



CORPORATE HUMAN RIGHTS POLICY

Corporate Policy Version 1.0



OBJECTIVE

We are committed to ensuring dignified, respectful, equal, and equitable treatment for all members of the MolyMet community—employees, suppliers, customers, communities, shareholders, and authorities—and to upholding human rights within our organization.

At MolyMet, our people are our core focus. Therefore, we are positioned in the market as a company responsible for creating value for our stakeholders and, consequently, for guaranteeing respect for human rights, generating positive impacts, and strengthening the sustainable management that guides our actions.

- Our statement is framed within the international guidelines that we adopt in the context of corporate business management, such as:
- United Nations Universal Declaration of Human Rights of 1948.
- The United Nations Guiding Principles on Business and Human Rights, actively working as members of the Global Compact Network.
- Principles of the International Labour Organization (ILO),
- National regulations related to the relationship with workers.

SCOPE

This policy applies to all employees of MolyMet and its subsidiaries. It also applies to members of the Company's Board of Directors.

OWNER

Vice Presidency of Human Resources and Communications

DESCRIPTION

The principles stated in this Policy are:

1. Compliance with international commitments and local regulations: MolyMet is committed to fulfilling international human rights commitments. These include: the United Nations Universal Declaration of Human Rights, which includes the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We are also signatories to the United Nations Global Compact through the Global

Compact Network, whose Guiding Principles 1 and 2 address human rights issues. Finally, we comply with all applicable national labor regulations.

2. Rejection of child labor: Moly met rejects child labor in all its forms.
3. Rejection of forced or compulsory labor and human trafficking: Moly met rejects all forms of forced or compulsory labor and human trafficking.
4. Ensuring safe working environments: Moly met creates safe and healthy working conditions and ensures regulatory compliance in order to promote a preventive and proactive culture of health and safety within the framework of sustainability and operational excellence.
5. Promote merit: Moly met promotes and encourages the development of its employees based on their merit, contribution, and performance.
6. Promote diverse and inclusive environments: Moly met is committed to promoting diverse and inclusive environments, recognizing the benefits this brings to the organization in achieving its objectives.
7. Rejection of discrimination: At Moly met we reject any act of discrimination based on considerations of race, ethnicity, gender, sexual orientation, religion, nationality, illness or disability, social origin, marital status, political opinion, socioeconomic status, union membership, participation in trade associations, or any state of vulnerability, in order to respect the dignity of all people.
8. Promote a work environment free from workplace and sexual harassment: Moly met rejects any act of harassment, whether workplace, sexual, or any conduct that affects the dignity of individuals in any way. Such conduct is neither accepted nor permitted in the Moly met workplace.
9. Fair working conditions: Moly met promotes fair and competitive wages in an environment free from discrimination, while also fostering gender equality, the right to rest, and objective performance evaluation based on competencies.
10. Freedom of Association: Moly met respects the right of workers to be part of their respective unions or not, facilitating communication and labor relations with their legitimate representatives, within the framework of freedom of association and collective bargaining.
11. Risk Management: Moly met establishes the due diligence process as the tool for managing risks and potential impacts related to human rights in labor practices, in order to respect, safeguard, and remedy negative effects in the face of any violation of individuals' human rights resulting from industrial activity. It also promotes the implementation of fair and reasonable remedial measures for negative consequences.

All employees are personally responsible for compliance with and proper application of this Human Rights Policy.

Molymet is committed to ensuring the proper implementation of this Policy throughout its organization and sphere of influence. To this end, it has a Code of Conduct that includes reporting channels designed to establish a process for receiving concerns and/or complaints from employees, as well as from suppliers or third parties, regarding potential violations of Molymet's laws, policies, procedures, and/or values.

Since Molymet operates in various countries, labor laws and practices must be fully respected.

The Vice Presidents, Managers, and Assistant Managers, in collaboration with the Human Resources Departments, are responsible for monitoring compliance with this policy..

RESPONSIBILITIES

Board:	- Approve the policy.
Vice Presidency of Human Resources and Communications:	- Update the policy.

VALIDITY

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Effective as of November 2025

REVIEW:
Annual.

REFERENCE TO OTHER REGULATORY DOCUMENTS

- Molymet Code of Conduct.
- Internal Regulations

POLICY COMMUNICATON CHANNELS

- Molycampus Portal
- Molymet Website.
- Platform: Documentary Management of Policies and Procedures "(GDPP)"

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 large, stylized 'E' followed by a series of loops and a long horizontal stroke.

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

