

# Corporate Governance at AMG

Updated as of April 2025

## Content

<b>1. ANNUAL ACCOUNTS AND DIVIDENDS</b> .....	3
<b>2. SHARES AND SHAREHOLDERS' RIGHTS</b> .....	4
<b>3. PREFERENCE SHARES</b> .....	5
<b>4. STICHTING CONTINUÏTEIT AMG</b> .....	5
<b>5. VOTING RIGHTS</b> .....	6
<b>6. MANAGEMENT BOARD</b> .....	6
<b>7. SUPERVISORY BOARD</b> .....	7
<b>8. THE ROLE AND RESPONSIBILITIES OF THE MANAGEMENT BOARD AND SUPERVISORY BOARD IN RELATION TO THE 2024 SUSTAINABILITY STATEMENT</b> .....	9
<b>9. GENERAL MEETING OF SHAREHOLDER</b> .....	11
<b>10. ARTICLES OF ASSOCIATION</b> .....	12
<b>11. CORPORATE SOCIAL RESPONSIBILITY</b> .....	12
<b>12. DECREE ON ARTICLE 10 OF THE TAKEOVER DIRECTIVE</b> .....	13
<b>13. RISK MANAGEMENT AND INTERNAL CONTROLS</b> .....	14
<b>14. INVESTOR RELATIONS</b> .....	15
<b>15. COMPLIANCE WITH THE DUTCH CORPORATE GOVERNANCE CODE 2022</b> .....	15
<b>16. CONFLICTS OF INTEREST</b> .....	20
<b>17. CORPORATE GOVERNANCE STATEMENT</b> .....	20

## **Corporate Governance at AMG during 2024**

In this report, the Company, as a Dutch listed company, sets forth its overall corporate governance structure and the extent to which it applies the provisions of the Dutch Corporate Governance Code. The previous code was issued on December 8, 2016 (the "2016 Code"). As of January 1, 2023, the 2022 Code (amended and issued on December 20, 2022) is effective in the Netherlands, replacing the 2016 Code (the "2022 Code"). This document will report over 2024 taking into account the applicable 2022 Code. The Dutch Corporate Governance Code can be downloaded at [www.mccg.nl](http://www.mccg.nl).

As provided under the 2022 Code, the Company reviewed and updated, its procedures and documentation in order to be compliant with the principles and best practice provisions set forth in the 2022 Code. The Supervisory Board and the Management Board, which are responsible for the corporate governance structure of the Company, hold the view that the vast majority of principles and best practice provisions set forth in the 2022 Code, as applicable during 2024, are being applied, while certain deviations are discussed and explained hereafter. A full and detailed description of AMG's Corporate Governance structure and AMG's compliance with the Dutch Corporate Governance Code follows hereafter.

AMG Critical Materials N.V., located in the Netherlands, is a company organized under Dutch law that has various subsidiaries in multiple jurisdictions to enable efficient business operations. The Management Board is responsible for maintaining a culture that is conducive to achieving its strategic objectives with a focus on sustainable long-term value creation when determining strategy and making decisions. All as further explained in this chapter as well as other sections of the report of the Management Board.

### **1. 2024 ANNUAL ACCOUNTS AND DIVIDENDS**

The Management Board and the Supervisory Board have approved AMG's audited financial statements for 2024. KPMG audited these financial statements, which will be submitted for adoption to the General Meeting of Shareholders on May 8, 2025.

The Management Board is authorized, subject to approval by the Supervisory Board, to reserve profits wholly or partly. The General Meeting is authorized to distribute and/or reserve any remaining part of the profits. The General Meeting may decide on the disposition of reserves only after a proposal by the Management Board, which must have been approved by the Supervisory Board.

The dividend policy was lastly discussed in the 2024 Annual General Meeting. In 2021 the Management Board, with the approval of the Supervisory Board, had amended the dividend policy given the intrinsic volatility AMG has experienced in some of its markets. Given that AMG has cyclical elements in its product mix and that it desires to have a relatively consistent dividend payout, the revised policy will allow for stable dividend pay-outs and target gradual increases to historic dividend levels, provided that such pay-outs and possible increases are supported by AMG's liquidity and cash flow generation, and subject to prevailing statutory requirements. In line with Dutch corporate governance best practices,

the revised dividend policy was discussed during the Annual Meeting in 2022 and endorsed by the shareholders.

The Company intends to propose a full year dividend for 2024 of EUR 0,40 to the General Meeting of Shareholders for approval as part of the adoption of the 2024 Annual Accounts. The interim dividend of €0.20 per ordinary AMG share, paid on August 14, 2024, will be deducted from this amount. The proposed final dividend per ordinary share therefore amounts to €0.20. This dividend payment is in line with the revised dividend policy as explained above. Future dividend payments to shareholders will be at the discretion of the Management Board subject to the approval of the Supervisory Board and after taking into account various factors, including business prospects, cash requirements, financial performance, expansion plans, the terms of the Company's financing facilities and the compliance with applicable statutory and regulatory requirements.

Additionally, any payment of dividends (whether interim or after adoption of the annual accounts) or other distributions to shareholders may be made only if the Company's shareholders' equity exceeds the sum of the issued share capital plus the reserves required to be maintained by law.

## 2. SHARES AND SHAREHOLDERS' RIGHTS

As of December 31, 2024, the total issued share capital of AMG amounted to €650,083.28 consisting of 32,504,164 ordinary shares of € 0.02 each. Each ordinary share carries one vote. The ordinary shares are listed on Euronext Amsterdam and are freely transferable.

Pursuant to the Financial Markets Supervision Act (Wet op het financieel toezicht) and the Decree on Disclosure of Major Holdings and Capital Interests in Securities-Issuing Institutions (Besluit melding zeggenschap en kapitaalbelang in uitgevende instellingen), the Netherlands Authority for the Financial Markets (Stichting Autoriteit Financiële Markten) ("AFM") substantial holdings (>3%) in ordinary shares of AMG have to be registered by investors. The Company refers to the applicable substantial holdings register at the AFM website for the most recent registrations by AMG investors. As the Company is not involved in any AFM registrations of substantial holdings by its investors, the positions registered and visible in the AFM register may not necessarily reflect the actual holdings of an investor in AMG.

Shareholding	2024	2023
Number of ordinary shares issued	32,504,164	32,504,164
Average daily turnover	219,121	264,209
Highest Closing Price	€24.50	€49.73
Lowest Closing Price	€13.17	€19.72

### 3. PREFERENCE SHARES

The General Meeting of Shareholders approved in its meetings of May 12, 2010 and July 6, 2010 that the Articles of Association of the Company would be changed in order to introduce a new class of preference shares, which may be issued and used as a response device in order to safeguard the interests of the Company and its stakeholders in all those situations where the Company's interests and those of its stakeholders are at stake, including but not limited to situations in which non-solicited public offers are made.

The preference shares carry equal voting rights as ordinary shares and are entitled, if distribution to shareholders is permitted, to a fixed dividend equal to the Euro Interbank Offered Rate for deposit loans of one year, increased with a maximum of 400 basis points as determined by the Management Board of the Company and subject to approval by the Supervisory Board. The Articles of Association of the Company were amended on July 6, 2010 to provide for an authorized share capital of 65.0 million ordinary shares and 65.0 million preference shares. Contrary to ordinary shares, preference shares may be issued against partial payment thereon, provided that at least one quarter of the nominal amount is paid-up in full upon subscription. The preference shares are not freely transferable; any transfer thereof is subject to the approval of the Supervisory Board.

### 4. STICHTING CONTINUÏTEIT AMG

In line with Dutch law and corporate practice, on July 6, 2010, Stichting Continuïteit AMG (the "Foundation") was established in Amsterdam, having as its main objective to safeguard the interests of the Company and its stakeholders.

The Board of the Foundation is independent from the Company and currently consists of Mr. H. de Munnik, (Chairman), Mr. H. Reumkens and dr. R. Grohe, who succeeded Professor Lutz in 2024.

The main objective of the Foundation is to represent the interests of the Company and of the enterprises maintained by the Company and the companies affiliated with the Company in a group, in such a way that the interests of the Company and of those enterprises and of all parties involved in this are safeguarded in the best possible way, and that influences which could affect the independence and/or continuity and/or identity of the Company and those enterprises in breach of those interests are deterred to the best of the Foundation's ability.

Under the terms of an option agreement dated December 22, 2010 between the Company and the Foundation, the Foundation has been granted an option pursuant to which it may purchase a number of preference shares up to a maximum of the total number of ordinary shares outstanding at any given time in the event of a threat to the continuity or strategy of AMG.

## 5. VOTING RIGHTS

There are no restrictions on voting rights of ordinary and preference shares. Shareholders who hold shares on April 10, 2025 (mandated as the 28th day prior to the day of the General Meeting of Shareholders on May 8, 2025) are entitled to attend and vote at the General Meeting of Shareholders regardless of a sale of shares after such date.

## 6. MANAGEMENT BOARD

The executive management of AMG, and its representation towards third parties, is entrusted to its Management Board, which is chaired by the Chief Executive Officer. The Articles of Association provide that the number of members of the Management Board shall be determined by the Supervisory Board. The members of the Management Board are appointed by the General Meeting of Shareholders for a maximum term of four years and may be reappointed for additional terms not to exceed four years. The Management Board comprises four members as of May 2024 when, in addition to the CEO, COO and CFO, ad Chief Development Officer was appointed by the General Meeting of Shareholders.

The Management Board members are collectively responsible for creating a culture within the AMG Group that is focused on sustainable long-term value creation when determining strategy and making decisions. Stakeholder interest are taken into careful consideration. Each Management Board member shall serve the best interests of the Company with a view to creating sustainable long-term value, while carrying out his responsibilities and will take into account the interests of all the Company's stakeholders. All Management Board members are qualified in business conduct matters and are regularly briefed by the Chief Compliance Officer about new trends and developments in this field.

The Management Board has drawn up a code of business conduct, monitors its effectiveness with the assistance of the Chief Compliance Officer, and has established a procedure for reporting actual or suspected irregularities within the Company or its group companies. The Management Board has further adopted values for the Company and the AMG Group ("AMG Values") and is responsible for maintenance of the AMG Values within the Company and its group companies by encouraging behavior that is in keeping with the AMG Values and by leading by example. In this regard, specific attention shall be given to the strategy and the business model, the environment in which the Company and the AMG Group operate, and the existing culture within the Company and the AMG Group.

Please refer to the Sustainable Development section of the 2024 Annual Report for a further review of the application of the AMG Values within the AMG Group and compliance with the AMG Code of Business Conduct during 2024.

The Management Board is responsible for the internal audit function of the AMG Group and the Management Board appoints and dismisses the senior internal auditor upon approval of the Supervisory Board, along with the recommendation of the Audit & Risk Management

Committee. The internal audit function reports to (a member of) the Management Board. The Supervisory Board oversees the internal audit function (through the Audit and Risk Committee) and maintains regular contact with the person fulfilling this function. The Management Board assesses annually the way in which the internal audit function fulfils its responsibility, after consultation with the Audit and Risk Committee.

The Supervisory Board is authorized to make a non-binding or binding nomination regarding the appointment of members of the Management Board. A binding nomination means that the General Meeting of Shareholders may appoint the nominated persons, unless the General Meeting of Shareholders rejects the nomination by an absolute majority (more than 50% of the votes cast) representing at least one-third of the issued share capital. In case the absolute majority is reached, however, not representing one-third of issued share capital, a second meeting will be convened in which the resolution may be adopted without a quorum applying. If the Supervisory Board has not made a nomination, the appointment of the members of the Management Board is at the full discretion of the General Meeting of Shareholders. The General Meeting of Shareholders and the Supervisory Board may suspend a member of the Management Board at any time.

A resolution of the General Meeting of Shareholders to suspend or dismiss a member of the Management Board requires an absolute majority (more than 50% of the votes cast), representing at least one-third of the issued share capital, unless the Supervisory Board has proposed the suspension or dismissal to the General Meeting of Shareholders, in which case an absolute majority is required but without any quorum requirement.

The Management Board follows its own rules of procedure concerning meetings, resolutions, and similar matters. These rules of procedure are published on the Company's website. The Company has set a diversity target of 33% of each gender on the Management Board by 2030.

The Company has rules to avoid and deal with conflicts of interest between the Company and members of the Management Board. The Articles of Association state that in the event of a direct or indirect personal conflict of interest between the Company and any of the members of the Management Board, the relevant member of the Management Board shall not participate in the deliberations and decision-making process concerned. If all members of the Management Board are conflicted, and, as a result, no Management Board resolution can be adopted, the Supervisory Board shall adopt the resolution. In addition, it is provided in the rules of procedure of the Management Board that the respective member of the Management Board shall not take part in any decision-making that involves a subject or transaction to which he or she has a conflict of interest with the Company. Such transaction must be concluded on market practice terms and approved by the Supervisory Board. The rules of procedure of the Management Board establish further rules on the reporting of (potential) conflicts of interest.

## 7. SUPERVISORY BOARD

The Supervisory Board supervises the general course of business of the Company and the way the Management Board implements the sustainable long-term value-creation strategy of the Company. The Supervisory Board regularly discusses the strategy, the implementation of the strategy and the principal risks associated with it. The Supervisory Board assists the Management Board by providing advice. In fulfilling their duties, the Supervisory Directors shall act in the interest of the Company and its affiliated enterprises and the Supervisory Board shall take into account the stakeholder interests that are relevant in this context. The Supervisory Board is responsible for the quality of its own performance and evaluates its own performance and that of the Management Board once per year.

Under the two-tier corporate structure pursuant to Dutch law, the Supervisory Board is a separate body that is independent of the Management Board. Members of the Supervisory Board can be neither members of the Management Board nor employees of the Company. The Supervisory Board discusses and approves major management decisions as well as the strategy that is developed and implemented by the Management Board. The Supervisory Board has adopted its own rules of procedure concerning its own governance, committees, conflicts of interest, etc. The rules of procedure are published on the Company's website and include the charters of the committees to which the Supervisory Board has assigned certain preparatory tasks, while retaining overall responsibility.

These committees are the Remuneration Committee, the Selection & Appointment Committee, the Audit & Risk Management Committee and the Safety, Sustainability & Science Committee ("SSS Committee"). The Supervisory Board shall be assisted by the Corporate Secretary of the Company, who shall be appointed by the Management Board after approval of the Supervisory Board has been obtained. The number of members of the Supervisory Board will be determined by the General Meeting of Shareholders with a minimum of three members. Please refer to the Report of the Supervisory Board published as part of the 2024 Annual Report for a report by each committee of the Supervisory Board for the year 2024 as well for the Remuneration Report for the year 2024.

A Supervisory Director is appointed for a maximum period of four years and may then be reappointed once for another maximum four-year period. The Supervisory Director may then subsequently be reappointed again for a period of two years, after which point the appointment may be extended by at most two years. In the event of a reappointment after an eight-year period, reasons shall be given in the (annual) report of the Supervisory Board. For any appointment or re-appointment, the profile for Supervisory Board candidates, which was drawn up by the Supervisory Board, will be observed. The Supervisory Board prepares a rotation schedule, which is made generally available and is posted on the Company's website.

The Supervisory Board is authorized to make a binding or non-binding nomination regarding the appointment of the members of the Supervisory Board. In the event of a binding nomination, the General Meeting of Shareholders appoints the members of the Supervisory Board from a nomination made by the Supervisory Board.



A binding nomination means that the General Meeting of Shareholders may appoint the nominated person, unless the General Meeting of Shareholders rejects the nomination by an absolute majority (more than 50% of the votes cast) representing at least one-third of the issued share capital.

In case the absolute majority is reached, however, not representing one-third of issued share capital, a second meeting of record will be convened in which the resolution may be adopted with normal majority, without a quorum applying.

If the Supervisory Board has not made a nomination, the appointment of the members of the Supervisory Board is at the full discretion of the General Meeting of Shareholders. The General Meeting of Shareholders may, at any time, suspend or remove members of the Supervisory Board. A resolution of the General Meeting of Shareholders to suspend or remove members of the Supervisory Board requires an absolute majority (more than 50% of the votes cast) representing at least one-third of the issued share capital, unless the Supervisory Board has proposed the suspension or dismissal, in which case an absolute majority is required, without any quorum requirement.

As required under the Code and Dutch law, the Company has formalized strict rules to avoid and deal with conflicts of interest between the Company and the members of the Supervisory Board, as further described in the rules of procedure of the Supervisory Board. Further information on the Supervisory Board and its activities can be found in the Report of the Supervisory Board published as part of the Annual Report 2024.

Each of the current members of the Supervisory Board is obliged not to transfer or otherwise dispose of any shares awarded as part of their annual remuneration until the earlier of the third anniversary of the date of the award or the first anniversary of the date on which he or she ceases to be a member of the Supervisory Board. Shares in the Company held by the Supervisory Directors shall be held only as long-term investments.

## 8. THE ROLE AND RESPONSIBILITIES OF THE MANAGEMENT BOARD AND SUPERVISORY BOARD IN RELATION TO THE 2024 SUSTAINABILITY STATEMENT

As of January 1, 2024 the EU Corporate Sustainability Reporting Directive (CSRD) became effective in the EU. As of the date of AMG's 2024 Annual Report, Dutch Parliament has not yet passed legislation that implements the CSRD Directive in Dutch Law. As a result, AMG's Management Board and Supervisory Board have decided to voluntarily prepare and publish a Sustainability Statement for 2024 that provides a detailed report of the impacts, risks and opportunities facing AMG and its stakeholders. That statement has been published as part of the Annual Report. In that statement, the company explains the governance structure, roles and responsibilities within the AMG Group pertaining to the preparation, monitoring and completion of the 2024 Sustainability Statement.

## **Management Board**

The Management Board as the main executive body of AMG is responsible for preparing the 2024 Sustainability Statement and oversight of the impacts, risks and opportunities following completion of the double materiality assessment that are relevant in this context. The Management Board comprises four members, all male, who have been extensively involved since 2023 in managing this project assisted by consultants and by its in-house team of executives consisting of the Head of EHS (based in Wayne, PA), the Head of Human Resources in Germany (based in Hanau, Germany) and the General Counsel (based in Amsterdam, the Netherlands).

These three executives were responsible, together with their teams, for the Environmental (E), Social (S) and Governance (G) topics, respectively, and aspects of the Sustainability Statement. They acted as the Steering Committee, reporting regularly to the CFO who, together with the CEO, took a leading role in steering AMG's sustainability programs early on including the preparation of the Sustainability Statement in 2023 and 2024. This preparatory work included the design of appropriate metrics and targets, with input from the units of the AMG Group, in accordance with CSRD requirements, the results of which were shared and monitored on a regular basis by the Steering Committee with the Management Board. The Company has set a diversity target of 33% of each gender on the Management Board by 2030. The employees and workers of the AMG Group are not represented in the company's Management and Supervisory Board which are governed by Dutch law and corporate governance rules.

## **Supervisory Board**

As explained above, the Supervisory Board of AMG, as the main non-executive body of the company, comprised seven members during 2024, three female and four male members which is in line with the company's targets concerning diversity. All these members qualified as independent in 2024 as per the definition set forth in the Dutch Corporate Governance Code. The combined experience and background of the Board members fully meets the requirements needed in view of the business sectors, product scope and geographic locations of the AMG Group. The Supervisory Board reviews once every year whether appropriate skills and capabilities are represented in the Board relating to sustainability matters (including the company's material impacts, risks and opportunities) and reporting and whether additional skills are required.

With respect to sustainability matters the Supervisory Board was supported by its Safety, Sustainability & Science Committee (3S Committee) and its Audit & Risk Management Committee. The 3S Committee was established in 2023 with the objective, among others, to oversee the CSRD related activities of the company. The Committee members in 2024 were highly qualified to execute this task and keep the Supervisory Board advised about progress, challenges and timeline of the 2024 Sustainability Statement. The Audit & Risk Management Committee did its part in monitoring the reporting requirements for the Sustainability Statement and by meeting regularly with the external auditors measuring progress of the preparatory work. The members of this Committee were well qualified given their financial, governance and accounting backgrounds. The 3S Committee and Audit & Risk Management Committee held one joint meeting during the fall of 2024 in the presence of the Management Board and the external auditor to assess the quality and progress of the Sustainability Statement. The Committee Charters of the 3S Committee

and the Audit & Risk Management Committee of the Supervisory Board make reference to the reporting requirements for AMG in the field of sustainability and specifically CSRD. The two Committees report on a quarterly basis to the full Supervisory Board about their actions and findings. These reports are in conjunction with quarterly meetings held by the Committees in which each is briefed by the Management Board and Steering Committee representatives about progress and challenges in preparing the Sustainability Statement.

## 9. GENERAL MEETING OF SHAREHOLDERS

A General Meeting of Shareholders is held at least once per year. During the Annual Meeting, the Annual Report, including the Report of the Management Board, the annual (consolidated) financial statements, the implementation of the remuneration policy for the Management Board, and the Report of the Supervisory Board are discussed, as well as other matters pursuant to Dutch law or the Company's Articles of Association.

As a separate item on the agenda, the General Meeting of Shareholders is entrusted with the discharge of the members of the Management Board and the Supervisory Board from responsibility for the performance of their duties during the preceding financial year. The General Meeting of Shareholders is held in Amsterdam or Haarlemmermeer (Schiphol Airport), and takes place within six months following the end of the preceding financial year. During the years 2020, 2021 and 2022 the Annual General Meeting was held virtually by TEAMS conference due to the travel restrictions that were in place as a result of the COVID- 19 pandemic and on the basis of special legislation adopted by Dutch Parliament. In May 2023 and 2024 the Annual General Meeting was held in person in Amsterdam.

Meetings are convened by public notice on the website of the Company and by letter, or by use of electronic means of communication, to registered shareholders (if any). Notice is given at least 42 days prior to the date of the General Meeting of Shareholders. The main powers of the General Meeting of Shareholders are set forth in the Company's Articles of Association, which are published on the Company's website, and the applicable provisions of Dutch law.

On May 8, 2024, the General Meeting of Shareholders resolved to authorize the Management Board for a period of 18 months from that date (until November 7, 2025) as the corporate body, which, subject to approval by the Supervisory Board, is authorized to issue shares, including any grant of rights to subscribe to shares up to a maximum of 10% of the Company's issued share capital as per December 31, 2023, for general corporate purposes and/or for the purpose of mergers and acquisitions, and/or for strategic alliances and/or financial support arrangements. This authorization also includes the power to restrict or exclude preemptive rights.

On May 8, 2024, the General Meeting of Shareholders resolved to authorize the Management Board for a period of 18 months from that date (until November 7, 2025) as the corporate body which, subject to approval by the Supervisory Board, is authorized to effect acquisitions of its own shares by AMG. The number of shares to be acquired is

limited to 10% of the Company's issued share capital as of December 31, 2023, taking into account the shares previously acquired and disposed of at the time of any new acquisition. Shares may be acquired through the stock exchange or otherwise, at a price between par value and 110% of the average stock exchange price for a five-day period prior to the date of acquisition. The stock exchange price referred to in the previous sentence is the average closing price of the shares at Euronext Amsterdam on the five consecutive trading days immediately preceding the day of purchase by, or for, the account of the Company.

## 10. ARTICLES OF ASSOCIATION

The Company's Articles of Association can be amended by a resolution of the General Meeting of Shareholders on a proposal from the Management Board that has been approved by the Supervisory Board. A resolution of the General Meeting of Shareholders to amend the Articles of Association that has not been taken on the proposal from the Management Board and the approval of the Supervisory Board, should be adopted by a majority of at least two-thirds of the votes cast in a meeting in which at least 50% of the issued share capital is represented. The Articles of Association have last been amended on May 12, 2023 following approval by the General Meeting of Shareholders in its Annual General Meeting held on May 4, 2023 and are published on the Company's website ([amg-nv.com](http://amg-nv.com)).

## 11. CORPORATE SOCIAL RESPONSIBILITY AND ESG

AMG's Values (safety, value creation, respect for people, protect the planet by enabling CO2 reduction and integrity) form the core foundation of AMG's ambition to be a leader in the fields of critical materials and engineering services and to achieve excellence in all that it does. They apply to how AMG and its group companies conduct their operations and how they deal with their employees, business partners and stakeholders.

In being a responsible corporate citizen, AMG endorses and supports the definition of corporate social responsibility as set by the World Business Council for Sustainable Development: "...the continuing commitment by business to behave ethically and contribute to economic development while improving the quality of life of the workforce and their families as well as of the local community and society at large." For AMG and its affiliated companies, this statement, which forms the basis of AMG's ESG strategy, translates into three main sustainable development objectives that the Company has formulated in connection with its financial objectives, technological capabilities and its leading position at the heart of the global metallurgical industry: 1) to provide safe working conditions for our employees and to be responsible stewards of the environment; 2) to meet or exceed regulatory standards by engaging in ethical business practices; and 3) to be a valued member of the local economy, community and society at large by contributing to solutions for addressing some of the fundamental environmental and social challenges facing society today. The Supervisory Board and the Management Board of the Company take continued guidance from these objectives when defining and implementing the Company's strategic objectives.

The Sustainable Development section in the 2024 Annual Report further elaborates on the application of AMG's Code of Business Conduct, its Speak Up and Reporting Policy and the activities of the Company concerning diversity during 2024.

The Company has adopted a Diversity & Inclusion Policy that includes the diversity targets for the Management Board, Supervisory Board and the sub-top and mentions the Diversity Council at AMG and its goal and purpose.

In line with Dutch legislation, AMG also reports as of 2023 to the SER online portal, on its diversity plan (measures taken) and targets going forward, the results of the diversity plan in the preceding financial year and - if results are not met - an explanation. The reporting also includes the inflow, progression and retention of employees (male and female) and the gender composition of the Management Board, Supervisory Board and AMG management's sub-top.

## 12. DECREE ON ARTICLE 10 OF THE TAKEOVER DIRECTIVE

The information required by the Decree on Article 10 of the Takeover Directive (published on 5 April 2006) is included in this Corporate Governance Report and is published and updated in the 2022 Annual Report.

Below is an overview of the significant agreements to which the Company is a party, which are affected, changed, or terminated subject to the condition of a change of control, or which contain new restrictions on voting rights attached to shares.

The Company is a party to the following arrangements that may be terminated or amended under the condition of a change of control over the Company as a result of a public takeover offer:

- a. The Company has entered into a credit facility for its general financing needs and purposes, dated 30 November 2021, consisting of a USD 350 million Term Loan B and a USD 200 million Revolving Credit facility ("Credit Agreement"), which includes a provision that triggers the Company to repay the entire outstanding amount under the Credit Agreement upon a change of control[, as defined therein;
- b. Under terms of the \$307 million municipal bond issued to refinance the construction of a new spent resid catalyst recycling facility in Zanesville, Ohio, in the senior unsecured 30-year US tax-exempt bond market in July 2019 by AMG Vanadium LLC. that is a wholly owned affiliate of the Company, the holders of the bonds have the right to tender their bonds for purchase by the Company (that acts as Guarantor) upon a change in control of the Company at a purchase price of 101% of the principal amount of the bonds plus accrued interest;
- c. The members of the Management Board of the Company all have an employment agreement with the Company and/or a wholly owned US subsidiary of the Company, that will trigger termination rights for the Management Board members upon a

change of control of the Company pursuant to a public offer. These employment agreements are entered into for an indefinite period of time and are explained in detail on the Company's website.

- d. The members of the Management Board participate together with a group of senior staff and executives of the AMG Group, in the AMG Performance Share Unit Plan. This Plan is administered by the Company and create rights and obligations for each participant of the respective Plans towards the Company. The plan has provisions that permit the Supervisory Board (and Management Board respectively) to cancel or modify performance share units awarded to its participants, upon a change of control of the Company.
- e. The Company is party to an option agreement concluded on 10 December 2010 with Stichting Continuïteit AMG, that triggers certain option rights for the Stichting Continuïteit AMG upon a change of control of the Company, as further detailed above under item 4 above.
- f. The Company is party to a joint venture agreement concluded on 7 October 2019 with Shell Overseas Investments B.V. ("Shell") in order to jointly identify and pursue opportunities to offer customers outside North America an environmentally sustainable solution for their spent catalyst and gasification ash ("the JV Agreement"). The terms of the JV Agreement trigger termination rights for the Company and Shell in case the other party suffers a change of control by a Major Competitor or Sanctioned Person (as these terms are defined in the JV Agreement).

### 13. RISK MANAGEMENT AND INTERNAL CONTROLS

AMG employs a risk management approach that identifies and mitigates risk at all levels of the organization. The Company analyzes risks in formal settings such as scheduled Management Board and Supervisory Board meetings as well as everyday operational situations faced by its global employee base. AMG has implemented a comprehensive risk management program centered on the Company's Risk Assessment Package (RAP), as further explained in detail in the chapter on Risk Management and Internal Controls published as part of the 2022 Annual Report.

As stated above, the Management Board is responsible for the internal audit function of the Company. The Internal Auditor at AMG reports to the Audit & Risk Management Committee and to the Management Board and operates on the basis of an Internal Audit plan approved annually by the Supervisory Board and the Management Board. The Internal Audit plan is risk-based and comprises all units and subsidiaries of the AMG Group with a focus on financial control, IT risks and compliance.

The Internal Audit function assesses the design and operation of the internal risk management and control systems and closely cooperates with the external auditors of the Company and attends all meetings of the Audit & Risk Management Committee of the Supervisory Board. The work of the internal audit function is reviewed every five years by an independent third party.

## 14. INVESTOR RELATIONS

The Company highly values good relations with its shareholders and is compliant with applicable rules and regulations on non-selective and timely disclosure and equal treatment of shareholders. Apart from communication at the Annual General Meeting of Shareholders, the Company explains its financial results during public quarterly conference calls and capital market days. Further, the Company publishes annual, semi-annual, and quarterly reports and press releases and makes information available through its public website (amg-nv.com).

The Company also engages in bilateral communications with investors and, in doing so, adheres to its policy on bilateral contacts, which is published on the Company's website. During these communications, the Company is, in general, represented by its Investor Relations Officer, occasionally accompanied by a member of the Management Board.

## 15. COMPLIANCE WITH THE DUTCH CORPORATE GOVERNANCE CODE 2022

As stated above, AMG is subject to the 2022 Code for the 2024 financial year. As a general statement the Company fully endorses the Code's principles and believes that virtually all best practice provisions as included in the 2022 Code are complied with. On certain matters involving the remuneration policy of the Company, specifically best practice provision 3.2.3 concerning severance payments and b.p.p. 3.3.2 concerning remuneration of the Supervisory Board members in the form of shares AMG, the Company does not comply with these best practice provisions and it believes that it has sound reasons for doing so, which are explained below.

### 1. Sustainable Long Term Value Creation

Principle 1.1 Sustainable Long Term Value Creation. The general concept explained in this Principle of the Code is fully endorsed and the Company applies the best practice provisions contained herein, amongst others, by a clear description in the Annual report of the development of the strategy, the involvement of the Supervisory Board, assessment of the risks associated with the strategy and periodic review of the internal risk management and control systems.

Principle 1.2 Risk Management. The general concept explained in this Principle of the Code is fully endorsed and the Company applies the best practice provisions contained herein, amongst others, by having adequate risk management and control systems in place which are periodically reviewed as further described in the Risk Report as part of the Annual Report.

Principle 1.3 Internal Audit Function. The general concept explained in this Principle of the Code is fully endorsed and the Company applies the best practice provisions contained herein, amongst others, by having an internal audit function which reports into

and engages with the Management Board, Audit & Risk Management Committee and the External Auditor of the Company and reporting its findings to these bodies.

Principle 1.4 Risk Management Accountability. The general concept explained in this Principle of the Code is fully endorsed and the Company applies the best practice provisions contained herein, amongst others, by the Risk Report of the Management Board as published in the Annual report and the Statement of Responsibilities by the Management Board in the Annual Report.

Principle 1.5 Role of the Supervisory Board. The general concept explained in this Principle of the Code is fully endorsed and the Company applies the best practice provisions contained herein, amongst others, by the operation of the Audit & Risk Management Committee of the Supervisory Board and its regular review of and reporting to the Supervisory Board about the (methods to assess the) effectiveness of the internal risk management and control systems of the Company.

Principle 1.6 Appointment and assessment of the functioning of the external auditor. The general concept explained in this Principle of the Code is fully endorsed and the Company applies the best practice provisions contained herein, amongst others by periodic reporting by the Audit & Risk Management Committee of the Supervisory Board about the functioning of, and the development in the relationship with, the external auditor.

Principle 1.7 Performance of the external auditor's work. The general concept explained in this Principle of the Code is fully endorsed and the Company applies the best practice provisions contained herein, amongst others by having regular discussions between the Audit & Risk Management Committee and the external auditor about the audit plan and the findings of the external auditor based on the work the external auditor has undertaken.

## 2. Effective Management and Supervision

Principle 2.1 Composition and size. The general concept explained in this Principle of the Code is fully endorsed and the Company applies the best practice provisions contained herein, amongst others by having in place detailed Rules of Procedure for the Management Board and for the Supervisory Board, which contain details about matters like expertise, diversity, independence criteria for Supervisory Board members, as well as a Diversity Policy that includes the diversity targets, all as further set out above in paragraph 10 "Corporate social responsibility and ESG".

Principle 2.2. Appointment, succession and evaluation. The general concept explained in this Principle of the Code is fully endorsed and the Company applies the best practice provisions contained herein, amongst others, as evidenced by the Report of The Supervisory Board as published in the Annual Report and the Rules of Procedure of the Supervisory Board (as amended).



Principle 2.3 Organization of the Supervisory Board and reports. The general concept explained in this Principle of the Code is fully endorsed and the Company applies the best practice provisions contained herein amongst others, as evidenced by the Report of The Supervisory Board as published in the Annual Report and the Rules of Procedure of the Supervisory Board (as amended).

Principle 2.4 Decision-making and functioning. The general concept explained in this Principle of the Code is fully endorsed and the Company applies the best practice provisions contained herein amongst others, as evidenced by the Report of the Supervisory Board as published in the Annual Report and the Rules of Procedure of the Supervisory Board (as amended).

Principle 2.5 Culture. The general concept explained in this Principle of the Code is fully endorsed and the Company applies the best practice provisions contained herein amongst others, as evidenced by the Report of the Management Board as published in the Annual Report, including the Letter to Shareholders and the sections on Sustainability and on Corporate Governance.

Principle 2.6 Misconduct and irregularities. The general concept explained in this Principle of the Code is fully endorsed and the Company applies the best practice provisions contained herein amongst others, as evidenced by the Company's Code of Business Conduct (as updated in 2023) and Speak Up & Reporting Policy (published on the Company's website) and the Report of Management Board as published in the Annual Report including the Letter to Shareholders and the sections on Sustainable Development and on Corporate Governance.

Principle 2.7 Preventing Conflicts of interest. The general concept explained in this Principle of the Code is fully endorsed and the Company applies the best practice provisions contained herein amongst others, as evidenced by the Rules of Procedure of the Supervisory Board and of the Management Board (as amended) and by the section on Corporate Governance as published in the Annual Report.

Principle 2.8 Takeover Situations. The general concept explained in this Principle of the Code is fully endorsed and the Company applies the best practice provisions contained herein.

### 3. Remuneration.

Principle 3.1 Remuneration Policy Management Board. The general concept explained in this Principle of the Code is fully endorsed and the Company applies the best practice provisions contained herein, amongst others as evidenced by the Remuneration Report of the Supervisory Board as published in the Annual Report.

Principle 3.2 Determination of management board remuneration. The general concept explained in this Principle of the Code is fully endorsed and the Company applies the best practice provisions contained herein, except with respect to best practice provision.

### 3.2.3 (Severance Payments) as follows:

Departure best practice provision 3.2.3. Two members of the Management Board have a contract of employment with the Company as well as a constituent US entity of AMG. These two members were first appointed to the Management Board in 2006. These employment contracts provide for payment of two years of base salary + one time AMG's target annual bonus in the event of termination by the Company without cause. The third member of the Management Board has only one employment contract with a constituent US entity of AMG as well as a management agreement with the Company. This management board member (appointed in 2016), receives payment of two years of base salary in the event of termination by the Company without cause. As a result, the Company departs from best practice provision 3.2.3. in case dismissal takes place without cause.

The main reason for this departure is found in the history of the AMG Group, as follows: By way of general background, it is to be emphasized that AMG was first formed in 2006 through the merger of eight operating companies each with different histories and originating from different countries. Two members of the Management Board (formed in 2007) had preexisting contracts as executives of certain of the operating companies that later formed and became part of the current AMG Group. These contracts reflect local market conditions and customary provisions in the countries in which the executives have been employed. They have provisions that do not fully comply with the Corporate Governance Code's best practices. In view of the specialized nature of AMG's business and the qualifications and expertise of the present members of the Management Board, the Supervisory Board of the Company had taken the decision early on to honor the existing contractual commitments to the members of the Management Board, in order to retain their services and to maintain their commitment to the Company. In this context the severance payment compensation agreed in 2006 has been maintained, for the two (most senior) Management Board members and also the newest (third) member of the Management Board is entitled to two years base salary in order to keep an appropriate level of cohesion between the employment conditions of the individual Management Board members. The Supervisory Board expects that this departure will continue to apply during the terms of the current Management Board members. Further, the Supervisory Board holds the view that this departure does not in any way negatively affect good corporate governance at the Company.

Principle 3.3 Remuneration of the Supervisory Board. The general concept explained in this Principle of the Code is fully endorsed and the Company applies the best practice

provisions contained herein, except with respect to best practice provision 3.3.2 (remuneration awarded in the form of shares) as follows:

Departure best practice provision 3.3.2. The General Meeting of Shareholders approved and adopted in its 2009 Annual Meeting and subsequently in its 2013 Annual Meeting, the granting of shares to members of the Supervisory Board as part of their annual remuneration. As explained by the Supervisory Board during the 2009 and 2013 Annual General Meetings of Shareholders, it considers it important that it can recruit future members from the global marketplace given the size and complexity of the markets the Company is operating in. This merits that part of the remuneration is paid in company shares, in line with US practice (and the general US centric approach for executive compensation as chosen by the Supervisory Board), where the Company has its operational headquarters. Shares granted as compensation to Supervisory Board members are held as long-term investments and restricted from trading for a period of three (3) years from the date of granting. As a result the Company departs from best practice provision 3.3.2.. for reasons explained above. The Supervisory Board expects that this departure will continue to apply indefinitely as it is in place since 2007 and has contributed to the quality of the Supervisory Board and success of the Company. Further, the Supervisory Board holds the view that this departure does not in any way negatively affect good corporate governance at the Company.

Principle 3.4 Accountability for implementation of remuneration policy. The general concept explained in this Principle of the Code is fully endorsed and the Company applies the best practice provisions contained herein amongst others, as evidenced by the Remuneration Report of the Supervisory Board as published as part of the Annual Report and the materials posted on the Company's website.

#### 4. The General Meeting

Principle 4.1 The General Meeting. The general concept explained in this Principle of the Code is fully endorsed and the Company applies the best practice provisions contained herein.

Principle 4.2 Provision of Information. The general concept explained in this Principle of the Code is fully endorsed and the Company applies the best practice provisions contained herein.

Principle 4.3 Casting Votes. The general concept explained in this Principle of the Code is fully endorsed and the Company applies, to the extent applicable to the Company, the best practice provisions contained herein.

Principle 4.4. Recognizing the importance of company strategy.

The Company fully endorses principle 4.4 that demands from shareholders, including

institutional investors, to recognize the importance of a strategy focused on sustainable long-term value creation for the company and its affiliated enterprise.

Principle 4.5 Issuing depositary receipts for shares. This Principle is not applicable since the Company has not issued depositary receipts for its shares.

## 5. One-tier Governance Structure.

The Principles set forth herein do not apply to the Company as it has adopted a two-tier Board structure.

## 16. CONFLICTS OF INTEREST

No conflicts of interest that were of material significance to the Company and/or members of the Management Board and Supervisory Board were reported in the period starting January 1, 2024, up to and including March 12, 2025.

During the period starting January 1, 2024 up to and including March 12, 2025, the Company did not enter into any material transaction with a shareholder holding an interest of 10% or more in the Company's share capital.

## 17. CORPORATE GOVERNANCE STATEMENT

The Decree of December 23, 2004, adopting further rules regarding the contents of the annual report, most recently amended and extended as of January 1, 2018 (the "Decree"), requires a statement to be published annually by the Company on its compliance with Corporate Governance regulations in the Netherlands.

The Company hereby submits that it has fully complied with this requirement by way of publication of this Annual Report and the specific references therein, notably the Report of the Management Board, the Report of the Supervisory Board, the Remuneration Report for 2024, and the chapters on Risk Management and Internal Controls, Sustainable Development and Corporate Governance, all of which are deemed to be incorporated by reference into the Company's statement on corporate governance.