CORPORATE POLICY ON STRATEGIC CRISIS MANAGEMENT

Corporate Policy Version 1.0

OBJECTIVE

The purpose of this Policy is to establish how Molymet and its subsidiaries will manage crisis situations, indicating, through its Crisis Management Model, the roles and responsibilities from the operational levels up to the Board of Directors, providing an integrated, cross-cutting, and sufficient approach and structure to safeguard people, the environment, and the business, and to protect—or mitigate—any legal, financial, and reputational consequences for the company in the event of a crisis.

SCOPE

This Policy covers Molymet, at the corporate level, and its domestic and international subsidiaries.

OWNER

The Chief Executive Officer will be responsible for compliance, and the Vice President of Corporate Affairs and Sustainability will be responsible for updating this policy.

DESCRIPTION

CORPORATE CRISIS MANAGEMENT MODEL

i. Definition of crisis
For the purposes of this policy and all documents that comprise it, a crisis is defined as any serious, unexpected, and materially adverse situation, originating internally or externally, that significantly jeopardizes the life, safety, or well-being of individuals, the continuity of operations, assets, reputation, or the achievement of the company's strategic and financial objectives, requiring a rapid and coordinated response to minimize its impact on stakeholders.

This Policy only covers the guidelines associated with the previously defined crisis level. The escalation levels leading up to this must be consulted in the specific crisis management manuals for subsidiaries.

ii. Corporate Crisis Management Model
Molymet's Crisis Management Model establishes predefined structures, criteria, and mechanisms across the company, allowing all types of crises to be addressed in an organized and prepared manner by the various managers who have a role and responsibilities in the management of disruptive events or crises.

The Model ensures the alignment and integration of all existing incident management manuals and protocols and sets the standard for those still to be developed.

In terms of documentation, the manuals, protocols, and documents that make up this model are as follows:

Level	Policy	Procedure
Corporate	Corporate Policy on Governance, Internal Control, and Risk Management Policy.	
	Corporate Policy on Strategic Crisis Management.	
	Corporate Communications Guidelines	Crisis Manual for Corporate Communications.
Operational/Subsidiaries		Crisis Management Manual for Subsidiaries

In operational terms, the manuals and protocols described above establish two levels for crisis management:

a. **Corporate Crisis Management Committee (strategic level) ("CCC"):** This is the highest decision-making and control body for crisis situations. It supervises and assists the Executive Crisis Management Committee responsible for dealing with contingencies in the subsidiaries (CFC). The CCC is led by the company's chief executive officer and composed of the vice presidents of the areas involved in the crisis. It will be the leader of the Corporate Crisis Management Committee, which is responsible for reporting in a timely and ongoing manner to the Chairman of the Board of Directors of the company. The members of the CCC shall be determined by the Chief Executive Officer according to the nature of the crisis, in consultation with the Chairman of the Board of Directors or the Special Crisis Committee that may be formed by the Board of Directors ("CDC"), if deemed necessary. The members of the CCC shall always include (i) the Chief Executive Officer; (ii) the Vice President involved in the activity that gave rise to the respective crisis; (iii) the Vice President of Corporate Affairs and Sustainability, as he or she is in charge of the company's legal matters; and, eventually, (iv) the member of the CDC. The activities of the Corporate Crisis Management Committee shall include assessing the need and appropriateness of hiring third-party experts in crisis management, legal, technical, or communications matters, with reasonable resources and budgets available for this purpose.

b. **Crisis Management Executive Committees (tactical level; per subsidiary) ("CFC"):** This is the body responsible for leading and managing any crisis situation at the level of each local subsidiary (subsidiary), in which there is no need to activate the CCC. The CFC is headed by the general manager of each subsidiary and also includes (i) the Vice President in charge of the respective subsidiary and, if applicable, (ii) the Vice President most closely linked to the area that gave rise to the crisis, and (iii) the Vice President of Corporate Affairs and Sustainability, as he or she is in charge of the company's legal matters. The CFC shall be responsible for reporting to the Chief Executive Officer and escalating the crisis, if applicable, requiring the activation of the CCC.

RESPONSIBILITIES

- **Board of Directors:** Prior to the crisis, it is the responsibility of the Board of Directors to ensure the overall protection of the company's reputation, actively informing stakeholders whose relationship and trust depend on their role, while ensuring the availability of the necessary policies, protocols, and plans for crisis management, as well as timely training, preparation, and activation. In addition, it is the responsibility of the Board of Directors to ensure the proper identification and updating of risks inherent in the activities of Molymet and its subsidiaries, emerging and strategic risks that have the potential to affect the long-term sustainability of the business, its assets and, ultimately, that could materially alter the company's objectives in relation to its stakeholders.

  Once a crisis has materialized, the Board of Directors may perform three types of functions depending on the characteristics and severity of the critical event:

  1. <u>Informative role</u>: once the event has been classified as a corporate "crisis" for Molymet, the Board of Directors must actively inform priority stakeholders in accordance with their role (e.g., shareholders, key market players, or senior government representatives, among others).

  2. <u>Advisory role</u>: it offers timely strategic advice to the Executive Presidency in situations of high complexity or impact and may organize a CDC.

  3. <u>Management role</u>: If deemed appropriate by the CDC itself, the company's Board of Directors, or at the request of the CCC, due to the characteristics, impacts, or consequences of the crisis, a member of the Board of Directors may be appointed to participate in the management of the crisis and as a member of the CDC.

- **Chief Executive Officer:** Responsible for ensuring full compliance with this policy, as well as for properly maintaining and updating the risk matrix on a quarterly basis. Activates and leads the CCC,and oversees the updating, training, and execution of the procedures contained in the crisis management manuals and policies, both at the corporate level and at the level of its subsidiaries. Centralizes, verifies, and manages all communication and provision of information to the Board of Directors**.**

- **Vice-Presidents:** They are members of the CCC and CFC, as appropriate. They are responsible for executing and monitoring the actions corresponding to their areas designated for contingency management. They provide verified information in a timely manner to the CCC Leader.

- **General Manager of Subsidiaries**: Leads the CFCs and is responsible for designing, validating, and training on the manuals and procedures corresponding to their subsidiary (always in line with corporate guidelines), as well as supervising the execution of actions and procedures, both those contained in the corresponding crisis management manuals and those that arise. Provides timely verified information to the Chief Executive Officer on crises affecting the subsidiary under their responsibility and on the need to activate the CCC if deemed appropriate.

- **Other managers and assistant managers of subsidiaries:** They are members of the CCC or CFC, as appropriate, depending on the nature of the event. They are responsible for implementing and monitoring the actions decided upon for managing the contingency. They provide verified information in a timely manner to the head of the respective CCC or CFC.

VALIDITY

Effective date:
March 2026.

Review:
Annual.

REFERENCE TO OTHER REGULATORY DOCUMENTS

- Corporate Policy on Governance, Internal Control, and Risk Management Policy.
- Corporate Communication Principles of Molymet.
- Crisis Manual for Corporate Communications.
- Subsidiary Crisis Management Manual.

POLICY COMMUNICATION CHANNELS

- "Policy and Procedure Document Management Platform (GDPP)".
- Corporate intranet
- Via email, and for each update a corporate email will be sent highlighting the relevant changes.

This policy was approved by the Board of Directors of Molibdenos y Metales S.A. at Meeting No. 1043, held on March 23, 2026, and has been in effect since that date.

P.P.

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