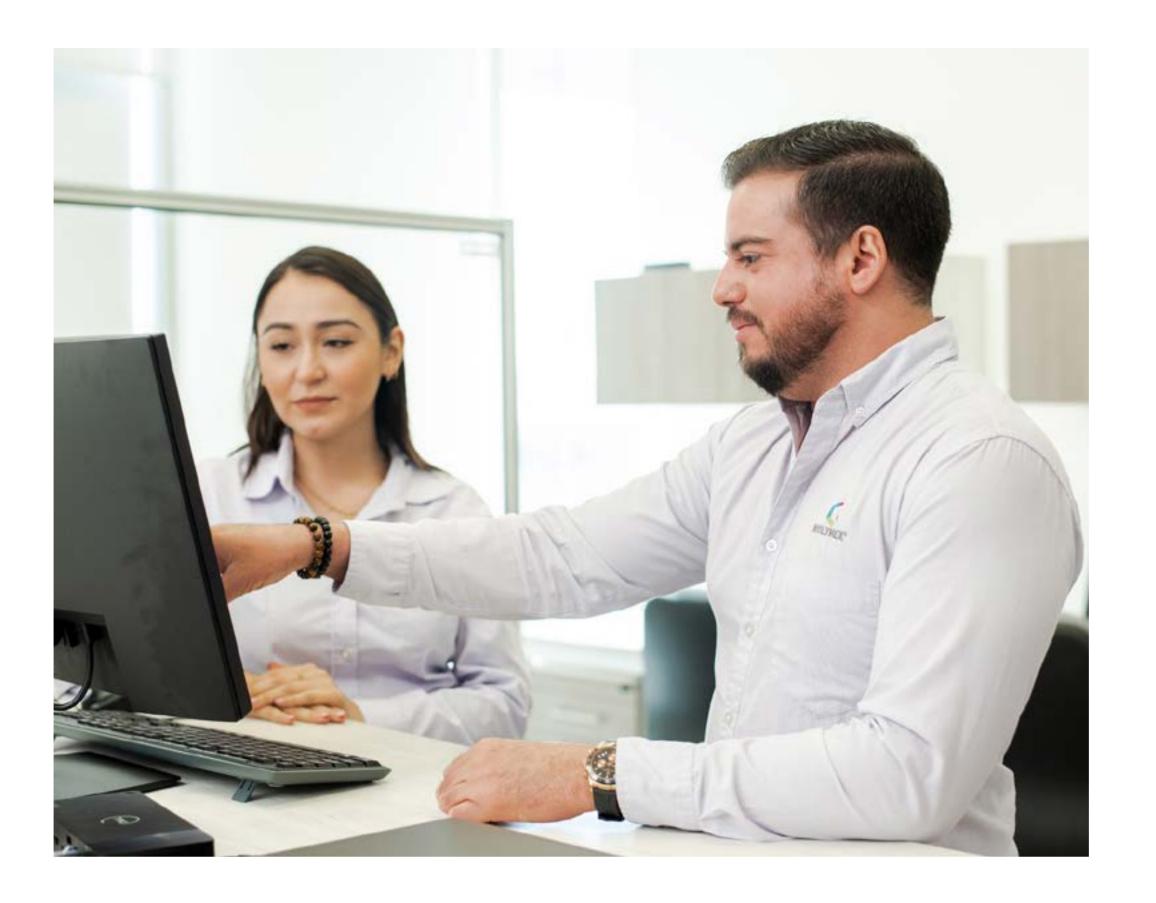
Reported data takes the following into account: Corporate, MolymetNos, Molynor and Molymex

3.4.6 Employee Wellbeing Trends

KPI	Unit	2022
Labor Relations Index	% of integral people management quality within the organization	62,7
Data coverage	% of total employees	82,7

Coverage of the data reported as a % of FTEs: 82.7 %

Reported data takes the following into account: Corporate, MolymetNos, Molynor and Molymex



3.5 Occupational Health & Safety

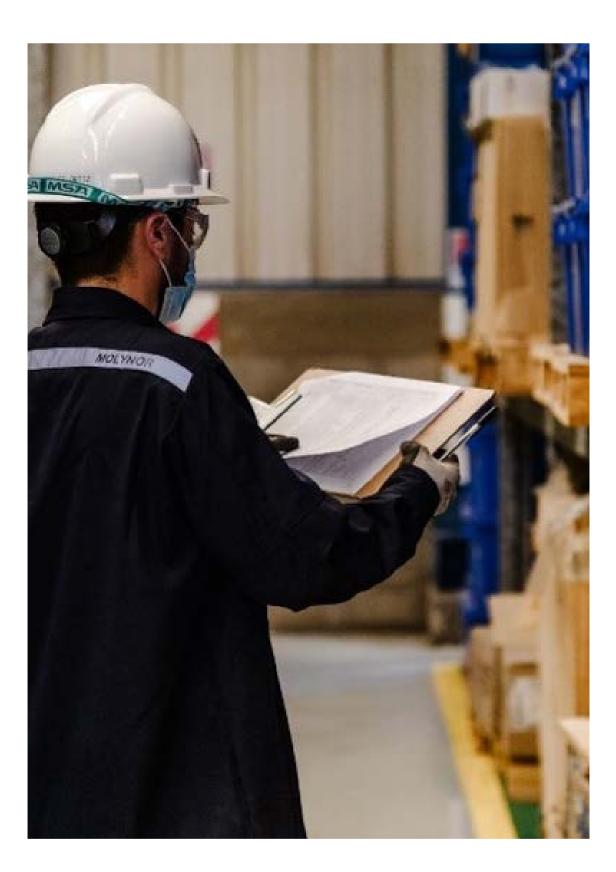


3.5.2 SSO programs

At Molymet, all our subsidiaries have Management Systems certified under the ISO 45001:2018 standard. The aim is to prevent injuries and deterioration of work-related health, through implementing and maintaining processes for the elimination of hazardous material and effective risk reduction through controls and corrective actions to eliminate the causes of incidents and contribute to the comprehensive care of people.

Our Corporate Occupational Health and Safety (OHS) Policy sets out objectives and commitments to maintain and continuously improve OHS performance.

In the same way, we have identified operational risks which are managed through initiatives like the: Preventive Operational Programs (POP), the ABC security structure and the "Accountability in SSO" model.



Emergency Response

Molymet maintains appropriate protocols to prepare for and respond to emergency situations. An Emergency Response Group (ERG) made up of personnel from different areas and specialties act in a planned manner to deal with emergencies. In addition, we have implemented a service room for the provision of first aid.

The main actions in place are:

- Communication to activate the Emergency Plan
- Rapid Emergency Response Guide
- Tests and Drills
- Analysis and Normalization of Emergencies
- Emergency control drawings
- Emergency equipment and materials
- Water reserves
- Automatic fire detection and extinguishing system

- Smoke, heat, flame detectors, push buttons and audible and light alarms
- Fire Extinguisher Maintenance Coordination with Local Fire fighting companies
- Coordination for emergencies and disasters resulting from hazardous substances or materials/ONEMI

The emergency plan is certified and reviewed annually by the local Fire station for our respective operation centers.

Incident Investigation

Molymet has appropriate procedures for reporting, investigating, and taking action to manage incidents that occur at our operations. This allows us to react in a timely manner by engaging workers and relevant stakeholders to control and correct root causes so that

incidents do not happen again or happen elsewhere. Corrective actions are implemented in accordance with risk controls and are monitored through the Integrated Management System of each subsidiary.

SSO Criteria Introduced in Procurement and Contractual Requirements

Molymet carries out an accreditation process for contractor companies where compliance with current SSO regulations verified (exclusive criteria). The contracts include a clause related to the obligation to comply with internal protocols and legal regulations in this area.

LTIFR*	Unit	2019	2020	2021	2022
Employees LTIFR	n/million hours worked	8,58	21,29	19,31	17,9
Data coverage	% of operations*	87%	87%	87%	100%

^{*}Coverage updated for 2022 based on number of Corporate FTEs

3.5.7 Total Recordable Injury Frequency Rate (TRIFR) - Contractors

LTIFR*	Unit	2019	2020	2021	2022
Contractors LTIFR	n/million hours worked	17,7	8,9	7,0	6,7
Data coverage	% of operations*	82	82	82	100%

^{*}Coverage updated for 2022 based on number of Corporate FTEs

3.5.8 Process Safety Events – Tier 1

LTIFR*	Unit	2019	2020	2021	2022
Number per million hours worked	number	18	14	15	0
Data coverage	% of operations*	99	99	99	100%







3.5 Occupational Health & Safety

3.5.4 Lost-Time Injury Frequency Rate (LTIFR) - Employees

LTIFR*	Unit	2019	2020	2021	2022
Employees LTIFR	n/million hours worked	9,1	6,9	7,5	7,2
Data coverage	% of operations*	99	99	99	100

^{*}Coverage updated for 2022 based on number of Corporate FTEs

3.5.5 Lost-Time Injury Frequency Rate (LTIFR) - Contractor

LTIFR*	Unit	2019	2020	2021	2022
Employees LTIFR	n/million hours worked	15,3	8,0	6,5	5,7
Data coverage	% of operations*	84	84	99	100

^{*}Coverage updated for 2022 based on number of Corporate FTEs



3.7 Social Impacts on Communities

3.7.1 Active Community Engagement

Information related to our company's community consultation activities:

- Percentage of current production assets that have required community consultation: 100%
- Currently we do not have projects under development so no consultation process are being carried out.





3.7.6 Local Employment

Training for local unemployed people

In 2022, MolymetNos continued with its educational program, implementing three training events for our neighboring communities. Using a mix of e-learning and face-to-face modality, these have directly contributed to theoretical and practical training for unemployed local people. The following courses have been developed:

- Leveling of Final Year High School Studies e-learning, benefitting 20 people
- Security Guard OS10 certification Training face-to-face, benefitting 15 people
- "Management of Office Tools applied to Business Management" e-learning modality, benefiting 20 people..

	Moly	metNos	Molynor General Executive roles roles		Molymex		Consolidated	
	General roles	Executive roles			General roles	Director roles	General roles	Executive roles
# local jobs	280	0	14	0	125	5	419	5
Total number	536	10	175	6	125	5	836	21
 % Local	52%	0%	8%	0%	100%	100%	50%	24%





www.molymet.cl