



CORPORATE SUSTAINABILITY PRINCIPLES

Molibdenos y Metales S.A.

(March 2024 version)

CONTEXT

Today we live in a dynamic and complex environment where the only constant is change. It is no longer enough to cut costs and increase productivity to ensure business continuity; rather, it has become essential to build trust through a cultural shift in which the care and protection of the resources we currently have take precedence, so that future generations may also have access to them—that is, a shift in which sustainability is paramount.

As a leading company and global benchmark in the molybdenum and rhenium industry, for Molymet, sustainability is one of the fundamental pillars of our business operations.

As we have stated in our strategic guidelines: “As a team, we are deeply committed to meeting the specific needs of each client through our constant availability and continuous excellence in our standards. We take pride in our track record and are driven by the development and well-being of people; that is why we transform strategic metals into valuable products that contribute as a vital ingredient to humanity’s progress.”

This is the foundation of our ongoing reflection on the value each of us contributes to society. We are moving toward a sustainable development model that focuses on maintaining our leadership position while respecting our environment and addressing the needs of our key stakeholders. Among them, our **employees** are the cornerstone of everything we do, and we care for them tirelessly; our **customers**, who are long-term strategic partners and whom we serve closely; our **community**, in which we are embedded and of which we must be an active and committed part; our **suppliers**, who support us in the optimal development of our industrial plants and corporate units; and our **regulatory authorities**, who provide us with regulations and guidelines that we consistently and strictly comply with—going beyond national standards—thereby fostering an environment of trust.

Our company has an important purpose: **to create value for the advancement of humanity through products developed by people who care about the well-being of the planet.** Sustainability is one of the fundamental pillars through which we will guide our actions to continue fulfilling this purpose.

Based on this premise, our commitments will focus on:

- Sustainability, one of the strategic pillars of our business
- Businesses with a positive impact
- Efficiency in our operations
- Commitments that go beyond regulatory compliance
- Corporate Risk Management
- Our values and organizational culture
- Our Way of Doing Business
- Protection of Natural Resources and the Environment

- Information Protection
- The Value of Dialogue
- Sustainable Management
- Contribution to International Sustainability Agreements

OBJECTIVE

To define the guidelines that direct our sustainable practices in the conduct of business operations at Molymet and all its subsidiaries.

SCOPE

The guidelines set forth in this document must be applied to all employees of our subsidiaries, sales offices, contractors, executives, and members of the Board of Directors in order to incorporate sustainability into their daily work, decision-making, activities, and operations carried out by Molymet.

EXPRESS STATEMENT

Molymet and its Board of Directors, as the primary body of corporate governance, fully adhere to all the principles set forth in this document, seeking to promote ethics and integrity in the conduct of each of the Company's employees within an unwavering framework of values, while respecting the current legal framework established by the Company's management.

COMMITMENTS**Sustainability, one of the strategic pillars of the business**

We have incorporated sustainability as one of the strategic pillars of our business, guiding our key decisions at strategic moments and enabling growth that fosters human development, while holding ourselves accountable for our economic, social, and environmental impacts. That is why we base our performance on the following areas of focus:

- Corporate governance, management, and ethics**, which reflect the values, standards, and principles of our organizational culture to achieve greater harmony with society, where our Company's risk management plays a fundamental role.
- Environmental protection**, which is essential for maintaining and improving our environmental performance and protecting resources in order to provide goods and services essential to human life.

- c. **Good labor practices**, focused on the optimal development of our people, guaranteeing their rights, offering outstanding working conditions, and providing an excellent work environment.
- d. **Stability and trust**: We aim to be a stable company that inspires trust among all our stakeholders, maintaining a permanent and stable presence over time.
- e. **Value chain**: We recognize the stages and components of the chain that make up the production process, creating opportunities for leadership, innovation, and quality in our products.
- f. **Community engagement**, which is essential for strengthening local development processes, recognizing our community's capacity for decision-making as an agent of change.

Business with a Positive Impact

We ensure the business's continued existence and future growth through sustainable guidelines that form the basis for decision-making, anticipating potential impacts and risks. All of this is done while prioritizing technological innovation and operational excellence, as well as a deep understanding of and responsibility toward society and the environment.

Continuous Excellence in Our Operations

We have facilities in four countries, two of which establish continuous improvement as a fundamental stage in production processes. That is why we aim for a focus on ongoing improvement and efficiency in resource use, ensuring superior results that minimize and control risks under an integrated management system—all while aligning our processes with a circular economy model.

Commitments Beyond Regulatory Compliance

We comply with local laws and regulations in all countries where we operate, as well as with the voluntary commitments we have made and internationally recognized human rights conventions and guidelines, thereby protecting all our stakeholders.

Our Values and Organizational Culture

As a guiding principle of our company, everything we do and every decision we make is grounded in our values and organizational culture. Our company's strong and deeply rooted ethics are reflected in our commitment to integrity—which defines us—as well as in our consistent compliance with the law, transparency, and sustainable relationships with our stakeholders.

We ground our decisions and conduct in the Molymet Values: Significance, Confidentiality, Excellence, Sustainability, Innovation, and Integrity.

Our Way of Doing Business

Working in synergy with our leaders and employees to strengthen our way of doing business under the principles of:

- Free competition
- Business integrity: zero tolerance for corruption and transparency.
- Equal opportunities in commercial transactions
- Preventing conflicts of interest

Protection of natural resources and the environment

We protect the environment by managing our environmental risks and continuously refining and improving our Integrated Management System, incorporating the mitigation of global warming into our core values and operations, as well as the protection of biodiversity, water, air, soil, and all resources we use.

Information Protection

We ensure the protection of internal information, as well as the confidentiality of critical information and the protection of data belonging to all our stakeholders (shareholders, employees, customers, suppliers, etc.).

The Value of Dialogue

We promote dialogue by ensuring transparency in our management and infusing our business with ethical principles in order to meet the requirements of our key stakeholders.

Sustainable Management

We have adopted a Corporate Sustainability Strategy, which will enable us to maintain our management practices, transparency, credibility, and relationships in areas related to our employees, the environment, our suppliers and customers, as well as consumers, the community, and the authorities with whom we interact.

Contribution to International Sustainability Agreements

We contribute to the following Sustainable Development Goals promoted by the United Nations, which have been selected based on strategic decisions directly related to molybdenum and rhenium processing activities:

**EFFECTIVE DATE**

This document takes effect as of March 2024



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CHIEF EXECUTIVE
OFFICER