

2025

Supplemental Sustainability Report





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Letter from the CEO

The global transition toward more sustainable, electrified, and technologically advanced economies is reshaping the role of critical materials. Serving the energy storage, aerospace engine, and advanced manufacturing markets, these materials are essential for the transition to an energy-efficient, technology-driven society. At the same time, governments and their domestic industries are increasingly focused on building secure, resilient, and environmentally responsible supply chains for the materials that underpin this transformation.

AMG operates at the center of this evolving landscape. Our strategy is built on the belief that the future of critical materials will depend not only on access to resources, but also on the technologies that upgrade, recycle, and refine them into the high-performance materials required by advanced industries. By combining proprietary process technologies with integrated capabilities across resources, recycling, and advanced materials processing, AMG is helping enable the next generation of industrial innovation while supporting more sustainable value chains.

In 2025, AMG once again demonstrated the resilience of this strategy. Despite continued depressed price levels in lithium and vanadium markets, the Company delivered strong EBITDA performance, exceeding 2024 by 42%. This performance reinforces a central principle of critical materials markets: enduring value creation is anchored in process technology leadership and portfolio diversification.

Technology Leadership in Critical Materials

Process technology leadership remains one of AMG's defining strengths. As critical materials move through the value chain toward high-performance applications, the technologies required to upgrade, purify, and refine these materials become increasingly important.

Our continued investment in these technologies has enabled several important milestones. We have established a global leadership position in vanadium outside China, built entirely from the ground up. In Europe, we constructed the region's first lithium hydroxide refinery, strengthening domestic battery supply chains and supporting electrification. Through ALD, we continue to expand our global leadership in advanced vacuum technologies that enable the production of high-purity metals used in aerospace engines and other demanding applications.

These capabilities allow AMG to capture value across multiple stages of the materials lifecycle while supporting industries that require increasingly advanced materials with high performance and reliability.

Safety: Our Highest Value

While we are proud of many operational achievements during the year, 2025 also reminded us of the responsibility we carry as an industrial company.

In March 2025, a fatal accident involving an AMG employee occurred at our Rotherham facility in the United Kingdom. This loss was deeply felt throughout our organization. We extend our deepest condolences to the employees' family, friends, and colleagues, and we have made counseling and support resources available to employees at the facility. The incident remains the subject of a regulatory investigation, and AMG continues to cooperate fully with the relevant authorities.

Safety is AMG's highest value, and the only acceptable outcome is zero incidents. In 2025, AMG's lost time incident rate increased to 0.66 from 0.48 in 2024, while the recordable incident rate increased to 1.46 from 0.90. Although these results remain significantly better than industry averages—approximately 34% better for lost time incidents and 56% better for recordable incidents—they are unacceptable and we are fully focused on improving safety performance.

Part of this increase reflects incidents associated with discontinued operations and the startup phase of our lithium hydroxide refinery in Bitterfeld, the most ambitious construction and commissioning project ever undertaken by AMG. Adjusted for these factors, the lost time incident rate would have been 0.42. Nevertheless, our objective remains unchanged: zero incidents across all operations.

Lessons learned from this period have already been incorporated into strengthened procedures, enhanced supervision, and improved safety controls across our operations. Over the past five years, each of our 29 operating sites has achieved at least 12 consecutive months without a lost time incident, demonstrating that sustained safety performance is achievable when strong culture and discipline are maintained.

Sustainability at AMG

Environmental, Social, and Governance (ESG) considerations are fundamental to how AMG operates and creates long-term value. Our ESG approach emphasizes safe operations, responsible business conduct, and strong governance across our global footprint.

From an environmental perspective, our focus is on compliance within our operational footprint and continuous improvement in resource management and operational efficiency. At the same time, we recognize that the most significant climate impact associated with AMG lies not only in our own operations but in the downstream technologies enabled by our materials.

Many of AMG's products are critical inputs for applications that operate at higher efficiencies, longer lifetimes, and lower energy intensity in demanding industrial environments.

ECO₂RP: Enabling Downstream Emissions Reductions

To better understand and measure this impact, AMG developed the ECO₂RP framework. This program evaluates how AMG's critical materials contribute to emissions reduction in downstream applications by improving efficiency, durability, and performance in customer technologies.

Across our product lines, AMG materials play essential roles in applications such as aerospace engines, energy storage systems, and advanced metallurgical processes. These technologies often deliver emissions reductions at the system level that significantly exceed the emissions associated with producing the materials themselves.

In 2025, ECO₂RP recorded **128 million metric tons of enabled CO₂ reductions**, increasing from 114 million metric tons in 2024. While prevailing carbon reporting frameworks separate enabled or avoided emissions from direct operational emissions, we believe these results provide important context regarding the broader role AMG's products play in supporting more efficient and lower-carbon industrial systems.

Looking Ahead

The global focus on critical materials continues to intensify. Governments and industries are accelerating efforts to secure domestic supply chains, expand processing capabilities, and develop recycling-based sources of critical materials.

These priorities align directly with AMG's capabilities. Our recent progress illustrates this momentum: the ramp-up of Europe's first lithium hydroxide refinery, the expansion of our vanadium recycling platform in the United States and Saudi Arabia, the launch of a circular high-purity molybdenum initiative, and continued leadership of ALD in advanced vacuum technologies serving aerospace and nuclear markets.

The transformation underway in global materials markets is structural and long term. Critical materials will increasingly require secure, circular, and technology-driven value chains capable of supporting both economic growth and environmental progress.

AMG recognized this shift early. Today, our integrated positioning across resources, recycling, upgrading, and enabling process technologies places us at the center of this industrial transformation. With proprietary technology, operational expertise, and a strong culture of innovation, we are confident in our ability to create sustainable value for our stakeholders while supporting the industries shaping the future.

The following report provides a detailed overview of our sustainability strategy, performance, and priorities, and reflects our commitment to transparency, accountability, and continuous improvement.

At AMG, sustainability and supply chain security are closely connected: responsible production, recycling, and advanced processing technologies are essential to ensuring that critical materials remain available for the industries driving global decarbonization.



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 Euronext Amsterdam stock exchange.

AMG operates as three corporate segments, 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 **2025 Annual Report**. Our 2025 Annual Report is the governing document and includes our formal Sustainability Statement for 2025, which follows the European Sustainability Reporting Standards.

This Supplemental Sustainability Report has not been subject to any assurance and is not part of the 2025 Sustainability Statement. This report serves to provide a broad picture of our sustainability work for the benefit of all interested stakeholders.

AMG's 2025 Supplemental Sustainability Report covers the company's efforts, performance, data, and metrics for the period from January 1, 2025 to December 31, 2025, 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.

A Global Reporting Initiative (GRI) context index, a Task Force on Climate-related Financial Disclosures (TCFD) content index and environmental, social and governance (ESG) data tables are available in the Appendix, beginning on page 69.

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 takes a robust approach to corporate governance. Our success as a company demonstrates that independence, accountability, and transparency serve as a strong foundation for sustainable business.

Our approach focuses on maintaining proper business ethics, regulatory compliance, risk management, and information security. In all our operations, we govern in accordance with the principles outlined in the Dutch Corporate Governance Code, where we have our corporate headquarters.

Two bodies are responsible for AMG's corporate governance structure: the Supervisory Board and the Management Board.

For a full and detailed description of the corporate governance structure, see [AMG's website](#) and [2025 Annual Report](#).

Business ethics

AMG conveys its values and ethical standards – including a commitment to the best practices in business ethics – through its **Code of Business Conduct (COBC)**. The COBC applies to all employees, including part-time workers and contractors. It is available in six languages, corresponding to our workforce in numerous regions around the world. Through regular internal and external audits, AMG assesses adherence to the AMG Values and ethical standards conveyed in the COBC.

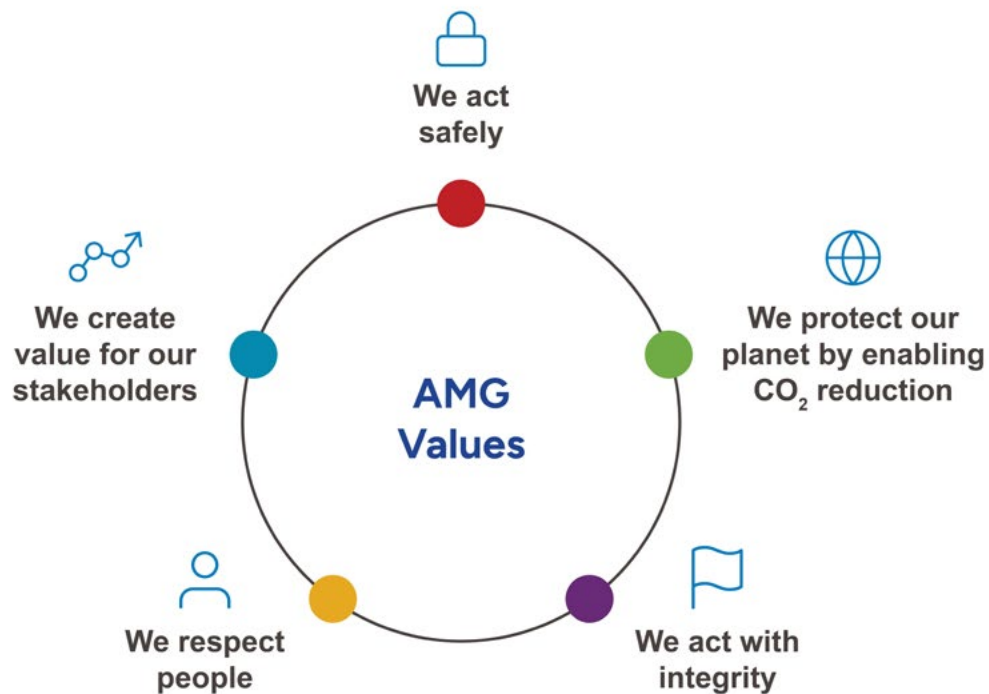
The five AMG Values are: We act safely; We create value for our stakeholders; We respect people; We protect our planet by enabling CO₂ reduction; We act with integrity.

All employees receive training on the COBC upon hiring and additional training when we update the COBC. All new 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.

Oversight of ethics issues is the responsibility of AMG's Management Board.

For more information on how leadership provides oversight on business ethics, see [AMG's website](#) and [2025 Annual Report](#).



Compliance

Securing a sustainable future requires managing and mitigating risks. A culture of compliance provides support for AMG's focus in this area. AMG maintains compliance with international anti-corruption and anti-bribery standards, national regulations, and standards in the areas of anti-trust and competition law.

Each of AMG's major sites has compliance officers and representatives that comprise a global network. They oversee each facility's compliance with our policies and standards, ongoing communications concerning the COBC and AMG Values, and deployment of AMG's compliance training programs.

To support compliance within the supply chain, AMG utilizes a software-based risk assessment tool from Dow Jones, among other resources and processes, for conducting due diligence. This tool enables us to screen potential and existing suppliers for corruption risk and other compliance concerns.

AMG encourages its employees and other stakeholders to raise concerns about suspected misconduct through its reporting channels. These include the confidential Speak Up Portal, an independently run, 24-hour web-based tool that employees and other stakeholders can use to make anonymous reports online.

Our **Speak Up & Reporting Policy** outlines the process by which concerns are investigated and explains how employees are safe from retaliation for taking actions in good faith, such as filing a report, disclosing information relating to a complaint, or otherwise participating in a related investigation.

AMG makes the Speak Up & Reporting Policy accessible in five languages. We publish the Policy on the AMG corporate website and prominently display the Speak Up Poster, which sets out the Speak Up procedure and access to Speak Up Portal, at AMG sites around the world. Our COBC sets out the Speak Up procedure as well.

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 our Speak Up & Reporting Policy.

In 2025, AMG had no incidents of convictions or fines for violation of anti-corruption and anti-bribery laws.

For more information on AMG's governance, ethics, and compliance activities, see the **2025 Annual Report**.

Risk management

AMG maintains a formal Enterprise Risk Management (ERM) program, which takes a thorough, proactive approach to identifying and mitigating risks. 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 as well as to the Audit & Risk Management Committee of the Supervisory Board each quarter. This Supervisory Board Committee then reports 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 plays a role in AMG's sustainability efforts in several ways: it considers sustainability-related impacts, risks, and opportunities; it integrates this consideration into oversight of AMG's strategy, major transaction decisions, and risk management processes; and it applies the precautionary principle to ensure environmental protection. The precautionary principle guides us in determining when threats of serious or irreversible damage exist due to our current or future operations, and it requires that we immediately take cost-effective measures to prevent environmental degradation.

In 2025, we managed sustainability risks including human rights and labor risks, third-party and supply chain risks, and climate risk (discussed further in the [Climate Change](#) chapter of this report).

For more information on AMG's ERM program, see the [2025 Annual Report](#).



Information security

AMG maintains a robust program to protect the company's information security, including vulnerability analysis.

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 & Risk Management 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) cybersecurity framework. It includes requirements for suppliers and other third parties, guided by the NIST framework.

The company communicates this Policy to the IT security team or relevant 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.

Each business unit maintains IT-related disaster recovery and restart plans. The units test these plans on a yearly basis.

To ensure the protection of sensitive data, AMG enforces the European General Data Protection Regulation 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 is committed to leadership in corporate social responsibility and ESG. For us, this means pursuing four main objectives:

- Be responsible stewards of the environment;
- Meet or exceed regulatory standards through sound business practices;
- Be a valued member of the local economy, community and society by contributing solutions to current environmental and social challenges; and
- Target industrial activities contributing to greenhouse gas (GHG) reduction through the circular economy or technologies enabling partners to save energy.

AMG works continuously to contribute to a sustainable world and achieve corporate social responsibility as defined by the World Business Council for Sustainable Development, which is 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.”



ESG-related policies

AMG maintains a **set of policies** related to environmental, social, and governance matters. Each policy outlines roles and responsibilities, commitments and expectations, and training and monitoring. Our policies are created in line with requirements in effect for the EU, including the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards.

Our policies related to ESG matters include the:

- **Code of Business Conduct**
- **Anti-Bribery, Anti-Corruption, Conflict of Interest Policy;**

- **Speak-Up & Reporting Policy;**
- **Supplier Code of Conduct;**
- **Human Rights Policy;**
- **Health & Safety Policy;**
- **Diversity & Inclusion Policy;**
- **Stakeholder Engagement Policy;** and
- **Environmental Policy.**

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

“SPEAK UP”

SPEAK UP
If you suspect something is wrong, want to raise a concern or you need advice, please speak up and remember you can speak up anonymously!

WHY SHOULD I?
At AMG, we value your help to speak up about potential concerns that need to be addressed. Speaking up is encouraged and any person who speaks up is protected.

HOW CAN I SPEAK UP?
Go to the Speak Up Policy on AMG's website or go to your local HR or Compliance Officer to find out about the different ways and process to speak up.
OR

WHAT HAPPENS TO MY CONCERN?
All reports are treated confidentially and the outcome of any investigation will be communicated to you.

I WANT TO RAISE A CONCERN. WHERE DO I GO? USE THE SPEAK UP APP.

AMG

Please find AMG's Speak Up Policy on www.amg-nv.com under corporate governance.

AMG Code of Business Conduct

AMG

Oversight & management

AMG's sustainability strategy is the responsibility of the company's Supervisory Board as well as its Management Board. The Supervisory Board renews, approves, and periodically updates AMG's long-term strategy.

Within the Supervisory Board, the Safety, Sustainability and Science (3S) Committee is responsible for monitoring sustainability. The Committee oversees policies, programs, and practices related to environmental, health, and safety risks, including energy and emissions reduction strategies, biodiversity initiatives, and efforts to conserve water and reduce waste. The 3S Committee also ensures AMG's compliance with the CSRD. The Chair of the 3S committee updates the Supervisory Board on sustainability-related matters on a quarterly basis, as a function of Supervisory Board meetings.

The Management Board is responsible for incorporating our sustainability agenda into the company strategy. It considers sustainability in major transaction decisions and within the company's ERM process. The Management Board provides updates on implementation of the company's long-term strategy during regular and incidental meetings of the

Supervisory Board. These updates include the progress and financing of the strategy and any associated principal risks.

The Management Board, which meets biweekly, consists of AMG's Chief Executive Officer (CEO), Chief Corporate Development Officer (CCDO), and Chief Financial Officer (CFO).

The annual bonus calculations for the three 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.

Given our focus on the environment, health, safety, and sustainability, overall ownership of these matters at the executive level is with the CEO.

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 feedback on the topics that matter to our stakeholders, particularly sustainability aspects of our strategy.

In 2025, we engaged with several stakeholder groups as part of our double materiality assessment (DMA).

Awards & recognition

In 2025, AMG Corporate earned a Bronze Medal from EcoVadis, which is awarded to the top 35% of companies assessed in the areas of environment, labor and human rights, ethics, and sustainable procurement, based on international standards such as the Global Reporting Initiative (GRI) and the UN Global Compact. AMG's Bronze Medal reflects the quality of the company's sustainability management system and commitment to promoting transparency throughout the value chain.

This year AMG has also earned Prime status with ISS ESG, designating the company as a leader in its industry peer group. Specifically on environmental issues, in 2025 AMG received a CDP score of B in the area of Climate Change, and a score of B- in the area of Water Security, demonstrating the company's efforts in concrete areas of sustainability.



[Click](#) to view further details and methodology information about our EcoVadis recognition.



For more information on how AMG's leadership provides oversight on sustainability and climate issues, see its **COBC, 2025 Annual Report**, and **website**.

Environment

Environmental Stewardship

AMG operates globally across a wide range of production facilities, mining sites, and administrative offices. The following sections outline AMG's overarching approach to environmental management for its production operations and address mining-specific considerations, including tailings management, site closure, and land rehabilitation.



Wetland area at AMG Vanadium
in Cambridge, Ohio, USA

We take pride in the recognition earned through our sites' environmental leadership. In 2025, AMG Titanium in Nuremberg received the Silver Certificate of the Bavarian Environmental and Climate Pact, a special recognition for the site's long-standing commitment to climate protection and sustainability.



"With the Silver award, AMG Titanium is sending a strong signal: sustainability is an integral part of our corporate strategy – today and in the future."

– AMG Titanium

AMG Vanadium was named Spent Catalyst Recycling Company of the Year by Metals & Mining Review, recognizing the company's global leadership in the environmentally beneficial recycling of vanadium-bearing wastes.

In addition, EcoVadis awarded a Silver Medal to AMG Brasil S.A. and a Bronze Medal to AMG Titanium in Brand-Erbisdorf, Germany.

AMG Vanadium



AMG Brasil S.A.



[Click](#) to view further details and methodology information about our EcoVadis recognition.

AMG Titanium Brand-Erbisdorf, Germany



[Click](#) to view further details and methodology information about our EcoVadis recognition.

Environmental policy & management systems

Environmental awareness across the company is necessary to achieve our sustainability objectives. As a matter of policy, we are committed to communicating on our efforts and our progress to both employees and external stakeholders.

Policies: AMG's **Environmental Policy** is a publicly available statement that promotes responsible environmental stewardship and supports our efforts to achieve our sustainable development objectives. The Policy reinforces our commitments and strategies related to greenhouse gas (GHG) emissions reduction, efficient resource use and circular economy, water conservation, water recycling, biodiversity, and product stewardship.

We have communicated the Environmental Policy throughout the company and conducted training for the heads of each business unit and their respective EHS professionals. These leaders are responsible for developing business-specific guidelines that align with the Environmental Policy and the particular environmental issues that relate to their operations.

AMG's **Supplier Code of Conduct** also addresses environmental stewardship. Suppliers are required to read and acknowledge understanding of this Code, which promotes ethical, sustainable, and responsible practices. The Code explains 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 also specifies our procedures for addressing any case of environmental non-compliance by a supplier.

Management: AMG's Corporate EHSS department, led by the SVP of Corporate EHSS, is responsible for tracking, coordinating, and reporting progress on the company's key environmental programs, including energy and emissions reduction strategies, biodiversity initiatives, and efforts to conserve water and reduce waste. The Corporate EHSS department works with each operational site to collect data on a regular basis and to receive real-time notifications as needed. For example, in case of an escalating environment-related incident or emergency (discussed below), the SVP of Corporate EHSS receives an immediate update to facilitate additional support.

The Corporate EHSS department regularly collects and internally audits environmental data from production facilities. Scope 3 GHG emissions, waste, and water usage data is collected annually and in 2025, we implemented a quarterly data collection process for our Scope 1 and Scope 2 GHG emissions data.

We use this information to assess key performance indicators and potential opportunities for improvement, and communicate GHG emissions data and calculations to AMG management.

Environmental management systems: AMG's production facilities leverage environmental management systems (EMS) to develop and implement environmental management programs based on globally recognized standards. Of our 29 production facilities, 16 have ISO 14001-certified environmental management systems. This represents a 55% certification rate. Other production facilities align with ISO 14001 requirements.

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.

AMG business units internally audit their EMS on an annual basis – or more, based on risk assessments. Sites with a third-party-certified EMS are subject to external audits each year.

Employees receive training on their facility's EMS upon hiring and mandatory additional training each year.

Responding to incidents and emergencies: At each AMG business unit, local EHS managers are responsible for coordinating and

implementing emergency plans and related training relevant to their specific operations. Emergency plans include immediate actions to be taken in the case of hazardous substance incidents and other environmental incidents, and they call for conducting regular training and drills, such as fire alarms and simulated spills. AMG sites also maintain alert systems for employees and other stakeholders to report incidents and emergencies, and they maintain relationships with local emergency responders to facilitate prompt response and communication to communities in cases of emergency.

If an environmental issue at an AMG site escalates into a significant business risk, the business unit's EHS lead notifies the SVP of Corporate EHSS for additional support.

Each site tracks environmental incidents, analyzes root causes and shares learnings as relevant, and reports monthly to AMG's Corporate EHSS department.

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

AMG Aluminum (Sanming, China)



55%

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



AMG ISO Certifications

Segment	Site Name	Location	ISO 9001	ISO 14001	ISO 45001	ISO 50001
AMG Lithium	AMG Brasil S.A.	Nazareno, Brazil				
	AMG Brasil S.A.	São João del Rei, Brazil	✓	✓	✓	
	AMG Lithium	Frankfurt, Germany	✓	✓		
	AMG Lithium	Bitterfeld, 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	Nuremberg, 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%	55%	55%	21%

Waste and materials management

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

To ensure 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 site 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: AMG carefully monitors the chemical products it uses, and the company follows procedures required by law to reduce risks of exposure to employees and the environment.

Our standard procedures include labeling containers according to the Globally Harmonized System of Classification and Labeling of Chemicals standard and equipping storage tanks with containment basins to mitigate impacts in case of overflows or leaks. AMG conducts periodic inspections to monitor these procedures. Production facilities maintain safety operating procedures for

each hazardous substance, outlining the risks associated with each substance and how to respond in the case of spill.

AMG provides training that integrates best practices to help prevent accidents and protect both people and environment. Employee training is determined by their responsibilities and the results of risk assessments. Trainings provide an overview of environmental aspects at each production facility and additional knowledge and skills related to the tracking and management of hazardous materials, hazardous waste handling and other specialized processes.



AMG Brasil S.A. employee using PPE in the laboratory

Tailings: AMG's mining operations generate mineral residues known as tailings, which are stored in water-filled reservoirs to allow solids to settle as excess water is removed through drainage or evaporation.

AMG currently operates two graphite tailings facilities (in Hauzenberg, Germany, and Colombo, Sri Lanka), which are in compliance with all applicable regulatory standards and have minimal risk for catastrophic failure. We also have an active tailings storage facility in Nazareno, Brazil, which is classified as low-risk under the Brazilian Guidelines for Risk of Collapse Classification. This operation and tailings storage facility strictly complies with Brazilian legislation at both federal and state levels, as well as with applicable regulatory technical standards. During 2024, a former tailings storage facility underwent decharacterization, the process of removing the tailings and taking the structures out of service. AMG has never experienced a tailings storage facility failure.

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 all of our tailings operations,

consisting of comprehensive procedures and controls to minimize the potential for environmental impacts.

With this understanding, AMG takes numerous measures to ensure our tailings storage facilities are safe and regularly monitored. We provide related information to the public on a regular basis, supporting our accountability to responsible management of tailings.

Tailings management is the responsibility of the operational manager at each site. They work to ensure that waste handling practices align with the company's internal guidelines and applicable environmental regulations.

Our approach to responsible tailings management begins with design of the storage facility. We carefully assess and incorporate the following essential aspects into our design, operation, and closure plans:

- Natural phenomena such as extreme flooding and seismic events;
- Structural stability;
- Water balance;
- Risk management; and
- Environmental impacts and rehabilitation.

AMG maintains comprehensive emergency preparedness measures, including regular drills, updated emergency action plans, and coordination with local authorities and communities.

In 2025, AMG Brasil S.A. in Nazareno improved the emergency alert and alarm system, reviewed flood studies to further strengthen risk mitigation, and installed new monitoring devices. The monitoring instruments are used to monitor the groundwater level and internal pressure of the dam, as well as surface markers, which monitor displacement. We also monitor the treatment of water separated

from tailings. The liquid fraction is discharged into the water body, meeting the quality levels required by Brazilian environmental agencies. The remaining solids are removed and returned to the process as a product (feldspar).

AMG Brasil S.A. in Nazareno also works to reduce tailings generation. In 2025, a new dewatering system enabled a transition toward dry stacking, significantly reducing the volume of tailings added to the dam. We also explore reuse opportunities to further reduce our tailings volumes, such as using feldspar to produce paving blocks.



Spotlight on Tailings Management at AMG Brasil S.A. in Nazareno

In Brazil, AMG manages its tailings dam in accordance with the Brazilian National Dam Safety Policy, which incorporates the recommendations of the Global Industry Standard for Tailings Management. AMG's technical team monitors the facility continuously in addition to monitoring by specialized external consultants, ensuring ongoing assessment of structural performance and risk.

A dedicated team performs daily inspections, monitors seepage, and reports to the National Mining Agency. Every six months, an independent third party conducts a safety audit and issues a Regular Safety Inspection Report, with the most recent report issued in September 2025. These procedures confirm that the dam complies with all legal and regulatory requirements, and external audits regularly verify its stability.



VG 03 dam in Nazareno, Brazil

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. Recycling everything possible is a pillar of AMG's corporate strategy.

With this in mind, we look for ways to eliminate waste and use recycled materials as production inputs. In particular, we innovate processes that allow us to take what was once considered waste and reuse the material to make our products. For example, AMG produces our Ferovan® with critical materials extracted from spent refinery catalyst, a major

solid waste product of the refinery industry. AMG also reviews its manufacturing processes to identify currently non-sellable outputs that present opportunities for innovation to develop these materials into products our customers need.

We train employees on recycling and minimizing the volume of materials sent to landfill or incineration. Certain AMG sites set recycling goals to increase the proportion of materials diverted from disposal and post monthly metrics about their recycling rates, in addition to communicating progress regularly to employees through informal meetings, site-specific newsletters, and pre-shift meetings.

Highlights on reuse and recycling from our production facilities include:

- **AMG Aluminum:** Collecting the dross and salt produced when making aluminum and selling it to other companies;
- **ALD TT in Michigan:** Recycling 94% of its waste including plastic packaging from customer products and scrap metal;
- **AMG Lithium in Bitterfeld:** Exploring pyrolysis and other possible ways to recycle used plastic packaging into gas; and
- **AMG Brasil S.A. in Nazareno:** Adopting a zero-landfill policy for all non-mining and non-process waste, 100% of which is recycled or co-processed.

For more information on AMG's approach to circularity, see the [2025 Annual Report](#).

Water & effluents management

AMG's mining and other operations require the use of water in their processes. As part of our sustainability-driven vision to minimize our negative impacts on the environment, we are committed to responsible water management and endeavor to reduce our water use through conservation efforts.

Water risk assessment: Each year, AMG's Corporate EHSS department reviews its operational exposure to areas with water stress. In 2025, we used the World Resources Institute Aqueduct tool to identify any water-related risks. Results indicated that seven production facilities are located in areas of high or very high water stress. However, six of these production facilities have low water consumption and withdrawal levels, and the remaining facility has medium water consumption and withdrawal levels.

In all operations, 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, monitoring our impact, and limiting water use as much as possible.

For more information on AMG's water risk assessment, see the [2025 Annual Report](#).

Water reuse: AMG strives to reuse water where possible throughout our operations around the world. For example,

- At ALD TT in Michigan, we carefully manage the uptime of our water-consuming equipment to avoid over-use of water. We also use greywater for cleaning.
- Our new AMG Lithium facility in Bitterfeld, Germany, was designed to use as little water as possible, such as by collecting the condensed water from steam to reuse as process water.
- 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. In 2025, we continued our work to recirculate water as a means to reduce water withdrawal.

Wastewater & effluents: Twelve AMG sites have permitted water discharges. Where required, we regularly monitor the properties of wastewater discharges including 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 2025, there were no wastewater discharge impacts on local communities, and no material spills at any AMG site.

Examples of our wastewater management initiatives include:

At ALD TT in Michigan, we make concerted efforts to reduce impacts of stormwater runoff, including:

- Routine inspections every two weeks in areas of concern for litter, rust, and leaks, to ensure our operations do not cause environmental degradation;

- Comprehensive inspections on a quarterly basis; and
- Visual inspection of stormwater runoff to ensure it does not contain anything that could cause environmental damage.

At AMG Lithium in Bitterfeld, Germany, we are developing plans to achieve zero liquid discharge from the production facility.

In Brazil, our Specialty Materials team partnered with a cement company to use feldspar from our site's chemical wastewater treatment facility for co-processing cement. After a successful test program, we continue to divert feldspar from landfill and instead provide this raw material for cement production.



Non-GHG air emissions

AMG monitors and controls non-GHG emissions to promote good air quality. Our attention to this area includes potential emissions of dust, particulate matter, heavy metals, volatile organic compounds, sulfur oxides, and nitrogen oxides. Where regulated non-GHG emissions occur from our operations, we maintain permits and ensure that filtering baghouses and other 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. For example, continuous monitoring takes place at AMG Vanadium and AMG Lithium sites. Results are reported to environmental agencies or other governmental authorities in compliance with AMG's permits.

We strive to limit the occurrence of non-GHG emissions when possible. For example, at AMG Lithium in Bitterfeld, we collect the raw material from lithium hydroxide emissions and re-use it for processing. Some of our sites reuse baghouse dust generated from our own operations as a production input. At our mining operations in Nazareno, Brazil we use road wetting and particulate containment systems to control dust.

We monitor any aspect of our operations that can affect our neighbors, such as noise or odor. If needed, we minimize odors 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 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.

AMG Vanadium (Cambridge, Ohio, USA)



Biodiversity

When AMG operates in biodiversity sensitive areas, including legally protected areas, key biodiversity areas, and areas of high conservation value, it invests in a detailed understanding of potential impacts, risks, and opportunities.

AMG conducts impact assessments for major new projects and large expansions. We consider the potential for environmental impact and effects on local communities before, during, and after operations. When appropriate, we develop biodiversity action plans before starting a project.

Biodiversity risk assessment and response:

AMG has analyzed its nature-related impacts, risks and opportunities, using site-level metrics and a process aligned with the Taskforce on Nature-related Financial Disclosures' LEAP approach. In 2024 we conducted a study

of our own operations to identify AMG's nature-related impacts and dependences and determine if any of our production facilities are located in biodiversity-sensitive areas (BSAs).

In 2025, we expanded our study to consider the drivers of nature-related impacts in our own operations and select upstream suppliers. The study assessed land-use change, freshwater-use and sea-use change, species extinction risk, pollution, land degradation, desertification, and soil sealing.

Our assessment determined that four of AMG's sites are located within a BSA. One is an office and one is a warehouse. No AMG sites located in BSAs are having a negative impact on the surrounding environment.

*For more information on AMG's biodiversity risk assessment, see the [**2025 Annual Report**](#).*



When we operate in BSAs, we apply stringent mitigation standards. Our position is to identify and understand our potential impacts and limit development as much as possible.

We apply the mitigation hierarchy in our projects and operations to minimize our impact on the environment as much as possible. First, we identify and avoid potential impacts on biodiversity and ecosystem services. Where avoidance is not possible, we minimize our impact. Where our operations have affected biodiversity, we seek to restore and/or mitigate impacted habitats. Our standards are aligned with relevant international standards, including those set by the International Finance Corporation (IFC). Our mining operations follow strict environmental and operational standards that align with local environmental legislation and international best practices.

Given the diversity and global nature of AMG's business activities, impacts vary by location, making locally defined objectives and actions the most effective approach. At present, we address biodiversity-related impacts primarily through local environmental management

systems, which cover the management of water use, pollution, and greenhouse gas emissions, among other environmental impacts. As an example, in Brazil this process is part of our overall Mine Closure and Recovery Plan, which is described below.

Wildlife monitoring: AMG Brasil S.A. in Nazareno prepares technical projects for flora restoration and fauna relocation before each new activity that could have an effect on the immediate environment. This process includes taking an inventory of species to be replanted and determining an area to be designated for replanting. The replanting phase can result in up to ten times more species than were in place before the disturbance.

Since 2016, the site has monitored wildlife on a semiannual basis to assess its impact 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 that had previously been absent from the region.

Site closure and land rehabilitation: At its mining operations, AMG follows strict standards for site closure, decommissioning, and reclamation, to ensure environmental protection.

At AMG Brasil S.A. in Nazareno, Operation and Environment managers are responsible for monitoring, annually updating, and executing the company's Mine Closure and Recovery Plan ("Plan"). This Plan was developed at the beginning of the project and is updated throughout the mine's life cycle. The Plan aims to ensure the stability, safety, and environmental recovery of the areas affected by mining activities, minimizing negative environmental impacts of mining operations and maximizing the environmental health and longevity of the land.

The main actions covered within the Plan include:

- Continuous monitoring of soil, water, and biodiversity indicators;
- Progressive rehabilitation of mined areas;
- Safe decommissioning of equipment and infrastructure;
- Recontouring and revegetation of disturbed areas with native species; and
- Engagement with local communities and environmental authorities during planning and implementation.

The Plan also includes financial provisions to ensure that we are able to meet all closure obligations responsibly. The cost of site closure is determined based on detailed technical studies that consider:

- The total area to be rehabilitated;
- The complexity of environmental recovery activities;
- The costs of materials, labor, and monitoring; and
- Legal and regulatory requirements for closure guarantees.

These estimates are periodically reviewed to reflect operational changes, inflation, and updated environmental conditions.

The site's financial controllership team 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 closure and recovery of the mine's operational structures and areas. For each update, a report on the Plan is issued, which is communicated to government agencies and audited by specialized third-party companies.

Local community engagement: AMG Brasil S.A. in Nazareno engages 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.

In addition, the site runs an environmental education program. The AMG team visits all surrounding and nearby communities every six months. During these meetings, AMG representatives present updates on activities at the mine and the company's efforts to

preserve biodiversity. The entire community is invited to participate in discussing topics related to the environment and biodiversity. The community is consistently engaged and brings up concerns, which are promptly addressed by the AMG Brasil S.A. team and the specialized company hired to conduct these meetings.

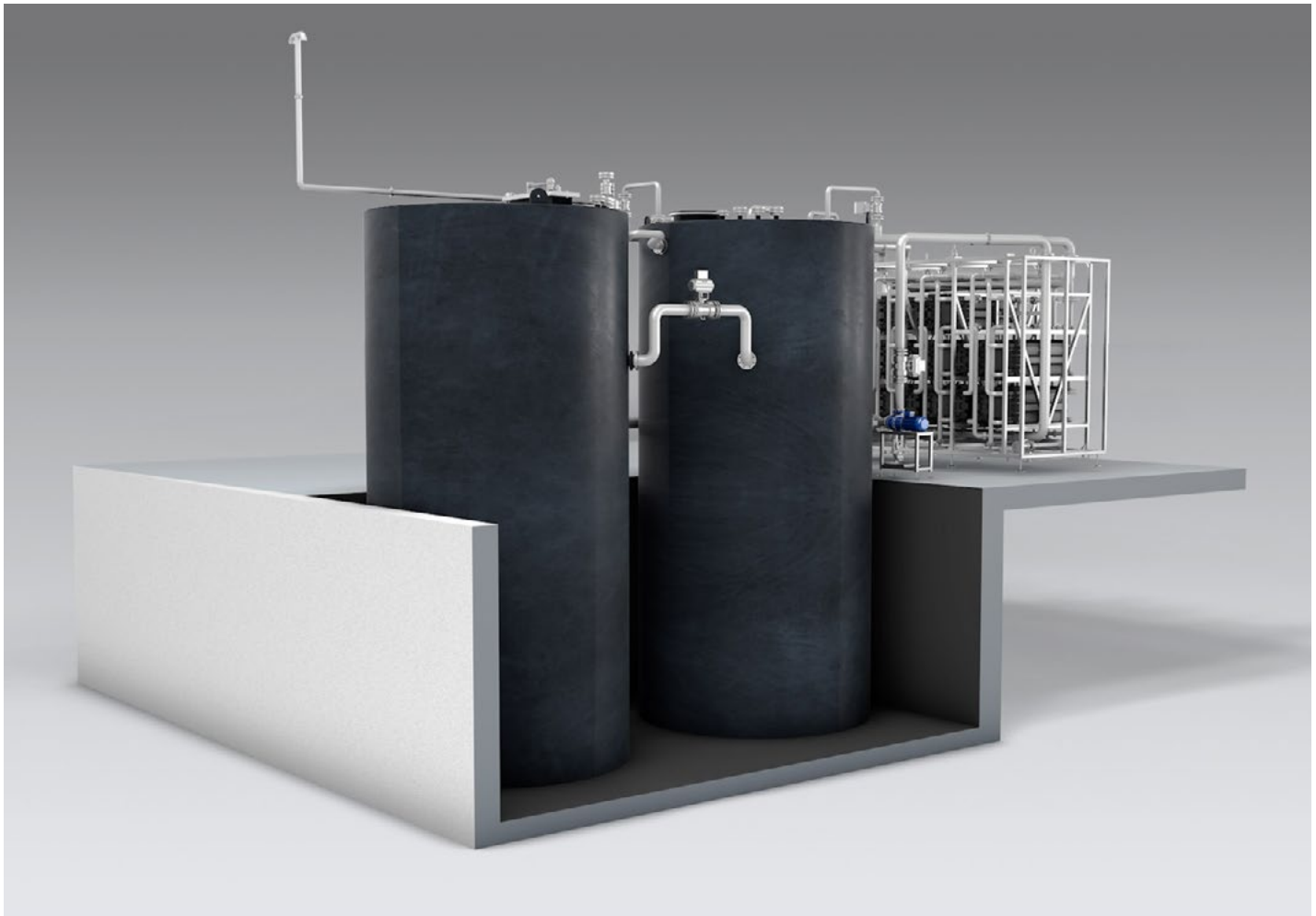
AMG Brasil S.A. also continues to dedicate resources to the Nazáguas Project, a collaborative, multi-stakeholder effort to restore forests and safeguard the crucial water sources provided by the Ananias Stream basin.



AMG Brasil S.A. community engagement

Climate Change

AMG recognizes the effects of climate change and the importance of limiting atmospheric carbon dioxide (CO₂). We are committed to contributing to worldwide efforts to mitigate climate change, which we strive to do using two primary strategies: 1) reduce the climate impacts of our own operations, in particular with year-over-year reductions in greenhouse gas (GHG) emissions, and 2) develop products that enable our customers to reduce their energy use.



AMG's Hybrid Energy Storage System, a vanadium battery for industrial and large-scale energy storage systems

Management & oversight

At the corporate level, AMG's Management Board and EHSS department are responsible for overseeing and managing the company's GHG emissions, energy use, and 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 strategy objectives.

We consider climate-related risk as part of our ERM program, and we prioritize climate adaptation and the resilience of our company and surrounding communities. We periodically conduct climate risk and opportunities assessments, which include scenario analysis and enable timely insights and a deeper understanding of both physical and transition climate-related risks and opportunities for our operations and key upstream value chain.

In 2025, we expanded the scope of our physical risk assessment to include additional owned and leased assets and an expanded number of suppliers. We also expanded the transition risk portion of the assessment to focus on technical aspects of the transition, such as the need to replace GHG-intensive technologies.

Regularly conducting these assessments supports our commitment to mitigating climate-related risks and seizing upon climate-related opportunities.

For more information on the climate-related risks and opportunities assessment, see [AMG's 2025 Annual Report](#).



AMG's Management Board

GHG emissions

In keeping with our purpose as a company, we recognize our obligation to minimize our operations' contributions to climate change, and we strive to reduce our GHG emissions each year.

At the site level, our teams work diligently each day to optimize manufacturing processes, increase energy efficiency and reduce emissions. Our procurement teams strive to purchase responsibly sourced materials. In operations and maintenance, we focus on minimizing waste and maintaining highly efficient and reliable equipment. In 2025, AMG Brasil S.A. launched the Climate Change Working Group, a forum for managers to identify GHG emission hotspots, explore technologies to reduce emissions, and create strategies to increase energy efficiency. This working group holds monthly meetings with all departments and uses key performance indicators to monitor the effectiveness of implemented measures.

Targets: AMG accomplished its Scope 1 and 2 GHG emissions reduction target in 2024, ahead of the targeted 2030 deadline. We are currently in the process of evaluating revised

Scope 1, 2, and 3 GHG emission reduction targets, which includes setting long-term (i.e., beyond 2030) GHG emission reduction targets compatible with limiting global warming to 1.5°C above pre-industrial levels.

For more information on AMG's GHG emissions targets, see the [2025 Annual Report](#).

Measurement: AMG conducts a GHG emissions inventory each year, using a software-based platform to aggregate energy consumption data. This enables us to track key performance indicators such as fuel and electricity usage. We calculate Scope 1, 2, and 3 GHG emissions based on an operational control approach in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. For Scope 2 emissions, we calculate and report 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 2025, AMG secured limited assurance of its 2025 Sustainability Statement, which includes the GHG emissions inventory.

Decarbonization strategy: AMG intends to continue reducing its GHG emissions by acting upon specific levers for decarbonizing its operations, which are outlined in the Environmental Policy. The levers include:

- Reducing combustion of materials that contain carbon by optimizing metallurgical processes;
- Reducing electricity and natural gas use in production facilities through energy management programs, which we encourage at all sites; and

- Expanding renewable energy sourcing through on-site electricity generation, PPAs, and covering energy use with RECs (see box for examples from the past year).

Additionally, AMG screens investment activities for potential future emissions, through integration of a double materiality principle into its capital allocation program.

AMG sites around the world are part of our decarbonization efforts. Renewable energy use is at the forefront of planning and operations. For example:

- Seeking opportunities to install solar PV arrays and generate renewable electricity on site, as done at AMG Vanadium in Cambridge, Ohio;
- Utilizing hydropower, which provides 100% of the energy needs at AMG Aluminum in Washington, and much of the electricity needed for operations at AMG Brasil S.A. in São João del Rei; and
- Sourcing renewable energy via PPAs to power sites at ALD Vacuheat in Limbach, Germany, as well as purchasing RECs for ALD Vacuum Technologies in Hanau, Germany and AMG Graphite in Hauzenberg, Germany, and Renewable Energy Guarantees of Origin for AMG Alpoco in Anglesey, UK and AMG Chrome in Rotherham, UK.



AMG Vanadium's solar farm in Cambridge, Ohio, USA

Energy use

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

AMG promotes energy efficiency across its global operations. We take several measures to continually improve energy efficiency and reduce our overall consumption, such as:

- Replacing fluorescent lighting with LED, as it did this year at AMG Aluminum in Washington and Kentucky, and ALD TT in Michigan;
- Evaluating potential improvements to processes and implementing these wherever possible, such as installing a more efficient air compressor for shop blasting at ALD TT in Michigan, which only runs when needed; and
- Continuing to manage the uptime of our equipment to run a minimum of lines and pump sets and avoid demanding extra energy for equipment start-up.

AMG Lithium (Bitterfeld, Germany)



AMG's new facility in Bitterfeld, Germany, was planned, designed, and constructed to optimize energy efficiency and reduce energy use.

We use an energy software to provide detailed data on our consumption and identify opportunities for improvement. Our steam boiler, one of the largest energy consumers, is hydrogen-ready. Our shipped materials are transported from the port to our facility via electric train rather than truck. Company cars are electric. We also plan to procure zero-carbon electricity beginning in 2026.

For more information on AMG's climate-related activities, see the [2025 Annual Report](#).

Product responsibility

Safety, efficiency, and innovation drive and distinguish our business. AMG develops innovative, high-quality specialty products that contribute to a more circular economy and enable our customers to meet their goals for both performance and energy savings.

AMG conducts life-cycle assessments (LCAs) to determine the impacts and benefits of its products. In 2025, we expanded our efforts to conduct LCAs and gain a more detailed understanding of the environmental implications of a greater range of our products at all stages of their life including manufacturing, use, and disposal.

Climate-Beneficial Products

- **Hybrid Energy Storage System (Hybrid ESS):** A vanadium battery for use in industrial and large-scale energy storage systems. Enables demand-side and supply-side power management, reducing energy costs and emissions.
- **Ferovan®:** AMG Vanadium produces low aluminum “Green Vanadium,” known as FEROVAN®, with a carbon footprint five times smaller than vanadium produced through traditional mining. FEROVAN® offers distinct advantages to steelmakers, including maximum recoveries and a range of other benefits. Steel strengthened with ferovanadium requires less energy-intensive processes than steel manufactured entirely from virgin material.
- **Lithium:** Our products range from Spodumene Concentrate which we mine in Brazil to Lithium Hydroxide Battery Grade and Sulfidic Materials manufactured in Germany to serve the growing European battery market.
- **AMG’s ECO₂RP Portfolio:** A portfolio of 15 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.



AMG Corporate holiday party

Occupational health & safety

We firmly believe that there is no job worth doing in an unsafe manner. The safety, health, and well-being of our employees and their families is an AMG top priority. We apply regulatory requirements and industry best practices at all production facilities, offices, and mining operations with the view that all injuries and occupational illnesses are preventable.

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

- **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:** AMG business units 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 this Policy and the guidelines of the respective AMG group.

AMG utilizes the U.S. Occupational Safety and Health Administration's (OSHA) Recording and Reporting Occupational Injuries and Illnesses standard 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 tailored set of safety programs, trainings, and management systems that respond to the needs of each site and the respective regulatory environment. Our sites review and maintain their safety management systems through regular internal audits and participate in annual external audits when seeking certification.

Management:

- **Regular reporting:** To facilitate oversight of safety from the corporate level, each AMG site reports monthly safety data to the Corporate EHSS department, which is consolidated into a management report for the AMG Management Board and shared across the organization.
- **Immediate reporting:** AMG has a Safety Alert procedure 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 such safety incidents that it then shares across the company as a method of education and prevention.

In cases of an emergency incident not deemed a Safety Alert, the EHS manager at the respective site provides a report to the President of the business unit, who

may then engage with AMG's corporate EHSS department as needed. All incidents are tracked in writing and investigated, including analysis of root causes, and sites develop and implement corrective action plans which utilize the hierarchy of controls and include defined responsibilities to remedy the issue. AMG also checks for the risk of similar incidents happening at other AMG sites.

- **Certification:** All of our 29 production facilities have a safety management system and specifically, 55% are certified to ISO 45001. The AMG Lithium site in Bitterfeld is preparing for certification through a program for OHS management systems.
- **Risk assessments:** Business unit EHS leaders conduct site-level assessments of safety risk and update the assessments on an annual basis or more often as needed.



AMG Brasil S.A.'s
chemical laboratory

Training & awareness: Employees receive both general and role-specific training in health and safety, as determined by job hazard analysis. Trainings cover the use of personal protective equipment, handling hazardous substances, fire safety, and fall protection, among others. Training takes place at least yearly and more often if appropriate. Managers are responsible for tracking training completion by employees.

Employees are also trained to recognize workplace hazards and stop work if it cannot be done safely. Additionally, employees are

empowered to take action when hazards are identified by pursuing one of two options: mitigate the hazard, if they are trained on the action and 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, we work to isolate employees from the hazard, and we log and track the condition 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.

Approaches to OHS Training across AMG

Each AMG site develops a tailored approach to employee training in occupational health and safety, with some examples highlighted below.

- **AMG Lithium in Bitterfeld:** All employees receive the same general training upon hiring, followed by any additional training needed for their specific role. We utilize risk assessment and a software with quantitative metrics to guide the type of training for each role.
- **ALD TT in Michigan:** Topical safety talks take place each morning alongside continual education about self-preservation, PPE, legal requirements, and hearing conservation. Temporary workers receive the same training as other employees.
- **AMG Aluminum in Kentucky and Washington:** Aluminum Association guidelines inform our training approach, with special consideration given to working with molten metal including terminology, monitoring, and hand safety.
- **AMG Brasil S.A. in Nazareno:** To reduce risks of harm posed by transporting ores and/or concentrates, we follow best market practices in accident prevention, provide specific training on the operation of machinery and equipment, and have established a Mine Traffic Plan, which covers safe driving both inside and outside operational areas.

Our sites hold events periodically to enhance employee awareness beyond standard training. In 2025, ALD Vacuum Technologies held its annual Safety Days. The theme was “Safety in everyday life” with a goal of raising awareness of risks and promoting preventive action in everyday life. Employees chose from a range of activities exploring rollover and driving simulators, blind spots in trucks, bicycle safety, and winter vehicle checks.



Health: Employee health is another strong focus at AMG sites worldwide.

In 2025, AMG Titanium in Nuremberg held a Health Day in partnership with AOK, the facility's health insurance provider. The event offered assessments of back health and strength, a tool for measuring stress levels called the Stress Pilot, and a "Strong Back" talk and workshop. Short exercise demonstrations were especially popular, offering simple yet effective ideas to bring more movement and energy into the workday. The site also held an

event on healthy nutrition, sparking curiosity and conversation about the sugar content of everyday foods.

Other AMG sites also held Health Days which included health consultations and ergonomic advice.

Some AMG sites offer an employee assistance program for further resources around health, safety, and broader wellness, including mental health. These offerings are discussed under "Benefits" later in this chapter.

Focus on EHS Knowledge Sharing

In 2025, AMG's operations across Germany came together as part of a new initiative to share knowledge and innovations for safety, health, and environmental protection. The EHS leaders from seven sites met in person for two days in Nuremberg for a meeting called "AMG EHS Connect" to build stronger relationships and share knowledge among internal experts.

The idea for Safety Days at each site emerged from EHS Connect 2025 and has already been implemented at various sites.



Focus on Equipment Safety

At AMG Brasil S.A. in Nazareno, vehicles and other transportation equipment are equipped with fatigue monitoring systems. These provide real-time tracking of drivers and operators through cameras that can detect signs of fatigue, distraction, cellphone use, and other risks, issuing immediate audible alerts in the cabin and recording occurrences in a digital platform for safety analysis. As a result of these systems we have seen a significant reduction in risk of accidents caused by drowsiness and inattention.

Emergency management and awareness:

Each AMG operation maintains emergency response plans. These 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 are in place to notify employees of an emergency or other incident including automatic detection systems, internal phones or alarm buttons near exits, and announced meet-up points.

Business unit EHS managers and other leaders at AMG's sites ensure that employees are trained in emergency response, that emergency procedures remain up-to-date, and that procedures these are tailored to the site's operations and associated risks.

At ALD TT in Michigan, new employees learn the emergency response procedures on their first day. The procedures are covered on a monthly basis during pre-shift safety talks. Drills address severe weather, fire, and spills.

At AMG Aluminum in Washington, audio alerts are being upgraded to verbal communication via a public announcement system.

AMG Brasil S.A. in Nazareno provides training to local community members for responding to a potential threat to health or safety related to its tailing dam.

Emergency plans are further discussed in the **Environmental Stewardship** section of this report.

*For more information on AMG's health & safety activities, see the Social Information section of the Sustainability Statement in **AMG's 2025 Annual Report**.*

Employment

AMG is committed to fostering a workplace where employees feel valued and empowered to succeed. We maintain corporate policies that apply to all of our operations globally. In addition, each facility establishes locally relevant policies, as appropriate, for which they ensure compliance.

Policies: At the global level, AMG corporate policies address employment in alignment 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**. It expresses the company's responsibility to respect internationally recognized human rights in our own operations and to foster respect for human rights in relationships with business partners along the value chain. This includes zero tolerance for any form of discrimination or harassment. More on our Human Rights Policy and related due diligence processes can be found in the **Community Engagement** chapter.

Our **Diversity & Inclusion Policy**, discussed later in this chapter, and our **Code of Business Conduct**, discussed in the **Governance** chapter, convey our commitment to equal opportunity.



Management: AMG's Corporate HR function is here to support the units and strategy of AMG. The individual business units each play a leading role in managing their own human resources.

The corporate 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, leads change management initiatives, fosters a positive workplace culture, and collaborates with leadership to support the company's growth and transformation.

In 2025, AMG hosted its first in-person global human resources meeting to review key talent priorities, sharing updates on workforce planning, organizational effectiveness, and employee engagement. Regional human resources leads provided valuable insights on best practices and local challenges faced by their individual business units. Overall, the meeting strengthened collaboration across the AMG Group and advanced our global human resources roadmap for continued success.

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

In preparation for compliance with the EU Pay Transparency Directive, a project begun at our EU-based entities assessed equal pay for employees and related transparency.

Health & wellness programs: AMG offers a range of support and assistance programs to employees. In the U.S., employees have access to employee assistance programs (EAP) that AMG sponsors through its insurance providers. In the UK, AMG Chrome in Rotherham offers an EAP that includes access to counseling services.

AMG informs employees about EAPs and other health and wellness resources available to them through a range of communication methods. At AMG Aluminum, for example, we issue a monthly email promoting the EAP and distribute fliers.

Mental health is a strong component of AMG's employee support and assistance offerings. The following is a selection of examples from various AMG operations.

Addressing Mental Health at AMG

ALD Vacuum Technologies – Hanau

- Occupational safety team and works council conducted inspections to identify ways to improve work environment and reduce stress.
- ALD Health Days 2025 included lectures and workshops on mental health.
- Digital work-life platform offers lectures on mental health, one-on-one counselling with therapists, and coaching for managers including on mental health for teams.
- Yoga courses offered.
- SAM e-learning platform for management includes courses in mental health.

AMG Chrome – Rotherham, UK

- Certification offered in “mental first aid” and crisis intervention.
- Assessments available for risk and management of work-related stress.
- Support services for work mental health available in partnership with Able Futures.
- Personalized wellness action plans, including ways to understand when an employee is not well, provided to engage human resources and line managers to support struggling employees.
- Site-specific policy maintained on continual promotion of mental health and wellbeing.

AMG Lithium – Bitterfeld and Frankfurt

- Certification offered in “mental first aid” and crisis intervention.
- Online health program on World Mental Health Day 2025 covered confidence, self-harm, emotional regulation, and living with high sensitivity.
- Employee access provided to Headspace meditation app.

AMG Vanadium

- Annual substance abuse training offered for supervisors and managers.
- Wellness lunch-and-learns boost awareness mental health topics.
- Employee discounts on monthly insurance premiums incentivize regular wellness visits.

AMG USA Headquarters

- Monthly employee newsletters distributed on health and wellness topics, e.g. building connection/friendships, oral health, mindful eating/healthy snacking, etc.
- Employee assistance program provides confidential counseling and support services.

AMG Brasil S.A.

- AMG Brasil S.A.’s Care AMG team organizes wellness initiatives including mental and physical health support, self-care, and promotion of work-life balance.
- Care AMG activities include guided discussion circles, talks with health professionals, and awareness campaigns on topics such as anxiety management and emotional balance.

Employee engagement: AMG regularly surveys employees on a range of topics related to their satisfaction at work, and company leadership uses the insights to develop robust programming that responds to the needs and suggestions of our workforce. The results of each survey are reviewed by company leadership before being communicated more widely to employees. In many cases, survey results lead to tangible initiatives to improve employee experience across the company; examples are described below.

This year, 57% of AMG employees participated in the employee satisfaction survey. The results showed that 79% of employees report a strong engagement level, an increase from last year and higher than the manufacturing industry benchmark. We also assessed our Employee

Net Promoter score. This resulted in a score of +14 which shows that our employees would recommend AMG as a great place to work.

In 2025, we hosted the first global “AMG Town Hall” to enable employees to engage with AMG executives about people, culture, financial performance, and strategic direction. The Town Hall was initiated in response to survey feedback from employees, who expressed a desire for increased communication from leadership and greater transparency on business matters.

Local efforts at AMG sites also amplify employee voices. In Brazil, the human resources team held a “listening day” to identify desires and issues related to personal and professional desires, management communication, and company benefits and tools.



Participants at AMG's first-ever Town Hall

AMG's employee resource groups (ERGs) empower employees with a culture of mentorship and support, while building employee engagement and promoting diversity in leadership roles. All employees are invited to join our ERGs, which we initiated based on employee survey results. ERGs meet on a quarterly basis online and are led by expert facilitators, with sessions structured as small group exchanges to build connections across business units. We invite feedback from participants during the sessions, and in response to previous feedback have updated the structure of our sessions to provide greater benefits for employees.

The Leadership ERG aims to cultivate the next generation of leaders within our organization. In 2025, the ERG held four sessions, with the

following focus topics: servant leadership, professional development, cross-generational communications, and time management. The workshops had 386 unique participants and 880 in total.

The Women's Initiative Network (WIN) ERG provides a platform for fostering professional growth, facilitating dialogue, elevating voices, and addressing challenges, and is open to all employees. In 2025, our sessions covered: diversity, communicating with confidence, work-life balance, and championing for each other. Approximately 85 people participated in each session.

Both ERGs have launched committees to explore future direction and potential programming beyond professional development.



AMG-hosted women's circle with local community members to share stories and meaningful conversation

Professional development: As expressed in our Code of Business Conduct, we strive to support each employee in fulfilling their potential. This includes programs for employee continuous learning, development, and merit-based promotion. With our decentralized structure, each business unit is empowered to lead programing for professional development that makes sense for its workforce and operations.

AMG also supports employee development through leadership training, skills development programs, and a regular performance review process as determined by each business unit. 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.

In 2025, we developed a global mentoring program called AMG Elevate. We initiated the program based on insights that emerged through our employee survey. Once the pilot is launched in 2026, the program will support cross-functional relationship-building throughout AMG. Among its objectives:

strengthening AMG's culture and creating a talent pipeline for leadership positions throughout the company.

The program will use software to form several mentor-mentee pairs by matching high-potential employees with senior leaders. Quarterly milestones guide progress on individual development plans, stretch projects, and monthly professional development topics, aiming to accelerate the development of future leaders and provide targeted guidance, strategic insight, and long-term career support.

A site-specific initiative at AMG Brasil S.A. provided training to support professional development for company leaders on topics such as strategic planning and self-awareness, for administrators on topics such as connecting dialogues and psychological safety, and for interns, with a focus on assertive communication.

*For more information on AMG's employment activities, see the Social Information section of the Sustainability Statement in [**AMG's 2025 Annual Report**](#).*



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](#) applies to all employees globally and aims to promote a culture of diversity and inclusion.

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 maintains a Corporate Diversity and Inclusion Council. The Council reports on its work to the Management and Supervisory Boards.

AMG's Corporate Diversity and Inclusion Council

- **Role and composition:** AMG's Corporate Diversity and Inclusion Council works to drive diversity and inclusion within the company and increase awareness about various aspects of diversity. Its activities support AMG employees and teams in collaborating across the globe, offering a centralized process and set of activities to build belonging and connectedness throughout the company. The Council monitors diversity within AMG and provides advice to the Management Board and to business units on implementing the Diversity & Inclusion Policy.

The 12-member Council comprises members of seven business units across AMG, who bring a diversity of backgrounds and perspectives. The chairperson is appointed annually and is responsible for meeting coordination, providing strategic direction, and supporting the implementation of any agreed actions.

- **Activities:** The Council meets monthly to advance diversity and inclusion, share best practices among AMG business units, and support a range of workplace initiatives. These include AMG's Elevate mentoring program, the ERGs, AMG Connect, and new website content that highlights our sustainability efforts in action, our values, and our related social media activity for the awareness of all employees. The Council also supports internal awareness-raising activities and wider events. In Germany, we participated in Girls Day by opening our doors to local girls to offer insights about STEM-related jobs, and also the FemWorx career summit for women in STEM.

Training and awareness raising: Business units provide locally relevant training for leaders and employees on topics related to diversity and inclusion. In Brazil, AMG offers leadership training in harassment and psychological safety, and hosts talking circles on unconscious bias. At the AMG corporate level, the human resources team is developing a global diversity and inclusion training to be introduced to employees in 2026.

Accommodating all employees: AMG sites respect individual employees' unique needs by offering flexible working arrangements

for employees with dependents. These can include leave entitlement and adjustment of working hours.

Talent pipeline & recruitment: AMG considers diversity essential to strengthening our culture, reputation, and performance, as the varied experiences and capabilities of our people fuel innovation and achievement. We embrace differences across many characteristics—including age, ethnicity, gender identity, ability, background, and more—reflecting our focus on attracting and nurturing a truly diverse workforce.



Leadership training in harassment and psychological safety

For all of these reasons, workforce diversity is an important consideration as we work to recruit and retain employees and create succession plans. 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.

To support a diverse next generation of skilled professionals in innovative mining and engineering, our initiatives include:

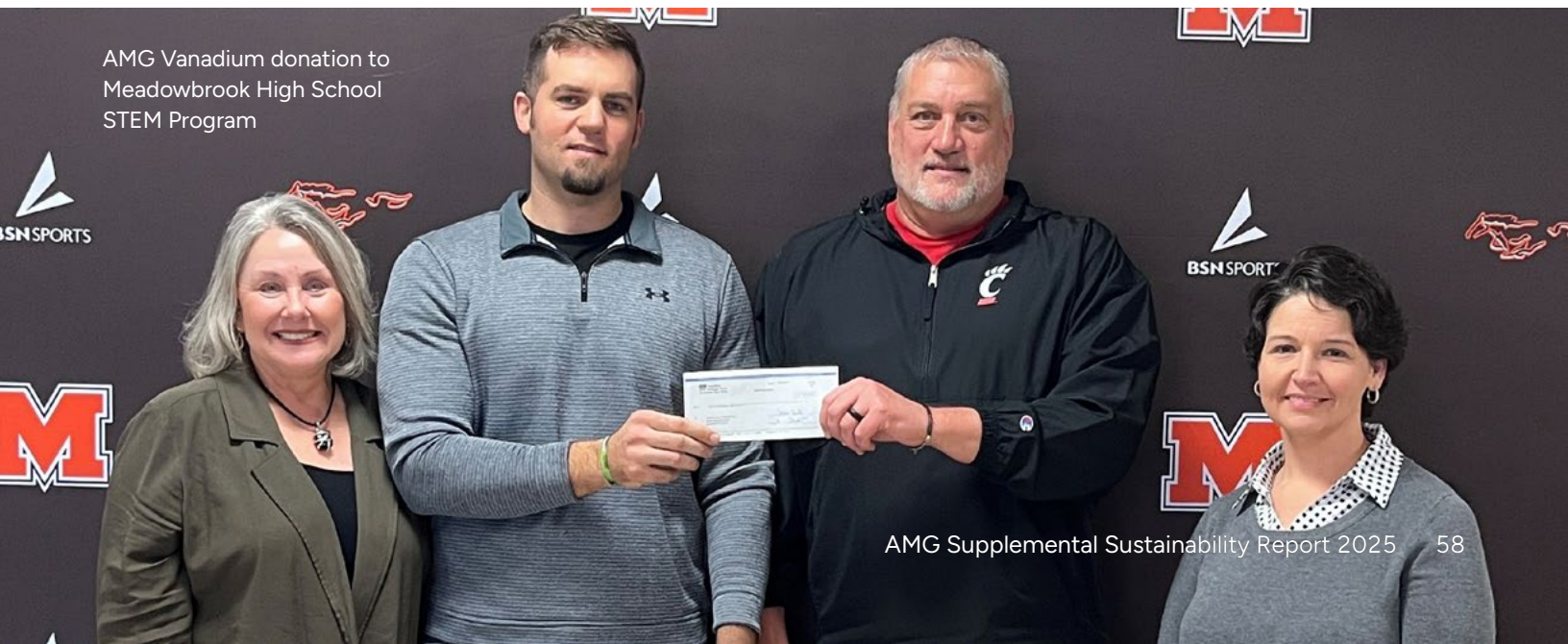
- Establishing a scholarship at the Colorado School of Mines to support young women aspiring to enter the metals and mining industry;
- Sponsoring one student's higher education in science, technology, engineering, or mathematics for one year through a nationwide scholarship program in Germany; and
- Offering scholarships to students pursuing careers in technology, for example the AMG Vanadium 2025 scholarship for electrical engineering.

In 2025, AMG supported three employees in attending the conference of the Society of Women Engineers (SWE), held in New Orleans, Louisiana. SWE is the world's largest gathering of women in engineering and technology. Our attendees – who represented the corporate human rights office, process engineering at AMG Vanadium, and safety at AMG Aluminum – shared AMG's story to advance our recruitment goals, celebrated the power of collaboration, and experienced the strength of a community dedicated to empowering women and shaping the future of engineering.

AMG is proud to be part of events that advance women in STEM, reinforcing AMG's commitment to developing talents and driving innovation worldwide.

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 Information section of the Sustainability Statement in [AMG's 2025 Annual Report](#).

AMG Vanadium donation to Meadowbrook High School STEM Program



Community Engagement

AMG is 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. AMG expects its suppliers to conduct their business responsibly, with integrity, honesty, and transparency, and to adhere to our key principles.



AMG Brasil S.A. employees
at volunteer event

Interaction with communities

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

Management: Each AMG site manages its community engagement in ways that suit its operations and its setting. Management of community outreach is determined accordingly. For example, in Nazareno, Brazil, where the site is required to hold public hearings as part of the environmental licensing process for projects, a specialized group of company leaders and managers is

responsible for overseeing communication and collaboration with the community. In addition, 100% of AMG’s production assets are subject to community consultation taking place before any expansion or other significant change.

Beyond fulfilling its legal obligations, AMG Brasil S.A. in Nazareno regularly consults with and informs the local community about new projects and ongoing activities during the beginning, middle, and end stages of projects. The site’s teams work closely with local leaders in both formal and informal ways, nurturing a direct relationship that allows for easy, efficient communication with company representatives. They hold an annual consultation with the mayors of its neighboring communities, and all community members can reach them directly through contact information published on the company website in both English and Portuguese.



AMG Vanadium provides donation to STEM program at local school

Local hiring: AMG is committed to and invests in local hiring across all its businesses. For example, AMG business units across regions regularly host groups of students from local universities, AMG Lithium in Bitterfeld holds job fairs in the local community and visibly advertises career opportunities, and AMG Brasil S.A. launched a new website that makes it easy for community members to find work opportunities and begin the application process with a QR code.

AMG Brasil S.A. also runs robust internship and apprenticeship programs to attract and train local talent. In 2025, we hired 24% of interns and trainees as permanent employees at AMG Brasil S.A. across various departments and positions, illustrating their preparation for the job market.

AMG Brasil S.A. also collaborated with the National Industrial Training Service to offer two technical training courses to the local

community, which promote skills development and expand employment opportunities for those enrolled. In São João del Rei, Brazil, 92% of our current workforce (employees and contractors) is from the local community. In Nazareno, Brazil, 76% of our current workforce (employees and contractors) is from the local community.

Community support: Being a valued member of local economies and communities is part of AMG's sustainable development objectives. We strive to contribute to addressing fundamental environmental and social challenges facing society today.

AMG Vanadium and AMG Brasil S.A. have structured, strategic programs to guide outreach to local communities. Other business units respond to requests or follow employees' passions to support groups and issues of importance.



Below are selected examples of community efforts by some of our business units in 2025.

School supplies for low-income families

AMG Vanadium's team organized a school supply drive for the East Side Community Ministry's "Tools for Schools" program, which had received requests for assistance from low-income families. AMG employees collected over 500 items for donation.



Arts and culture

AMG Lithium in Bitterfeld sponsored a local night of classical music.

AMG Brasil S.A. supported theater classes and a traditional "biscuit party" in Sao Tiago.



STEM education

Experts from AMG Brasil S.A. joined the Atomic Robotics team from SESI (Brazilian Social Service for Industry) for a technology project in nearby public schools. The program – "Technology without Borders for Public Schools" – aims to inspire future generations in science and technology. The AMG project introduced augmented reality glasses, interactive videos, and quizzes to engage students and illuminate connections between science and sustainability.

AMG Vanadium awarded a scholarship to a student in electrical engineering technology.

Natural environment

The AMG Titanium team in Nuremberg participated in a tree-planting project to support the natural environment.

Public infrastructure

AMG Brasil S.A. held conversations with the mayor of Nazareno to continue our support for construction of roads and parks. The team also offered a technical course for community members.



Food security

AMG Vanadium employees volunteered at a food pantry. They stocked shelves, unloaded trailers with donated food, and assisted patrons.

AMG Aluminum's team in Kentucky collected donations from employees to support a local food bank during the winter holidays.

Youth activities

AMG Aluminum in Kentucky matched employee donations to the local Boys and Girls Club. They also sponsored several local sports teams and helped to host Halloween events.

AMG Brasil S.A. sponsors an athletic club that provides football schools for children, and partners with a theater company, Arte por Toda Parte, that provides classes for children and older community members.



Healthy lifestyles

AMG Brasil S.A. invested in health through sports, holding its fourth commemorative and charity race in Sao Joao del Rei. Almost 400 employees and community members participated as runners.

Local businesses

AMG Aluminum in Kentucky, sponsored the Henderson County Chamber's annual dinner and golf scramble.

AMG Aluminum in Washington actively participates in the Wenatchee Chamber of Commerce, including networking events, an educational series on mindful leadership, and a nine-month program in community leadership.

Nurturing Relationships with our Communities in Brazil

To ensure our services and support respond to local needs, we look to our relationships with our communities. AMG Brasil S.A.'s community engagement program stands on a foundation of continual relationship building. Below are a few examples of our strategies.

- Inspired by the United Nations Global Compact and AMG's long-standing commitment to improving the quality of life in our communities, we developed four pillars to guide our community investments: social, cultural, sports, and education.
- We provide accessible ways to communicate with us.
 - AMG maintains a communication channel dedicated to serving local communities, reinforcing its commitment to active listening, transparency, and continuous dialogue with society. Community members can contact the company directly through a dedicated email address, which automatically provides a form to organize each request and direct it to the right contact at AMG.
 - Our website has been updated with a **dedicated page** for community relations. Visitors can easily find our communication channels and information about the current areas of focus for our community projects and the guidelines for requesting sponsorship.
 - Our efforts to invite communication have worked – we receive frequent calls from teachers, local leaders, and associations, and we track these contacts to demonstrate the extent of our community engagement.
- We invite the community to our site. This is a new approach in 2025 following many years of activities off-site with community groups.
 - In 2025, we held our first "AMG Community Week" at the mine. We offered attendees a guided tour of our mining operations with opportunities to learn more about our approach to safety, meet technical staff, and ask questions about our site and processes. We also held a fair featuring local entrepreneurs' products. At the end of the Community Week, we conducted a survey about our visitors' perceptions of AMG. The results showed that all felt welcomed, and the perception of AMG was overwhelmingly "positive."
- We track community engagement – both our efforts and our results. The community survey is an example, along with quantifying how many interns apply to work at AMG and the rate of hiring them into employment. We adapt our programs in response to the measured results and impacts we hear from the community.



Our fair featuring local entrepreneurs' products as part of AMG Community Week

Labor & human rights

Policies: AMG embraces its responsibility to respect internationally recognized human rights. As outlined in the chapter on “Our Employees,” AMG maintains policies designed to align with international frameworks, in order to address the company’s responsibility to protect human rights.

Our human rights commitment extends not only to our employees but also to our communities and our supply chain, as outlined in our [Human Rights Policy](#), [Supplier Code of Conduct](#), [Stakeholder Engagement Policy](#), and others. 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. Since 2009, AMG has been a signatory of the United Nations Global Compact.

The Human Rights Policy lays out AMG’s general approach to human rights due diligence, including processes and mechanisms to monitor its compliance. The Policy expresses respect for the labor rights

and the other human rights of AMG’s own workforce and its value chain workers, as well as the human rights of communities and indigenous peoples.

AMG encourages stakeholders to raise any related concerns through its reporting channels without fear of retaliation. Employees, suppliers, communities, and other stakeholders can use the independently run, confidential [Speak Up Hotline](#) to make anonymous reports. Speak Up is fully available for community groups and all other external stakeholders.

Labor practices: AMG is committed to providing consistent and competitive employment opportunities. We offer fair wages, with compensation that can exceed average local wages, and the opportunity to work for a company that treats its employees ethically. AMG further supports communities by investing in its employees with training that can be used beyond AMG to contribute to wider improvements, providing skills and knowledge in health, safety, and technical areas.

Sustainable supply chain

AMG's operations center on processing materials. To succeed as a responsible business, therefore, it is essential to procure raw materials in a responsible way. We are committed to transparency in our production and supply chain. AMG proactively manages supply chain risk and fosters best practices within our supply chain.

Policies: AMG's Supplier Code of Conduct

sets expectations for suppliers in the areas of business integrity and anti-corruption, human rights, health and safety, and environmental management, among other priorities. Suppliers are required to acknowledge that they have received, read, and understood the Supplier Code.

In addition, 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 also has established a voluntary **Conflict Minerals Statement**, setting out the company's approach to managing conflict minerals in line with all international legal requirements and best practice. We aim to source mineral resources responsibly and sustainably to prevent risks such as terrorist financing or support of violence and human

rights violations. AMG does not produce gold, tin, tungsten or tantalum in Democratic Republic of Congo, and none of AMG's mines, refineries, or smelters are located in the DRC or its adjoining countries. AMG does not have suppliers or customers in the DRC and its adjoining countries, nor does it import conflict minerals into the EU from conflict-affected locations.

AMG Brasil S.A. in Nazareno, which produces tin and tantalum, publishes information on its commitment to the Responsible Minerals Initiative (RMI), including a **Conflict Mineral Policy**. We only purchase raw materials that are conflict free and that meet the requirements of the OECD Due Diligence and Responsible Minerals Assurance Process for Supply Chains of Minerals from Conflict Affected and High-Risk Areas (RMAP). Our policy and procedure related to procuring raw minerals is assured through RMI.

In 2025, the site underwent RMAP assessment for tantalum and, as with all former RMAP inspections, was found to be compliant with all RMAP standards and protocols. AMG Brasil S.A. in Nazareno has been RMI-certified since 2013. We continue to seek annual RMAP assessments, certifications of which can be found on our **website**.

Risk assessment and due diligence: To assess risks and conduct due diligence across its supply chain, AMG has set a counterparty due diligence process. Under this process, AMG utilizes Dow Jones Risk and Compliance, a web-based risk assessment tool, to screen for concerns including adverse media, sanctions, 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.

In addition, each AMG business unit manages its vendors with support from AMG corporate. Procurement teams receive training on a variety of topics as part of AMG's overall training program that are relevant to AMG's Supplier Code of Conduct. Supplier screening procedures are in place through AMG's counterparty due diligence processes. Business units carry out risk assessments, with due regard to geographical location, criticality of a product or service, the size of the business and the relevant policies and standards that a supplier has in place.

Progressing Our Program: Human Rights in the Supply Chain

In 2025, AMG conducted the first systematic survey of its security providers. The results indicated that where our sites work with security providers, those locations present limited exposure to risk and no indication of human rights incidents. We do not employ armed security forces.

In addition, the AMG Corporate team partnered with one of the company's business units to develop guidance on how to implement the Human Rights Policy. The team jointly designed and piloted a practical social due diligence process with the intention of scaling it to other locations. In close coordination with the Procurement Department, they systematically collected relevant information, identified appropriate internal and external data sources, and developed methodologies to support abstract risk assessments. AMG designed this process as a continuous framework, to be progressively refined and adapted through a targeted focus on different materials across the company's portfolio.

Business units also apply ESG criteria when selecting suppliers. For example, CO₂ emissions reduction is core to AMG's values, and we seek partners in working together to achieve that goal.

Ongoing supplier monitoring varies by location. For example, AMG Vanadium conducts periodic site visits to suppliers' facilities to observe the procedures to protect worker rights and the natural environment. They strive to have in-person interaction with vendors

approximately once a year. At AMG Chrome in Rotherham, UK, members of the procurement team carry out audits on a monthly basis that include both desk and in-person formats. During audits the teams cover the following topics: environment, ethics, training, and health and safety.

AMG maintains a **corporate statement** on modern slavery. In addition, as required by local legislation, business units issue modern slavery statements specific to their operations.

Suppliers Who Share AMG's Values

AMG Vanadium integrates environmental responsibility into supplier relationships by requesting carbon reduction initiatives during project and contract negotiations. As strategic partners in achieving AMG's business goals, suppliers are expected to reflect the core value "We protect our planet by enabling CO₂ reduction." Examples of supplier initiatives that contribute to this vision include:

- Installation of energy-efficient LED lighting;
- Recycling used oil for heating instead of disposal;
- Route optimization to reduce fuel consumption; and
- Implementation of robust facility-wide recycling programs.

We strive to partner with people and businesses that share our vision for reducing our collective impacts on the planet, as a model for good business.

*For more information on AMG's community and supply chain-related activities, see the Social Information section of the Sustainability Statement in **AMG's 2025 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, 2025-December 31, 2025 with reference to the GRI Standards.

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT ANSWER
General Disclosures		
GRI 2: General Disclosures 2021	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: 2025 Annual Report , page 71
	2-2 Entities included in the organization's sustainability reporting	AMG Critical Materials N.V. and subsidiaries. Please revert to Trade Register filing dated March 10, 2026 for a full list of subsidiaries of the AMG Group.
	2-3 Reporting period, frequency and contact point	a: Calendar 2025, Annual b: January 1st, 2025-December 31st, 2025 c: April 2026 d: esg@amg-nv.com
	2-4 Restatements of information	No restatements of information have been made in the reporting period.
	2-5 External assurance	AMG received limited assurance on our 2025 Sustainability Statement, which includes our 2025 GHG Emissions Inventory (Scopes 1, 2, and 3). For additional information please see our 2025 Annual Report , page 241.
	2-6 Activities, value chain and other business relationships	About AMG, page 7 2025 Annual Report , pages 73-75
	2-7 Employees	Social Data Tables, page 80
	2-9 Governance structure and composition	Corporate Governance, pages 9-13 ESG Oversight & Management, page 16 2025 Annual Report , pages 78-79 Corporate Governance Webpage



GRI STANDARD	DISCLOSURE	LOCATION / DIRECT ANSWER
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	2025 Annual Report , page 50 Corporate Governance Webpage
	2-12 Role of the highest governance body in overseeing the management of impacts	ESG Oversight & Management, page 16 2025 Annual Report , pages 46-48 and 51-52
	2-13 Delegation of responsibility for managing impacts	ESG Oversight & Management, page 16 2025 Annual Report , pages 51-52 and 78-79
	2-14 Role of the highest governance body in sustainability reporting	ESG Oversight & Management, page 16 2025 Annual Report , pages 51-52 and 78-79
	2-15 Conflicts of interest	AMG Anti-Bribery, Anti-Corruption and Conflicts of Interest Policy 2025 Annual Report , pages 117-119
	2-16 Communication of critical concerns	Corporate Governance, pages 9-13 2025 Annual Report , page 132 Corporate Governance Webpage
	2-18 Evaluation of the performance of the highest governance body	2025 Annual Report , pages 46-48
	2-19 Remuneration policies	Remuneration Policy for the Supervisory Board of AMG Critical Materials N.V Remuneration Policy for the Management Board of AMG Critical Materials N.V
	2-20 Process to determine remuneration	2025 Annual Report , page 51 Corporate Governance Webpage
	2-21 Annual total compensation ratio	2025 Annual Report , page 65
	2-22 Statement on sustainable development strategy	Letter from the CEO, pages 3-6
	2-23 Policy commitments	Corporate Governance, pages 9-13 ESG Oversight & Management, page 15 Environmental Stewardship, pages 20-21 Our Employees, pages 49-50 Community Engagement, pages 59-68 2025 Annual Report , pages 83-84 Corporate Governance Webpage
	2-24 Embedding policy commitments	Corporate Governance, pages 9-13 ESG Oversight & Management, pages 14-17 Environmental Stewardship, pages 18-35 Our Employees, pages 42-58 Community Engagement, pages 59-68 2025 Annual Report , pages 83-84 Corporate Governance Webpage



GRI STANDARD	DISCLOSURE	LOCATION / DIRECT ANSWER
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	Corporate Governance, pages 9-13 Community Engagement, pages 59-68 AMG Speak Up & Reporting Policy AMG Human Rights Policy
	2-26 Mechanisms for seeking advice and raising concerns	AMG Code of Business Conduct AMG Speak Up & Reporting Policy
	2-27 Compliance with laws and regulations	Corporate Governance, pages 9-13 Governance Data Table, page 81 2025 Annual Report , page 37
	2-28 Membership associations	2023 Annual Report , pages 60-61
	2-29 Approach to stakeholder engagement	ESG Oversight & Management, page 17 2025 Annual Report , pages 75-76 AMG Stakeholder Engagement Policy
	2-30 Collective bargaining agreements	2025 Annual Report , page 110
Specific Disclosures		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2025 Annual Report , pages 80-81
	3-2 List of material topics	2025 Annual Report , page 77
	3-3 Management of material topics	2025 Annual Report , pages 79-113
GRI 101: Biodiversity 2024	101-2 Management of biodiversity impacts	Environmental Stewardship, pages 32-35 AMG Environmental Policy
	101-4 Identification of biodiversity impacts	Environmental Stewardship, pages 32-35 2025 Annual Report , pages 100-102
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Corporate Governance, page 10 2025 Annual Report , page 120
	205-3 Confirmed incidents of corruption and actions taken	Corporate Governance, page 11 2025 Annual Report , page 120
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environment Data Tables, pages 75-76 2025 Annual Report , page 96
	302-3 Energy intensity	Environment Data Tables, page 76 2025 Annual Report , page 96
	302-4 Reduction of energy consumption	Climate Change, pages 36-41 2025 Annual Report , pages 95-96
	302-5 Reductions in energy requirements of products and services	Climate Change, page 41 2025 Annual Report , pages 32-33



GRI STANDARD	DISCLOSURE	LOCATION / DIRECT ANSWER
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Environmental Stewardship, pages 29-30
	303-2 Management of water discharge-related impacts	Environmental Stewardship, pages 29-30
	303-3 Water withdrawal	Environmental Data Tables, pages 77-78
	303-4 Water discharge	Environmental Data Tables, pages 77-78
	303-5 Water consumption	Environmental Data Tables, pages 77-78
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental Data Tables, page 76 2025 Annual Report , page 99
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental Data Tables, page 76 2025 Annual Report , page 99
	305-3 Other indirect (Scope 3) GHG emissions	Environmental Data Tables, pages 76-77 2025 Annual Report , page 99
	305-4 GHG emissions intensity	Environmental Data Tables, page 77 2025 Annual Report , page 99
	305-5 Reduction of GHG emissions	Climate Change, pages 38-39 2025 Annual Report , pages 93-95
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Environmental Data Tables, page 77
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Environmental Stewardship, pages 23-28
	306-3 Waste generated	Environmental Data Tables, page 78
	306-4 Waste diverted from disposal	Environmental Data Tables, page 78
	306-5 Waste directed to disposal	Environmental Data Tables, page 79
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Community Engagement, pages 66-68 AMG Supplier Code of Conduct
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	2025 Annual Report , page 109 2025 employee turnover: 528 employees (14.5%)
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Employees, pages 50-51



GRI STANDARD	DISCLOSURE	LOCATION / DIRECT ANSWER
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Our Employees, pages 43-48 <u>2025 Annual Report</u> , pages 108 and 112
	403-2 Hazard identification, risk assessment, and incident investigation	Our Employees, pages 43-48
	403-5 Worker training on occupational health and safety	Our Employees, pages 43-46 <u>2025 Annual Report</u> , page 108 <u>Health & Safety Policy</u>
	403-6 Promotion of worker health	Our Employees, page 47
	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, page 44 <u>2025 Annual Report</u> , page 112 In 2025, 100% of AMG employees were covered by a management system in accordance with local legislation.
	403-9 Work-related injuries	Social Data Tables, page 80 <u>2025 Annual Report</u> , page 112
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Our Employees, page 55
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Our Employees, pages 56-58 Social Data Tables, page 80 <u>2025 Annual Report</u> , page 111
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Engagement, pages 60-64
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Community Engagement, pages 66-68 <u>AMG Supplier Code of Conduct</u>



TCFD Content Index

Area	Recommended TCFD Disclosure	2025 Report References
Governance		
Disclose the organization's governance around climate-related risks and opportunities.	a. Describe the board's oversight of climate-related risks and opportunities.	ESG Oversight & Management, pages 14-17 2025 Annual Report , pages 34-35 and 37-38
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	ESG Oversight & Management, pages 14-17 2025 Annual Report , pages 37-38 and 92-94
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2025 Annual Report , pages 77 and 92-94
	b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	2025 Annual Report , pages 92-93
	c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	2025 Annual Report , pages 92-94
Risk Management		
Disclose how the organization identifies, assesses, and manages climate-related risks.	a. Describe the organization's processes for identifying and assessing climate-related risks.	Climate Change, page 37 2025 Annual Report , pages 80-81 and 92-93
	b. Describe the organization's processes for managing climate-related risks.	Climate Change, page 37 2025 Annual Report , pages 93-95
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Corporate Governance, page 12 Climate Change, page 37 2025 Annual Report , pages 34-35 and 37-38
Metrics and Targets		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Climate Change, page 38 2025 Annual Report , page 92
	b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Environmental Data Tables, pages 76-77 2025 Annual Report , page 99
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Climate Change, page 38 2025 Annual Report , page 95



Environmental Data Tables^{1,2}

METRIC	Units	2023	2024	2025
Energy³				
Total Energy Consumption⁴	Mwh	657,024	732,805	563,475
Fossil Energy Consumption per Source				
Coal and Coke Products	Mwh	-	-	-
Crude Oil and Petroleum Products	Mwh	-	95,736	75,617
Natural Gas	Mwh	-	115,721	103,501
Other Fossil Sources	Mwh	-	36,423	36,248
Purchased or Acquired Electricity, Heat, Steam, and Cooling	Mwh	-	332,861	218,680
Total Fossil Energy Consumption	Mwh	-	580,741	434,046
Total as share of Total Energy Consumption	%	-	79	77
Nuclear Energy Consumption				
Nuclear Sources	Mwh	-	21,464	17,653
Total as share of Total Energy Consumption	%	-	3	3
Renewable Energy Consumption per Type				
Renewable Fuels, including Biomass	Mwh	-	46,281	39,377
Renewable Fleet Fuel ⁵	%	-	-	13
Purchased or Acquired Electricity, Heat, Steam, and Cooling	Mwh	-	73,670	63,140
Self-Generated Non-Fuel Renewable Energy	Mwh	-	10,650	9,259
Total Renewable Energy Consumption	Mwh	-	130,601	111,776
Total as share of Total Energy Consumption	%	-	18	20

1 - 2023 data includes all AMG facilities (offices and production facilities).

2 - 2024 and 2025 data includes AMG production facilities (see AMG's [2025 Annual Report](#), page 71, for details).

3 - AMG began reporting its energy data in alignment with the European Sustainability Report Standards in 2024.

4 - 2023 total is calculated using high heating values. 2024 and 2025 totals are calculated using low heating values.

5 - Calculated as follows: Total mobile fuel consumed from renewable sources / Total mobile fuel consumed



METRIC	Units	2023	2024	2025
Energy Intensity				
Total Renewable Energy Consumption	Mwh/USD	0.0004	0.0005	0.0003
Total as share of Total Energy Consumption	USD	1,625,861	1,439,856	1,708,325
Emissions				
Scope 1 GHG Emissions (CO₂e)	mt	129,280	153,063	98,045
Scope 2 GHG Emissions (CO₂e) (Location-Based)	mt	138,018	168,806	116,209
Scope 2 GHG Emissions (CO₂e) (Market-Based)	mt	131,187	158,483	105,685
Total GHG Emissions (CO₂e) (Scope 1 + Scope 2: Market-Based) ⁶	mt	260,467	311,546	203,729
Total Scope 3 (Gross Indirect) GHG Emissions (CO₂e) ⁷	mt	1,140,172	1,152,196	1,284,081
Purchased Goods and Services (Category 1)	mt	998,787	1,003,371	1,160,341
Capital Goods (Category 2)	mt	33,598	9,327	9,846
Fuel and Energy-Related Activities (Not Included in Scope 1 or Scope 2) (Category 3)	mt	18,164	13,845	11,107
Upstream and Downstream Transportation and Distribution (Categories 4 and 9)	mt	80,280	115,158	100,502
Waste Generated in Operations (Category 5)	mt	9,342	10,494	2,285
Business Traveling (Category 6)	mt	Not applicable	Not applicable	Not applicable
Employee Commuting (Category 7)	mt	Not applicable	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

6 - AMG Silicon is one of the largest contributors to AMG's GHG emissions. 76% of the reduction in AMG's overall Scope 1 and 2 GHG emissions between 2024 and 2025 is due to the site's reduced operational output in 2025.

7 - AMG's 2024 and 2025 Total Scope 3 (Gross Indirect) GHG Emissions (CO₂e) have been 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	2023	2024	2025
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 GHG Emissions (CO₂e) (Scope 1 + Scope 2: Location-Based + Scope 3)	mt	1,407,470	1,474,065	1,498,335
Total GHG Emissions CO₂e (Scope 1 + Scope 2: Market-Based + Scope 3)	mt	1,400,639	1,463,742	1,487,810
Particulates Discharged to Air	mt	148	120	143
SOx Emissions	mt	609	610	258
NOx Emissions	mt	184	181	66
GHG Emissions Intensity				
Total GHG Emissions (CO₂e) (Scope 1 + Scope 2: Location-Based + Scope 3) per Net Revenue	(tCO₂eq/ USD)	0.0009	0.0010	0.0009
Total GHG Emissions (CO₂e) (Scope 1 + Scope 2: Market-Based + Scope 3) per Net Revenue	(tCO₂eq/ USD)	0.0009	0.0010	0.0009
Net Revenue (in thousands)	USD	1,625,861	1,439,856	1,708,325
Water ⁸				
Total Water Withdrawal	Thousand Cubic Meters	5,653	6,165	5,114
Surface Water Withdrawal	Thousand Cubic Meters	2,663	2,713	2,412
Groundwater Withdrawal	Thousand Cubic Meters	2,632	3,021	2,320
Third-Party Water Withdrawal	Thousand Cubic Meters	358	430	382
Total Water Discharge	Thousand Cubic Meters	4,977	5,125	4,715
Surface Water Discharge	Thousand Cubic Meters	4,814	4,904	4,558
Third-Party Water Discharge	Thousand Cubic Meters	161	216	154

8 - Due to improvements in data gathering and categorization processes, 2023 and 2024 surface water withdrawal, third-party water withdrawal, and total water discharge values have been revised to reflect accurate totals.



METRIC	Units	2023	2024	2025
Other Water Discharge	Thousand Cubic Meters	2	5	3
Water Consumption	Thousand Cubic Meters	676	1,040	399
Total Water Recycled/Reused	Thousand Cubic Meters	8,474	8,108	7,154
Water Intensity (Total Water Consumption per Net Revenue)	(Thousand Cubic Meters/ USD)	0.0004	0.0007	0.0002
Amount of water sourced from regions with high levels of water stress	Thousand Cubic Meters	-	155	123
Percent of water sourced from regions with high levels of water stress	%	-	3	2
Waste ⁹				
Total Waste Generated	mt	36,187	37,058	41,285
Hazardous Waste Generated	mt	6,222	8,982	4,881
Non-Hazardous Waste Generated	mt	29,965	28,076	36,404
Total Waste Diverted from Disposal	mt	13,562	12,955	21,097
Hazardous Waste Diverted from Disposal ¹⁰	mt	2,713	2,612	2,852
Hazardous Waste Reused	mt	-	576	618
Hazardous Waste Recycled	mt	-	1,693	1,688
Percent of Hazardous Waste Recycled	%	-	19	35
Hazardous Waste Recovered	mt	-	342	546
Non-Hazardous Waste Diverted from Disposal ¹¹	mt	10,849	10,343	18,245
Non-Hazardous Waste Reused	mt	-	3,144	1,054
Non-Hazardous Waste Recycled	mt	-	6,883	14,089
Percent of Non-Hazardous Waste Recycled	%	-	25	39
Non-Hazardous Waste Recovered	mt	-	316	3,101

9 - 2023 data included in the 2024 Supplemental Sustainability Report has been updated here to reflect correct data, as reported in AMG's [2023 Annual Report](#).

10 - 2023 data reflects a combined total of hazardous waste reused and hazardous waste recycled.

11 - 2023 data reflects a combined total of non-hazardous waste reused and non-hazardous waste recycled.



METRIC	Units	2023	2024	2025
Total Waste Directed to Disposal	mt	22,625	24,104	20,188
Hazardous Waste Directed to Disposal	mt	3,509	6,371	2,028
Hazardous Waste Incinerated (energy recovery)	mt	-	2,086	187
Hazardous Waste Incinerated (no energy recovery)	mt	-	348	86
Percentage of Hazardous Waste Incinerated	%	-	27	6
Hazardous Waste Landfilled	mt	-	3,893	1,686
Percentage of Hazardous Waste Landfilled	%	-	43	35
Hazardous Waste Other Disposal Operations	mt	-	43	69
Non-Hazardous Waste Directed to Disposal	mt	19,116	17,733	18,159
Non-Hazardous Waste Incinerated (energy recovery)	mt	-	559	824
Non-Hazardous Waste Incinerated (no energy recovery)	mt	-	22	54
Percentage of Non-Hazardous Waste Incinerated	%	-	2	2
Non-Hazardous Waste Landfilled	mt	-	17,127	17,279
Percentage of Non-Hazardous Waste Landfilled	%	-	61	47
Non-Hazardous Waste Other Disposal Operations	mt	-	24	2

Social Data Tables ¹²

METRIC	Units	2023	2024	2025
Occupational Health & Safety				
Total Incident Rate ^{13, 14}	Rate	0.9	0.9	1.46
Lost Time Incident Rate ^{13, 15}	Rate	0.51	0.48	0.66
Near Miss Frequency Rate (NMFR) ^{13, 16}	Rate	838.61	796.8	838.66
Employee Fatalities ¹³	Total	0	0	1
Contractor Fatalities	Total	0	0	0
Safety Training Hours ¹³	Hours	68,202	105,069	94,968
Employment & Diversity				
Total Workforce	Total	3,567	3,651	3,640
Asia	Total	470	456	453
Europe	Total	1,792	1,864	1,823
North America ¹⁷	Total	592	571	582
South America ¹⁸	Total	702	752	774
Eastern Africa	Total	11	8	8
Gender Diversity	% Male	81	83	83
Gender Diversity	% Female	19	17	17
Age Diversity	% Under 30	16	17	18
Age Diversity	% 30 to 50	56	56	55
Age Diversity	% Over 50	28	28	27
Women in Management ¹⁹	%	24	26	26
Sites Where AMG Encourages Local Hiring Practices	%	100	100	100

12 - For additional Social data, see AMG's [2025 Annual Report](#), page 109-112.

13 - Data reflects AMG employees only.

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

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

16 - Near misses per 200,000 hours worked calculated as follows: (Number of near misses) x (200,000) / (Total hours worked)

17 - 2023 and 2024 data included in the 2024 Supplemental Sustainability Report included North America only but has been updated here to include North America and Central America, to align with our reporting in our [2025 Annual Report](#).

18 - 2023 and 2024 data included in the 2024 Supplemental Sustainability Report included Central America and South America but has been updated here to include South America only, to align with our reporting in our [2025 Annual Report](#).

19 - During the current reporting cycle, the overall number of top management level increased due to newly established reporting lines to the Management Board and restructuring in one of the business units. Data has been fully recollected based on the updated criteria, and the 2024 data has been updated here, replacing the previously reported 25%.



Governance Data Table

METRIC	Units	2023	2024	2025
Environmental - Total Monetary Value of Significant Fines	Thousand USD	1	0	0
Environmental - Total Number of Non-Monetary Sanctions	#	0	0	0
Non-Environmental - Total Monetary Value of Significant Fines	Thousand USD	64	0	0
Non-Environmental - Total Number of Non-Monetary Sanctions	#	1	0	0
Hours Invested in Risk Management Meetings	Hours	375	375	400



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