



Supplemental Sustainability Report 2024

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Letter from the CEO

Dear Stakeholders,

At AMG, sustainability is not just a responsibility—it is at the heart of our mission to create long-term value for our stakeholders. As a global leader in critical materials, we recognize our role in enabling a more sustainable world. Our commitment to environmental stewardship, social responsibility, and strong governance (ESG) principles continues to guide our strategic decisions and operational practices.

Driving Sustainability Through Innovation

Sustainability and innovation go hand in hand at AMG. We take pride in developing and delivering technologies that contribute to reducing CO₂ emissions and increasing energy efficiency across industries. Our investments in clean energy solutions reflect our dedication to a circular economy. By continuously pushing the boundaries of material science, we create solutions that not only meet today's needs but also pave the way for a greener tomorrow.

Social Commitment and Employee Well-Being

Our employees are the backbone of AMG, and we are committed to fostering a safe, diverse, and inclusive workplace. Through training, development programs, and a culture of collaboration, we empower our teams to contribute meaningfully to our sustainability journey. We also remain dedicated to engaging with local communities, supporting education initiatives, and ensuring the highest standards of health and safety throughout our business units.

Corporate Governance and Ethical Leadership

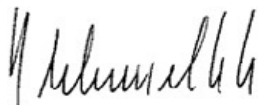
Honesty, integrity, and accountability are the foundations on which AMG is built. Our robust approach to ethics, compliance, and risk management across our various business units serves as a strong foundation for a sustainable business. At AMG, our commitment to corporate governance extends to its policies and practices, which are designed to promote ethical behavior, compliance with applicable laws, and respect for stakeholders' interests. The company regularly reviews and updates its governance policies to reflect evolving best practices and regulatory changes.

Looking Ahead

We understand that the path to a sustainable future requires continuous progress, collaboration, and accountability. As we advance our ESG initiatives, we remain focused on delivering tangible and measurable results. Our commitment to innovation and sustainability will drive AMG's long-term success and contribute to a more responsible global economy.

I am grateful to our employees, customers, investors, and partners for their continued support and shared vision. Together, we will build a sustainable future, leveraging our expertise and technology to make a meaningful impact on the world.

Thank you for being part of AMG's sustainability journey.



Dr. Heinz Schimmelbusch

Chairman & Chief Executive Officer

About AMG

AMG Critical Materials N.V. produces highly engineered specialty metal products as well as market-leading vacuum furnaces for specialized alloying applications and heat treatment services for the transportation, infrastructure, energy, and specialty metals and chemicals markets. Our corporate headquarters is located in Amsterdam, Netherlands, and we are listed on the Amsterdam stock exchange.

A new corporate structure went into effect on January 1, 2024, and we now operate as three corporate entities, each with its own leadership team and operating management: AMG Lithium, AMG Vanadium, and AMG Technologies.



About this Supplemental Sustainability Report

This report presents supplementary sustainability information to accompany AMG Critical Materials N.V.'s **2024 Annual Report**. Our 2024 Annual Report is the governing document and includes our formal Sustainability Statement, which follows the European Sustainability Reporting Standards (ESRS).

This Supplemental Sustainability Report, meanwhile, has not been subject to any assurance and is not part of the 2024 Sustainability Statement. This report serves to provide a broad picture of our sustainability work for the benefit of all interested stakeholders.

This report covers our efforts, performance, data, and metrics for the 2024 fiscal year from January 1, 2024 to December 31, 2024, unless otherwise noted. Data may be rounded. Throughout this report, we refer to AMG Critical Materials N.V. as "AMG" or the "company," and we use the terms "we," "us," "its," and "our" to refer to AMG and its subsidiaries. The scope of this report includes all sites under our operational control, unless otherwise noted.

Environmental, social, and governance data tables and a Global Reporting Initiative (GRI) content index are available in the Appendix, beginning on page 44.

AMG is committed to transparency, accountability, and annual communication of its sustainability initiatives to all stakeholders. AMG welcomes engagement on its sustainability practices and reporting, as the company continually enhances its work in this area. For more information, please email esg@amg-nv.com.

Governance

Corporate Governance

AMG endorses good corporate governance with a focus on independence, accountability, and transparency. The company governs in accordance with best practices outlined in the Corporate Governance Code of the Netherlands, where it has its corporate headquarters. Two bodies are responsible for AMG's corporate governance structure: the Supervisory Board and the Management Board.

AMG understands the importance of maintaining proper business ethics, regulatory compliance, and risk management. Our robust approach to doing so serves as a strong foundation for a sustainable business.

For a full and detailed description of the corporate governance structure, see [AMG's website](#) and [2024 Annual Report](#).

Business ethics

AMG is committed to following the best practices in business ethics. We make employees aware of our approach to business ethics through our **Code of Business Conduct** (COBC). The COBC is available in six languages, corresponding to our workforce in numerous regions around the world. New employees receive training on the COBC, and all employees receive additional training when we release updates to the COBC. All employees must provide written confirmation that they have reviewed and understand the COBC.

Our policies related to business ethics include our **Anti-Bribery, Anti-Corruption and Conflicts of Interest Policy** which covers gifts, favors, and entertainment.

*For more information on how AMG leadership provides oversight on business ethics, see **AMG's website** and **2024 Annual Report**.*

Compliance

AMG has a robust culture of compliance. This serves to manage and mitigate our risks and helps to secure a sustainable future.

A global network of AMG compliance officers and representatives, located at all of AMG's major sites, oversees compliance with national regulations, ongoing communications concerning the COBC and AMG Values, and the deployment of AMG's compliance training programs.

AMG maintains compliance with international anti-corruption and anti-bribery standards. In 2024, AMG had no incidents of convictions or fines for violation of anti-corruption and anti-bribery laws.

To conduct due diligence across its supply chain, AMG utilizes a software-based risk assessment tool from Dow Jones, among other

resources and processes. We use the tool to screen potential and existing suppliers for corruption risk and other compliance concerns.

AMG provides regular training for its employees on compliance issues, including anti-bribery and anti-corruption, anti-trust and competition law, cybersecurity, the COBC, and the **Speak Up & Reporting Policy**. AMG's compliance officers and Internal Audit function monitor compliance through vigorous implementation of the Speak Up & Reporting Policy.

AMG encourages its employees and other stakeholders to raise concerns regarding possible non-compliance through its reporting channels. These include the confidential Speak Up Portal, an independently run, web-based tool that employees and other stakeholders can use to make anonymous reports online.

Our Speak Up & Reporting Policy explains how everyone can raise concerns about suspected misconduct anonymously, in confidence, and without fear of retaliation. The Policy outlines how reports are investigated as well as the follow-up process, so those who speak up know what to expect from AMG. Employees are entitled to protection from retaliation for having, in good faith, made a complaint by filing a report, disclosed information relating to a report, or otherwise participated in an investigation relating to a report filed.

AMG's Speak Up & Reporting Policy is accessible in five languages, published on the AMG corporate website, prominently displayed at every AMG location, and emailed to all employees with email addresses around the world. Our COBC – on which all employees receive training – sets out the Speak Up procedure as well.

For more information on AMG's governance, ethics, and compliance activities, see its [2024 Annual Report](#).

Risk management

AMG takes a proactive approach to identifying and mitigating risks, maintaining a formal and thorough Enterprise Risk Management (ERM) program. We communicate on a day-to-day basis regarding risk, with active dialogue between our executive leadership and business unit leadership. As our business units identify risks, a formal Internal Risk Committee considers them, reviewing such risks on a quarterly basis and assigning a risk rating to each one. The Committee presents a summary of key risks to AMG's Management Board and to the Audit and Risk Committees of the Supervisory Board each quarter. These Supervisory Board Committees then report to the overall Supervisory Board. Where

applicable, the Internal Risk Committee works with business unit managers to develop robust risk mitigation strategies.

The ERM program integrates the consideration of sustainability-related impacts, risks, and opportunities into oversight of AMG's strategy, major transaction decisions, and risk management processes. To protect the environment, the ERM program applies the precautionary principle to determine when threats of serious or irreversible damage exist due to our current or future operations and, without delay, requires the implementation of cost-effective measures to prevent environmental degradation.



In 2024, we managed risks including climate risk, human rights and labor risks, other third-party and supply chain risk, and cybersecurity risk. Some of these are discussed below.

For more information on AMG's ERM program, see the [2024 Annual Report](#).

Climate risk: AMG considers climate-related risk as a part of its ERM program. In 2023 and 2024, we conducted an assessment of our climate-related physical and transition risks and opportunities, including scenario analysis. The assessment resulted in an understanding of climate-related risks and opportunities for our operations and key upstream value chain, which supports our commitment to analyzing and addressing climate risks and opportunities.

AMG plans to conduct a climate risk assessment periodically to maintain current insights on climate-related risks and opportunities.

For more information on the climate-related risks and opportunities assessment, see AMG's [2024 Annual Report](#).

Information security risk: AMG maintains a robust program to protect the company's information security. AMG's Global Information Security Officer oversees the program, with direct reporting to AMG's Chief Financial Officer (CFO) – a member of the AMG Management Board – and the Supervisory Board's Audit Committee on an annual basis.

AMG's corporate IT Security Policy is informed by the International Organization for Standardization (ISO) 27000 standard and the U.S. National Institute of Standards and Technology (NIST) framework. The company communicates this Policy to the IT/information security team or function at each AMG business unit and provides guidelines for its use in creating local policies. AMG conducts regular audits of each business unit's IT security systems and practices, in conjunction with the Internal Audit function. AMG also conducts information security due diligence on key third parties, including cloud services and external service managers.

With systems and operations in many regions of the world, AMG ensures information security in a locally tailored manner, responding to the specific activities and needs of our sites and relevant regulations.

To ensure the protection of sensitive data, AMG enforces the European General Data Protection Regulation (GDPR) and applies other local regulations and standards, as relevant.

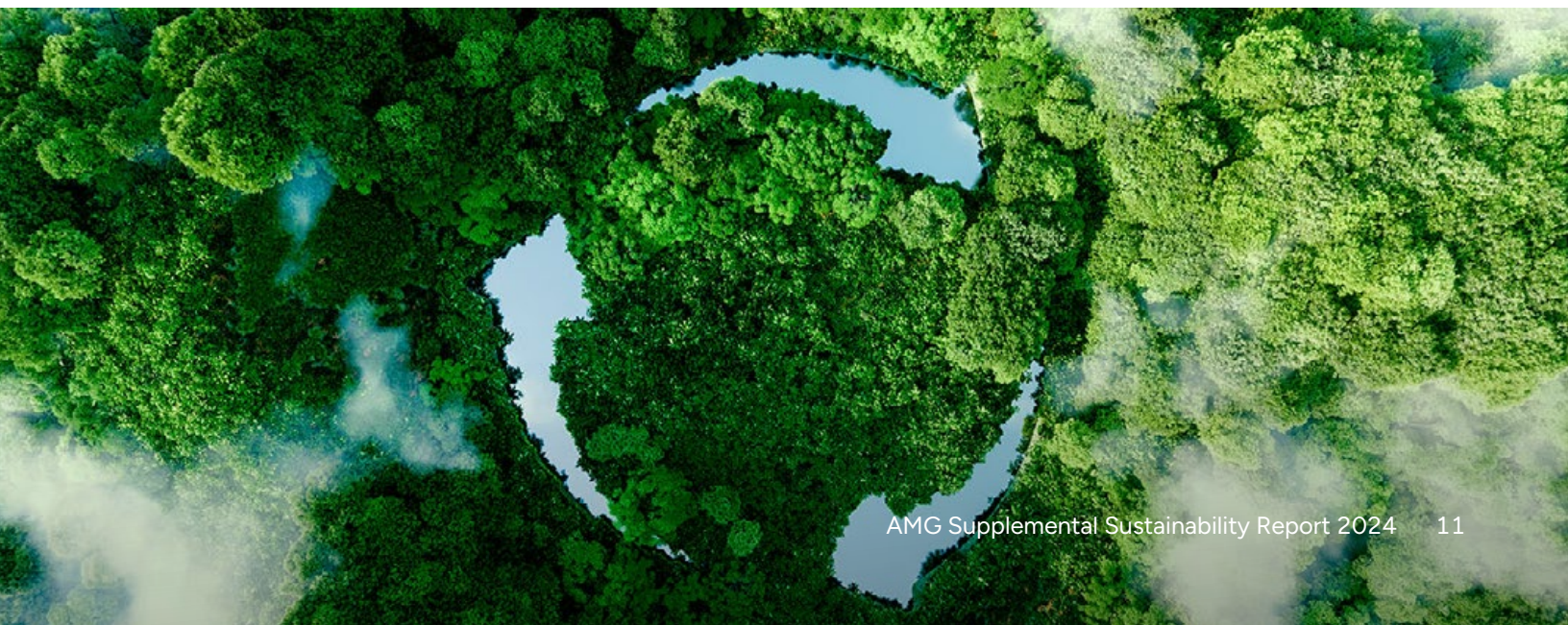
Each AMG business unit conducts its own employee training on information security, customized to its regional environment and operational needs. In addition, AMG provides annual training for all employees globally on key general topics related to information security.

ESG Oversight & Management

AMG embraces the definition of corporate social responsibility set out by the World Business Council for Sustainable Development: “to behave ethically and contribute to economic development while improving the quality of life of the workforce and their families as well as of the local community and society at large.”

For AMG, this translates into three main objectives:

- Be responsible stewards of the environment;
- Meet or exceed regulatory standards through sound business practices; and
- Target industrial activities contributing to greenhouse gas (GHG) reduction through the circular economy or technologies enabling partners to save energy.



ESG-related policies

Our business units have a significant amount of operational independence, with the company providing a coordinated approach to adherence to our ESG strategy. Related policies include the:

- [Code of Business Conduct \(COBC\)](#)
- [Anti-Bribery, Anti-Corruption and Conflicts of Interest Policy](#)
- [Speak-Up & Reporting Policy](#)
- [Supplier Code of Conduct](#)
- [Human Rights Policy](#)
- [Health & Safety Policy](#)
- [Diversity & Inclusion Policy](#)
- [Stakeholder Engagement Policy](#)
- [Environmental Policy](#)

Oversight & management

AMG's Supervisory Board oversees implementation of the sustainable long-term value-creation strategy of AMG. It regularly discusses the strategy and any associated principal risks, and oversees the Management Board.

In 2023, AMG created a new committee within the Supervisory Board to monitor sustainability: the Safety, Sustainability, and Science (3S) Committee.

The 3S Committee oversees policies related to environmental, health, and safety risks. Its activities include ensuring AMG's compliance with the EU Corporate Sustainability Reporting Directive (CSRD). The Chair of 3S updates the Supervisory Board on sustainability-related matters on a quarterly basis, as a function of Supervisory Board meetings.



Battery-grade lithium hydroxide refinery opening in Bitterfeld, Germany on September 18, 2024

The Management Board, which meets biweekly, is responsible for incorporating our sustainability agenda into the company strategy.

The Management Board considers sustainability in major transaction decisions and within the company's ERM process. The Board consists of AMG's Chief Executive Officer (CEO), Chief Operating Officer (COO), CFO, and Chief Corporate Development Officer.

Given our focus on sustainability, overall ownership of sustainability is with the CEO.

The annual bonus calculations for the four Management Board members incorporate ESG measures, specifically:

- Lost time incident rate;
- Enabling CO₂ reduction; and
- CO₂ intensity.

AMG's Senior Vice President (SVP) of Corporate Environment, Health, Safety, and Sustainability (EHSS) regularly informs the Management Board about the company's EHSS performance and reports quarterly to the 3S Committee.

Stakeholder engagement

AMG utilizes regular stakeholder engagement to inform its sustainability strategy. The Stakeholder Engagement Policy provides a framework for identifying key stakeholders and engaging them to enhance communication, collaboration, and mutual understanding. We seek and are open to feedback on the topics that matter to our stakeholders, particularly sustainability aspects of our strategy.

For more information on how AMG's leadership provides oversight on sustainability and climate issues, see its [COBC, 2024 Annual Report](#), and [website](#).



Environment

Environmental Stewardship

AMG's operations include production facilities, mines, and administrative offices. Given its decentralized nature, the sections below describe AMG's general approach to environmental management for its production facilities and include environmental concerns that are specific to its mining operations, namely tailings management, site closure, and rehabilitation.



AMG Brasil – Nazareno, Brazil

Environmental policy & management systems

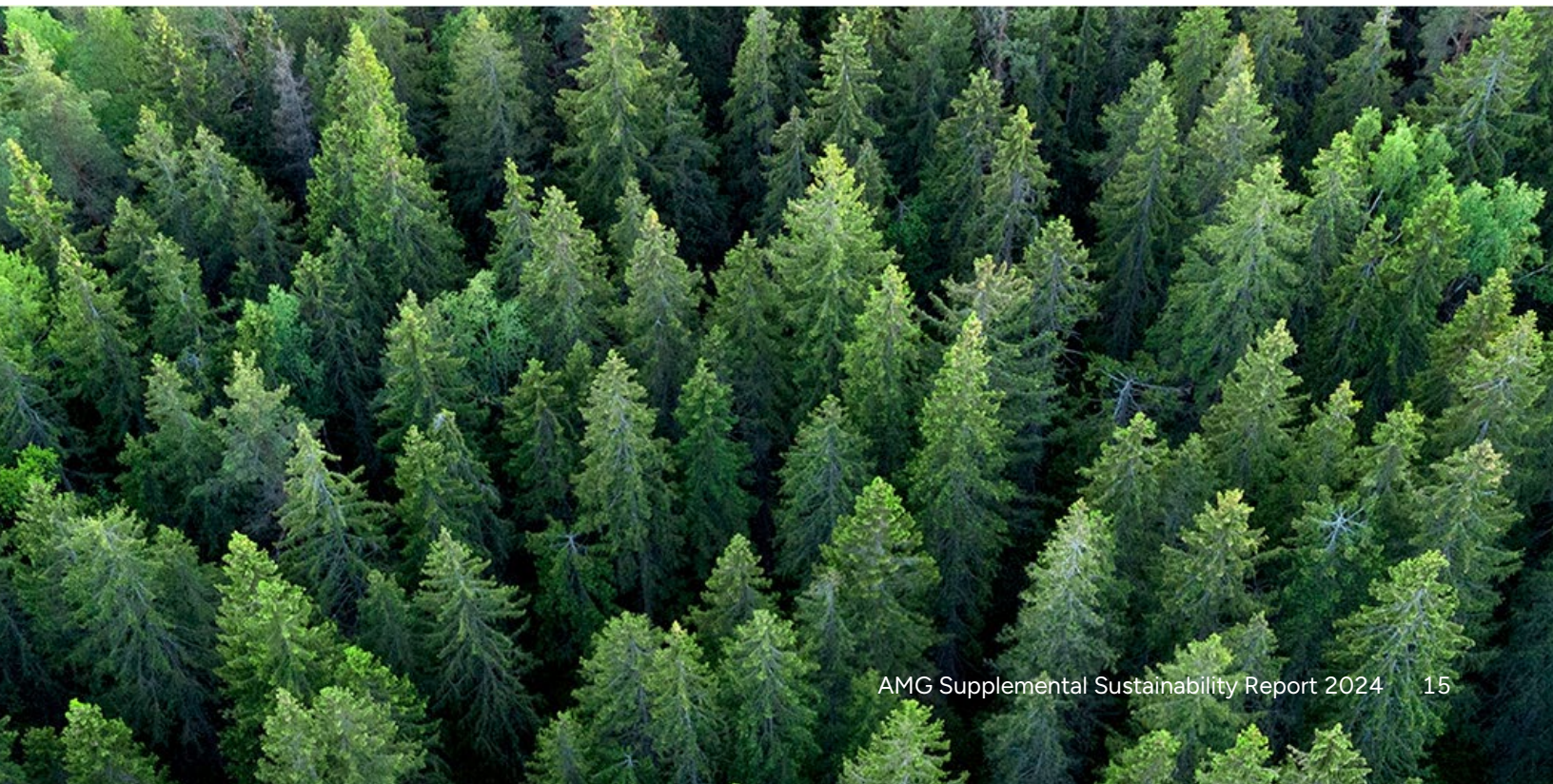
AMG is committed to creating environmental awareness across the company, which is necessary to achieve its sustainability objectives. As a matter of policy, we are committed to communicating on our progress to stakeholders.

Policies: In 2024, AMG updated its existing publicly available [Environmental Policy](#). The Policy promotes responsible environmental stewardship and supports our efforts to achieve our sustainable development objectives. The Policy reinforces in writing our commitments and strategies related to GHG emissions reduction, efficient resource use and circular economy, water conservation, water recycling, biodiversity, and product stewardship.

We have communicated the Policy throughout the company and conducted training on the

Policy for the heads of each business unit and their respective EHSS professionals. These leaders are responsible for developing business-specific guidelines that align with the Policy and the environmental issues that relate to their operations.

Other policies relevant to environmental stewardship include AMG's [Supplier Code of Conduct](#), established in 2024, which suppliers are required to read and acknowledge understanding. The Code promotes ethical, sustainable, and responsible practices, and notes our expectations of environmental responsibility by our suppliers, including responsible use of energy and water, and having procedures in place to identify and minimize environmental impacts. The Code specifies our procedures for any case of environmental non-compliance by a supplier.



Management: AMG’s Corporate EHSS department is responsible for tracking, coordinating, and reporting progress on the company’s key environmental programs. The department collects and internally audits environmental data from production facilities once per year and uses the information to assess key performance indicators and potential opportunities for improvement. If an environmental aspect at an AMG site develops into a significant business risk, the business unit’s head of EHSS notifies the SVP of Corporate EHSS for additional support.

Environmental management systems: AMG’s production facilities leverage environmental management systems (EMS) to develop and implement environmental management programs based on globally recognized standards. AMG business units internally audit their EMS on an annual basis, and sites with a third-party-certified EMS are subject to external audits each year. Of our 28 production facilities, 15 have ISO 14001-certified environmental management systems. This represents a 54% certification rate.

As appropriate, our business units integrate their EMS with other systems, such as energy (ISO 50001), quality (ISO 9001), and health and safety (ISO 45001) management systems.

Emergency response plans: Each AMG site maintains emergency plans that relate to its specific operations which include immediate actions to be taken in the case of hazardous substance incidents and other environmental incidents. Local EHSS managers are responsible for coordinating and implementing the emergency plans including conducting regular training and drills, such as fire alarms and simulated spills.

AMG business units maintain alert systems for employees and other stakeholders to report emergencies or other incidents, and they maintain relationships with local emergency responders to facilitate prompt communication with communities in cases of emergency.

*For more on our emergency response plans, see the **Occupational Health & Safety** section of this report.*



54%

of AMG’s production facilities have environmental management systems certified to ISO 14001

AMG ISO Certifications*

* As of December 31, 2024

Segment	Site Name	Location	ISO 9001	ISO 14001	ISO 45001	ISO 50001
AMG Lithium	AMG Brazil S.A.	Nazareno, Brazil				
	AMG Brazil S.A.	São João del Rei, Brazil	✓	✓	✓	
	AMG Lithium	Frankfurt, Germany	✓	✓		
AMG Vanadium	AMG Aluminum	Sanming, China	✓	✓	✓	
	AMG Aluminum	Kentucky, USA	✓		✓	
	AMG Aluminum	Washington, USA	✓			
	AMG Vanadium	Cambridge, Ohio, USA	✓	✓	✓	
	AMG Vanadium	Zanesville, Ohio, USA				
	AMG Alpoco	Anglesey, UK	✓	✓	✓	
	AMG Chrome	New Castle, Pennsylvania, USA				
	AMG Chrome and AMG Aluminum	Rotherham, UK	✓	✓	✓	
	AMG Titanium	Brand Erbisdorf, Germany	✓	✓	✓	✓
	AMG Titanium	Nürnberg, Germany	✓	✓	✓	✓
	AMG Titanium	New Castle, Pennsylvania, USA	✓			
	AMG Technologies	AMG Antimony	Chauny, France	✓	✓	✓
AMG Antimony		Lucette, France	✓	✓	✓	
AMG Graphite		Hauzenberg, Germany	✓		✓	✓
AMG Graphite		Qingdao, China	✓	✓	✓	
Bogala Graphite Lanka		Colombo, Sri Lanka	✓	✓	✓	
AMG Silicon		Pocking, Germany	✓			✓
ALD C&K		Suzhou, China	✓			
ALD Dynatech		Mumbai, India	✓		✓	
ALD France		Grenoble, France	✓			
ALD TT USA		Michigan, USA	✓			
ALD TT C&K		Suzhou, China	✓	✓		
ALD TT Mexico		Ramos Arizpe, Mexico	✓			
ALD Vacuum Technologies		Hanau, Germany	✓	✓		✓
ALD Vacuheat		Limbach, Germany	✓	✓	✓	✓
Total % with certification			89%	54%	54%	21%

Waste management

AMG is committed to maintaining waste management programs to support efficient use of raw materials, minimizing waste generation, increasing reuse, recycling, and minimizing landfill disposal.

AMG programs focus on the responsible management of both hazardous and non-hazardous waste streams. Our manufacturing sites reuse and recycle waste to conserve natural resources, reduce pollution, and save costs. Waste that cannot be recycled is disposed of in accordance with regulatory requirements at facilities licensed or approved to handle final disposal. Each AMG facility tracks the amount of hazardous and non-hazardous waste generated and disposed, and applies due diligence in selecting specialized vendors to collect waste and treat and/or dispose of it in accordance with local regulatory requirements and industry best practice.

Hazardous materials: Chemical products used at AMG are carefully monitored and the company follows procedures required by law to reduce risks of exposure to employees and the environment. Containers are labeled according to the Globally Harmonized System of Classification and Labeling of Chemicals (GHS) standard, and AMG conducts periodic inspections to monitor that materials are properly labeled and that storage tanks are equipped with containment basins to mitigate impacts in cases of overflows or leaks. Production facilities maintain safety operating procedures for each hazardous substance outlining the associated risks and how to respond in case of spill.

AMG provides training in the tracking and management of hazardous materials as needed based on employee responsibilities.



AMG programs focus on the responsible management of both hazardous and non-hazardous waste streams.

Tailings: AMG’s mining operations generate mineral residues called tailings. We store tailings in reservoirs with water. Tailings storage allows the solids to settle as water is removed through drains or evaporation.

AMG understands the potential environmental and safety impacts linked to the generation and handling of these materials. We recognize the need to manage the risk associated with tailings storage and have integrated industry best practices into our operations, consisting of comprehensive procedures and controls to minimize the potential for environmental impacts. Tailings management is the responsibility of the operational manager, who works to ensure that waste handling practices comply with the company’s internal guidelines and applicable environmental regulations.

Our approach to responsible management of tailings includes:

- Maintaining a knowledge base to support safe tailings management and inform decision-making;
- Managing risk for all phases of the lifecycle of tailings storage facilities, from design through construction, operation, monitoring, and closure;
- Preparing for emergency response to failures and long-term recovery at our tailings storage facility; and
- Publicly providing information to support accountability.

AMG mining operations are required to assess natural phenomena such as extreme flooding and seismic events and incorporate these factors into the design of tailings storage facilities. We are also required to monitor tailings dam seepage.



At AMG’s mining facility in Nazareno, Brazil, employees perform daily inspections of the tailings storage with results submitted to the National Mining Agency of Brazil. AMG manages the tailings dam in accordance with the National Dam Safety Policy which addresses the recommendations of the Global Industry Standard for Tailings Management. A specialized team is responsible for dam management and maintenance with support from external consultants in diverse disciplines. Every six months an independent third party conducts a safety audit of the structure and issues a Regular Safety Inspection Report. The dam is in compliance with strict legal and regulatory requirements and its stability has been attested through external audit.

AMG makes every effort to reduce the amount of tailings-related waste. In Nazareno we are launching a system for dewatering ore. By enabling a dry stacking approach to tailings storage, the system will reduce the volume of effluent that accompanies tailings.

Reuse & recycling: Just as it strives to manufacture products and technologies that align with the principles of the circular economy, AMG encourages its business units to transition away from the use of virgin resources and increase the use of recycled and renewable resources. We look for ways to eliminate waste and use recycled materials as product inputs. In particular, we innovate processes that allow us to take what was once considered waste, such as spent refinery catalyst, and extract critical materials necessary to make our products. AMG also reviews its manufacturing processes to identify non-sellable product streams for opportunities to innovate these materials into products our customers need.

For more information on AMG’s approach to circularity, see its [2024 Annual Report](#).



AMG’s proprietary V-CYCLE™ roasting and pyrometallurgical metal recovery process delivers substantial commercial value and environmental risk elimination for refinery partners. By responsibly recycling spent catalysts, we reclaim valuable metals, transforming them into ferrovandium and other alloys for the steel industry.

Water & effluents management

AMG uses water for its mining processes and other operations. Sustainability drives us to minimize negative impacts and maximize value globally, including by conserving water.

Water risk assessment: As part of AMG's environmental strategy it reviews operations exposed to water stress locations each year. In 2024, we conducted a broader assessment with an independent consultant to identify actual and potential water and marine resources-related impacts, risks, and opportunities. Results indicate that AMG's overall water-related risk is limited. Nonetheless, AMG considers water scarcity a global trend that is important to monitor and the right to water a fundamental human right. We therefore are committed to tracking our water use and monitoring our impact.

For more information on AMG's water risk assessment, see its [2024 Annual Report](#).

Water reuse: AMG encourages its business units to recycle wastewater. In our mining operations, we utilize water as process water and make efforts to reuse this water when possible.

Wastewater & effluents: Twelve AMG sites have permitted water discharges. Where required, we monitor wastewater discharges on a regular basis, covering chemical and physical analyses of the effluents, and the volume of aqueous effluents to local water sources. We report the results as required by local regulations. In 2024, there were no wastewater discharge impacts on local communities, and no material spills at any AMG site.



Water Reuse & Monitoring: Spotlight on AMG Brasil

AMG's mining operations in Brazil feature best practices in water reuse, monitoring, and treatment, as well as strong local partnership to protect water resources.

- **Reuse & recycling:** 70% of the mine's withdrawn water is recirculated.
- **Monitoring:** AMG Brasil's Water Resources and Effluent Management Program defines its monitoring practices to ensure legal and regulatory compliance in the treatment, monitoring, and final disposal of effluents.
- **Treatment:** AMG Brasil has installed a specialized treatment station to correct the pH of water before it is discharged to reduce the risk that acid rock drainage could pollute local ecosystems.
- **Partnerships:** AMG Brasil participates in the Rio Grande River Basin Committee, which considers actions to improve water management and help ensure water quality and availability in the area. AMG also works with the Brazilian Mining Institute as part of groups, events, and technical commissions to discuss new regulations, sector positioning, and problems and solutions related to water and effluent management in mining.



Mibra mine – Nazareno, Brazil

Non-GHG air emissions

AMG monitors and controls its non-GHG emissions to support air quality. Our attention to this area includes potential emissions of dust, particulate matter, heavy metals, volatile organic compounds (VOC), sulfur oxides (SOx), and nitrogen oxides (NOx). Where regulated non-GHG emissions occur from our operations, we maintain permits and ensure that effective pollution control systems are in place, inspected regularly, and operating.

We measure emissions to confirm that they are within permitted limits, engaging external experts as needed. Regular monitoring is conducted as appropriate based on the type of emission. Results are reported to environmental agencies or other governmental authorities in compliance with AMG's permits.

We monitor for potential impacts of odor and noise associated with our operations. Where odor may be an issue, we minimize it using gas scrubbers and odor abatement systems. Where noise may be an issue, we conduct periodic assessments of impacts on surrounding communities (engaging external vendors as needed), verify our compliance with legal and regulatory requirements, and where needed work with communities to take appropriate prevention and correction measures. Mitigation measures have included: installing silencing technology on motors and enclosures for machinery, planting trees and other vegetation, and work stoppage at night.

Biodiversity

When AMG operates in critical habitats – those that are rich in biodiversity and important to conservation – it applies stringent mitigation standards. AMG's position on areas of "High Conservation Value" is to limit development as much as possible. Our standards are aligned with relevant international standards including those set by the International Finance Corporation (IFC).

Biodiversity risk assessment: In 2024, AMG conducted an analysis of its exposure to biodiversity-related risk. We worked with an independent consultant and aligned the

process with the Taskforce on Nature-related Financial Disclosures' (TNFD) LEAP approach. The findings indicate that AMG's nature-related risk is limited.

For more information on AMG's biodiversity risk assessment, see the [2024 Annual Report](#).

Although our assessment indicates limited nature-related risk, our mining operations in Brazil conduct the following projects to monitor and mitigate disturbances as part of our overall Mine Closure and Recovery Plan:

Wildlife monitoring: Since 2016, AMG Brasil has monitored wildlife on a semiannual basis to assess its impacts on local biodiversity. We engage a specialized firm to conduct seasonal sampling campaigns during both the dry and rainy seasons. Through this monitoring we are able to track any impact on endangered species and have been able to confirm the renewed presence of several animal species, including the gray eagle (*Urubitinga Coronata*), that had previously been absent from the region.

Land rehabilitation: Operation and Environment managers at AMG Brasil are responsible for monitoring, annually updating, and executing the company's Mine Closure and Recovery Plan. The Plan covers landscaping and other measures to mitigate environmental impacts. It includes demobilizing the project's structures, revegetating areas that have been altered, and conducting long-term monitoring of water quality, soil conditions, vegetation, and the physical and geotechnical stability of any waste piles.

The Plan also indicates the financial resources necessary for demobilization and rehabilitation. AMG Brasil's Financial Controllership Area is responsible for the financial execution of the Plan.

The Plan's annual updates cover physical and financial progress towards the actions established for the recovery and closure of the mine's operational areas and structures. For each update, a report on the Plan is issued, which is communicated to government agencies and audited regularly by specialized third-party companies.

Local community engagement: We engage with the local community and the local authorities in developing the Mine Closure and Recovery Plan. Doing so enables AMG to determine community needs and select solutions that will both recreate the previous natural setting and meet the best interests of the community.



Collaborative Work to Restore a Freshwater Spring: The Nazáguas Project

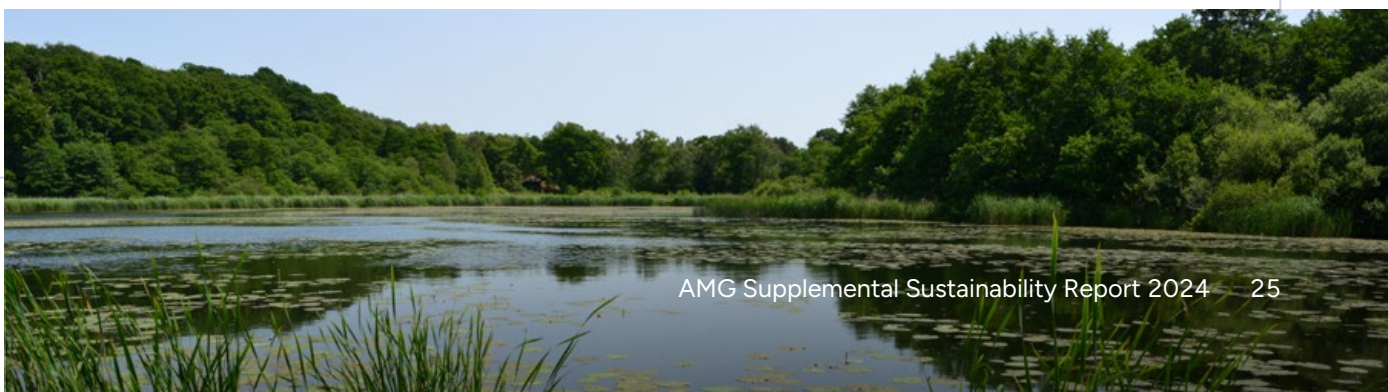
The Nazáguas project is a collaborative effort involving the Municipality of Nazareno, participating landowners, and AMG Brasil. Its primary goal, to be achieved over ten years, is to restore the forests in the Permanent Preservation Areas and legal forest reserves of the Atlantic Forest Biome. This will be achieved by reintroducing native vegetation to these regions, which will help restore the local ecosystem, conserve and protect the soil, and safeguard the water sources of the Ananias Stream basin. This basin plays a crucial role in supplying water to Nazareno and mitigating climate change impacts.

The project involves recovering the areas surrounding the springs by planting native trees and implementing measures to accelerate forest regeneration and natural succession. To ensure the physical protection of these areas, the project includes the installation of barbed wire fences to prevent invasion and trampling by animals such as cattle and horses, which can hinder the revegetation process. It also aims to protect the areas from loggers and other intruders.

In this phase of the project, plans include the revegetation of ten hectares and the installation of 10,000 meters of barbed wire fencing over a period of five years. So far, in the initial two years, trees have been planted on four hectares, and 4,000 meters of fencing have been installed, with more than 3,000 trees of 25 native species introduced.

Additionally, the project encompasses technical monitoring, maintenance of the planted trees, pest control, fertilization, irrigation using gel, replanting of dead trees, management of remaining vegetation, and enrichment planting with seeds.

The results thus far have been promising, with low mortality rates among the planted trees, growth trends, the beginning of natural vegetation regeneration, and the return of native wildlife to the areas.



Climate Change

AMG is a global leader in specialized materials that limit the growth of atmospheric CO₂ levels by enabling energy savings. In keeping with our purpose as a company, we recognize our obligation to minimize the ways our own operations contribute to climate change, and we strive for year-over-year reductions in emissions.



Management & oversight

AMG's Management Board and Corporate EHSS department are responsible for overseeing and managing the company's GHG emissions, its energy use, and its product innovation in support of the green economy.

The Management Board is guided by AMG's commitment to reducing GHG emissions when defining and implementing the company's strategic objectives.

GHG emissions

In previous years, AMG has reported its target of achieving a **20% reduction of direct (i.e., Scope 1 and Scope 2) GHG emissions by 2030** from a 2019 baseline, adjusted for the startup of its Zanesville facility. **Our current performance indicates that this target has been achieved as of the end of 2024.**

As a result, and as we further progress our sustainability reporting based on the ESRS, we will consider communicating revised emission reduction targets in future annual reports.

AMG conducts a GHG emissions inventory each year. Our Scope 1, 2, and 3 GHG emissions are calculated based on an operational control approach in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. For its Scope 2 emissions, AMG calculates and reports both location-based and market-based emissions, the latter reflecting the acquisition of renewable energy via both power purchase agreements (PPAs) and renewable energy certificates (RECs).

In 2024, AMG secured limited assurance of its 2024 Sustainability Statement, which includes the GHG emissions inventory.

Reducing emissions: AMG intends to continue reducing its GHG emissions by acting upon specific levers for decarbonizing our activities. These are outlined in our Environmental Policy and include:

- Optimizing metallurgical processes to reduce the combustion of carbon-containing materials;
- Reducing electricity and natural gas use in our production facilities through energy management programs, which we encourage at all business units; and
- Expanding renewable energy sourcing through on-site electricity generation, PPAs, and covering energy use with RECs.

Additionally, AMG has integrated a double materiality principle into its capital allocation program to screen investment activities for potential future emissions.

Energy use

AMG promotes energy efficiency at its global operations and has implemented energy management systems at its larger operations to help conserve resources, address climate change, and reduce costs. Six of AMG's facilities are currently certified to the ISO 50001 standard for energy management systems.

AMG uses a software-based platform to aggregate its energy consumption data, enabling the company to track key performance indicators, such as its usage of each type of fuel.

To support our decarbonization strategy outlined above, AMG:

- Seeks opportunities to install solar PV arrays and generate its own renewable electricity on site, as it has done at its graphite facility in Hauzenberg, Germany;
- Utilizes hydropower in Brazil to generate much of the electricity needed for its operations in São João del Rei;
- Purchases RECs; and
- Sources renewable energy via PPAs to power its facilities at Anglesey and Rotherham, United Kingdom.

For more information on AMG's climate-related activities, see the [2024 Annual Report](#).



Product responsibility

We develop innovative, high-quality specialty products to enable our customers to meet their performance and energy savings goals. Expanding the company's environmentally beneficial, energy-saving product portfolio

is both a business strategy for AMG and a lever for saving energy in our own operations. To support this, AMG conducts life cycle assessments (LCAs) to determine the impacts and benefits of its products.

Climate-Beneficial Products

- **LIVA combination battery:** A Vanadium Redox Flow Battery for use in industrial and large-scale energy storage systems. Enables demand-side and supply-side power management, reducing energy costs and emissions.
- **Ferrovandium:** A steel-strengthening material AMG produces by recycling vanadium, an oil refining and power plant residue. AMG transforms this waste product into a valuable end product that enables the production of stronger steel with less iron and other raw materials. Steel strengthened with ferrovandium requires less energy-intensive processes than steel manufactured entirely from virgin material.
- **Lithium:** Our AMG Lithium unit is focused on the production and development of high-quality lithium-containing battery materials for the energy storage sector.
- **AMG's ECO₂RP portfolio:** A portfolio of 14 products that enable energy savings, verified by third-party LCAs. Products include thermal barrier coatings that enable fuel savings through higher operating temperatures in aircraft engines, and aluminum alloys that enable reduced fuel consumption through lightweighting.

Social

Our Employees

Our employees are the most valuable asset that we have. AMG is committed to achieving the highest standards of safety at all its production facilities, offices, and mining operations. The company also makes investments in its employees to enhance their skills, provide training in critical areas, and foster continuous professional development. We embrace a culture of diversity and inclusion, without discrimination and harassment. This applies to our way of working and the AMG Values, and is reflected in our practices and policies to create an environment where everyone has an opportunity to thrive and feel a sense of belonging.



Occupational health & safety

Nothing is more important to AMG than the safety, health, and well-being of its employees and their families. All injuries and occupational illnesses are preventable, and we firmly believe that there is no job worth doing in an unsafe manner.

Policies: AMG's publicly available [Health & Safety Policy](#) addresses impacts, risks, and opportunities linked to health and safety. The Policy states that AMG is dedicated to fostering a safe work environment through a range of commitments:

- **Management systems:** AMG conforms to the highest standards which include internationally recognized standards such as ISO 45001 occupational health and safety management systems;
- **Target setting:** Group companies annually identify or recommit to targets and initiatives aligned with strengthening the safety culture and improving safety-related performance;
- **Integration in HR processes:** We empower and demand that employees work safely, integrating health and safety performance evaluations into relevant staff appraisals and reward systems accordingly;

- **Transparency:** We assess and communicate performance metrics and targets, aiming for a lost time injury rate (LTIR) of zero;
- **Training:** We train the relevant employees in their safety-related responsibilities, using clear and multilingual instructions and information; and
- **Contractors:** We require contractors to manage health and safety programs related to work at AMG sites in line with the Policy and the guidelines of the respective AMG group.

AMG utilizes the U.S. Occupational Safety and Health Administration (OSHA) standard for Reporting and Recording Occupational Injuries and Illnesses as the basis for the definition of workplace injuries and illnesses.

We have a statement of safety commitment, and each of our business units has a set of safety programs, trainings, and management systems tailored to the needs of each site and regulatory environment. To uphold the highest standards of safety, our sites review and maintain their safety management systems through regular internal audits and participate in annual external audits when seeking certification.



Management: To facilitate oversight of safety from the corporate level, each AMG business unit produces a monthly safety report, which is consolidated into a management report for the AMG Management Board. In addition, AMG has instituted Safety Alerts for incidents that require immediate attention. When a site initiates a Safety Alert, their concern goes immediately to AMG’s SVP of Corporate EHSS and receives appropriate attention. AMG develops lessons learned from any safety incident that it then shares across the company as a method of education and prevention.

Of 28 AMG production facilities, 15 are certified to ISO 45001, the leading global standard for occupational health and safety. This represents a 54% certification rate.

Employees receive training in health and safety in a customized way, depending on each person’s role and the potential health and safety impacts they could face, as determined

by job hazard analysis. Trainings include use of personal protective equipment (PPE), handling hazardous substances, fire safety, and fall protection, among others. Training takes place at least yearly and more if appropriate. Managers are responsible for tracking training completion by employees, which is recorded using a software-based system.

Employees are trained on workplace hazard recognition. If a hazard or unsafe condition is identified employees have two options: mitigate the hazard, if it does not put them or others in harm’s way, or notify their supervisor of the unsafe condition for support on resolving the issue. For those conditions that cannot be readily mitigated, employees are isolated from hazard, and the condition is logged and tracked until a corrective action can be implemented. AMG employees are trained to report all injuries or illnesses that occur in the workplace to their supervisor.



54%

of AMG’s production facilities have Occupational Health & Safety Management Systems certified to ISO 45001

Emergency management: As discussed in the [Environmental Stewardship](#) section of this report, each AMG operation maintains emergency response plans. Plans cover the relevant topics for the facility, such as evacuation, environmental threats, accidents, fire protection, spills, and hazardous substances.

Selected employees receive training in fighting fire and other emergency response procedures to ensure they are prepared to respond.

We conduct simulation drills regularly for various environmental, health, and safety scenarios, such as fire and evacuation.

Systems to notify employees of an emergency or other incident include automatic detection systems, internal phones or alarm buttons near exits, and announced meet-up points. AMG

Brasil provides training to local community members for responding to a potential threat to health or safety related to its tailing dams.

In cases of an emergency incident not deemed a Safety Alert, EHSS managers at the business units provide a report to the CEO of the business unit, who may then engage with AMG's corporate management as needed. An investigation follows to identify the root cause, and business units develop an action plan to remedy the issue, including defined responsibilities. AMG also checks for the risk of similar incidents happening at other locations or facilities.

For more information on AMG's health & safety activities, see the Social section of the Sustainability Statement in its [2024 Annual Report](#).



Employment

AMG is committed to fostering a workplace where employees feel valued and empowered to succeed.

Policies: AMG updated several policies in 2024, including policies related to AMG’s own employees. Updates were made to include the latest due diligence requirements and ensure AMG’s implementation is aligned with international frameworks, such as the United Nations Guiding Principles on Business and Human Rights, the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

A key policy is the AMG **Human Rights Policy** which expresses the company’s responsibility to respect internationally recognized human rights and foster respect for human rights in relationship with business partners along the value chain. This includes zero tolerance for any form of discrimination or harassment. Our **Diversity & Inclusion Policy**, discussed later in this chapter, and our **Code of Business Conduct** (COBC), discussed in the **Governance** chapter, convey our commitment to equal opportunity and underscore our values and robust culture of compliance, mirroring AMG’s emphasis on business ethics to manage and mitigate our risks and secure a sustainable future.



AMG Aluminum awarded the Kentucky Governor’s Safety and Health Award – Henderson, Kentucky, USA

Management: At AMG, each business unit plays a leading role in managing its human resources. A centralized human resource function provides support for each site's efforts and locally relevant approaches. The Executive Vice President (EVP) of Human Resources is responsible for developing and executing global human resources strategies that align with business goals and driving talent acquisition, employee engagement, and organizational development. This role also oversees corporate communications, ensuring consistent messaging, enhancing the company's brand, and maintaining effective internal and external communications. Additionally, the EVP leads change management initiatives, fosters a positive workplace culture, and collaborates with leadership to support the company's growth and transformation.

Compensation & benefits: AMG offers comprehensive and competitive compensation and benefits packages. Benefits are tailored based on local requirements and, depending on each business unit's circumstances, can include health insurance, retirement plans, flexible work arrangements, and support for educational pursuits.

Professional development: AMG wants each employee to fulfill their potential. The COBC expresses the company's support for employee continuous learning, development, and merit-based promotion. With our decentralized structure, each business unit is empowered to lead programming for professional development that makes sense for its workforce and operations.

AMG supports employee development through leadership training, skills development programs, and a regular performance review process as determined by each business unit. Employees are encouraged to take responsibility for their development. Employees work with managers to set goals and objectives at least annually, fostering career growth in line with our commitment to internal mobility and career planning.



Employee engagement: AMG has established employee resource groups (ERGs) to empower its employees with a culture of mentorship and support, as well as to enhance employee engagement and promote diversity in leadership roles. All employees are invited to join our ERGs.

The Leadership ERG aims to cultivate the next generation of leaders within our organization. The Women in Networking (WIN) ERG provides a platform for women at AMG to connect, share experiences, and foster professional growth. ERGs meet on a quarterly basis online and are led by expert facilitators, with sessions including small group exchanges to build connections across business units.

An average of 100 employees attended each ERG session in 2024. We invite feedback from participants in the sessions, and in response to previous feedback have updated the structure of our sessions to provide greater benefits for employees.

To further foster community and engagement across our business units, AMG publishes a monthly employee newsletter, "The Loop." The newsletter provides industry highlights, recent awards, insights from individual employees about recent work and achievements, and

ways to send employee feedback to AMG leadership. The newsletter also provides reminders about the ERGs and related virtual events.

AMG also conducts employee satisfaction surveys. Results are reviewed by company leadership, who develop responses to expressed needs. For example, AMG established the ERGs in response to survey findings on a desire for mentoring and sponsorship.

While surveys have historically focused on managers, AMG's 2024 employee satisfaction survey was expanded to include all employees across the company. Over 60% of AMG employees elected to participate in this survey. The results showed that 78% of employees reported a strong engagement level, which is high compared to benchmarks. Results also emphasized that employees see ethical behavior as a priority, many reported a positive relationship with their coworkers and immediate managers, and many believe AMG is able to react to innovate and adjust to customer needs.

For more information on AMG's employment activities, see the Social section of the Sustainability Statement in its [2024 Annual Report](#).



AMG Brasil attending a "Body in Motion" event to increase participation in and raise awareness about the importance of staying active

Diversity & inclusion

The diverse experiences, backgrounds, cultures, and perspectives among AMG's employees create a foundation for success and growth in the global market. We view our diversity as an asset in each of our communities, and we are committed to diversity and inclusion in our practices and policies.

Policies: AMG's **Diversity & Inclusion Policy** promotes a culture of diversity and inclusion for all employees globally. The Policy outlines company diversity targets and our commitment to non-discrimination and anti-harassment.

Management: The Management Board and the Supervisory Board support the initiatives that are reflected in our Diversity &

Inclusion Policy. To guide this work, AMG has created a Corporate Diversity and Inclusion Council, which reports to the Chairman of the Management Board. The Council's role is to focus on creating awareness of diversity throughout AMG, initiate actions to drive diversity within AMG, and provide advice to the Management Board and to the management of AMG business units to implement the Diversity & Inclusion Policy and monitor diversity at a variety of levels within AMG. The Council comprises members of various departments across AMG, who bring a diversity of backgrounds and perspectives, and annually elects a new chair. The Council meets monthly and reports on its work to the Management and Supervisory Boards.



AMG at the Society of Women Engineers 2024 conference in Chicago, Illinois, USA

Talent pipeline & recruitment: AMG considers the importance of diversity in connection with recruitment, retention of employees, and succession planning for its entire workforce. We engage third-party talent recruitment firms to help us attract a diverse workforce by identifying strong, diverse candidates and ensuring a broad pool of applicants for all open positions.

AMG has established a scholarship at the Colorado School of Mines to support young women aspiring to enter the metals and mining industry. Additionally, AMG Technologies sponsors one student's higher education for one year through a nationwide scholarship program in Germany, known as Deutschlandstipendium. The scholarship enables a university education in science, technology, engineering, and mathematics.

AMG's participation in these scholarship programs allows the company to contribute to fostering the next generation of skilled professionals and diversifying talent in our field, reflecting the company's commitment to the future of science and technology and providing opportunities for underrepresented individuals.

*For key data about the diversity of AMG's workforce, see the **ESG Data Tables** at the end of this report. For more information on AMG's diversity and inclusion activities, see the Social section of the Sustainability Statement in the **2024 Annual Report**.*



We support the

**Deutschland
STIPENDIUM**

Community Engagement

AMG respects the cultures, lifestyles, and heritage of the local communities in which it operates. We are committed to making a lasting, positive contribution to the countries and communities where we work. We treat our stakeholder communities with dignity and respect and have zero-tolerance for threatening behavior, violence, sexual exploitation, or abuse. We continuously support these principles by engaging with our local communities, working to communicate transparently and honestly, and striving for mutual agreement on how to achieve sustainable local development. Wherever possible, we endeavor to extend our values and principles to our suppliers and contractors.



Interaction with communities

Policies: AMG believes that maintaining enduring and healthy relationships with the communities where it works is important to its success around the world. Some of AMG's businesses have operated for more than a century, have employed generations of families, and are a significant component of their communities and local economies. Our **Stakeholder Engagement Policy** outlines our commitment and approach to engaging with our key stakeholders, including our local communities.

Management: The approach of our Brazilian operations is a notable example of our efforts in community engagement. AMG Brasil's General Manager of Health, Safety, Environment and Quality, General Manager of Human Resources and Social Responsibility, Environmental Manager, and Human and Organizational Development Supervisor

oversee communication and collaboration with the community. The AMG Brasil team works closely with local leaders in both formal and informal ways, nurturing a direct relationship that allows for easy, efficient communication with company representatives. AMG Brasil holds an annual consultation with the mayors of its neighboring communities, and all community members can reach AMG Brasil directly through contact information published on the company website in both English and Portuguese.

In addition, as required by law, AMG Brasil holds public hearings as part of the environmental licensing process for projects. Community feedback is incorporated in the environmental feasibility analysis of projects. Beyond fulfilling its legal obligations, AMG regularly consults with and informs the local community about new projects.



Local hiring: AMG is committed to and invests in local hiring across all its businesses. For example, at AMG Brasil, the company invites approximately 80 young community members to serve as interns, in addition to maintaining a robust apprentice program for local youth, and offering a technical course available to the local workforce. On average, 32% of interns are hired as AMG Brasil employees, and 40% of participants in the apprentice program join as either interns or employees. At our operations in São João del Rei, 92% of employees have been hired from local communities, and at our operations in Nazareno, 74% of employees have been hired from local communities, as of the end of 2024.

Community support: It is one of AMG's sustainable development objectives that the company be a valued member of the local economy, community, and society by contributing to solutions to address some of the fundamental environmental and social challenges facing society today. One example of putting this into practice is the AMG Brasil team's relationship with local communities, which enables the company to provide services and support that are truly responsive to community needs. In 2024, we invested in organizations that assist people with disabilities and supported the construction of an adaptive playground, an interaction room for people with autism, and the hiring of health professionals.

Cooperation with City of Nazareno

Another cooperative initiative with local communities in Brazil is the Socio-Environmental Institutional Action Agreement that we have developed with the City of Nazareno, establishing a partnership that aims to benefit the entire community. As part of the agreement, AMG Brasil has provided the following in support of the Nazareno municipality and public:

- Support for the Nazáguas Project (discussed further in the [Environmental Stewardship](#) chapter of this report);
- Supply of crushed stone;
- Construction of an ecological park;
- Training for local labor; and
- Paving and other road improvements.

Labor & human rights

Policies: AMG embraces its responsibility to respect internationally recognized human rights. Since 2009, AMG has been a signatory of the United Nations Global Compact. Our human rights commitment is outlined in several formal policies, including the [Human Rights Policy](#), [Speak Up & Reporting Policy](#), [Supplier Code of Conduct](#), and the [Stakeholder Engagement Policy](#). In addition, our [Modern Slavery Act Statement](#) and the [Code of Business Conduct](#) emphasize the importance of aligning our business with the UN Guiding Principles on Business and Human Rights.

Our Human Rights Policy lays out AMG's general approach to human rights due diligence, including processes and mechanisms to monitor its compliance. AMG encourages employees and other stakeholders to raise any related concerns through its reporting channels without fear of retaliation.

Employees and other stakeholders can use the independently run, confidential Speak Up hotline to make anonymous reports.

Labor practices: It is important to AMG that it provides consistent and competitive employment opportunities. We offer fair wages and the opportunity to work for a company that treats its employees ethically. By offering gainful career opportunities and compensation that can exceed average local wages, AMG helps its communities to thrive.

AMG invests in employees by providing training in the health, safety, and technical skills required to do its critical work. This training provides our employees with life skills that can be used beyond AMG and can contribute to improvements for its communities.



Sustainable supply chain

AMG proactively manages supply chain risk to procure materials in a responsible way and foster best practices within our supply chain.

Policies: All of AMG's suppliers must adhere to the **Supplier Code of Conduct**, which sets expectations for suppliers in the areas of business integrity and anti-corruption, human rights, health and safety, and environmental management, among other priorities.

As stated in AMG's **Diversity & Inclusion Policy**, the company expects partners to support and respect AMG's principles in this matter to promote diversity and inclusion.

AMG has established a Conflict Minerals Policy regarding the company's engagement and due diligence with suppliers to prevent the purchase of any raw materials containing tantalum, niobium, or tin that actually or possibly originate from conflict areas. The Policy specifies our requirements for a

certificate of origin and our support for the elimination of money laundering connected to extracting minerals, as well as our course of action when we identify a reasonable risk linked to a supplier.

Due diligence: To conduct due diligence across its supply chain, AMG utilizes Dow Jones Risk and Compliance, a web-based risk assessment tool, to screen existing and potential vendors for concerns including adverse media, regulatory non-compliance, human rights violations, and competitive financial issues. AMG reviews each issue to inform vendor selection decisions and to monitor the integrity of its supply chain.

*For more information on AMG's community and supply chain-related activities, see the Social section of the Sustainability Statement in its **2024 Annual Report**.*



Appendix

GRI Content Index

Statement of Use: AMG has reported the information cited in this GRI content index for the period January 1, 2024–December 31, 2024 with reference to the GRI Standards.

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT ANSWER
General Disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	<p>Legal name: AMG CRITICAL MATERIALS N.V.</p> <p>Nature of ownership and legal form: AMG is a publicly traded company under the Euronext: AMG</p> <p>Location of headquarters and countries of operations: 2024 Annual Report, page 63</p>
	2-2 Entities included in the organization's sustainability reporting	AMG Critical Materials N.V. and subsidiaries. Please revert to Trade Register filing dated February 5, 2025 for a full list of subsidiaries of the AMG Group.
	2-3 Reporting period, frequency and contact point	<p>a: Calendar 2024, Annual</p> <p>b: January 1st, 2024–December 31st, 2024</p> <p>c: April 2025</p> <p>d: esg@amg-nv.com</p>
	2-4 Restatements of information	No restatements of information have been made in the reporting period
	2-5 External assurance	Our 2024 GHG Emissions Inventory (Scopes 1, 2, and 3) received limited assurance
	2-6 Activities, value chain and other business relationships	<p>About AMG, page 5</p> <p>2024 Annual Report, pages 67-68</p>
	2-7 Employees	Social Data Tables, page 53

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT ANSWER
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Corporate Governance, page 7 ESG Oversight & Management, page 11 2024 Annual Report , pages 71-72 Corporate Governance Webpage
	2-10 Nomination and selection of the highest governance body	2024 Annual Report , page 42 Corporate Governance Webpage
	2-12 Role of the highest governance body in overseeing the management of impacts	ESG Oversight & Management, pages 12-13 2024 Annual Report , pages 39-40 and 44
	2-13 Delegation of responsibility for managing impacts	ESG Oversight & Management, pages 12-13 2024 Annual Report , pages 44 and 71-72
	2-14 Role of the highest governance body in sustainability reporting	ESG Oversight & Management, pages 12-13 2024 Annual Report , pages 44 and 71-72
	2-15 Conflicts of interest	AMG Anti-Bribery, Anti-Corruption and Conflicts of Interest Policy 2024 Annual Report , pages 110-112
	2-16 Communication of critical concerns	Corporate Governance, pages 8-9 2024 Annual Report , pages 127 Corporate Governance Webpage
	2-18 Evaluation of the performance of the highest governance body	2024 Annual Report , page 40
	2-19 Remuneration policies	AMG Remuneration Policy Supervisory Board AMG Amendment Remuneration Policy
	2-20 Process to determine remuneration	2024 Annual Report , pages 43-44 Corporate Governance Webpage
	2-21 Annual total compensation ratio	2024 Annual Report , page 57
	2-22 Statement on sustainable development strategy	Letter from the CEO, page 3
	2-23 Policy commitments	Corporate Governance, page 8 ESG Oversight & Management, page 12 Environmental Stewardship, page 15 Our Employees, pages 31 and 34 Community Engagement, page 40 2024 Annual Report , page 78 Corporate Governance Webpage
	2-24 Embedding policy commitments	Corporate Governance, page 8 ESG Oversight & Management, page 12 Environmental Stewardship, page 15 Our Employees, pages 31 and 34 Community Engagement, page 40 2024 Annual Report , page 78 Corporate Governance Webpage

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT ANSWER
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	<u>AMG Code of Business Conduct</u> <u>AMG Speak Up & Reporting Policy</u>
	2-27 Compliance with laws and regulations	Corporate Governance, pages 8-9 Governance Data Table, page 54 <u>2024 Annual Report</u> , pages 41-42
	2-28 Membership associations	<u>2023 Annual Report</u> , pages 60-61
	2-29 Approach to stakeholder engagement	ESG Oversight & Management, page 13 <u>2024 Annual Report</u> , pages 68-69 <u>AMG Stakeholder Engagement Policy</u>
	2-30 Collective bargaining agreements	<u>2024 Annual Report</u> , page 102
Specific Disclosures		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<u>2024 Annual Report</u> , page 62
	3-2 List of material topics	<u>2024 Annual Report</u> , page 70
	3-3 Management of material topics	<u>2024 Annual Report</u> , pages 79-113
GRI 101: Biodiversity 2024	101-2 Management of biodiversity impacts	Environmental Stewardship, pages 23-25 <u>AMG Environmental Policy</u>
	101-4 Identification of biodiversity impacts	Environmental Stewardship, page 23 <u>2024 Annual Report</u> , page 76
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Corporate Governance, page 8 <u>2024 Annual Report</u> , page 113
	205-3 Confirmed incidents of corruption and actions taken	Corporate Governance, page 8 <u>2024 Annual Report</u> , page 113
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Data Tables, page 49 <u>2024 Annual Report</u> , page 89
	302-3 Energy intensity	Environmental Data Tables, page 50 <u>2024 Annual Report</u> , page 89
	302-4 Reduction of energy consumption	Climate Change, page 28 <u>2024 Annual Report</u> , pages 87-89
	302-5 Reductions in energy requirements of products and services	Climate Change, page 29 <u>2024 Annual Report</u> , pages 16-17
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Environmental Stewardship, pages 21-22
	303-2 Management of water discharge-related impacts	Environmental Stewardship, pages 21-22

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT ANSWER
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	Environmental Data Tables, page 51
	303-4 Water discharge	Environmental Data Tables, page 51
	303-5 Water consumption	Environmental Data Tables, page 51
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental Data Tables, page 49 2024 Annual Report , page 92
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental Data Tables, page 49 2024 Annual Report , page 92
	305-3 Other indirect (Scope 3) GHG emissions	Environmental Data Tables, pages 49-50 2024 Annual Report , page 92
	305-4 GHG emissions intensity	Environmental Data Tables, page 50 2024 Annual Report , page 92
	305-5 Reduction of GHG emissions	Climate Change, page 27 2024 Annual Report , pages 86-88
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Environmental Data Tables, page 50
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Environmental Stewardship, pages 18-20
	306-3 Waste generated	Environmental Data Tables, page 51
	306-4 Waste diverted from disposal	Environmental Data Tables, page 52
	306-5 Waste directed to disposal	Environmental Data Tables, page 52
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Community Engagement, page 43 AMG Supplier Code of Conduct
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	2024 Annual Report , page 101 2024 employee turnover: 530 employees (14.5%)
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Employees, page 35
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Our Employees, pages 31-32 2024 Annual Report , pages 78, 100, and 104
	403-2 Hazard identification, risk assessment, and incident investigation	Our Employees, page 32
	403-5 Worker training on occupational health and safety	Our Employees, pages 31-32 2024 Annual Report , page 78 and 100 Health & Safety Policy

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT ANSWER
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	Our Employees, page 31
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<u>AMG Supplier Code of Conduct</u>
	403-8 Workers covered by an occupational health and safety management system	Our Employees, pages 31-32 <u>2024 Annual Report</u> , page 104 In 2024 1,713 AMG employees (47%) were covered by an occupational health and safety management system certified to ISO 45001
	403-9 Work-related injuries	Social Data Tables, page 53 <u>2024 Annual Report</u> , page 104
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Our Employees, page 35
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Our Employees, pages 37-38 Social Data Tables, page 53 <u>2024 Annual Report</u> , page 102
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Engagement, pages 40-41
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Community Engagement, page 43 <u>AMG Supplier Code of Conduct</u>

Environmental Data Tables^{1, 2}

METRIC	Units	2022	2023	2024
Energy³				
Total Energy Consumption⁴	Mwh	960,215	657,024	748,227 (HHV) 732,805 (LHV)
Total Non-Renewable Fuel Consumed ⁴	Mwh	258,692	255,694	263,302 (HHV) 247,880 (LHV)
Purchased Third-Party Electricity/Heat	Mwh	670,782	373,621	442,080
Renewable Energy from Power Purchase Agreement	Mwh	17,712	12,831	21,221
Renewable Energy Credit (REC)	Mwh	2,684	2,874	10,974
AMG Owned Renewable Energy Consumed	Mwh	10,345	12,004	10,650
AMG Owned Renewable Energy Generated	Mwh	18,345	20,658	19,365
Emissions				
Scope 1 GHG Emissions (CO₂e)	mt	203,631	129,280	153,063
Scope 2 (Location-Based) GHG Emissions (CO₂e)	mt	221,899	138,018	168,806
Scope 2 (Market-Based) GHG Emissions (CO₂e)	mt	215,380	131,187	158,483
Total Scope 1 + Scope 2 (Market-Based) GHG Emissions (CO₂e)	mt	419,011	260,467	311,546
Total Scope 3 (Gross Indirect) GHG Emissions (CO₂e)⁵	mt	913,445	1,140,172	1,152,196
Purchased Goods and Services (Category 1)	mt	709,202	998,787	1,003,371
Capital Goods (Category 2)	mt	12,553	33,598	9,328

¹ 2022 and 2023 data reflect all AMG facilities (offices and production).

² 2024 data reflects AMG production facilities (see AMG's [2024 Annual Report](#), page 63, for details).

³ For additional energy data, see AMG's [2024 Annual Report](#), pages 88-89.

⁴ 2022 and 2023 values are calculated using HHV. 2024 values are calculated using LHV in addition to HHV to align with ESRS disclosure requirements.

⁵ AMG's 2024 Total Scope 3 (Gross Indirect) GHG Emissions (CO₂e) are calculated using emission factors from the following sources:

- ecoinvent
- US Environmental Protection Agency's (EPA) Environmentally Extended Input-Output (EEIO) model dataset
- U.K. Department for Environment Food and Rural Affairs (DEFRA) Well-to-Tank (WTT) emission factors
- International Energy Agency (IEA) Life Cycle Upstream Emission Factors
- US EPA Emission Factors for Greenhouse Gas Inventories (12 September 2023)

METRIC	Units	2022	2023	2024
Fuel and Energy-Related Activities (Not Included in Scope 1 or Scope 2) (Category 3)	mt	89,587	18,164	13,845
Upstream and Downstream Transportation and Distribution (Categories 4 and 9)	mt	80,075	80,280	115,158
Waste Generated in Operations (Category 5)	mt	14,859	9,342	10,494
Business Traveling (Category 6)	mt	1,679	Not applicable	Not applicable
Employee Commuting (Category 7)	mt	5,490	Not applicable	Not applicable
Upstream Leased Assets (Category 8)	mt	Not applicable	Not applicable	Not applicable
Downstream Transportation (Category 9)	mt	(Reported with Category 4)	(Reported with Category 4)	(Reported with Category 4)
Processing of Sold Products (Category 10)	mt	Not applicable	Not applicable	Not applicable
Use of sold products (Category 11)	mt	Not applicable	Not applicable	Not applicable
End-of-life Treatment of Sold Products (Category 12)	mt	Not applicable	Not applicable	Not applicable
Downstream leased assets (Category 13)	mt	Not applicable	Not applicable	Not applicable
Franchises (Category 14)	mt	Not applicable	Not applicable	Not applicable
Investments (Category 15)	mt	Not applicable	Not applicable	Not applicable
Total Scope 1 + Scope 2 (Location-Based) + Scope 3 GHG Emissions (CO₂e)	mt	1,338,975	1,407,470	1,474,065
Total Scope 1 + Scope 2 (Market-Based) + Scope 3 GHG Emissions (CO₂e)	mt	1,332,456	1,400,639	1,463,742
Particulates Discharged to Air	mt	118	148	120
SOx Emissions	mt	428	609	610
NOx Emissions	mt	157	184	181
GHG Emissions Intensity Per Net Revenue				
Total Scope 1 + Scope 2 (Location-Based) + Scope 3 GHG Emissions (CO₂e) Per Net Revenue	(tCO₂e/USD)	0.0008	0.0009	0.0010
Total Scope 1 + Scope 2 (Market-Based) + Scope 3 GHG Emissions (CO₂e) Per Net Revenue	(tCO₂e/USD)	0.0008	0.0009	0.0010
Net Revenue Used to Calculate GHG Emissions Intensity (in thousands)	USD	1,625,861	1,642,774	1,439,856

METRIC	Units	2022	2023	2024
Water				
Total Water Withdrawal	Thousand Cubic Meters	5,203	5,653	6,165
Surface Water Withdrawal	Thousand Cubic Meters	2,910	2,808	2,860
Groundwater Withdrawal	Thousand Cubic Meters	2,092	2,632	3,021
Rainwater Withdrawal	Thousand Cubic Meters	0	0	0
Third-Party Water Withdrawal	Thousand Cubic Meters	201	213	284
Total Water Discharge⁶	Thousand Cubic Meters	4,100	4,979	5,204
Surface Water Discharge	Thousand Cubic Meters	3,946	4,814	4,904
Third-Party Water Discharge	Thousand Cubic Meters	150	161	216
Other Water Discharge	Thousand Cubic Meters	2	2	5
Water Consumption	Thousand Cubic Meters	1,103	674	961
Total Water Recycled/Reused	Thousand Cubic Meters	7,371	8,474	8,108
Amount of water sourced from regions with high levels of water stress	Thousand Cubic Meters	-	-	155
Percent of water sourced from regions with high levels of water stress	%	-	-	3
Waste				
Total Waste Generated	mt	36,910	71,084	37,058
Hazardous Waste Generated	mt	3,920	12,314	8,982
Non-Hazardous Waste Generated	mt	32,990	58,770	28,076

⁶ AMG is in the process of gathering and reviewing its water discharge by destination data. Reported here is the water discharge by destination data currently available. This data includes estimates.

METRIC	Units	2022	2023	2024
Total Waste Diverted from Disposal	mt	12,880	22,511	12,955
Hazardous Waste Diverted from Disposal ⁷	mt	1,311	4,492	2,612
Hazardous Waste Reused	mt	-	-	576
Hazardous Waste Recycled	mt	-	-	1,693
Percent of Hazardous Waste Recycled	%			19
Hazardous Waste Recovered (repurposed or refurbished)	mt	-	-	342
Non-Hazardous Waste Diverted from Disposal⁸	mt	11,569	18,019	10,343
Non-Hazardous Waste Reused	mt	-	-	3,144
Non-Hazardous Waste Recycled	mt	-	-	6,883
Percent of Non-Hazardous Waste Recycled	%			25
Non-Hazardous Waste Recovered (repurposed or refurbished)	mt	-	-	316
Total Waste Directed to Disposal	mt	24,030	48,573	24,104
Hazardous Waste Directed to Disposal	mt	2,609	7,822	6,371
Hazardous Waste Incinerated (energy recovery)	mt	-	-	2,086
Hazardous Waste Incinerated (no energy recovery)	mt	-	-	348
Percent of Hazardous Waste Incinerated	%			27
Hazardous Waste Landfilled	mt			3,893
Percent of Hazardous Waste Landfilled	%			43
Hazardous Waste Other Disposal Operations	mt	-	-	43
Non-Hazardous Waste Directed to Disposal	mt	21,421	40,751	17,733
Non-Hazardous Waste Incinerated (energy recovery)	mt	-	-	559
Non-Hazardous Waste Incinerated (no energy recovery)	mt	-	-	22
Percent of Non-Hazardous Waste Incinerated	%			2
Non-Hazardous Waste Landfilled	mt			17,127
Percent of Non-Hazardous Waste Landfilled	%			61
Non-Hazardous Waste Other Disposal Operations	mt	-	-	24

⁷ 2022 and 2023 data reflect a combined total of hazardous waste reused and hazardous waste recycled.

⁸ 2022 and 2023 data reflect a combined total of non-hazardous waste reused and non-hazardous waste recycled.

Social Data Tables⁹

METRIC	Units	2022	2023	2024
Occupational Health & Safety				
Total Recordable Incident Rate ^{10, 11}	Rate	0.95	0.9	0.9
Lost Time Incident Rate ^{10, 12}	Rate	0.46	0.51	0.48
Employee Fatalities ¹⁰	Total	0	0	0
Contractor Fatalities	Total	0	0	0
Safety Training Hours ¹⁰	Hours	60,325	68,202	105,069
Employment & Diversity				
Total Workforce	Total	3,423	3,567	3,651
Asia	Total	470	470	456
Europe	Total	1,669	1,792	1,864
North America	Total	529	498	485
South America	Total	645	796	838
Africa	Total	110	11	8
Gender Diversity	% Male	83	81	83
Gender Diversity	% Female	17	19	17
Age Diversity	% Under 30	17	16	17
Age Diversity	% 30 to 50	54	56	56
Age Diversity	% Over 50	29	28	28
Women in Management	%	23	24	25
Sites Where AMG Encourages Local Hiring Practices	%	100	100	100

⁹ For additional social data, see AMG's [2024 Annual Report](#), pages 101-104.

¹⁰ Data reflects employees only.

¹¹ Incidents per 200,000 hours worked calculated as follows: (Number of recordable injuries, illnesses, and fatalities) x (200,000) / (Total hours worked)

¹² Incidents per 200,000 hours worked (excluding fatalities) calculated as follows: (Number of lost time injuries and illnesses) x (200,000) / (Total hours worked)

Governance Data Table

METRIC	Units	2022	2023	2024
Environmental - Total Monetary Value of Significant Fines	Thousand USD	25	1	0
Environmental - Total Number of Non-Monetary Sanctions	#	0	0	0
Non-Environmental - Total Monetary Value of Significant Fines	Thousand USD	2	64	0
Non-Environmental - Total Number of Non-Monetary Sanctions	#	0	1	0
Hours Invested in Risk Management Meetings	Hours	350	375	375



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