

SUSTAINABILITY REPORT

ERAMINE SUDAMÉRICA S.A.

2021



Framework

CSR ROAD MAP 2018 - 2023



Committed to women and men

- 1 Ensure the **health** and **safety** of our employees and subcontractors.
- 2 Enhance **skills**, promote **talent** and career development.
- 3 Strengthen the **commitment** of our employees.
- 4 Integrate and promote the richness of **diversity**.
- 5 Be a respected and contributive partner for our **host** communities.



A responsible economic player

- 6 Be a **leader** in metals for the energy transition.
- 7 Actively contribute to the development of **circular economy**.
- 8 Set the standards in **human rights** in our field of activity.
- 9 Be an **ethical** business partner of choice.
- 10 Be the go-to **responsible** business in mining and metallurgy.



Committed to our planet

- 11 Reduce our **air emissions**.
- 12 Preserve the **water resource** and accelerate the rehabilitation of our mining sites promoting **biodiversity**.
- 13 Reduce our **energy** and **climate footprint**.



10 PRINCIPLES UN GLOBAL COMPACT

Human Rights

- ① Businesses should support and respect the protection of internationally proclaimed human rights within their scope of influence.
- ② Businesses should make sure that they are not complicit in human rights abuses.

Labor Rights

- ③ Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- ④ Businesses should uphold the elimination of all forms of forced and compulsory labor.
- ⑤ Businesses should support the effective abolition of child labor.
- ⑥ Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Environment

- ⑦ Businesses should support a precautionary approach to environmental challenges.
- ⑧ Businesses should undertake initiatives to promote greater environmental responsibility.
- ⑨ Businesses should encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

- ⑩ Businesses should work against corruption in all its forms, including extortion and bribery.

This report is part of our accountability process as a company member of the Global Compact initiative.



Summary

I. STATEMENT FROM THE CEO

II. WHO WE ARE

III. OUR VALUES

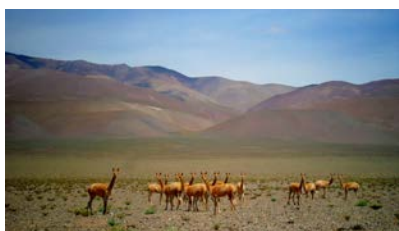
IV. SUSTAINABLE MANAGEMENT

V. ECONOMIC PERFORMANCE

VI. ENVIRONMENTAL PERFORMANCE

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I. Statement from the CEO

GRI 102-14



We share with you the V Sustainability Report of ERAMINE SUDAMÉRICA S.A., where you will find information about the social, environmental, and economic performance of the Centenario-Ratones Project, in the province of Salta.

Year 2021, for all of us who are part of Eramine Sudamérica, was a year in which we exercised some valuable virtues: resilience, receptivity, and balanced expectations.

We were resilient, because we listened to the decisions of Eramet's Board of Directors about the future of our project, without losing optimism and motivation.

We were receptive with our internal community, understanding the level of commitment and compatibility with our principles and values, and compliance with our Human Rights Policy and Organizational Ethics.

We were also receptive with our external outreach communities; consequently, we were able to identify, together with the community of Santa Rosa de los Pastos Grandes, joint actions with triple impact connected with infrastructure, entrepreneurship and local and social development, such as education and the environment.

We were balanced, and kept our resolve and alignment through our organizational philosophy of the coherence model and a comprehensive look of "doing through being". This made it easier to visualize, despite the uncertainty about the continuity of our project, doubts that were cleared on November 8, 2021, when Eramet's Board of Directors announced the relaunching of the project and restart of the construction phase as of 2022, together with our partner Tsingshan, expecting the start-up of our industrial plant by mid-2024.

We want to share some key milestones of this sustainability report that make us very proud, and that show that we are on the right path, encouraging us to keep growing and developing as a sustainable organization

focused on our people, on our communities, and our environment.

- Great Place To Work Certification. The people that work in Eramine confirm it: **We are a Great Place to Work!** With 87% compatibility between being and doing, on a minimum basis of 70%.
- Satisfaction Survey of the Eramet Group, with 91% commitment of the people that are part of Eramine.
- Survey of Alignment and Compliance with the Human Rights and Ethics Policy of the Eramet Group, with values of 86%, which positions us among the first companies of the Group.
- 100% compliance with the social actions planned in the EIS.
- Fulfillment of a key goal and value for the organization: Zero lost time accidents.
- Commitment to our employees and contractors, with the Covid-19 Vaccination Plan, with 86% of the people vaccinated with 2 or more doses.
- Commissioning and start-up of our Solar Farm of 300KW, which allows us to reduce the consumption of mining gasoil fuel by 25%.

All these accomplishments encourage us to keep dreaming about becoming a company of excellence to operate successfully our Lithium Carbonate Industrial Plant; a goal shared with our internal and external communities, together with the consolidation of a work team enriched by multiculturalism.

We are proud of the effort of all those that were and are part of the great team of Eramine, who, with commitment and responsibility, made it possible for our Pilot Plant to have excellent results, operating all year round, and turned into reality the social responsibility actions planned for our internal community and stakeholders. Health was one of our main focal points, reinforcing our community commitment of being present, assisting with actions to provide material and emotional support, as well as recreational activities to face the pandemic. Other relevant actions were the implementation of Circular Economy Programs, the promotion of high-altitude agriculture and stockbreeding, and the project of a Community Hostel, carried out together with the community of Santa Rosa de los Pastos Grandes.

We are confident that the teams of ERAMINE SUDAMÉRICA, operations, project and development, with the support and experience of the ERAMET Group and of our partners, will be able to face and to transform the important challenges ahead, following and applying the five organizational pillars that are the basis of our commitment.

The sustainability of our daily actions is essential and we understand that it is the only way to do mining responsibly together with all of you.

“A Dream... A Journey... A Team”

Daniel Chávez Díaz
CEO ERAMINE SUDAMÉRICA S.A.
Salta, February 2022

II. Who we are



Picture: Young students from the Campo Quijano Mining Certification who did their Supervised Internships in Eramine.

II. Organizational Profile

GRI 102-1; 102-2; 102-3; 102-4; 102-5- 102-6; 102-7;
102-12; 102-13
ISO 26,000: 6.2

Name: Eramine Sudamérica S.A.

Activities, brands, products and services: production of lithium carbonate, at pilot plant scale.

Location of headquarters: Av. Del Golf 286, Tres Cerritos, Salta Capital, Argentina.

Location of the Project: Salar Centenario Ratones, Department of Los Andes, Province of Salta, Argentina.

Ownership and legal status: Corporation (Sociedad Anónima) incorporated under Argentinean Law.

Markets served: lithium carbonate production in a pilot plant (training center). Without sales or exports in 2021.

Size of the organization:

	Year 2020	Year 2021
Number of employees	83	81
Number of operations	1	1
Capitalization (Liabilities)	\$ 506,584,743	\$ 373,241,594
Capitalization (Equity)	\$ 9,765,055,970	\$ 22,511,610,454
Total assets	\$ 10,271,640,713	\$ 22,884,852,048

Note:

- Amounts in \$ ARS.
- The values of the period 2020 are adjusted for inflation so that they can be compared with the values of 2021.

External initiatives:

Voluntary participation:

- Global Compact in Argentina.
- Program "Towards Sustainable Mining" of the CAEM (Argentinean Chamber of Mining Entrepreneurs).
- WIM Argentina.

Affiliations:



Members since 2014. In the role of Secretary since May 2021.



Members since December 2016. Participation in the Civil Committee and in the Program TSM.



Members since January 2018.



Members since 2019.



Members since October 2019. In the Board of Directors since September 2020.



Members since December 2020.

Recognitions and Awards:

- Recognition by the Ministry of Education, Culture, Science and Technology of the Province of Salta for our **cooperation and commitment to the strengthening of education**.



- Recognition by the Global Compact in Argentina for our “Good Business Practices in the Integration of Circular Economy to the Sustainability Strategy” with the Project: **“Taking Care of the Pachamama, circular economy in the Puna in Salta”**.



- Certification from Great Place To Work. The people that work in Eramine confirm it: **We are a Great Place to Work!**



2021 Milestones

"Our 2021 at a glance"

JANUARY

Digital transformation process.

FEBRUARY

APA (annual performance appraisal) Assessment Campaign: 100% fulfilled.

Extension of paternity leaves and carer's leaves.



MARCH

Annual self-assessment on TSM- Towards Sustainable Mining.

Agreement with Anpuy Foundation for scholarships.

APRIL

World Day for Safety.

SDG Focus: Focus on 3 sustainable development goals.

Presentation of our Sustainability Report 2020 to our outreach communities.

MAY

World Day for Diversity.

Elected for the role of Secretary in the Mining Chamber of Salta.



JUNE

Covid-19 Vaccination Campaign.

Recognition from the Ministry of Education, Science and Technology of the Province.

Recognition GPTW.

JULY

Communication on Progress: United Nations Global Compact.

AUGUST

Beginning of the leadership program.

Visit of the Mining Secretary of the Province to the Project's site.



Cooperation agreement: ProSalta Foundation, Eramine & Quewar Cooperative.

Digital transformation: Tu Recibo platform.

SEPTEMBER

Training and alignment of the companies in our value chain with our human rights policy.

Granting of university scholarships for students of Industrial and Chemical Engineering at the UNsa.



Commissioner: Photovoltaic Generation Field.



OCTOBER

Diploma on Sustainability Management in Organizations: Eramine's internal and external communities.

Participatory Environmental Monitoring.

Participation in the International Lithium Seminar.

NOVEMBER

Relaunching of our Project Centenario Ratones.

Meeting for alignment and communication of expectations in Eramine's new phase: community, unions and local suppliers.

Beginning of the internship program for students of the Campo Quijano Mining Certification.

DECEMBER

D&I: Training in charge of the NGO "Casco Verde".

International Day Against Corruption.

2,471 kg of lithium carbonate produced in 2021, with 92% battery grade.

November 8, 2021: Relaunching of the Project Centenario Ratones Official Communication of the Eramet Group:



Testimony of Eramine's employees:



"I am Malena Tabasco and I work in the Purchasing department of Eramine. One of the first feelings I had when I received the news was hope and relief, because apart from the world relevance that Eramine is going to have,

we must not forget, particularly because of the work I do, about the expectations of the local companies of the province of Salta. They are, to a large extent, the suppliers of the goods and services needed for this construction to move forward; not to mention the number of jobs that are expected to be created in these two years. I am very happy with the challenge that means becoming one of the first mining companies to produce lithium carbonate in Salta by 2024. "



"My name is Nicanor Martínez and I have been working for Eramine since 2017. I currently work at the Training Center. When I received the news, I was filled with excitement, pride and gratitude to all the people that made the

construction of the industrial plant possible. Together with my fellow workers, we will give our best to achieve all the company's goals. Thank you."

News- the announcement of the relaunching of the project in the media:

ECONOMÍA

Una empresa francesa le anunció al Gobierno que invertirá USD 400 millones en un proyecto de litio en Salta

La compañía Eramet retomará la construcción de una planta industrial en el salar Centenario-Ratones, esa provincia, según anunciaron ante el presidente Alberto Fernández. El trabajo comenzará en 2022 y la

Energías Patagónicas

ERAMINE SUDAMÉRICA PRESENTÓ INVERSIÓN EN SALTA POR U\$S 400 MILLONES EN SU PROYECTO DE LITIO

En Salta

Eramet anunció que retoma la construcción de una planta de litio con una inversión de 400 millones de dólares

El presidente Alberto Fernández recibió hoy en su despacho de Casa Rosada a las autoridades del grupo minero francés Eramet, quienes anunciaron una inversión de 400 millones de dólares para retomar la construcción de una planta de litio en la Argentina, que generará más de 2.000 puestos de trabajo, en el marco del

Litio: invierten US\$400 millones en la construcción de una planta en Salta

Eramine Sudamérica SA, filial local de Eramet, construirá la planta de litio en el salar "Centenario-Ratones" en Salta junto a la siderúrgica china Tsingshan, que entrará en servicio a comienzos de 2022.

NOTICIAS IRUYA.COM

EN DEFENSA DE LA LIBERTAD DE EXPRESIÓN EN SALTA

Portada Act



Argentina.gob.ar

Buscar trámites, servicios o áreas

miArgentina

Inicio / Ministerio de Desarrollo Productivo / Eramet anunció que retoma la construcción de una planta de litio en Salta por 400M de dólares



Eramet anunció que retoma la construcción de una planta de litio en Salta por 400M de dólares

DESARROLLO DEL LITIO EN EL NOA

El grupo francés Eramet retoma la construcción de una planta de litio en Salta con una inversión de US\$ 400 millones

Por Redacción EconoJournal



ECONO JOURNAL

OIL&GAS
ENERGÍA
MINERÍA



Suscripción

OIL&GAS ENERGÍA MINERÍA ESTADÍSTICAS RENOVABLES ACTUALIDAD AMÉRICA REVISTA

Minería

SALAR CENTENARIO

Litio: empresa francesa invertirá US\$ 400 millones en Salta

Por Roberto Bellato

LA GACETA

ACTUALIDAD > ECONOMÍA

Minería: "Salta se va a convertir en una provincia eminentemente minera"

La noticia sobre la inversión en Salta por 400 millones de dólares por parte del grupo francés Eramet llegó a los medios nacionales rápidamente. Las autoridades del grupo minero se reunieron en Casa Rosada con el presidente, Alberto Fernández.

NUEVO DIARIO

Portada Clasificados Secciones Más Noticias

INVERSIÓN INICIAL DE US\$ 600 MILLONES

El grupo francés Eramet construirá una planta de litio en Salta desde 2022

La noticia por parte Eramine Sudamérica S.A., subsidiaria del grupo francés Eramet, se dará a conocer el primer trimestre de 2022, con una inversión total de USD 600 millones para la construcción de una planta de carbonato de litio grado batería por 24 mil toneladas. La empresa planea iniciar la producción.

NEGOCIOS

CRONISTA - NEGOCIOS - LITIO

Anuncio al Presidente

Litio: Eramet retoma la construcción de su planta con una inversión de u\$S 400 millones

Se trata del "Centenario-Ratones", ubicada en el salar en la provincia de Salta. Tendrá una capacidad de 24.000 toneladas y entrará en servicio a comienzos de 2024.

III. Our Values

Values, principles, standards, and rules of behavior

GRI 102-16

Our main values are:

- A. Ethics, integrity, and anticorruption
- B. Respect for human rights
- C. Zero occupational or environmental accidents
- D. Sustainability (developed in Chapter IV)

A -Ethics, integrity, and anticorruption

Principles 1 and 10 of the Global Compact
ISO 26,000: 6.6.3
SDG 16.5



We are committed to acting with **integrity and transparency**, responsibly, in all places and at all times.

We consider that «doing the right thing» is a **key principle to create value** for the group and for our stakeholders.

Compliance with our **Ethics Charter** is a fundamental and strict principle.

Eramet’s Commitment:

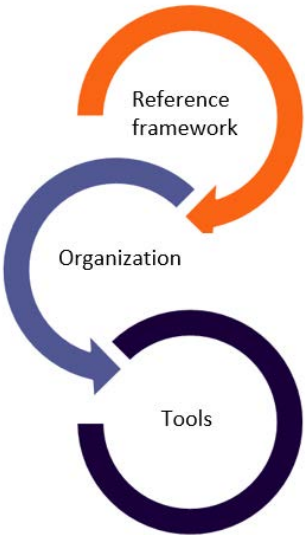
Communicate our commitment to corporate integrity, human rights, and ethical management, both internally and externally.



Protect the company against the risks that threaten its reputation, its finances and its commercial activity; avoid convictions for the group or its employees.

Corporate Ethics:

- ✓ Free competition
 - ✓ Transparency
 - ✓ Integrity
 - ✓ Compliance with laws and regulations: specially with those connected with workforce, health, safety, and work environment.
- ✗ Corruption
 - ✗ Bribery
 - ✗ Favoritism
 - ✗ Document forgery
 - ✗ Conflict of interests
 - ✗ Anticompetitive practices
 - ✗ Fraud, theft, embezzlement
 - ✗ Confidential information



- Ethics Charter
- Responsible Purchasing Policy
- Whistleblowing Procedure
- Gifts Policy
- Procedure to Identify and Treat Third Parties at Risk
- Conflict of Interests Management Policy
- Commitment to Human Rights

- Corporate Compliance & Ethics Officer (CCO)
- Compliance & Ethics Ambassador
- Compliance & Ethics Committee
- Ad hoc Committees (Responsible Purchases and Sales Committee, Human Rights Management Committee)

- Whistleblowing Devices (telephone + e-mail)
- Virtual Trainings
- Ethics Sharepoint
- Compliance & Ethics Certificate

Whistleblowing System:

1 IMMEDIATE SUPERVISOR

Your immediate supervisor is your spokesperson. He/She will know how to elucidate the nature of the unethical behavior and guide you through the next steps depending on the nature of the facts.

2 COMPLIANCE & ETHICS OFFICER

If for any reason, you can't talk to your immediate supervisor, you must notify the Compliance & Ethics Officer.

3 PROFESSIONAL WHISTLEBLOWING SYSTEM

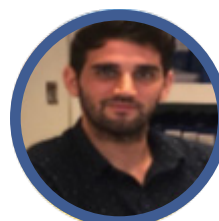
If you can't channel your concern through the people above, you can access the system through the Ethics Line:
<https://eramet.integrityline.org>



Philippe Gundermann
Compliance & Ethics Officer for the Lithium Business Unit.



Jean Jourde
Compliance & Ethics Officer
Salta, Argentina



Andrés Mondada
Compliance & Ethics Ambassador
Salta, Argentina

Compliance & Ethics Officers: they are the contact person for the Lithium Business Unit and are deeply involved in Eramine's operational organization, providing experience and support in Eramet's ethical area.

Their appointment must have the approval of the Executive Committee (COMEX).

Compliance & Ethics Ambassadors: these are Eramine's volunteers approved by the Compliance and Ethics Officer to whom they answer to carry out their mission.

They promote an ethical culture at work, and they are the first contact person to receive and answer ethical questions.

Communication and training about anticorruption policies and procedures

GRI 205-2

- Online training about the Ethics Charter and the Anticorruption Guide
 - 61 participants
 - January/ February 2021.
- Compliance and Ethics trainings
 - 256 h.
- Annual signing of commitment to the Ethics Charter
 - 100% of Eramine's employees.
- Updating of the ethics posters in the Salta offices
 - June/ July 2021.
- Internal control of received gifts: joint work with the Purchasing Department.
- Revision of ethical procedures. Main topic: conflict of interests.
- As this is a key element in our organizational culture, it is always present in talks, dialogues, meetings. We create moments to reflect and learn about values and general ethical matters in management, area, and monthly meetings, among others.

Updating of the mapping of influence peddling and corruption risks in the Eramet Group

SDG 16.6

- Initially prepared in 2017, this update was made in the context of the

French law on anticorruption "Sapin II", and the recommendations issued by the French Agency for the Fight Against Corruption.

- It was jointly prepared by the Compliance & Ethics Department and the Risk Management Department, with the assistance of the consultancy firm Deloitte.
- The purpose was to identify the potential corruption and influence peddling risks that the Eramet Group may face, through the activities of its subsidiaries or projects, and also to review the current procedures to mitigate those risks.

International Day Against Corruption

→ December 9, in-person training in the Ratones camp and virtually for the Salta office.

Topic: "Compliance & Ethics".

90 people participated, from Eramine and contractors: Catering de las Nubes, El Huayra, León Seguridad and Ecco.

Confirmed corruption cases and measures taken

GRI 205-3

No events reported in 2021.

B - Respect for Human Rights

Management Approach



GRI 103-1; 103-2

Principles 1, 2, 3, 4, 5, 6 of the Global Compact

ISO 26,000: 6.3

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence.

Principle 2: Businesses must make sure that they are not complicit in human rights abuses.

Guiding principles about Companies and Human Rights

RESPECT (Avoid damage)

Human Rights Corporate Policy → our public commitment.

Due diligence → identification and analysis of the risks and impacts of the company's processes and projects on people and groups.

PROMOTE (Volunteer/ positive contribution)

Sustainable projects with the community in our areas of influence.

Donations, specially during the pandemic or in times of climatic emergencies.

Extension of paternity leave in Eramine and inclusion of carer's leave

→ February 2021.

System for queries and claims for communities and puesteros

ISO 26,000: 6.3.6

→ in force

1 query/claim submitted in 2021 → duly answered on time.

Integrity Line

→ in force

Any person that witnesses or that is the victim of a violation of human rights in the context of Eramet's activities can report this behavior.

Discrimination cases and corrective actions taken

GRI 406-1

ISO 26,000 6.3.7

Principle 6 of the Global Compact

No discrimination complaints in 2021.

Operations and suppliers whose right to freedom of association and collective bargaining may be at risk

GRI 407-1

ISO 26,000: 6.3.10; 6.4.3

Principle 3 of the Global Compact

No operations or suppliers with these risks were identified.

Operations and suppliers with significant risk of cases of child labor.

GRI 408-1

Principle 5 of the Global Compact

SDG 8.7

To work in Eramine or in any of its contractor companies, people must be 18 years or older. No operations or suppliers with risks of child labor were identified.

Operations and suppliers with significant risk of forced or compulsory labor.

GRI 409-1

Principle 4 of the Global Compact

ISO 26,000: 6.4.4

SDG 8.7

No operations or contractors with risks of forced or compulsory labor were identified.

Employee training on human rights policies or procedures

GRI 412-2

Principles 1 and 2 of the Global Compact

- Human Rights Roundtable of the Global Compact in Argentina: participation of 2 Eramine employees, between April and October 2021.
- Permanent training of the Human Resources & Sustainability Team on these topics.
- Global Compact Lecture: training on sustainability, businesses, and human rights topics, for people from Eramine's internal and external communities:
- 7 Eramine employees (from the IT, Safety, Human Resources, Purchasing, Processes and Pilot Plant areas) with different positions, from technical roles to management positions, approved the XV Global Compact Lecture, and received a Diploma in Sustainability Management in Organizations. The following participants were invited by Eramine and also participated in the Lecture: 2 representatives of the supplier El Huayra, the President of the Community Kolla Andina of Santa Rosa de los Pastos Grandes and the General Secretary of UOCRA Salta.

Testimonies: XV Global Compact Lecture (Diploma in Sustainability Management in Organizations).



"Many things stuck in my mind... First, sustainability as a philosophy of life, starting with waste sorting, water saving, and all the actions that begin at home.

Second, the change of paradigm, which is already in motion with women in leadership positions, offering with their DNA a different and enriching point of view for the organizations, and, in fact, also in everyday life.

Finally, the growing demand for commitment and compliance with the SDGs, which is fundamental.

In turn, I also think that it will take some time for the seeds of sustainability to germinate until it becomes an assimilated concept practiced by the whole society."

Federico Rojas, IT, Eramine



"I enjoyed learning about the whole process that a company must go through to be sustainable; in each unit we learnt about concrete experiences presented by their protagonists, and we also learnt about the product at the end of the process: the final report. Studying the theory and the practice is a good way of teaching and learning.

I would recommend the Lecture to those in corporate and civil organizations, because if we do not make our part in the work needed to enjoy and live in this common house we have (the world we inhabit), ensuring more equity, justice, and peace, it is impossible to guarantee the future for the upcoming generations. I think it is important to urgently inform, commit, and activate whatever is necessary to embark in the journey of sustainability, in whichever sector we are."

Clelia Ávalos, Social Responsibility, El Huayra, (supplier of our value chain)

Joint activities "Eramine and its value chain"

ISO 26,000: 6.6.6

Principles 1 and 2 of the Global Compact

SDG 8.3; 8.8

With the aim of promoting sustainability and human rights in Eramine's value chain, as set forth in our CSR Roadmap, in our policies and in the Global Compact Principles, two trainings were organized by the Purchasing and CSR areas.

- Training on "Companies and Human Rights" given by the representative of the Global Compact in Argentina → September 7.

- Training on the alignment with the Sustainable Development Goals (SDG) 4, 8 and 12 → September 21.

The topics discussed were:

- Sustainable management in companies.
- Human rights as the pillar for a responsible business conduct.
- The concept of Human Rights.
- United Nations Guiding Principles on Business and Human Rights.
- Differences between respect and promotion of human rights.
- Contribution of the private sector to the 2030 Agenda and the SDG.

Diversity and Inclusion:

SDG 5.1; 5.5

The Diversity Charter of the Eramet Group, "seeks to promote equal opportunities and diversity in all areas", understanding diversity as "the basis of an economically and socially successful society."

At corporate level (in France), there is a leader that promotes and sponsors all the Group's activities connected with Diversity and Inclusion (D&I). This leader also holds monthly meetings with the leaders of each subsidiary.

In these meetings, the corporate leader shares the focal areas that the Company wants to develop in connection with this topic, and subsidiary leaders have the opportunity to comment on the progress made in the country, in mining and within the company itself.

March 2021 → creation of Eramet's D&I Internal Committee, made up by representatives of the different areas (currently, 14 people), with the following goals:

- Promotion of corporate awareness campaigns.
- Identification of opportunities within the organization.
- Development of local initiatives to address the identified opportunities.

Actions carried out in 2021:

- 280h of training on D&I topics.
- Celebration of the World Day for Diversity → May 20.
- Campaign against Everyday Sexism.
- Virtual Workshop on Diversity & Inclusion with the NGO Cascos Verdes → December 10.
- Creation of a Diversity & Inclusion Forum in the app Yammer (a Microsoft tool used by the Eramet Group to build communities, share knowledge, and make everyone participate.)
- All Group communications on Diversity & Inclusion are translated into the local language to unify the meaning and the language of the related topics (for example: discrimination, disability, obesity, etc.).

In 2021, the Eramet Group launched the **MOOD! survey** → a survey on organizational climate that contains, among other topics, questions connected with Diversity & Inclusion.

Results have been analyzed in the International Committee's last meeting of the year with the leaders of all the subsidiaries, and these results will determine the lines of action that will be addressed in 2022.

In 2022, a specific training for the Company Management at global level and for each subsidiary leader is expected. In the first case, to make Diversity & Inclusion part of their agendas so that it can be properly addressed. In the second case, to provide leaders with tools to promote "the formation of diversity cells" to detect opportunities, to raise awareness, and to support the actions that seek to build a more diverse and inclusive Company.

C- Zero occupational and environmental accidents

(Safety)



Management approach: Occupational Health and Safety Management System

GRI 103-2; 403-1; 403-8

ISO 26,000: 6.4.6; 6.8.8

SDG 8.8

Eramine's Safety Management System was developed taking into account recognized international regulations, corporate standards, and good industry practices.

The Department of Health, Safety and Environment makes sure that all legal requirements are identified and complied with; it also participates in our internal audits.

The safety system consists of a structure that includes Policies, Manuals, Standards and Procedures containing the guidelines and requirements that must be followed during our operations. This system was designed considering the principles of continuous improvement, in line with recognized international standards.

Main Actions on Occupational Health and Safety

1. Daily safety talks in the Project's site to build and strengthen a culture of safety.

2. Hazard identification, risk assessment and definition of control measures in the activities.
3. Development of plans and setting of goals to eliminate, mitigate and control risks to prevent occupational accidents and diseases.
4. Development and permanent updating of the procedures that define how to execute the different tasks safely. These documents are accessible to all Eramine's employees through a digital platform (Sharepoint).
5. Periodic safety inspections, measurements, and audits.
6. Report, investigation and analysis about the causes of incidents/accidents.
7. Implementation of emergency response plans and drills.

These actions reflect the values with which we carry out all our operations, and they contribute to the strengthening of a culture of safety.

Hazard Identification, Risk Assessment and Incident Investigation

GRI 403-2; 403-9

Hazard identification and risk assessment are essential parts of our prevention tools that make it possible to prevent incidents.

These are some of the tools used for risk assessment:



Take Five: is a risk assessment tool (in 5 steps) that is performed individually to carry out the tasks safely. If the task does not fulfill any of the steps, it will not be executed.

Job Safety Analysis (JSA): this analysis makes it easier to identify hazards and assess risks before the execution of the work, to make sure that all control measures are being taken to ensure safety. This analysis is carried out by the whole team and signed by the supervisor.



Process Hazard Analysis (PHA): sessions aimed at identifying the potential causes and assessing the consequences of the hazards of the different processes. It helps defining the most appropriate methods to control them, classifying the areas according to their severity.

Safety Interactions: is a preventive tool to work on people's behavior. It helps them strengthen their safe behaviors and commits them to having safer conducts that prevent harm to themselves or to others. It also contributes to motivating employees and promoting a culture of safety.



Procedure to report and investigate incidents:

→ Incidents are investigated and analyzed to identify their root cause, and then design action plans to eliminate the causes and avoid the repetition of similar events.

Incidents are reported through the computer tool SAFEE, which enables us to centralize data and manage them in a simplified way using a control panel to monitor them.

Health Services at Work

GRI 403-3

The medical service in the Project's site is part of Eramine's emergency plan.

- Allows for the control and prevention of health problems of employees, contractors and visitors to the project.
- Is connected to the remote medical support system: medical assistance provided by specialists that are permanently on call.
- Doctors and professional nurses are on call or on passive duty on-site.
- We have a modern infirmary of more than 100m², totally equipped to provide quality attention, and a high-complexity ambulance UTIM (mobile intensive care unit).

Mitigation Measures Implemented during the Sanitary Crisis due to Covid-19

As in 2020, Eramine kept high compliance standards with the implemented biosafety measures, respecting internal protocols and working proactively to avoid contagion among our employees and contractors. This allowed us to continue with our operations uninterruptedly during 2021.

During 2021, 1829 PCR tests were made in Eramine, and with regards to serological tests, 1389 IGM and 1339 ICG tests were made (considering both Eramine personnel and contractors), and 100% received training on biosafety topics.

Workers' participation, consultation and communication about Occupational Health and Safety

GRI 403-4

Safety & Hygiene Committees

- Monthly meetings.
- Participation of representatives of the work teams.
- Approach to risk prevention programs, management indicators, occurred incidents and other relevant Health & Safety topics.
- Determination of an action plan, leaving record of compliance with applicable legislation and good practices.
- Each Committee recognized one person for his/her outstanding performance and commitment to safety.



Interdepartmental cross-audits

GRI 403-4; 403-8

- Audits enable the members of the different areas of the organization to actively learn about safety topics and cooperate in the continuous improvement of our Management System.
- Audits are conducted by experienced auditors that provide support and guidance to auditors who are in the process of learning.
- In 2021, 10 interdepartmental audits were conducted.

Training on Occupational Health and Safety topics

GRI 403-5

As an expression of how important people's safety is for Eramine, trainings and prevention campaigns are carried out according to the Annual Health, Safety and Environment Plan (HSE).



1915 man-hours of training on Health and Safety topics in 2021. Some of the main topics were:

Safety and risk prevention

- Risk analysis and use of preventive tools.
- Incident reporting and investigation.
- Handling of chemical substances and spill containment.
- Equipment blocking and line opening.
- Prevention of electric risk.
- Defensive driving.
- Firefighting and use of extinguishers.



Theory and Practice Workshops on Health

- First Aid and Heimlich Maneuver.
- Cardiopulmonary Resuscitation (CPR) and use of defibrillator (AED).
- Use of extrication equipment and immobilization.

External certifications and authorizations

External workshops to train operators in the handling of heavy equipment:

- Forklift
- Knuckle boom cranes (hydrocrane)
- Telescopic handler
- Motor grader
- Backhoe

Safety Campaigns

Zero accidents (February 2021)



Road safety (October 2021)



World Day for Safety



- In April, we celebrated the World Day for Safety.
- The main topic of the day was “High-potential Incidents”.
- Eramine’s HSE Department organized a virtual recreational activity to teach and

strengthen the key safety concepts in a fun and friendly way.

Emergency Squad and equipment

- The Emergency Plan sets forth the guidelines on how to act during emergencies that may occur in the operation sites.
- The emergency squad is made up by volunteer employees.
- 21 periodic drills and practices were conducted in 2021 to test the emergency system.
- Eramine has a fire station and emergency equipment and a mobile water pump against fires.

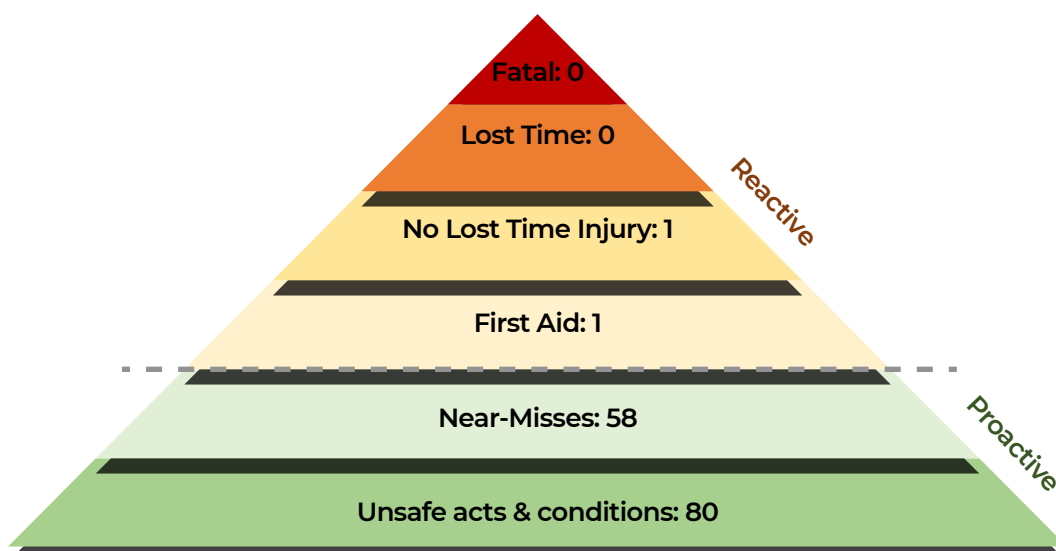


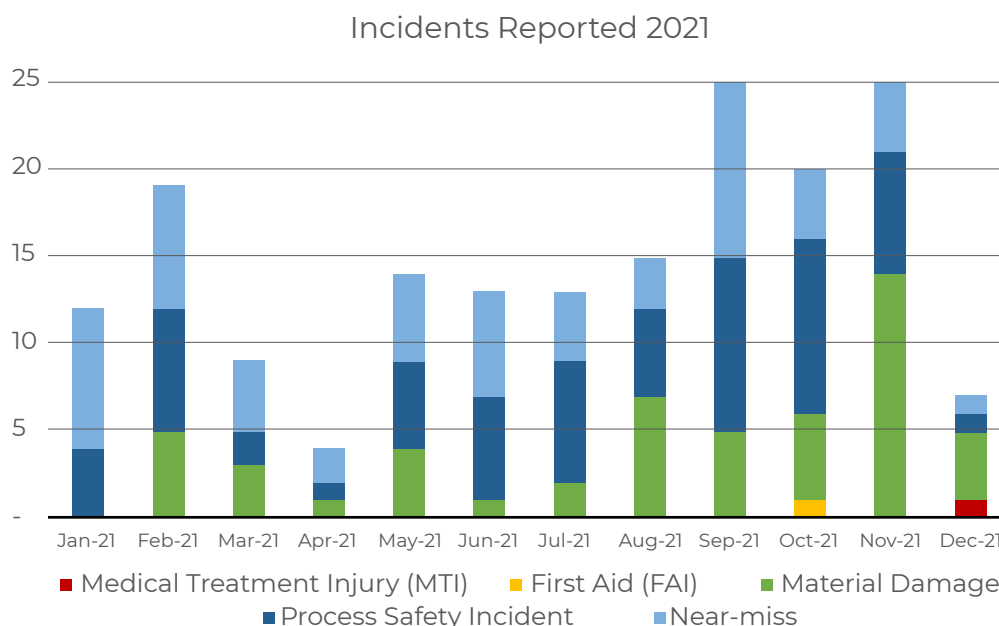
Work-related Accidents and ill-health

GRI 403-9; 403-10

The defined Key Performance Indicators (KPI), include measurable indicators that help us manage our safety performance

and monitor our progress in the fulfillment of set goals, and are also useful to define our prevention strategies. .





2021 Milestones:

- No lost-time incidents (LTI).
- First aid incidents decreased compared to last year.
- Cross-audits doubled compared to last year.
- Safety interactions increased over the previous year.
- Emergency drills and practices increased over the previous year.

References:

- All indicators include Eramine's and contractor's employees.
- Frequency Rate TF1 (LTIFR) represents the number of lost-time accidents per million of hours worked.
- Frequency Rate TF2 (TRIFR) represents the number of recordable accidents (those that require medical treatment) with and without lost time per million hours worked.
- Frequency Rate TF3 (AIFR) represents any kind of accident with injury (including first aid) per million hours worked.

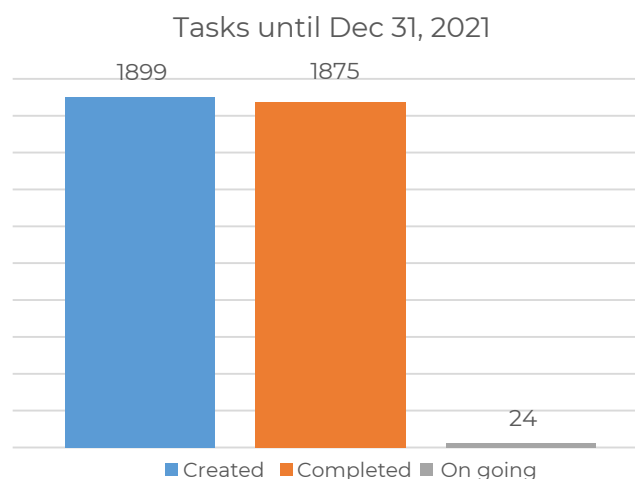
Accident Frequency Rates:

	2019	2020	2021
TF1 (LTIFR)	0,0	0,0	0,0
TF2 (LTIFR)	0,0	1,7	3,4
TF3 (AIFR)	9,2	10,3	6,8

On August 3, 2021, we reached 6 years without LTI accidents, achieving 2,342 days without lost time accidents as of December 2021.

Follow-up of our Action Plans

To follow up the actions issued from the work plans of the different areas, we use the computer tool "TeamWork". During the monthly meeting with all Eramine's teams, we monitor all compliance and performance indicators.



IV. Sustainable Management

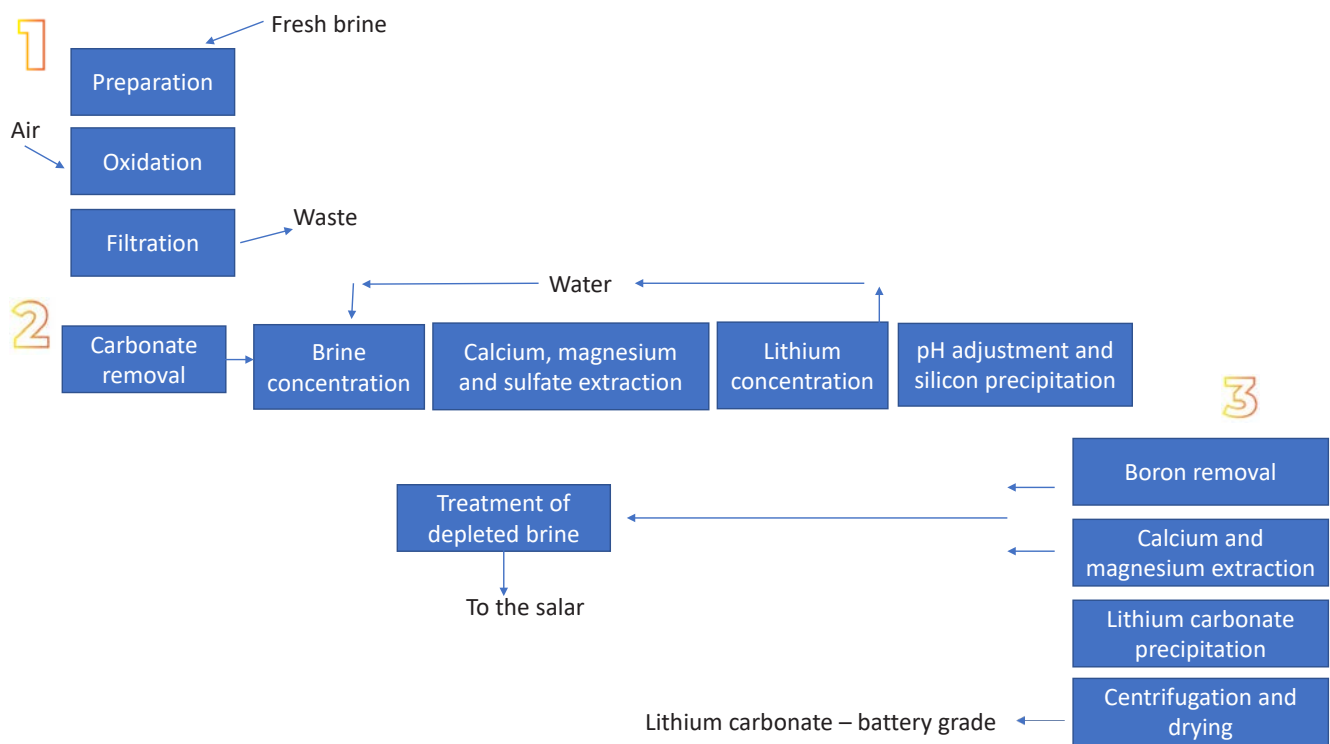
A - Productive Process Sustainability

ISO 26,000: 6.5.4



Apart from sodium, the brine contains lithium, iron, calcium, magnesium, boron, arsenic, etc. This is why many units of the process in our pilot plant work to extract the different elements, which, in our productive process, are called “impurities”.

The process can be summarized as follows:



1. Preparation of the brine

- Transportation to the tanks where the process is carried out.
- Oxidation process to precipitate iron and clay.
- Filtration to remove solids.

2. Purification of the brine → lithium concentration and impurity extraction phase

- Carbon dioxide removal and pH adjustment.
- Direct extraction, where the main concentration of the brine in lithium is produced.
- Nanofiltration, to extract calcium, magnesium and sulfates.
- Calcium and magnesium extraction columns.
- Reverse osmosis and forced evaporation, for greater lithium concentration.
- Silica unit, to adjust pH and precipitate silicon.

3. Transformation of lithium chloride into lithium carbonate

- Boron removal.
- Additional calcium and magnesium

extraction.

- Precipitation, so that lithium chloride becomes lithium carbonate.
- Centrifugation and drying.
- Treatment of the depleted brine: the main waste of the plant is sent to a tank where pH is regulated for final disposal in the salar.

Some of the main characteristics of the sustainability of the process are:

- High lithium recovery (the highest of lithium productive processes).
- Waste flows that allow for a high level of reutilization and recycling, for example, to prepare solutions that are reused in the different stages of the process.
- Use of organic solvents, which are reusable.
- Recirculating flows that are injected again into the process, increasing its efficiency, and reducing the use of important resources, such as water.
- Strict compliance with all environmental standards and good practices.



Pilot Plant Centenario Ratones



Lithium carbonate

In 2021, lithium carbonate production was of 2,471 kg, with 92% battery grade, with a lithium recovery of 90.7%.

B- Centenario Ratones Solar Farm



Principle 9 of the Global Compact

ISO 26,000: 6.5.4; 6.5.5

SDG 7.2; 7.3



Renewable energies represent a qualitative leap forward in our project´s sustainability. Solar energy in the Puna has a high potential, given that it is a sustainable and economically advantageous resource to reduce operational costs and the carbon footprint.

On September 22, 2021, we inaugurated our Centenario Ratones Solar Farm, seeking to optimize our energy consumption.

- The reduction of carbon dioxide emissions (CO₂) into the atmosphere is essential for sustainability. Carbon dioxide emissions are a competitive problem in the long-term in a world where carbon taxes are multiplying; it is also a key element of the “license to operate.”
- The Eramet Group has undertaken to reduce by 40% its CO₂ absolute emissions by 2035 (vs 2019), validated by SBTi (Science-Based Target Initiative), confirming its contribution to the international effort to limit global warming under 2°C and achieve carbon neutrality in its emissions by 2050.

Our Solar Farm in numbers (*)

1. Capacity: 300 kw
2. Surface area: 6,314 m²
3. Solar tracking units: 20, of 15kw each, distributed in 10 rows
4. Daily production: 4,320 kwh
5. Number of generators: 6, of 325 kw each (3 operating in the pilot plant, 1 in the kitchen and dining area and 2 in the camp)
6. Economic savings in solid fuels: 225 KUSD/year
7. Payback period: 2 years, 8 months
8. Green energy produced in 2021: 67,000 kwh
9. Reduction of carbon dioxide emissions: 52 t
10. Fuel savings in 2021: 24 m³
11. Availability: 98%

(*) Data from September 22, 2021, when the solar farm started to operate

For 2022:

- Next planned stage: 1,300 kw (June 2022)
- Estimated savings for 2022: 40% of liquid fuels

Current electrical network →

We have a hybrid electrical system because part of it works with solar energy and the rest still with liquid fuel.

Implemented technology → tracking (solar tracking).

1. Single-axis photovoltaic solar panels with solar tracking to generate direct current electricity with sunlight.
2. They are bifacial; this means that they have solar cells on both sides: the reflection of sunlight on the ground is captured by the rear of the panel, increasing energetic efficiency up to 2900 kWh per installed kW.
3. They have 5 DC / AC Huawei inverters to dispatch solar energy through the network replacing electricity from diesel gasoil.
4. Solar production units are mobile, scalable, and easily mounted. Their installation is quick and flexible.
5. Operation is automatic and components do not require maintenance.
6. The hybrid controller prevents the excess of solar energy from damaging the generators if the charge falls below the solar energy output.

Solar tracking:

All panels are geolocalized, and solar tracking works based on an algorithm, with a meteorology service. For example, if the server indicates that the day is cloudy, panels adjust automatically. It has a remote monitoring service connected with the site's internet service.

Control architecture →

- Tracker Control Units (TCU): they regulate the inclination of the tracker with a single-axis actuator. These units have the following functions:
 - » Automatic mode: they control the trackers so that they automatically follow the sun during the day. They also have a deadband value (so that the tracker does not move a lot in cloudy days.)
 - » Night mode: during the night, they move the tracker to a start angle (standby).
 - » BackTracking: they move the tracker to avoid panel-on-panel shading.
 - » Safe position: they move the tracker to a safety position: against strong winds, snow, and to do maintenance or clean them.

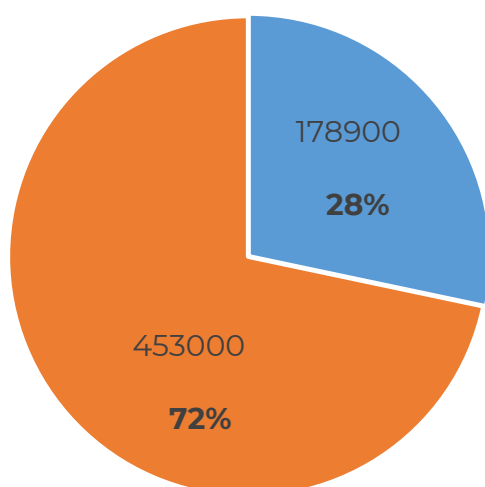
Risk Control Units (RCU): they are the weather station of the solar farm, in charge of managing climatic risks (mainly wind speed and snow).

Network Control Units (NCU): they are the “brain” of the equipment: they receive the data from the control units to manage all the movements based on this data. They also synchronize date and time.

Wireless communications: there is no wiring system.

Backtracking (shadow compensation): panel rows are separated from one another. When the sun sets, at mid-afternoon, panels adjust so as not to cast shadow on the rest of the panels and interfere with their production. It is a system that optimizes the solar resource to a 100%.

Gasoil Consumption in Mining in 2021 (in liters)



■ Camp

■ Pilot Plant

C- Our commitment to the 2030 Global Agenda

Our contribution to the Sustainable Development Goals is fundamental, not only as a member of the Global Compact in Argentina, but as a mining company that places sustainability at the core of all its actions. This is why our contributions to the SDG are present throughout the whole report.

The integration of our mining project with the SDG was carried out in the following way:

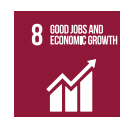


1 - Understanding the SDG

- Participation in Roundtables (circular economy, human rights, sustainability in the value chain, among others.)
- Meeting “Contribution of Mining in Salta to the SDG”, held in 2020.
- Training about the SDG for Eramine and stakeholders, in April 2021.
- Training on “human rights and companies” and “contribution to the SDG” for the main companies of our value chain, in September 2021.

2 - Defining priorities:

After the training about the SDG for Eramine and the stakeholders in April, given by the leader of Punto Focal ODS Salta (SDG Focal Point Salta), together, we defined priorities, and selected SDG 4, 8 and 12.



3 - Setting goals:

After defining together the priorities, we included the SDG in the company's management system:

Organizational KPIs: apart from individual KPIs (performance indicators), we have global KPIs, which are safety and production indicators, among other relevant and transversal topics for the organization. In 2021, we added to these global KPIs, the 3 SDG selected together with the stakeholders, so now they are part of the KPIs of the whole organization.

4 - Integrating:

Triple-effect matrix: a matrix was prepared with the three SDG and their effects in three areas:

1. Eramine's internal community
2. Local community
3. Value chain

Based on this matrix, leaders were appointed and action plans were designed to strengthen our contribution to the different objectives of each SDG.

5 - Reporting and communication:

Our leadership in this area is also reflected in our participation in several communication and training activities, in events in Argentina and Latin America. Some of them are:

- New Human Resources Agenda for Sustainable Mining
→ presentation in Argentina Mining, March 17, 2021.
- SDG 2021-2023: conversation with business and government leaders
→ panel organized by the Global Compact, April 7, 2021.
- Education and the business sector
→ workshop organized by the Ministry of Education, Culture, Science and Technology of the Province of Salta, June 15, 2021.
- The impact of the organizational view on business results – Organizational philosophy applied.
→ presentation in the International Healthy Companies Commission (Comisión Internacional de Empresas Saludables), International Organization of Human Capital Directors (Organización Internacional de

Directivos de Capital Humano- OIDCH), July 22, 2021.

- Taking care of the Pachamama
→ presentation of Eramine's circular economy project in the Executive Training Program "Circular Economy and Sustainable Development Goals", organized by the Global Compact in Argentina and the School of Administration and Economy of the Universidad Nacional del Comahue, August 6, 2021.
- Eramine's Sustainable Management and SDG integration
→ presentation in the Module "Ethics and Sustainability" of the Master's Degree in Sustainable Development Management, Universidad Blas Pascal, August 6, 2021.

Pacto Global Red Argentina

Conozca los Objetivos del Pacto Global de las Naciones Unidas: 2021-2023.
Una conversación con líderes de empresas y gobiernos

7 de abril - 16 hs de Argentina

Moderador:
Marcelo López

zoom

Inscripción aquí:
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Flavio Fuertes
Coordinador Ejecutivo
Pacto Global Argentina

Lucía Norma Ross
CEO - La Parada SRL

Viviana Simone
Presidenta del Instituto
de Responsabilidad
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La Rioja

Ricardo Rodríguez
Director de Recursos
Humanos y
Sustentabilidad, Eramine
Sudamérica Argentina

Argentina MINING Online

17-19 de Marzo, 2021

XIII Convención Internacional sobre Oportunidades de Negocios en Exploración, Geología y Minería.

CONFERENCIA:
LA NUEVA AGENDA DE RRHH PARA UNA MINERÍA SUSTENTABLE.

SPEAKER:
RICARDO RODRIGUEZ.
Director de Recursos Humanos y Sustentabilidad.
EMPRESA ERAMINE SUDAMÉRICA

Traducción simultánea
Español - Inglés

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V. Economic Performance



Responsible purchasing- Importance of sustainability throughout the value chain

Management approach

GRI 103-1; 103-2
ISO 26,000: 6.6.6
SDG 8.3; 12.7

- During 2021, we continued working to align our suppliers and contractors with the best ethical and social responsibility practices.
- We strengthened their commitments in human rights, health and safety, labor laws and the environment, in line with our Sustainable Purchasing Policy.
- We are committed to the development of our neighboring communities and we seek to develop their leadership and responsibility in their own individual growth, as an essential element of the development of every community.
- Our decision to give equal access to hiring opportunities to all suppliers interested in doing business with us is still an important pillar. We seek to establish a long-term relationship with suppliers to favor their technical and professional development and sustainable economic growth.
- In summary, in 2021 we continued consolidating our work in the main challenges of the area:
 - » Operational: review of the current procedures for continuous improvement, for the benefit of the internal clients of the organization and to take measures to satisfy the demands of external clients.
 - » Social: integrate commercial and business investment goals, with positive influence on the communities where our activity has both a direct and indirect impact.
 - » Legal: compliance with current internal procedures, the Company's Ethics Charter and the commitments undertaken with the province and business chambers (provincial and national), which guide our actions as a company. Specially, comply with provincial law No. 8,164.

Description of the supply chain and significant changes

GRI 102-9

- During almost all of 2021, there was a sustained decrease in activity, compared to 2020 indicators, in the context of the sanitary emergency caused by the pandemic of Covid-19.
- The Purchase Team located in Salta took charge of all the tasks connected with

answering the demands of the pilot plant so that it could continue its normal operation. Likewise, the local warehouse team focused on the provision of parts and the custody of the equipment acquired for the construction project until it is resumed.

- Even in this context, and aligned with the Eramet Group's strategic pillars, the relationship with the different Chambers of the Province of Salta was preserved, with the aim of prioritizing local hiring, despite having a minimum volume of demand, so that as many companies from the province as possible can participate in bidding processes in equal technical and economic conditions. Likewise, when the technical requirements or the magnitude of the work demand the participation of companies of other provinces, we require the hiring of local workforce and, when possible, of subcontractors of the province.
- With the news of the restart of the project at the end of 2021, the Supply Chain team is preparing for the important challenges to come.

Purchases from local suppliers

GRI 204-1
ISO 26,000: 6.8.7; 6.8.9
SDG 8.3

During 2021, \$488,928,330 (USD 4,793,415) were used to buy goods and services from local suppliers, this means, those located in the province of Salta:

\$92.207.082 (USD 903,991) → suppliers from the Puna

- \$11.346.990 (USD 111,245) in the acquisition of goods and equipment.
- \$80.860.092 (USD 792,746) in the provision of services.

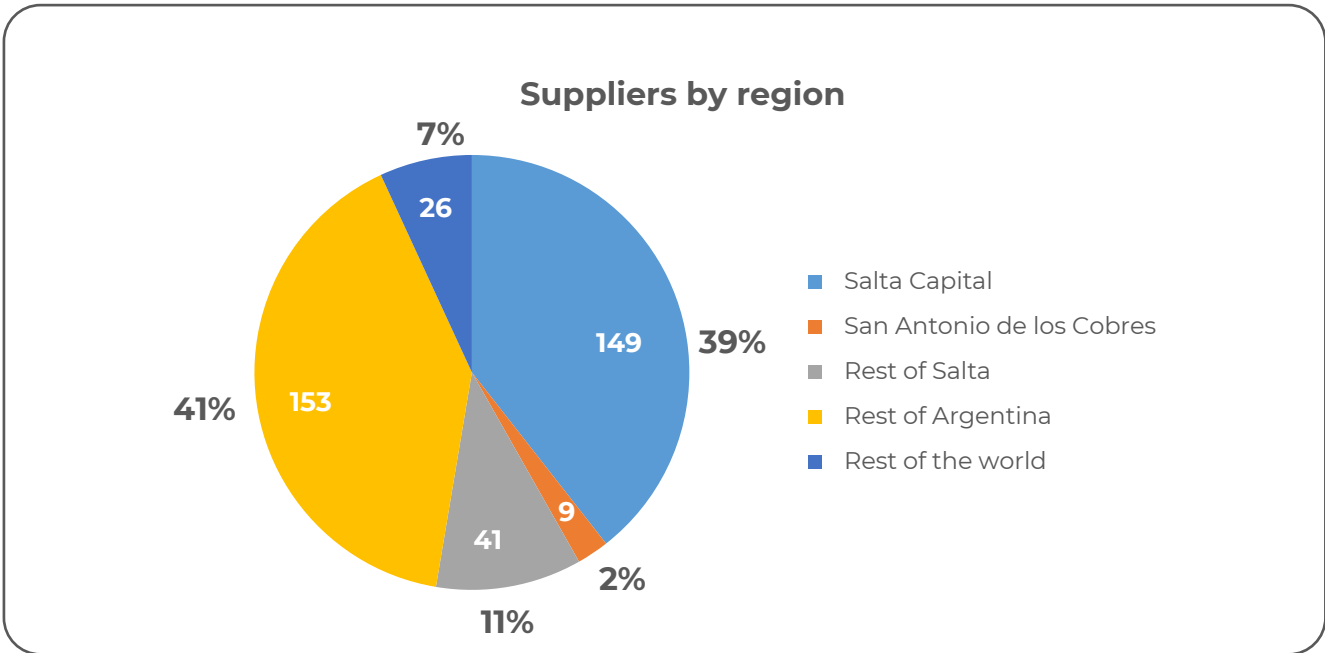
\$396.721.248 (USD 3,889,424) → suppliers from the rest of the province of Salta

- \$151.089.744 (USD 1,481,272) in the acquisition of goods and equipment.
- \$245.631.504 (USD 2,408,152) in the provision of services.

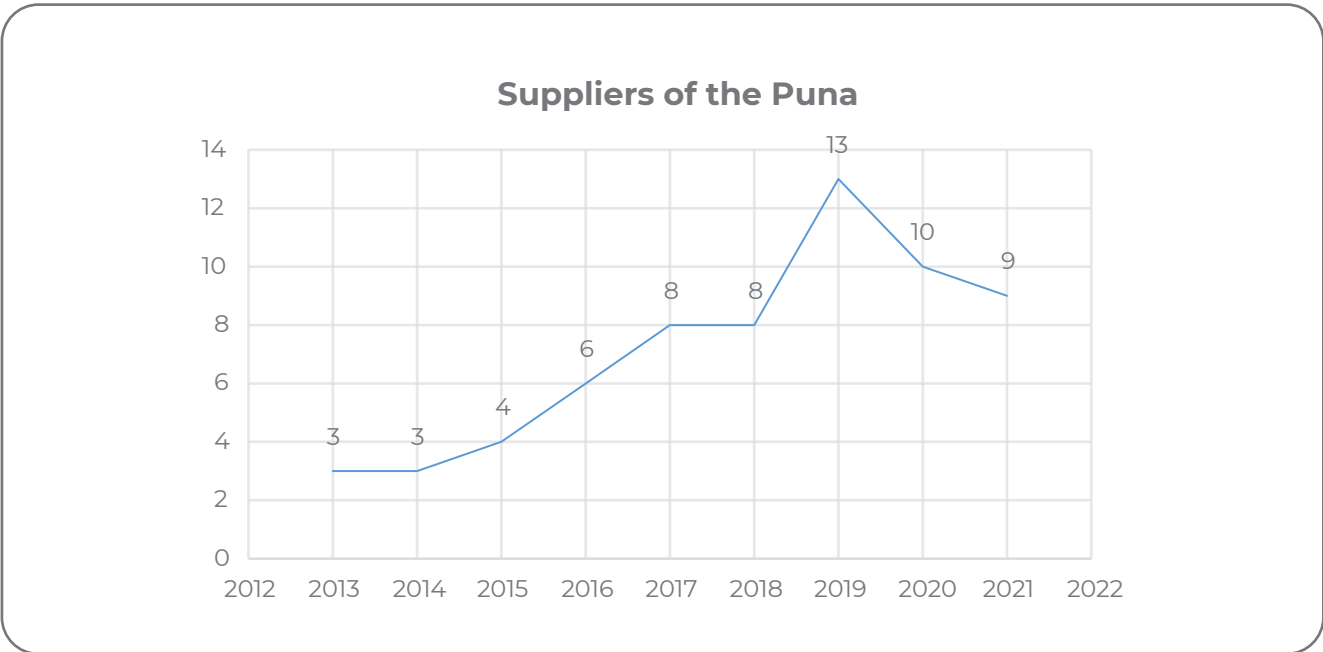
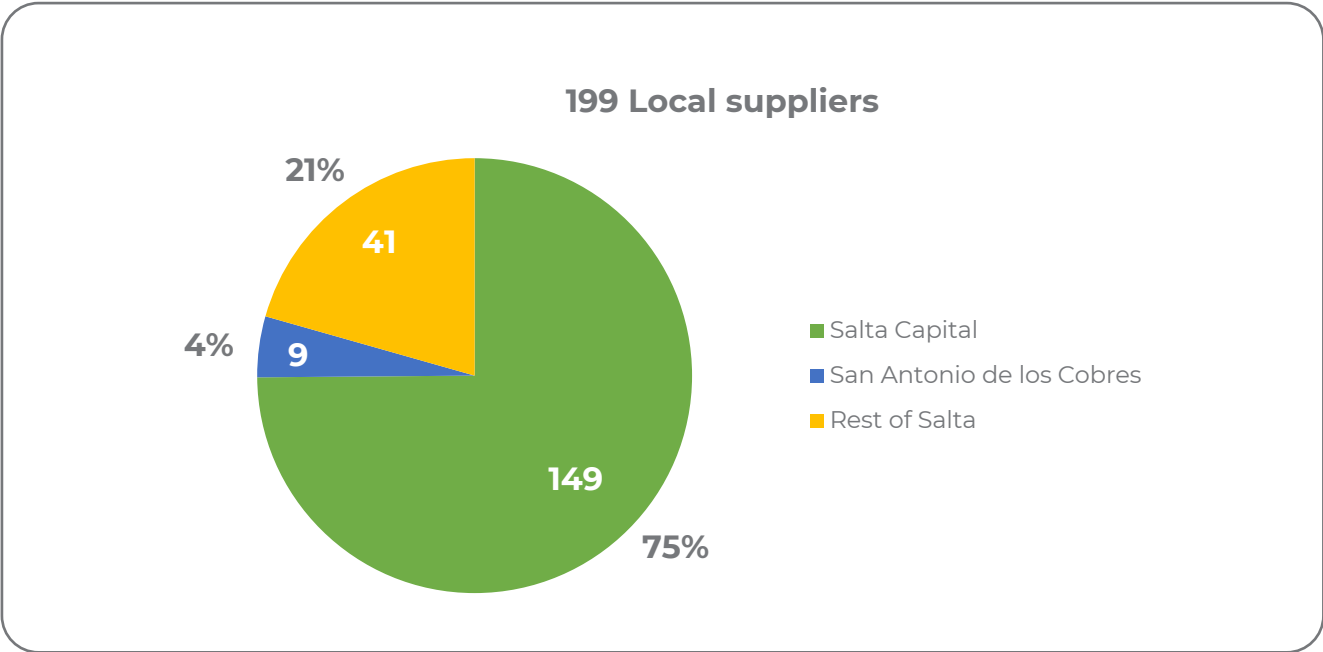
The purchases of goods and services from local suppliers are represented in the chart below:

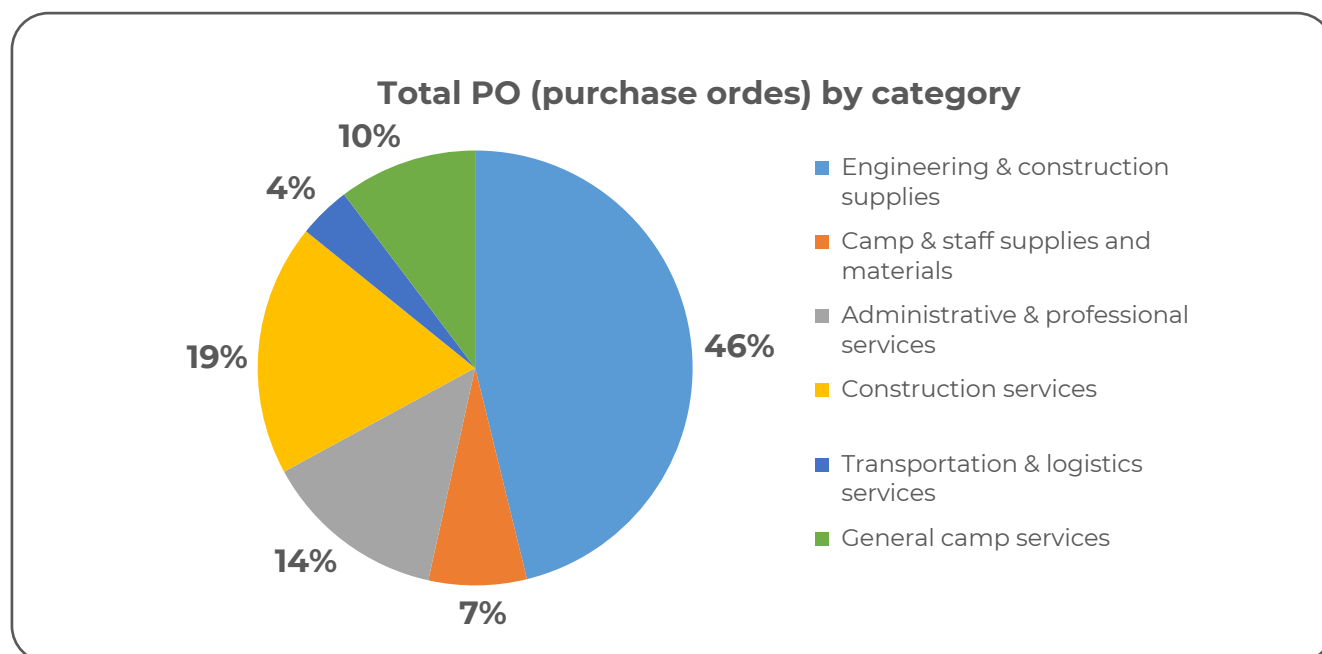


Total suppliers by region:



Total local suppliers (Province of Salta):



Amounts invested by category in 2021:

Engineering & construction supplies
→ \$776.423.490 (USD 7,611,995) → 46%

- Supplies for maintenance, pilot plant, laboratory, etc..

Camp & staff supplies and materials
→ \$122.514.546 (USD 1,201,123) → 7%

- Office, cleaning and medical supplies, personal protective equipment, work clothing, etc.

Administrative & professional services
→ \$229.272.030 (USD 2,247,765) → 14%

- Lodging, office rental, drinking water, general municipal services, professional fees, consultancy, postal and IT services, etc.

Construction services → \$314.888.484 (USD 3,087,142) → 19%

- Proveedores de servicios de obra, técnicos, mano de obra, alquiler de equipos, etc.

Transportation & logistics services
→ \$65.328.552 (USD 640,476) → 4%

- General transportation (land, air, staff, etc.), van rental, import and export services, etc.

General camp services → \$173.178.864 (USD 1,697,832) → 10%

- Cleaning, catering, internet, gas, property security and environmental services, etc.

Grand total → \$1.681.605.966 (USD 16,486,333)

**Worker-company relationship:
Minimum notice period for operational
changes**

GRI 402-1

When there are operational changes, periodic informative meetings are held with Eramine´s people and with the communities. The minimum notice period is always of 30 days.

Eramine´s priority is sustainability in the area where it carries out its projects. This is why we develop our mining value chain in the province, generating a positive impact on many economic and social sectors. In a joint work with native communities, we strengthen the productive chain generated by mining, also towards other sectors of the economy, which guarantees employment and local development.

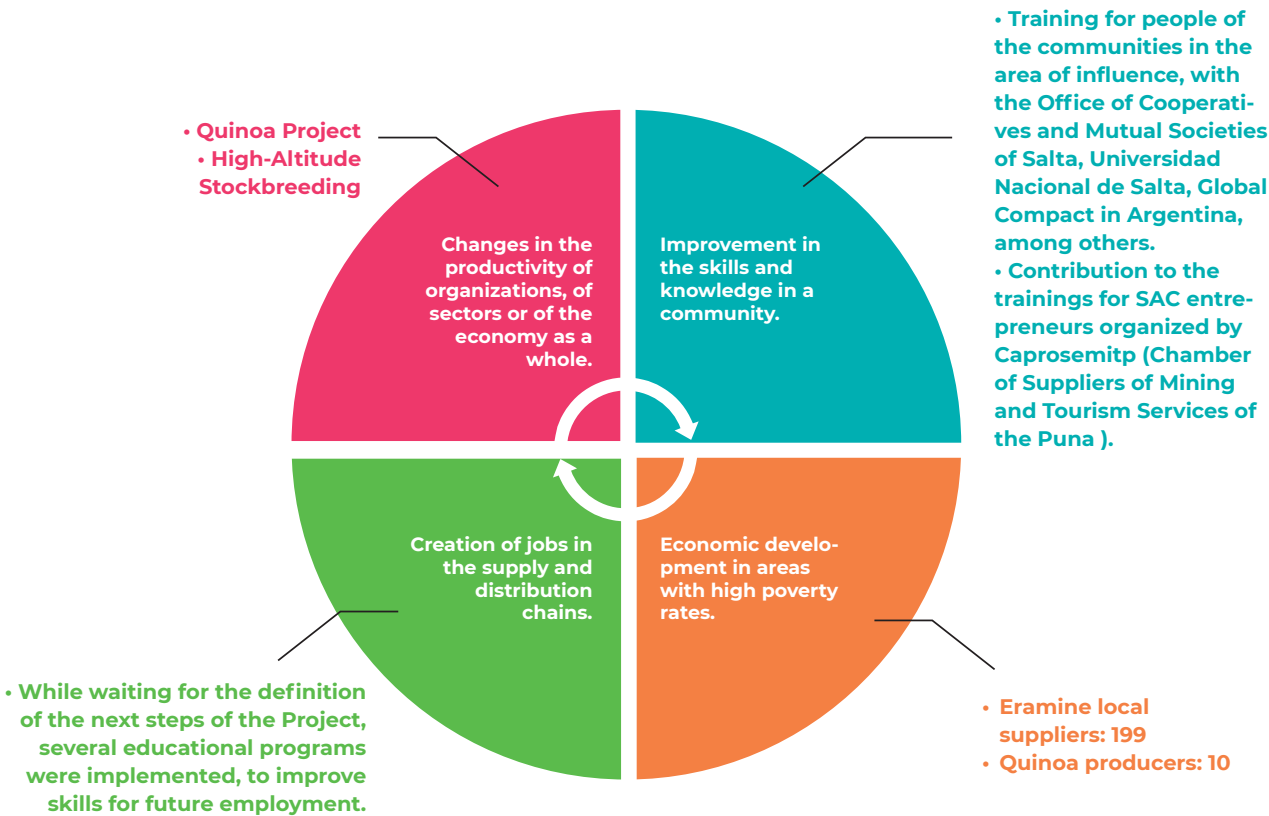
Significant indirect economic impacts

GRI 203-2

ISO 26,000: 6.8.7; 6.8.9

ODS 4.4; 8.3

In this regard, the following chart shows some of the main indirect economic impacts of Eramine in 2021:



Our economic value distributed:

GRI 201-1

Accounting results adjusted for inflation, in ARG \$.

Item	2020	2021	Percentages over DEVG	
a. Net sales	0	0		
b. Income from financial investments*	15,893,088	283,831,662	99,60%	(A)
c. Income from the sale of assets	6,048,440	1,138,251	0,40%	(B)
Direct Economic Value Generated (DEVG): Revenues	21,941,528	284,969,913		
a. Operating costs	16,388,028,775	12,092,688,519		
b. Employee wages and benefits	962,133,846	530,760,976	(-) 4,65%	
c. Payments to providers of capital	0	0	0,00%	
d. Taxes	78,971,316	131,930,698	(-) 1,16%	
e. Community investing	5,904,978	11,047,859	(-) 0,10%	
Total Economic Value Distributed (EVD)	17,456,980,444	11,418,948,986		
Economic Value Retained (EVR)	17,435,038,916	11,703,918,899		

(A) Corresponds to financial interest earned and interest generated by the refund of fiscal tax credits on fixed assets.

(B) Corresponds to the sale of a Peugeot vehicle.

(C) 2020 values are adjusted for inflation so that they can be compared to 2021 values.

Significant changes in the organization and its supply chain

GRI 102-10

During 2021, we increased the capital stock by ARS\$ 880,079,910 and there was a capital reduction of ARS\$ 1,909,558,269 due to the absorption of losses of previous years.

Financial aid received from the Government

GRI 201-4

VAT refund for exploration expenses: ARS\$ 9,900,647.13 (including interest).

VAT refund for expenses on fixed assets: ARS\$ 668,283,736.17 (including interest).

Refund of available balance: ARS\$ 759,930.24 (including interest).

Noncompliance with social and economic laws and regulations

GRI 419-1

In 2021, we had no fines for noncompliance with laws or regulations.

VI. Environmental Performance

Management approach



GRI 103-2

ISO 26,000: 6.5.6; 6.5.2.1

In Eramine, we are determined to prevent and minimize any impact on the environment, seeking to use resources efficiently.

Health, Safety, and Environment processes are systematized and allow for the fulfillment of safety and environmental goals.

The Group has several environmental policies, some of them are: energy, biodiversity, climate change, and sustainable development.

Waste by type and by disposal method

GRI 306-2

ISO 26,000: 6.5.3; 6.5.4

SDG 12.5

In our facilities, we have authorized and properly prepared areas for the temporary storage of hazardous and non-hazardous waste.



Organized according to current regulations.



Ensuring traceability of the waste generated by category and by generation site.



Oriented at minimizing environmental impact.



Promoting a responsible environmental performance.



Applied to operating sites in Salar Centenario- Ratones and the Salta office.

Non-hazardous waste

Municipal solid waste generated by operations and by the Ratones camp is

disposed of in an authorized area.

Eramine's employees and on-site contractors receive permanent training about waste disposal according to its composition. Environmental stations allow to sort municipal solid waste (glass, paper/ cardboard, recyclable plastics), so it can be then donated to institutions that reuse or recycle them.



Temporary waste disposal in the Ratones Camp.

The following is the amount of waste generated during 2021:

- 4700 kg → urban.
- 4820 kg → hazardous.
- 3018 kg → recyclable.

A correct waste management reduces the pressure on natural resources, the risk of environmental pollution and intoxication. At the same time, it increases ecological resilience and reduces economic costs.

The following chart shows non-hazardous waste generation and disposal in 2021, including the project site and the Salta office, as well as contractors.

Material	Quantity (Kg)	Institution
Paper and cardboard	1918	Ceos Sol Foundation
PET	1100	Ceos Sol Foundation/ SaltaPlast
Glass	250	Ceos Sol Foundation

N° 4400/21.

Fundación Centro Oeste Sudamericano
CEOS-SOL

Personería Jurídica N° 125/99
Resolución N° 267/04 Ministerio de Ambiente, declara "entidad ambientalista" a Fundación CEOS-SOL.
Ministerio de Educación y Secretaría de Ambiente, otorga la inscripción para ejecutar acciones de capacitación y perfeccionamiento ambiental



CERTIFICADO DE DESTRUCCIÓN Y DISPOSICIÓN FINAL DE RESIDUOS INORGANICOS

Por la presente la FUNDACION CENTRO OESTE SUDAMERICANO SOL CEOS SOL, certifica que MINERA ERAMINE, donó a la institución:

MATERIAL	KG
CARTON	0000
PET	0000
PET VERDE	0000
TARTAS	0000
SOPLADO	0000
ARCHIVO	0000
COLOR/MIXTO	0000
DIARIO	0000
BAJA	0000
BAJA COLOR	0000
FILM	0000
VIDRIO	0115
ALUMINIO	0000
CHATAARRA	0000
GEO MANTA	0000
CABLES	0000
TUBOS DE CARTON	0000
BOLSONES BIG BAG	0000
BASURA ORGANICA	0000

Dicho material será separado, clasificado y prensado para ser entregado a empresas recicladoras con procesos de alta calidad a los fines de la recuperación de materias primas para su posterior inserción en el proceso productivo.
Fecha : 30/09/2021


L.C. MONICA P. ZANNIER
PRESIDENTA
FUNDACION CEOS SOL

Monitoring of all environmental components

ISO 26,000: 6.5.3

SDG 3.9; 6.6

Monitorings are carried out periodically pursuant to the Environmental Impact Statement 61/19, to learn about the environmental conditions of the area and to identify deviations and act accordingly to return such component to the limits set forth by the applicable environmental legislation. For samplings and their subsequent analysis, a laboratory with IRAM 17025 certification was hired, which guarantees the reliability of the results.

The sites monitored were the same as in previous years, as well as the components analyzed: surface water, groundwater, soil, air quality, environmental noise, and sewage effluents.

All values informed by the Environmental Laboratory are within the limits set forth by law 24,585.

Transportation of hazardous waste

GRI 306-2; 306-4

Hazardous waste generated by the company is moved and disposed of using authorized transport and waste management companies registered in the Environment and Sustainable Development Office of the Province of Salta.

The company has renewed its registration as a hazardous waste generator in the province of Salta, which is valid until 2023.

Spills

GRI 306-3

A spill is any environmental contingency that affects and/or changes the surroundings (water, soil, air, etc.) There were no spills recorded in 2021.

Environmental trainings

SDG 12.8

In 2021, we continued with trainings on environmental matters for Eramine staff, contractors, and visitors. These were the main topics covered by the trainings in 2021: water management and sewage treatment, waste management and environmental laws applicable to our activity.

Participatory Environmental Monitoring

SDG 16.10



- Took place on October 25-27, 2021, in compliance with Resolution 04/18 of the Mining and Energy Office of the Province of Salta.
- Due to the pandemic, and to comply with physical distancing requirements and all biosafety protocols, only two environmental monitors were appointed: a representative from the Community Santa Rosa de los Pastos Grandes and a family representative of the puesteros. All participants took Covid tests (PCR), which were covered by Eramine.

of all water sources of the basin of salar Centenario – Ratones, and the environmental conditions of the area, the company has two automatic weather stations (EMAs) installed in La Blanca Camp and in Ratones Camp, where at least 10 environmental variables are recorded, such as:

- Temperature
- Rainfall
- Humidity
- Winds
- Radiation
- Potential evaporation

Water sources. Interaction with water as a shared resource

GRI 303-1; 303-3
SDG 6.4; 15.1

Eramine uses groundwater for mining, from only one well of all of those that were authorized. The company does not extract or use surface water.

Water for human consumption is bottled water acquired in San Antonio de los Cobres or in Salta City. To learn about the condition



Water and energy consumption in the pilot plant in 2021

ISO 26,000: 6.5.4
SDG 6.4; 7.3; 12.2



Water extraction

GRI 303-3

7,752 M3 of water were used for mining. The only water supply for the pilot plant is the well DW17, located in the basin Centenario-Ratones.

Recycled and reused water

Between 55% and 65%.

Water discharge

GRI 303-4

4718 M³.

Water consumption

GRI 303-5

Raw water: 7,752 M³.
Purified water: 3,034 M³



Energy consumption

GRI 302-1

2100 MWH.

Climate change mitigation and adaptation: gas emissions

The main sources of gas emissions into the atmosphere are associated with internal combustion vehicles and motor-generators. In mid-2021, the Ratones Photovoltaic Solar Farm started to operate, with a clean energy generation capacity of 300 kw.

Environmental protection, biodiversity and restoration of natural habitats: location of the Project with respect to protected areas

GRI 304-1
SDG 15.5; 15.9

We monitor biodiversity, including flora and fauna, at two different times of the year: at the beginning and at the end of the rainy season. In this way, we can learn about the seasonal movement of the fauna and vegetation growth.



Picture 1: vegetation sampling.



Picture 2: capturing a lizard.



Picture 3: vizcacha serrana or chinchillón.



Picture 4: red fox.



Picture 5 and 6: hidden.

Identification of protected areas

Our management and protection of natural and cultural resources of the provincial territory are carried out in compliance with Law N° 7,107, Provincial System of Protected Areas (SIPAP).

“Los Andes” Provincial Reserve

This reserve falls within the category of Protected Area Management with Sustainable Use of Resources according to the International Union for Conservation of Nature (IUCN, 2009), which regulates conservation associated with productive/extraction activities.

Vicuña Reserve Area

Within its territory, the company's priority is the prohibition of the hunting, possession, commercialization or industrialization of products and sub-products derived from this species. To achieve this, it organized periodic trainings for all of its staff and contractors.

Operations with an impact on the communities and biodiversity

GRI 413-2; 304-2
SDG 15.5

Environmental impacts are defined as the potential changes to the original environmental conditions that may result from operations such as mining.

The company works on the identified environmental impacts through periodic inspections and monitorings to those environmental components that are prone to some kind of change as a result of our activity.

We also conduct periodic environmental audits. In 2021, we conducted 19 internal audits.

Species included in the Red List (IUCN) and in national conservation lists

GRI 304-4
SDG 15.7

With regards to the flora, no local species within a risk category were identified, according to the International Union for Conservation of Nature (IUCN) and PlanEAR (Endemic Plants of Argentina).

As to the fauna, the record is the same as last year: in the conservation status of the identified animal species, the following are included in the IUCN's list (2011):

- Critically endangered: *chinchilla grande-chinchilla brevicaudata*
- Potentially vulnerable: *cuis andino-microcavia shiptoni*

With respect to reptile species, the *liolaemus andinus* and *liolaemus vulcanus* are not included in the IUCN's conservation status.

Precautionary Principle

GRI 102-11
ISO 26,000: 6.5.2.1

Precaution, understood as the systematic application of risk assessment, management and communication, is a principle that the company takes into account in the development of its activities. In Eramine Sudamérica S.A., we have a preventive approach at the moment of decision making, instead of having to resort to the correction, mitigation and/or remediation of any impact on an environmental component.

As mentioned before, we conduct periodic environmental monitorings, biodiversity studies, among others, to have a solid basis to follow the evolution and condition of the environment in our project's area.

Our investment on a sustainable productive process, with the permanent research and optimization of the use of resources (as described in chapter 4 of this Report) is also consistent with this principle.

Noncompliance with environmental laws and regulations

GRI 307-1

We had no fines and/or penalties for non-compliance with environmental regulations.

VII. Social Performance

Eramine's Internal Community

ISO 26,000: 6.3.10; 6.4

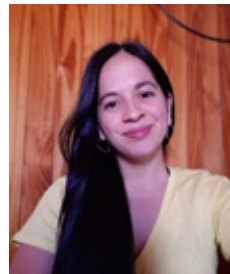
Great Place to Work® is a global research, consultancy and training firm whose main goal is to help organizations get better business results focusing on the work experience of all their employees.

Eramine is certified as one of the best places to work

In June 2021, we were awarded the prestigious certification "Great Place To Work".

This means that there was a very positive assessment of the people that work for the company, in connection with the following topics, among others:

- Respect and value people.
- Safe place to work.
- Commitment with the challenges and compatibility of values.
- Development and opportunities for everyone.
- Alignment, integration, and commitment.
- Pride in being part of Eramine.



"This certification is not just an award or recognition, it is also a tool to understand where, how and what we can improve, with the objective of making everyone feel that our organization is a nice place to work, transparent, comfortable, where goals are stated and understood."

Alejandra Pinto,
Organizational Development and Communications

The road to this certification was mainly based on a survey, which enabled us to learn about the realities and expectations of the people that work for Eramine, and make them commit to continue working and promoting an organizational culture based on principles and values to make of Eramine Sudamérica a better company day after day, a diverse, effective, efficient, and sustainable organization. After this action, each area had the possibility to present to the CEO of the company, Daniel Chávez Díaz, the improvement opportunities that they identified and the action plan to accomplish them. This work lasted two more months approximately and it is already producing results.



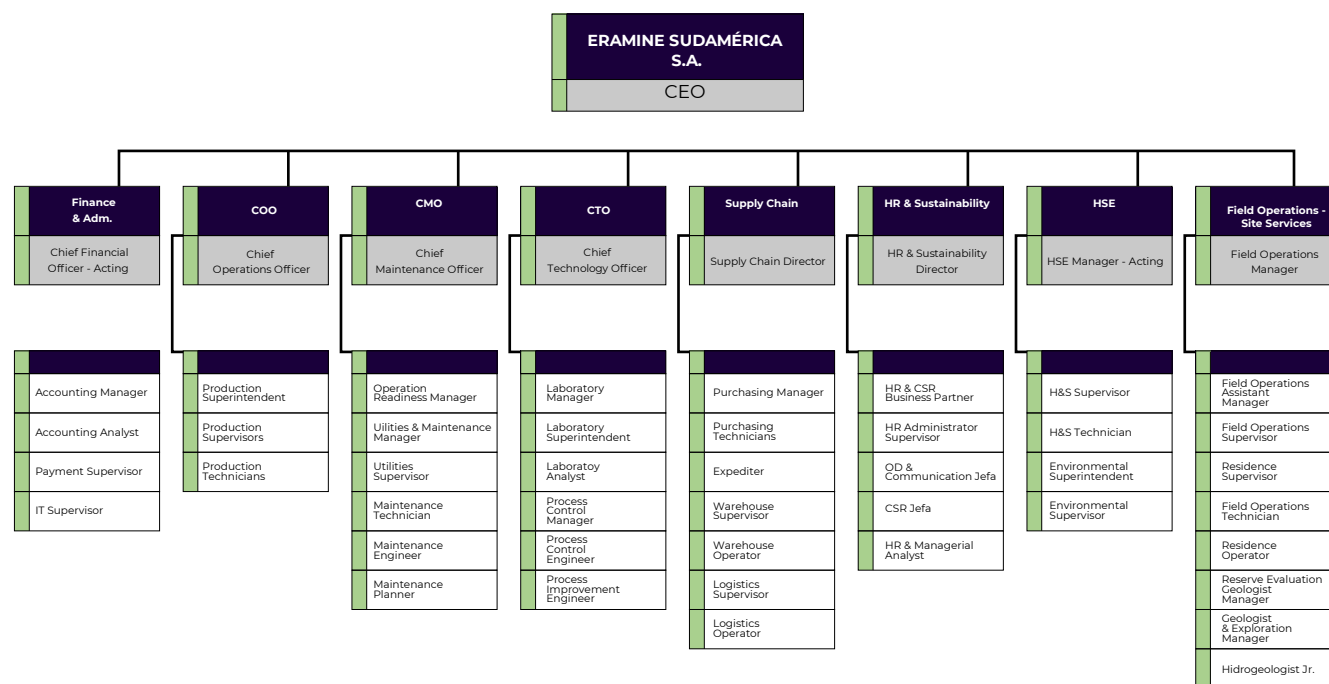
Information about employees and other workers

GRI 102-8; 102-18

Diversity of governance bodies and employees

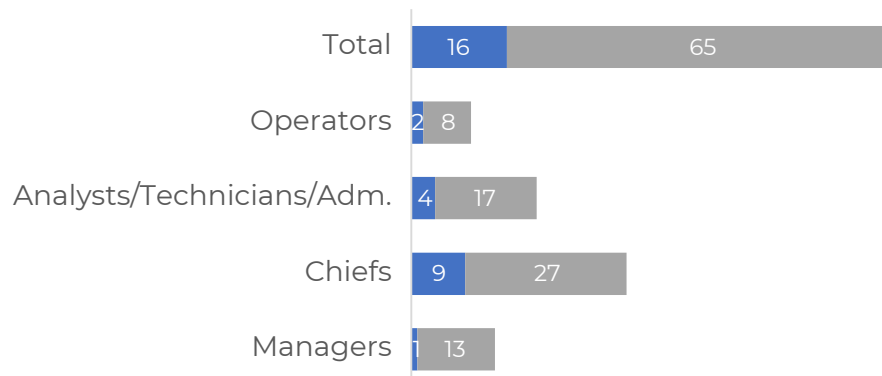
GRI 405-1

Organizational Structure 2021:



Organizational Structure 2021

■ women ■ men



- The total payroll includes 3 project employees and 78 operation employees (full-time, permanent employment contract).
- Temporary employees and/or workers providing certain services such as cleaning, gardening, and safety are external contractors integrated to the organization.
- Number of employees in this situation by the end of 2021: 18.

The following illustrations show the total number of people working at Eramine, by place of birth, by gender and by age (in percentages).

By place of birth:



Rest of the world 4%



	2021	2020	2019
Communities	9%	7%	13%
Rest of Salta	62%	61%	52%
Other provinces	25%	27%	23%
Other countries	4%	5%	12%

By gender:



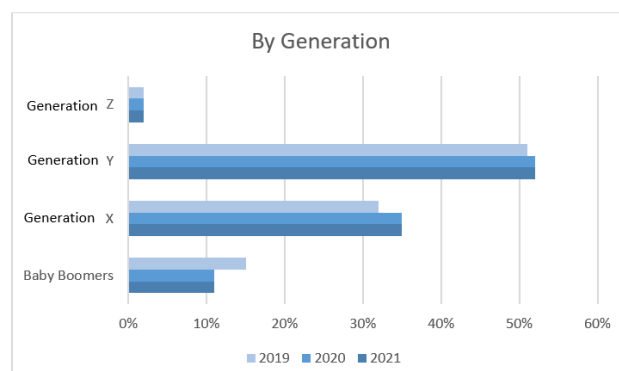
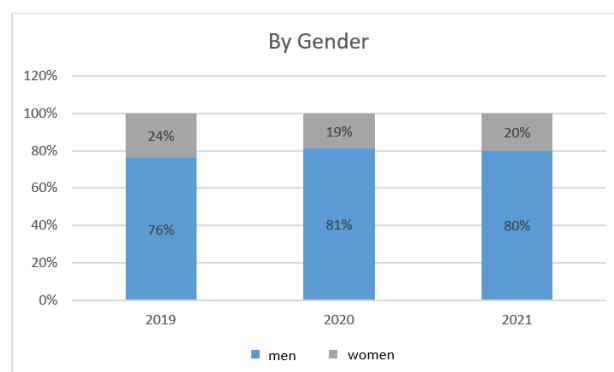
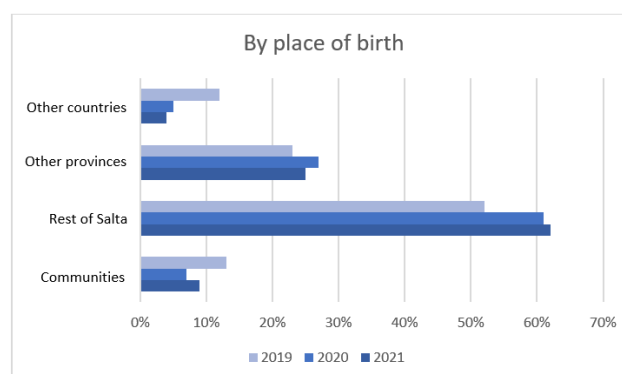
2021	80%	20%
2020	81%	19%
2019	76%	24%

By age:



2021	11%	35%	52%	2%
2020	11%	35%	52%	2%
2019	15%	32%	51%	2%

Comparative chart 2019- 2021:



Collective Bargaining Agreements

GRI 102-41

Percentage of workers within the agreement (AOMA): 7 %.
Unionized: 0

Ratios of standard entry-level wage compared to minimum local salary

GRI 202-1

As of December 2021, the minimum wage in ERAMINE was 28% higher than that of AOMA and 54% higher than the minimum living salary.

Proportion of management positions hired from the local community

GRI 202-2

From the total of employees from the local community (province of Salta), 27% have a manager, superintendent, chief, or supervisor position.

New employee hires and employee turnover

GRI 401-1

Hires:

Gender: 78% men, 22% women.
Age: 22% generation X, 78% generation Y.
Origin: 89% Salta, 11% other country.

Terminations:

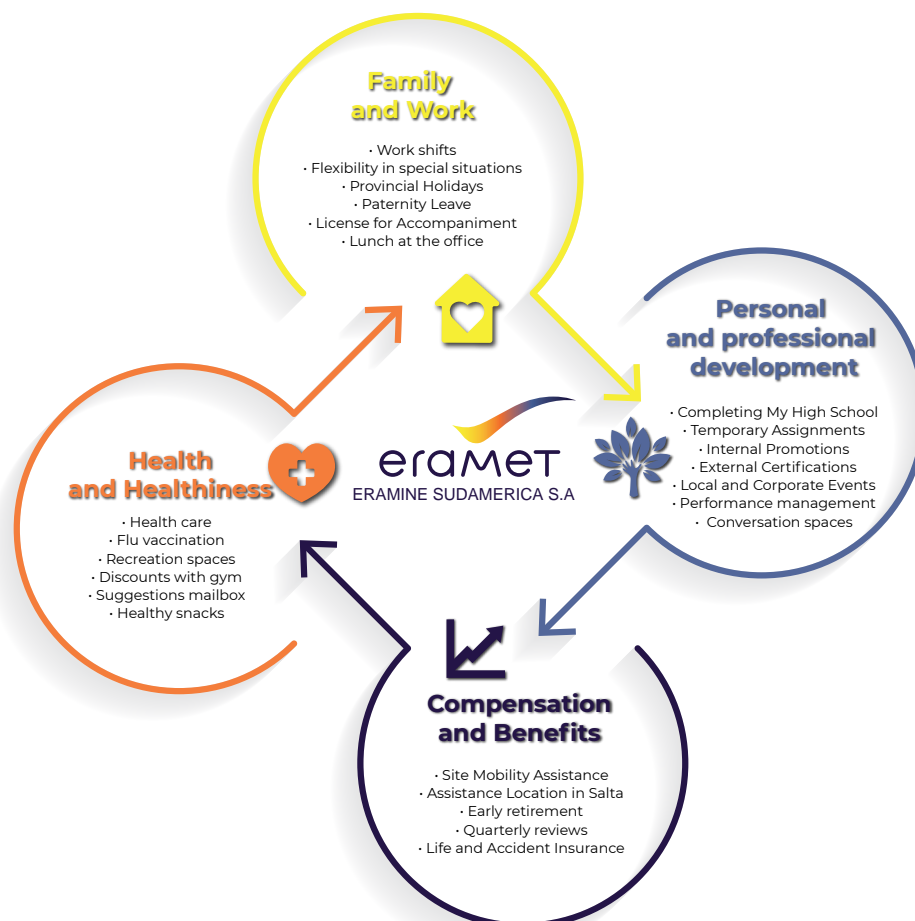
Gender: 82% men, 18% women.
Age: 9% baby boomers, 27% generation X, 64% generation Y.
Origin: 73% Salta, 9% other provinces, 18% other country.

Internal promotions: 4 (men).

Benefits for full-time employees that are not available for part-time or temporary employees

GRI 401-2

Benefits are the same for Eramine employees and for those workers hired through temporary employment agencies.





Maternity and paternity leave

GRI 401-3

- 2 maternity leaves in 2021.
According to Argentinean Labor Law.

- 4 paternity leaves in 2021.
Paternity leaves have been extended to 10 consecutive days, with 2 additional days if it is a multiple birth or adoption or if he is a first-time father.

Testimony of an employee who benefited from the extended paternity leave:



My baby, Alma, was born on July 25th in the city of Salta. The day after she was born, we were discharged from the hospital and we returned home. As a father, I could enjoy several days with my newborn baby and help my wife, who was recovering, and also spend time with my 12 year old son, who had been waiting eagerly for his sister. The 10 days were also useful to do the medical checks and tests to the baby and to my wife.

Gustavo Castro
Maintenance

Average hours of training per year per employee

GRI 404-1

ISO 26,000: 6.4.7

100% of Eramine people received training in 2021.

78.8 h average training time per person.

6,389 h in total:

- Regular/mandatory trainings: 2,807 h.
- Onboarding: 21 h.
- Management: 204 h.
- Health, Safety, and Environment: 1,553 h.
- Ethics and compliance: 256 h.
- Business / Digital: 1,268 h.
- Diversity & Inclusion: 280 hs.

Programs to improve employees' skills and programs to help in transition processes

GRI 404-2

- Internal training courses: safety, biosafety, digital transformation, ethics, waste management, etc.
- Financial Support for external training or education: certification of operators in heavy equipment handling (forklifts, knuckle boom cranes -hydro crane-, telescopic handler, motor grader, backhoe), human rights and sustainability matters, mediation and conflict transformation, etc.

Proportion of employees receiving periodic performance and professional development assessments

GRI 404-3



- Performance appraisals are the basis of our talent development policy and are carried out in line with the Eramet Group, with a system that seeks to provide a coherent, shared, and updated management of all people working in the Group.
- It consists in motivating people, making them have a leading role in the company's challenges, in assessing the work done throughout the year and set new challenges for the next, with a constant follow-up. Dialogue is the key to success.
- In 2021, performance appraisals were completed by 100% of managers, superintendents, chiefs and supervisors with a minimum seniority of six months in the company; 39 are men and 9 women.

Ratio of standard entry-level wage and of women's wages compared to men's wage

GRI 405-2

Salaries, compensations, and benefits are provided based on the assigned responsibilities and professional skills; there is no gender discrimination in compensations. Eramine participates in the annual Compensation and Benefits Survey of the Mining Market, where pay scales are defined based on a weighting of the positions using a methodology that gives points on a know-think-act basis.



Sustainable Projects

Eramine's External Community

Sustainable interventions with social and community impact



Principle 1 of the Global Compact

ISO 26.000: 6.8.5; 6.8.6; 6.8.7

- Focused on Santa Rosa de los Pastos Grandes and puesteros of Salar Centenario Ratones.
- Answer community needs.
- Deep respect for local culture.
- Aligned with the SDG, especially those defined as a priority in 2021:



- Carried out together with other social actors.
- With a triple impact approach.
- Aligned with Eramine's pillars.



Quinoa Project

ISO 26,000: 6.8.5; 6.8.6; 6.8.7



*Like a quinoa grain, which is small and then becomes a plant...
This is how the project develops throughout the years.*

a. Outreach communities:



Producers from Santa Rosa de los Pastos Grandes, San Antonio de los Cobres, Pocitos and surrounding areas

Office of Cooperatives



b. Contribution to the SDGs:



c. Key dates 2021:



- Apr. 29. Signature of CAVA Commodatum contract and presentation of Quewar trademark
- Aug. 25. Signing of agreement with ProSalta
- Nov. 8. Training Office of Cooperatives of Salta
- Nov. 25. Delivery of quinoa machines
- Dec. 14. Training on the use of the machines

d. Challenges & Solutions 2021:

Challenge	Solution
Cavies, birds and other animals that eat the seeds	Build an enclosure around the facilities – Management
Few producers and long distances	Invite more producers
Low productivity	Donation of post-harvest machines
Lack of knowledge about cooperativism	Trainings
Lack of water	Coordination with the Municipality
Lack of commercialization	Trainings

Machinery donated:

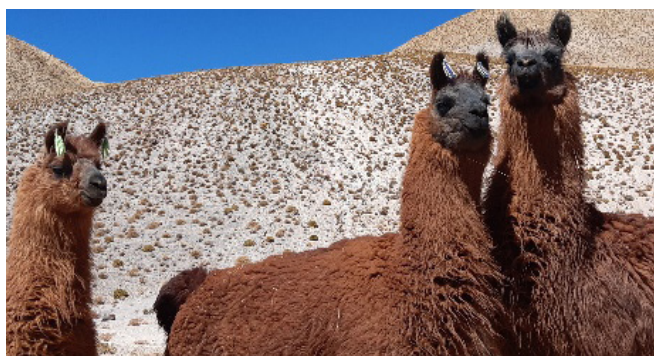
Scarifier:
Grain cleaning.



Thresher machine:
Separation of grain from panicles.

Cleaning and Classifying machine:
Quinoa cleaning and separation in different sizes.

Stockbreeding Project



Eramine's sustainable projects show that agriculture, tourism, and mining can not only live together, and develop harmoniously...

But also strengthen one another and benefit mutually.

a - Outreach Communities



Community of SRPG and puesteros
Municipality of SAC



(Scope 2020- 2021: Puesteros from Salar Centenario Ratones)

b - Contribution to the SDGs:



c - Key dates 2021:



- Jun. Annual vaccination (coordination with Municipality of SAC)
- Jul. Delivery of 2,250 kg of corn and 800 kg of alfalfa for SRPG's farm
- Aug. Delivery of corn and alfalfa for the farm of the puesteros
- Sept. Beginning of the delivery of additional food supplements for cattle (framed within Eramine's waste sorting policy)

d - Challenges & Solutions 2021:

Shortage of food for animals, due to: <ul style="list-style-type: none"> • Extreme weather conditions • Little rain • Lack of water and pastures 	From Eramine waste management, fresh organic waste is delivered as a nutritional supplement for livestock: 783 kg between September and December 2021. Delivery of 1,400 kg of corn and 1,200 kg of alfalfa.
Attacks by pumas and foxes	Delivery of posts and wire mesh rolls to build new pens.

Our commitment to Education



A young girl from the community of SRPG is studying to become a "Paramedic Assistant" in the NOA Institute, with a scholarship granted by Eramine, and with the guidance of Anpuy Foundation.



4 Young students from the Campo Quijano Mining Certification did their Supervised Internships in Eramine's Pilot Plant and Laboratory in November and December.



4 Students from the Chemical and Industrial Engineering course of study of the Universidad Nacional de Salta received a scholarship from Eramine to pay for their university studies. From September 2021.



A Young person from the Universidad Nacional de Salta did his Final Dissertation to obtain a degree in Engineering in a joint work with the environmental consultancy Agency Pacha Consultora Ambiental SRL.

A young employee of one of Eramine's contractors received a scholarship to do a Certification in Sustainable Tourism.

18 People of Santa Rosa de los Pastos Grandes, San Antonio de los Cobres and surroundings participated in the certification of Participatory Environmental Monitors, certified by the Universidad Nacional de Salta.

Contribution to the Computing Course organized together with other companies for unemployed people of the SRPG community.

Recognition by the Ministry of Education, Culture, Science and Technology of the Province of Salta for our cooperation and commitment to the strengthening of education.



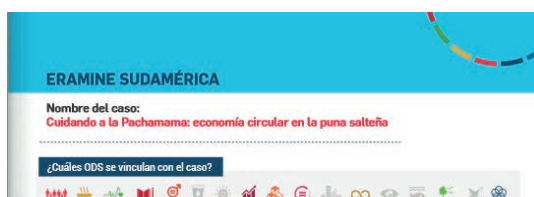
Circular economy “Taking Care of the Pachamama”

ISO 26,000: 6.8.5

Key dates 2021:



- 30 Sept. Definition of the next steps, together with the community.
- 28 Dec. Publication of the Global Compact in Argentina: “Good Business Practices of Circular Economy”, including a circular economy Project by Eramine. http://pactoglobal.org.ar/buenas-practicas-empresariales_v6/#book/



Other projects and programs

Communication & Radio Project

Feasibility study, including Community Radios Meeting, to exchange experiences.



Entrepreneurship Program

Contribution to the Entrepreneur Training, organized by Caprosemitp (Chamber of the Puna) in San Antonio de los Cobres → Economic contribution and one training.



Community Infrastructure

Beginning of the construction of a community hostel in SRPG, together with other actors.



TSM Program

Presentation of the annual self-assessment of the protocols of the CAEM's program "Towards Sustainable Mining".

Community Dialogue

- Community Meeting – June 15, 2021
- Meeting with the Board of Directors of the Community of SRPG about sustainable projects and local suppliers – September 30, 2021
- Meetings and constant dialogue with the President of the Kolla Community of SRPG, the puesteros of the Salar and other local actors.

Donations

- Donation of flu vaccines to the Community of SRPG (together with Hidrotec, OSDE, and UOCRA).
- Personal protective equipment and elements (oxygen tubes, gloves, face masks, etc.) to several health institutions during the pandemic.
- Goods, water, personal hygiene and cleaning elements, delivered monthly to the puesteros of Salar Centenario Ratonés, in the context of the pandemic, and firewood during winter.
- Pendrives as a gift to graduated students of Highschool N° 5193.
- Freezer for the Primary School of San Antonio de los Cobres.



VIII. About this Report

Statement of compliance with GRI Standards GRI 102-54

The reported sustainability information has been prepared in accordance with the GRI Standards: Core option.

It also follows the guidelines for the CoP (Communication on Progress of the Global Compact).

Practices used to prepare this report:

Entities included in the consolidated financial statements

GRI 102-45

Eramine Sudamérica S.A. does not prepare

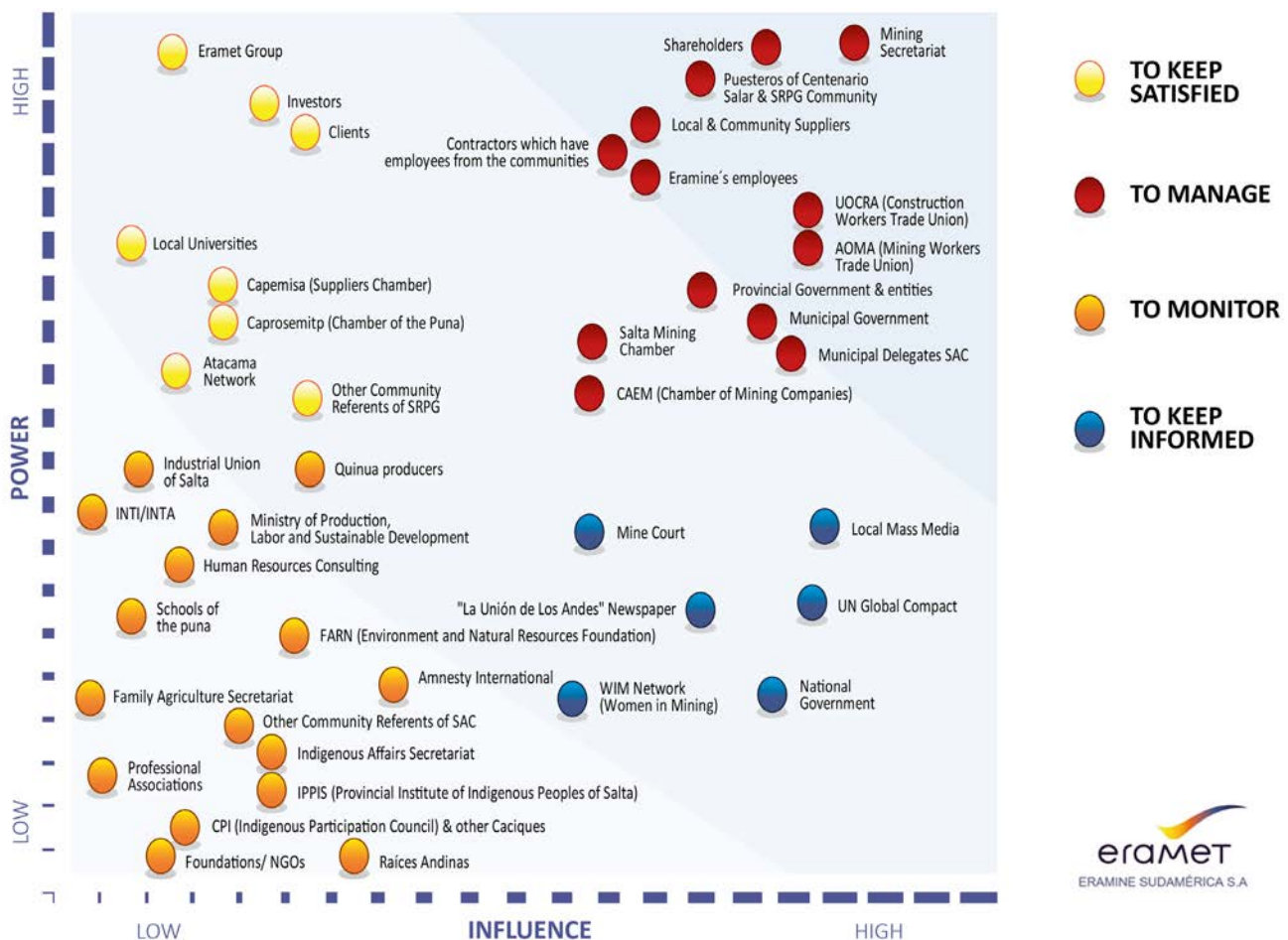
consolidated financial statements because it does not control any entity.

Approach to the participation of stakeholders GRI 102-40; 102-42; 102-43

The managers of all internal areas of the organization, including the CEO, participate in the preparation of this report.

Some key stakeholders have also participated in different ways, with special focus on local matters, as detailed in the different chapters.



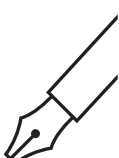





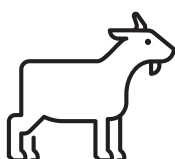


The following matrix was prepared by the management team. The key stakeholders are the same as in 2020.



Definition of the contents and topic boundaries

GRI 102-46; 102-47

The contents of the report defined in 2020 are still valid, and they are:

<p>1 - Safe and sustainable lithium project.</p> 	<p>2 - Social, legal, and operational license.</p> 	<p>3 - Integration, engagement, and alignment of Eramine's teams.</p> 
<p>4 - Project in line with the electro-mobility: clean and alternative energy sources.</p> 	<p>5 - Compliance with applicable legislation and Corporate requirements.</p> 	<p>6 - Occupational health and safety.</p> 
<p>7 - Professional and personal development of the Eramine employees. Skills development. Organizational culture.</p> 	<p>8 - Preservation and caring of the environment.</p> 	<p>9 - Development and prioritization of purchase from local suppliers.</p> 
<p>10 - Open and fluent relations with the stakeholders.</p> 	<p>11 - Local employment and training in communities.</p> 	<p>12 - Sustainable projects shared with the communities.</p> 
<p>13 - Management of Covid-19 pandemic and adaptation to the new context.</p> 	<p>14 - Human Rights. Diversity & Inclusion.</p> 	

Importance of the material topics

GRI 103-1

“In Eramine, sustainability is at the core of our strategy” (topic 1).

“We believe that technical knowledge and skills can be learnt and developed, so we work hard in this area” (topic 7).

“The Eramet Group has undertaken to reduce by 40% its CO2 absolute emissions by 2035 (vs 2019), validated by SBTi (Science-Based Target Initiative), confirming its contribution to the international effort to limit global warming under 2°C and achieve carbon neutrality in its emissions by 2050” (topic 8).

<p>Principles used to define the contents of the report:</p> <ul style="list-style-type: none">• Stakeholder inclusiveness: internal and external stakeholders have participated in the different activities reflected in this report, therefore, they have a direct influence on its contents. Also, all stakeholders will receive a copy of the published report.• Sustainability context: relevant information is presented to reflect economic, social and environmental impacts, as well as concrete contributions to the UN Sustainable Development Goals.• Materiality: the material topics list is the same as in 2020, excluding one (negotiated stop) because it is no longer applicable to the company´s current context.• Completeness: the information included in the report covers thoroughly the topics, for the reporting period, presenting relevant activities, events, and impacts.	<p>Quality principles of the report:</p> <ul style="list-style-type: none">• Comparability: the information can be compared to that of previous years and of other organizations.• Balance: the report presents positive and negative impacts as well as opportunities for improvement.• Clarity: the information presented is understandable and accessible, including graphics, charts and images that make the reading of the information easier.• Accuracy: the information is detailed and accurate, both quantitatively and qualitatively.• Reliability: all supporting information is duly documented.• Timeliness: the report is presented in March 2022, so it is available for the decision-making process.
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Changes in the preparation of the report*GRI 102-48; 102-49*

There were no significant changes from last year. There are no restatements of information from previous years.

Reporting period*GRI 102-50; 102-51; 102-52*

Annual cycle, from January 1 to December 31, 2021.

Contact point for questions regarding this report*GRI 102-53*

Human Resources and Sustainability Director: ricardo.rodriguez@eramet.com

External Assurance*GRI 102-56*

There was no external assurance.

Evaluation of the management approach of each material topic*GRI 103-3*

In Eramine, the sustainability approach is included in all levels of the organization. It is managed through policies, processes and indicators that allow moving forward in continuous improvement with internal and external lessons, in a joint work with all our stakeholders.

Glossary



Towns

SRPG: Santa Rosa de los Pastos Grandes
SAC: San Antonio de los Cobres



Institutions

SMS: Mining Office of Salta
CMS: Mining Chamber of Salta
INTI: National Institute of Industrial Technology
INTA: National Institute of Agricultural Technology
UCASAL: Universidad Católica de Salta
UNSa: Universidad Nacional de Salta
CAPEMISA: Chamber of Suppliers of Mining Companies of Salta
CAPROSEMITP: Chamber of Suppliers of Mining and Tourism Services of the Puna
UOCRA: Construction Workers' Association of Argentina
AOMA: Worker's Mining Association of Argentina
WIM: Women in Mining
IRAM: Argentine Institute of Standardization and Certification
SIPAP: Provincial System of Protected Areas
UICN: International Union for Conservation of Nature



Company Areas/Positions

CSR: Corporate Social Responsibility
HSE: Health, Safety and Environment
IT: Information Technology
HR: Human Resources
H&S: Health & Safety
CEO: Chief Executive Officer
CFO: Chief Financial Officer
COO: Chief Operations Officer
CMO: Chief Maintenance Officer
CTO: Chief Technology Officer



Common abbreviations

GRI: Global Reporting Initiative
ISO: International Organization for Standardization
ISO 26:000: Social Responsibility Guidance
NGO: Non-governmental organization
EIS: Environmental Impact Statement
SDG: Sustainable Development Goals
D&I: Diversity & Inclusion
NOA: Northwestern region of Argentina
TSM: Towards Sustainable Mining
PO: Purchase Order
KPI: Key Performance Indicator
CCT: Collective Bargaining Agreement
PPE: Personal Protective Equipment
YTD: Year-To-Date
pH: a measure of how acidic/alkaline a substance or solution is
PET: Polyethylene Terephthalate (type of plastic used in bottles and containers)
CAVA: Stock and Value Added Center (quinoa)
GPTW: Great Place To Work

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GRI 102-55; 103-1; 102-46

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Location of headquarters	102-3	Transparency and reporting standards	6.2	7
Location of operations	102-4	Transparency and reporting standards	6.2	7
Ownership and legal form	102-5	Transparency and reporting standards	6.2	7
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Supply Chain	102-9	Transparency and reporting standards	6.6.6	29
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	GRI	Scope of material topics; Location	ISO 26,000	UN Global Compact	Page
ECONOMIC					
Economic performance	GRI 201:16				
Management approach	103-1; 103-2				29
Direct economic value generated and distributed	201-1	Puna in Salta, Salta, Argentina. Direct involvement.	6.8.7	Non-specific requirement of a COP	34
Financial assistance received from government (VAT)	201-4	Puna in Salta, Salta, Argentina. Direct involvement.		Non-specific requirement of a COP	34
Market presence	GRI 202: 2016				
Management approach	103-1; 103-2				29
Ratios of standard entry level wage by gender compared to local minimum wage	202-1	Puna in Salta, Salta, Argentina. Direct involvement.	6.3.10; 6.4	Principle 1	43
Proportion of senior management hired from the local community	202-2	Puna in Salta, Salta, Argentina. Direct involvement.	6.3.10; 6.4	Principle 6	43
Indirect economic impacts	GRI 203: 2016				
Management approach	103-1; 103-2				29
Significant indirect economic impacts	203-2	Puna in Salta and Salta. Direct involvement. Internal and external community of Eramine.	6.8.7; 6.8.9	Non-specific requirement of a COP	33
Procurement practices	GRI 204: 2016				
Management approach	103-1; 103-2				29
Proportion of spending on local suppliers	204-1	Puna in Salta and Salta. Direct involvement.	6.8.7; 6.8.9	Non-specific requirement of a COP	29 - 32

Anti-corruption	GRI 205: 2016				
Management approach	103-1; 103-2				14
Communication and training about anti-corruption policies and procedures	205-2	Puna in Salta, Salta, Argentina. Direct involvement. Internal and external community of Eramine.	6.6.3	Principle 10	14
Confirmed incidents of corruption and actions taken	205-3	Puna in Salta, Salta, Argentina. Direct involvement. Internal and external community of Eramine.	6.6.3	Principle 10	14
ENVIRONMENT					
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Management approach	103-1; 103-2				35
Energy consumption within the organization	302-1	Puna in Salta. Direct involvement.	6.5.4; 6.5.5	Principle 7	37
Water	GRI 303: 2018				
Management approach	103-1; 103-2				35
Interactions with water as a shared resource	303-1	Basin Centenario (Training Center). Direct involvement.	6.5.3; 6.5.4	Principle 7	37
Water withdrawal	303-3	Basin Centenario (Training Center). Direct involvement.	6.5.3; 6.5.4	Principle 7	37
Water discharge	303-4	Basin Centenario (Training Center). Direct involvement.	6.5.4	Principle 7	37
Water consumption	303-5	Basin Centenario (Training Center). Direct involvement.	6.5.4	Principle 7	37
Biodiversity	GRI 304: 2016				
Management approach	103-1; 103-2				35 - 38
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	304-1	Salars Centenario- Ratones. Direct involvement.	6.5.6	Principle 7	38
Significant impacts of activities, products, and services on biodiversity	304-2	Salars Centenario- Ratones. Direct involvement.	6.5.6	Principle 7	39
IUCN Red List species and national conservation list species with habitats in areas affected by operations	304-4	Salars Centenario- Ratones. Direct involvement.	6.5.6	Principle 7	39
Effluents and waste	GRI 306: 2016				
Management approach	103-1; 103-2				35
Waste band type and disposal method	306-2	"Salars Centenario- Ratones. Direct involvement (Eramine). Indirect: contractors that carry out the transport and final disposal of the waste. "	6.5.3; 6.5.4	Principle 7	35 - 36

Significant spills	306-3	Salars Centenario- Ratones. Direct involvement (Eramine) and indirect (contrators).	6.5.3; 6.5.4	Principle 7	36
Transport of hazardous waste	306-4	Salars Centenario- Ratones. Direct involvement (Eramine) and indirect (contrators).	6.5.3; 6.5.4	Principle 7	36
Environmental compliance	GRI 307: 2016				
Management approach	103-1; 103-2				35
Non-compliance with environmental laws and regulations	307-1	Salars Centenario- Ratones. Direct involvement (Eramine) and indirect (contrators).	6.5	Principle 8	39
SOCIAL					
Employment	GRI 401: 2016				
Management approach	103-1; 103-2				40 - 41
New employee hires and employee turnover	401-1	Puna in Salta, Salta, rest of the country and abroad. Direct involvement (Eramine) and indirect (contrators).	6.4.3	Principle 8	43
Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2	Puna in Salta, Salta, rest of the country and abroad. Direct involvement.	6.4.3	Non-specific requirement of a COP	43
Parental leave	401-3	Puna in Salta, Salta, rest of the country and abroad. Direct involvement.	6.4.3	Principles 1 - 2	44
Labor-management relations	GRI 402: 2016				
Management approach	103-1; 103-2				40 - 41
Minimum notice periods regarding operational changes	402-1	Puna in Salta, Salta, rest of the country and abroad. Direct involvement (Eramine) and indirect (contrators).	6.4.3; 6.4.4	Principle 3	33
Occupational health and safety	GRI 403: 2018				
Management approach	103-1; 103-2				18
Occupational health and safety management system	403-1	Puna in Salta and Salta. Direct involvement (Eramine) and indirect (contrators).	6.4.6; 6.8.8	Principles 1 - 2	18
Hazard identification, risk assessment, and incident investigation	403-2	Puna in Salta and Salta. Direct involvement (Eramine) and indirect (contrators).	6.4.6; 6.8.8	Principles 1 - 2	18
Occupational health services	403-3	Puna in Salta and Salta. Direct involvement (Eramine) and indirect (contrators).	6.4.6; 6.8.8	Principles 1 - 2	19

Worker participation, consultation, and communication on occupational health and safety	403-4	Puna in Salta, Salta. Direct involvement.	6.4.6; 6.8.8	Principle 1	19
Worker training on occupational health and safety	403-5	Puna in Salta and Salta. Direct involvement (Eramine) and indirect (contractors).	6.4.6; 6.8.8	Principle 1	19
Workers covered by an occupational health and safety management system	403-8	Puna in Salta and Salta. Direct involvement (Eramine) and indirect (contractors).	6.4.6; 6.8.8	Principle 1	19
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Work-related ill health	403-10	Puna in Salta and Salta. Direct involvement (Eramine) and indirect (contractors).	6.4.6; 6.8.8	Principle 1	21
Education and training	GRI 404: 2016				
Management approach	103-1; 103-2				
Average hours of training per year per employee	404-1	Puna in Salta, Salta. Direct involvement.	6.4.7	Non-specific requirement of a COP	44
Programs for upgrading employee skills and transition assistance programs	404-2	Puna in Salta, Salta. Direct involvement.	6.4.7	Non-specific requirement of a COP	44
Percentage of employees receiving regular performance and career development reviews	404-3	Puna in Salta, Salta. Direct involvement: managers, area managers and middle management.	6.4.7	Non-specific requirement of a COP	44
Diversity and equal opportunities	GRI 405: 2016				
Management approach	103-1; 103-2				17
Diversity of governance bodies and employees	405-1	Puna in Salta, Salta. Direct involvement.	6.3.10	Principles 1 and 6	41
Ratio of basic salary and remuneration of women to men	405-2	Puna in Salta, Salta. Direct involvement.	6.3.10	Principles 1 and 6	45
Non-discrimination	GRI 406: 2016				
Management approach	103-1; 103-2				12
Incidents of discrimination and corrective actions taken	406-1	Puna in Salta, Salta. Direct involvement (Eramine) and indirect (contractors).	6.3.7	Principles 1, 2 and 6	15
Freedom of Association and Collective Bargaining	GRI 407: 2016				
Management approach	103-1; 103-2				12
Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	407-1	Puna in Salta, Salta. Direct involvement (Eramine) and indirect (contractors).	6.3.10; 6.4.3	Principles 1 - 2 - 3	15
Child labor	GRI 408: 2016				

Operations and suppliers at significant risk for incidents of child labor	408-1	Puna in Salta, Salta. Direct involvement (Eramine) and indirect (contractors).	6.3.10; 6.6.6	Principles 1- 2 - 5	15
Forced or compulsory labor	GRI 409: 2016				
Operations and suppliers at significant risk for incidents of forced or compulsory labor	409-1	Puna in Salta, Salta. Direct involvement (Eramine) and indirect (contractors).	6.3.10; 6.4.4	Principle 4	16
Human Rights assessment	GRI 412: 2016				
Management approach	103-1; 103-2				15
Employee training on human rights policies or procedures	412-2	Puna in Salta, Salta. Direct involvement (Eramine) and indirect (contractors).	6.3	Principles 1 to 6	16
Local communities	GRI 413: 2016				
Management approach	103-1; 103-2				
Operations with local community engagement, impact assessments, and development programs	413-1	Santa Rosa de los Pastos Grandes, Puesters of Salar Centenario Ratones, San Antonio de los Cobres and Salta City. Direct involvement (Eramine).	6.8.3; 6.8.4; 6.8.5	Principle 1	45 - 48
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Socioeconomic compliance	GRI 419: 2016				
Management approach	103-1; 103-2				
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Notes:

- This index presents coverage of material topics (GRI 103-1) and is part of the validation stage (GRI 102-46).
- Eramine`s and Eramet policies can be found in their complete version in the 2019 Sustainability Report (GRI 103-2).

