

AMG Stakeholder Engagement Policy

AMG Critical Materials NV (“AMG”) has formulated the following policy regarding engagements with stakeholders on the sustainability aspects of the company’s strategy, in accordance with section 1.1.5 of the Dutch Corporate Governance Code. Next to this, AMG has a policy regarding communications with (potential) shareholders, in accordance with section 4.2.2 of the Dutch Corporate Governance Code, which also includes our view on our responsibilities towards stakeholders.

For AMG, its Values - Safety, Value Creation, Respect for People, Enabling CO2 Reduction and Integrity - express our core values in what we hold dear, what we believe in and what we aim for.

AMG stakeholders and the communities where we operate remain central to our business. Within our company, our human rights principles are sustained through the provision of safe and healthy working conditions in a non-discriminatory environment. We continuously support these principles by living our values in our interactions with local and national governments and the communities in which we operate. AMG is invested in the communities where we operate and committed to hiring employees from the community, investing in building diverse talent pools, and providing training to improve skill levels. Wherever possible, we endeavor to extend our values and principles to our suppliers and contractors.

Diversity and inclusion, human rights, and safety are the primary focuses of AMG’s approach to maintaining a sustainable business for our people. We invest in our people to develop their skills and provide training in critical areas like technical and professional development, quality, anti-corruption, human rights, and health and safety. AMG respects the rights and freedoms for individual employees to freely make choices about their career as described in Article 23 of the Universal Declaration of Human Rights. Encompassing these efforts is AMG’s commitment to achieving the highest standards of safety and environmental conduct at all its manufacturing facilities and producing materials that help its customers to minimize negative environmental impact.

Topics

We seek and are open for feedback on key topics that matter to our stakeholders, specifically regarding the sustainability aspects of AMG’s strategy. This helps us align our business interests with the needs and expectations of relevant stakeholder groups. These aspects include environmental, social and governance related topics, but is not limited thereto.

Stakeholder engagement is an important and necessary part of AMG’s efforts to earn the support of the parties having a vested interest in the success of our company. We therefore engage in ongoing dialogue with these parties on a variety of topics, including sustainability aspects related to the strategy, products, services, businesses, and on the company’s role in society.

Stakeholders

AMG identifies its key stakeholders based on their potential to influence or be affected by our activities, as well as potential relevant knowledge about certain sustainability aspects. The group of stakeholders we engage with is not static and can be adjusted depending on the topics of the dialogue and the developments thereof over time.

Dialogue

AMG Group operates through a highly decentralized management organisation where its business units carry full responsibility for the operational results and interaction with their immediate stakeholders. AMG's Management Board oversees and guides stakeholder engagement by its units and engages with stakeholders directly as and when appropriate. AMG interacts through day-to-day interaction and regular feedback sessions with customers on its products and services; employee works council meetings and other dialogue with colleagues; meetings with (potential) shareholders, bondholders and industry analysts; regular contact with regulatory bodies, government agencies and other organisations (including non-governmental organisations (NGOs), trade unions and industry associations); surveys; roundtables with policymakers, academics and peers. The dialogue on sustainability aspects of the strategy also takes place as part of regular meetings between the Management Board, and Supervisory Board.

AMG stimulates stakeholder dialogue in all its business activities and via the various channels and activities for stakeholder engagement. The form that is chosen for any specific dialogue depends on the topic and on the stakeholders involved. AMG may decide not to accommodate or accept any requests or invitations to enter into a dialogue with stakeholders, or to accommodate or accept such request or invitation under certain conditions.

AMG shall adhere to all legal obligations relating to confidentiality and shall only disclose publicly known information in meetings. In the event that inside information is inadvertently disclosed during any (bilateral) contact, AMG will publicly announce such information as soon as possible.

AMG's key stakeholders

Employees

Our employees are our most valuable asset. We believe that collaborating, investing in opportunities for personal growth, and a commitment to diversity of thinking lead to better results, today and in the future. AMG's workforce is organized through its units that operate on a global basis in Europe, North and South America and Asia. managing our direct environmental footprint, and through our activities in the communities where we live and work.

Business Partners

We have relationships with our suppliers and the many other partners in our value chain, including intermediaries and other entities linked to our operations, products and services. We stimulate good cooperation and engagement with our business partners through our activities to contribute to the well-being of people and the planet.

Customers

The relationships with our customers form the foundation of AMG's products and services. AMG's units are engaged on a continuing basis with their customers and support them in dealing with both expected and unforeseen changes to their needs.

The Environment

We consider our most important responsibility to our stakeholders to be our responsibility to the global community and environment. We feel the best way to measure this is in terms of our contribution to global CO2 reduction. Developing innovative products that enable the reduction of CO2 emissions across the diverse industries we serve is fundamental to AMG's business strategy. As we carry out this critical work, we closely monitor the emissions that result from our activities and strive for year-over-year reduction in emissions.

We do business with the future in mind and want to contribute to a world where people can thrive for generations to come. We do this by investing our assets responsibly, integrating sustainability factors into our activities.

Regulators

We have direct engagements with public decision-makers and regulators concerning regulatory and financial markets related issues by way of exchanging relevant information, wherever appropriate, and discuss relevant policy developments.

Investors

We are committed to delivering strong and sustainable returns for the capital that investors provide. We actively engage with our shareholders, and aim to be clear and transparent in how we communicate on our strategy, financial results and operating developments, so they can make informed investment decisions.