GRI CONTENT INDEX

General Disclosures

DISCLOSURE	LOCATION / DIRECT ANSV	VEK		
ORGANIZATIONAL PROFILE				
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 (page 55)			
2-7 Employees	·	ountries of Operations.	Educations of Operations (page 50)	
2-7 Employees	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	
2-6 Activities, value chain and other	Active Sectors and Value Chain	: AMG's Supply and Va	lue Chain Table (page 58)	
business relationships	Changes in Sectors or Value Chain: None.			
	Markets Served, Activities, Products, and Services: About AMG & Our Sustainable Development Report (page 58),			
	AMG's Supply and Value Chain Table (page 54), AMG Market Focus (amg-nv.com/about-amg/)			
2-23 Precautionary principle or approach	Risk Management (pages 70-71) (AMG's approach to risk management follows the precautionary principle)			
2-23 External initiatives	External Initiatives (page 60)			
2-28 Memberships and Associations	External Initiatives (pages 60-61			
STRATEGY				
2-2 Statement on sustainable development strategy	CEO Letter to Shareholders (pa	ges 8-13)		
ETHICS & INTEGRITY				
2-22 Policy commitments, values, principles, standards and norms of behavior	CEO Letter to Shareholders (pa	ges 8-13), Business Eth	nics (<u>page 69</u>), Risk Management (<u>pages 70-71</u>)	
2-25 Mechanisms for advice and concerns about ethics	Business Ethics (page 69), Compliance (page 70)			
GOVERNANCE				
2-9 Governance structure	Sustainability Strategy & Govern	nance (<u>page 56-57</u>), Go	vernance (pages <u>69-71</u>)	
2-21 Annual total compensation ratio	Pay Ratio and AMG Group World	kforce Compensation (g	page 51)	
STAKEHOLDER ENGAGEME	NT			
2-29 Approach to Stakeholder	Stakeholder Engagement & Mat	eriality (pages 57-58)		
Engagement				
2-30 Collective bargaining agreements	Percent of AMG employees covered by collective bargaining agreements: AMG Group: 52%			
REPORTING PRACTICES				
2-2 Entities included in the	Trade Register filing dated March	13, 2024		
organization's sustainability reporting.				
3-1 Process for defining report content and topic Boundaries	Stakeholder Engagement & Mat	eriality (pages 57-58)		
3-2 List of material topics	Stakeholder Engagement & Materiality (pages 57-58)			
2-4 Restatements of Information	None.			

2-3 Reporting period, frequency, and	Reporting Period: Calendar year 2023		
contact point	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		
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 (pages 57-58); Business Ethics (page 69)		

Specific Disclosures

Second Mic	GRI STANDARD	DISCLOSURE	LOCATION / DIRECT ANSWER
GRI 205. Anti-Corruption policies and procedures ENVIRONMENTAL RESOURCE EFFICIENCY AMG Indicator Avoided CO2 emissions attributed to ECO3RP portfolio ENERGY GRI 302. Energy 302.1 Energy consumption within the organization Environment (page 64-66). Environment, Social, Governance, Products Dashboard WATER GRI 303. Water and effluent 303.3 Water Withdrawal 303.4 Water discharge Water/Waste Water, Environment, Social, Governance, Products Dashboard BMISSIONS GRI 305. Emissions 305.4 Scope 2 (market and location based emissions) CO2 equivalent emissions 305.2 Scope 2 (market and location based emissions) CO2 equivalent emissions WASTE GRI 306. Waste 306.3 Waste generated Gri 306.4 Waste directed to disposal Circularity (page 66), Environment, Social, Governance, Products Dashboard Products Dashboard Circularity (page 66), Environment, Social, Governance, Products Dashboard ENVIRONMENTAL COMPLIANCE GRI 307. Sovernance are guilations ENVIRONMENTAL COMPLIANCE GRI 307. Fenvironmental 307.1 Non-compliance with environmental laws and regulations SOCIAL HEALTH & SAFETY GRI 405. Diversity and Equal 405.1 Diversity of governance, products Dashboard Environment, Social, Governance, Products Dashboard SOCIAL HEALTH & SAFETY GRI 405. Diversity and Equal 405.1 Diversity of governance bodies and employee Diversity & Equal to Green and Equal Covernance, Products Dashboard Diversity & Equal Covernance, Pro	ECONOMIC		
Policies and procedures Policies and procedures Policies P	ANTI-CORRUPTION		
RESOURCE EFFICIENCY	GRI 205: Anti-Corruption	205-2 Communication and training about anti-corruption	Business Ethics (page 69), Environment, Social,
RESOURCE EFFICIENCY ANG Indicator Avoided CO2 emissions attributed to ECO2RP portfolio Products ENERGY GRI 302: Energy 302-1 Energy consumption within the organization Environment [page 64-66), Environment, Social, Governance, Products Dashboard WATER WATER GRI 303: Water and effluent 303-3 Water Withdrawal 303-4 Water discharge 303-4 Water discharge WaterWaste Water, Environment, Social, Governance, Products Dashboard WASTE ENVIRONMENTAL GRI 306: Waste Ginear environment of Social (Governance, Products Dashboard) Waster Consumption Waster Consumption Waster Consumption Water Waster Water, Environment, Social, Governance, Products Dashboard Governance, Products Dashboard Governance, Products Dashboard Gircularity (page 66), Environment, Social, Governance, Products Dashboard Gircularity (page 66), Environment, Social, Governance, Products Dashboard Waster Consumption Environmental Compliance with environmental laws and Circularity (page 66), Environment, Social, Governance, Products Dashboard SOCIAL ENVIRONMENTAL COMPLIANCE RRI 307: Environmental Social, Governance, Products Dashboard RRI 403: Overnance, Products Dashboard A03-5 Worker training on occupational health and safety Environment, Social, Governance, Products Dashboard Diversity & Equal Governance, Products Dashboard RRI 405: Overnance, Products Dashboard Products Dashboard Products Dashboard Products Dashboard BASETY BA		policies and procedures	Governance, Products Dashboard
AMBI Indicator Avoided CO2 emissions attributed to ECO2RP portfolion Products	ENVIRONMENTAL		
ENERGY GRI 302: Energy 302-1 Energy consumption within the organization Environment (page 64-66), Environment, Social, Governance, Products Dashboard WATER GRI 303: Water and effluent 303-3 Water Withdrawal 303-4 Water discharge Water/Waste Water, Environment, Social, Governance, Products Dashboard ### Water/Waste Water, Environment, Social, Governance, Products Dashboard #	RESOURCE EFFICIENCY		
Section of the products Dashboard Section of the products Dash	AMG Indicator	Avoided CO ₂ emissions attributed to ECO ₂ RP portfolio	Products
WATER GRI 303: Water and effluent grid effluent grid and effluent grid efflue	ENERGY		
WATER GRI 303: Water and effluent GRI 303: Water discharge GRI 303: Water discharge GRI 303: Water discharge GRI 303: Water discharge GRI 303: Water consumption Water/Waste Water, Environment, Social, Governance, Products Dashboard Water/Waste Water, Environment, Social, Governance, Products Dashboard EMISSIONS GRI 305: Emissions GRI 305: Emissions GRI 305: Scope 2 (market and location based emissions) CO2 equivalent emissions 305:2 Scope 2 (market and location based emissions) CO2 equivalent emissions GRI 306: Waste GRI 306: Waste GRI 306: Waste diverted from disposal GRI 306: Waste diverted from disposal GRI 306: Waste diverted from disposal GRI 307: Environment, Social, Governance, Products Dashboard ENVIRONMENTAL COMPLIANCE GRI 307: Environmental GRI 308: Waste directed to disposal GRI 309: Environmental GRI 300:	GRI 302: Energy	302-1 Energy consumption within the organization	
GRI 303: Water and effluent 303-3 Water Withdrawal Water/Waste Water, Environment, Social, Governance, Products Dashboard Water/Waster, Environment, Social, Governance, Products Dashboard Water/Waster, Environment, Social, Governance, Products Dashboard Water/Waster, Environment, S	14/4757		Governance, Products Dashboard
Products Dashboard Product			
Products Dashboard Product	GRI 303: Water and effluent	303-3 Water Withdrawal	
Products Dashboard Product		303-4 Water discharge	Water/Waste Water, Environment, Social, Governance,
Products Dashboard Product		·	
Products Dashboard Product		303-5 Water consumption	Water/Waste Water, Environment, Social, Governance,
GRI 305: Emissions 305-1 Scope 1 CO2 equivalent emissions 305-2 Scope 2 (market and location based emissions) CO2 equivalent emissions 205-2 Scope 2 (market and location based emissions) CO2 equivalent emissions 205-2 Scope 2 (market and location based emissions) CO2 equivalent emissions 205-2 Scope 2 (market and location based emissions) CO2 equivalent emissions 205-2 Scope 2 (market and location based emissions) CO2 equivalent emissions 205-2 Scope 2 (market and location based emissions) CO2 equivalent emissions 205-2 Scope 2 (market and location based emissions) CO2 equivalent emissions 205-2 Scope 2 (market and location based emissions) CO2 equivalent emissions 205-2 Scope 2 (market and location based emissions) CO2 205-2 Scope 2 (m		·	
WASTE GRI 306: Waste Generated Circularity (page 66). Environment, Social, Governance, Products Dashboard (Circularity (page 66). Environment, Social, Governance, Products Dashboard (Compliance (page 70). Environment, Social, Governance, Products Dashboard (Circularity (page 66). Environment, Soc	EMISSIONS		
WASTE GRI 306: Waste RI 306-3 Waste generated Circularity (page 66), Environment, Social, Governance, Products Dashboard Compliance Complianc	GRI 305: Emissions	305-1 Scope 1 CO ₂ equivalent emissions	GHG Emissions (page 64-65), Environment, Social,
WASTE GRI 306: Waste Another Section		305-2 Scope 2 (market and location based emissions) CO ₂	Governance, Products Dashboard
GRI 306: Waste Answer diverted from disposal Answer diverted from disposal Circularity (page 66), Environment, Social, Governance, Products Dashboard Circularity (page 66), Environment, Social, Governance, Products Dashboard Circularity (page 66), Environment, Social, Governance, Products Dashboard ENVIRONMENTAL COMPLIANCE GRI 307: Environmental Compliance 307-1 Non-compliance with environmental laws and regulations 307-1 Non-compliance with environmental laws and regulations Compliance (page 70), Environment, Social, Governance, Products Dashboard SOCIAL HEALTH & SAFETY GRI 403: Occupational Health & 403-5 Worker training on occupational health and safety A03-9 Work-related injuries Environment, Social, Governance, Products Dashboard A03-10 Work-related ill health Environment, Social, Governance, Products Dashboard Indicator: Number of ISO 45001 Certified Facilities Environment, Social, Governance, Products Dashboard DIVERSITY & EQUAL OPPORTUNITY GRI 405: Diversity and Equal Opportunity 405-1 Diversity of governance bodies and employees Opvernance, Products Dashboard Diversity & Inclusion ((page 67-68), Environment, Social, Governance, Products Dashboard Circularity (page 66), Environment, Social, Governance, Products Dashboard Diversity & Inclusion ((page 67-68), Environment, Social, Governance, Products Dashboard		equivalent emissions	
Products Dashboard 206-4 Waste diverted from disposal Circularity (page 66), Environment, Social, Governance, Products Dashboard 206-5 Waste directed to disposal Circularity (page 66), Environment, Social, Governance, Products Dashboard Circularity (page 66), Environment, Social, Governance, Products Dashboard Compliance Dashboard Products Dashboard Compliance (page 70), Environment, Social, Governance, Products Dashboard Prod	WASTE		
Products Dashboard Circularity (page 66), Environment, Social, Governance, Products Dashboard ENVIRONMENTAL COMPLIANCE GRI 307: Environmental 307-1 Non-compliance with environmental laws and regulations 207-1 Products Dashboard 207-1 Products	GRI 306: Waste	306-3 Waste generated	
306-5 Waste directed to disposal Circularity (page 66), Environment, Social, Governance, Products Dashboard ENVIRONMENTAL COMPLIANCE GRI 307: Environmental 307-1 Non-compliance with environmental laws and regulations SOCIAL HEALTH & SAFETY GRI 403: Occupational Health & 403-5 Worker training on occupational health and safety Findicator: Number of ISO 45001 Certified Facilities DIVERSITY & EQUAL OPPORTUNITY GRI 405: Diversity and Equal Opportunity Opportunity Compliance (page 70), Environment, Social, Governance, Products Dashboard Environment, Social, Governance, Products Dashboard Environment, Social, Governance, Products Dashboard Diversity & Inclusion ((page 67-68), Environment, Social, Governance, Products Dashboard) Diversity & Inclusion ((page 67-68), Environment, Social, Governance, Products Dashboard)		306-4 Waste diverted from disposal	
ENVIRONMENTAL COMPLIANCE GRI 307: Environmental 307-1 Non-compliance with environmental laws and compliance (page 70), Environment, Social, Governance, Products Dashboard SOCIAL HEALTH & SAFETY GRI 403: Occupational Health & 403-5 Worker training on occupational health and safety 403-9 Work-related injuries 403-10 Work-related ill health findicator: Number of ISO 45001 Certified Facilities 500 Environment, Social, Governance, Products Dashboard 500 Environment, Social,		206 E Wasta directed to disposal	
ENVIRONMENTAL COMPLIANCE GRI 307: Environmental 307-1 Non-compliance with environmental laws and compliance (page 70), Environment, Social, Governance, Products Dashboard SOCIAL HEALTH & SAFETY GRI 403: Occupational Health & 403-5 Worker training on occupational health and safety Safety 403-9 Work-related injuries Environment, Social, Governance, Products Dashboard 403-10 Work-related ill health Indicator: Number of ISO 45001 Certified Facilities DIVERSITY & EQUAL OPPORTUNITY GRI 405: Diversity and Equal Opportunity 405-1 Diversity of governance bodies and employees Opportunity Diversity & Inclusion ((page 67-68), Environment, Social, Governance, Products Dashboard) Governance, Products Dashboard		300-3 Waste directed to disposal	
GRI 307: Environmental 307-1 Non-compliance with environmental laws and regulations Compliance (page 70), Environment, Social, Governance, Products Dashboard SOCIAL HEALTH & SAFETY GRI 403: Occupational Health & 403-5 Worker training on occupational health and safety Health & Safety (page 66-67) 403-9 Work-related injuries Environment, Social, Governance, Products Dashboard 403-10 Work-related ill health Environment, Social, Governance, Products Dashboard Indicator: Number of ISO 45001 Certified Facilities Environment, Social, Governance, Products Dashboard DIVERSITY & EQUAL OPPORTUNITY GRI 405: Diversity and Equal Opportunity 405-1 Diversity of governance bodies and employees Overnance, Products Dashboard Diversity & Inclusion ((page 67-68), Environment, Social, Governance, Products Dashboard)	ENVIRONMENTAL COMPLI	ANCE	Troudice Businsoura
Compliance regulations Products Dashboard SOCIAL HEALTH & SAFETY GRI 403: Occupational Health & 403-5 Worker training on occupational health and safety Health & Safety (page 66-67) Safety 403-9 Work-related injuries Environment, Social, Governance, Products Dashboard 403-10 Work-related ill health Environment, Social, Governance, Products Dashboard Indicator: Number of ISO 45001 Certified Facilities Environment, Social, Governance, Products Dashboard DIVERSITY & EQUAL OPPORTUNITY GRI 405: Diversity and Equal Opportunity 405-1 Diversity of governance bodies and employees Opportunity Governance, Products Dashboard			Compliance (page 70) Environment Social Governance
SOCIAL HEALTH & SAFETY GRI 403: Occupational Health & 403-5 Worker training on occupational health and safety Safety 403-9 Work-related injuries Environment, Social, Governance, Products Dashboard 403-10 Work-related ill health Indicator: Number of ISO 45001 Certified Facilities Environment, Social, Governance, Products Dashboard DIVERSITY & EQUAL OPPORTUNITY GRI 405: Diversity and Equal Opportunity 405-1 Diversity of governance bodies and employees Opportunity Diversity & Inclusion ((page 67-68), Environment, Social, Governance, Products Dashboard) Governance, Products Dashboard		•	
HEALTH & SAFETY GRI 403: Occupational Health & 403-5 Worker training on occupational health and safety Health & Safety (page 66-67) Safety 403-9 Work-related injuries Environment, Social, Governance, Products Dashboard 403-10 Work-related ill health Environment, Social, Governance, Products Dashboard Indicator: Number of ISO 45001 Certified Facilities Environment, Social, Governance, Products Dashboard DIVERSITY & EQUAL OPPORTUNITY GRI 405: Diversity and Equal Opportunity 405-1 Diversity of governance bodies and employees Diversity & Inclusion ((page 67-68), Environment, Social, Governance, Products Dashboard) Governance, Products Dashboard	SOCIAL		
GRI 403: Occupational Health & 403-5 Worker training on occupational health and safety Safety 403-9 Work-related injuries Environment, Social, Governance, Products Dashboard 403-10 Work-related ill health Environment, Social, Governance, Products Dashboard Indicator: Number of ISO 45001 Certified Facilities Environment, Social, Governance, Products Dashboard Environment, Social, Governance, Products Dashboard DIVERSITY & EQUAL OPPORTUNITY GRI 405: Diversity and Equal Opportunity 405-1 Diversity of governance bodies and employees Opportunity Diversity & Inclusion ((page 67-68), Environment, Social, Governance, Products Dashboard) Governance, Products Dashboard			
Safety 403-9 Work-related injuries Environment, Social, Governance, Products Dashboard 403-10 Work-related ill health Environment, Social, Governance, Products Dashboard Indicator: Number of ISO 45001 Certified Facilities Environment, Social, Governance, Products Dashboard DIVERSITY & EQUAL OPPORTUNITY GRI 405: Diversity and Equal Opportunity 405-1 Diversity of governance bodies and employees Opportunity Diversity & Inclusion ((page 67-68), Environment, Social, Governance, Products Dashboard)		403-5 Worker training on occupational health and safety	Health & Safety (page 66-67)
403-10 Work-related ill health Environment, Social, Governance, Products Dashboard Indicator: Number of ISO 45001 Certified Facilities Environment, Social, Governance, Products Dashboard DIVERSITY & EQUAL OPPORTUNITY GRI 405: Diversity and Equal Opportunity 405-1 Diversity of governance bodies and employees Opportunity Governance, Products Dashboard Governance, Products Dashboard	Safety		
Indicator: Number of ISO 45001 Certified Facilities Environment, Social, Governance, Products Dashboard DIVERSITY & EQUAL OPPORTUNITY GRI 405: Diversity and Equal Opportunity 405-1 Diversity of governance bodies and employees Opportunity Diversity & Inclusion ((page 67-68), Environment, Social, Governance, Products Dashboard)			
DIVERSITY & EQUAL OPPORTUNITY GRI 405: Diversity and Equal 405-1 Diversity of governance bodies and employees Opportunity Diversity & Inclusion ((page 67-68), Environment, Social, Governance, Products Dashboard			
GRI 405: Diversity and Equal 405-1 Diversity of governance bodies and employees Diversity & Inclusion ((page 67-68), Environment, Social, Governance, Products Dashboard			Environment, Social, Governance, Products Dashboard
Opportunity <u>Governance, Products Dashboard</u>	DIVERSITY & EQUAL OPPO	DRTUNITY	
··· · · · · · · · · · · · · · · · · ·	, ,	405-1 Diversity of governance bodies and employees	
	LOCAL COMMUNITIES		

GRI 413: Local Communities	413-2 Operations with significant actual and potential negative impacts on local communities	Water/Waste Water
RISK MANAGEMENT (INC	LUDING SUPPLY CHAIN RISK)	
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	AMG Supplier Conduct Charter (www.amg-nv.com/about-amg/corporate-governance/)
AMG Indicator	Indicator: hours invested in risk management meetings	Risk Management (<u>pages 70-71</u>), <u>Environment, Social,</u> <u>Governance, Products Dashboard</u>
CUSTOMER ENVIRONME	NTAL IMPACTS	
AMG Indicator	Indicator: CO ₂ emissions avoided	Products, Environment, Social, Governance, Products <u>Dashboard</u>
PRODUCT INNOVATION		
AMG Indicator	Avoided CO ₂ emissions attributed to ECO ₂ RP portfolio	<u>Products</u>
PRODUCT QUALITY & SA	FETY	
AMG Indicator	Number of ISO 9001 certified facilities	Products, Environment, Social, Governance, Products <u>Dashboard</u>