



MOLYMET®



**Policy**

# CORPORATE DIVERSITY POLICY, MOLYMET EQUITY AND INCLUSION

## Introduction

For Molymet, respect and promotion of the principles of **Diversity, Equity and Inclusion** are fundamental to achieving our **purpose**, which is to create value for the evolution of humanity through products developed by people who think about the well-being of the planet.

As a company, we are concerned that our business strategy is based on **excellence, responsibility and sustainability**, in order to generate positive impacts in the world and in the communities where we are located, an objective that is only achievable if we have diverse teams and an equitable and inclusive organizational culture.

In this sense, we believe that the talent and value of the ideas of our employees are the essence of our organization and, therefore, the center of our work. For this reason, our **commitment** is to guarantee in all our spaces and in the day-to-day life of our organization, a healthy work environment based on **equal treatment and opportunities**, free of abuse and **arbitrary discrimination**, in which all people feel proud to be a part.

This Policy establishes the Diversity, Equity and Inclusion framework assumed by Molymet with this objective.

## Scope

This corporate policy is supported by senior management and is applicable to all persons who work and/or have a direct relationship with Molymet's business, whether they are collaborators, suppliers or contractors.

Likewise, this Policy seeks to be a guide that influences joint ventures that do not have a direct relationship with the company, as well as with the communities where we are located, in order to motivate and encourage respect for the values of DEI.

## Commitments

1. We believe that our actions should reflect our purpose and values. Therefore, we guide our business strategy under the respect of the legal framework and the principles of **coherence** and sustainability, in search of well-being for both our employees, their families, as well as for our customers, suppliers and communities with whom we interact.
2. We understand that companies are a reflection of society and communities, and as Molymet we are characterized by having a presence in different territories and being linked to different cultures. Therefore, we promote the integration of **diverse** teams at all levels of our organization that reflect such presence, especially in terms of gender, age, sexual orientation, gender identity, disability, nationality, socioeconomic status, cultural origin, race or ethnicity, religion or creed, and political orientation or ideology.
3. We generate an inclusive work environment, in which individual differences are respected and valued and guarantees that all people feel they belong, thus promoting creativity and innovation. To this end, we promote **inclusive leaderships** that contribute to mainstreaming the values of DEI.
4. We promote **equal treatment and opportunities as a** cross-cutting axis of all the company's processes and policies, thus promoting the full personal and professional development of Molymet's employees in equal rights, equal conditions and a balanced balance between work, family and personal life.
5. We are aware of the importance of taking concrete actions to enforce our commitments. That is why we work to **prevent, eliminate and punish any action that means arbitrary discrimination** based on gender, age, sexual orientation, gender identity, disability, nationality, socioeconomic situation, cultural origin, race or ethnicity, religion or creed and political orientation or ideology.
6. We design and review our **procedures and policies** around people management, in order to provide coherence to the global guidelines that allow us to materialize our commitments, complying with objective, transparent, fair and non-prejudice criteria that contribute to achieving our purpose and reducing gaps within the company.

## Responsible

All Molymet employees are responsible for complying with the commitments established in this policy, both in their workplaces and in any other work context.

The leaders of our company are especially responsible for disseminating, promoting, encouraging and updating compliance with this policy, mainly from the Management, Management, Deputy Managers of Molymet in collaboration with the People Area.

## Mechanisms

We seek to create spaces at Molymet to talk openly and in trust about interests, concerns and/or possible infractions derived from the commitments of this DEI Policy.

To this end, we encourage the use of our communication channels, our Code of Conduct, the Ethics Hotline and its related procedures, in order to guarantee compliance with and respect for this Policy and to receive and respond to comments, doubts or complaints made in good faith, regarding its interpretation, application or compliance.

## Key Concepts

- **Arbitrary discrimination:** any distinction, exclusion or restriction that lacks reasonable justification, made by agents of the State or private individuals, and that causes deprivation, disturbance or threat to the legitimate exercise of the fundamental rights established in the Political Constitution of the Republic or in the international treaties on human rights ratified by Chile and that are in force, in particular when they are based on grounds such as race or ethnicity, nationality, socio-economic status, language, ideology or political opinion, religion or belief, trade union membership or participation in trade union organizations or lack thereof, sex, maternity, breastfeeding, breastfeeding, sexual orientation, gender identity and expression, marital status, age, filiation, personal appearance and illness or disability<sup>1</sup>.
- **Diversity:** Originality and plurality of identities that characterize the groups and communities that make up society. It is made up of all people, regardless of sex, race or ethnic origin, religion, sexual orientation or disability.
- **Equity:** implies equal treatment for all people in the same circumstances, and differential treatment in response to unequal starting situations. No

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<sup>1</sup> Law No. 20,607, Art. 2. Definition of arbitrary discrimination

it implies rejecting the intrinsic differences between people, but the permanent intention that these differences do not translate into inequalities, that is, into disadvantages between one and another.

- **Inclusion:** a set of actions and processes aimed at eliminating or minimizing barriers that limit people's participation. Barriers can be found in all elements, structures and processes in everyday life. For the organization, it is the process that involves each individual, considering opinions and ensuring respect for each one.



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EDGAR PAPE A.  
Executive President

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