

# GRI CONTENT INDEX

## General Disclosures

DISCLOSURE	LOCATION / DIRECT ANSWER																								
<b>ORGANIZATIONAL PROFILE</b>																									
2-1 Organizational Details	Legal Name: AMG CRITICAL MATERIALS N.V. Nature of Ownership and legal form: AMG is a publicly traded company under the Euronext: AMG Location of Headquarters and Countries of Operations: Locations of Operations ( <a href="#">page 55</a> )																								
2-7 Employees	<table border="1"> <thead> <tr> <th>AMG REGIONAL WORKFORCE DATA</th> <th colspan="2">AMG GROUP</th> </tr> <tr> <th>REGION</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Asia</td> <td>470</td> <td>470</td> </tr> <tr> <td>Europe</td> <td>1,669</td> <td>1,792</td> </tr> <tr> <td>North America</td> <td>529</td> <td>498</td> </tr> <tr> <td>South America</td> <td>645</td> <td>796</td> </tr> <tr> <td>Africa</td> <td>110</td> <td>11</td> </tr> <tr> <td>Total</td> <td>3,423</td> <td>3,567</td> </tr> </tbody> </table>	AMG REGIONAL WORKFORCE DATA	AMG GROUP		REGION	2022	2023	Asia	470	470	Europe	1,669	1,792	North America	529	498	South America	645	796	Africa	110	11	Total	3,423	3,567
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2-6 Activities, value chain and other business relationships	Active Sectors and Value Chain: AMG's Supply and Value Chain Table ( <a href="#">page 58</a> ) Changes in Sectors or Value Chain: None. Markets Served, Activities, Products, and Services: About AMG & Our Sustainable Development Report ( <a href="#">page 58</a> ), AMG's Supply and Value Chain Table (page 54), AMG Market Focus ( <a href="#">amg-nv.com/about-amg/</a> )																								
2-23 Precautionary principle or approach	Risk Management ( <a href="#">pages 70-71</a> ) (AMG's approach to risk management follows the precautionary principle)																								
2-23 External initiatives	External Initiatives ( <a href="#">page 60</a> )																								
2-28 Memberships and Associations	External Initiatives ( <a href="#">pages 60-61</a> )																								
<b>STRATEGY</b>																									
2-2 Statement on sustainable development strategy	CEO Letter to Shareholders ( <a href="#">pages 8-13</a> )																								
<b>ETHICS &amp; INTEGRITY</b>																									
2-22 Policy commitments, values, principles, standards and norms of behavior	CEO Letter to Shareholders ( <a href="#">pages 8-13</a> ), Business Ethics ( <a href="#">page 69</a> ), Risk Management ( <a href="#">pages 70-71</a> )																								
2-25 Mechanisms for advice and concerns about ethics	Business Ethics ( <a href="#">page 69</a> ), Compliance ( <a href="#">page 70</a> )																								
<b>GOVERNANCE</b>																									
2-9 Governance structure	Sustainability Strategy & Governance ( <a href="#">page 56-57</a> ), Governance (pages <a href="#">69-71</a> )																								
2-21 Annual total compensation ratio	Pay Ratio and AMG Group Workforce Compensation ( <a href="#">page 51</a> )																								
<b>STAKEHOLDER ENGAGEMENT</b>																									
2-29 Approach to Stakeholder Engagement	Stakeholder Engagement & Materiality ( <a href="#">pages 57-58</a> )																								
2-30 Collective bargaining agreements	Percent of AMG employees covered by collective bargaining agreements: AMG Group: 52%																								
<b>REPORTING PRACTICES</b>																									
2-2 Entities included in the organization's sustainability reporting.	Trade Register filing dated March 13, 2024																								
3-1 Process for defining report content and topic Boundaries	Stakeholder Engagement & Materiality ( <a href="#">pages 57-58</a> )																								
3-2 List of material topics	Stakeholder Engagement & Materiality ( <a href="#">pages 57-58</a> )																								
2-4 Restatements of Information	None.																								

2-3 Reporting period, frequency, and contact point      Reporting Period: Calendar year 2023  
 Financial Reporting Period: Calendar year 2023  
 Publication date of Report: March 13, 2024  
 Contact Point for Questions Regarding the Report: Michelle Roy, Manager of ESG Reporting:  
[sustainability@amg-nv.com](mailto:sustainability@amg-nv.com)

1 GRI content index	GRI Content Index (this document)
2-5 External Assurance	AMG did not seek external assurance on the 2023 sustainability report.
3-3 Management of material topics	Stakeholder Engagement & Materiality ( <a href="#">pages 57-58</a> ); Business Ethics ( <a href="#">page 69</a> )

## Specific Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT ANSWER
<b>ECONOMIC</b>		
<b>ANTI-CORRUPTION</b>		
GRI 205: Anti-Corruption	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics ( <a href="#">page 69</a> ), <a href="#">Environment</a> , <a href="#">Social</a> , <a href="#">Governance</a> , <a href="#">Products Dashboard</a>
<b>ENVIRONMENTAL</b>		
<b>RESOURCE EFFICIENCY</b>		
AMG Indicator	Avoided CO <sub>2</sub> emissions attributed to ECO <sub>2</sub> RP portfolio	<a href="#">Products</a>
<b>ENERGY</b>		
GRI 302: Energy	302-1 Energy consumption within the organization	Environment ( <a href="#">page 64-66</a> ), <a href="#">Environment</a> , <a href="#">Social</a> , <a href="#">Governance</a> , <a href="#">Products Dashboard</a>
<b>WATER</b>		
GRI 303: Water and effluent	303-3 Water Withdrawal	<a href="#">Water/Waste Water</a> , <a href="#">Environment</a> , <a href="#">Social</a> , <a href="#">Governance</a> , <a href="#">Products Dashboard</a>
	303-4 Water discharge	<a href="#">Water/Waste Water</a> , <a href="#">Environment</a> , <a href="#">Social</a> , <a href="#">Governance</a> , <a href="#">Products Dashboard</a>
	303-5 Water consumption	<a href="#">Water/Waste Water</a> , <a href="#">Environment</a> , <a href="#">Social</a> , <a href="#">Governance</a> , <a href="#">Products Dashboard</a>
<b>EMISSIONS</b>		
GRI 305: Emissions	305-1 Scope 1 CO <sub>2</sub> equivalent emissions	GHG Emissions ( <a href="#">page 64-65</a> ), <a href="#">Environment</a> , <a href="#">Social</a> , <a href="#">Governance</a> , <a href="#">Products Dashboard</a>
	305-2 Scope 2 (market and location based emissions) CO <sub>2</sub> equivalent emissions	
<b>WASTE</b>		
GRI 306: Waste	306-3 Waste generated	<a href="#">Circularity</a> ( <a href="#">page 66</a> ), <a href="#">Environment</a> , <a href="#">Social</a> , <a href="#">Governance</a> , <a href="#">Products Dashboard</a>
	306-4 Waste diverted from disposal	<a href="#">Circularity</a> ( <a href="#">page 66</a> ), <a href="#">Environment</a> , <a href="#">Social</a> , <a href="#">Governance</a> , <a href="#">Products Dashboard</a>
	306-5 Waste directed to disposal	<a href="#">Circularity</a> ( <a href="#">page 66</a> ), <a href="#">Environment</a> , <a href="#">Social</a> , <a href="#">Governance</a> , <a href="#">Products Dashboard</a>
<b>ENVIRONMENTAL COMPLIANCE</b>		
GRI 307: Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	Compliance ( <a href="#">page 70</a> ), <a href="#">Environment</a> , <a href="#">Social</a> , <a href="#">Governance</a> , <a href="#">Products Dashboard</a>
<b>SOCIAL</b>		
<b>HEALTH &amp; SAFETY</b>		
GRI 403: Occupational Health & Safety	403-5 Worker training on occupational health and safety	Health & Safety ( <a href="#">page 66-67</a> )
	403-9 Work-related injuries	<a href="#">Environment</a> , <a href="#">Social</a> , <a href="#">Governance</a> , <a href="#">Products Dashboard</a>
	403-10 Work-related ill health	<a href="#">Environment</a> , <a href="#">Social</a> , <a href="#">Governance</a> , <a href="#">Products Dashboard</a>
	Indicator: Number of ISO 45001 Certified Facilities	<a href="#">Environment</a> , <a href="#">Social</a> , <a href="#">Governance</a> , <a href="#">Products Dashboard</a>
<b>DIVERSITY &amp; EQUAL OPPORTUNITY</b>		
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	Diversity & Inclusion (( <a href="#">page 67-68</a> ), <a href="#">Environment</a> , <a href="#">Social</a> , <a href="#">Governance</a> , <a href="#">Products Dashboard</a>
<b>LOCAL COMMUNITIES</b>		

GRI 413: Local Communities	413-2 Operations with significant actual and potential negative impacts on local communities	<a href="#">Water/Waste Water</a>
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**RISK MANAGEMENT (INCLUDING SUPPLY CHAIN RISK)**

GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	AMG Supplier Conduct Charter ( <a href="http://www.amg-nv.com/about-amg/corporate-governance/">www.amg-nv.com/about-amg/corporate-governance/</a> )
AMG Indicator	Indicator: hours invested in risk management meetings	Risk Management ( <a href="#">pages 70-71</a> ), <a href="#">Environment, Social, Governance, Products Dashboard</a>

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**CUSTOMER ENVIRONMENTAL IMPACTS**

AMG Indicator	Indicator: CO <sub>2</sub> emissions avoided	<a href="#">Products, Environment, Social, Governance, Products Dashboard</a>
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**PRODUCT INNOVATION**

AMG Indicator	Avoided CO <sub>2</sub> emissions attributed to ECO <sub>2</sub> RP portfolio	<a href="#">Products</a>
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**PRODUCT QUALITY & SAFETY**

AMG Indicator	Number of ISO 9001 certified facilities	<a href="#">Products, Environment, Social, Governance, Products Dashboard</a>
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