



2030 Sustainability Agenda

After the progress made since 2021, in 2025 we updated our 2030 Sustainability Agenda, strengthening this roadmap to respond to the current challenges of the sector and global environment.



EDGAR PAPE
CEO

Message from our CEO

At Molymet, we understand that the future constantly challenges us, and with it, our responsibility to act with determination and vision. It is not enough to promise a sustainable future; we must be active protagonists in its construction. Therefore, we have taken a significant step forward by renewing our 2030 Sustainability Agenda, a strategic framework that reflects not only the fulfillment of our commitments, but also our ambition to exceed the expectations of the market, the communities and the environment.

As we have achieved some of our initial commitments, we consider it necessary to update our goals. We know that challenges are dynamic and that new global tendencies are rapidly transforming the way companies operate. In this sense, our 2030 Sustainability Agenda not only reflects what we have accomplished, but also the challenges and opportunities that are presented in this new scenario. Thereby, we have incorporated the latest tendencies in sustainability, such as the transition to circular economies, the decarbonization of our operations and a renewed approach in social and corporate responsibility. We are convinced that responsible business are more profitable business, and that is why we have designed a strategic plan that not only responds to the Sustainable Development Goals (SDGs), but also sets up specific targets of decarbonization, energy efficiency and sustainable management of the supply chain.

This journey to a sustainable future will only be possible if we work jointly. We commit to monitor, evaluate and adjust our goals and strategy continually, to guarantee that we are making the right decisions for the benefit of new generations.

I invite you to actively participate in the 2030 Sustainability Agenda and follow closely our progress, which will be published annually along with our Integrated Report, allowing us to be accountable for each of our achievements. We know that there is still much to be done, but we have the certainty that, with teamwork, innovation and a firm commitment to sustainability, we will reach the goals that we have set for ourselves.

Thanks for your trust and support.



By 2030, invest at least 0,5% of the average net profit over the last five years in community development projects



By 2030, to decrease greenhouse gas emissions by 40%, applying carbon footprint measurement methodology with scope 1 and 2



By 2030, increase net renewable electricity consumption to 100%, based on 2020 levels



By 2030, increase the recovery of our waste to 45%, using 2020 as the baseline



By 2030, 80% of key positions will have a suitable and available qualified internal succession



By 2030, reduce freshwater use intensity by 25%, taking 2020 as the baseline year



By 2030, achieve 25% women in leadership positions



By 2030, maintain the voluntary turnover rate below 6%

2030 MOLYMET® Sustainability Agenda



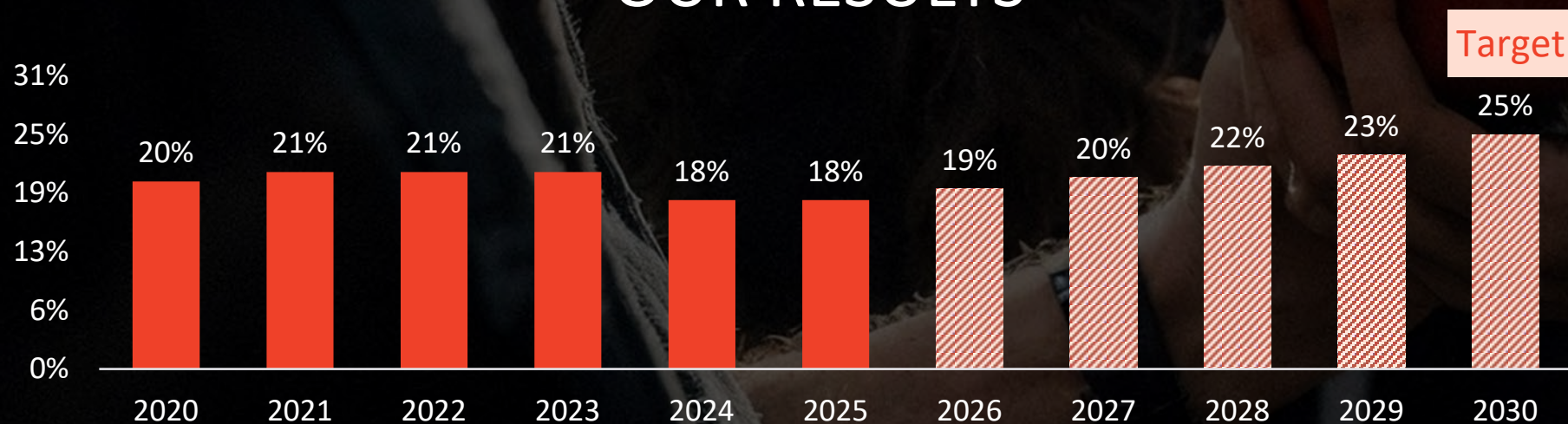
5 Gender equality

Commitment updated

We understand that diverse, inclusive and sustainable leadership is part of our social responsibility. Therefore, we are updating this commitment by recognizing the contribution of gender equity to a fairer, better prepared organization to face the challenges of the future.

By 2030, achieve 25% women in leadership positions.

OUR RESULTS



PLANS TO ACHIEVE THE COMMITMENT

Develop and implement a Gender Equality Strategy that includes development plans for potential talent.

Zero tolerance for unconscious bias and discrimination.

Participation in women's leadership networks.

Create mentoring and training programs where current leaders support the growth of high-potential women.

Development of equitable succession plans.

Mentoring programs in high schools to encourage STEM careers among women

Notes:

- All leadership positions are considered (not only executive positions).
- Current industry average for women in leadership: 22%.
- The activities are already included in the training strategy.



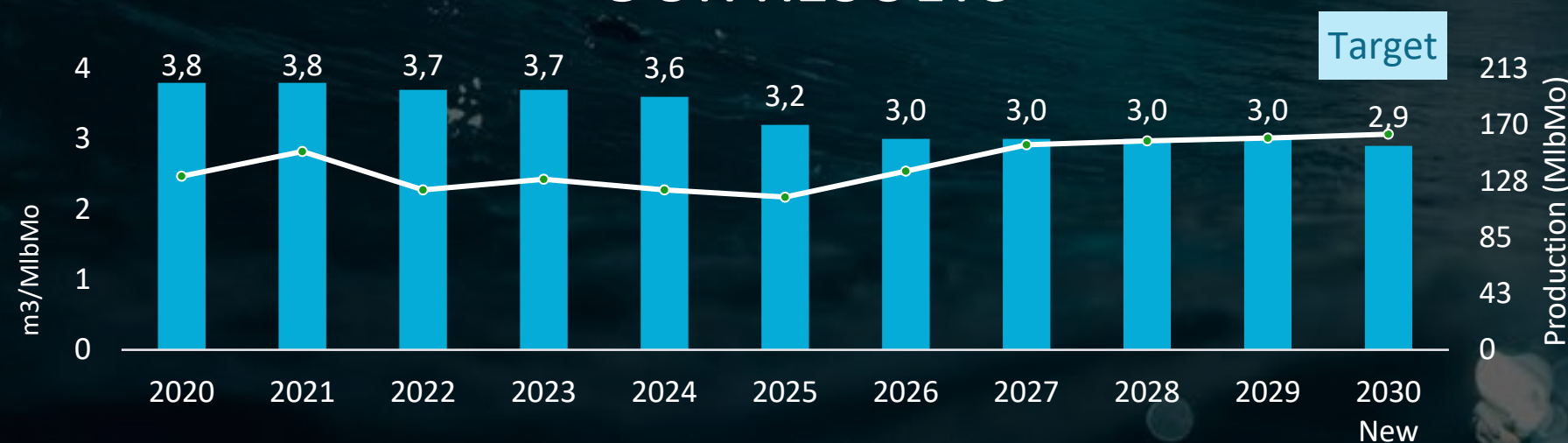
6 Clean water and sanitation

Commitment updated

At Molymet, we take responsibility for managing the efficient use of water, prioritizing its long-term conservation and responsible use. Hereby, we are updating our commitment by developing water efficiency initiatives and sustainable practices.

By 2030, reduce continental waters use intensity by 25%, taking 2020 as the baseline year.

OUR RESULTS



PLANS TO ACHIEVE THE COMMITMENT

Expansion of water recirculation and reuse systems.

Implementation of water efficiency technologies (closed circuits, more efficient cooling towers).

Strict control of consumption to prevent leaks or losses.

Continuous search for new technologies to optimize the extraction of water resources from continental waters.

Target subject to the following scenario:

- The situation at MolymetNos remains unchanged.
- The lixiviation plant at Molymet Belgium is not yet in operation.
- At Molymex, a 50% increase in water withdrawal is projected due to the start-up of the ACC and FeMo plants.
- No new products are added.

Notes:

- Scope limited to freshwater extraction, as this is the resource under greatest pressure.
- YTD Progress : 21%.
- Industry average result: - 13% (5,62 m3/MLbMo).
- Industry average target: - 28%.
- The appropriate technologies are being identified, and their implementation will depend on the respective benefits they may bring to Molymet.



7 Affordable and clean energy

Commitment updated

We understand the need to progressively move towards electricity consumption based on our own renewable sources, strengthening our energy autonomy and contributing to a more sustainable transition.

By 2030, increase net renewable electricity consumption to 100%, based on 2020 levels.

PLANS TO ACHIEVE THE COMMITMENT

MolymetNos:
Self-generation through photovoltaic park and purchase of renewable energy from CESA.

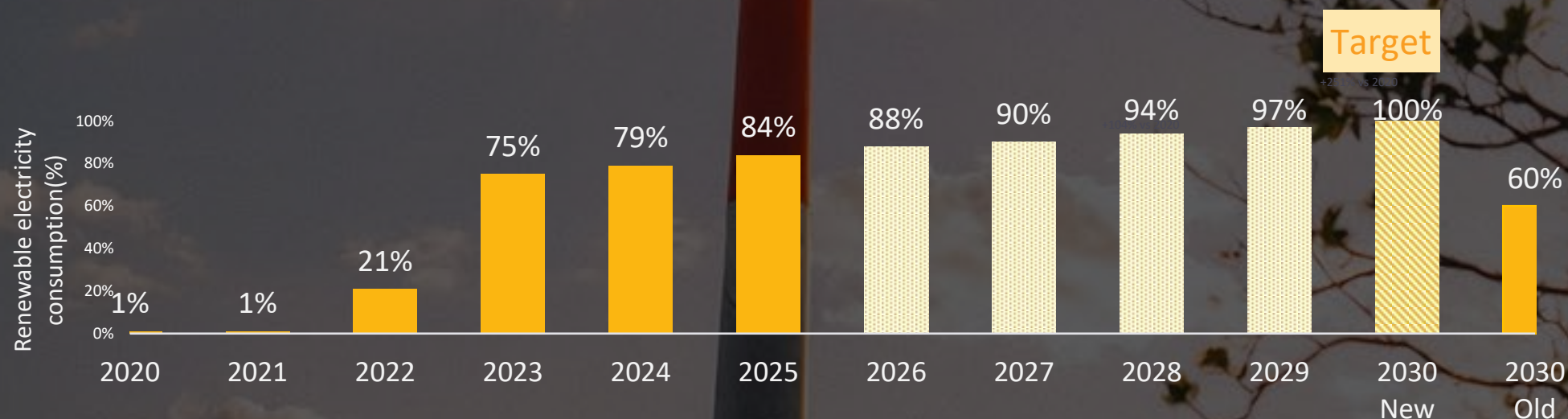
Molynor:
Sun Power II photovoltaic system and purchase of renewable energy from third parties.

Molymex:
Purchase from third parties and generation of renewable energy from solar panels.

Molymet Belgium:
Implementation of a 145.8 kW photovoltaic system. Purchase of renewable energy to cover the rest of the demand.

Molymet Germany:
Purchase of renewable energy from third parties up to 80%, in line with local European Union targets.

OUR RESULTS



Notes:

- Target Raised: +60% → +100%.
- The calculation method has been updated: total CESA generation is not included, only the portion associated with renewable energy purchased by MolymetNos.
- Industry average result: ~55%.
- Industry average target: ~75%.
- Aligned with Molymet's Decarbonization Strategy.



8 Decent work and economic growth

New commitment

At Molymet, we actively manage talent continuity. Our commitment is to continue advancing concrete measures that strengthen trust, promote professional development and encourage the retention of those who contribute daily to achieving the Company's objectives.

By 2030, maintain the voluntary turnover rate below 6%.

PLANS TO ACHIEVE THE COMMITMENT

Implement mentoring and training programs to support professional development.

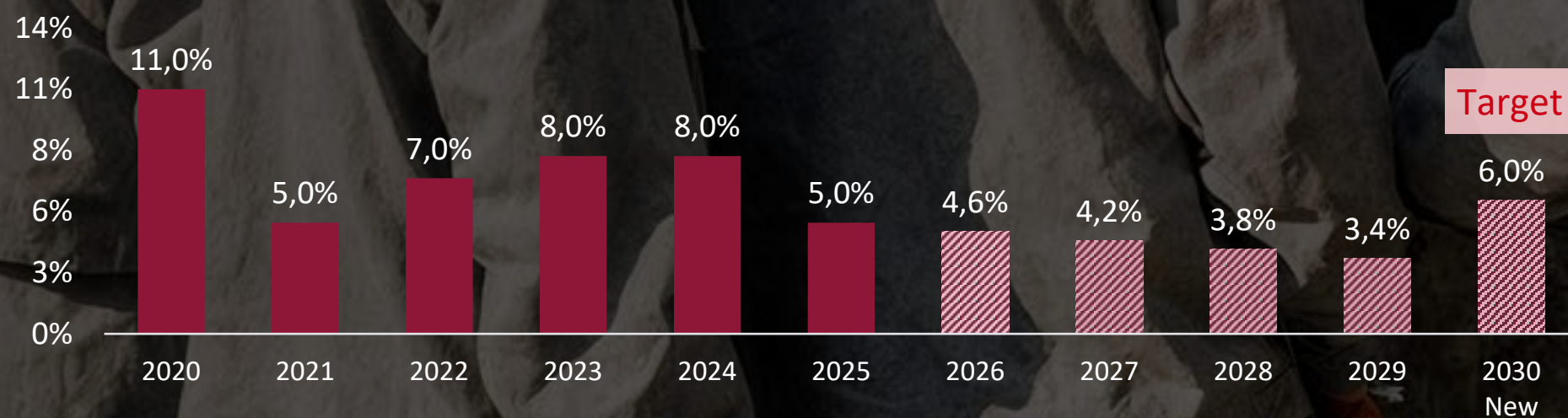
Strengthen initiatives that promote physical, emotional and financial well-being (flexible benefits, mental health support, sports and recreational activities).

Regularly review the competitiveness of salaries and benefits against market benchmarks.

Train leaders in inspirational leadership, effective communication, and managing diverse teams.

Promote internal mobility opportunities.

OUR RESULTS





8 Decent work and economic growth

New commitment

At Molymet, we actively manage our talent as a key factor for operational continuity, ensuring the availability and development of critical capabilities that allow us to sustain the business in the long term.

By 2030, 80% of key positions will have a suitable and available qualified internal succession.

PLANS TO ACHIEVE THE COMMITMENT

Identify key positions in all subsidiaries.

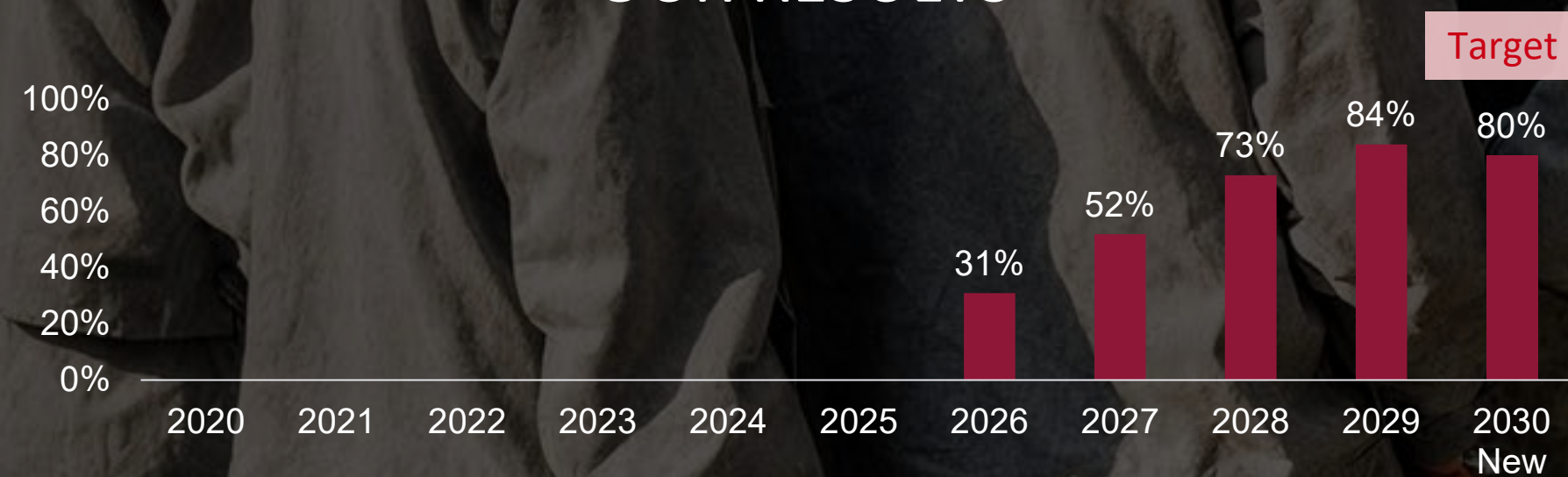
Define the profiles and skills required for each position.

Study how many of these key positions are currently filled by critical talent.

Plan replacements for key positions where the current profile does not meet the requirements.

Identify and develop potential successors for each key position.

OUR RESULTS





11 Sustainable cities and communities

Commitment updated

Our goal is to continue being a relevant actor in the communities where we operate, contributing to local communities through initiatives that generate a tangible and beneficial impact, while promoting long-term relationships based on trust and shared development.

By 2030, invest at least 0,5% of the average net profit over the last five years in community development projects.

PLANS TO ACHIEVE THE COMMITMENT

Implement the Corporate Community Engagement Policy.

Maintain a community engagement plan.

Identify growth projections to estimate investment in communities.

OUR RESULTS



Notes:

- Target maintained.
- Industrial average: 2,3%.
- Average industry target: Action-based program.
- Expenses will be incurred only when opportunities that justify them are identified, and as long as there are no changes in the economic environment that could lead to redirecting social investments toward other priority areas.



12 Responsible consumption and production

Commitment updated

At Molymet, we fortify our commitment to circular economy by promoting initiatives to minimize waste generation and enhance its valorization through recycling, reuse and treatment, thus contributing to a more efficient and sustainable management of our processes.

By 2030, increase the recovery of our waste to 45%, using 2020 as the baseline.

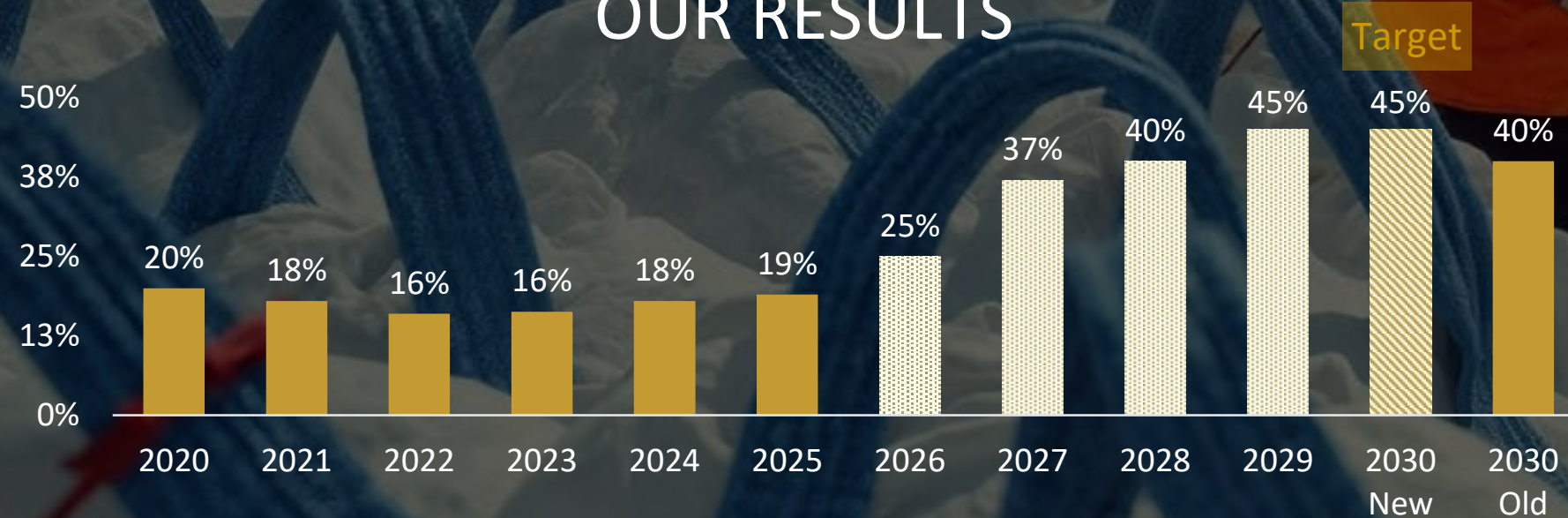
PLANS TO ACHIEVE THE COMMITMENT

MolymetNos:
Current waste (lower volume).
Materials with calorific value.

MolymetNos:
High-volume waste.
Ammonium salts → Inorganic fertilizers.
Lime sludge → Construction (under exploration).

MolymetNos:
Strategic alliances with Universidad Católica and INACAP.

OUR RESULTS



Notes:

- The target has been raised compared to last year's commitment (40%).
- Industry average result: ~45%.
- Industry average target: ~ 65%–70%.



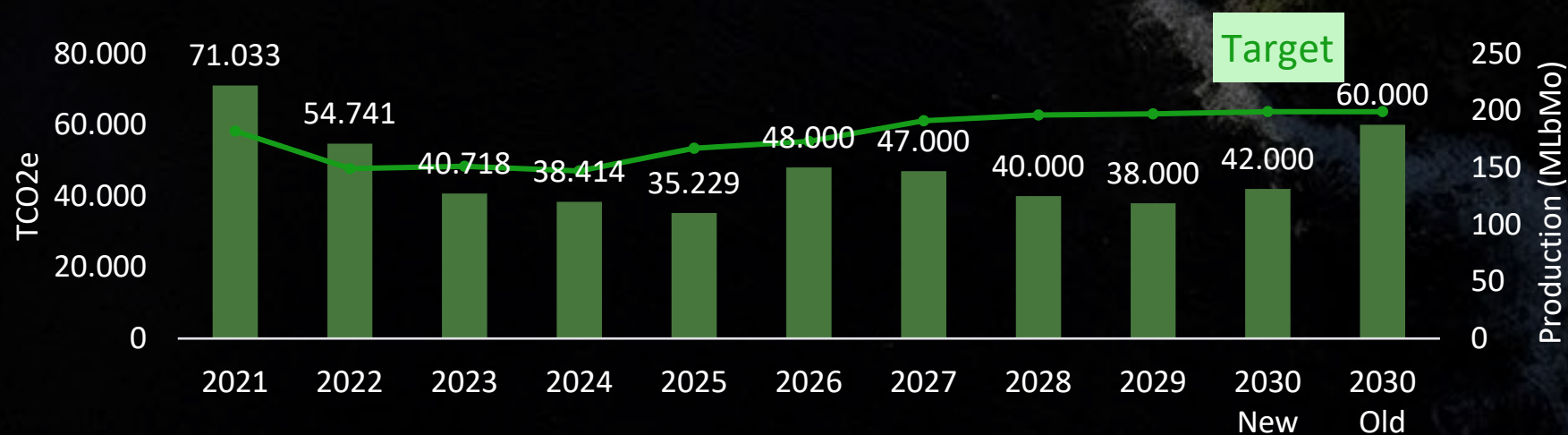
13 Climate action

Commitment updated

We strengthen our commitment to climate action by promoting initiatives to reduce our greenhouse gas emissions, both direct and associated with electricity consumption, moving towards a more efficient, competitive and sustainable operation.

By 2030, reduce Scope 1 and 2 greenhouse gas emissions by 40%, based on 2021 levels.

OUR RESULTS



PLANS TO ACHIEVE THE COMMITMENT

ISO 50001 in all our subsidiaries.

Electrification of processes.

Digitization and automation of processes.

Optimization of transport and logistics.

Use of raw materials with lower impact.

Partnerships with suppliers to reduce Scope 3.

Notes:

- Target raised: from -20% to -40% by 2030.
- Based on a projected +5% linear increase in annual production through 2030.
- Industry benchmark: ~-40% ($\approx$ -3.3% per year).
- Molymet Decarbonization roadmap: -48% scope 1 & 2 emissions by 2030.



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— 2025