



CORPORATE MANUAL OF OCCUPATIONAL HEALTH AND SAFETY

1. Introduction

For Molymet, guaranteeing the health and safety of our employees is essential to fulfill our purpose of "creating value for the evolution of humanity through products developed by people who think about the well-being of the planet".

That is why we are committed to complying with the highest standards of Occupational Health and Safety, considering all the people who collaborate in the development of the Company's processes and activities, whether they are our own or external personnel.

2. Objective

Establish the commitments to the sustainable management of Occupational Health and Safety in Molymet and its subsidiaries, as well as the framework for the definition of the objectives in this area.

3. Scope

This manual is applicable to all processes and activities carried out at Molymet and its subsidiaries, as well as to its own and external personnel.

4. Responsibilities

Corporate Manager of Sustainability and Operational Excellence of the Vice Presidency of Operations Americas: Responsible for annually updating and disseminating this manual.

General Managers and/or General Director: Responsible for implementing and maintaining the present manual through the Integrated Management Systems and each of the respective subsidiaries.

5. Definitions

Injury and impairment of health: Adverse effect on a person's physical, mental, or cognitive condition.

Hazard: Source with a potential to cause injury and deterioration of health.

Risk: the effect of uncertainty.

Legal and other requirements: legal requirements that an organization has to comply with and other requirements that an organization has to meet or chooses to meet.

Management Review: The process by which Molymet's senior management reviews the results of OHS performance.

6. OUR COMMITMENTS

1. Legality

Comply with current and future applicable legal requirements and other requirements that the organization voluntarily subscribes to in relation to occupational health and safety and sustainability, in order to respond to the needs and expectations of our stakeholders, even going beyond what is required by the regulations.

2. Safety

To provide safe and wholesome working conditions for the prevention of injuries and deterioration of health related to work, property and facilities and the environment, as well as the resources necessary for the achievement of this.

3. Prevention

Prevent injuries and the deterioration of work-related health, establishing, implementing and maintaining processes for the elimination of hazards and the effective reduction of risks through the establishment of controls and corrective actions to eliminate the causes of incidents, in order to contribute to the comprehensive care of people.

4. Leadership

Promote visible and consistent leadership, compliance with protocols and policies associated with Occupational Health and Safety, as well as safety awareness at all levels of the organization, considering elements of innovation that allow us to establish a culture of Occupational Health and Safety.

5. Training

Develop competencies of our employees and leaders through training, in order to promote self-care and the ability to identify hazards and carry out their activities in a healthy and safe way, without losing sight of the excellence of our operations, quality of our products, care for the environment and sustainability of the business.

6. Goal Zero

Achieve and make sustainable the goal of zero incidents with injuries and/or deterioration of health, because we understand that a safe and healthy work environment is non-negotiable.

7. OHS Management Programs

Establish OHS management programs aligned with the goal of zero incidents with injuries and/or deterioration to health, based on the highest international standards and adjusted to the nature of the risks present in our operation and their criticality.

8. Participation and consultation

Promote participation and consultation with our collaborators on Occupational Health and Safety issues, considering two-way communication through the enabled channels, encouraging dialogue and exchange.

9. Continuous improvement

Continuously improve our performance through regular review of results, assessment of compliance with legal requirements, internal audits and management review. This involves establishing corrective measures to eliminate causes of incidents and non-conformities that arise, all through an Occupational Health and Safety Management System adapted to the particularities of each subsidiary that aims to establish coordinated actions to achieve the objectives and goals.



EDGAR PAPE A.

Executive President

Molibdenos y Metales S.A.