

CSR Roadmap for 2018-2023



Our vision

Develop a global player that is sustainably effective and admired, a reference in responsible extraction and metallurgy and in the energy transition

- Develop a **selective portfolio of value-creating mining and metallurgical activities**,
- Be among the best in each of our businesses, in terms of **performance**, **profitability**, and **innovation**,
- Be **admired** for our strategic model, our management system, and our societal commitment.



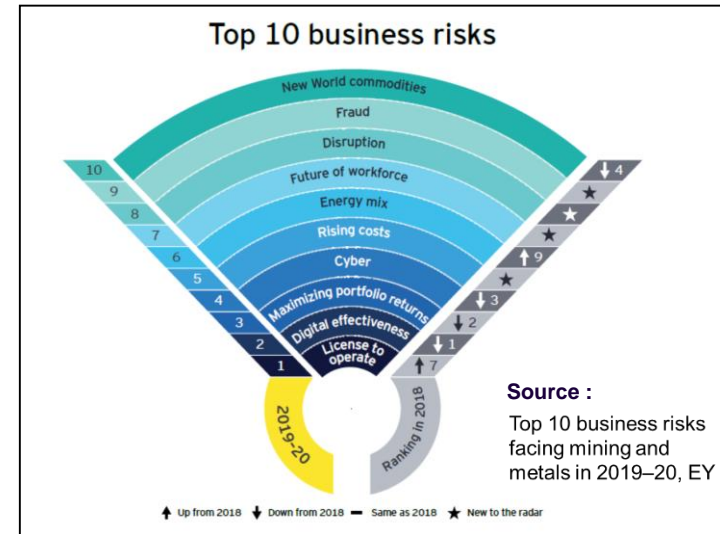
Committed & contributive corporate citizen: a must for Eramet

Contribute to the communities in which sites are implemented

- First risk of the Mining and Metals sector: **license to operate**
- Beyond mining operation, **contribute to the local development and preserve the environment**

Align societal engagement with strategic vision

- A CSR roadmap to structure and set the pace for our action plans, which is **compliant with the United Nations' Sustainable Development Goals (SDGs)**



Eramet CSR Roadmap for 2018-2023:



Committed to women and men

- 1 Ensure the **Health and Safety** of our employees and subcontractors
- 2 Enhance **skills**, promote **talent**, and **career** development
- 3 Strengthen the **commitment** of our employees
- 4 Integrate and promote the richness of **diversity**
- 5 Be a respected and contributive partner for our **host communities**



A responsible economic player

- 6 Be a leader in metals for the **energy transition**
- 7 Actively contribute to the development of the **circular economy**
- 8 Set the standard in **human rights** in our field of activity
- 9 Be an **ethical** business partner of choice
- 10 Be the go-to **responsible** business in mining and metallurgy



Committed to our planet

- 11 Reduce our **air emissions**
- 12 Preserve the **water** resource and accelerate the rehabilitation of our mining sites promoting **biodiversity**
- 13 Reduce our **energy** and **climate footprint**



Committed to women and men – 2023 targets



- 1 Ensure the **Health** and **Safety** of employees and subcontractors
 - > **Zero fatalities**
 - > Halve accident frequency rate : **TF2 < 4**
- 2 Develop **skills** and promote **talent** and **career** development
 - > **100%** of employees participate in at least one training course per year
- 3 Strengthen **employee engagement**
 - > Group employee engagement rate > **75%**
- 4 Integrate and foster the richness of **diversity**
 - > **30%** of managers are women
- 5 Be a valued and contributive partner to our **host communities**
 - > **100%** of sites have established a mechanism for dialogue with local stakeholders
 - > **100%** of sites have implemented an investment program to contribute to local development, with a focus on initiatives supporting young people



A responsible economic player – 2023 targets



- 6 **Be an energy transition leader** in the metals' industry
 - > Committed diversification business portfolio in relation to the supply chain for electric mobility batteries
- 7 **Actively contribute to the development of the circular economy** through innovative actions
 - > **2 Mt** of low-grade incidental ores and tailings recovered over the 2019-2023 period
 - > **10 kt** of waste recovered instead of being disposed of over the 2019-2023 period
- 8 **Be a benchmark company in terms of respect for Human Rights** in our field of activity
 - > Mature level according to the UNGP Reporting Framework (Shift-Mazars)
- 9 **Be an ethical partner of choice**
 - > **100%** of sales and purchasing teams trained on anti-corruption every year
- 10 **Be the responsible go-to company in the mining and metallurgy sector**
 - > **100%** of the Group's suppliers and customers assessed* comply with Eramet's CSR/Ethics commitments



⁽¹⁾ Assessed refers to parties evaluated as critical and/or sensitive (in terms of importance to Eramet or CSR risk — depending on the business activity or country concerned), which must be compliant, verified on the basis of a CSR/Ethics evaluation. If they do not comply following the assessment, the Group encourages dialogue and support, but reserves the right to terminate the business relationship.

Committed to our planet – 2023 targets



- 11** Reduce our **air emissions**
> **-80% in 2023 vs 2018**

- 12** Protect **water resources** and accelerate the **restoration** of our mining sites by fostering biodiversity
> **Ratio of restored areas to cleared areas ≥ 1 over the 2019-2023* period**

- 13** Reduce our **energy** and **climate** footprint
> **Reduction of ton of CO2 per ton of outgoing product: -26% in 2023 vs 2018****



(*) Excluding long term infrastructure.

(**) O/w 16.5% is due to the business mix effect related to the Group's strategic choice to develop its mining activity, which is lower in emissions than the Group's transformation activities



eramet

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and in the energy transition”*