



Corporate Guide to Social Management and Community

Table of Contents

Table of Contents	1
1. Introduction	2
2. Objective	2
3. Key concepts	3
4. Scope	4
5. Alignment with Purpose	4
6. Guiding principles	5
7. Areas of action	7
8. Community Engagement	7
9. Publication and officialization	9

1. Introduction

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

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

At Molymet and its subsidiaries we are committed to contributing to sustainable development, managing the environmental, social and economic dimensions of our business across the board, integrated and systematically. Within this framework, the involvement and development of neighboring communities and, certainly, the concern to maintain fluid communication with all our interlocutors has been and is a permanent challenge for the company, considering, in addition, the development and maintenance of effective and relevant channels, taking into account their particularities and the company's interest in accounting for its sustainable conduct.

In this way, the relationship and the ability to positively bond constitutes one of the fundamental pillars that give sustainability to Molymet's business and operational activity as a whole, and influences all the decisions that the company makes in its multiple aspects; permanently seeking the path of greatest contribution, development and contribution to these ends.

2. Objective

The objective of this Corporate Guide is to define the guiding principles and general guidelines for the Engagement with the Communities of which we are part, in order to ensure long-term relationships based on trust and mutual well-being. The search will be to harmoniously integrate Molymet with its environment, families, community and organized operating structures, not only to fully insert itself into its communities, but also to be perceived as a company linked to its environment, with which it acts responsibly and collaboratively.

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

3. Key concepts

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

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

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

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

Donation: Corresponds to the voluntary delivery to third parties of one or more goods and/or services, especially for the purpose of collaborating for the purpose required by the donee. It also includes services provided to support requests that mean greater well-being for the community.

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

4. Scope

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

5. Alignment with Purpose

The Purpose is the guide when implementing Social Management and Community Relations and therefore it is very necessary that everything that happens in the organization goes in that direction. In this way, the Corporate Guide to Social Management and Community Relations is under this important framework that is the

Molymet's purpose: *At Molymet, we create value for the evolution of humanity through products developed by people who think about the well-being of the planet.* In this way, through this corporate guide, the aim is to transfer the Purpose to the communities with which it relates and to society.

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

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

6. Guiding principles

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

a. People in the center of Molymet

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

In general terms, the areas of influence of Molymet's subsidiaries correspond to the territories adjacent to the production plants, with a variable extension determined by the influence that each one exerts on them in the social sphere.

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

b. Participatory construction

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

c. Glocal development

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

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

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

d. Systems thinking

Our activities have a systemic approach, which seeks to understand the structural causes of major community challenges, the interactions of different parts of a system, and how transforming mindsets, structures, and power dynamics can contribute to creating changes with significant impacts.

e. Human Rights-Based Approach

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

We are concerned with supporting and respecting Human Rights, within our sphere of influence, identifying and managing our risks and impacts permanently.

We also actively promote a culture of respect for Human Rights for our stakeholders.

In this regard, we consider the right to life and liberty to be fundamental and we attach special importance to the fact that people in our communities can have access to education and to be part of cultural life.

f. Gender perspective

We recognize that applying a gender perspective in our social investment implies identifying the differences and inequalities that exist between certain groups and taking them into account when designing interventions, programs and activities, with

the purpose of ensuring that they are always inclusive and non-discriminatory. At Molymet we will always be in favor of Diversity, Equity and Inclusion.

g. Social innovation

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

h. Strategic alliances

We always work by establishing strategic connections with our stakeholders, from different sectors and topics, we promote a process of dialogue and collective construction, ensuring that all parties move towards common goals.

7. Areas of action

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

8. Community Engagement

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

1. Recognize and empathize with the need

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

In addition, to analyze the evolution in the dynamics of their territories, through methodical processes, capable of transmitting in a comprehensive way the current situation of the community and through which action plans will be defined that allow us to address those needs that are aligned with our purpose.

2. Responsibility

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

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

3. Credibility

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

4. Transparency

To constantly and timely inform the community, anticipating possible positive or negative impacts that may arise.

5. Integrity

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

6. Legitimacy

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

7. Common Good

To promote development in the communities of which we are part so that they can prosper economically, socially and environmentally, seeking the common good at all times.

8. Presence and participation

Link the operation in direct management with the community, allowing and facilitating the delivery of clear and concrete answers through empirical work.

9. Prudence and honesty

Be prudent and tell the truth, maintaining at all times the willingness to attend to and support the requirements that arise from the communities, in line with the provisions of this corporate guide.

10. Volunteering

Promote voluntary and selfless support for our communities.

9. Publication and officialization

This guide will be published on the corporate intranet and on the company's website and for each update a corporate email will be sent pointing out the relevant changes.

A handwritten signature in blue ink, consisting of a stylized 'E' followed by a long, horizontal, wavy line.

Edgar Pape A.
CEO