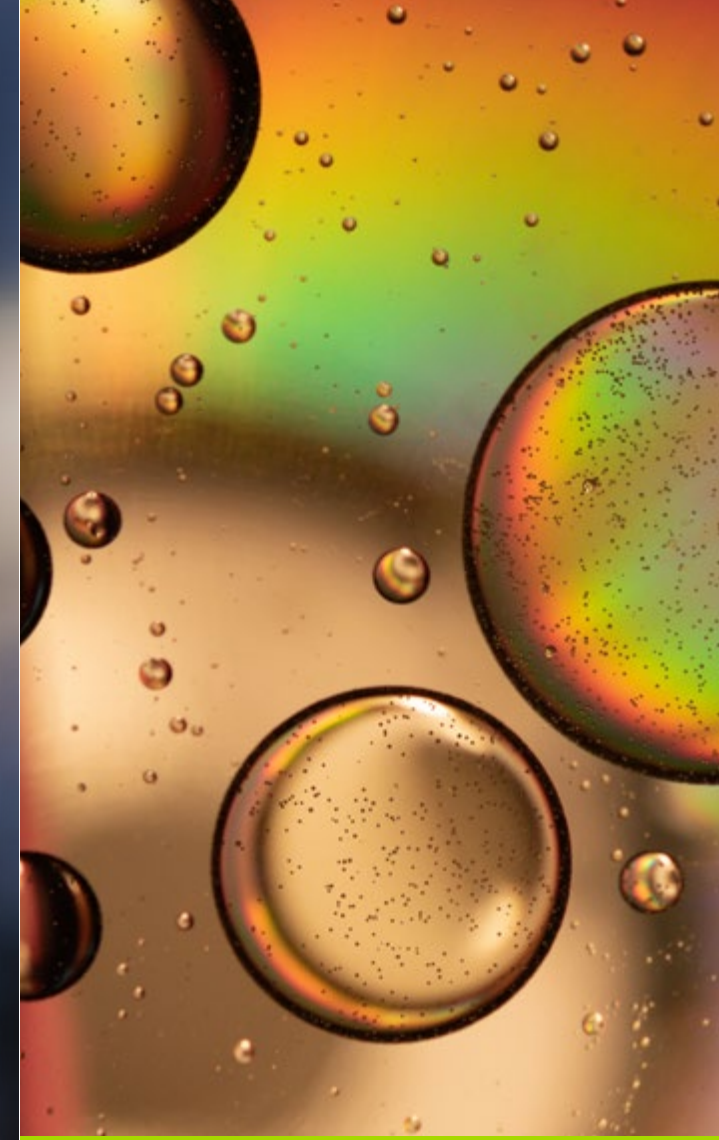




SUSTAINABLE MOLYMET FIFTH REPORT 2022



Our Purpose: “To create value for the evolution of humanity through products developed by people who think about the well-being of the planet.”





CONTENTS

An aerial photograph of a winding asphalt road cutting through a dense, lush green forest. The scene is captured at sunset, with the sun low on the horizon to the right, casting a warm orange glow across the sky and illuminating the tops of the trees. The sky is filled with scattered, dark clouds. The road has a yellow dashed center line and white edge lines, and it curves gently through the forest.

Our commitment to a future sustainable planet means that our products are **constantly evolving** to ensure that we have the lowest carbon footprint in the market



The carbon footprint of our molybdenum oxide is 60% lower than the industry average according to official IMOA (International Molybdenum Association) data.

We prioritize
sustainability with
people who think
about the planet



Since 1994, we have invested US\$242 million in projects to reduce SO₂ emissions and concentrations. By 2022 our emissions were 82% lower than required by our environmental permits.



We are also investing US\$60 million in upgrading the modernization of the MolymetNos' gas treatment plants which means we will voluntary reduce our existing emissions permits to 40%.

Our processes take care of natural resources



Over the last 15 years we have been working to lower our consumption of water resources.



By 2023, three renewable energy generation projects will come on stream. This will increase our renewable energy consumption by 17%.



Today, 3 of our 5 plants generate zero liquid waste which represents 85% of our production capacity.

We **constantly anticipate** future industry standards as our products evolve



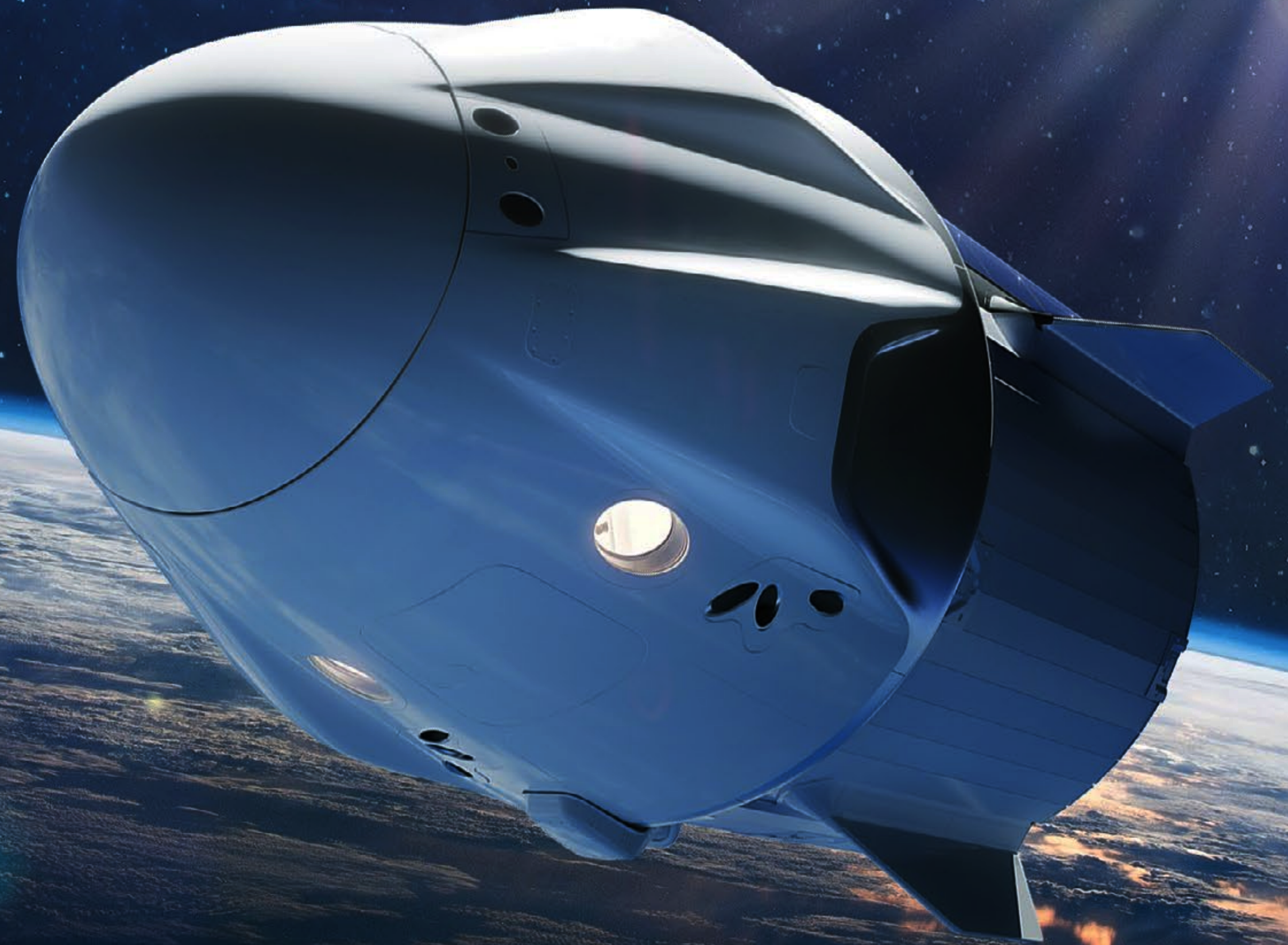
Molymet has the most extensive range of industrial processes for converting molybdenite – from copper mining – into commercial quality molybdenum and rhenium products.



We constantly invest and innovate in our processes to ensure the product qualities our customers will require in the future. In 2022, we invested US\$ 10,2 million used in innovation and in 2023, we will invest US\$ 8,6 million.

We create products
that **contribute to the
evolution** of humanity
and the planet

Globally, molybdenum and rhenium are metals of high strategic value due to their valuable technological applications and the significant role they play in advancing environmental care, urban development, mega construction and alloys which are safer, more efficient and longer-lasting.



We are driven by our purpose



In 2018 we began a collaborative and progressive process of discovering, articulating, activating and internalizing our company purpose.



To strengthen our relationship with our employees we have, since 2021, been using the Labour Relations Index (LRI) to concretely define our actions and measure improvement. Our commitment is to increase this index by 10 points by 2030.



In 2019 we declared our purpose to be “To create value for the evolution of humanity, through products developed by people who think about the well-being of the planet.”



Since 2022 we have assessed ourselves with the Purpose Strength Model© methodology to continuously internalize and embed our purpose.





We go out of our way to be the **best neighbors** we can be in our communities



In 2022, we invested 0,4% of our profits in projects and actions that enhance community well-being.



We were the first Chilean company to protect an organically cultivated area of 123 hectares, ensuring the conservation of this environmental heritage for our community.

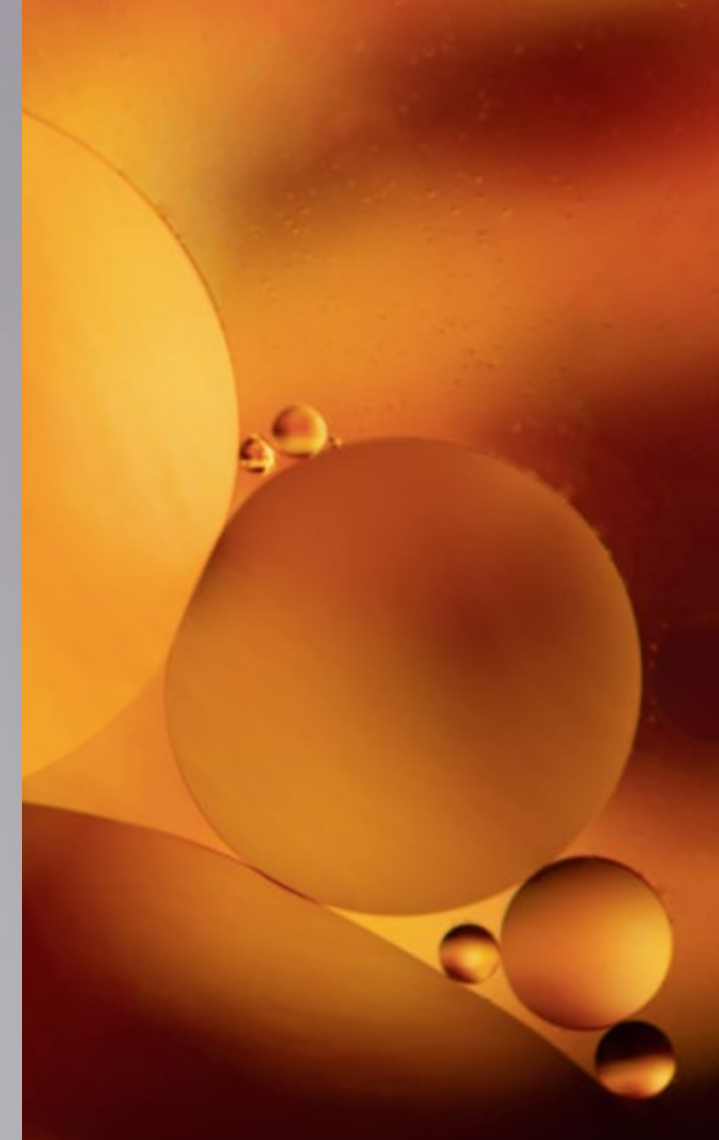


Sustainability is rooted
in our corporate
governance

- We voluntarily measure ourselves against the Dow Jones Sustainability Index (DJSI) and the Stakeholders Sustainability Index (SSIndex).
- We have board sessions dedicated to addressing sustainability issues.
- Since 2021, our board has received advice on how to evaluate its effectiveness and identify opportunities for improvement.
- Our board has a diversity of expertise and 40% are independent directors.
- We have implemented an ethical whistleblowing channel to ensure independence and confidentiality.



WHO
WE ARE
01



Our company is the
global leader and
benchmark in the
molybdenum and
rhenium industry







Message to our stakeholders



John Graell
Molymet's CEO

Our clients know with assurance that we constantly anticipate future industry standards as our products evolve, while taking care of natural resources.



In 2022 we had very good results which translated into a positive impact for our stakeholders.

Some time ago, we began to reflect on our reason for being and the difference we make in the world. This reflection led to us co-constructing our company Purpose which has since been transformed into a guide for viewing all our strategic decisions and against which we can analyze whether we are adding value and what we ought to do.

We know that sustainability and our business model go hand in hand. This is why the only way forward is to manage responsibly - not only to add value to our stakeholders but also to help position Molymet and its subsidiaries as global market leaders. We want to demonstrate our authentic concern for the challenges companies face today - both at our productive plants and in terms of a solid governance model that will allow us to lead and implement

initiatives and follow up on strategic issues related to the sustainability of our company.

Today, our Purpose has materialized into tangible actions and goals - to the extent that we have already reached 80% implementation of our Corporate Sustainability Strategy. Meanwhile, with our 2030 Sustainability Agenda, we aim to fulfill clear commitments related to renewable energy consumption.

We made good progress with measuring scope 3 of our organizational carbon footprint and measuring the carbon footprint by product. In this respect, we achieved really positive results, bringing our company below the industry average.

Then, we have been moving forward with several projects in parallel. Among these, I would like to highlight the finalization of phase 1 of our MolymetNos modernization project where, up to now, we have invested US\$ 278 million.

This project will lead to us voluntarily lowering our SO₂ emissions permits to 40% below the current permissions in effect, by 2025. Other projects which will positively impact the environment, relate to generation of renewable energy - like the photovoltaic projects at our corporate and R&D buildings and the windmill energy project at Molymet Belgium which will come into operation during 2023. These will allow us to grow our renewable energy consumption by about 17%.

Our clients know with assurance that we constantly anticipate future industry standards as our products evolve, while being gentle on natural resources. As part of our company focus, we have moved forward with the internalization of our Purpose, measuring our performance against the Purpose Strength Model®. The results have been pleasing, showing that we are close to or above the benchmark of companies that are part of the knowledge base. For us, people are at the centre of our management, which is why we are also making progress in the development of our Diversity, Equity and Inclusion Strategy; implementation of action plans related to the Labour Relations Index; and the development of our

Training and Learning Strategy - all of which will enable us to guarantee development of sustainable leadership and a culture to support our employees with pension and retirement matters at all stages of their lives.

In keeping with our commitment to our communities, we have begun to develop a Social Investment and Community Outreach Strategy to further strengthen engagement with them.

For me, it is with satisfaction and pride that I present to you this, our 5th Sustainability Report corresponding to the 2022 financial year. It reports on the progress on different initiatives we have proposed to achieve a sustainable business model and shows our conviction to respond to a society that expects even more from companies when it comes to taking responsibility for their environmental and social impacts - in this way we are also faithful to our Purpose of "creating value for the evolution of humanity through products developed by people who think about the well-being of the planet."

We are Molymet

Molibdenos and Metales S.A. (trading as “Molymet”) is a multinational company. Our core business is the processing of molybdenum (Mo) and rhenium (Re). Our beginnings in Chile date back to 1975 and thanks to the international expansion in the nineties, today the whole world benefits from our products. Globally, we have around 35% market share in molybdenum and 70% in rhenium. We have a worldwide presence with production plants in Chile, Mexico, Belgium and Germany and five commercial offices in different countries.

Molybdenum is used mainly as raw material in a variety of industries due to its durable and resistant characteristics. This means that we help extend the useful life of structures, generating safer, more efficient and durable alloys in different types of construction, automotive, oil, fertilizer, technology, medical supply industries, along with many benefits in other productive sectors.

Over the years, as our business has grown, we have become increasingly committed to sustainability. Today one of our main focuses is to ensure that not only are our production and supply chain sustainable but that the way we relate to the environment in general is based on a sustainable culture. Aligned to this idea, through our purpose, technology and innovation, we have implemented different initiatives, generating value for all the players we engage with - our shareholders, our employees, our customers, our communities, our suppliers, the authorities and the natural environment.

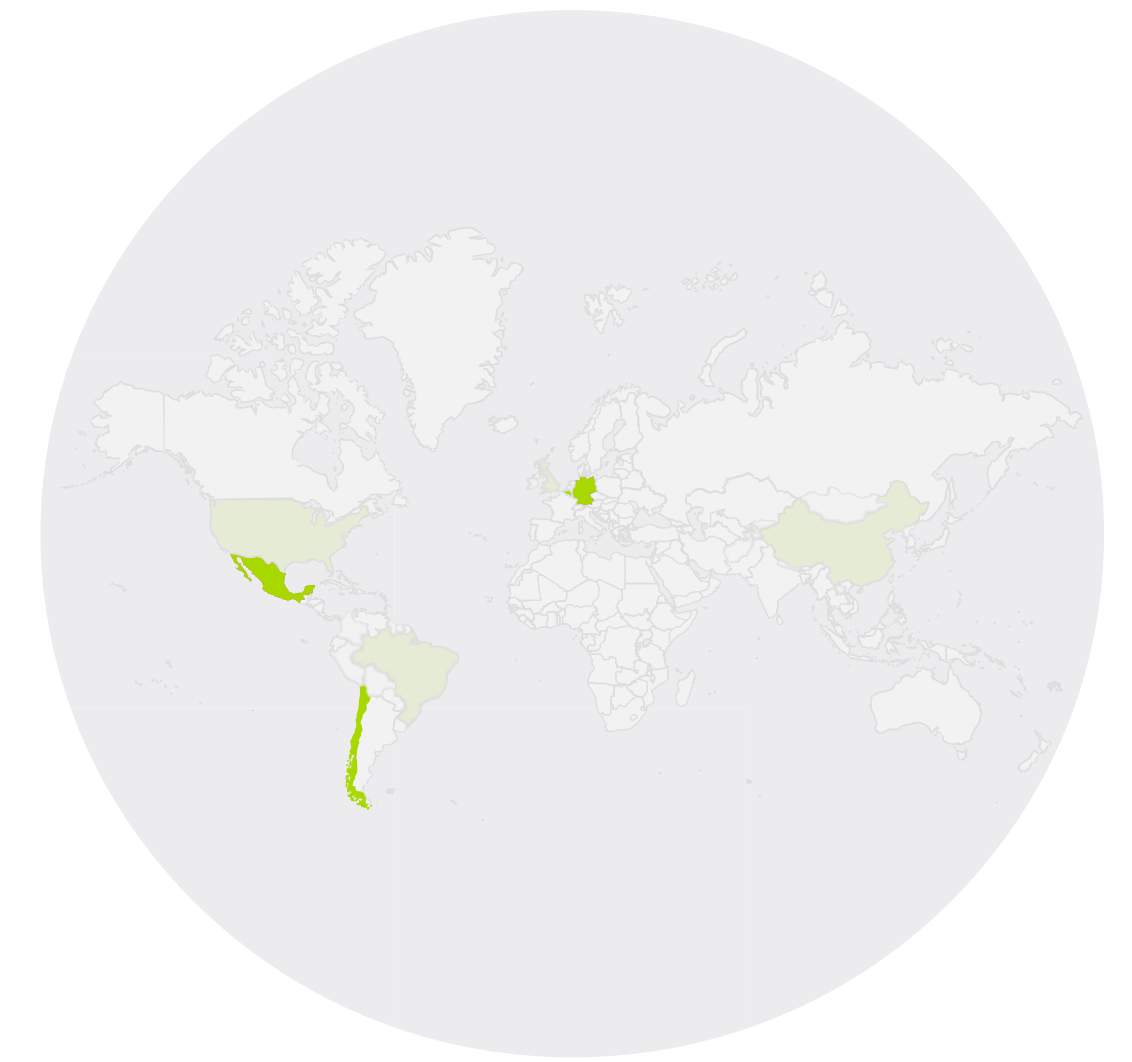


In the same vein, as part of Molymet, we have two non-molybdenum subsidiaries that contribute to sustainable management in different ways. These subsidiaries are Carbomet Energía S.A., which is focused on renewable energy and Inmobiliaria San Bernardo S.A., an agricultural estate created in 2012 with the purpose of converting an area of 123 hectares of organic walnut cultivation into a green belt buffer zone around our MolymetNos plant.

123



Hectares of walnut trees dedicated to this organic crop since 2012.



Our Corporate Company

Molibdenos and Metales S.A.
On 01 January 2022, Molymet separated the ownership of its production plant and the corporate area (both located in San Bernardo) incorporating a new company with the name of MolymetNos S.A. into the holding company.



Our Productive Subsidiaries

MolymetNos, San Bernardo, RM, Chile.
Molynor, Mejillones, Antofagasta, Chile.
Molymex, Cumpas, Sonora, Mexico.
Molymet Belgium, Ghent, Belgium.
Molymet Germany, Bitterfeld, Germany.

Our Commercial Offices

Molibdenos and Metales, Chile.
Molymet Corporation, United States.
Molymet do Brasil, Brazil.
Molymet Beijing TC, China.
Molymet Services Ltd, England.

Our non-molybdenum Subsidiaries

Inmobiliaria San Bernardo S.A., San Bernardo, RM, Chile.
Carbomet Energía S.A., Puente Alto, RM, Chile.



For more information about our company, we invite you to visit our website : <https://molymet.com/en/>



Our Purpose

“To create value for the evolution of humanity, through products developed by people who think about the well-being of the planet”

Our mission



We are working to strengthen our global position in the molybdenum and rhenium markets through flexible processing capacity, innovative process optimization and the search for new business opportunities in strategic metals.



Our values



Confidentiality

We manage information responsibly, aware that it must be protected and kept confidential at all times.



Excellence

Defines everything we do, from the calibre of our people, the way we work and the outcomes we achieve - excellence is directly reflected in our daily commitment.



Transcendence

We always seek to create value and exceed our own barriers. Each day we go above and beyond to make the future better for the generations to follow us.



Integrity

We are coherent in what we say and think. We put people at the centre, respecting our commitment to them and always ensuring good, transparent communication. We promote respect, equality and non-discrimination as the basis of our relationships.



Innovation

We believe in transformation, giving ongoing attention to innovation and reviewing the latest technologies as we aim for major change, new products and continuous improvement. Researching and developing new solutions is essential for the future of our industry.



Sustainability

Links directly to our purpose and how we understand our business. All our decisions are based on a sustainable view of our environment, our people and the related daily demands.



2022 Milestones and Figures



2022 Milestones

April:
Our Molymex subsidiary was awarded third place in the 2022 national company ranking of Best Workplace for Women in Mexico.

February:
The Ministry of Environment awarded us HuellaChile certification for quantifying our Greenhouse Gas (GHG) emissions at Molynor.

February:
Initiated evaluation with the Purpose Strength Model® at Molymet and its subsidiaries.

March:
Fitch affirmed our international Investment Grade rating at 'BBB'; Stable Outlook.

July:
We partnered with Pride Connection Chile to encourage its strategy of diversity, equity and inclusion at Molymet.

May:
We reopened the 2021 bonds in Mexico, issuing approximately US\$100 million.

June:
Began construction of windmill at Molymet Belgium

July:
We received SSIindex recognition, ranking above the average of participating companies on all index indicators.



November:
We installed photovoltaic panels in the R&D Building reducing 70% of energy consumption.



November:
We announced the launch of our pilot phase of the International Molymet Association's (IMO) "Molymark" in collaboration with de IMO en Copper Mark, which will be rolled out during 2023 by our Molynor and Molymet Belgium Subsidiaries.

December:
Completed Modernization of the old gas scrubbing plant at MolymetNos - now available for operation when required.

Big numbers



People

1.242
Employees

23%
Women in leadership and Executive positions

7,2
Accident frequency

29
average hours training per employee

US\$ 319.988
Community Investment

Environmental

63.508
Tons of CO₂ eq. (scope 1 and 2)

55%
Recycling of water

US\$ 1,23
Million invested in green areas

16%
waste valorization

72%
electric renewable energy

Economic

35%
market share of global molybdenum processing

70%
market share of global rhenium processing

US\$ 10,2
Million investment in innovation

US\$ 186
Million from EBITDA

US\$ 1.883
Million in revenues

*For more detailed information about our most relevant milestone of the year, we invite you to visit our official website for or News and Social Media

Stakeholder groups

The importance of identifying and considering stakeholders is transversal to all sustainable companies. This relates directly to our management and decision-making as of our most important objectives to generate value for all stakeholders we interact with. Likewise, each action we take has a different impact on each of our stakeholders, which is why it is very important to consider their opinions, foster closeness and trust through clear, direct and transparent communication and to nurture these relationships over the long term.

“At Molymet we have a value proposition for each stakeholder group: our employees, clientes, communities, shareholders, suppliers, authorities and equally, the environment, which in general has no representation and for which we are concerned in the same way.”

John Graell

Communication chanel

At Molymet, we seek to reach our target audiences in an innovative and empathetic way, providing valuable content and strictly adhering to the ethical principles that govern us, with a strategic and comprehensive approach.

We use different communication channels like intranet, social networks, official newsletters, conferences, communication plans, reports, social events, neighbourhood groups, telephone, mail, scheduled visits, always adapting the message, its content and frequency to reach all our stakeholders.



A system made up of natural and man-made elements that are interrelated and can be impacted by human action.

We comply strictly with regulations in every country where we operate and we constantly seek to go above and beyond the regulations, thereby generating trust.

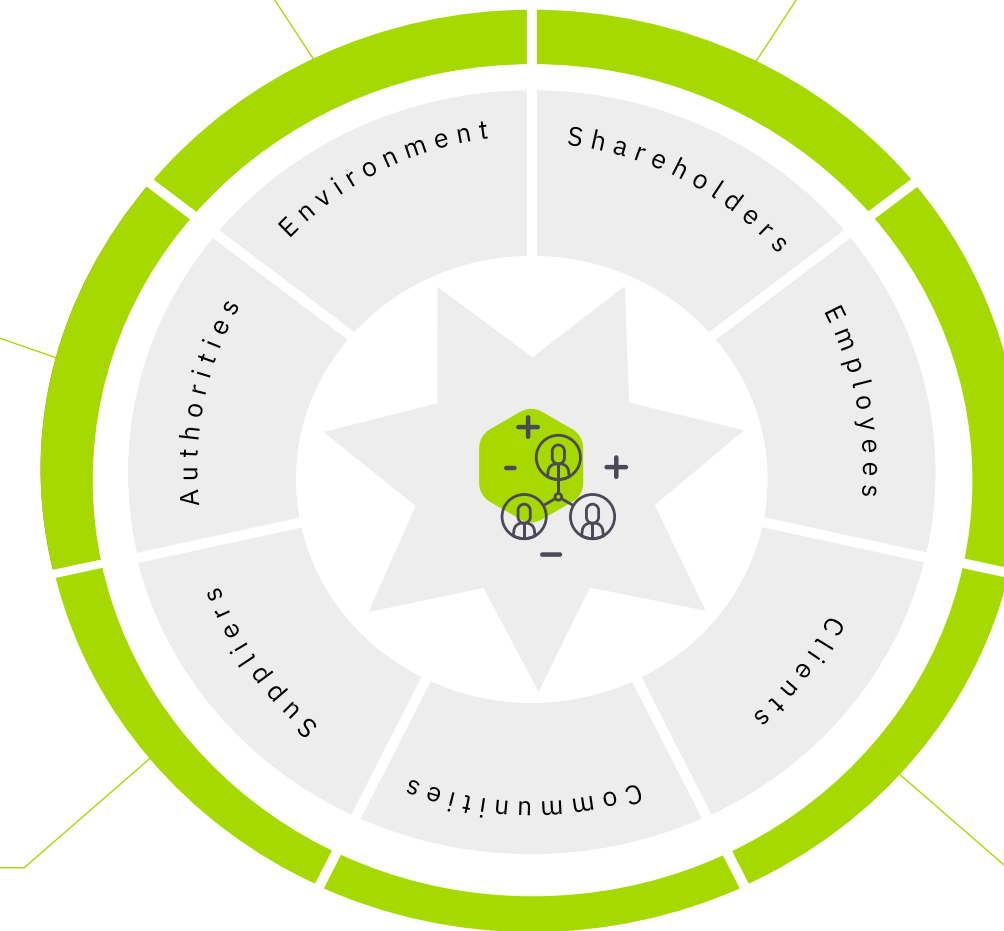
The success and sustainability of our operations is intrinsically linked to our suppliers and regardless of their size, we deal fairly and equitably with each of them.

Who place their trust in our work and for whom we constantly strive to deliver excellence.

Whose commitment and professionalism make everything we do possible and we in turn, strive to develop their talent and empower them.

Our long-term strategic partners whom we seek to serve closely and efficiently.

In the areas surrounding our operations and where we must play an active and committed role.





Industry recognition and certification 2022

Recognition and Awards

April: Molymex was awarded third place in the 2022 national company ranking of Best Workplace for Women in Mexico.



July: Molymex was awarded second place as one of the most innovative companies in Mexico – Great Culture of Innovation and Expansion.



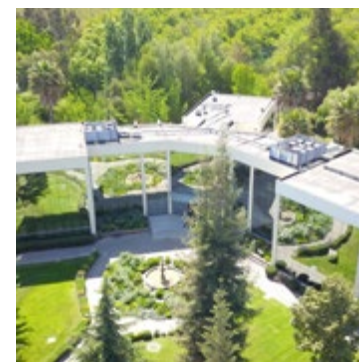
July: Molymet was recognized with the SSIndex Seal which positioned us above the average of companies participating in the index.



October: Our Vice President of Corporate and Legal Affairs made the GC Power List, joining a prestigious group of top lawyers worldwide.



October: MolymetNos was awarded first place for Operational Excellence in the Metals Sector, KAIZEN™ Awards Chile 2021/22



November: MolymetNos received an Inspiring Academy Award in the category “Educational Social Impact” Project: “The Power of Emotions” Program in the Clara Solovera and Padre Alberto Hurtado Educational Centres in San Bernardo Community. Institution: Inspiring Girls Chile.



December: ASIQUM (Association of Chemical Industries of Chile) recognized MolymetNos with a Responsible Care 2022 Award in the category “Community engagement and emergency response”. Project: “Integrated water resource management with the community: Implementation of the education, awareness and cleaning program for ditches and canals in the San Bernardo community.”



Certification and Seals

- February:** The Ministry of Environment awarded us HuellaChile certification for quantifying our 2021 Greenhouse Gas (GHG) emissions at Molynor.
- June:** MolymetNos received ISO/IEC 17025-2017 accreditation by the American Association for Laboratory Accreditation.
- July:** Molymex received the seal for carbon footprint calculation of scope 1, 2 and 3 carried out by the company PROYECTAE.
- July:** The Ministry of Environment awarded MolymetNos certification for quantifying their carbon footprint.
- July:** Molynor received ISO 50001:2018 Energy certification from SGS Certification SpA.
- October:** Molynor received Responsible Care Management System certification, valid for 3 years at level 2.
- Molymex received the Socially Responsible Company seal awarded by the Mexican Centre for Philanthropy for the 12th consecutive year.



Alliances and associations

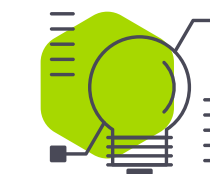
Chile



Mexico



Europe

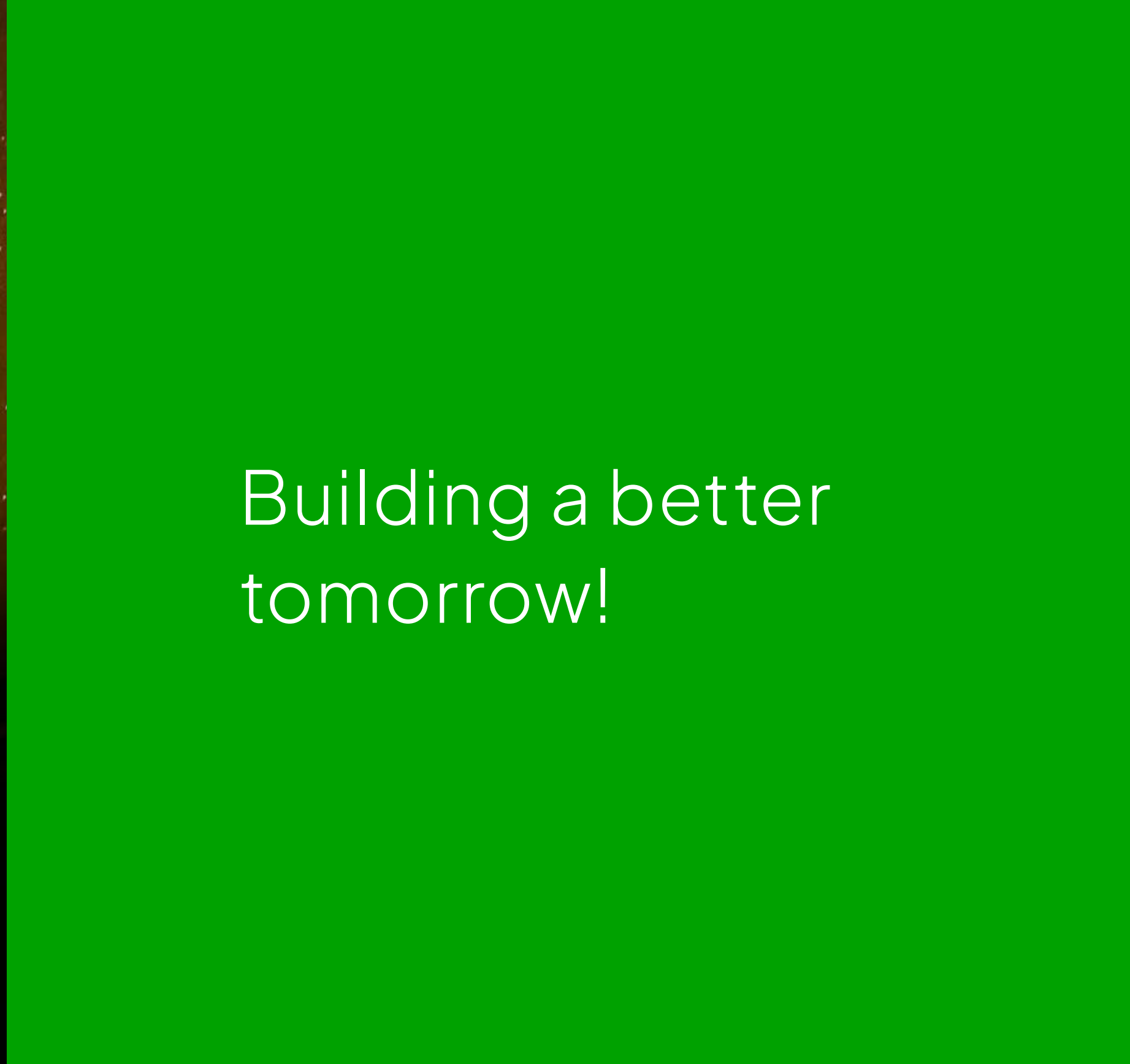


Our strategic alliances allow us to generate synergies in the globalized and competitive business environment in which we operate today. The interaction with each of them favors our growth and development, strengthening different areas in a way that is aligned with our purpose.

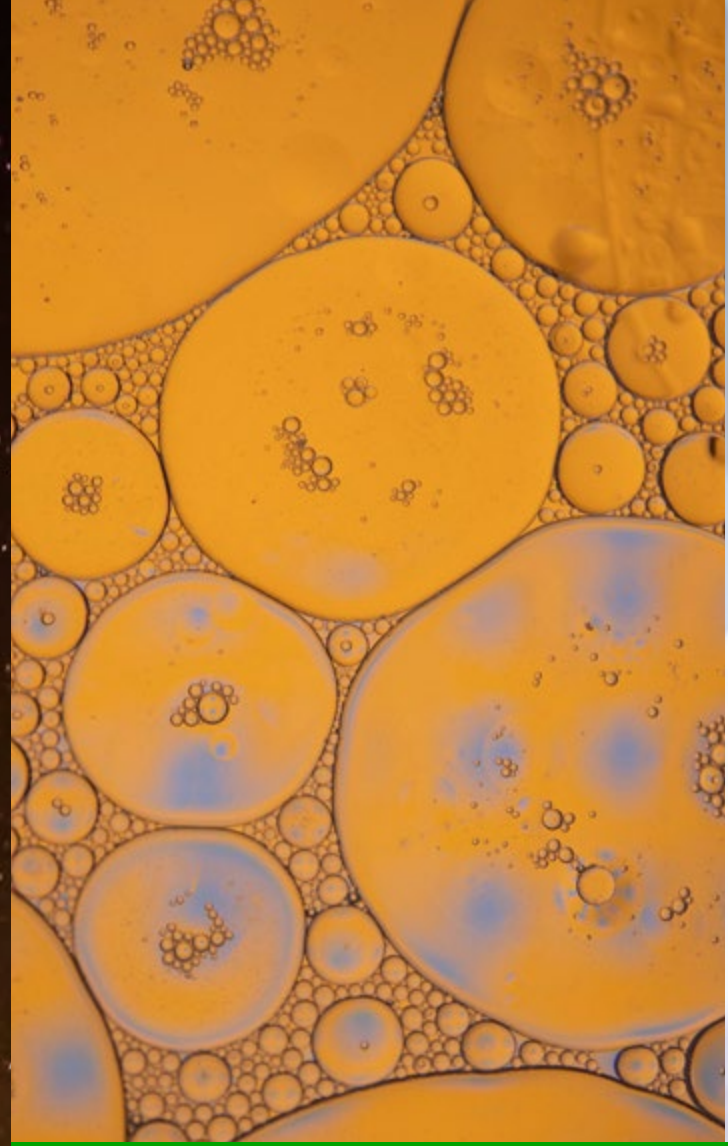
Thanks to these partnerships and memberships we are able to meet our objectives and enrich our culture through access to new technologies, innovations, training and standards of excellence, among others.



OUR VALUE PROPOSITION 02



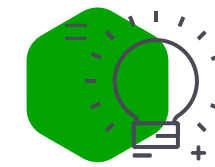
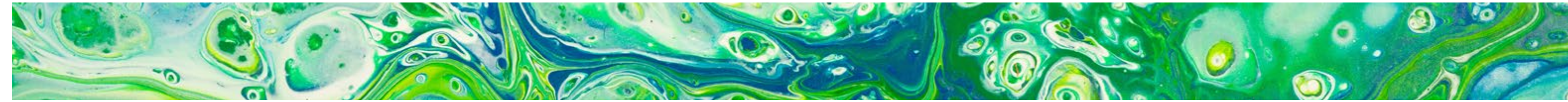
Building a better
tomorrow!



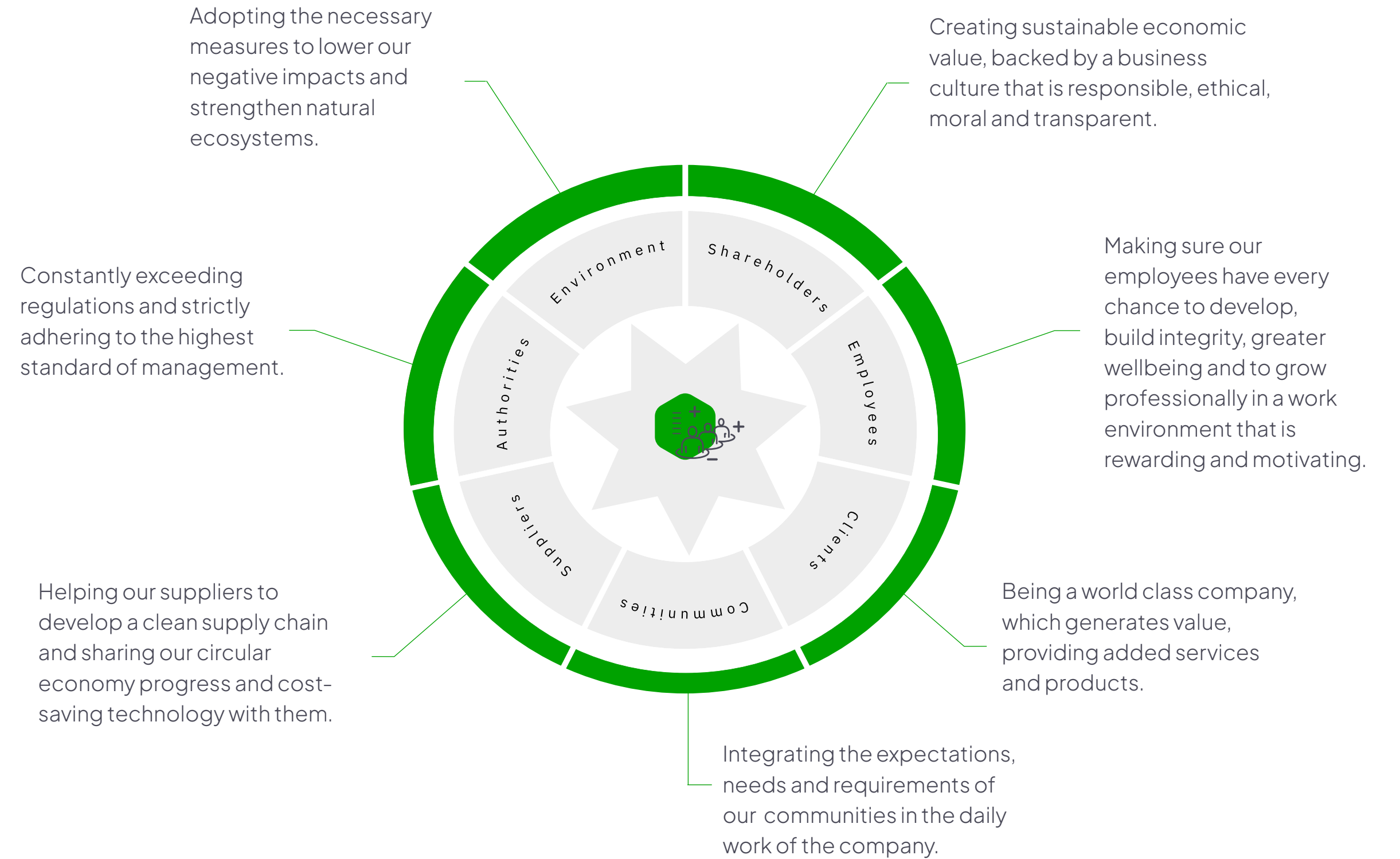


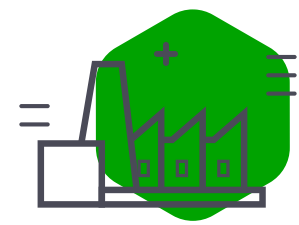
Our value proposition

Our business creates value for each of our stakeholder groups in a way that is consistent with our purpose and company values.



How do we create value for our stakeholders?

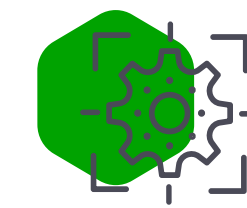




Our business

Our core business is based on the processing of Molybdenum and Rhenium to supply mainly the steel, metallurgy, metal, chemical, electronics and aerospace industries. This is the starting point for all our products, services and innovative projects to satisfy the new needs that our world demands.

The strategic location of our facilities and commercial offices, as well as the flexibility of the production processes we develop assure our international market leadership in the processing of these elements.



Our main products

01

Molybdenum (Mo):

Oxide, Ferromolybdenum, Pure products and other products in diverse formats.

02

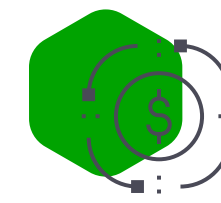
Rhenium (Re):

Rhenium metal powder and briquettes

03

By-products:

Copper Cement and Sulfuric acid



Business Lines

Based on these products, our business lines are follows:

01 Own sales:

We purchase molybdenum concentrates (molybdenite) and use our processing technology to produce a wide range of molybdenum products like molybdenum oxide or pure products which are sold to various customers in global steel and chemical industries.

02 Tolling:

We do business with several mining companies who send molybdenite to us. For a tolling fee, we transform the raw concentrates into molybdenum oxide and send them back as commercial products.

03 By-products:

Through our roasting and oxidation processes we recover byproducts like rhenium, copper cement and sulfuric acid.



Production processes

Our production processes are adding value to Molybdenum (molibdenite) concentrate which is a by-product of copper mining. As strategic allies of our mining clients, we process different types of qualities at our industrial plants that together represent an installed capacity of 35% of total Molybdenum processing worldwide.

We operate in line with the highest technological standards, minimizing our negative environmental impacts beyond current regulations in order to maximize positive impact.



Our production processes are classified as pyrometallurgical and hydrometallurgical. From the pyrometallurgical process we produce Molybdenum oxide powder, of technical grade and high solubility. From hydrometallurgical processes we obtain Molybdenum, Rhenium, pure products and other products of commercial quality as required by by our clients.

We also have gas cleaning plants, acid plants and liquid industrial waster treatment plants.

For more details on our production processes, we invite you to review our website and the documents that explain each stage.



We have **207** Million pounds of Molybdenum capacity installed at a global level





Economic value generated and distributed

Key to our value proposition is being transparent with our stakeholders about what we do each year and the value created in figures.



Distributed economic value (DEV) 2022 in thousands of dollars

Employees:	68.428		68.428	
Salaries			Total employees costs	
Operating costs:	1.565.700	57.793	17.315	1.640.808
Supplier Payments		Contractor Payments	Operating Costs	Total operating costs
Governments:	32.794	3.445	36.239	
State Payments		Municipal Payments	Total to governments	
Financial Investment:	24.376	41.079	65.455	
Investors		Shareholders	Total Financial Investment	
Total DEV 1.810.930				

Economic value generated (EVG) 2022 in thousands of dollars

Revenue:	1.892.798	4.166	-	1.896.964
Net Sales		Income from financial investments	Income from sale of assets	Total EVG Income
Total EVG 1.896.964				

Retained economic value (EVG-DEV)

86.034



Leading with purpose

“Creating value for the evolution of humanity, through products developed by people who think about the well-being of the planet”

At Molymet we firmly believe in the importance of having a business purpose which should aim to counter the social and environmental imbalances that are develop in different industries. Today, we know that today that company leaders are no longer measured solely by their ability to generate wealth but also by their contribution to society and the environment.

Our commitment for Molymet to become a company that drives positive change in society is a definition we co-constructed in 2018. It transcends any given moment and guides us in everything we do.



Our purpose journey

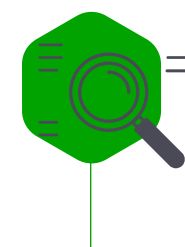
In 2018 this we began co-constructing a company purpose, listening in particular to the opinions of our employees in a series of workshops. First, we looked back at where we had started. Then we, looked forward to the difference we want to make in the world today and the lasting legacy we want to leave for future generations. We wanted to express this in plain language so that each employee and leader at our operations around the world could translate it into our daily actions, decisions, strategies and interactions.

At Molymet we keep the focus on people and our environment and, by keeping our purpose

firm, we have fostered internal growth of this culture which is reflected in the figures and the good reputation we have achieved in the market. All our decisions go through the lens of purpose which allows us to align every action we take with the real reason why we do things. Whether incorporating environmental policies or integrating community programs that add value in a sustainable way.

Our purpose journey has followed a 4-stage path: Discovery, Articulation, Activation and finally, during 2022: Internalization. The objective of this final stage has been

to reinforce purpose throughout our company and communities through an intense communication campaign and activities that seek to reflect on the meaning of being part of Molymet for each employee and the importance of their work in creating value – in this way aligning intention with our strategic agenda.



2018 Y 2019

DISCOVERY

- Information gathering, surveys, interviews with all stakeholder groups
- Analysis & Findings



2020

ARTICULATION

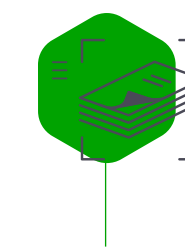
- Purpose Committee formed
- Workshops with 300 people participating from our subsidiaries
- Molymet Purpose Defined
- Launch of Purpose and refreshed Company



2021

ACTIVATION

- Selection & Training of Influencers
- Training of Leaders in Purpose
- Social Media / Spokespeople
- Taking our Purpose to Communities.



2022

INTERNALIZATION

- Evaluated the Purpose Strength Model®.
- Action Plans to deepen the meaning of our Purpose
- Co-construction by Leader and employees
- Indicators aligned with strategic planning

Expanding our purpose

As part of our Corporate purpose, we consider our stakeholders as fundamental in “creating value for the evolution of humanity through products developed by people, who think about the well-being of the planet”.

In this sentiment, our purpose statement echoes the voices and thoughts of all our employees. Everyone made a contribution to defining what characterizes us and what sets us apart. Most of all, our purpose expresses our lived belief that we want to be a company that makes a lasting difference over time. Today our leaders and employees demonstrate pride in helping to move the world, through the work they deliver every day.

During 2022, in order to go a step further, we established a working alliance with People in Mind and the University of Navarra, measuring the degree of internalization of our purpose through the Purpose Strength Model®. The results of this assessment have helped us to understand the strength of internalization

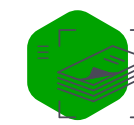
within the company, to know where we are and to establish where we want to go, through a series of collaborative meetings and events in the framework of “The Purpose Journey.”

Participation in this study was high. With respect to the measurement gaps detected, the results were good and in general, close to or above the benchmark of companies that form part of the knowledge base.



	Surveys mailed	Survey Responses	% Response	#Feedback
Molymet Corporate	172	130	76%	36
MolymetNos	542	409	75%	184
Molynor	171	133	78%	56
Molymex	133	124	93%	73
	1018	796	78%	349

Table 1: Participation in purpose creation – Purpose Strength Model®



Internalization

OBJECTIVES

- 1 Increase knowledge and internalization of purpose
- 2 Raise awareness of contributing towards a collective purpose
- 3 Promote rewards and incentives for purpose-aligned behaviour
- 4 Increase the perceived sense of team unity and benefits for all stakeholders.

ACTIVITIES

- Molymet Purpose Committee formed
- Purpose Strength Model background download
- “On Purpose With You” Lunches
- Participation in webinar “Towards Purpose”
- Summer of Purpose
- Purpose Day
- Corporate volunteering with Fundación Clínica Familia
- Launch of Purpose at our European Subsidiaries

2022

During 2023 our focus will be on measuring and managing the internalization of purpose indicators, progressively continuing with the downscaling of the Purpose Strength Model®.

Innovation

Research, development and innovation are essential pillars of our Strategic Agenda. As a key tool in company growth, they underpin our 2030 Sustainability Agenda commitments. By 2030, we are committed to increasing resources to innovate in all aspects of the business, promoting initiatives in different areas and developing new lines of business. In this regard, we have an Intellectual Property Policy to stimulate the protection of knowledge generated by the different areas of the company and a Diversification Investment Policy to facilitate evaluation of business opportunities in areas of innovation linked to our main business lines. We also have an Innovation Committee to promote the development and stimulation of an innovative culture at all levels.

As part of our innovation efforts, Molymet has modern facilities and a R+D+i Division with a team of exclusively dedicated professionals who carry out a portfolio of projects in areas like the circular economy, water efficiency and development of new processes and products. In this same area, we have Market Development Management and Digital Transformation Management dedicated to exploring new opportunities. In 2022 our MolymetNos Subsidiary created an Innovation and Operational Excellence Management approach for us to optimally manage projects and resources. Additionally, the R&D group contributes to the training of future in science, technology, engineering and mathematics (STEM) professionals through internships and practices, giving them a privileged opportunity to participate in innovative projects.

During 2022 we undertook 12 major innovation projects with a defined work program and significant progress was achieved. Added to this were several continuous improvement initiatives and some early-stage projects that were part of our work phase. With this approach, we were able to explore new uses of Rhenium

in metallurgical applications and as a catalyst for “green chemistry.” This included seeking to improve alloys and develop new products and sustainable processes like the production of green hydrogen or biofuels - projects that will continue through 2023. Complementing this, we launched our “Be the Change” campaign to collect innovation ideas from our employees and to feed the innovation portfolio with new initiatives from within.

By 2030, our commitment is to invest at least 1% of revenue in innovation and 5% of EBITDA contribution from diversification.

Investment in innovation

Annual Consolidated	2020	2021	2022
Budget dedicated to innovation (MUS\$)	1,2	8,7	10,2
N° of innovation projects developed during the period	5	10	12



Key projects 2022

- **I New Source of Mo supply**
 - 1.1 Molybdenum from small and medium-sized mines
 - 1.2 Mo recovery from spent catalysts
- **II Rhenium Market Development**
 - 2.1 Rhenium in Green Hydrogen
 - 2.2 Rhenium in the Race to Space
- **III Diversification to Strategic Metals – Lithium Projects**
 - 3.1 Purification and Transformation
 - 3.2 Lithium Metal Production
- **IV MolymetNos Modernization Project**





Molymet 2030 Sustainability Agenda

Sustainability guides our daily work because we know that every positive action counts towards the well-being of the planet. Through the Molymet 2030 Sustainability Agenda, we have committed to concrete goals, plans and initiatives related to environmental, social, economic and Governance issues. Together, these contribute to the fulfillment of Sustainable Development Objectives (SDGs).

Our 2030 Sustainability Agenda allows us to prioritize, manage and measure 12 concrete commitments as part of our strategy for facing the medium and long-term challenges of this decade.

The table below shows the work carried out during 2022 and compares progress made against 2021.



SDG	Commitment	2021	2022	Goal 2030	SDG	Commitment	2021	2022	Goal 2030
	By 2030 exceed the Labor Relations Index industry average by 10 points based on 2021	62,7	62,7	72,2		By 2030 increase recycling of water by 64% based on 2020	59%	54,7%	64%
	By 2030 increase training hours per employee by 15% based on 2020	35	29	42		By 2030 reduce water intensity by 10% based on 2020	7,9	8,4	6,5
	By 2030 improve indicators of positive perception of Diversity, Equity and Inclusion (DEI) by 10% based on 2021	59,4	59,4	65		By 2030 increase net consumption of renewable energy by 60% based on 2020	48%	72%	60%
	By 2030 increase the number of women in leadership positions to 30% based on 2020	23%	23%	30%		By 2030 increase waste valorization by 40% based on 2020	18%	16%	40%
	By 2030 invest at least 1% of moving net average income in community development projects	0,5%	0,4%	1%		By 2030 5% of EBITDA contribution should be due to diversification based on the moving average of the last 5 years	0%	0,06%	5%
	By 2030 reduce greenhouse gas emissions by 20%, applying carbon footprint measurement methodology for scope 1 and 2 based on 2020 (TonCO ₂ eq)	77 mil	63,5 mil	60 mil		By 2030 at least 1% of income to be invested in innovation based on the moving average of the last 5 years	0,9%	0,8%	1%

We invite you to download and review our 2030 Sustainability Agenda for more detail.



Commitments to our stakeholders

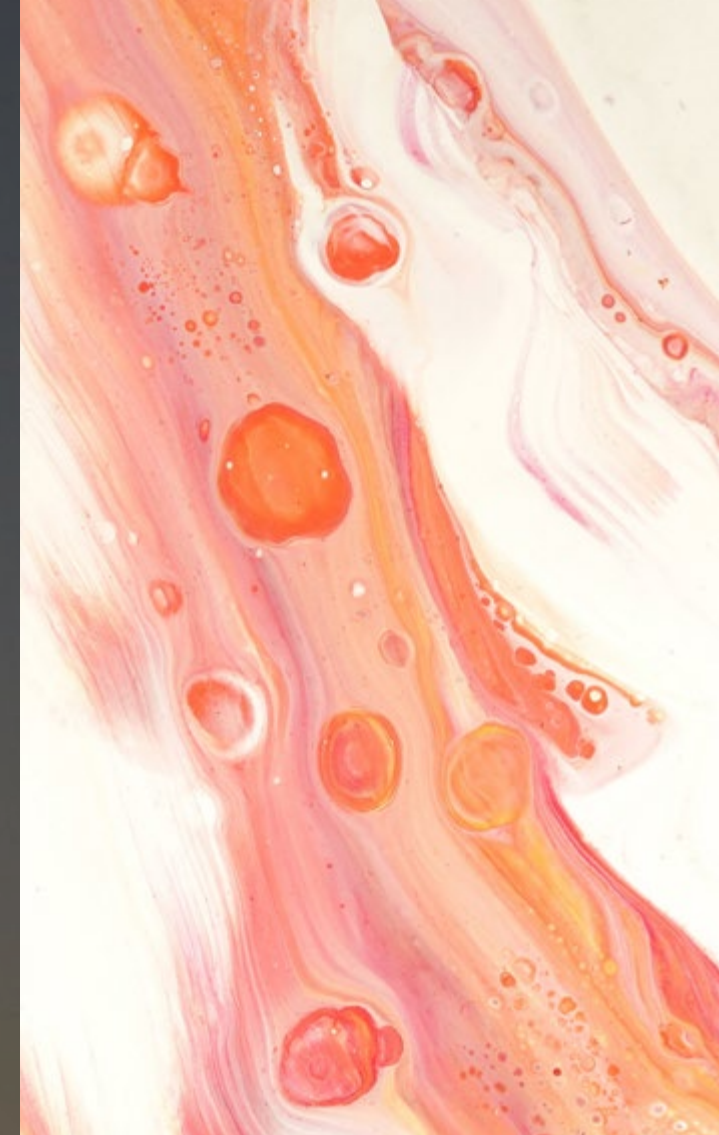
We believe it is important to report on the progress of our Environmental, Social and Governance (ESG) commitments until their completion.

-  Completed
-  Ongoing work
-  In process of completing

Sustainable Management	Governance	Employees	Suppliers	Communities	Environment
 Implement Coporate Sustainability Strategy	 Implement a digital system to manage business risk and regulatory system	 Sustainability awareness and training for all employees	 Implement an evaluation system based on sustainable criteria	 Continue to strengthen engagement with our communities	 Maintain and improve environmental indicators
 Communicate our social, economic and environmental performance	 Have an Ethical Management System in place	 Design of an Inclusion Plan	 Favor sourcing of local suppliers	 Define a strategy for social investment and engagement with our communities	 Make progress towards the use of clean energy
 Have a Climate Change Policy in place	 Have in place a manual for management of risk and economic, social and environmental crises	 Certify all our employees in our Code of Conduct and evaluate feasibility of extending it to other stakeholders			 Improve the integrated waste management system, aiming for zero waste
 Fulfilment of the Molymet 2030 Sustainability Agenda	 Have a Board of Directors who manage in a sustainable way	 Promote the organizational commitment of our employees through an Employee Relations Strategy			 Improve water efficiency by 1% to 3% and increase use of renewable energy
		 Have a Performance Management system in place			 Integrate energy efficiency, water efficiency, emission reduction and eco-design into the framework of a Climate Change Policy.
		 Strengthen our company brand as a great place to work			
		 Have a Quality-of-life Strategy in place			
		 Develop a Coporate Training and Learning Strategy			

GOVERNANCE 03

Committed to
each one of our
employees!



Corporate governance structure

Molybmet’s Corporate Governance is responsible for overseeing that every action of the company and its subsidiaries is in line with the regulatory frameworks and strategy of the country concerned and with our Corporate purpose and values.

Our Board of Directors is the highest governance body comprising ten directors. The Directors’ Committee - composed of three people - has among its functions, review of the company’s financial statements, internal audit and review of operations with related parties. This body delegates its powers to the main Executives and acts through our CEO, John Graell who has 9 Vice Presidents reporting to him.

The Executive Committee is made up of our company Vice Presidents and the Research and Development Manager. Other Committees are directed and managed by those Vice Presidents and/or the Research and Development Manager who have the greatest proximity to and knowledge of the concerned area. Members of the various committees are drawn from internal areas where they can provide the greatest contribution or support to the development of the respective committee.

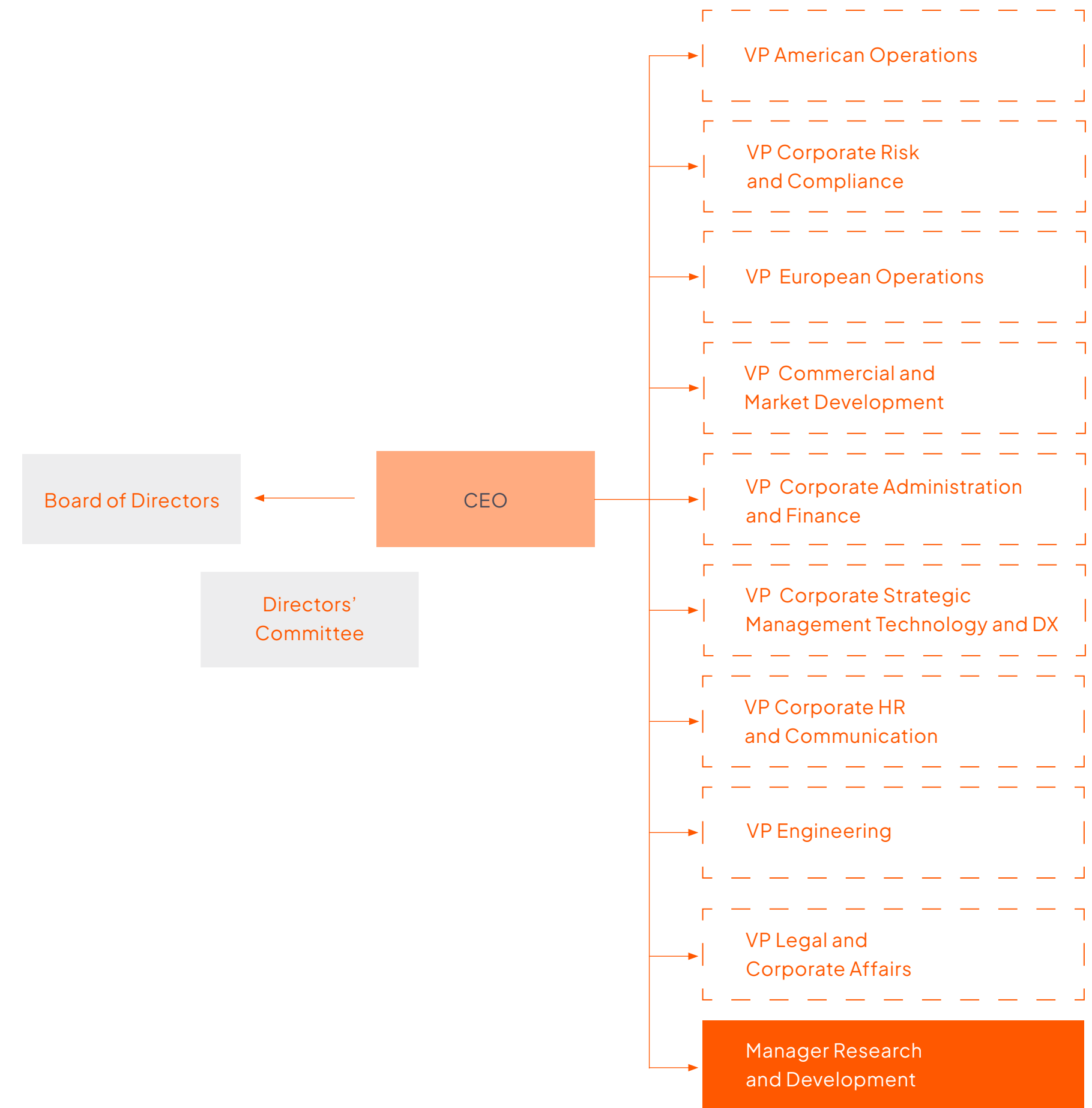
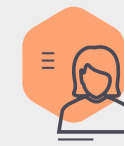
Diversity of executive team

As part of our Corporate Sustainability Strategy, we view diversity of our teams as essential because it enriches our decision-making and ability to make sense of phenomena, identify opportunities and mitigate risks.

We are currently designing a corporate diversity, equity and inclusion strategy to include these factors and encourage different perspectives, in line with our commitment to increase the number of women in leadership positions to 30% as per our 2030 Sustainability Agenda.

23%

Women in leadership positions (executives)





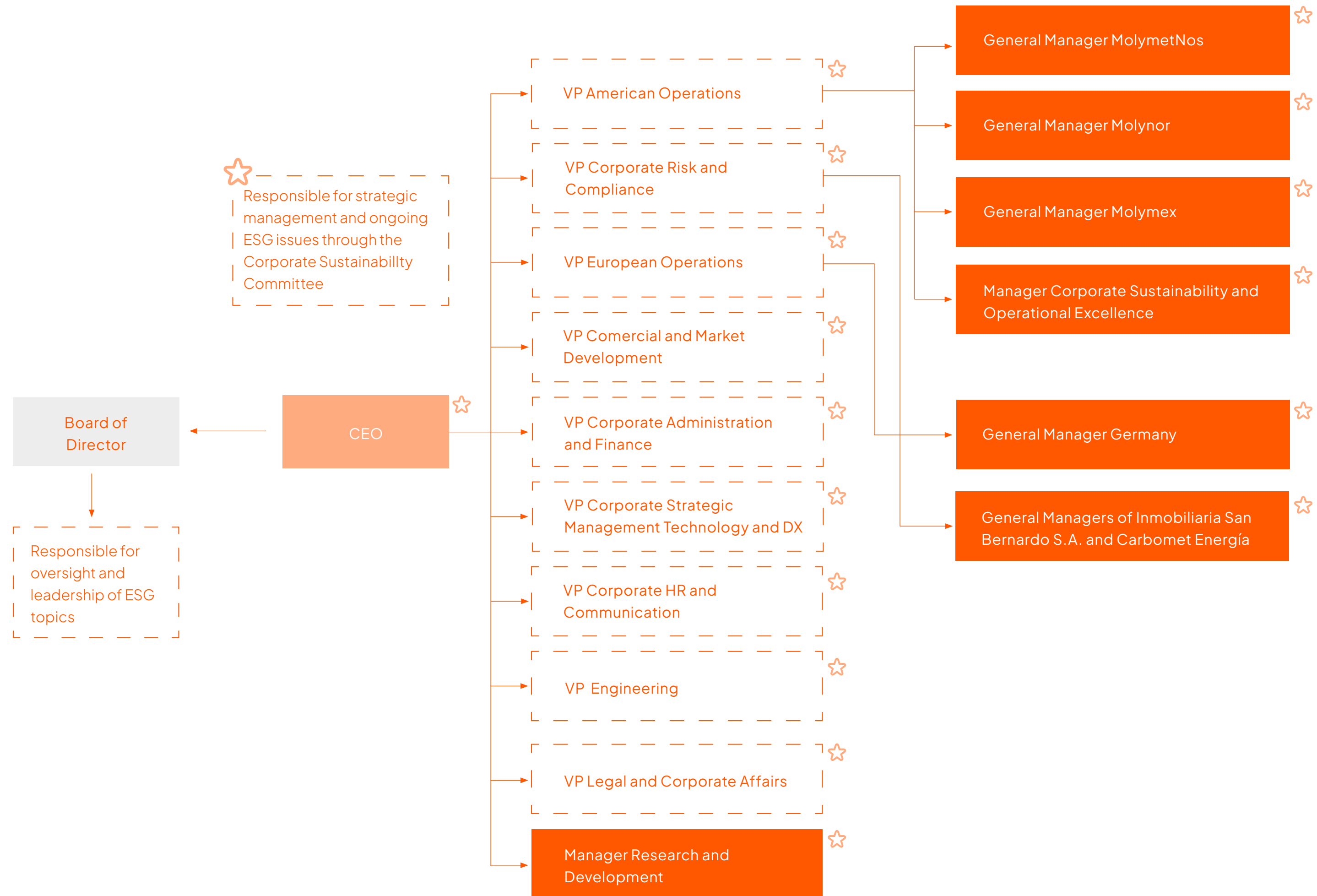
Sustainability management

Monitoring of the company's sustainability issues is led by the Chief Executive Officer and the Corporate Sustainability Committee who report periodically to the Board of Directors, who in turn oversee company Environmental, Social and Governance (ESG) issues on a regular basis. In addition, the strategic and ongoing management of these issues is carried out by Corporate Sustainability Management under the VP of American Operations and the sustainability teams of each Subsidiary.

We invite you to review our 2022 Annual Report for more information on how our Corporate governance on sustainability is working. In this same area, we have sustainability policies that underpin our governance in ESG areas, which you can review in more detail on our website.



Corporate Sustainability Committee



Corporate sustainability strategy

The main objective of our Strategy is to provide guidance to our stakeholders on the various initiatives we have undertaken to achieve a sustainable business model.

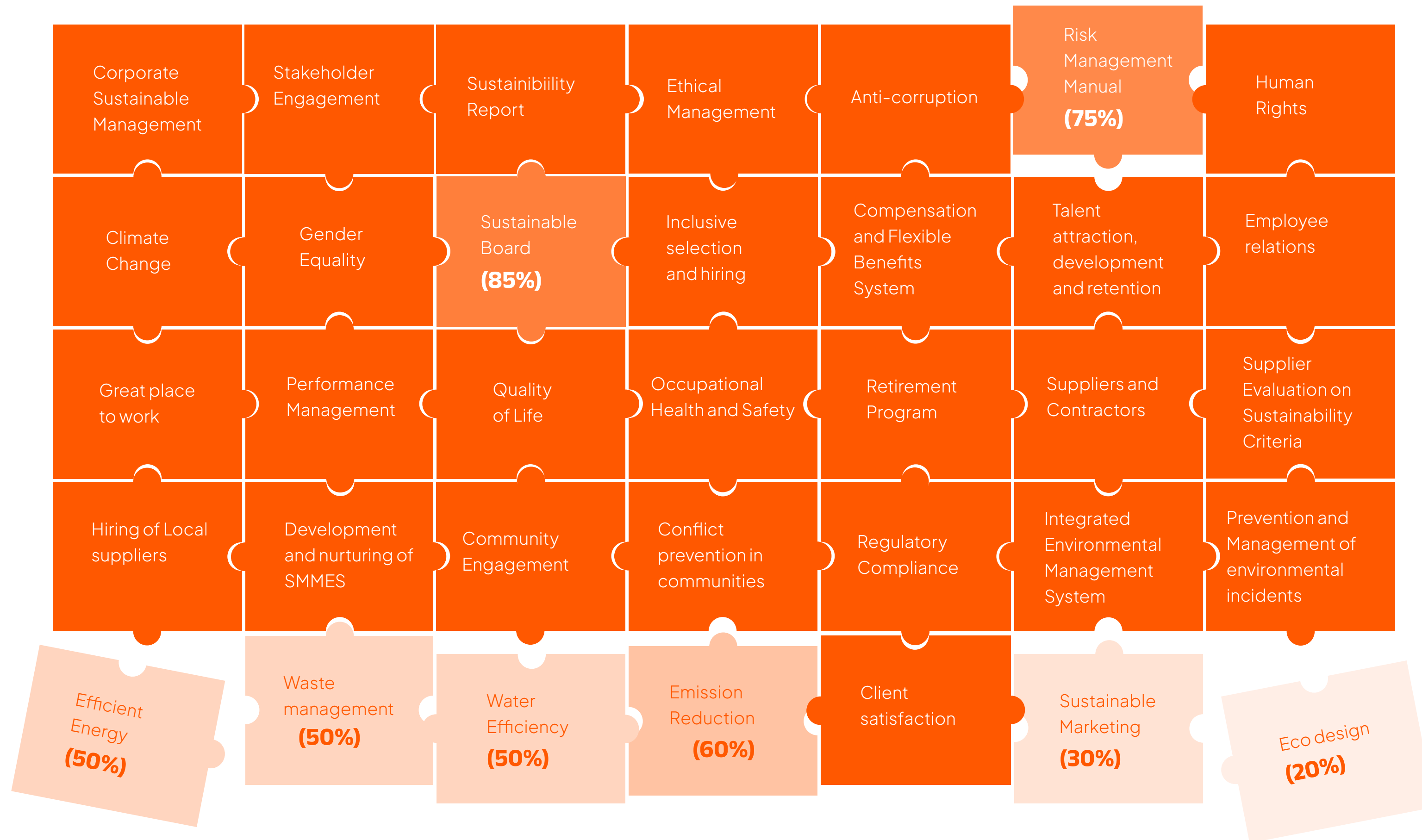
It was designed through a process of identification and prioritisation of the material aspects of MolyMet and all our stakeholders, incorporating the requirements of international sustainability standards such as the Dow Jones Sustainability Index, the Global Reporting Initiative (GRI), the Mining Council Principles, ISO 26.000, Great Place to Work, among others. This has allowed us to develop thematic areas for each group where we propose initiatives that we have committed to fulfilling in the short and medium-term.

The implementation is being guided by different internal instruments like committees, policies, plans and activities to be developed in our subsidiaries according to the particular needs and characteristics of each one.

During 2022, we launched our Corporate Climate Change Policy and made progress in preparing the Corporate Strategic Risk Management Policy. For the coming period, our focus will be on moving forward with implementation of the Sustainability Strategy and updating and consolidating environmental policies within the framework of the development of the Corporate Climate Change Policy.



Progress
80%





Ethical and transparent management

Our organizational character is focused on creating value for our stakeholders based on ethical principles which have been incorporated across our purpose, policies, programs and strategies.

In accordance with our Corporate Sustainability Strategy, the policies we uphold and have set out to implement at Molymet are aligned with the concept of ethical management, anti-corruption, crisis and risk management, human rights, cybersecurity and gender equality.



Ethical management

Ethical and transparent management as declared in our Code of Conduct brings together the main values and principles defined in our internal policies. It is a tool that guides everything – from our products, our operations, to the type of behaviour required in our professional work and decision making. It links to additional policies like our Organizational Values and Business Principles Policy, our Crime Prevention Policy and our Internal Regulations – documents that guide our actions and promote best practice across our group of companies.

Each year, the Corporate Vice-Presidency of Risk and Compliance develops employee communication campaigns aimed at raising awareness and to make sure that everyone knows what ethical behavior means and what is expected of them in terms of full compliance with company policies. When necessary, we can also seek advice from external bodies to help with the resolution of related situations or incidents.

During the reporting period, no corruption cases were confirmed.



Digital ethics hotline

In 2012, we set up a whistleblowing channel which has since expanded into a digital ethics hotline. This is an anonymous communication channel where incidents contrary to our values and ethics can be reported in a secure and confidential manner. It is also a useful tool for alerting the company to possible fraud and corruption. At the same time, the channel has safeguards to prevent its inappropriate or malicious use to damage people's honor. During the reporting period, a total of 7 complaints were received through this channel. They were duly investigated and 100% resolved through internal control improvements and action plans.

Our Vice-Presidency of Risk and Compliance conducts ongoing training on the Crime Prevention Model.

Communication and training about anti-corruption policies and procedures

	Corporate	MolymetNos	Molymex	TOTAL
N° of Executives trained	-	-	5	5
N° of Supervisors and Middle Managers trained	-	2	45	47
N° of Professionals trained	4	24	36	64
N° of Administrators and Operational staff trained*	6	27	33	66

*This category includes interns who have been trained
*Other subsidiaries in the group will be trained from 2023 onwards.

Conflicts of interest

At Molymet we address potential conflicts of interest in a variety of ways, always considering a preventive framework and relevant regulations. In this regard, at Director and Senior Executive levels, we follow the provisions of the regulations with related parties, applying the basic principles on disclosure, market conditions, social interest and review by the Directors' Committee. There is also an Information Management Manual and various policies that regulate the actions of Molymet's officers in situations of possible conflict of interest. These include our Organisational Values and Business Principles and our Conflicts of Interest Policies. In addition, our certified crime prevention model and policy incorporates unfair management conducts and serves as a basis for any type of conflict of interest. These will always be communicated in our Annual Report, our Financial Statements and if necessary, to shareholders.

Human rights and business

As part of our organizational focus and in direct relation to our purpose, our Corporate Human Rights Policy declares our commitment to understanding, respecting and protecting the rights of people. This is in line with international guidelines we have adopted in the context of our corporate responsibility, including the United Nations Universal Declaration of Human Rights of 1948, together with their Guiding Principles on Business and Human Rights of 2011. We have also adhered to the Chilean Global Compact since January 2016 and the Mexican Global Compact since February 2014.



In this sense, we are constantly concerned about dignified, respectful, equal and equitable treatment of all those who are part of Molymet and its subsidiaries. We take responsibility for ensuring human rights compliance in our organization in accordance with the following principles:

- Compliance with international commitments and local regulations
- Rejection of child labour
- Rejection of forced or compulsory labour and human trafficking
- Ensuring safe working environments
- Ensuring a diverse and inclusive environment
- Promoting a work environment free of sexual harassment or other harassment
- Fair working conditions
- Freedom of association
- Risk management



In 2022, we had no cases of discrimination, child labor, significant risk of forced or compulsory labor, nor any other cases that could be considered an abuse of human rights on the part of our employees or suppliers.

Risk management

Integrated risk management is essential to achieving our business mission as it enables us to proactively identify, prevent, control and mitigate situations that could significantly damage our sustainability, company reputation and the social responsibility of our business.

To this end, our Comprehensive Risk Management System is led by our Corporate VP of Risk and Compliance giving us space to manage potential risks for Molymet, its subsidiaries and stakeholders.

Risk management forms part of our strategic agenda, including as a goal in the Governance aspects of our Corporate Sustainability

Strategy, the incorporation of a risk management manual encompassing economic, social and environmental crises, which is in the process of being implemented. This risk management system will allow us to better anticipate potential conflicts, maximize the positive

impacts and improve overall company performance. At Molymet risk management is an ongoing challenge where we first identify risks of a critical nature and then continue to evaluate them periodically and control them.

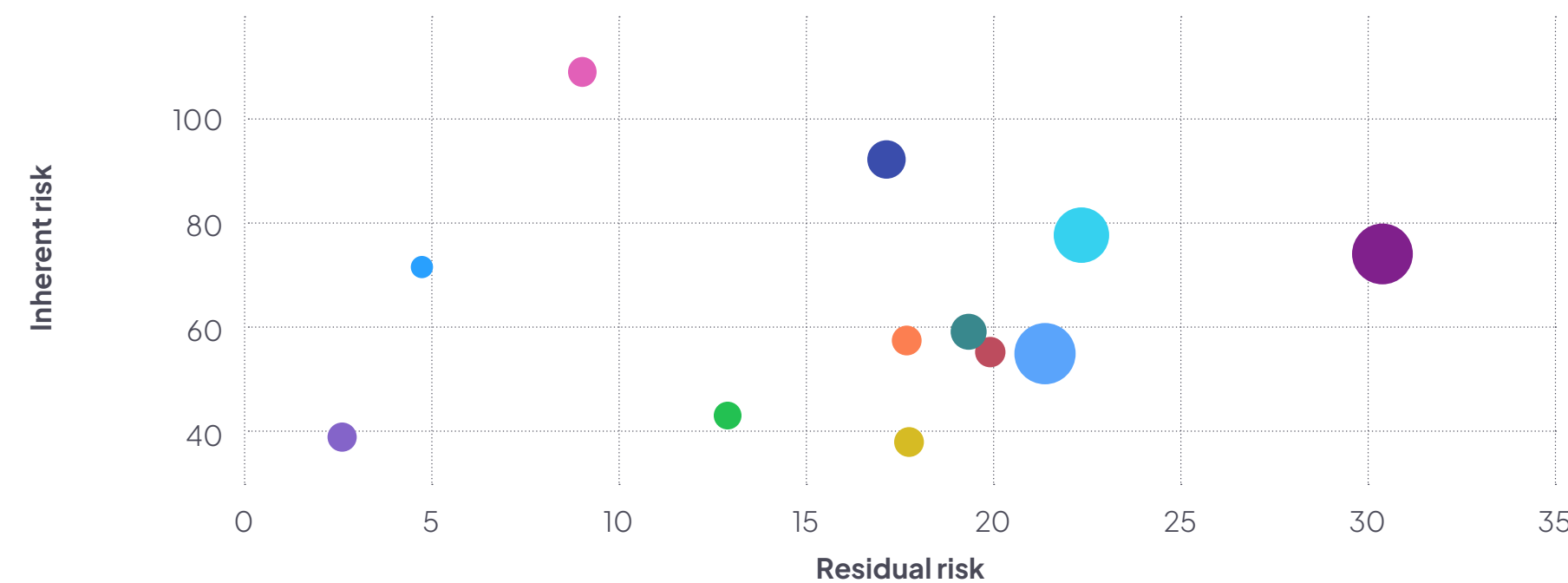


Emerging risks

In 2021 we implemented our M-Risk digital platform as part of our ongoing commitment to managing business risks and regulatory compliance. It has a database of 248 strategic risks which are categorized by impact and control.

In 2022 we continued to promote self-management of risks with risk managers in each company area in charge of designing concrete action plans through our platform.

Residual risk. Inherent risk. No of risks by Type



- Industry changes
- Reliability and Availability, Technical Support
- Growth
- Commercial exposure
- Intellectual and industrial property leaks
- Corporate Governance
- Image and Reputation
- Loss of competitiveness
- Human Resource
- Profitability and investment of subsidiaries
- Financial strength
- Operational sustainability



Regulatory compliance

One of the priorities of our Corporate Sustainability Strategy is a regulatory compliance system which we have had in place since 2019, forming the basis of our business model. In order to generate an environment of trust and reference at industry level, this level of compliance must cut across the entire company.

Here high management standards are imperative for ongoing strict compliance as regulatory systems differ in each country where we operate.



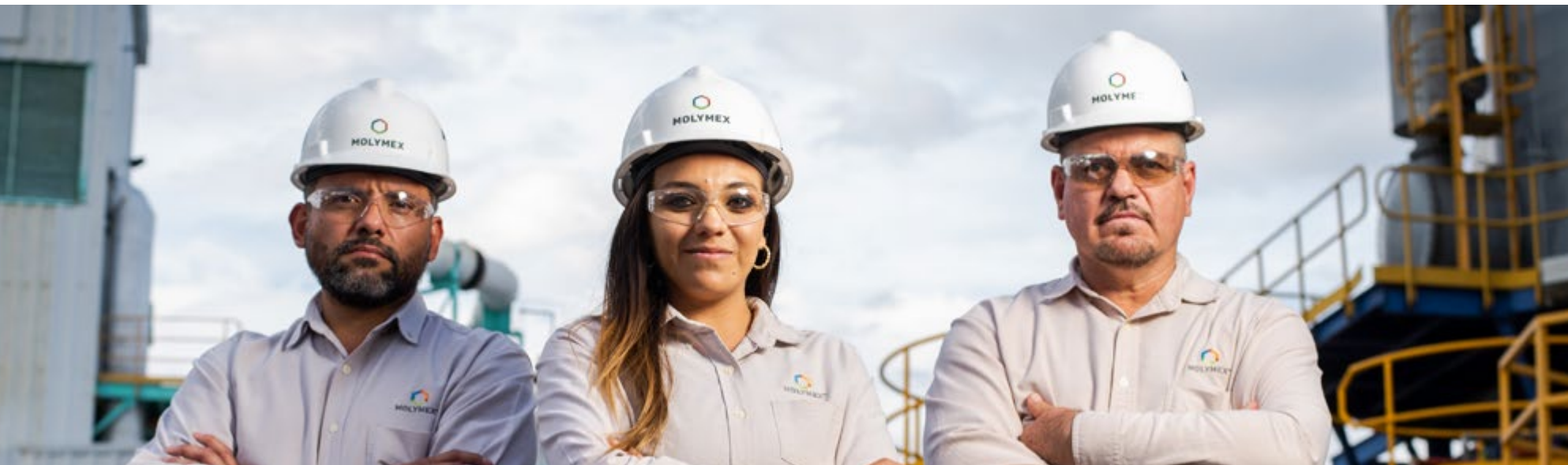
PEOPLE MANAGEMENT 04



We promote
the development
and well-being
of people



Our People



Our People drive our purpose which translates into ongoing joint work with commitments, goals, initiatives and activities promoting participation by everyone and strengthening long-term relationships.

Our progress in making Molymet a great place to work is reflected by the various indicators reported below in this Chapter.

For more information on the commitments we have made to our stakeholders, we invite you to review our 2030 Sustainability Agenda in Chapter Two of this report.



1.242

Employees

Number of employees at Molymet

Employees	Gender	Corporate	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany
Fixed contract	Men	112	492	149	101	143	34
	Women	51	44	23	22	19	14
Temporary	Men	-	5	14	6	3	2
	Women	1	5	-	1	1	-
Full-time	Men	112	497	163	107	133	36
	Women	51	49	23	23	11	7
Part-time	Men	-	-	-	-	13	-
	Women	-	-	-	-	9	7
Total Employees	Men	112	497	163	107	146	36
	Women	52	49	23	23	20	14





 **New hires 2022**

Gender	Age	Corporate		MolymetNos		Molynor		Molymex		Molymet Belgium		Molymet Germany		Total
		N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	
Women	Up to 30	1	17	6	50	6	75	7	88	2	33	1	100	23
	31-50	5	83	6	50	2	25	1	12	3	67	-	-	17
	Over 50	-	-	-	-	-	-	-	-	-	-	-	-	0
Men	Up to 30	2	40	13	39	11	52	5	71	13	52	4	57	48
	31-50	3	60	18	55	10	48	2	29	11	44	1	14	45
	Over 50	-	-	2	6	-	-	-	-	1	4	2	29	5

 **Staff turnover 2022**

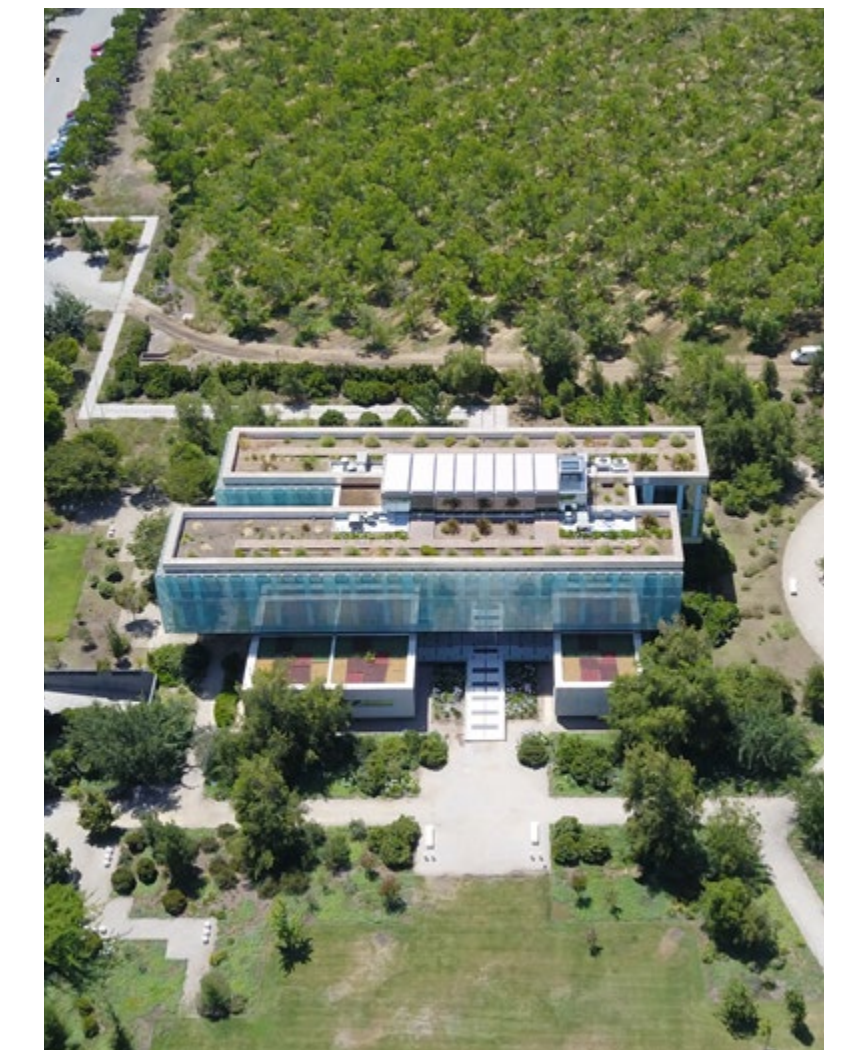
Gender	Age	Corporate		MolymetNos		Molynor		Molymex		Molymet Belgium		Molymet Germany		Turnover
		N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	
Women	Up to 30	-	-	2	0,35	1	0,52	4	3,08	4	2,41	1	2,0	12
	31-50	9	5,49	8	1,41	4	2,08	4	3,08	1	0,60	1	2,0	27
	Over 50	-	-	3	0,53	-	-	-	-	-	-	1	2,0	4
Men	Up to 30	-	-	11	1,94	7	3,64	1	0,77	4	2,41	2	4,0	25
	31-50	8	4,88	35	6,18	13	6,77	11	8,46	11	6,63	1	2,0	79
	Over 50	2	1,22	24	4,24	6	3,13	2	1,54	2	1,20	4	8,0	40



Each subsidiary is autonomous in executing work cycle action plans. However, our people selection process, talent retention and work team diversity are company-wide focuses and challenges.

We prioritize development of our employees and their internal mobility both within their subsidiaries and outside Chile. When we are unable to fill new positions with our own employees, we look to outside attract talent who are a good fit with our company purpose.

Our internal talent and succession plans are mapped with area leaders working together with HR to develop the necessary competencies, to train their teams in the attitude and sensitizing their teams to the Molymet attitude and style. In this way, we build an organizational culture that facilitates of internal talent management and knowledge of our business, thus enhancing, organizational performance and company sustainability.





Organizational Culture



A positive work environment directly influences employee satisfaction and is essential for good company performance. For this reason, we have implemented flexible benefits adapted to the needs and interests of our employees and we constantly evaluate the quality of our working environment. We also take care to maintain optimal workspaces for professional development, encourage autonomy and recognition and foster employee engagement, camaraderie and organizational culture in this way, living our Purpose.

Our Purpose has taken our company culture and employee brand to a level where it really is seen to have value – this has been found in various internal studies like the LRI (Labor Relations Index)



Benefits

As part of the incentives and initiatives to promote the well-being of our employees, we have a series of benefits that are adapted according to the context of each subsidiary. We have an Employee Assistance Program which provides psychological, legal and financial advice, giving support to all our employees and their families. We also have programs like Go Integro a platform that offers a wide range of agreements and discounts as well as the option of flexible working hours.

Customized to the national context of each subsidiary, we maintain basic benefits like life insurance, complementary health insurance and flexible benefits. Plus, additional benefits that provide new tools and improve our people’s quality of life - like career and internal recognition programs, alliances with gyms, optician discounts.

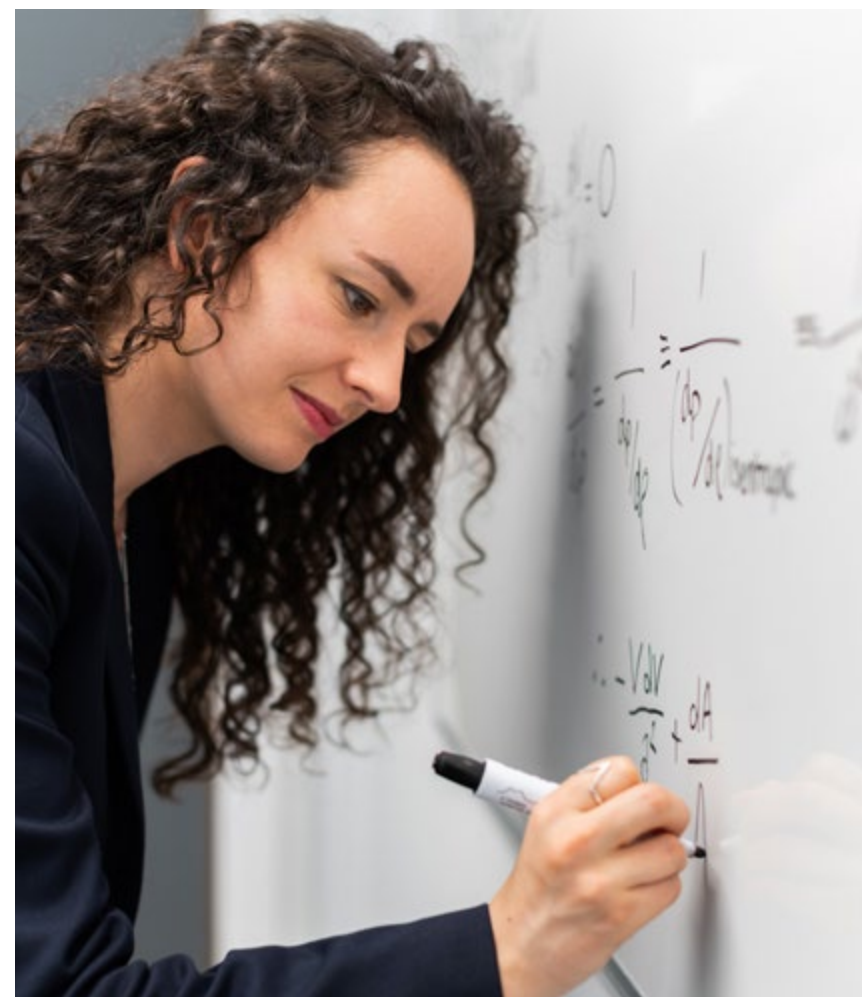
Benefit coverage	Corporate	MolymeNos	Molynor	Molymex	Molymet Belgium	Molymet Germany
Life Insurance	90%	78%	100%	38%	100%	14%
Complementary insurance for employees and their families	90%	79%	100%	62%	100%	14%
Medical Aid	90%	79%	100%	100%	100%	4%



Diversity, Equity and Inclusion

Diversity, equity and inclusion (DEI) within a company fosters perspectives and a work culture where everyone feels equally involved and supported. At Molymet, we bring this concept to life by offering equal opportunities to our employees regardless of their physical appearance, background, beliefs or personal interests, allowing them to feel safe and appreciated for their capabilities and professional development.

During 2022, we initiated the design of a Diversity, Equity and Inclusion Strategy



with the aim of boosting the sense of belonging of every employee in our group of companies. We want to strengthen productivity, innovation, and the commitment of our employees while, at the same time, positioning our brand for all our stakeholders in line with our strategic objectives, values and purpose.

Staff complement by age and role

Age Range	Job Category	Corporate	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany	Total
Up to 30	Executives	-	-	-	-	-	-	0
	Middle management and professionals	10	10	11	2	11	1	45
	Administrators and operational staff	8	31	25	20	17	4	105
	Sub-total Under 30	18	41	36	22	28	5	150
30 - 50	Executives	18	9	5	-	3	4	39
	Middle management and professionals	88	98	51	31	24	4	296
	Administrators and operational staff	7	270	76	59	54	15	481
	Sub-total Between 30 and 50	113	377	132	90	81	23	816
Over 50	Executives	8	1	1	5	4	7	26
	Middle management and professionals	23	20	7	2	18	1	71
	Administrators and operational staff	2	107	10	11	35	14	179
	Sub-total Older than 50	33	128	18	18	57	22	276

Other DEI indicators

Other diversity indicators	Corporate	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany	Total
Percentage of foreign employees	5%	3%	9%	1%	7%	-	-
Percentage of employees with disabilities	-	-	1%	1%	-	-	-



Diversity, equity and inclusion present an ongoing challenge for us. This is why increasing female participation figures is one of the commitments in our 2030 Sustainability Agenda, especially considering that we are part of an industry where the participation of women is low in general.

During 2022, our focus was on defining action plans for training women and enabling them to reach leadership positions so that we can meet our commitment by 2030.



4

Women were promoted to leadership positions in 2022

15

Women executives in leadership roles

14,6%

Of our employees are women



Promotion of women to leadership roles

Position	Corporate	MolymeNos	Molynor	Molymex	Molymet Belgium	Molymet Germany	Total
Manager	2	-	-	-	-	-	2
Deputy Manager	-	-	1	-	-	-	1
Superintendents	-	-	-	-	-	-	0
General	-	1	-	-	-	-	1



Staffing by gender and role

Gender	Job category	Corporate	MolymetNos	Molynor	Molymex	Molymex Belgium	Molymet Germany	Total
Women	Executives	5	2	1	1	2	4	15
	Middle management and professionals	37	20	12	8	18	4	99
	Administrators and operational staff	10	27	10	14	-	6	67
	Sub-total Women	52	49	23	23	20	14	181
Men	Executives	21	8	5	4	5	7	50
	Middle management and professionals	84	108	57	27	35	2	313
	Administrators and operational staff	7	381	101	76	106	27	698
	Sub-total Men	112	497	163	107	146	36	1061



Equality

We have placed emphasis on gender equality issues and the role of women within the company because we understand and recognize their importance. Today it is key to have pay equity among Molymet employees, determining

remuneration based on their competencies and avoiding any kind of discrimination based on gender or anything else.

Our Corporate Compensation Policy is a system based on internal equity;

our competitive position in the job market; individual and group performance; and recognizing and promoting excellence in professional development.

Parental leave

Gender	Corporate	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany	Total
N° of employees with the right to take parental leave							
Women	1	1	2	-	3	2	9
Men	4	17	12	3	47	3	86
N° employees who have actually taken parental leave							
Women	1	-	2	-	1	1	5
Men	-	-	-	3	9	1	13
N° of employees who have returned to work after completing of parental leave							
Women	-	-	-	-	1	1	2
Men	-	-	-	3	9	1	13
N° of employed who returned to work after completing parental leave and who are still employed 12 months since returning to work							
Women	1	-	1	-	1	1	4
Men	-	-	-	-	9	1	10



Ratio of remuneration based on salaries of men and women US\$

Position	Gender	Corporate	MolymetNos	Molynor	Molymex
Executives	Average salary: men	\$11.999	\$7.501	\$7.854	\$9.359
	Average salary: women	\$9.618	\$5.985	-	\$8.778
	Ratio	25%	25%	-	7%
Middle Managers	Average salary: men	\$3.906	\$2.537	\$3.185	\$1.885
	Average salary: women	\$3.845	\$2.986	\$3.327	\$2.174
	Ratio	2%	-15%	-4%	-13%
Professionals	Average salary: men	\$2.807	\$1.935	\$2.438	\$1.206
	Average salary: women	\$2.253	\$1.776	\$1.954	\$950
	Ratio	25%	9%	25%	27%
Administrators and operational staff	Average salary: men	\$1.209	\$1.084	\$1.359	\$847
	Average salary: women	\$1.734	\$955	\$1.509	\$961
	Ratio	-30%	14%	-10%	- 12%

*.Molymet Belgium: In Belgium, proof of gender neutrality test has to be submitted to the workers council every two years.

*Molymet Germany: A comparison is not possible as the job tasks and training differ too much between men and women

In our quest for equity, we want to promote parental co-responsibility, distributing family responsibilities equally, allowing a balance in the lives of our employees while also promoting the role of women in our company.

By 2030, our commitment is to improve positive perceptions of Diversity, Equity and Inclusion by 10% and to have 30% of leadership positions filled by women.



Talent management

We promote and enhance the talent of our employees, understanding the importance of developing the abilities of each one to better perform their present and future role, both personally and professionally.

Our Corporate Training Policy reaffirms our commitment to have a highly trained team that allows us to lead in our industry and contribute the best professionals to the science, technology and innovation (CTI) ecosystem. In addition, we seek

to encourage our employees to grow in their quest for professional development, cultivating their talents and abilities through training in different fields relevant to Molymet.

In 2022, we began development of a Corporate Training and Learning Strategy which will be co-constructed by all areas of the company. Here, the main objectives are to perpetuate knowledge and prepare new generations for business sustainability.

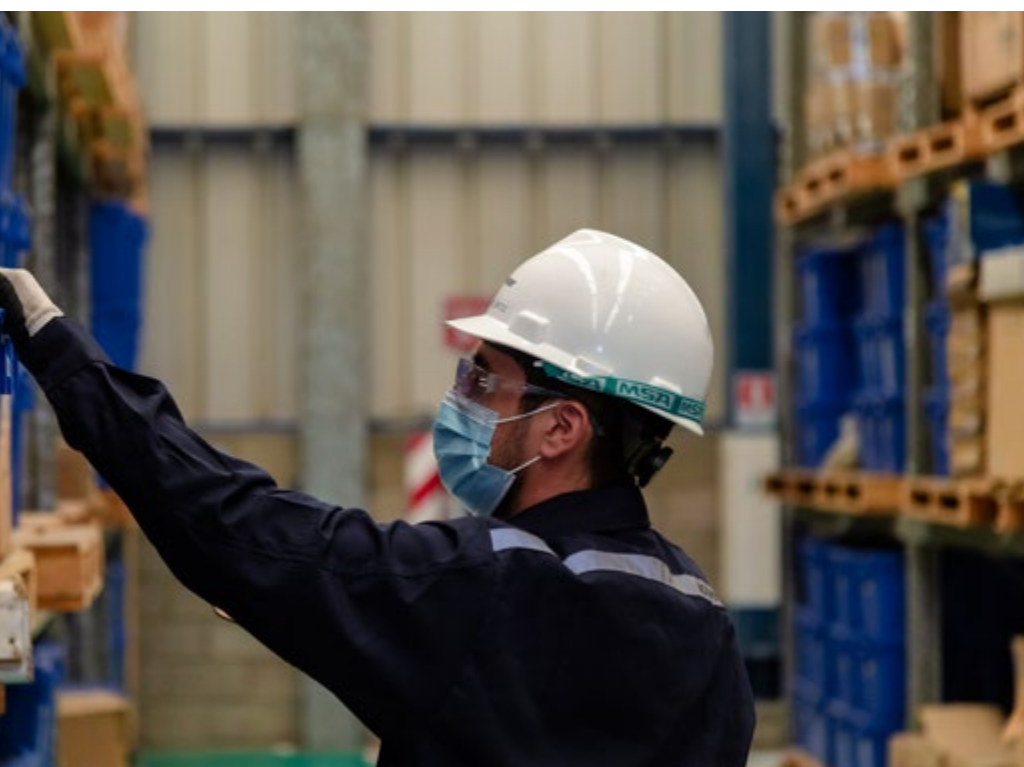


Total training hours by gender and role

	Gender	Corporate		MolymetNos		Molynor		Molymex		Molymet Belgium		Molymet Germany		Total
		Horas	Ratio	Horas	Ratio	Horas	Ratio	Horas	Ratio	Horas	Ratio	Horas	Ratio	
By gender	Women	392	7,5	2.299	47	1.414	61,5	1.807	78,5	1737	86,9	180	12,9	7.829
	Men	1.009	9	11.070	22,3	5.453	33,5	4.397	41,1	4.398	30,1	1.736	48,2	28.063
By role	Executives	94	3,6	337	33,7	100	16,7	53	10,6	-	0	132	22	715,5
	Middle management and professionals	1.250	10,3	9.496	74,2	2.982	43,9	2.401	68,6	352	14,1	176	29,3	16.656,6
	Administrators and Operators	58	3,4	3.535	8,7	3.784	33,8	3.750	41,7	5.783	43,2	1.608	42,3	18.517

The training given this past year included sustainability training, technical training for different positions, leadership programs, English learning, management skills, health and safety, environmental care and conservation and work environment training among others.

Our commitment by 2030 is to increase training hours by 15% based on the year 2020.



35.892

Training hours across our employees in 2022



Performance evaluation

In focusing on the professional growth of our employees, we seek to promote a culture of constructive feedback ensuring that at all our subsidiaries everyone has the opportunity to receive and talk about their feedback within an atmosphere of trust.

This type of feedback loop facilitates not only reaching personal goals, but also the strategic objectives of the company.

In the same line and as in the previous year, during 2022 our Board of Directors carried out a self-assessment process. This led to the modification of the extension and scope of the Audit Committee, the establishment of a direct relationship between the internal audit entity and the Board of Directors and in setting new policies for 2023.



N° of people evaluated by gender and role

Category	Corporate	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany	Total	
By Gender	Women	49	41	8	22	-	7	127
	Men	112	473	37	102	21	13	758
	Total	161	514	45	124	21	20	885
By Role	Executives	28	10	6	5	-	6	55
	Superintendents and Middle Managers	35	87	23	17	-	7	169
	Professionals	85	80	15	18	-	-	198
	Administrators and operational staff	13	337	1	84	21	7	463
	Total	161	514	45	124	21	20	885



Employee relations

Constant dialogue and effective communication allow us to build and promote trusting and long-term relationships.

This is key to aligning visions and expectations between our employees and the company and it is reflected in the existence of trade union organizations in each of our production subsidiaries. Negotiations at this level, whether direct or through an intermediary, are conducted in accordance with legislation in force

in each country, taking into account the particularities of each case, always with a focus on generating transparent and respectful dialogue.

During 2022, we had 1 strike of 21 days at our MolyMetNos Subsidiary.

In the event of relevant changes in the operating strategy, employees are informed four weeks in advance on average.



Unions and collective bargaining

	Corporate	MolyMeNos	Molynor	Molymex	MolyMet Belgium	MolyMet Germany
N° of Unions per subsidiary	-	2	2	1	2	-
N° of Unionized employees	-	390	109	50	-	-
N° of Employees covered by collective agreements	-	390	90	50	135	-

Note: Belgian and German law does not allow information on trade unions to be made available to the company.



Employee relations

Over the last few years, we have begun to significantly strengthen our relationship with our employees at corporate and subsidiary level, going far beyond collective bargaining. The aim is to strengthen engagement with our employees. In 2021 we carried out Labor Relations Index (LRI) measurement. The results of this Index gave us insight into how we can continue to build stronger employee relations for which we designed three areas of work.

First scope of work: close the gaps detected by the LRI

The first scope of work consisted of developing lines of action aimed at closing some of the gaps identified in the 2021 LRI measurement for each of the subsidiaries and corporate. This work started in July 2022 and is planned to be completed in the first quarter of 2023. Thus, for each of the gaps identified in each subsidiary, different lines of action were proposed. These are summarized in the table below:

Subsidiary	Action plans
Corporate	<ul style="list-style-type: none"> • We analyzed our employee recognition program and made suggestions (including measurement) agreeing to focus on innovation in 2023. • We detailed the participation and support in defining Molycampus courses and content.
MolymetNos	<ul style="list-style-type: none"> • We planned face-to-face labor relations workshops with the aim of changing union relations.
Molynor	<ul style="list-style-type: none"> • Roundtable Dialogue methodology: Conducted three face-to-face workshops: 1) Co-value building labour relations workshop for Executives and Union leaders (joint); 2) Co-value building labour relations workshop for middle management and 3) “Management and business knowledge and leadership training” workshop for union leaders.
Molymex	<ul style="list-style-type: none"> • We prioritized a line of action to support internal communications • We finalized a leadership workshop and construction of a leadership module for managers. • Agreed on a review of Molymex soft contents

In 2023 we have planned workshops aimed at instilling and strengthening purpose within each subsidiary, aligning objectives, performance management and organizational trust.

Second scope of work: co-construction of an alcohol and drug policy

The thinking behind this policy is to carry out an initial diagnosis to identify groups, areas or critical factors at the time of implementation, as well as to determine a starting point for subsequent follow-ups. During 2022, we worked on the contents of the policy including a governance mechanism constituted through a special joint committee.

Third scope of work: design of an employee engagement policy

This policy will be built from the main conclusions and lessons learned from the development of the action lines to close the LRI gaps. We are working on defining the table of contents that will comprise the policy, its structure and its scope. This process is projected for completion once the first scope of work has been implemented and finalized in 2023.

Our 2030 commitment is to exceed the Labor Relations Index industry average by 10 points based on 2021.



Injuries, fatalities, accidents, illness and disease

Integrated employee safety

We are preoccupied with integrated care of our employees and compliance with the highest standards of occupational health and safety. This is especially relevant in our industry, given the risks of occupational accidents, which appear to be the main risk for our operators.

We have a Corporate Occupational Health and Safety Policy which is governed by seven cross-cutting principles to promote self-care and individual responsibility as we believe in the ability of each employee to take care of themselves. At the same time, we have ongoing training on prevention of injuries, illness and accidents. Through

various care-related communication plans and agreements with external entities, we facilitate employees' access to non-work related medical and health care services, like the various supplementary insurances offered by our subsidiaries.

Our Occupational Health and Safety Management System is certified and audited through internal and external processes, allowing full coverage for our employees and contractors.



7,2

Accident frequency index employees

93

Severity accident index employees

During 2022 there were no accidents or illnesses that could be considered serious. For both our employees and contractor a zero fatality rate was maintained.

In total there were 19 accidents between our subsidiaries and no professionally recorded illnesses.

Employees	Corporate	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany
Hours worked	337.920	1.033.354	356.366	289.393,9	229.918	97.355
N° High consequence injuries	0	0	0	0	2	0
Rate	0	0	0	0	8,70	0
N° accidents	0	8	1	5	5	0
Accident frequency index	0	7,74	2,81	17,28	13,05	0
Severity Accident Index	0	228,38	81,38	438,85	113,08	0

Contractors	Corporate	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany
Hours worked	40.800	3.197.618	253.315	245.411	76.636	NA
N° high consequence injuries	0	0	0	0	0	NA
Rate	0	0	0	0	0	NA
N° recorded work-related injuries	0	19	0	0	1	NA
Accident Frequency Index	0	5,94	0	0	26,09	NA



Occupational Health and Safety Training

Our ongoing concern for improving the well-being and quality of life of all those who make up Molymet goes beyond physical health and accident prevention. Mental health care has taken centre stage recently and is considered one of the priority actions, taking into account the increase in incidents and how this could affect the company, work performance and, above all, the health of each employee.

Health and safety training

To support prevention work in this area, each Molymet subsidiary has Joint Occupational Health and Safety Committees. These committees are made up of Employees who are elected by direct vote and carry

out periodic inspections in different areas to maintain constant monitoring of working conditions and identify areas of concern and improvement.



Training activities

	Corporate	MolymeNos	Molynor	Molymex	Molymet Belgium	Molymet Germany
N° health and safety training activities	4	601	24	27	101	13
% of employees who participated in training activities	100%	80%	80%	100%	76%	100%
N° of training hours	410	3.630	2.701	596	2.092	244

Employee participation

	Corporate	MolymeNos	Molynor	Molymex	Molymet Belgium	Molymet Germany
Name of Committee	Molymet Joint Committee	Joint Health & Safety Committee	Joint Health & Safety Committee	Health, Safety & Environmental Commission	CPBW	Occupational Safety Committee
N° Employees represented	12	546	186	130	-	50
% of Employees represented	100%	100%	100%	100%	-	100%
N° of participating Employees	6	6	7	19	5	5
N° of participating leaders	6	6	-	-	5	1

*.Molymet Belgium: Comité voor preventie en bescherming op het werk (CPBW)



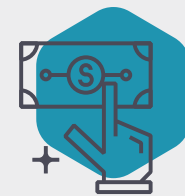
Our communities

We seek to strengthen engagement with communities by basing our relationships on respect, transparency, dialogue and constant identification of impacts. We want to be a meaningful player, adding value to local development, contributing to the needs of the elderly, employability, education, health, sport amongst others, to boost their development and wellbeing.

We constantly monitor our operations and define action plans and goals that go well beyond current regulations with the aim of ensuring full compliance with environmental standards as well as maintaining a trust relationship with our communities.

Our 2030 commitment is to invest at least 1% of profit in community development.

In 2022 we began to map out our new Corporate Strategy for Community Engagement and Social Investment. Our objective is to bring our Purpose to life in the communities that surround our companies – going beyond our business to make a real social difference.



US\$ 319.988

Total community investment



Community initiatives

Activity planning also had a strong influence on our engagement and close relationships with our communities. In 2022, we developed more than 40 initiatives and projects. Among these, we highlight support to education, cultural heritage, competitive Funds – in this way always looking to make a mark as a differentiator and innovator.

Coherent with our Purpose of adding value to the evolution of humanity, we have put bursaries in place to support social development in our communities by making it possible for local students to pursue careers.

These are known as Molymet bursaries – “Beca Molymet”, which are branded in association with Universidad de los Andes.



Subsidiary	Programs and initiatives	Investment
Molymet Corporate	Fundación Clínica Familia Fundación Mission Golden Matías Cabezas, Olympic sportsman	US\$ 7.500
MolymetNos	Ecological Family and Community Gardens Community training Cleaning and improvement of public areas (school, social centres, football pitch and surroundings) Donations and targeted contributions (neighbourhood councils, Senior Citizen Clubs, sports clubs, public institutions, public schools and education and health corporation) Artistic Festival Cleaning of ditches, canals and siphons Power of Emotions” program Competitive funds	US\$ 189.498
Molynor	Summer school “Re-imagine your home” Molynor “Open Doors” conference Joint meetings Mejillones Hospital Classroom Project Mejillones 2022 Christmas party Competitive Funds Donations Investment in the Foundation for the Protection of the Little Tern	US\$ 58.677
Molymex	Recycling Campaign Cumpas Municipality Community Fund Molymex summer with purpose “Rescuing your School” Program Support to Cumpas Municipality (toys, school supplies, sports leagues) Support to TELETÓN Foundation	US\$ 60.195
Molymet Belgium	Supported big and small local events	US\$ 3.184
Molymet Germany	Donation to local University	US\$ 833,6
Total	-	US\$ 319.988



Suppliers

One of the main challenges for Molymet is to support our Suppliers in developing sustainable management in their own businesses, so that they are in line with our purpose. To achieve this, we have a Corporate Policy for Suppliers and Contractors which seeks to promote and encourage sustainability in our supply chain and a Corporate Human Rights Policy that promotes respect for human rights throughout our value chain, keeping our suppliers informed and aware.

In our Corporate Sustainability Strategy, we define goals that promote a supply chain aligned to internal policies and oriented towards sustainable development. In this sense, we align our principles and Purpose by respecting human rights and dignity and making this effective and applicable in all processes involved in the supply chain.



Supply chain



The main raw material used in our processes is Molybdenum concentrate which has two business lines: own sales and tolling where molybdenite raw material is transformed into finished products.

Traceability of our supply chain is carried out for the different raw materials and elements used for the packaging and transport of our finished products. All materials are purchased directly from manufacturers and are either picked up at the place of origin, brought into the country or received at the final destination.

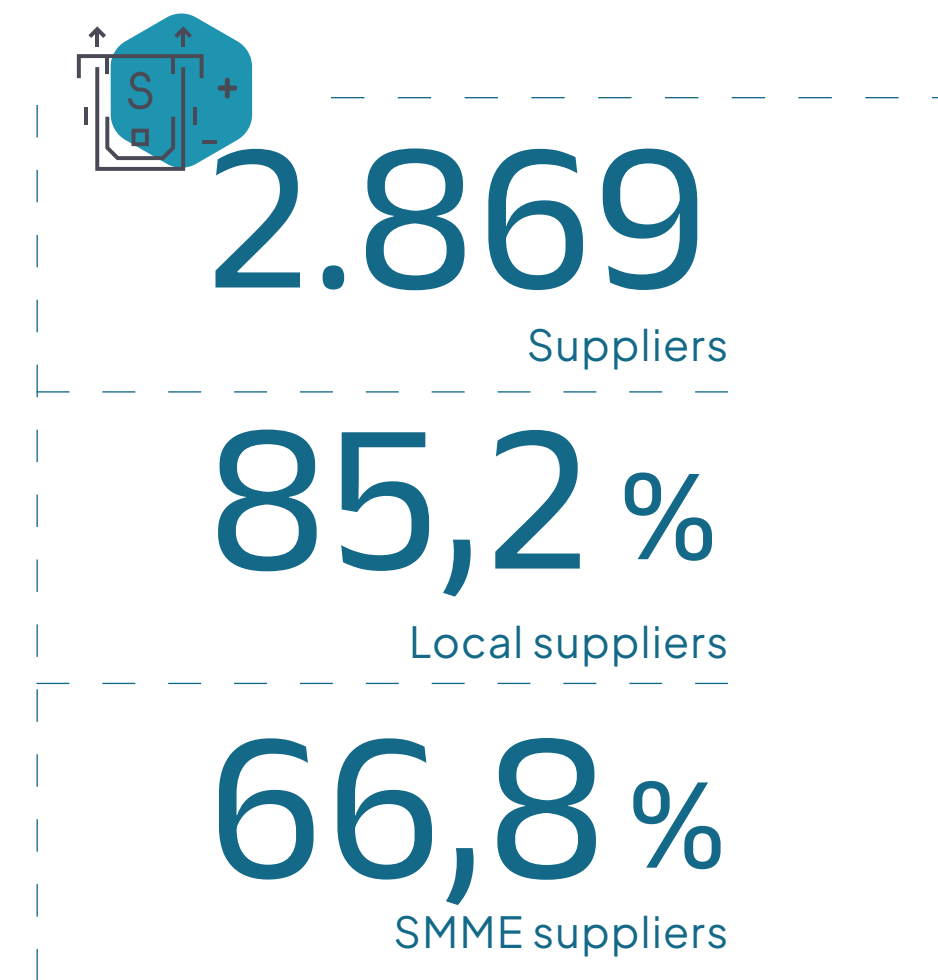
	Locality		Size		
	Local	Multinational	SMME	Large Business	Total
Corporate	11	-	7	4	11
MolymetNos	999	44	706	337	1043
Molynor	360	48	303	55	408
Molymex	246	159	247	158	405
Molymet Belgium	643	165	509	299	808
Molymet Germany	185	9	112	82	194

For Molynor 50 foreign suppliers are excluded because the necessary data regarding the number of workers and annual turnover was not recorded.

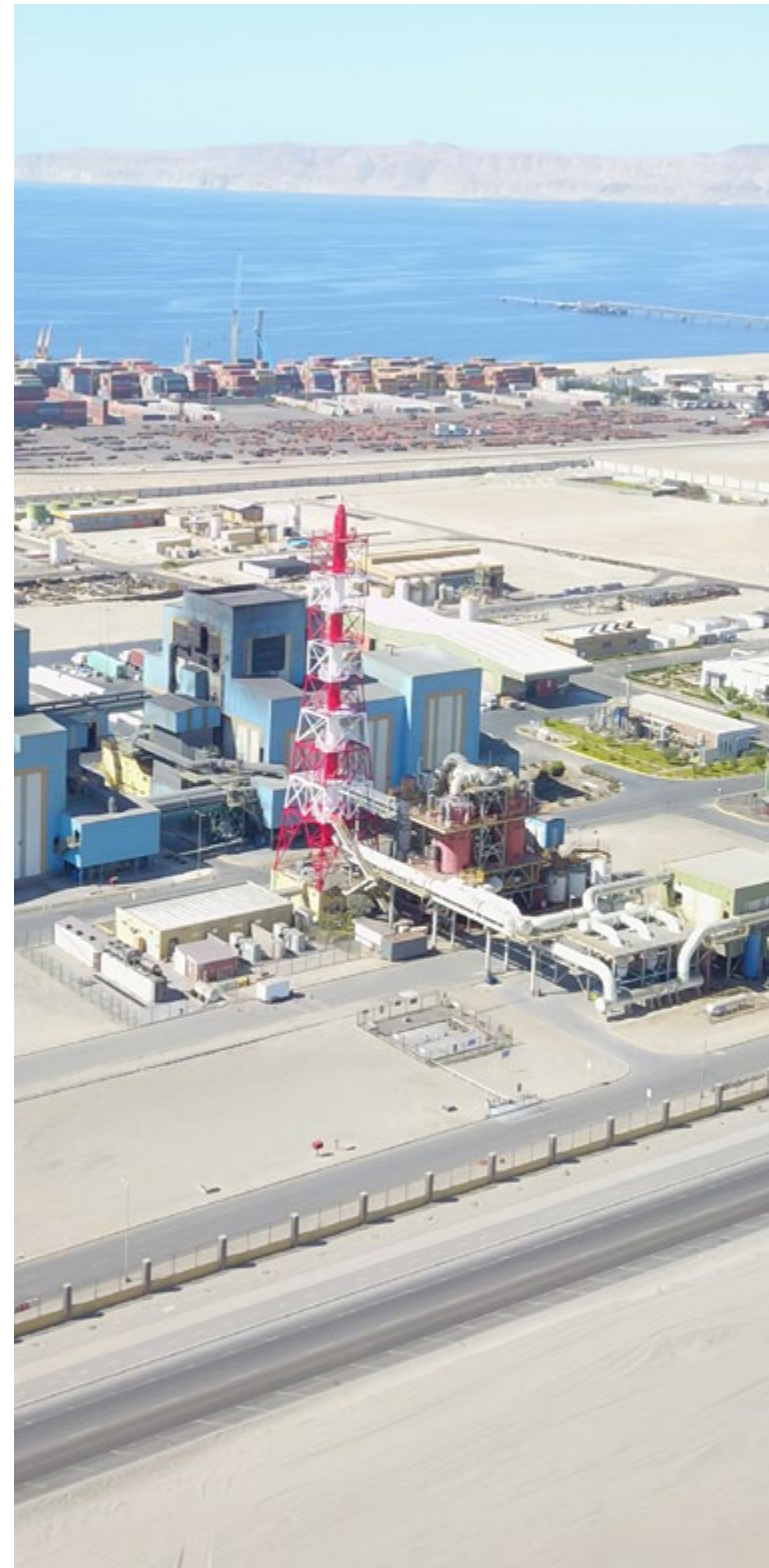


Main countries: raw material supplies

Chile	Peru	Mexico	EEUU
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Evaluation of suppliers



The success and sustainability of a company like ours is intrinsically linked to its suppliers and in order to face new global challenges Molymet is intent on building a circular supply chain. Thus, in line with our purpose, we are accompanying our suppliers towards the implementation of sustainable management in their own businesses Our focus is on establishing sustainable bases and criteria that regulate the selection and relationship with our suppliers.

Currently, our Purchasing, Services and Authorizations Policy, together with the Corporate Policy on Suppliers and Contractors, the Corporate Policy of Human Rights and our Code of Conduct regulate and evaluate supplier selection. We are now in the process of implementing an evaluation system of sustainable criteria for our Suppliers based on these internal guidelines.

Our subsidiaries MolymetNos, Molynor, Molymex and Molymet Belgium have assessed 100% of their new suppliers against social criteria.

From 2023, we will initiate processes to assess supplier sustainability criteria at all our subsidiaries.



Evaluation of all new suppliers based on social impact criteria

	MolymetNos		Molynor		Molymex		Molymet Belgium		Molymet Germany	
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
Total suppliers by subsidiary	1.376	1.043	243	214	418	405	1.313	808	212	194
Suppliers whose impact has been evaluated	152	149	243	214	85	40	136	148	68	54
Suppliers with a negative social impact	0	0	1	1*	0	0	0	0	0	0

	MolymetNos		Molynor		Molymex		Molymet Belgium		Molymet Germany	
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
New suppliers by subsidiary	99	58	146	133	2	10	130	127	25	8
New suppliers evaluated against social criteria	99	58	146	133	2	10	130	127	0	0
%	100%	100%	100%	100%	100%	100%	100%	100%	0%	0%

*The case of the supplier assessed as having a negative social impact on Molynor is due to non-compliance with the labor obligations to its workers and lack of ethics as evidenced by bad practices. The measure taken was to terminate the relationship and the company was blocked in the supplier register. This supplier accounted for 0.4% of the total number of companies evaluated.



ENVIRONMENTAL MANAGEMENT 05



At the forefront
of sustainable
development

Climate change

We are highly aware of climate change and the impact we generate, which is why, as a committed and responsible company, during 2022 we set a commitment that by 2030 we will reduce our CO₂ equivalent emissions by 20%, based on 2020, without considering compensation, only reduction.



Our commitment has also been consolidated with the publication of our Corporate Climate Change Policy, a document that defines the guidelines for managing the impacts of our activities as we seek to minimize risks and take advantage of the opportunities for sustainable development. View the full policy on our website.



The main climate change risks we have identified relate to a possible drought and eventual regulatory change, which could mean the stoppage of some production processes. To manage this, we are developing long-term plans based on the goals defined for water intensity and carbon footprint as contained in our 2030 Sustainability Agenda. We also have short-term action plans that ensure operational continuity and we are investing in using sources that contribute less to Greenhouse Gases.

During 2022, we implemented a series of projects to mitigate against climate change – some of the highlights are:



Photovoltaic system
Corporate Building



Replacing fuel at Molymex
(Liquefied petroleum gas
for natural gas)



Photovoltaic system
R&D Building



Windmills at Molymet
Belgium (2023)

In the coming year, our focus will be on identifying further risks and opportunities in this area, as well as initiating the study of the energy matrix change project at MolymetNos and Molynor.

Carbon footprint

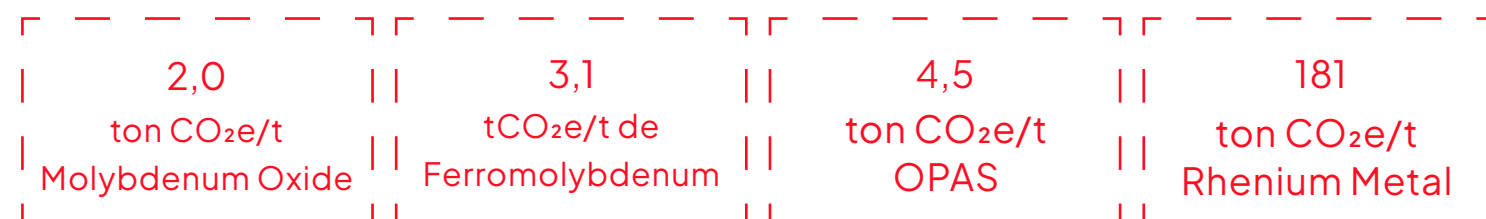
Having an emission inventory is essential for adequate for management of risks and opportunities in the face of climate change.

Since 2021, we have measured scope 1 and 2 emissions. In 2022 we began measuring the carbon footprint for scope 3 with the objective of managing emissions across all scopes we began to measure scope 3 emissions with a view to continuous and complete reduction of our emissions.



We will also, for the first time, measure the carbon footprint per product, which will provide results of the emissions associated with each product purchased by our customers.

Carbon footprint by product 2021



Data corresponding to consolidated information.



Our 2030 commitment is to achieve 60 million tons of CO₂ equivalent.

The organizational carbon footprint in scopes 1, 2 and 3 for non-producing molybdenum subsidiaries corresponds to 1,130 tCO₂e.



International Molybdenum Association (IMOA)

Since 2018 Molymet has contributed to the construction of the “Molybdenum Life Cycle Assessment” database. During 2023 we expect to reaffirm our leadership in the molybdenum industry through our participation in this study.

63.508
Ton CO₂ eq
comprising scope 1, 2

275.966
Ton CO₂ eq
comprising scope 1, 2 and 3

2022 Organizational carbon footprint – productive subsidiaries

Direct Emissions Scope 1

	TonCO ₂ eq				
	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany
Liquefied gas emissions	444	1.463,9	1.141,2	-	1,9
Diesel emissions	2.081	2.389,9	648,4	210	10,8
Emissions from other combustion processes	15.260	-	1.067	4.658	-
Total Direct Emissions	17.785	3.853,8	2.856,6	4.868	12,7

Indirect emissions scope 2

Emissions from electricity generation	15.003	4.165	4.215	7.150	1.109
Emissions from heat generation	-	-	-	-	1.037
Emissions from chemical treatment	-	-	-	-	685
Total Indirect Emissions	15.003	4.165	4.215	7.150	2.831

Indirect emissions scope 3

Total	100.719	47.738	28.260	35.579	NA
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Total

Total scope 1 and 2	32.788	8.019	7.072	12.018	2.844
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Total scope 1, 2 and 3	133.508	55.757	35.332	47.937	2.844
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We have calculated the carbon footprint by direct method using the Green House Gas Protocol (GHG Protocol). 274.837 Ton CO₂e comprising of scope 1, 2 y 3 for productive subsidiaries



Other emissions



Our operations generate emissions such as nitrogen oxides (NOx) and sulphur dioxide (SO₂) which are constantly monitored.

Our commitment is to stay one step ahead by innovating our processes in order to continuously measure and reduce the level of

these emissions. The fruits of this work are reflected this year with our emissions totalling 27.8 tons of NOx and 493.4 tons of SO₂. Compared to 2021 this represents a reduction of 8.2% in NOx emissions and a 20,5% reduction in SO₂.

Other emissions

Ton	MolymetNos	Molynor	Molymex	Molymet Belgium	Total
NOx	12,9	4,8	7,5	2,6	27,8
SO ₂	145,2	143,5	122,7	82	493,4



Modernization projects

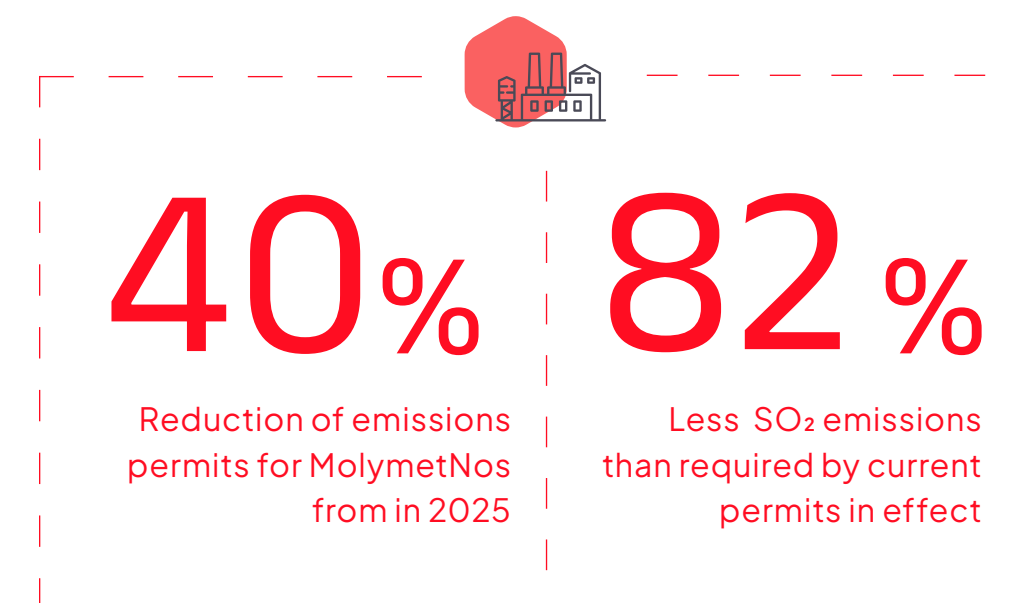
Sulfuric Acid Plant, MolymetNos number 2 (WSA-2)

The project to modernize the Gas Cleaning systems includes installation of new variable frequency drives for the three main process fans of the WSA-2 plant. These new drives will operate in conjunction with the old ones, which will allow for backup in the event of an unexpected stoppage, ensuring greater reliability in the operation of this plant.

Gas Cleaning Plant, MolymetNos number 3 (R-PLG3)

In 2022 we completed the Revamp of the old Gas Cleaning Plant number 3 (R-PLG3). This included modernization of the facilities, improving the technology and increasing the process capacity to strengthen the operation and ensure reliability of the gas treatment area.

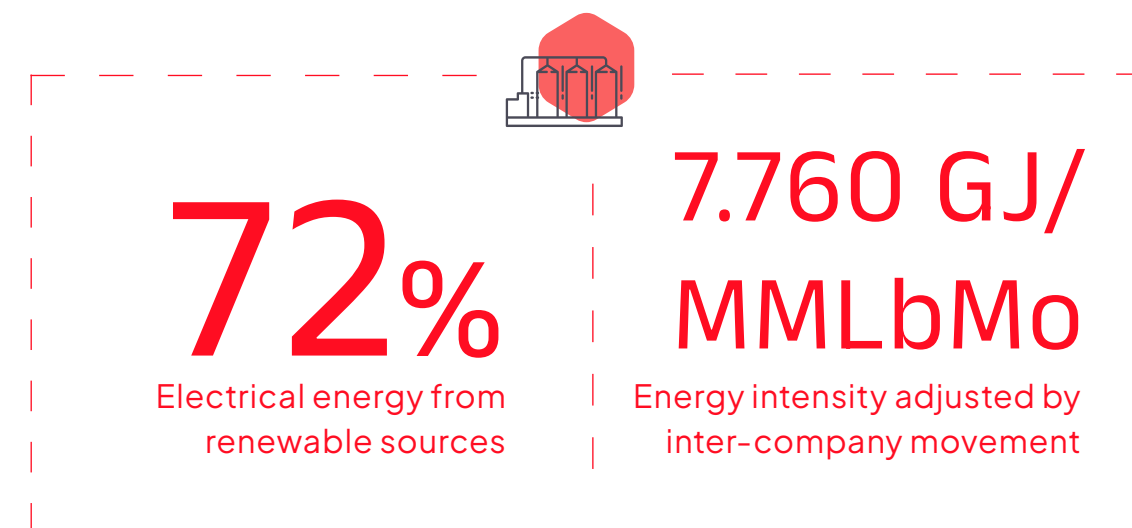
Once the modernization project is completed, a reduction of 40% is estimated with respect to the emission permits currently in effect at MolymetNos.



Energy management

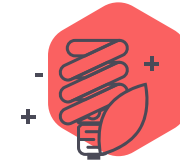
At Molymet we are aware that the rational, efficient and less polluting use of energy is key in positioning our company as a leader in sustainable management. That is why we are committed to reaching 60% net renewable electricity consumption by 2030. This implies not only increasing renewable energy consumption but also the efficient management of all our processes to reduce consumption.

*Consider power generation from our run-of-river hydroelectric power plant Carbomet Energía.



And we exceeded our commitments! In 2021 we undertook to increase our consumption of renewable electricity to 60% by 2030 and already in 2022, we achieved 72%. Note: Our subsidiary Molymet Belgium has verified that 47% of its electricity consumption comes from renewable energy.

We will continue to make progress on sustainable development, which is why, during 2023, we will review our 2030 Sustainability Agenda commitments and update our targets.



Energy efficiency

During 2022, we implemented more than 15 initiatives focused on reducing energy consumption which allowed us to reduce a total of 2,572 GJ of electricity, fuel, steam, heating and cooling.

Highlighted initiatives include: our MolymetNos subsidiary, the implementation of an energy management system in accordance with the ISO 50.001:2018 standard, reduction of electrical energy consumption in the production of compressed air and thermal energy in the production of process steam. At our Molynor subsidiary, controllers were updated and a frequency inverter was installed in the water recirculation pumping system.

All our Subsidiaries are constantly monitoring their figures and measures to maintain and meet our goals.



Energy intensity

	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany
Total consumption (GJ)	425.798	101.782	83.914	246.745	27.583
Production of Molybdenum products**	62	33	28	39 ¹	2
Ratio of energy intensity of the organization	6.911	3.044	3.013	6.338	15.324

* Includes OXT, FeMo, Pure Productos and Molybdenum inter-company cleaning



Energy consumption within the organization

	Corporate	MolymetNos	Molynor	Molymex	Molymex Belgium	Molymet Germany
Consumption of non-renewable fuels						
Diesel	55	26.609	31.987	11.016	2.831	172
Liquefied petroleum gas	-	6.789	21.028	18.937	-	-
Liquefied natural gas	-	256.213	-	19.557	83.037	25
Total non-renewable consumption	55	289.611	53.015	49.510	85.868	197
Other fuel sources						
Electricity	3.532	136.187	48.767	34.404	160.877	8.814
Heating	-	-	-	-	-	18.572
Total other fuel sources	3.532	136.187	48.767	34.404	160.877	27.386
Total energy	3.587	425.798	101.782	83.914	246.745	27.583
Renewable energy consumption*	-	-	89	-	75.564*	5.821

¹ the unit processed at Molymet Belgium in 2021 was ⁴³MMlbMoS² and not ²⁶

² The Electricity consumption in 2021 was ^{250,538} instead of ^{302,609} GJ.

** As of 2022, Molymet Belgium started to verify the procurement of renewable energies by the electricity supplier.

Water management

Water

The responsible use of water resources is one of the ongoing and priority concerns at Molymet. To this end, our commitment for 2030 is to increase the reuse of water while reducing its consumption. For this we will continue working on its efficient use and operating with a special focus on reducing losses, which can mean a great difference in consumption.

This year recirculation in our production processes reached 38%.

Although we have a water consumption reduction strategy for water within our 2030 Sustainability Agenda, this year we implemented initiatives to reuse or maintain our plants that allowed us to further reduce the consumption of irrigation water, the consumption of steam and water consumption in cooling towers.

Our 2030 commitment is to achieve 64% reutilization of water and to reduce our water intensity by 10%, based on 2020.

In 2022, water reutilization was 54,7% with a water intensity of 8.430 m³/MMLbMoS₂.



Water consumption in m³/year

	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany	Total
Water consumption m ³	667.387	83.398	80.599	130.315	682	962.382
Production of Molybdenum products*	62	33	28	39	2	163,6
Water consumption/ unit processed	10.832,3	2.494,3	2.893,7	3.347,4	379,4	5.881,5

*Includes OXT, FeMo, Pure Products and intercompany clean Molybdenite.



Water extraction in m³/year

Source	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany	Total
Surface water	-	NA	NA	1.616.100	-	1.616.100
Underground water	164.668,8	NA	114.670	373	-	279.711
Seawater	-	261.849	NA	-	-	261.849
Produced Water (rain wáter)	-	NA	NA	105.853	3.102	108.955
3rd Party Water Suppliers (public potable water network)	125.915	NA	NA	31.699	683	158.297
Total	290.584	261.849	114.670	1.754.025	3.785	2.424.913

Effluents

Water is one of the most critical resources in our production process which is why we at three of our five subsidiaries we already do not discharge, instead using water consciously and maximizing its use.

The determining criteria in the discharge of effluents are stipulated by national regulations required of our different subsidiaries. In this line, our total water discharge is 1,827,527.3 m³ per year. The breakdown of this total is divided into 168,756.3 m³ from seawater at Molynor; 1,654,986 from surface water at Molymet Belgium; 3,102 m³ of surface water and 683 m³ of third-party water at Molymet Germany.

38%

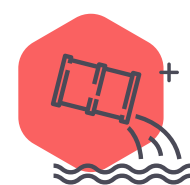
Recirculation

8.430

m³/MMLbMoS₂

Water intensity according to material received

Responsible management of materials and waste



Raw Materials

We are a company that processes a by-product of copper mining, known as secondary mining. We do not have mines, nor do we carry out mineral extraction.



The materials used at our subsidiaries vary depending on the production process, quality of raw material received and/or customer requirements. However, according to their volume in tons, the main materials used correspond to Magnesium Ferrosilicon, chipping, external sulfuric acid, iron chipping carbon briquettes, chlorine gas,

natural gas and sand. On the other hand, packaging materials for our finished products are used across our subsidiaries and among the main materials used for these purposes are polypropylene maxisacks, wooden pallets of different dimensions, metal drums and metal cans.

Raw material processed by subsidiary

Raw material in millions of pounds	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany
Molybdenite (MMLb)	39,5	28,3	23,1	23,2	2,8

Waste

As part of our commitments for 2030, in our production process we seek to valorize as much waste as possible in our processes. This is why, at all our subsidiaries, we promote the achievement of waste reduction and recovery goals which you can review in our 2030 Sustainability Agenda.

During 2022, we continued to move forward with the implementation of our Zero Waste Plan of solid industrial waste at MolymetNos, seeking to reduce the quantity of waste sent for final disposal while, at the same time innovating management of our current waste.

103.563
Tons of waste generated

16%
Valorized waste

Our 2030 commitment is to valorize at least 40% of our waste.

Waste generated by Ton

	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany	Total
Hazardous waste	1.821,8	88,5	26,9	1.257,48	4,6	3.199,4
Non-Hazardous waste	84.451	416,5	33,4	15.417,2	45,2	100.363,3
Total waste generated	86.272,8	505	60,3	16.674,7	49,8	103.562,7

Waste method by Ton

	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany	Total
Waste Disposed						
Authorized landfill sites	85.884	320,2	24	748	-	86.976,2
Waste valorized (not desposed)						
Recovery	-	2,6	-	-	-	2,6
Treatment	-	62,2	-	401	2,5	465,7
Reutilization	-	-	1,1	-	31,6	32,7
Recycling	389	122,6	24,4	972	5	1.513,1
Composting	-	-	2,9	-	-	14.512
Energy valorization	-	-	7,5	48	-	55,5
Secondary raw material	-	-	-	14.506	6,1	14.5121
Total	86.273	507,6	59,9	16.675	45,2	103,561

*The generation totals have variations in the method total due to storage and/or removal of waste generated in previous years.



Management of significant impacts

Molymet Corporate	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany
<p>We have reduced the use of plastic consumables, masks and printing. In addition, we purchased a composting machine to process organic waste from the Corporate Canteen into compost within 24 hours.</p> <p>We have also digitized most of our documents in order to reduce the amount of printing we do.</p> <p>As an additional measure, we will eliminate disposable cups and plastic supplies in the cafeteria and recycling bins will be installed.</p>	<p>Our gas treatment plant modernization project will allow for a voluntary reduction of 40% of our annual SO₂ emissions limit. During 2002 project construction progressed satisfactorily.</p> <p>In terms of waste management, we have worked on new circular economy projects, making headway with the search for new uses of waste and generating strategic alliances with relevant players in the recycling sector.</p> <p>Lastly, the creation of our new innovation and operational excellence management team has strengthened our sustainable vision for achieving our purpose.</p>	<p>We currently use LEAN methodology, a measure of operational efficiency that allows us to manage deviations and minimize waste-generating processes and/or some types of environmental incidents.</p> <p>Currently at Molynor, the integral management of waste is carried out by an external company, handling collection, separation, storage and transport to final disposal sites where recipients are authorized by MINSAL (Ministry of Health)</p>	<p>Preventive measures are built into our activities and value chain with environmental programs for the management of potential impacts and good management of hazardous waste and non-hazardous waste.</p> <p>In addition, we ensure that our products have appropriate containers and packaging to mitigate the waste generation and guarantee integrity of the material.</p>	<p>We have implemented measures such as the reuse of products discarded by other companies. For example, Ferromolybdenum used in the production of concrete.</p> <p>In order to promote the circular economy, we recycle wooden pallets and we reuse paper, plastic and scrap, among other waste. We are supported in these efforts by third parties who help us to recycle our waste.</p>	<p>We reuse product packaging material used in our commercial production, asking our suppliers to match the packaging of raw material to the packaging needs of the outgoing product.</p> <p>We also clean and inspect drums and maxi-bags before they are delivered to customers and then reuse these process materials internally to minimize waste generation in the value chain.</p> <p>We collect polymer foils, paper, cardboard, glass, plastic packaging and glass in accordance with the EU Commercial Waste Ordinance and the Circular Economy Law.</p>

Biodiversity



Diversity of life is critical for the functioning of ecosystems and at Molymet we are concerned about maintaining the biodiversity that provides us with food and oxygen. We want to leave a positive environmental legacy for future generations as we operate and grow our business. To this end we carry out various projects and initiatives that directly involve our stakeholders and where the objective is the protection and recovery of biodiversity.

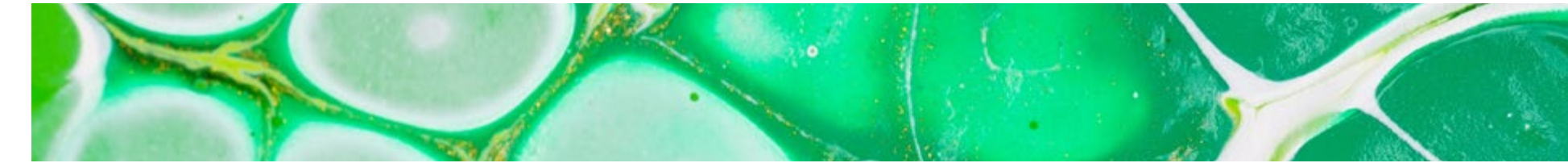
During 2022, the most relevant initiatives in this area were:

1) our collaborative work with the Foundation for the Sustainability of the Little Tern in Mejillones, with the aim of contributing to the protection and preservation of this migratory bird.

2) the Real Right of Conservation of 123 hectares in San Bernardo which has formalized our efforts to conserve the environmental and ecological heritage within the San Bernardo urban area surrounding our corporate building and the MolymetNos operational complex.

In 2023 we hope to continue conserving ecosystems and green spaces we share with others and we will keep exploring new ways to contribute to sustainability and environmental care.

Protected zones and species



	Molymet Corp	MolymetNos	Molynor	Molymex	Molymet Belgium	Molymet Germany
Hectares of green areas	5	7,4	0,075	18,8	6,2	1,9
Hectares of reforestation	-	-	-	2	2,8	-
Amount invested (USD) in green areas	153.441	862.110	78.477	136,188	8.885	-
Hectares with restoration of native species	-	-	-	1	-	-



A little more about our protected species


In 2022 we invested a total of US\$ 31,600.8 for the conservation and protection of the species *Sterna lorata*, better known as the Little Tern. This was done contributions and efforts of the Foundation for the Sustainability of the Little Tern, where we are founding partners and part of the Board of Directors. In accordance with environmental commitments, the foundation manages six nesting sites, of which two are already authorized and four are in the process of being processed at Bienes Nacionales (the Chilean National Property Authority). These nesting areas cover a total of 3,561.7 hectares of protected areas, with 2,026.9 hectares close to our Molynor subsidiary.

It is worth noting that, on 16 August 2022, this sector was officially declared the Itata-Gualaguala Nature Sanctuary, the first sanctuary for the Mejillones community. This is an important step, in leading the way in protection of biodiversity - not only for the conservation of the species but also to help develop tourism in the community.

The Real Right of Environmental Conservation established in 2021 at MolymetNos comprises 123 hectares of walnut tree fields forming a green lung around the industrial complex, benefiting our employees, the surrounding community and the biodiversity of the area. Although this area does not meet the requirements of a protected area, it is significant for the conservation of green areas and, therefore, the environment. To this end, in 2022, we invested a total of US\$ 720,000 to protect this land and its exclusive agricultural use.

A close-up photograph of green walnut buds and leaves, filling the left half of the page.

NON-MOLYBDENUM SUBSIDIARIES 06

A solid green rectangular background that serves as a backdrop for the text.

Together we
make a great
team!





Inmobiliaria San Bernardo S.A.

At Molymet we have two Chilean subsidiaries whose business is not related to the production of Molybdenum but who contribute significantly to the sustainability of the planet and our purpose. They are: Inmobiliaria San Bernardo S.A. (ISBSA) and Carbomet Energía S.A. (CESA).

Inmobiliaria San Bernardo S.A. is an agricultural company that produces, processes and exports organic walnuts under the Geonuts® brand to different countries around the world - Austria, Italy, Germany and Japan to name a few. These walnuts are produced on 123 hectares dedicated to organic cultivation since 2012.

The land is located around our MolymetNos industrial plant in San Bernardo, Santiago Metropolitan Region. This green belt forms a biodiverse and organic buffer zone - a green lung for the surrounding urban community, mitigating the effects of industrial activity.

In 2022, a key management milestone was the adaptation and consolidation of organic management methods to overcome climatic

conditions that have harmed the crop in recent years. To this end, we incorporated monitoring and tracking technology to improve the use of water resources and we have strengthened a young and diverse work team through higher education.

Then, we established as a main goal vegetative recovery of the orchards, improving their productive levels. We currently have the following certification in organic food production: NCh, NOP, JAS, EU, Bio Swiss, China, as well certification of good agricultural practices Global G.A.P. and food safety HACCP.

In terms of ISBSA's internal operations, this past year no complaints related to human rights violations were filed and there were no fines for non-compliance with related standards, meaning that 100% regulatory compliance was maintained.



Highlighted figures

N° Employees	29	Tons of 3rd party nuts	124,2
Tons of own nuts	183	Training hours per employee	0,3
Planted Hectares	123	Staff Turnover	4%
% of Organic Management	100%	N° Unionized Employees	10
% of Women	41%	Water intensity	7.902
New Suppliers evaluated against social criteria	25	Energy intensity	11,74
Employee hours dedicated to community support	160	Equivalent TON CO ₂	326,6
		Composting	90%
		Investment in Community development projects US\$	25.904

During 2022, ISBSA invested in improving irrigation efficiency of walnut trees resulting in 39.7% reduction in water intensity, which, due to the electrical drive of the irrigation system, is directly related to energy intensity, which was reduced by 47.6%.



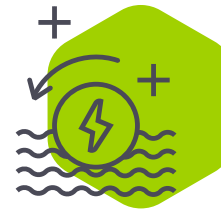
Carbomet Energía S.A.

The second subsidiary not related to Molybdenum production is Carbomet Energía S.A. (CESA), a hydroelectric company located in Puente Alto, Santiago. This subsidiary generates renewable energy through two run-of-river hydroelectric plants located on the north bank of the Maipo River: Central Los Bajos and Central Auxiliar del Maipo, with a nominal power of 5.6 MW and 5.1 MW respectively.

For energy transmission we are connected to the National Electricity System through the distribution network of Empresa Eléctrica de Puente Alto (EEPA) and Compañía General de Electricidad (CGE) respectively, under the modality of Small Means of Distributed Generation. CESA has non-consumptive water rights - a resource that is returned to the channel after its use in the turbine.

In 2022, a main milestone was the update of the Temporary Assignment Agreement of water use rights with Aguas Andinas. In addition, for 2023 management, we set as main goals progress with the objectives of the 2030 Sustainability Agenda and the evaluation of solar and storage renewable energy projects.

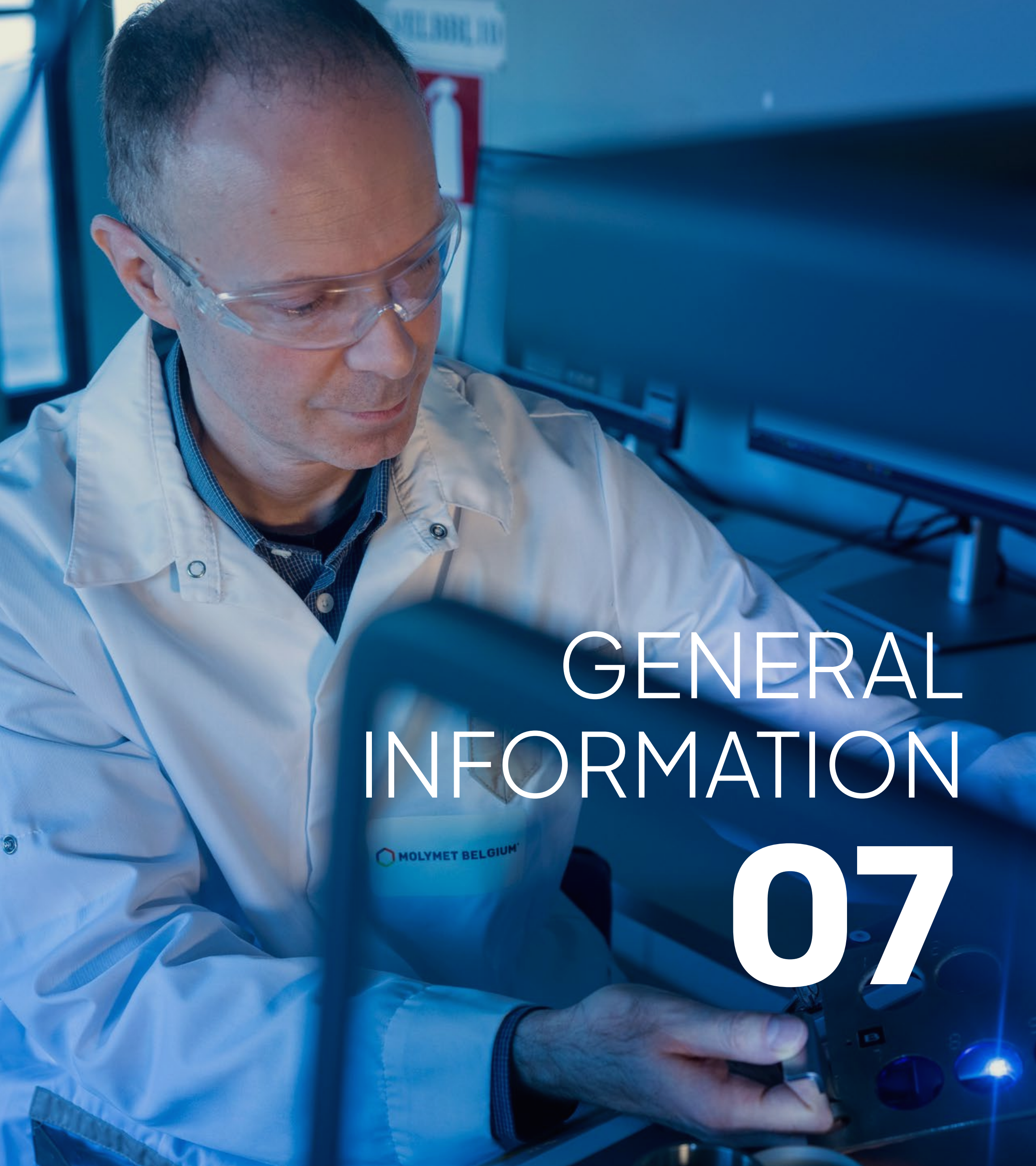
Regarding the internal functioning of CESA, during 2022 there were no complaints associated with the violation of Human Rights or fines for non-compliance with other related regulations, nor have we identified non-compliance in environmental matters resulting in fines or significant non-monetary sanctions, thus maintaining 100% regulatory compliance.



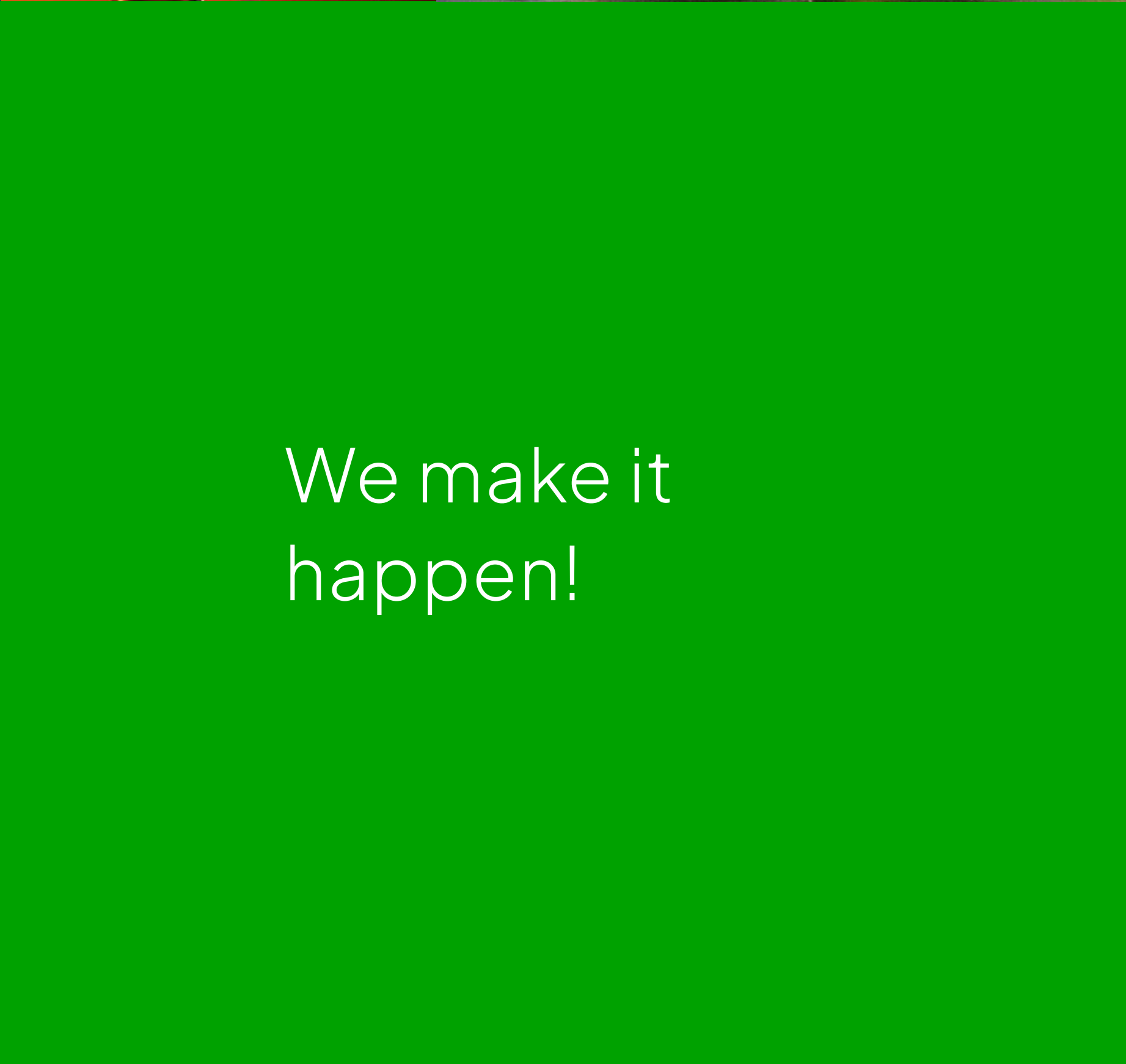
Highlighted figures

N° Employees	33	Electricity generated in MWh	56.358,4
% of Women	6,1%	Renewable energy consumption	1.566,3 GJ
Training hours per employee	2	Equivalent of CO ₂ prevented from being emitted into the atmosphere*	10.030,2
Staff Turnover	9,23		
N° Unionized Employees	22		
Community Investment US\$	2.687,6		
Installed power	10,7 MW		

*Considers own generation of power plants and emission factor of the National Electricity System, not including transfers to Aguas Andinas.



GENERAL INFORMATION 07

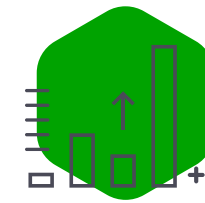


We make it
happen!





About our report



This Sustainability Report is an exercise in transparent sharing of our non-financial information for the period 1 January to 31 December 2022 - an exercise we carry out on an annual basis.

Our financial information is presented in the Annual Report which you can find in a new digital version on our website.

This report, as in previous years, is published in April after internal review and editing by the Chief Executive Officer and Board of Directors and approval by the Annual General Meeting of Shareholders.

While this year our report used the latest version of the GRI Standards (2021) as a reference, there were no relevant updates that will affect the information presented in previous reports. This report was not subject to external verification.

In this report, the International System of Units was used to report the numerical figures, that is, a point to separate thousands and a comma to separate decimals.

If you have any suggestions, questions and/or comments about this Sustainability Report, please contact us directly at sustentabilidad.corporativa@molymet.cl.

Materiality

For the preparation of this report, we were assisted by a third party to identify and validate the most relevant management themes and issues of 2022. The exercise included interviews with our main Molymet and subsidiary stakeholders, employee surveys, review of internal documents, industry benchmarking and key indicators.

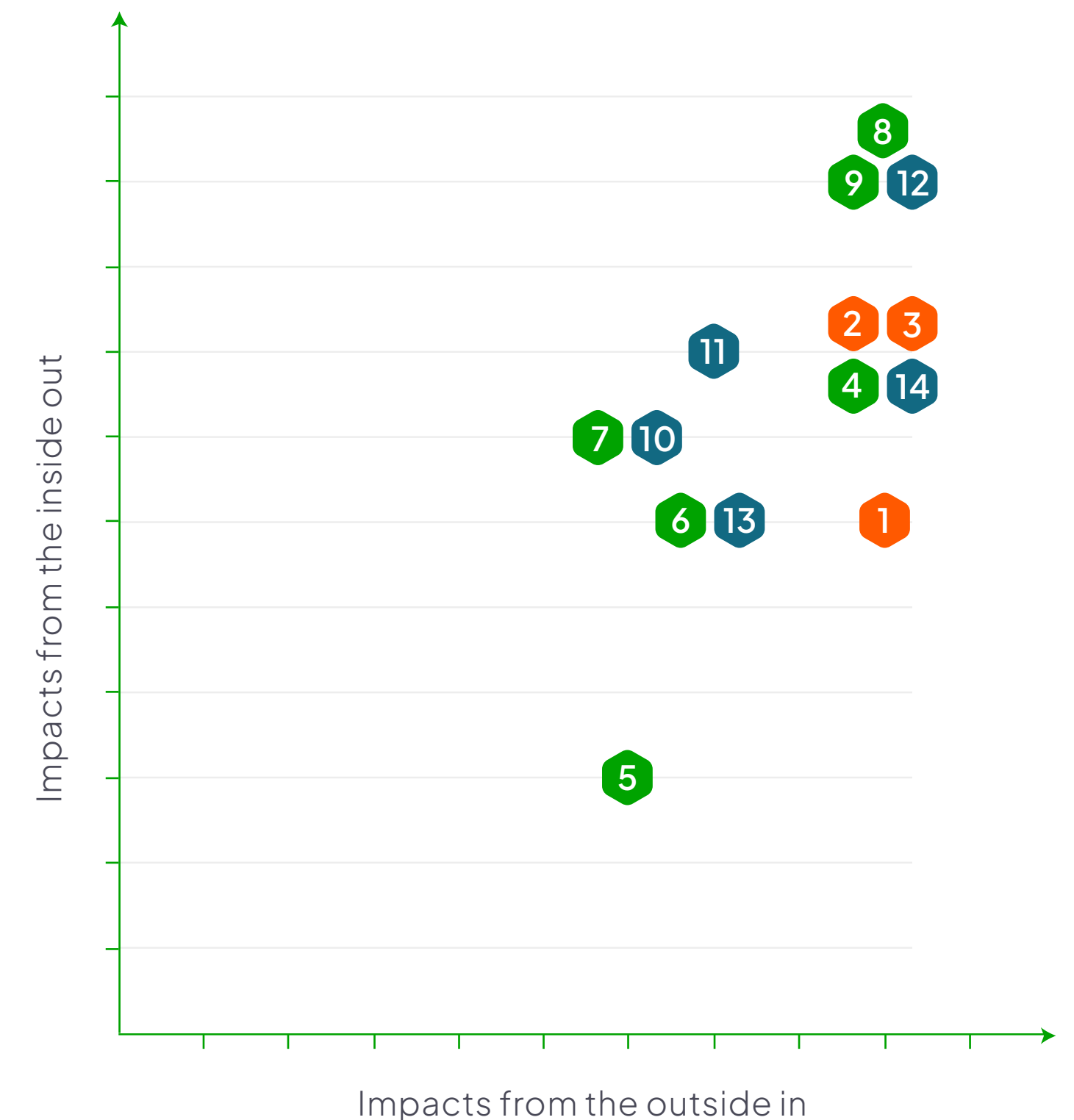
The 14 material issues that emerged were subjected to a double materiality exercise to determine their importance and prioritisation, following criteria that consider both positive and negative impacts on the environment (from the outside in) the company and its value chain (from the inside out). These are shown in the materiality matrix.

2022 Themes

- 01 Social investment and Community Engagement
- 02 Sustainable Supply Chain
- 03 Integral care of people
- 04 Energy management
- 05 Water management
- 06 Biodiversity
- 07 Climate Change
- 08 Responsible management of materials
- 09 Other emissions
- 10 Purpose and Sustainable Leadership
- 11 Ethical and Transparent Management
- 12 Diversity, equity and inclusion
- 13 Employee relations
- 14 Innovation

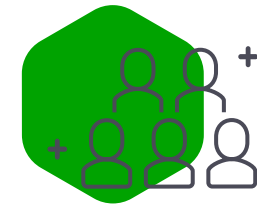
● Social
 ● Environmental
 ● Governance

Materiality matrix





Index: GRI indicators



Molymet presents the information cited in this GRI Content Index for the period 1 January 2022 to 31 December 2022 using the GRI Standards as a reference.

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