



CORPORATE POLICY DIVERSITY, EQUITY AND INCLUSION

Corporate Policy Version 1.0



OBJETIVE

For Molymet and its subsidiaries, respect for 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 care 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 operate an objective that can only be achieved if we have teams diverse and supported by an equitable and inclusive organizational culture.

In this regard, we believe that the talent and value of our employees' ideas are the essence of our organization and, therefore, the core of what we do. For this reason, our commitment is to ensure across all our spaces and in our day-to-day work a healthy workplace climate based on equal treatment and equal opportunities, free of abuse and arbitrary discrimination, in which everyone feels proud to be part of it.

This Policy establishes Molymet's and its subsidiaries' Diversity, Equity and Inclusion framework in pursuit of this objective.

SCOPE

All Molymet employees and those of its subsidiaries. This policy also applies to members of the Company's Board of Directors, as well as suppliers and contractors.

POLICY OWNER

Vice Presidency of People and Communications

DESCRIPTION

Commitments

- We believe our actions must reflect our purpose and values. Therefore, we guide our business strategy under respect for the legal framework and the principles of **coherence** and sustainability, seeking well-being for our employees and their families, as well as for our customers, suppliers, and the communities with whom we engage.
- We understand that companies are a reflection of society and communities, and because Molymet and its subsidiaries are characterized by having a presence in different territories and being connected to different cultures, we promote the integration of **diverse** teams at all levels of our organization that reflect such presence, especially regarding gender, age, sexual orientation, gender identity, disability, nationality, socioeconomic status, cultural background, race or ethnicity, religion or creed, and

political orientation or ideology.

- We foster an **inclusive** work environment in which individual differences are respected and valued, ensuring that everyone feels a sense of belonging—thereby promoting creativity and innovation. To this end, we strengthen **inclusive leadership** that helps mainstream DEI values across the organization.
- We promote **equal treatment and equal opportunities** as a cross-cutting axis of all company processes and policies, thereby supporting the full personal and professional development of Molymet employees and those of its subsidiaries with equal rights, equity of conditions, and a balanced integration of work, family, and personal life.
- We are aware of the importance of taking concrete actions to uphold our commitments. That is why we work to **prevent, eliminate, and sanction any action that constitutes arbitrary discrimination** based on gender, age, sexual orientation, gender identity, disability, nationality, socioeconomic status, cultural background, race or ethnicity, religion or creed, and political orientation or ideology, cultural, raza o etnia, religión o credo y orientación o ideología política.
- We design and review our **procedures and policies** related to people management in order to provide coherence with global guidelines that enable us to put our commitments into practice, meeting objective, transparent, fair, and unbiased criteria that help achieve our purpose and reduce gaps within the company.

Mechanisms

We seek for Molymet and its subsidiaries to create spaces to speak openly and in confidence about interests, concerns and/or potential breaches arising from the commitments of this DEI Policy.

To this end, we encourage the use of our communication channels, our Code of Conduct, the Ethics Line and its related procedures, in order to ensure compliance with and respect for this Policy and to receive and address comments, questions 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, carried out by State agents or private individuals, and that causes deprivation, disturbance or threat in the legitimate exercise of the fundamental rights established in the Political Constitution of the Republic or in international human rights treaties ratified by Chile and in force, particularly when it is based on grounds such as race or ethnicity, nationality, socioeconomic status, language, ideology or political opinion, religion or belief, union membership or participation in trade organizations or the absence thereof, sex, maternity, breastfeeding, nursing, sexual orientation, gender identity and expression, marital status, age, filiation, personal appearance, and illness or disability.
- **Diversity:** the originality and plurality of identities that characterize the groups and communities that make up society. It includes all people, regardless of sex, race or ethnic origin, religion, sexual orientation, or disability.
- **Equity:** implies equal treatment for all people under equal circumstances, and differential treatment in response to unequal starting conditions. It does not mean denying intrinsic

differences between people, but rather the ongoing intention that these differences do not translate into inequalities that is, disadvantages between some and others.

- **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 of day-to-day work. For the organization, it is the process that involves each individual, considering opinions and ensuring respect for each person.

RESPONSABILITIES

Board of Directors:	- Approve the policy.
People and Communications Vice Presidency:	- Update the policy.
Executives	- Disseminate, promote, and encourage compliance with this policy

EFFECTIVE DATE

EFFECTIVE DATE:
As of November 2025.

REVIEW:
Annual.

REFERENCE TO OTHERS GOVERNING DOCUMENTS

- Molymet Code of Conduct.

OFFICIAL POLICY COMMUNICATION CHANNEL

"Policy and Procedures Document Management" (GDPP) platform

This policy was approved by the Board of Directors of Molibdenos y Metales S.A. at Meeting No. 1039, held on November 17, 2025, and has been in effect since that date.

P.P.

A handwritten signature in blue ink, consisting of a stylized 'E' followed by a series of loops and a long horizontal stroke.

EDGAR PAPE ARELLANO
Chief Executive Officer
Molibdenos y Metales S.A.

