

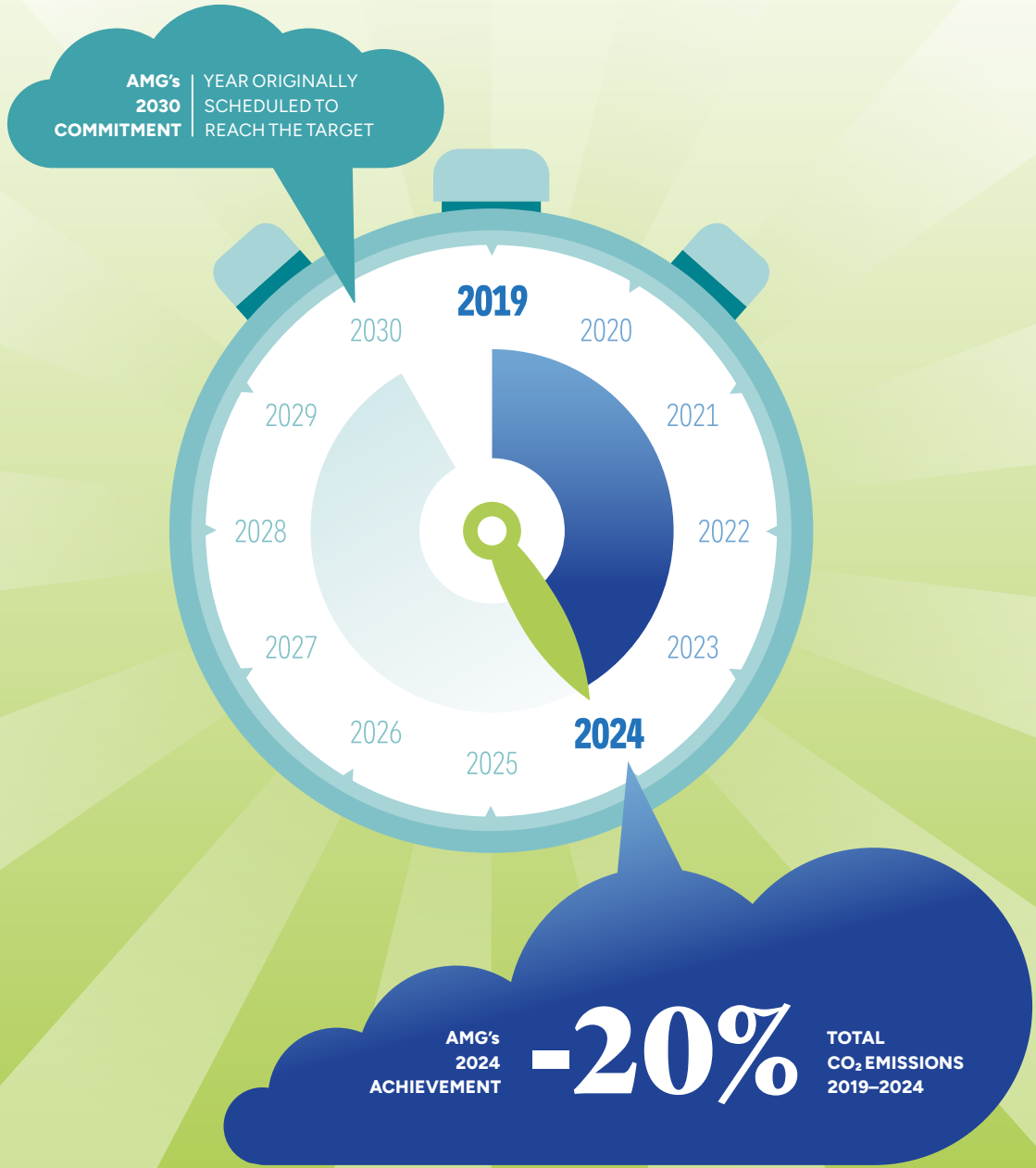
Critical materials for a sustainable planet

ESG MAGAZINE 2025

AMG Critical Materials N.V.



25



AMG's 2030 commitment – already achieved in 2024

AMG regards Environmental, Social, and Governance (ESG) considerations as an integral element of its corporate philosophy. Our approach extends beyond meeting regulatory requirements and following recognized best practices. Rather, ESG principles are embedded in our daily operations and guide how we conduct our business and make decisions across the organization.

Continuing our Sustainability Commitment

In prior years, we communicated our objective to lower direct CO₂ emissions by 20% by 2030 compared with a 2019 baseline. This baseline was adjusted to reflect the startup of the Zanesville facility. We are pleased to report that this target was already achieved by the end of 2024.

As AMG continues to enhance its sustainability disclosures in accordance with the European Sustainability Reporting Standards (ESRS), we will assess the possibility of introducing and communicating revised emission reduction targets in future annual reports.

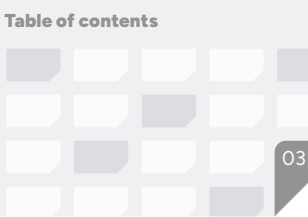
Table of contents

AMG's 2030 Commitments



02

Table of contents



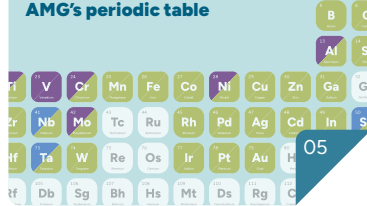
03

Interview with CEO Dr. Heinz Schimmelbusch and CCDO Mr. Michael Connor
"Innovation is central to AMG's mission"



04

AMG's periodic table



05


AMG
Our sustainability approach



06

128.2 million tons less CO₂ in 2025

AMG
AMG's business model: critical materials for a sustainable planet



07

AMG Lithium
Powering Europe's battery future



08

AMG Brasil
From mine to market, sustainably



09


AMG Vanadium
The power of low-carbon vanadium

SPENT CATALYST RECYCLING COMPANY OF



10

AMG Titanium
Vanadium electrolyte for energy storage



11

AMG Chrome
Built for resilience: AMG's U.S. chrome metal plant



12

ALD Vacuum Technologies
The technology of energy saving




13

ALD Vacuum Technologies and AMG LIVA
Powering partnership: a new benchmark for industrial energy



14

AMG Vanadium
Where energy storage meets circular economy



16

AMG
One company – shared values



17

AMG
Driven by values




18

AMG
Strong results in workplace safety




20

AMG's CDIC
Building a culture that connects



21

AMG's engagement for diversity and inclusion
Women in engineering



22

AMG employee engagement survey
Leading with integrity and inclusion




23

AMG Brasil
Honored for the Care AMG Program



24

AMG
Taking action for sustainability




25

AMG
ESG Highlights from the units



26

AMG worldwide
3,600 experts for critical materials



27

ALD Vacuum Technologies
Together, we are AMG



28

Imprint & Disclaimer



29

“Innovation lies at the heart of AMG’s mission”

AMG operates at the intersection of critical materials, industrial technology, and the global energy transition. In this interview, CEO Dr. Heinz Schimmelbusch and Chief Corporate Development Officer Michael Connor explain how AMG’s expertise in critical materials and recycling supports the company’s focus on technology for energy saving.

Dr. Schimmelbusch, what role do innovation and advanced materials play in AMG’s strategy?

Dr. Heinz Schimmelbusch: Innovation lies at the heart of AMG’s mission. Across all our markets, our key strength is leadership in process technology.

We focus on critical materials and technologies that support the energy transition while reducing energy consumption in industrial processes. A core theme is the efficient use of materials. At AMG Lithium, we recover lithium concentrate from mine tailings and are preparing to process intermediate materials from battery recycling. At AMG Vanadium, we have built a global business entirely based on recycling by extracting vanadium and other metals from spent catalysts and gasification residues. These circular approaches recover valuable resources while requiring far less energy than primary production. This is AMG’s law: Everything that can be recycled, will be recycled.

What role do AMG’s technologies play in reducing CO₂ emissions?

Michael Connor: AMG’s ECO₂RP program* reflects our view that our greatest climate impact comes from what our materials enable in downstream appli-

* Enabling CO₂ Reduction Portfolio

cations. The framework evaluates how our critical materials improve energy efficiency, durability, and performance in technologies that reduce end-use CO₂ emissions. Across our portfolio, AMG materials help systems operate more efficiently, last longer, and use less energy in demanding environments.

How do ESG considerations shape AMG’s activities?

Dr. Heinz Schimmelbusch: ESG principles are fundamental to how AMG operates. Environmentally, many of our technologies enable substantial CO₂ reductions in customer applications. In 2025, ECO₂RP recorded another remarkable result with 128 million metric tons of enabled CO₂ reduction. At the same time, we place strong emphasis on workforce safety, responsible governance, and strict compliance standards across our global operations. Innovation in critical materials must always go hand in hand with responsible business conduct.

You often illustrate AMG’s work with a periodic table of elements. What does this perspective show about the company?

Dr. Heinz Schimmelbusch: The chart shows the wide range of elements our three segments work with. What it does not show is how these materials connect with

the processes and innovation behind them. One example: we set up a task force to assess key materials for commercial fusion energy, including a special form of lithium where our AMG Lithium team in Frankfurt has deep expertise. Another example is the protective inner lining of a fusion reactor, which must withstand extreme conditions. One promising option is a very pure metal alloy, and AMG already has the capabilities to prototype such materials quickly – demonstrating the breadth of our advanced materials expertise.

Mr. Connor, what are the next steps in strengthening AMG’s recycling strategy?

Michael Connor: The Management Board is planning several initiatives. AMG intends to develop a circular high-purity molybdenum processing facility for fresh refining catalysts by 2029. We are also strengthening our lithium cluster in Germany by accepting recycled lithium carbonate and converting it into technical-grade hydroxide in Bitterfeld. In addition, Phase I of our “Supercenter” project in Saudi Arabia is under construction, with commissioning targeted for the second half of 2028. Together, these projects expand AMG’s leadership in circular critical materials processing.



Dr. Heinz Schimmelbusch, CEO,
AMG Critical Materials



Mr. Michael Connor,
Chief Corporate Development Officer,
AMG Critical Materials

[→ More about AMG’s Management Board](#)
[→ Read the latest AMG Annual Report](#)

AMG Critical Materials N.V. It's in the name



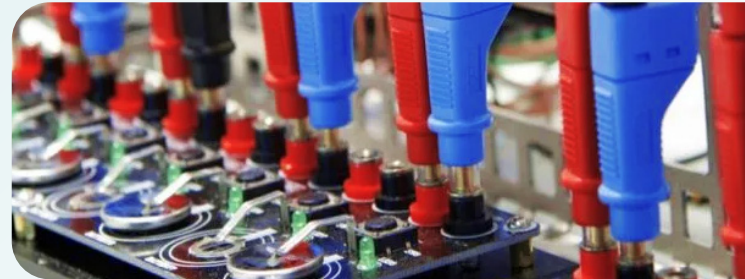
Our sustainable approach

AMG strives to make meaningful, measurable contributions toward its sustainable development goals. These objectives are designed in alignment with the company's financial priorities, technological strengths, and its leadership role in the global metallurgical industry.



Workplace safety

Provide safe working conditions for our employees and be responsible stewards of the environment.



Compliance

Meet or exceed regulatory standards by engaging in ethical business practices.



Community management

Be a valued member of the local economy, community, and society by contributing to solutions to address some of the fundamental environmental and social challenges facing society today.



CO₂ reduction

Target industrial activities which either contribute to the reduction of greenhouse gas levels through the circular economy or by arriving at technologies which enable our business partners to reduce greenhouse gas levels and quantify the success of these endeavors.

Critical materials for a sustainable planet

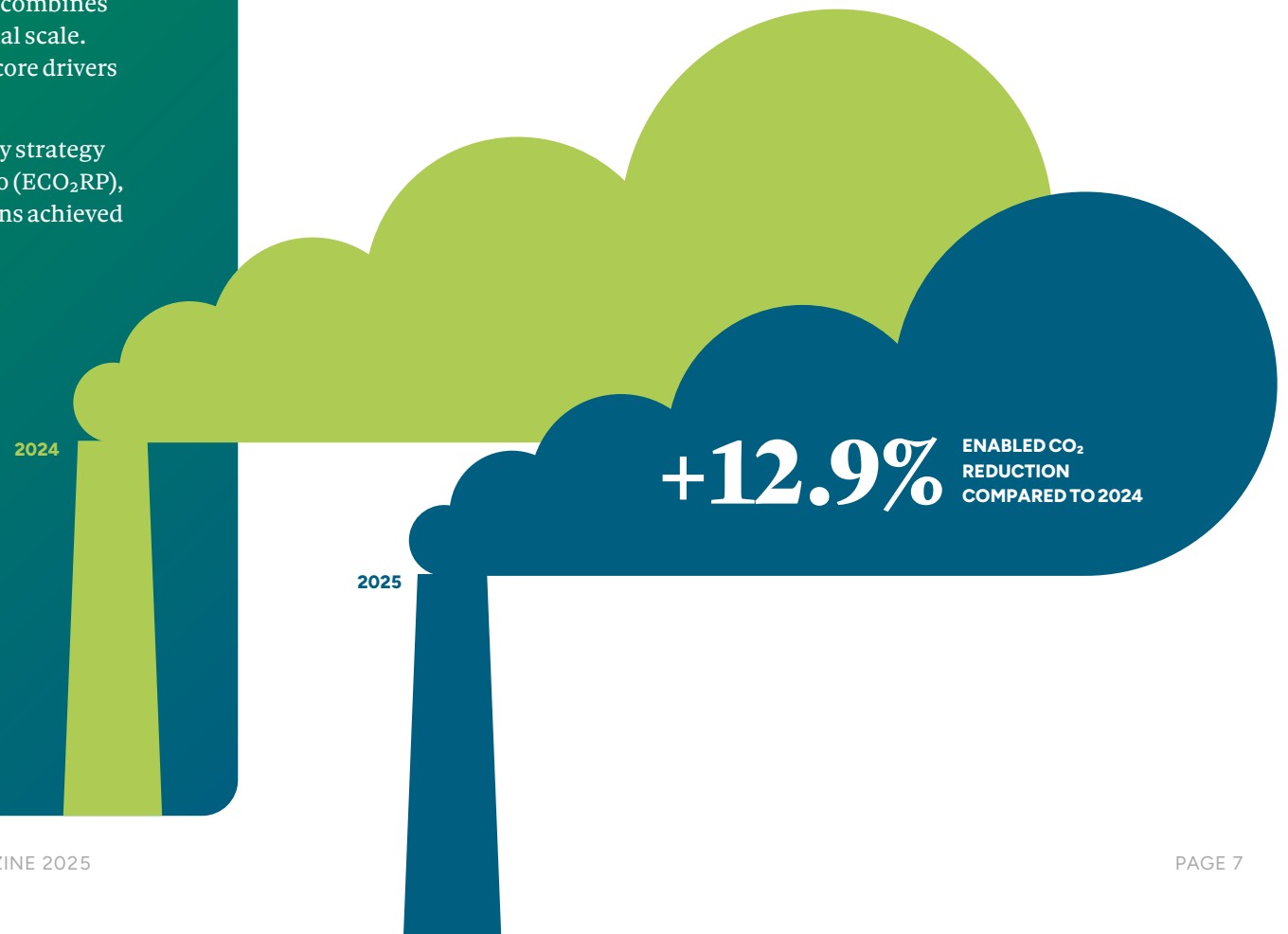
As the global economy moves decisively toward decarbonization, access to critical materials is becoming a strategic necessity. AMG operates at the intersection of sustainability and industrial innovation, supplying critical materials and technologies that enable a less carbon-intensive world.

AMG was founded on the principle that rising CO₂ abatement targets would significantly increase demand for specialty materials. Today, the company focuses on the production and development of lithium, vanadium, and tantalum. These materials play a central role in batteries, renewable energy systems, and high-performance technologies essential to the energy transition. In addition to materials, we develop highly engineered process technologies that help reduce CO₂ emissions in aerospace engines and other industrial end-use markets.

AMG operates globally through three divisions: AMG Lithium, AMG Vanadium, and AMG Technologies. With approximately 3,600 employees worldwide, the company combines entrepreneurial agility with industrial scale. Safety, efficiency, and innovation are core drivers across all business activities.

A key element of AMG's sustainability strategy is its Enabled CO₂ Reduction Portfolio (ECO₂RP), which focuses on emissions reductions achieved at the customer level.

128.2 million tons less CO₂ in 2025





Powering Europe's battery future

Lithium is one of the most critical raw materials enabling Europe's energy transition. As electric vehicles, energy storage systems, and digital technologies scale rapidly, demand for battery-grade lithium continues to rise. At the same time, Europe remains dependent on external supply chains, with a large share of global lithium processing concentrated in China. Reducing this dependency has become a strategic priority for both industry and policymakers.

Against this backdrop, AMG Lithium's refinery in Bitterfeld, Germany, represents a decisive step toward strengthening Europe's battery value chain.

As Europe's first lithium hydroxide refinery, the site is a core element of AMG's backward integrated value chain – from spodumene extraction at our own mine in Brazil to the production of battery-grade lithium hydroxide in Europe.

Since commissioning in September 2024, the Bitterfeld facility has moved into the qualification phase. Customers from across the European battery and cathode industries are already testing AMG's lithium hydroxide directly in their production processes, validating the material under real industrial conditions and against stringent electrochemical requirements.

AMG plans to process both technical-grade lithium salts and recycled lithium at the Bitterfeld refinery, producing battery-grade lithium hydroxide while advancing a sustainable circular economy.



AMG expects to begin commercial production around mid-2026 and to gradually load the plant with qualified sales. This positions Bitterfeld as a key industrial hub supporting the objectives of the European Critical Raw Materials Act.

Looking ahead, the refinery is designed to process lithium from additional sources, including recycled materials. More than a production site, Bitterfeld represents a strategic shift toward greater supply security, sustainability, and industrial independence in Europe's battery value chain.

[→ More about AMG Lithium](#)

From mine to market, sustainably

As the global race for lithium intensifies – fueled by electric vehicles, grid-scale storage, and the wider energy transition – AMG Brasil in Minas Gerais is quietly proving what responsible scale can look like.

AMG Brasil has positioned itself as a pivotal, fully integrated player in the lithium supply chain, combining tight operational control with a clear focus on efficiency and sustainability. With its lithium operations in Minas Gerais, AMG Brasil continues to set benchmarks for cost competitiveness, reliability of supply, and ESG performance across the value chain.

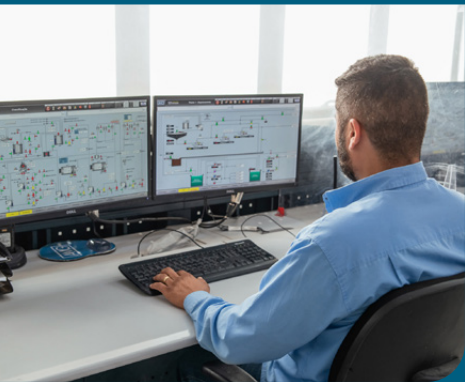
A major milestone in 2025 was the expansion of the lithium concentrate plant at the Mibra Mine. Annual production capacity has increased from 90,000 to 110,000 tons in the first step with the target of reaching 130,000 tons by the end of 2026, marking a decisive step in scaling AMG’s Brazilian lithium platform. The expansion reinforces AMG’s position as one of the lowest-cost lithium concentrate producers globally – an advantage we intend to maintain amid increasingly competitive markets. The project builds on infrastructure that AMG has been steadily developing over the past years.

The expansion was executed within the framework of existing permits and operational standards, underscoring the company’s focus on disciplined growth.

The converter expansion reinforces AMG Lithium’s vertically integrated model by linking Brazilian lithium production directly with downstream processing. This shortens supply chains, strengthens supply security, and delivers measurable ESG benefits through lower CO₂ emissions. Sustainability remains a core principle at AMG Brasil, underpinned by international standards, continuous innovation, and a strong focus on responsible resource use.

[→ More about AMG Brasil](#)

AMG Brasil is a member of the Responsible Minerals Initiative and is committed to achieving the highest standards of safety, environmental conduct and producing materials that help its customers to minimize negative environmental impact.



The power of low-carbon vanadium

AMG Vanadium has been named Spent Catalyst Recycler of the Year 2025 by Metals & Mining Review.

The award recognizes AMG Vanadium’s leadership in sustainable vanadium recycling and its innovative approach to converting spent refinery catalysts into high-value materials, all while significantly reducing environmental impact. Recycling vanadium reduces CO₂ emissions by up to 80 percent compared with conventional mining.

AMG is the world’s largest recycler of vanadium-bearing refinery waste. At its Ohio, USA facilities, AMG produces ferrovanadium, an essential alloy for steel applications such as rebar, bridges,



AMG Vanadium, Zanesville, Ohio, USA



Primary furnace at Zanesville, Ohio, USA

automobiles, aerospace, and national defense – primarily using spent catalysts as feedstock.

The addition of vanadium increases steel strength by 20 to 40 percent. The global impact is substantial: stronger steel enables improved building and infrastructure safety while reducing material use, leading to lower emissions and a smaller environmental footprint for construction and infrastructure projects worldwide.

[→ More about AMG Vanadium](#)



Awarded By



ISSN 2835-9631

Vanadium electrolyte for energy storage

With its vanadium electrolyte (VEL), AMG Titanium plays a vital role in advancing sustainable energy management and supporting the global energy transition.

VEL is a core component of vanadium redox flow batteries (VRFBs), which are valued for their long service life, high safety standards, and scalability – making them particularly suitable for industrial energy management and the integration of renewable energy sources.

AMG Titanium operates Europe's largest vanadium electrolyte production facility in Nuremberg,

Germany, with an annual capacity of approximately 6,000 m³. This volume enables an energy storage capacity of around 100,000 kWh, supporting reliable load balancing, peak shaving, and grid stabilization in modern energy systems.

A key ESG advantage of VEL lies in its low-carbon production chain. The vanadium oxide used as raw material can largely be sourced from vanadium-containing refinery waste and spent catalysts, promoting circular economy principles.

In addition, the conversion from vanadium oxide to electrolyte requires comparatively low electricity consumption, resulting in a significantly reduced CO₂ footprint.

[→ More about AMG Titanium](#)

AMG: unique expertise and experience

Combining critical material expertise (AMG Vanadium), electrolyte production (AMG Titanium), plant engineering (ALD Vacuum Technologies), and energy storage solutions (AMG LIVA): the AMG Group has a unique combination of expertise and experience for the benefit of its customers and stakeholders.





Built for resilience: AMG's U.S. chrome metal plant

Amid supply-chain uncertainty and rising demand for high-performance materials, ensuring reliable access to critical raw materials is becoming increasingly important.

AMG Critical Materials is taking a meaningful step in this direction by establishing an alumino-thermic production facility for chrome metal in the United States. AMG is set to open its new state-of-the-art chrome metal production facility in New Castle, Pennsylvania on June 17, 2026.

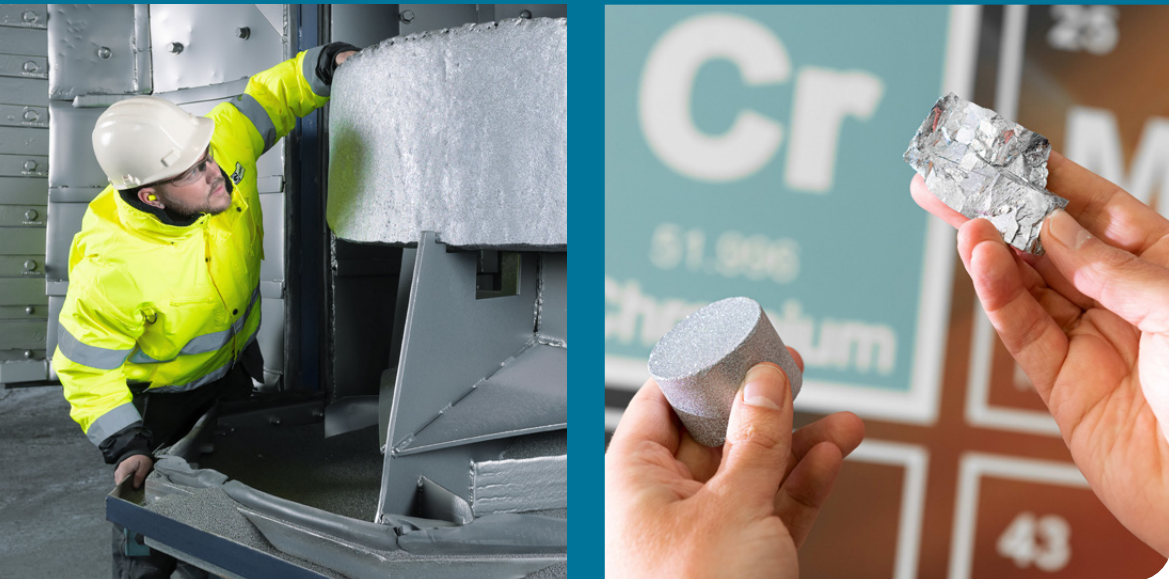
Once commissioned, the facility is expected to become the major chrome metal production plant in operation in the U.S., positioning AMG as the country's major domestic manufacturer of chrome metal. With a planned annual capacity of up to 6,500 tons, the project represents a meaningful shift in the domestic availability of a material that underpins modern industry.

Chrome metal is a key input for industrial alloys used where strength, corrosion resistance, and high-temperature performance are essential – applications ranging from aerospace to advanced manufacturing. Despite its importance, the U.S. has lacked active domestic production, forcing manufacturers to rely on long, complex international supply chains.

That vulnerability explains why chrome metal is designated a critical material in the United States. Critical materials are essential to economic and national security while facing elevated supply risks. AMG's New Castle facility addresses a simple but structural issue: if a material is critical, having no domestic production is a strategic risk. Establishing a U.S.-based supply helps reduce that exposure and strengthens industrial resilience.

The project sits at the intersection of AMG's ESG priorities and strategy. From an environmental perspective, building a new facility allows modern standards, best available technology, monitoring, and best practices to be integrated from day one. Socially, the plant brings skilled jobs, long-term manufacturing capability, and investment to a region with deep industrial roots. From a governance standpoint, domestic production improves traceability and transparency – key expectations in critical-material supply chains.

[→ More about AMG Chrome](#)



The technology of energy saving

Rising performance demands across aerospace and power generation are fundamentally reshaping the design of modern gas turbines. Under pressure to cut fossil fuel consumption and operating costs, manufacturers are steadily pushing turbines to run at ever higher temperatures. The payoff is greater efficiency – but the tradeoff is significant. Materials must now withstand extreme heat, mechanical stress, corrosion, and erosion, even as operators continue to expect longer service lives and greater reliability.

Against this backdrop, coating technologies have emerged as a critical enabler of progress. Thermal Barrier Coatings (TBCs) shield turbine components from extreme temperatures, allowing engines to operate hotter without compromising safety or durability.

One of the global leaders in this field is ALD Vacuum Technologies, the largest company within AMG Technologies. From its headquarters in Hanau, Germany, ALD designs and builds – among other technologies – state-of-the-art TBC systems used by customers around the world, including Pratt & Whitney, GE, Linde, Rolls-Royce, and Safran.

Lowering CO₂ emissions, extending component lifetimes

By enabling higher operating temperatures, TBCs directly improve turbine efficiency and reduce

Special coating for aircraft turbine blades save

**approx.
79 million
tons**

of CO₂ emissions every year



Thermal Barrier Coating for aerospace turbine blades at ALD Vacuum Technologies, Hanau, Germany.

fuel burn – two of the most powerful levers for lowering CO₂ emissions in aviation and energy production. At the same time, these coatings extend component lifetimes, reducing maintenance intervals and lowering material consumption over the full lifecycle of an engine. The result is not only operational efficiency, but also a smaller environmental footprint.

Innovation in aerospace technology is accelerating this shift. Advanced materials and next-generation coating processes are opening new opportunities for aircraft manufacturers and suppliers alike. As sustainability becomes a central purchasing criterion, demand is rising for fuel-efficient,

environmentally responsible aircraft, and, in turn, for the technologies that make them possible.

As global air traffic continues to grow and energy systems evolve, thermal barrier coatings stand out as a powerful example of how engineering excellence can align performance gains with environmental responsibility. In the hands of companies like ALD, technological progress becomes more than innovation – it translates into measurable energy savings and tangible ESG impact.

[→ More about ALD Vacuum Technologies](#)



Topping-out ceremony in Hanau.

Powering partnership: ALD and LIVA set a new benchmark for industrial energy

At the headquarters of ALD Vacuum Technologies in Hanau, Germany, a newly completed canopy marks more than the physical finish of an installation – it signals a shared ambition.

Together with AMG LIVA, ALD will bring the LIVA Hybrid Energy Storage System (Hybrid ESS) online, showcasing what close collaboration can deliver for energy-intensive industry. The system blends lithium-ion and vanadium redox-flow batteries, orchestrated by intelligent software that balances loads, stores renewable power, and stabilizes supply. For ALD, whose operations depend on reliable energy, the hybrid approach delivers resilience and efficiency. For LIVA, it demonstrates how advanced battery technologies can be tailored to real industrial needs – side by side with a partner that helped shape the solution.



Hanau's Lord Mayor Claus Kaminsky (fourth from left) handed over the building permit for an energy storage system to AMG Engineering.

This partnership extends beyond hardware. The installation is embedded in a local DC grid that connects rooftop, facade, and solar-carport photovoltaics with fast EV charging and storage. The result is a streamlined path from generation to use, cutting conversion losses and lifting overall efficiency by up to five percent—an incremental gain that becomes decisive at scale.

Sustainability is built into the chemistry as well. The vanadium electrolyte for the redox-flow battery is initially sourced internally based on externally sourced V2O5. Once phase 1 of the

Supercenter is completed, the V2O5 is set to come from recycling refinery residues, an innovative recycling process within the AMG Group. Lower emissions, lower costs, and smarter resource use converge in one system. In Hanau, ALD and LIVA are proving that collaboration accelerates the transition: toward electrification, toward climate-neutral production, and toward an energy future designed together.

→ [More about ALD Vacuum Technologies](#)

→ [More about AMG LIVA](#)

Project at a glance

Hybrid ESS
600 kW peak shaving
2,000 kWh storage

Solar PV
2,300 kWp (roofs,
facades, solar
carports)

E-Mobility
36 charging points,
incl. 2 × 150 kW DC
fast chargers

Impact:

**Up to 50%
energy cost
reduction**

~45% CO₂ reduction

Where energy storage meets circular economy

AMG LIVA will install its industrial battery, namely the Hybrid Energy Storage System (Hybrid ESS), at Aramco's Bulk Plant.

LIVA's Hybrid ESS is an ecosystem combining Lithium-ion and Vanadium Redox Flow batteries with artificial intelligence routines and self-learning algorithms to help increase efficiency, safety, reliability, and lifetime of the batteries. The Hybrid ESS will be integrated into an existing solar plant at Saudi Aramco's facility in Tabuk.

Beyond the technology itself, the project is a tangible contribution to the Kingdom's Vision 2030. By reducing carbon emissions from energy supply and supporting greater independence from the power grid, the Hybrid ESS highlights how advanced storage can accelerate renewable energy deployment and strengthen energy resilience in the region.

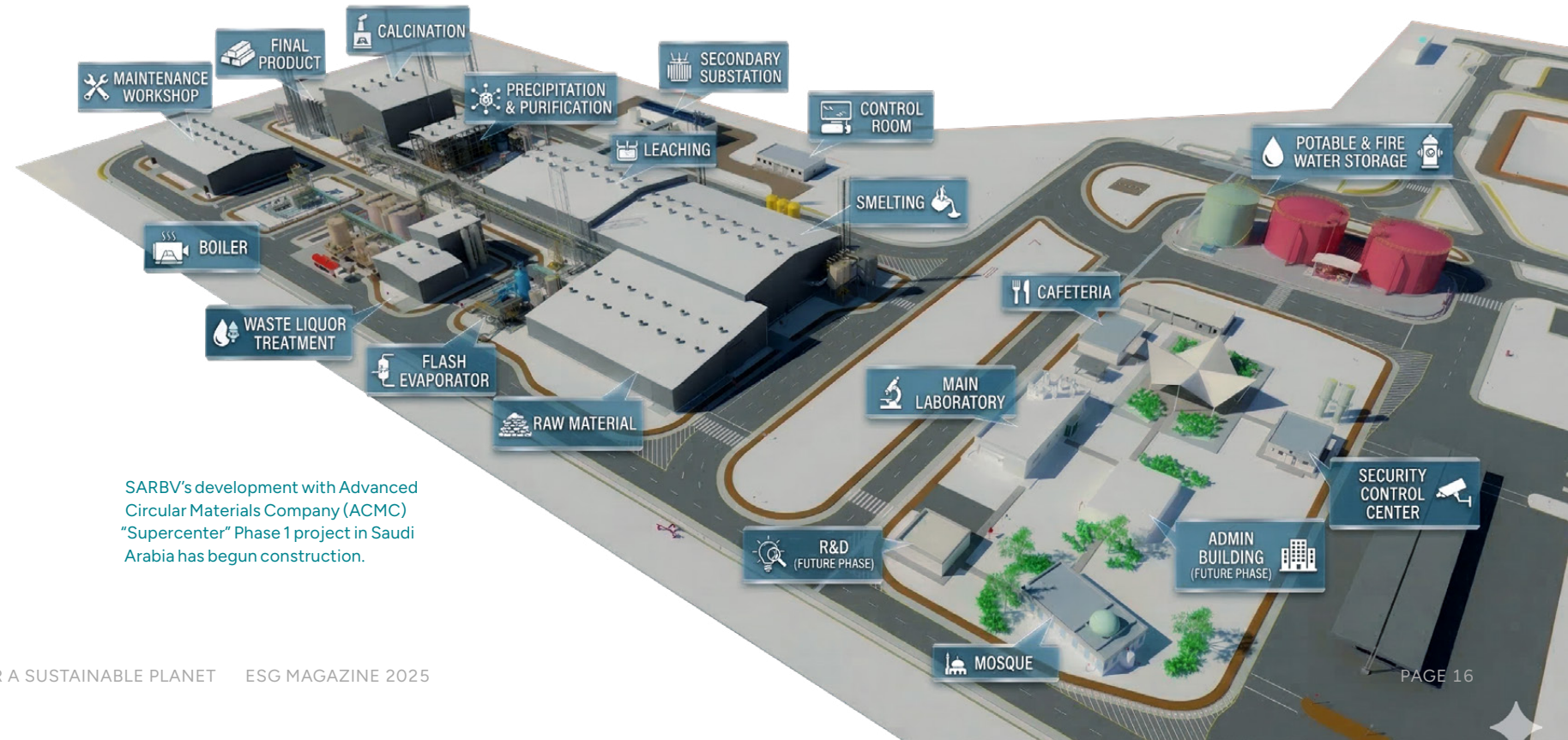
The initiative also aligns closely with Saudi Arabia's broader circular economy ambitions through the IK Metals Reclamation and Catalyst Manufacturing Project, known as the IK Supercenter. This mega recycling facility, developed through a joint venture between Shell, AMG Recycling B.V., and local partner United

Company for Industry, is designed to recover valuable metals – including vanadium – from spent catalysts and gasification ashes generated at Aramco's Jazan Integrated Gasification Combined Cycle Plant.

Crucially, the IK Supercenter is set to include a vanadium electrolyte production plant, supplying material for vanadium redox flow batteries.

By sourcing vanadium through recycling rather than conventional mining, the project

significantly lowers the carbon footprint of active battery materials and supports a fully integrated, made-in-Saudi-Arabia value chain for long-duration energy storage.



SARBV's development with Advanced Circular Materials Company (ACMC) "Supercenter" Phase 1 project in Saudi Arabia has begun construction.

One company, shared values: highlights from AMG's global Town Hall



We act safely.



We create value for our stakeholders.



AMG's first global Town Hall, held on July 31, 2025, marked an important milestone for the Group and brought together employees from all business units worldwide – live and via Teams. The strong participation reflected a shared commitment to AMG's role in the critical raw materials sector.



We protect our planet by enabling CO₂ reduction.



In addition to updates on strategy and financial performance, the Town Hall highlighted AMG's values as a central element of our culture and long-term direction. These principles serve as a common compass across regions and functions, supporting responsible growth and collaboration as the company continues to evolve – driven by the dedication and expertise of its global workforce.



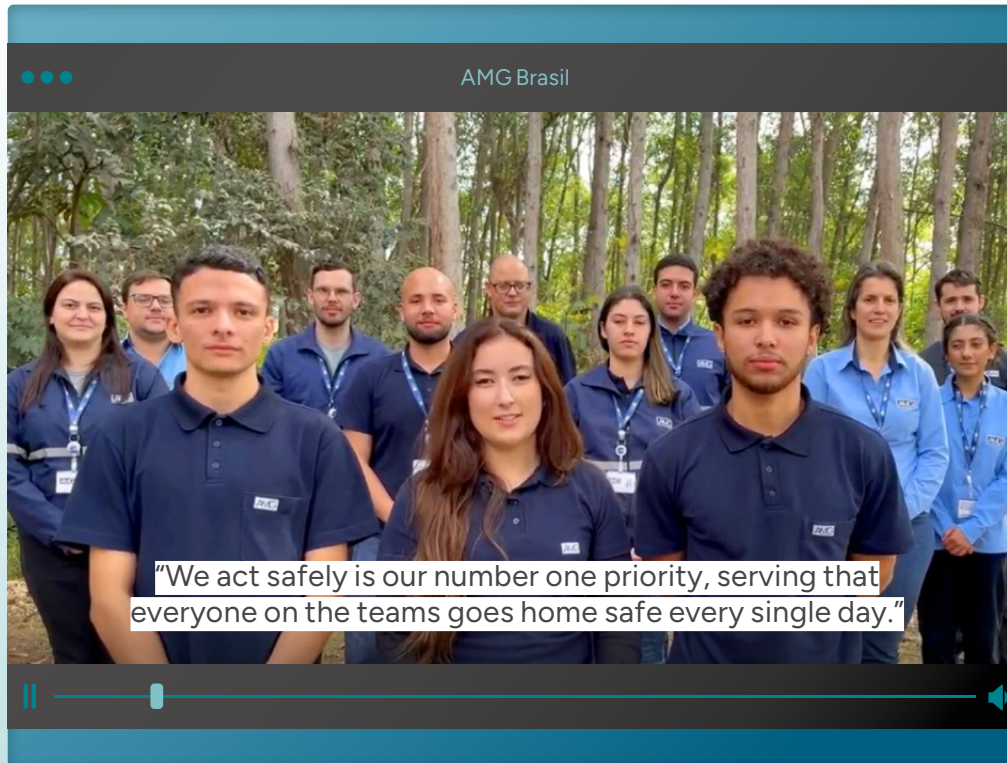
We respect people.



We act with integrity.

Driven by values

One of the highlights of the first global AMG Town Hall was the premiere of our AMG values videos. From safety to integrity, from innovation to respect, the videos brought our values to life through the voices of our colleagues around the world.



1

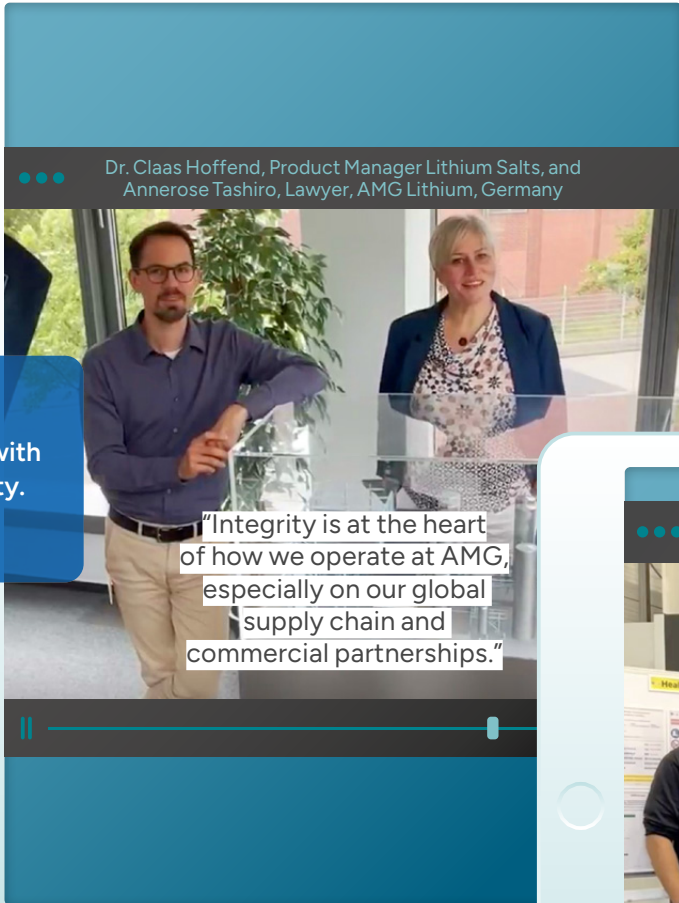
We act safely.

2

We protect our planet by enabling CO₂ reduction.

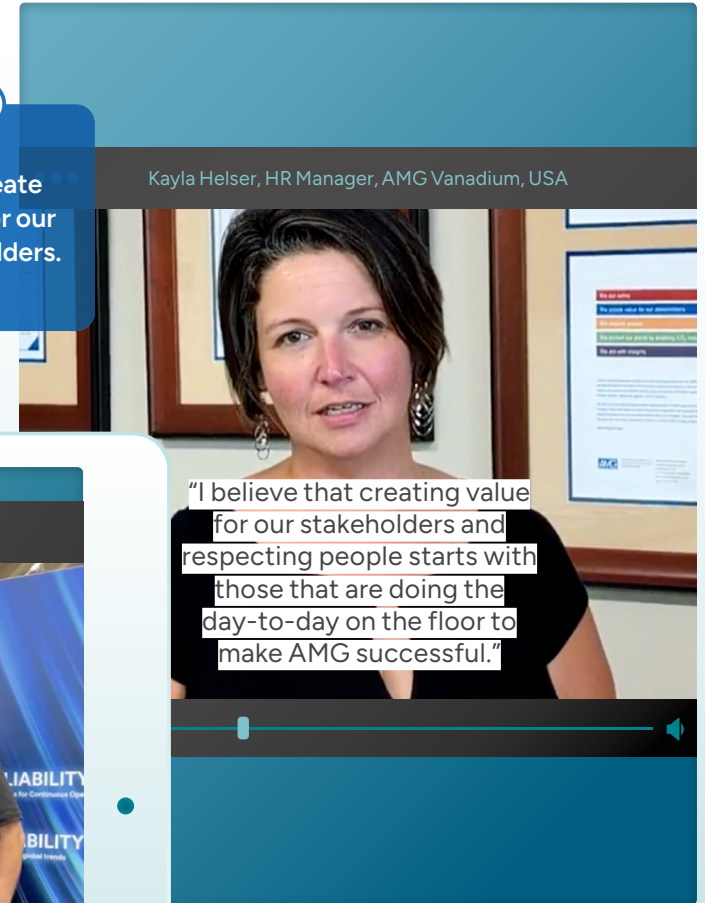
3

We act with integrity.



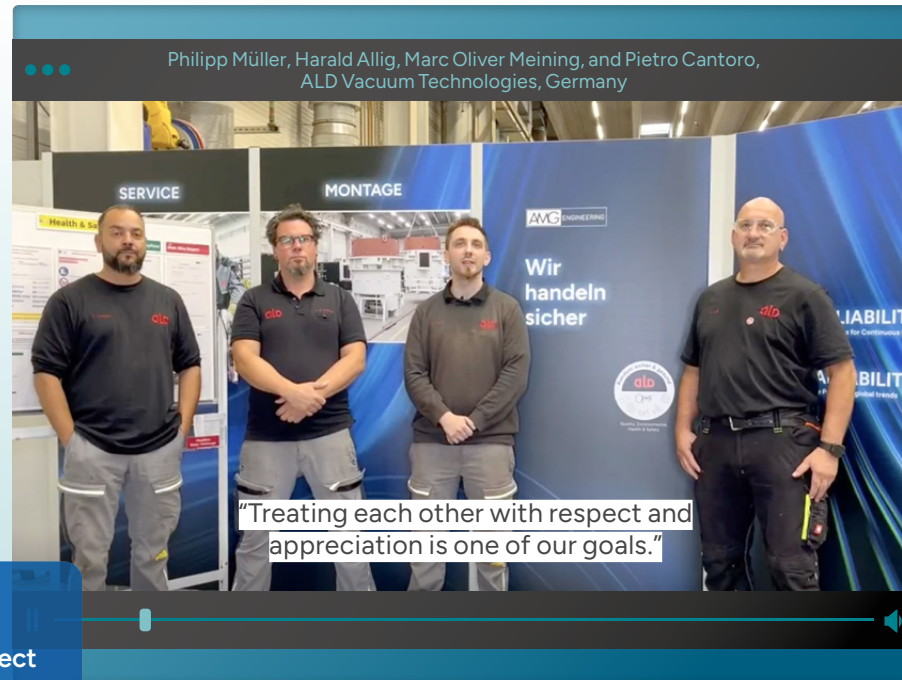
5

We create value for our stakeholders.



4

We respect people.



*AMG's total incident rate performance 2025:
AMG delivers another
strong safety record which was*

**56% better
than industry
averages***

* AMG compares itself to the industry
average for Primary Metal Manufacturing
(NAICS 331).

**At AMG, safety
is our top
priority and
the foundation
of everything
we do**



*Great performance
at AMG Vanadium Cambridge*

**Zero lost
time injuries
in 9 years**

*We are filled with pride and thanks
to the whole team.*

Building a culture that connects

Since establishing its Corporate Diversity and Inclusion Council (CDIC) in 2023, AMG has steadily moved from intention to impact.

What began with employees from various departments has evolved into a cross-business platform that now brings together representatives from six AMG business units, AMG Lithium, AMG Vanadium, ALD Vacuum Technologies, AMG Invest, AMG Graphite, and AMG Chrome, as well as AMG N.V. meeting regularly, the CDIC has become a central driver of cultural and organizational change across the group,

creating dedicated spaces for exchange, learning, and visibility – laying the groundwork for deeper engagement.

In 2025, we accelerated these efforts. A new mentoring program was launched, ERG formats were further refined, and we introduced “AMG Coffee Dates,” an initiative that matches two colleagues for informal one-on-one conversations. Simple in concept, the format has proven effective in strengthening connections across functions and hierarchies, reinforcing a culture of openness and collaboration.

These initiatives are complemented by the kick-off of AMG’s corporate influencer program, the rollout of the 2025 employee engagement survey, and expanded training offerings. Participation in external and internal initiatives such as Girls’ and Boys’ Day, Women in Engineering, and Diversity and Inclusion Day continues to grow – signaling rising employee involvement and awareness.

Together, these measures underscore the Group’s clear sustainability message: inclusion is an integral part of AMG’s long-term value creation. By investing in people, dialogue, and shared responsibility, AMG is shaping a work environment where employees feel valued – and where sustainable performance can thrive.



1



2

Meet Nicole Goss, VP of Human Resources at AMG



3



4

1 Female employees of AMG Brasil welcomed Patrícia Procópio, President of Women in Mining Brasil, for a roundtable discussion. 2 LinkedIn invitation to meet AMG’s Vice President of HR at the Society of Women Engineers Conference 2025. 3 CDIC Head Jessica Brieger at the Female Future Festival – a networking event focused on female empowerment and leadership. 4 Celebrating Girls’ and Boys’ Day at ALD Vacuum Technologies in Hanau, Germany.



Empowering talent: AMG at SWE25

At AMG, people are the company's most valuable asset. Their knowledge, experience, and diverse perspectives drive innovation across the organization worldwide. This commitment to diversity and inclusion was on full display at the Society of Women Engineers Conference 2025 (SWE25) in New Orleans, US. The world's largest gathering of women in engineering and technology brought together more than 13,900 participants.

AMG was represented by Nicole Goss, Vice President Human Resources, AMG N.V., Vasuki Jayaweera, Process Engineer, AMG Vanadium, and Megan Wick, HR & Safety Coordinator, AMG Aluminum North America. Engaging with engineers, students, and professionals from around the globe, the team shared AMG's story, exchanged ideas, and experienced the strength of a global community dedicated to advancing women in STEM.

The conference participation aligns closely with AMG's broader sustainability strategy. In 2023, the company established the Corporate Diversity and Inclusion Council (CDIC), a cross-functional body that has since launched two Employee Resource Groups: "Women's Initiative Network"



AMG Critical Materials at the SWE25.

and "Leadership, Development and Mentorship." These initiatives create structured opportunities for networking, mentoring, and professional growth, supporting a more inclusive and collaborative workplace – for all employees worldwide.

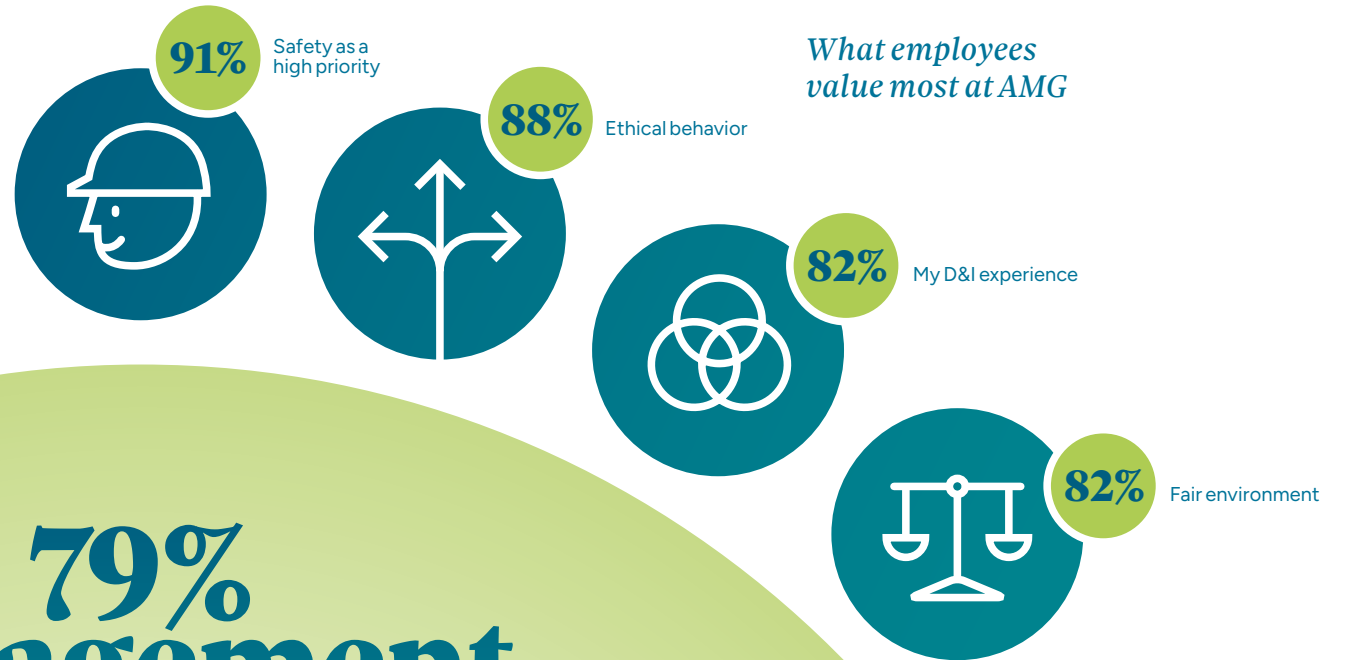
By combining internal initiatives with active participation in global forums like SWE25, AMG reinforces its commitment to developing talent, fostering diversity, and driving sustainable innovation. Inclusion, for AMG, is not just a value – it is a strategic foundation for long-term success.

Consistently high engagement across the group

In 2025, AMG conducted its follow-up Employee Engagement Survey, confirming consistently high engagement levels and a strong perception of fairness. Employees' key priorities are clearly reflected in the global results, helping to guide further development of workplace culture and performance.

79%
engagement index

+3% above Mercer's industry norm



Recognizing people, promoting well-being

AMG Brasil has been recognized by the Brazilian Association of Human Resources with the prestigious Prêmio Ser Humano award. The recognition honors our Care AMG Program, specifically the “Body and Movement” initiative.

The program was created to encourage AMG Brasil employees to engage in regular sports and fitness activities – recognizing movement as a foundation for health, emotional balance, and

overall quality of life. Through activities such as beach tennis, functional training, and soccer, our teams and their families come together to stay active, connected, and healthy.

This achievement reinforces AMG’s ongoing commitment to fostering a caring, engaged, and health-conscious workplace culture, where well-being is an essential part of who we are and how we work.



Taking action for sustainability



AMG's approach to sustainability is grounded in responsibility toward people, communities, and the environment. As a signatory to the United Nations Global Compact, we support the Sustainable Development Goals.



5 GENDER EQUALITY



AMG Brasil held a women's meeting to discuss women in the industry and mining sector, career paths, and other related topics.



7 AFFORDABLE AND CLEAN ENERGY



Our LIVA Hybrid Energy Storage System, supported by intelligent control, enables integrated and efficient energy management.



8 DECENT WORK AND ECONOMIC GROWTH



AMG values shape how we work, lead, and grow together. A strong, inclusive culture is essential for everything we do.



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



AMG Lithium is Europe's first lithium refiner, operating a production facility in Bitterfeld, Germany.



13 CLIMATE ACTION



A new LIVA Hybrid Energy Storage System for ALD is expected to cover up to 50% of ALD's future energy requirements using renewable energy.

AMG Chrome

Commitment to fighting hidden labor exploitation

AMG Chrome and AMG Aluminum UK have been recognized by Stronger Together as a 2025 Business Partner Advanced. Both have publicly demonstrated their commitment to tackling hidden labor exploitation. As partner of the initiative, AMG demonstrates its commitment to customers and stakeholders, advances its program of work to combat hidden labor exploitation, and can share best practice with other companies.

*AMG Brasil*

Journey to the future: a development program for interns

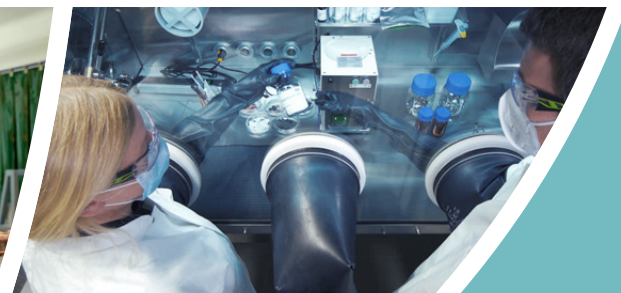
More than 80 AMG Brasil trainees rounded off the year 2024 in February 2025 with a day of learning, sharing and networking. A varied program gave the young people the opportunity to talk about professional challenges and their future. One highlight was the formulation their own hopes and expectations with regard to developing their skills during the AMG training. Experienced AMG colleagues were on hand to advise them.



AMG Group

3,600 experts world- wide

2025





ALD Together, we are AMG

*with around 1,000 employees
worldwide*



ALD Vacuum Technologies has again been recognized by the F.A.Z. Institut as the industrial leader and is setting the benchmark in diversity and inclusion in the machinery and equipment sector.

With approximately 1,000 employees worldwide, ALD exemplifies the strength that comes from embracing diverse perspectives and experiences. At the headquarters in Hanau, Germany, colleagues from 25 nationalities and numerous professional fields collaborate to drive excellence.



Imprint

AMG Critical Materials N.V.

Head Office United States
550 E Swedesford Road
Suite 270
Wayne, PA 19087
United States
→ info@amg-nv.com

Image credits

Title: Adobe Stock
Pages 2–29: AMG Critical Materials N.V.

