

2022 THE SUSTAINABILITY REPORT



ERAMINE SUDAMERICA S.A

OVERVIEW

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FRAMEWORK

CSR ROAD MAP
ERAMET 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.



SUSTAINABLE DEVELOPMENT GOALS



10 PRINCIPLES UN GLOBAL COMPACT



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

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.

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.



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MESSAGE FROM THE CEO

The Sustainability Report is a meeting space to share with you information about our social, environmental and economic performance in the Centenario-Ratones Project, in the province of Salta, serving as a communication channel of our relevant activities in the matter of sustainability and triple impact concrete actions.

One of the key points of our VI Sustainability Report 2022 is that we continued with our expectation to become, as of the first quarter of 2024, the first industrial plant to produce grade-battery Lithium that is 100% from Salta. This important challenge materialized in October 2023 with Eramet Board's final decision to move, together with our partners from Tsingshan, to the construction stage of our production plant. The plant's estimated production is of 24,000 tons through a direct extraction process, with an investment of US\$771M, 90 % lithium recovery, 9M tons of guaranteed resources, a staff of approximately 300 people for the productive stage and 1,000 contractors for the construction stage.

During the year, we strengthened our organizational culture, our relationship with all of you and we reinforced our license through an open and transparent dialogue with all the people that are part of Eramine Sudamérica's teams Contractors, Unions, Community and Puesteros, and the enforcement authorities at national, provincial and local level.

As a result of this dialogue, we were able to identify, together with the community of Santa Rosa de los Pastos Grandes,

, joint actions to address the matters of infrastructure, entrepreneurship, local and community triple impact development, as well as education, environment and quality of life.

We were balanced and kept our determination and alignment through our organizational philosophy, being coherent and having a holistic look, embodying our values in our actions, which made us visible and enabled us to relaunch our project when we resumed the construction stage in 2022, together with our partner Tsingshan.

We want to share with you some key milestones of this sustainability report that make us proud and show that we are on the right path, encouraging us to continue growing and developing as a sustainable organization focused on people, on our communities and on our environment.

- Continuity of the support of the Community of Santa Rosa de los Pastos Grandes to the Free, Prior and Informed Consent of the ILO 169 Convention in the Community Meeting of 05/26/22, which had already been confirmed on 02/18/2020.

- Survey on Compliance and Alignment with the Human Rights and Ethics Policies of the Eramet Group, with results of 100%, which puts us among the first companies of the Group.

- 100% fulfillment of the social actions planned in the EIS commitments.
- 95% of the people that are part of Eramine Sudamérica support the different actions we carry out to promote our culture.
- Installation of 23 solar water heaters to 23 families of the Community of Santa Rosa de los Pastos Grandes, with an impact on 74 people, improving their daily quality of life and health.
- Fulfillment of a goal and key value of our organization: 0 lost time accidents.
- 102% fulfillment of the Recruitment Plan, with 94% attraction.
- Identification of 14 Local Talents in our educational programs, which meant the incorporation of 88% of the participants and 87% of women hired came from these programs.
- Recognition from the Ministry of Education, Science and Technology of Salta for our commitment to education in Salta.
- Implementation of Circular Economy Programs.
- Promotion of agriculture and high-altitude stock breeding.

- Preparation of a project to build a community hostel together with the community of Santa Rosa de los Pastos Grandes and contractor companies.

- Inclusion of human rights clauses in our Collective Bargaining Agreement with UOCRA.

All these accomplishments allow us to continue dreaming about becoming a company of excellence, a goal we share with our internal and external communities, together with the integration of a work team enriched by multiculturalism.

We recognize and appreciate the work of all the people that were and that are part of this great team of Eramine, whose responsibility and commitment made it possible for our Pilot Plant to produce excellent results, staying operational all year long; they also materialized the social responsibility actions in our internal and outreach communities. Health was one of our main focus points, we strengthened our commitment to the community to be present, assisting with actions of emotional and material support, as well as with recreational activities to deal with specific situations.

We trust that our operations, project and development teams that make up ERAMINE, together with the Support and experience of the Eramet Group and of our partners, will be capable of facing and transforming the important challenges ahead, following and applying the organizational pillars that are the basis of our organizational culture.

The sustainability of our daily actions is essential, and we understand that this is the only way of doing mining responsibly together with all of you, and the results obtained are consequence of our fundamental values.

“A Dream... a Path... a Team”

Daniel Chávez Díaz

CEO ERAMINE SUDAMÉRICA S.A
Salta, March 2023

CHAPTER II



WHO WE ARE

We are Eramine Sudamérica S.A., a subsidiary of Eramet, a French mining and metallurgical company. Our camp is located in **Salar Centenario Ratones**, at 3,800 meters above sea level, in the department of Los Andes, Salta Province, Argentina.

We produce lithium carbonate suitable for the manufacturing of batteries, with a direct extraction recovery rate of more than 90%. This makes us a key player in the lithium battery production, demanded in the global market during the energy transition. Our project places Argentina in the world market as the fourth supplier and producer of this resource.

We are committed to **sustainable development**, this is why we have a strong Corporate Social Responsibility strategy.

Organization's 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 battery-grade lithium carbonate at industrial scale in the pilot plant.
- **Location of headquarters:** Av. Del Golf 286, Tres Cerritos, Salta City, Argentina.
- **Project's location:** Salar Centenario Ratones, Department of Los Andes, Salta Province, Argentina.
- **Ownership and legal organization:** Corporation, incorporated under the laws of Argentina.
- **Markets served:** Production of lithium carbonate in a pilot plant (training center). No sales or exports in 2022.

Number of employees	268	2022
Number of operations	1	
Capitalization (Debt)	\$11,700,790,818	
Capitalization (Equity)	\$69,644,328,379	
Total Assets	\$81,345,119,198	

Number of employees	81	2021
Number of operations	1	
Capitalization (Debt)	\$738,309,197	
Capitalization (Equity)	\$44,530,216,639	
Total Assets	\$45,268,525,836	

Number of employees	83	2020
Number of operations	1	
Capitalization (Debt)	\$1.002.075.280	
Capitalization (Equity)	\$19.316.257.214	
Total Assets	\$20.318.332.494	

Note:

-Amounts in ARS.

-The values for the periods 2020 and 2021 are adjusted for inflation to be comparable with the values of 2022.

-Values correspond to Project and Operations employees.

EXTERNAL INICIATIVES

Voluntary participation:

- ✓ Global Compact in Argentina.
- ✓ CAEM´s Program “Towards Sustainable Mining”.
- ✓ Argentina Network WIM “Women in Mining”.
- ✓ IRMA´s Responsible Mining Standard.

Membership associations:



"Committed to the sustainable growth of our industry".
Members since 2014.
In the role of Secretary since 2021.



Cámara Argentina de Empresarios Mineros

#SomosMinería
(#wearemining)
Members since 2016



“Network of companies accompanying their development in the Argentine market”

Members since 2018.



"Industry is TODAY"
Members since 2019.



Pacto Global
Red Argentina

"Bringing companies together for a better world"

Members since 2019.



"Promoting women's development in mining"
Members since 2020.

GLOBAL OUTLOOK



One of the most important international events in 2022 was the Russian military invasion of Ukraine, which not only changed geopolitical relationships, but also accelerated inflation at a global scale, as a consequence of the hike of the international price of grains and energy. The sharp rise of such commodities impacted the expansionary tendency of the economic policy that most countries were implementing to revert the negative effects of the Covid-19 pandemic.

Inflation, which had been accelerating since 2021 as a result of the bottleneck in the global production chains, the recovery of the demand after the pandemic and also due to sudden changes in consumption patterns, reached record levels after the Russian invasion of Ukraine, forcing most economies to implement more contractionary policies. This scenario was aggravated by an energy crisis that deepened the debate about the existing energy matrix and the need to promote a change based on green energies.

NATIONAL OUTLOOK



In Argentina, the most relevant economic matters were the new agreement with the International Monetary Fund, the strong financial pressure, and high inflation.

The signing of the agreement with the IMF at the end of March avoided default and secured new funds thanks to capital repayment. However, this did not translate into substantial improvements in other areas, and by mid-2022, both the country risk and the foreign exchange gap increased significantly.

Leadership and structural changes in the Ministry of Economy, from the "crisis of the three ministers" to the current Unified Ministry of Economy, Production, and Agriculture produced a second price shock. This, together with the tightening of the currency exchange control due to the lack of dollars and the drought and agricultural crisis, put a cap on the level of activity.

In socioeconomic aspects, the sharp acceleration of inflation (which reached an annual rate of 94.8%) reduced workers' buying power, although employment in general increased compared to the previous year.

The droughts in the last months of 2022 significantly reduced harvests, generating a potential loss of exports from agriculture in the next months.

Other relevant events of the year were: the start of the school year with full in-person classes after the pandemic, the commemoration of the 40 years of Malvinas and the national census, which informed that Argentina has 47,327,407 inhabitants.

LOCAL OUTLOOK



In Salta, the development of mining continues with a constant and determined drive by the government, making it a state policy.

2022 was a historic year because three lithium projects started in the Puna in Salta (among them, Eramine's). These projects are expected to take the province to another economic level once they start production, as of 2024. Salta has more than 10 projects in an advanced stage of development, and 60 more in exploration stage, all which produces an important movement in the local economy.

Direct and indirect employment in the sector grew significantly. Compared to 2021, around a thousand new jobs were created in the mining companies, and at the end of the year, there were 3,800 direct jobs. Employment generated by mining is always legal work, and in the case of Salta, with the Mining Promotion Law No. 8164, this employment is fundamentally for local people of Salta, which generates a positive cascade effect in the province in general.

On the other hand, local suppliers of goods and services are an important link in the value chain of the activity. In this way, along with the consolidation and growth of the mining projects in the Puna, more and stronger suppliers emerged. An indicator of this situation is that during 2022, 70 new members joined CAPEMISA (Chamber of Suppliers of Mining Companies of Salta), representing a growth of 30%. There are already 230 small and medium sized local companies that work in the mining business in different sectors.



MILESTONES
MILESTONES
MILESTONES
MILESTONES

—2022—

MILESTONES
MILESTONES
MILESTONES
MILESTONES

2022

Restart of the construction of the lithium carbonate industrial production plant.



Appendix to the Collective Bargaining Agreement with UOCRA: inclusion of the human rights clause.



World Diversity and Inclusion Day.



Visit of Christel Bories, CEO and President of the Eramet Group



The number of people working in Eramine grew by 330% (from 81 to 268) and the number of contractor companies by 2,964% (from 45 to 1,334).



External verification of the program Towards Sustainable Mining (TSM) by the Argentinean Chamber of Mining Entrepreneurs.



Cooperation with the French Federation Party on July 14.



Prioritization of sustainable projects in 4 axes: infrastructure, education, entrepreneurship, and quality of life.



Extension of maternity leave.

Jessica Calisaya, first woman to **produce lithium carbonate** in the pilot plant of Eramine Sudamérica S.A.





Cooperation in the Stockbreeding Party of Santa Rosa de los Pastos Grandes, in its return after the pandemic.



Professional training of students from Universidad Nacional de Salta and the Technical Degree in Mining.



Integration and alignment workshops for contractor companies.



Participation in the Festivities of Santa Rosa de los Pastos Grandes.



Visit of Eramet's Ethics Team.



External Audit in two aspects of human rights: claims and consultation system and compliance with human rights in the policies for people's Physical and Patrimonial Integrity.



Growth of Eramet's presence in social networks, mainly LinkedIn.



Launch of Eramet's website.



First self-assessment of IRMA's Responsible Mining standard.

PARTICIPATION

in national and international events

- ▶ Seminar on the Development of Mining Suppliers organized by the National Mining Office and the National Institute of Industrial Technology, **INTI**
- ▶ **International Lithium Seminar** in South America, held in Catamarca.
- ▶ **Visit to Eramet Ideas** in Paris and joint work with the technical team working on the Lithium Project.
- ▶ Meeting of **Human Resources of the Eramet Group** in Marseille, France
- ▶ **VII Regional Forum of the United Nations on Business and Human Rights** in Latin America and the Caribbean, held in Bogotá.
- ▶ **Argentina & Latam Lithium Summit.**
- ▶ **XIX Argentine Congress on Safety, Occupational Health, Human Resources, Environment and Community**, organized by the Argentinean Safety Institute.
- ▶ III International Congress and Exhibition of **Lithium in Latin America 2022.**
- ▶ **XIV International Convention** on Business Opportunities in Exploration, Geology, and Mining.
- ▶ Workshop **"Socio-productive Sectors: Strategic Players for the Strengthening of Education and Employment"** organized by the Ministry of Education, Culture, Science and Technology through the Deputy Office of Education and Employment.
- ▶ **Meetings with EU officials** in the EU delegation in Argentina. Visit and support to the Project.
- ▶ Seminar Cycle of the Sustainable Mining Academic Network. III Meeting: **"Mining, Agriculture and Community: Sustainable projects with the community for the creation of shared value."** Panel made up by Eramine Sudamérica S.A., contractor El Huayra SAS, Quewar Quinoa Cooperative and ProSalta Foundation.
- ▶ **ACILTRHA National and International Congress:** Civil Association of Graduates in Human Resources and Labor & Industrial Relations of Argentina.
- ▶ **X International Mining Summit**, held in September in Machala, Ecuador.
- ▶ Webinar **Investment on Sustainable Mining in Argentina**, organized by Embellie Advisory.
- ▶ **IV Edition on Development and Democracy**, organized by Clarín.

CORPORATE GOVERNANCE

GRI 102-18; ISO 6.2

Eramine Sudamérica S.A. is a corporation with Eramet as one partner and, since 2022, Tsingshan as another. Both partners are executing an investment plan in the project led by Eramine for an amount of approximately USD 700 million, which will be reflected on the target shareholding that Eramet (50,1%) and Tsingshan (49,9%) will reach in the Corporation. Eramet is in charge of the operational management of the company.

OUR BOARD OF DIRECTORS 2022



Jing Li
President of the Board



Hervé Montégu
Vicepresident of the Board



Shen Lyu
Acting Director



Juan Archibaldo Lanús
Acting Director



María Alejandra Alberdi
Acting Director



Rolando M. Ortiz Rodríguez
Deputy Director



Xiang Jinqiang
Deputy Director



Carlos Daniel Chávez Díaz
CEO Eramine Sudamérica S.A.



Building a solid organizational culture

In Eramine Sudamérica S.A., people's wellbeing and development are a priority. This is why we develop a strong culture of safety and trust among our teams, subcontractors and stakeholders, being integrity and transparency key values in our organization.

Our Ethics Charter and Human Rights Policy, where Eramet's commitments are laid down, are the main conduct guidelines, and everyone working for Eramine, as well as each of our contractors, expressly adhere to them at the moment of joining the company or beginning their work.

The organization implements a strategy that strives to commit, align, and include everyone, encouraging people to be the protagonists of their own ethical and professional development.

OUR CULTURE



OUR HISTORY

2010 - 2018



Creation of Eramine Sudamérica S.A.



Agreement with REMSA (Energy and Mining Resources of Salta, S.A.) and awarding of mining titles.



After two years of mining exploration, our teams confirmed **the feasibility of the project.**

2019 - 2020



A Pilot Plant was set up in Centenario Ratones with two purposes: optimize the lithium carbonate production at a greater scale and train our teams.



In February 2019, the Environmental and Social Impact Study was approved by means of **Resolution 61/19.**



In February 2020, the Free, Prior and Informed Consent, pursuant to the ILO **Convention 169**, took place, in which the community expressed its support to the project.



In April 2020, the **international pandemic** Covid-19 also affected the project, and it was put on hold. However, a solid team continued managing the **Pilot Plant**, as well as the relationship with the authorities and communities.



The project's early works were carried out on site.

2021



The quality of the final product of lithium carbonate was confirmed, with a very high direct extraction recovery rate (higher than 90%). In this way, the pilot plant produces battery-grade lithium carbonate, which is the perfect final product for the industry of batteries for electric vehicles.



In November, **Eramet partnered with the Chinese iron and steel group** to resume its development activities and build the production plant at industrial scale.

2022



Eramine started the certification process for **IRMA's** responsible mining standard, which is the world's most comprehensive and rigorous standard of good mining practices at industrial scale.



During the first semester of 2022, the construction of the **Production Plant** was resumed, which is expected to start operating in 2024.

OUR VALUES

Values, principles, standards,
and rules of behavior



**Ethics, integrity,
and anti-corruption**



Human rights



Diversity and inclusion



**Safety and protection
of the environment**



Sustainability



Ethics, Integrity, and Anti-Corruption

Principles 1 and 10 of the Global Compact

ISO 26.000: 6.6.3

ODS 16.5

We want to be a company chosen for its ethical behavior

From the fight against corruption to managing conflicts of interest and protecting Human Rights, a continuous vigilance is fundamental. When we apply our Ethics Charter, the principles of which comply with the most rigorous regulations and standards, we strengthen our values and protect our operations.

In 2022, the organization and procedures of Ethics and Compliance practices were significantly strengthened in Eramine. After a general audit of the management approach that the Eramet Group conducted in all the Group's subsidiaries, we carried out specific actions aimed at reinforcing these topics, in compliance with the best national and international standards.

Organization

Firstly, we have significantly strengthened our Ethics and Compliance network, which now has an officer, two ambassadors and five leaders, whose main mission is to align our workplace with the principles of our Ethics Charter and keep it free from any type of discrimination and harassment.

Communication and training on anti-corruption policies and procedures

GRI 205-2

All Eramine's employees have completed training sessions about the pillars of the Ethics and Compliance Policy through the related procedures:

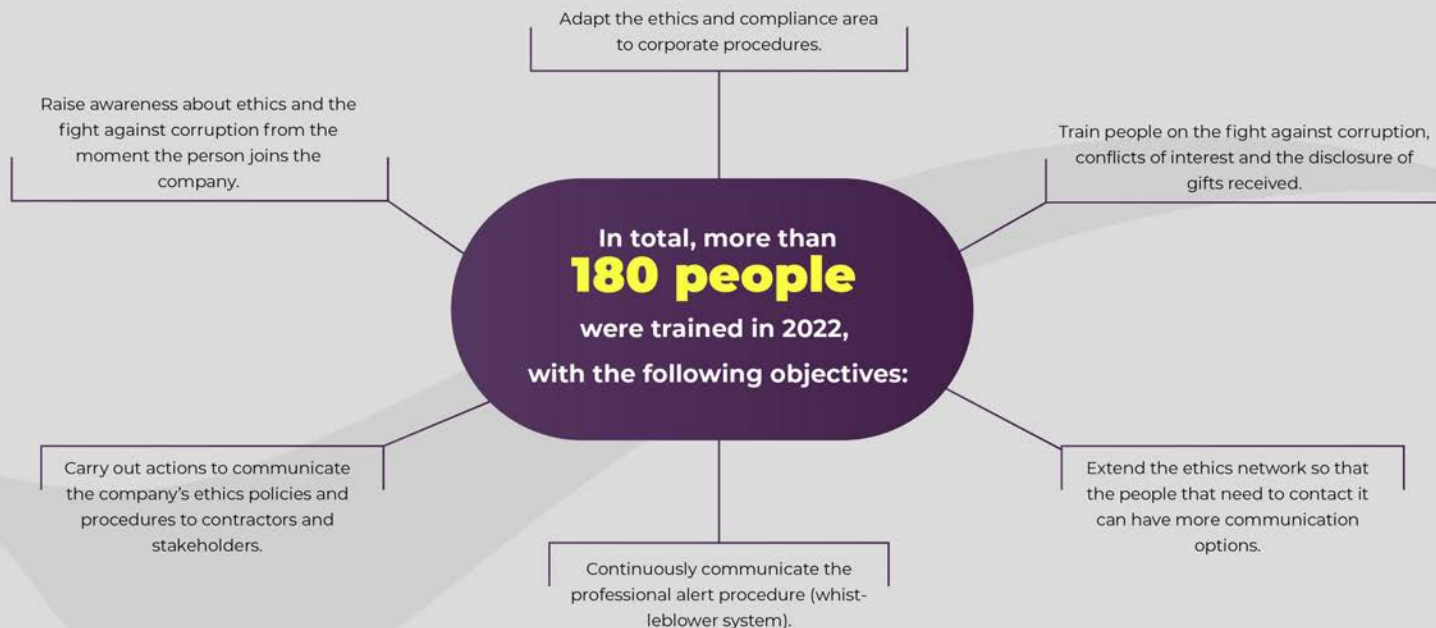
- Disclosure of gifts and benefits,
- Disclosure of risk of conflict of interest,
- Training on the use of the alert system, identifying deviations from the company's Ethics and Compliance Policy.

In addition to these topics, many hours of training are related to "Day 1", an onboarding training where company and corporate guidelines and policies are communicated, together with internal processes, and where the ethics and compliance procedure is handed over.

In 2022, trainings were also offered on some specific topics for designated people, for example, on the disclosure of donations and subsidies for the Corporate Social Responsibility area.



Ethics, Integrity, and Anti-Corruption





Ethics, Integrity, and Anti-Corruption

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

ODS 16.6

Since December 2022, a new e-learning platform is available at Corporate level, accessible to all subsidiaries, which focuses on corporate ethics. The update of the mapping of corruption risks completed the year 2022.



International Day Against Corruption

In the framework of this day, on December 9th, we conducted a training session targeted not only at all Eramet's employees, but also at suppliers and subcontractors. 257 people participated in the session.



Fight against work harassment and misbehavior.

The 5 leaders appointed in 2022 have received specific training to prevent work harassment and misbehaviors related to gender matters. This training focused on applicable legislation in the workplace and in listening to the victims and witnesses.



Donations

The company is present in the social and cultural life of the community through donations in kind for the promotion and support of educational, cultural and sports activities, as long as they are aligned with our organizational policies and pillars. We have an internal procedure in place that covers all donations, sponsorships, and endorsements that the company wants to make, so that they are made in compliance with the organization's Ethics Charter, the Anti-corruption Guide and the Corporate Social Responsibility Strategy.



Human Rights

Focused on people



**RIGHT TO
LIFE**



**RIGHT TO
HEALTH**



**CHILD
PROTECTION**



WORK



EDUCATION



NO - DISCRIMINATION



**RIGHT TO LIBERTY AND
PERSONAL SECURITY**

GRI 103-1; 103-2
Principles 1, 2, 3, 4, 5, 6 of the Global Compact
ISO 26.000: 6.3





Human Rights

We know that businesses can have an impact in all these rights, both inside and outside the company, and not only on labor rights. This is why our responsibility to respect human rights is connected with the impact we have on people, not only with the actions to prevent "risks for the company".

Relevant matters, commitments and actions

In Eramine, we have an explicit and fundamental commitment to human rights. For this reason, we have identified the most relevant matters (material topics) associated with our operations and value chain, to consider their most serious potential negative impacts on people. Below, we present these 5 material topics together with their formal commitment (reference policy) and the main actions taken in 2022:

Materiality-Relevant topics	Formal commitment	Document-Commitment (*)	Main actions in 2022
Non discrimination in employment and occupation	YES	Human Rights Policy	Revision of the procedures of the camp's regulations so that they explicitly include this requirement, with disciplinary measures to enforce this conduct.
Health and safety at work	YES	Human Rights Policy; Social Safety, Environment, Quality and Reliability Policy	-Planning, implementation and follow up of our Safety Management System. BBS Training and audits (Behavior Based Safety). -Continuous training according to the plan.



Human Rights

Materiality- Relevant topics	Formal commitment	Document- Commitment (*)	Main actions in 2022
			<ul style="list-style-type: none">-Daily meetings on safety and health, both at the office and at the site.-Communication to our outreach communities of our response to emergencies (conducted in San Antonio de los Cobres and Salar de Pocitos).
Working conditions (salary, working hours)	YES	Human Rights Policy; Collective Bargaining Agreement with UOCRA	<ul style="list-style-type: none">-Inclusion of human rights clauses in the Collective Bargaining Agreement with UOCRA. -Reinforcement of the communication on the matter of overtime.-Provision of sufficient and relevant information on these matters in Day 1 (Onboarding) for new people joining the organization.-Incorporation of 1 additional vacation week as of 2023.



Human Rights

Materiality- Relevant topics	Formal commitment	Document- Commitment (*)	Main actions in 2022
Women's and girl's rights	YES	Human Rights Policy; Diversity Charter	<ul style="list-style-type: none"> -Revision of the procedures of the camp 's regulations to explicitly include the prohibition of harassment and violence, with the appropriate disciplinary measures. -Extension of the Ethics Committee, with the incorporation of 5 mentors, whose main mission is to promote a work environment free of gender violence. -Extension of the Diversity and Inclusion Committee, which deals with this and other matters. <ul style="list-style-type: none"> – Extension of maternity leave and inauguration of the lactation room in the Salta office. -Monitoring of the gender indicators both inside the organization and in the sustainable and educational projects. <ul style="list-style-type: none"> – Training of the CSR team on the Girls, Boys and Teenagers Protection System. -Active participation in the Network WIM (Women in Mining). -Eramine women featuring in the book "Mujeres de nuestra tierra, mujeres que inspiran" (Women of our land, women that inspire).



Human Rights

Materiality-Relevant topics	Formal commitment	Document-Commitment (*)	Main actions in 2022
Rights of Native People	YES	Human Rights Policy	<p>-Update and wide dissemination of the procedure for claims and queries of the puesteros and communities.</p> <p>-Work on the procedures, communication activities and trainings with contractors in case of discovery of archeological remains or sites, with a profound respect to local culture.</p>

(*) The organization's policies:

- Are aligned with human rights and international standards
- Are available to the public
- Are approved at the highest company level
- Are applied to the company's operations
- Are applied to the company's supply chain and other commercial relationships
- Are developed using the experience in human rights both inside and outside the organization

Other human rights matters

The Human Rights Plan 2022, approved at the highest company level, and with periodic follow up at corporate level, focused on 4 key stakeholders (internal community, native community, contractor companies and partners). In 2022, this plan had a 98% achievement.

Eramine's internal community

Reinforcement in confidential information matters, explicitly laid down in the new employment contracts.

Contractor companies

Signing of the Ethics Charter and Human Rights Policy, delivery of a copy at the moment of executing the contract with Eramine.

Alignment workshop with the people in charge of contractor companies at the highest level to strengthen topics about ethics, human rights and social responsibility.

Partners (Tsingshan)

Strengthening of safety standards and human rights. Integration, alignment and commitment activities. Commitment with interculturality, particularly through the supply of food according to the culture and idiosyncrasy, both in the Salta office and in the site, etc.



Human Rights

Training of employees on policies or procedures about human rights

GRI 412-2
Principles 1 and 2 of the Global Compact

TRAINING AND PARTICIPATION IN FORUMS



Participation in the United Nations Regional Forum on Business and Human Rights for Latin America and the Caribbean (Bogotá, July 2022), on the matter "Accountability for a responsible business conduct".

Pacto Global
Red Argentina

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

22 de marzo
15 a 16 hs de Argentina
Moderador: Marcelo López

zoom

Inscripción aquí: bit.ly/3l5CH79

Andrea Avila
CEO - Universidad Argentina

Flavio Puertes
Gerente General - Pacto Global Argentina

Sergio Alfrondi
CEO - PIF

Diploma in Sustainable Development Management- XVI Lecture of the United Nations Global Compact: participation of 8 people from Eramine's internal community (including different leadership levels) and 4 people from the external community (from the consultancy firm Capital Humano and Grupo Bayton).



Training on ethics, human rights and new manhood: for everyone in Eramine and staff from contractor companies.



Human Rights

CERTIFICATIONS



HMS
Hacia una Minería sustentable



Initiative for Responsible
Mining Assurance

CAEM
Cámara Argentina de Empresarios Mineros

Program "TSM - Towards Sustainable Mining" of the Argentinean Chamber of Mining Entrepreneurs (CAEM): external verification of the protocol "Community Outreach", which includes human rights matters. Eramine obtained a score of AAA- Excellence and Leadership.

Adhesion to IRMA's standard for Responsible Mining, which is the world's most comprehensive and rigorous definition of best practices for industrial scale mining and is a higher bar than any country's laws.

PROCEDURE TO ANSWER CLAIMS AND QUERIES



In 2022, following the advice and recommendations of an external consultancy firm, the process for claims and queries by the community and puesteros was reviewed and updated.

ISO 26.000: 6.3.6
GRI 413-1

The process for claims and queries by the community and puesteros is in force.

In 2022, three queries and claims were submitted, and they were all answered in due time and manner, according to the procedure.



Humans Rights

PROCEDURE TO REPORT HUMAN RIGHTS AND ETHICS VIOLATIONS

The Corporate platform Integrity Line is available and can be accessed through the following link:



Integrity Platform (integrityline.org)



or calling
+54 11 5238 0589

Any person that is a witness or victim of a human rights violation in connection with Eramine's activities, can report this behavior.

In 2022, we conducted a communication campaign about these reporting channels in the Salta office and on site, using signs in Spanish, English and Chinese, to make sure that everyone working in Eramine directly or indirectly has access to the reporting channels.

Our due diligence system can be visualized and summarized in the following image:

HUMAN RIGHTS PLAN

>>> Due diligence system



1 IDENTIFY: Human rights assessment

2 IDENTIFY: Human Rights risk map

3 PREVENT: Action Plan

4 MITIGATE

5 REPLY



Human Rights

GRI 406-1
ISO 26.000 6.3.7
Principle 6 of the Global Compact

Incidents of discrimination and corrective actions taken

There were no reports for discrimination in 2022..

GRI 408-1
6.3.10; 6.6.6
Principle 5 of the Global Compact
ODS 8.7

Operations and suppliers at significant risk for incidents of child labor

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

GRI 407-1
ISO 26.000: 6.3.10; 6.4.3
Principle 3 of the Global Compact

Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

No operations or suppliers in which the right to freedom of association and collective bargaining may be at risk were identified.

GRI 409-1
Principle 4 of the Global Compact
ISO 26.000: 6.4.4
6.3.10
ODS 8.7

Operations and suppliers at significant risk for incidents of forced or compulsory labor

No operations or suppliers at significant risk for incidents of forced or compulsory labor were identified.



Diversity and Inclusion

Our differences are our strengths

GRI 412-2

Principles 1 and 2 of the Global Compact



DIVERSITY

Diversity is the representation of all human profiles found in the society within a company. Diversity in a company is defined by the different profiles that make it up, in terms of country of origin, region, neighborhood, religion, ethnic group, culture, age, gender, physical aspect, visible or invisible disability, sexual orientation, family situation, qualifications, etc.



INCLUSION

Inclusion means guaranteeing that everyone can be fully accepted as they are, being able to develop and to express their ideas at ease. This is based on an organizational culture that really welcomes everyone.

Our commitment to diversity stems from the acknowledgement of each person's individuality because we understand that each human being is unique and complex, full of subjectivities and experiences. Our vision of diversity values differences, focusing on the abilities of each person, so that they can have the opportunity to develop themselves according to their own history and personal situation. In Eramine, the strength of our work reflects cultural diversity, including workers from the Kolla community, as well as people from different provinces and countries, although 84% are people from the province of Salta.

Source: Event "Let's talk about what's coming" Newspaper El Tribuno de Salta



Diversity and Inclusion

As regards gender, 20% of our team is made up of women, 6% more than the average in mining companies in the province of Salta*.

Some of the good practices we implemented to promote inclusion are:

- **The communication of our actions**, identity and goals is made with an inclusive approach: in terms of gender, identity and accessibility. In this regard, all our audiovisual material has dual subtitles (English-Spanish) and use inclusive language.

- ▲ **Communication of our commitment to all of our colleagues, clients, partners and suppliers**, to encourage the dissemination and fulfillment of these principles. We can mention the following activities carried out in 2022:

1 World Diversity Day 2022

The Eramet Group, in line with its commitment undertaken in the Diversity Charter and its mandatory virtual training for all employees: "Diversity and Inclusion: what are we talking about?", promotes since 2020 the World Diversity Day, when we carry out an activity to foster this value in all its subsidiaries.

In 2022, Eramet tried to create a meeting space to reflect about how we look at disability, to focus on the abilities, and on what each person can contribute every day to build an inclusive reality.

Therefore, we invited everyone to share an intimate talk with Carlos "Boti" Lecuona, a local person from Salta who was born with a disability called myelomeningocele or split spine.

"Boti" is 41 and currently works as Accessibility Coordinator in the Province of Salta and gives talks in different spaces. In this opportunity, he shared with us how the support of his friends and family was a decisive factor to make him find happiness, despite the challenging and painful situation he must endure: "they made me forget the pain", he said.

RELEVANT DATA



80%

20%



Diversity & Inclusion
WORLD DIVERSITY DAY 2022





Diversity and Inclusion

Carlos Boti Lecuona



"It is reasonable to be afraid or not to know how to behave with a person with a disability, but it stops being reasonable when you are not interested in going further. You have to go further and break the vicious circle generated by distance and disinterest."

Testimony of
Eramine's people

"It was a different and convenient space"

"I learnt about the power of a smile"

*"I got to know another way of
looking at disability"*

"Thank you! Very inspiring!"





Diversity and Inclusion

2 Training on ethics, human rights and new manhood

In December, Eramet's Diversity and Inclusion Corporate Team, together with the consultancy firm GROW, conducted trainings for Eramine employees and for contractor companies.

The topics covered were: new manhood, care tasks, gender and diversity, stereotypes and mandates, employment of men and women, gender violence, dominant culture and society, among others.



Lourdes Posse - Human Resources and Sustainability Assistant

"The workshop was useful and interesting. I liked the topic about new gender roles; in my case, this is something contemporary, from everyday life and completely normal, but it may not be so for other people. And in that sense, giving talks and workshops contributes greatly to the diversity of ideas and to understanding."

Mariano Bengochea - Senior Construction Planner


"I think it was an excellent initiative, given that, fortunately, Eramine has a great diversity in terms of age, education, gender and places of origin. I believe that this type of training helps to "normalize" criteria and avoid problems that may result from the idiosyncrasy of each individual."





RELEVANT DATA

GENERATIONS

 Baby Boomers: **8%**

 Gen X: **29%**

 Millennials: **61%**

 Gen Z: **2%**



Safety

Safety First!

Management approach: Occupational Health and Safety Management System

Our Safety Management System was developed taking into account renowned international regulations, corporate standards, and industry good practices.

Our commitment to safety consists in identifying, analyzing, and implementing actions to eliminate risks as far as possible, or to reduce them to prevent accidents of any nature by planning, implementing and following our Safety Management System.

This system is made up of a structure of Policies, Manuals, Standards and Procedures that were designed following the principles of continuous improvement of renowned international standards, which set forth the regulations and requirements that must be followed in our operations.

Behavior Based Safety

One of the good practices we implemented is Behavior Based Safety (BBS), a continuous improvement proactive methodology applied to safety. It consists in an observation and feedback process, the goal of which is to minimize unsafe behaviors and, consequently, reduce the number of accidents.

This methodology involves everyone in our organization, of all hierarchical levels, understanding that safety is everyone's responsibility.

In 2022, people from different areas of the organization were selected to receive specific training to conduct Behavior Based Audits.

- Number of BBS auditors trained in 2022: 35.
- Number of BBS audits conducted in 2022: 121.

Safety Interactions

This is another preventive tool that we implement to positively reinforce safe behaviors and to minimize or eliminate risky behaviors, using constructive comments.

All these interactions are managed in the digital tool SAFEE, and the related indicators are monitored weekly by the Safety and Hygiene team.

GRI 103-2; 403-1; 403-8
ISO 26.000: 6.4.6; 6.8.8
SDG 8.8





Safety

Hazard identification, risk assessment and incident investigation

Hazard identification and risk assessment are a fundamental part of our preventive tools, as they allow us to prevent incidents

Take Five

Is a risk analysis tool that is performed individually to work safely. If any of the steps is not fulfilled, the task will not be carried out.



TOOLS FOR RISK ANALYSIS

Job Safety Analysis (JSA):

This makes it possible to identify hazards and assess risks before carrying out an activity, making sure that all necessary control measures are taken to perform the task safely. It is carried out by the entire work team and signed by the supervisor.



Process Hazard Analysis (PHA):

Sessions aimed at identifying potential causes and assessing the consequences of the process hazards, to define the most suitable methods to control them, classifying the areas according to their criticality.



Safety

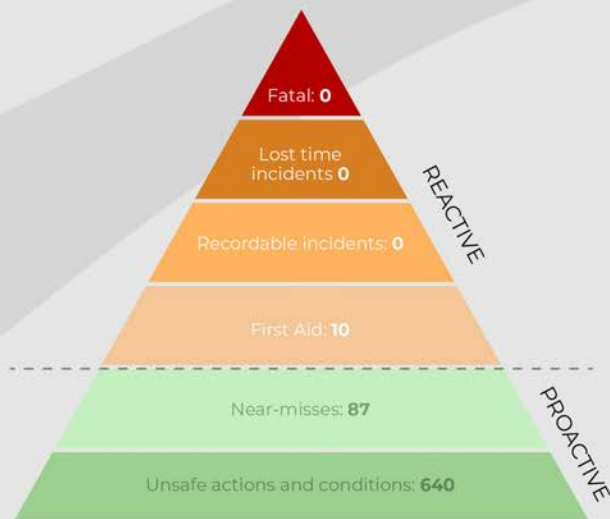
Incident report and investigation

There is a process in place to prepare reports and to investigate incidents that result or that may result in injuries and damage to health, the environment, property or to the normal operation of the plant. Reports are recorded in the platform SAFEE, which allows us to centralize the data and manage reports in a simplified way, monitoring them through control panels.

Work-related injuries, illnesses, and diseases

The defined Key Performance Indicators (KPI) include measurable indicators that help us manage our performance in safety and that are useful to monitor our progress in the fulfillment of the set goals and to define our prevention strategies.

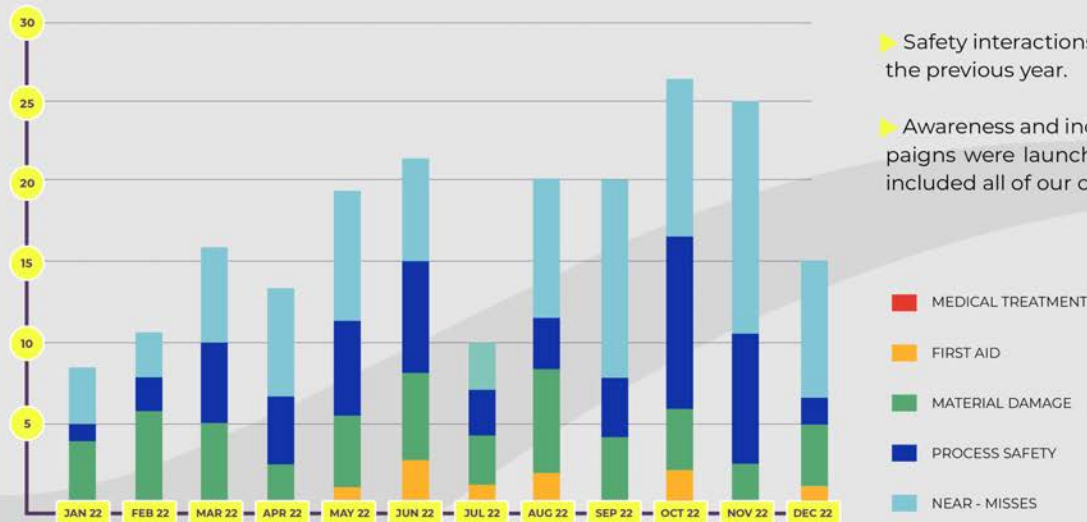
GRI 403-9; 403-10





Safety

INCIDENTS REPORTED IN 2022



► There were no recordable (NLT) or lost time accidents (LTI) in the operation of the Training Center or in the exploration and construction activities.

► Safety interactions doubled compared to the previous year.

► Awareness and incident prevention campaigns were launched with activities that included all of our contractor companies.

ACCIDENT FREQUENCY RATE

	2019	2020	2021	2022
TF1 (LTIFR)	0,0	0,0	0,0	0,0
TF2 (LRIFR)	0,0	1,7	3,4	0,0
TF3 (AIFR)	9,2	10,3	6,8	5,1

References:

All the indicators include Eramine's and Contractor's employees.

► **Frequency Rate TF1 (LTIFR)** represents the number of accidents with lost time per million of hours worked.

► **Frequency Rate TF2 (TRIFR)** represents the number of recordable accidents (requiring medical treatment) with and without lost time per million hours worked.

► **Frequency Rate TF3 (AIFR)** represents any accident with injury (including first aid) per million hours worked.



Health Services at Work

The site of the project has a Medical Office with health professionals that are on duty 24 hours a day, available to take care of Eramine's and contractor's employees, and of visitors. There is a modern infirmary equipped to provide quality health attention and there are three ambulances available with mobile intensive care units (one in La Blanca Camp and two in Ratones Camp) to move patients whose life is at risk.



Worker participation, consultation, and communication on occupational health and safety

Our employees participate in monthly **Safety and Hygiene Committees**, which deal with prevention matters, monitor indicators and follow up incidents. In these committees, action plans on health and safety matters are defined, and people that stand out for their performance and commitment to this topic are recognized.



Safety

GRI 403-4; 403-8

On the other hand, our program of **Interdepartmental Cross Audits** promotes proactivity and cooperation in the continuous improvement of our Management System. In the audit team, those who are still in the process of learning receive the guide of the leader auditors. In 2022, 11 internal audits were conducted.

Worker training on occupational health and safety

GRI 403-5

As evidence of how important safety is for Eramine, trainings and prevention campaigns are carried out according to the Annual Health and Safety Plan.

TRAINING TOPICS	CATEGORY	HOURS
Contractor Management	Safety and risk prevention	110
Vehicle Safety / Defensive driving		124
Firefighting systems- Use of extinguisher and water pump		43
Preparation of JSA and Take 5		78.8
Use of tools and equipment with and without power		15
Equipment blocking		232.8
Emergency response procedure		45

TRAINING TOPICS	CATEGORY	HOURS
Social, Safety, Environment, Quality and Reliability Policy - Drugs and Alcohol Policy	Safety and risk prevention	99
PPE Use and Maintenance Procedure		32.5
Vehicle Rescue Plan- Geo-fence, Maximum speeds		27
Excavations		53
Incident Investigation Report- FIA Methodology		55
Change Management		43
Work at height		37

TRAINING TOPICS	CATEGORY	HOURS
Confined spaces	Safety and risk prevention	8
Order and cleanliness- 5 S		14
Cargo hoisting and lifting		51
Hot work		62
Supervisor´s role in prevention		12
Adverse climate conditions		71
Ergonomic risks		15
Safety leadership	Health	21
Gastroenteritis- personal hygiene		50
Covid 19 Protocol		5
First Aid (hemorrhages)		71
Altitude sickness		50
Prevention of heart diseases		75

TRAINING TOPICS	CATEGORY	HOURS
Use of extrication equipment	Health	37.5
Classification of burns		75
CPR – Cardiopulmonary resuscitation		17
First Aids – Use of AED (automated external defibrillator)		23
Alcoholism- Smoking- Self-medication		17
Hypothermia and sunstroke		47.3
Insect bites and stings		27
Heimlich Maneuver	Prevention campaigns	13
Hands and Fingers Care Campaign		4.5
Road and vehicle safety awareness campaign		86
Safety campaign "Safe Holidays"		49
Workshop: World Day for Safety- We can all prevent incidents		59.6
Slips, stumbles, and falls prevention		80



TOTAL HOURS
2036





Safety

World Day for Safety

In the framework of the World Day for Safety, under the slogan "We can all prevent an incident", we carried out an interactive activity with all the areas, in which we dealt with the analysis and resolution of concrete cases.

Emergency Squad and Team

- The Emergency Plan sets forth the guidelines about how to act in case of emergency in the operational sites; the team is made up of volunteers from different areas.
- 21 drills and practices were conducted during the year.
- We have a fire station equipped for emergencies (structural fire-fighting suits, self-contained breathing apparatus, etc.) and a mobile water pump against fires.
- In 2022, a leader specialist in emergencies joined the Safety and Hygiene team.





Safety

Our actions reflect the values with which we conduct our operations, and they contribute to the strengthening of a culture of safety.

Communication of Emergency Response to our outreach communities

In November and December 2022, we carried out activities together with the communities of San Antonio de los Cobres and Salar de Pocitos to share information about the hazards involved in the transportation of chemical substances, control measures to prevent incidents and the emergency response plans. This activity was held in open conversation, so that everybody could learn and ask about what we do in terms of movement and transportation of these substances, complying also with one of the requirements of IRMA's International Standard (Initiative for Responsible Mining Assurance).

Some of the participants of this activity were: firefighters from San Antonio de los Cobres, people from Civil Defense, SAC, National Road Management, Schools, Transportation Chamber of Salta, Traffic Department National Border Patrol, Police Station 107 and the Hospital Nicolás Pagano of San Antonio de los Cobres, as well as employees of the companies Petroandina and FMF.

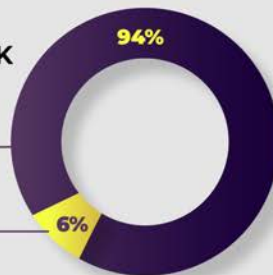
Monitoring of our Action Plans

To monitor the actions resulting from the work plans of the different areas, we use the computer tool "TeamWork". During the monthly meeting of all Eramine's teams, the performance and achievement indicators are reviewed.

MONITORING OF ACTIONS IN TEAMWORK 2022

Completed: 1645

On going: 110



Sustainable Management

CHAPTER IV

Lithium, a fundamental element for the energy transition

The world is moving forward with the adoption of new renewable and sustainable sources of energy to replace the fossil fuels that are largely used today: oil, natural gas, and coal; which, apart from being limited, generate high levels of pollution. **This change is called energy transition.**

In this context, lithium is a key component. Lithium-ion batteries, which have a great energy storage capacity, are a valuable complement in the implementation of cleaner and renewable energies.

Demand for lithium will grow over the next years, as well as all electrical charge circuits and intelligent electrical networks. This is why the construction of our industrial plant is so relevant, at local, national, and international level.



OUR PROJECT IN NUMBERS:



+80%

local employment
(Eramine & Contractors)



**771
MILLION**

dollars is the total
investment in the project



13 YEARS

since the
beginning of the
exploration works



+1000

workers during construction

**10
MILLION**

Tons of lithium reserves



24

thousand tons of
battery-grade lithium
carbonate per year





Construction stage (2022-2024)

The project has a positive impact on the economy of the province of Salta and, in general terms, of Argentina, due to the hiring of people, suppliers and local companies.



98%

local and national companies



+800

Argentine workers



390

Million dollars injected in the Argentine economy

Our productive process

Our work consists in open-pit mining through the drilling of 450 meters deep wells strategically located in the salar. The brine is extracted through pumping using a 20 cm diameter tube, and finally, it is moved to the production plant with a pipeline system. This process complies with high safety standards and is designed to minimize environmental impact.

The plant uses a direct extraction system developed by Eramet Ideas. Currently, this process is carried out in the pilot plant and achieves a yield higher than 90%; this means that 90% of the lithium contained in the natural brine is recovered, with a processing period of about 24h, while the traditional process (natural evaporation in pools) offers less than 50% yield in 18 months. This allows to maximize efficiency in the processing times and, therefore, in the use of resources.

Thanks to this method, we can increase the freshwater recycling rate to 60%. This is one of the innovations that we have developed to optimize our process to **“produce better”**.

Eramet Ideas, Eramet's R+D department, is located in Trappes, near Paris. Its teams have developed an innovative extraction process that respects the environment and replaces the traditional evaporation method (using pools) for a two-stage process. This process has been developed in cooperation with IFPEN (French Institute of Petroleum and New Energies) and Seprosy. Once developed in Trappes, the pilot plant moved to Argentina, where it was successfully put in operation in 2019.

RELEVANT DATA

60%

freshwater recycling in the extraction process

>90%

yield in a week vs. 50% yield in 18 months with traditional processes

IN 2022

the total lithium carbonate production was of 7,291 kg, with 90.5% battery-grade of the highest quality.

Training of the future operators of our Pilot Plant on site

Since 2020, even during the covid-19 pandemic, a team has been operating the Pilot Plant and training to operate the industrial-scale Production Plant. Currently, this training continues with good results to start production, planned for 2024. Learn more about our production process [here:](#)

We improve processes in search of sustainability

The Process Improvement area is focused on the following sustainability goals:

- 1 Increase of lithium recovery in the productive process.
- 2 Reduction of water consumption in the process.
- 3 Reduction of CO2 emissions during the process.

To increase lithium recovery from the natural brines of the salar, we are testing alternative technologies for direct lithium extraction (DLE) together with the use of different active solids available in the market that make lithium extraction from the brines more efficient. Additionally, these alternative technology tests could help reduce the water use in the process.

To reduce water consumption in the process, we are testing different operational configurations of the direct extraction columns to optimize water recovery in the different stages of the process, reducing the need to incorporate fresh water. We are also studying the possibility to take the reagents of the process to a higher concentration to use less dilution water.



To reduce the CO2 emissions during the process, we are working in the reduction of reagents such as hydrochloric acid to minimize the release of carbon dioxide in the preparation of the solutions of the process, which will also help reduce the production needs and the transportation of these substances by suppliers.

These three initiatives are the first priorities to improve the effects the lithium carbonate production process has on the environment.

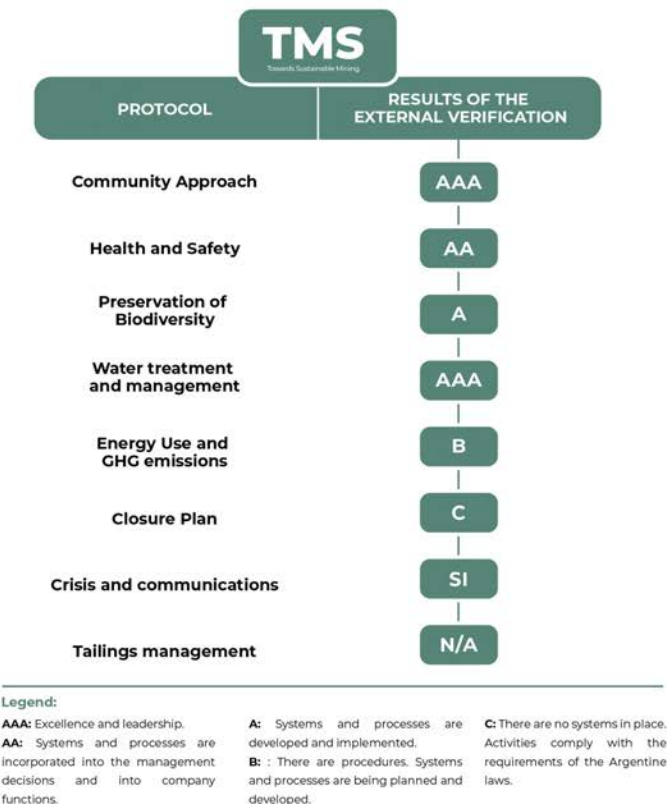
We work following the industry's best practices

External verification – Standard Towards Sustainable Mining (TSM)

In 2018, we initiated the implementation of the Program of the Argentine Chamber of Mining Entrepreneurs "Towards Sustainable Mining" (TSM).

This program is a performance system that helps mining companies and their facilities to assess and manage environmental and social responsibilities. It consists of a program about transparency, education, communication and strengthening of good mining practices. It includes a set of tools and indicators to encourage continuous improvement in the company's performance, to offer transparent results to the relevant communities and ensure that the mining industry's key risks are managed effectively.

After three years of self-assessments, which is the first stage of the program, in 2022, we had an external verification (audit) of the different protocols, with the following results:



IRMA's vision is a world where the mining industry respects the human rights and aspirations of affected communities, provides safe, healthy and supportive workplaces, minimizes harm to the environment, and leaves positive legacies.

First Self-Assessment- IRMA's Standard for Responsible Mining

In 2022, we started the process to obtain the IRMA certification (Standard for Responsible Mining), which is the world's most comprehensive and rigorous definition of best practices for industrial scale mining and is a higher bar than any country's laws. IRMA has a multi-stakeholder governance (NGOs, mining industry, international unions, intermediary buyers, investors, and finance, etc.) and covers a wide range of topics, both in environmental protection as in community relationships, human rights, etc.

What makes **IRMA** different from other mining standards and audits is essentially the following:

- **Applicability:** A comprehensive standard covering over 400 requirements—the full range of social and environmental impacts of industrial-scale mining, all geographies, and all mined materials.
- **Transparency:** Public notice of audits before they begin, so any stakeholder may participate; public release of detailed audit reports; IRMA's Issue Resolution System to address complaints.
- **Equity:** Equitable multistakeholder governance, by community, NGO, labor, mining, purchasing, and finance sectors; engagement of diverse stakeholders in each Audit.
- **Credibility:** Gained through setting best practice requirements and measuring against them through independent third-party verification.

Mines must comply with a set of 40 critical requirements (essential) and with 50% or 75% of the requirements of each of the four main areas of the standard.

The results of our first self-assessment indicate that Eramine is very close to achieve **IRMA's level 75**.





Contributory Corporate citizens

As all Eramet's subsidiaries, Eramine also seeks to maximize the benefits for the country where it operates, specially, in the local area surrounding the project.

In Argentina, benefits translate into salaries and paid social security, local and national purchases of goods and services from local suppliers, contractors, provincial royalties, as well as national, provincial and municipal taxes.

"We want to be not only a profitable company and a business partner of choice, but also a company that **positively contributes to the well-being of people, of the environment and the world that surrounds us**".

Christel Bories

CEO and President of the Eramet Group

ECONOMIC PERFORMANCE

Promoting local development

Management approach

GRI 103-1; 103-2
ISO 26.000: 6.6.6.
SDG 8.3; 12.7

► In 2022, we were happy to resume those activities which had to be suspended due to the uncertainty about the continuity of the construction of the Lithium Carbonate industrial plant, and to the sanitary restrictions generated by the Covid-19 pandemic. The year 2022 was clearly a transition year.

► Despite the change in the course of events, we did not abandon our commitments in health, industrial safety, labor rights, protection of the environment and ethics. These are and will continue to be the pillars that guide the way we work and connect with all our stakeholders.

► During the year, we kept and even strengthened our bonds with the different communities where we operate, the manager of the purchasing area made in-person visits to the communities, interviewing its members face to face and in the place of origin of the suppliers from the community, with the purpose of learning about their needs and communicating Eramine's requirements and expectations, always looking for common areas to work together.



► Our Sustainable Purchasing and Ethics Policy, among others, are always present in any negotiation we pursue.

Description of the supply chain and significant changes

► When our project for the construction of the battery-grade Lithium Carbonate production plant, with an initial production capacity of 24,000 tons/year, was resumed, the first efforts were focused on the configuration of the work teams. The Supply Chain team was not the exception, and quickly went out to the market to look for the best talents to put together the Purchasing, Warehouse and Road Logistics teams, specifically assigned to the construction project. Meanwhile, the operations team continued with its work supporting the pilot plant, which did not stop operating; and the initial preparatory works to review processes and procedures started, with the purpose to strengthen them for the future industrial plant.

► As part of this new work, we resumed negotiations for the provision of key equipment with long delivery dates to ensure their delivery within the required deadline; in several cases, negotiations were hard due to the update of prices.

► Another relevant point were the first negotiations for the provision of services and critical and strategic supplies to produce Lithium Carbonate.



Purchases from local suppliers

GRI 204-1
ISO 6.8.7; 6.8.9

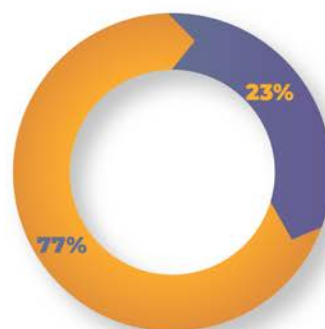
During 2022, the total value of our purchases was USD 279 million, which represents an increase of approximately 700% compared to the previous year. This growth results from the reactivation of the construction of our battery-grade lithium carbonate industrial plant.

Of the 279 million acquired during the year, USD 125 million correspond to the purchase of goods, representing 45% of the total, and the remaining USD 154 million or 55% to the hiring of services.

Regarding purchases from local suppliers (local means all those suppliers with origin and residence in the province of Salta), Eramine hired a total of 300 suppliers, representing an increase of 43% compared to 2021. This confirms the position and decisions taken by our company with regards to the support to the development of local suppliers.

Finally, in 2022, the total spent in the hiring of services and in the purchase of goods from local suppliers was of USD 95 million. This means that 34% of the total purchases of the year were from local suppliers, generating an important contribution to the economy of Salta that was 84% higher than the previous year.

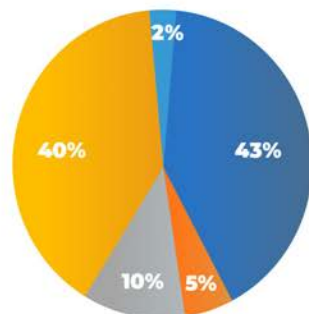
Numbers speak for themselves, and they show that we carry out what we promise with respect to taking actions to promote and develop the local industry, which is the only way to see permanent results over time.



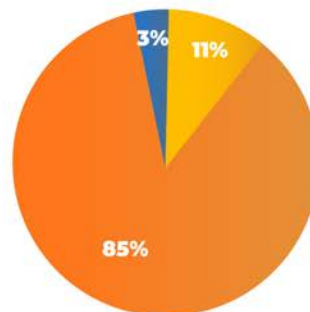
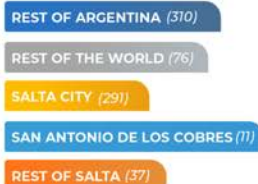
PURCHASE OF LOCAL GOODS AND SERVICES (PESOS)

GOODS (\$2.697.146.851,20)

SERVICES (\$8.789.748.283,20)



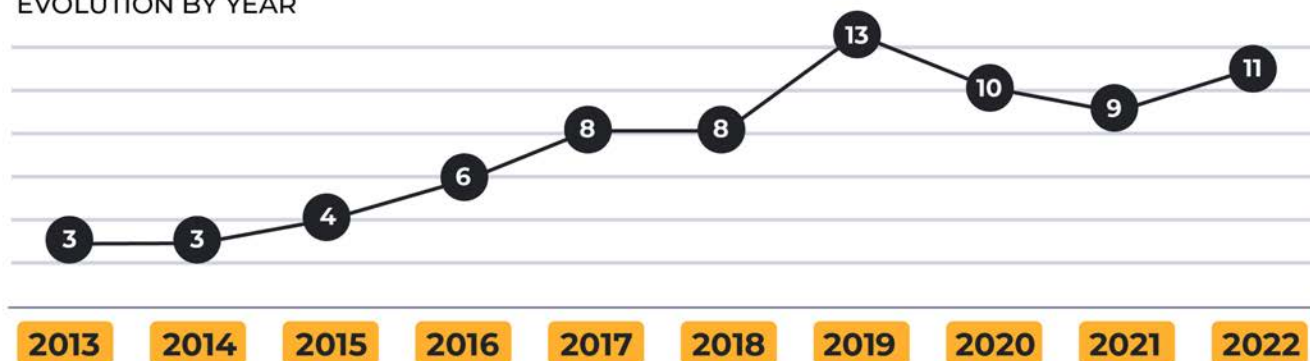
SUPPLIERS BY REGION



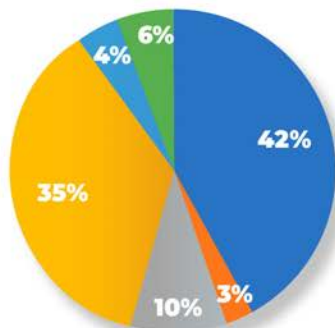
LOCAL SUPPLIERS



SUPPLIERS FROM PUNA EVOLUTION BY YEAR



AMOUNTS INVESTED BY CATEGORY IN 2022



- Engineering and construction supplies
- Camp and personnel supplies and materials
- Administrative and professional services
- Construction services
- Logistics and transportation services
- Camp general services



Engineering and construction supplies

\$14.165.153.811,60
(USD \$118.042.948,43)
42% Supplies for maintenance, pilot plant, laboratory, etc.



Logistics and transportation services

\$ 1.430.537.007,60
(USD 11.921.141,73)
4% General transportation (ground, air, personnel, etc.), van rental, imports and exports services, etc.



Administrative and professional services

\$ 3.229.663.957,20
(USD 26.913.866,31)
10% Accommodation, office rental, water for consumption, general municipal services, professional fees, consultancy firms, postal and IT services, etc.



Camp and personnel supplies and materials

\$954.057.626,40
(USD 7.950.480,22)
3% Supplies for cleaning, stationary, IT, personal protective equipment, medical supplies, work clothing, etc.



Camp general services

\$ 1.916.547.963,60
(USD 15.971.233,03)
6% Cleaning, catering, internet, gas, patrimonial security, environmental services, etc.



Construction services

\$11.891.612.529,60
(USD 99.096.771,08)
35% Providers of construction and technical services, workforce, equipment rental, etc.

General total + \$ 33,587,572,896.00
(USD 279,896,440.80)

Our economic value distributed:

Accounting results adjusted for inflation, in ARS \$.

	CONCEPT	2022	2021	Percentages over DEVG
A	Net Sales	\$	\$	
B	Income from financial investments*			
C	Income from the sale of assets			
	Direct Economic Value Generated (DEVG): Revenues	\$	\$	
A	Operating costs	\$2.307.617.377	-\$24.505.620.852	(A)
B	Employee wages and benefits	\$2.617.151.596	\$1.049.898.287	50,23%
C	Payments to capital providers	\$-	\$-	
D	Taxes	\$ 181.122.457	\$260.972.114	3,48%
E	Community investing	\$35.387.094	\$43.228.478	0,68%
F	Capitalized costs in ongoing works (on points a and b)	-\$ 1.474.690.160		
	Total Economic Value Distributed (EVD)	\$ 5.210.042.741	-\$ 23.151.521.973	
	Economic Value Retained (EVR)	-\$ 5.210.042.741	-\$ 23.151.521.973	

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

(B) 2021 values are adjusted for inflation so that they can be compared to the values of previous years

\$-

(B)

Significant changes in the organization and its supply chain

GRI 102-10

During 2022, we had capital contributions from the new shareholder Tsingshan for ARS \$9,899,673,817, constituting a share premium of ARS \$15,056,576,183.

Financial aid received from the Government

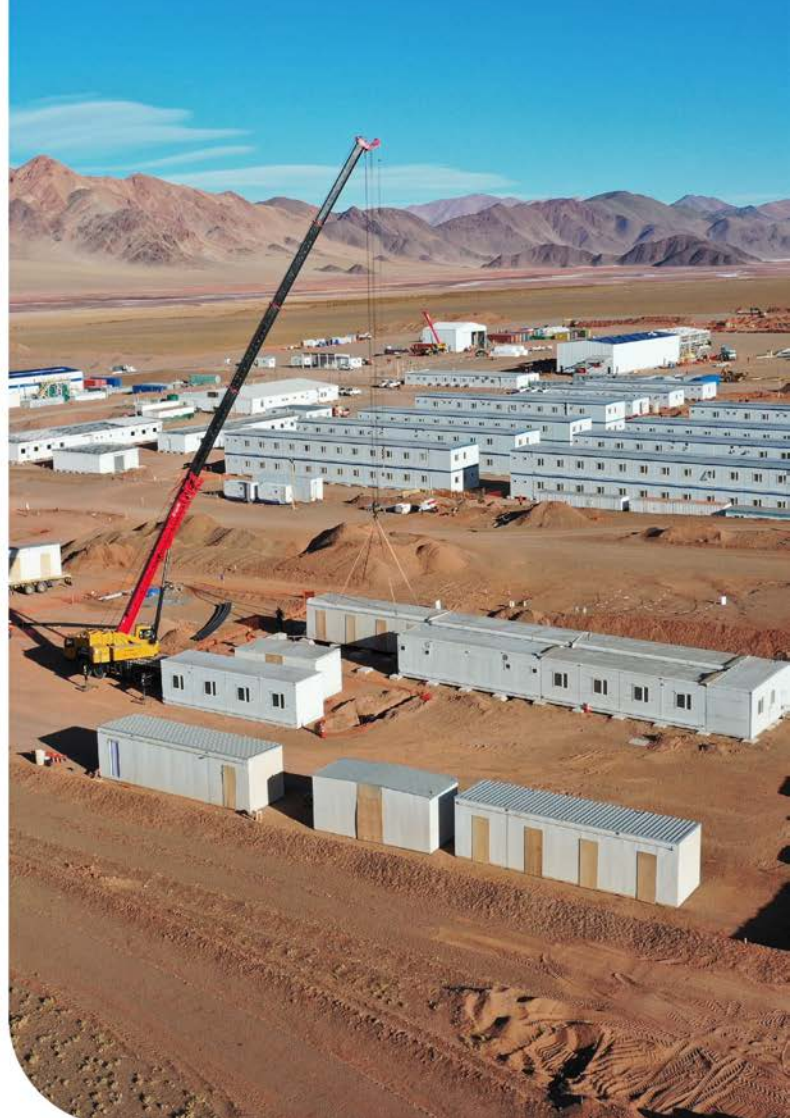
GRI 201-4

We received tax credit refunds for investments on fixed assets for the period 2021-2022 for ARS \$30,373,856.

Noncompliance with social and economic laws and regulations

GRI 419-1

During the fiscal year 2022, we did not breach any economic or fiscal laws.



CHAPTER VI

ENVIRONMENTAL PERFORMANCE



Committed to the planet

Management Approach

GRI 103-2

ISO 26.000: 6.5.4; 6.5.6; 6.5.2.1

Principles 7 and 8 of the Global Compact

Our commitment is to prevent and minimize any environmental impact, as well as to make the most efficient use of all natural resources. This is reflected in our Social, Safety, Environment, Quality and Reliability Policy, which describes the values and criteria that govern our environmental programs and our environmental management system. All suppliers that want to do business with Eramine must adhere to this Policy.

Monitoring of environmental components

ISO 26.000: 6.5.3

SDG 3.9; 6.6

According to the Environmental Monitoring Plan defined by the company, in compliance with Resolution No. 61/19, in 2022, periodic monitorings were conducted to analyze the current conditions of the environmental components, to identify deviations and, if any, to take the corresponding actions to restore the natural conditions, respecting the limits determined by the applicable environmental legislation.

The services of a laboratory with quality certification IRAM 17025 were hired to take samples and analyze them, which guarantees the reliability of the results.



Participatory Environmental Monitoring

SDG 16.10

It was carried out on December 19th and 21st, 2022, in compliance with Resolution 04/18 of the Mining and Energy Office of the Province of Salta, with the participation of leaders from the Community of Santa Rosa de los Pastos Grandes and puesteros that live near the project. The sample points were the same as last year.

The components analyzed were:

- Surface water
- Underground water
- Soil
- Air quality
- Environmental noise
- Sewage

Water sources. Interactions with water as a shared resource

GRI 303-1; 303-3
SDG 6.4; 6.6.b; 15.1

In 2022, in the framework of the CAEM's TSM program (Towards Sustainable Mining), the external verification of the Water Protocol was conducted.

The result of the verification was very satisfactory, obtaining a level of Excellence and Leadership due to the company's great commitment and level of technical responsibility to this resource, highlighting the efforts to maintain an effective communication system with authorities and communities.



Some of the most relevant topics were:

◆ **Strong commitment of the high management**, clear definition of roles, responsibilities, and allocation of the required resources.

◆ **“Preserve the water source”** is one of the pillars of the organization's Corporate Social Responsibility Roadmap, with a clear global policy and a periodic follow-up by the Eramet Group.

◆ **The Social, Safety, Environment, Quality and Reliability Policy** is the broad policy where this commitment is framed. In addition, there are procedures for water management for the operation of the project, in compliance with the current environmental legislation.

◆ **Water balance** estimations are confirmed by external auditors and presented to the enforcement authorities.

◆ In 2022, we had the **first Audit for the certification of IRMA's** Responsible Mining Standard, which also includes this topic.

◆ We actively work on **Risk Management and Planning of Activities to protect water**.

◆ With regards to **water consumption**, we set performance indicators for water consumption per capita in the camp and in the pilot plant.

◆ Bottled water is used to provide drinking water to the Salta office and to the site of the project, which is acquired from suppliers **of San Antonio de los Cobres or the city of Salta**.

◆ We do not use or extract water from any **surface water source**.

◆ To learn about the condition of all the water sources of Salar Centenario- Ratones and the environmental conditions prevailing in the area, we have two automatic weather stations (AWSs) set up in the camps La Blanca and Ratones, where we register at least ten environmental indicators: **temperature, rainfall, humidity, winds, radiation, and potential evaporation**.

◆ **We do not generate impact on water bodies** and there is no interference between the activities of the community and those planned by the company.

◆ **Our outreach communities** are informed periodically about water management, in the community meetings.

◆ The water management system includes the best available techniques, we have an annual updating process of the water balance system, and we conduct biannual updates of the Environmental and **Social Impact Study**.

◆ We conduct **periodic environmental monitorings** and participatory monitorings once a year.

◆ We brief the Corporation, the **enforcement authority, and the communities** about water management once a year.

◆ As access to water is a fundamental right, and one of the **United Nation's Sustainable Development Goals**, we have a Comprehensive Water Access Plan for the puesteros of the Salar Centenario Ratones.

WATER CONSUMPTION

Water extraction

11,919 m³ of water were used for mining. The only water source for the pilot plant is the well DW18RT, located in the basin Centenario- Ratones.

ISO 26.000: 6.5.4
SDG 6.4; 12.2

GRI 303-3

Recycled and Reused water

Between 55 and 65%

GRI 303-4

Water discharge

4767 m³.

GRI 303-5

Water consumption

Water for mining use:

11919 m³.

Treated water:

7152 m³.

Water for domestic use:

22062 m³.



Climate change mitigation and adaptation: gas emissions

The main sources of emissions into the atmosphere are associated with internal combustion vehicles and generators. In mid-2021, the Solar Farm Ratones started operating, generating a total of 365 MWh of energy in 2022.

Protection of the environment, 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, vegetation, 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 the growth of vegetation.

Biodiversity survey

In April 2022, we conducted a fourth baseline survey at the beginning of the fall-winter season to obtain a diagnosis of biodiversity in the area and its changes over time that would serve as reference to take the best decisions in connection with the mining activity and the preservation of the environment where it is carried out.

We identified areas of special biological importance and their relationship with the mining activity, and we assessed their state of conservation throughout time. On April 19th and 21st, 2002, we visited the mining exploration area and its surroundings, including the Meadows of Tolar Chico (located in the southern end of Salar de Pocitos) and of Ciénago Ancho (to the east of Salar Centenario).

Limnological and microbiological study - Spring 2022

To conduct this monitoring, field works were carried out on November 7th and 9th, 2022. The limnological study was conducted in the Centenario Project, taking samples of the different lotic and lentic water resources in the basin of Salar Centenario- Ratones.



Adult male of
Liolaemus ornatus.



Adult specimen of
Liolaemus scroochi.



Specimane of Suri pterocnemia
(pennata) tarapacensis.



Caminera puneña
Geositta punensis.

Species included in the International Union for Conservation of Nature (UICN) Red List and in national conservation lists.


GRI 304-4
SDG 15.7



Below are the wild species recorded in the different environmental monitorings and in the baseline of the Environmental Impact Studies, according to their state of conservation.

FAUNA


CLASS	Scientific name	Common Name	National Conservation Category
Mammals	Vicugna Vicugna	Vicuña	Non-threatened
	Lama guanicoe	Guanaco	Non-threatened
	Lycalopex culpaeus	Andean Fox	Non-threatened
	Leopardus colocolo	Pampas Cat	Vulnerable
	Leopardus jacobita	Andean Mountain Cat	Endangered
	Puma concolor	Puma	Non-threatened
	Conepatus chinga	Skunk	Non-threatened
	Lagidium viscacia	Southern Viscacha	Non-threatened
	Ctenomys opimus	Highland Tucu	Non-threatened
	Akodon albiventer	White-bellied grass mouse	Non-threatened
	Auliscomys sublimis	Andean big-eared mouse	Non-threatened

CLASS	Scientific name	Common Name	National Conservation Category
Birds	Rhea pennata	Lesser rhea	Vulnerable
	Tinamotis pentlandii	Puna Tinamou	Non-threatened
	Oressochen melanopterus	Andean Goose	Vulnerable
	Lophonetta specularioides	Crested Duck	Non-threatened
	Phoenicoparrus andinus	Andean Flamingo	Threatened
	Phoenicoparrus jamesi	Puna Flamingo	Threatened
	Phoenicopterus chilensis	Chilean Flamingo	Vulnerable
	Vultur gryphus	Andean Condor	Threatened
	Geranoaetus polyosoma	Variable Hawk	Non-threatened
	Vanellus resplendens	Andean Lapwing	Non-threatened
	Oreopholus ruficollis	Tawny-throated dotterel	Non-threatened
	Charadrius alticola	Puna Plover	Non-threatened
	Recurvirostra andina	Andean avocet	Non-threatened
	Calidris bairdii	Baird's sandpiper	Non-threatened
	Thinocorus rumicivorus	Least seedsnipe	Non-threatened
	Thinocorus orbignyianus	Grey-breasted seedsnipe	Non-threatened
	Attagis gayi	Rufous-bellied seedsnipe	Non-threatened
	Chroicocephalus serranus	Andean Gull	Non-threatened

CLASS	Scientific name	Common Name	National Conservation Category
 Birds	<i>Metriopelia aymara</i>	Golden-spotted ground dove	Non-threatened
	<i>Athene cunicularia</i>	Lechucita vizcachera	Non-threatened
	<i>Asio flammeus</i>	Lechuzón de campo	Non-threatened
	<i>Phalcoboenus megalopterus</i>	Matamico andino	Non-threatened
	<i>Falco femoralis</i>	Halcón plumizo	Non-threatened
	<i>Psilopsiagon aurifrons</i>	Catita serrana chica	Non-threatened
	<i>Geositta punensis</i>	Caminera puneña	Non-threatened
	<i>Asthenes modesta</i>	Canastero pálido	Non-threatened
	<i>Upucerthia validirostris</i>	Bandurrita puneña	Non-threatened
	<i>Ochetorhynchus ruficaudus</i>	Bandurrita pico recto	Non-threatened
	<i>Leptasthenura aegithaloides</i>	Coludito cola negra	Non-threatened
	<i>Cinclodes atacamensis</i>	Remolinera castaña	Non-threatened
	<i>Lessonia oreas</i>	Sobrepuesto andino	Non-threatened
	<i>Muscisaxicola flavinucha</i>	Dormilona fraile	Non-threatened
	<i>Muscisaxicola rufivertex</i>	Dormilona gris	Non-threatened
	<i>Muscisaxicola maculirostris</i>	Dormilona chica	Non-threatened
	<i>Muscisaxicola frontalis</i>	Dormilona frente negra	Non-threatened
	<i>Muscisaxicola capistratus</i>	Dormilona canela	Non-threatened

CLASS	Scientific name	Common Name	National Conservation Category
 Birds	Agriornis montanus	Gaucho serrano	Non-threatened
	Orochelidon andecola	Golondrina andina	Non-threatened
	Hirundo rustica	Golondrina tijerita	Non-threatened
	Pygochelidon cyanoleuca	Golondrina barranquera	Non-threatened
	Phrygilus atriceps	Comesebo cabeza negra	Non-threatened
	Comesebo cabeza negra	Yal chico	Non-threatened
	Rhoposopina fruticeti	Yal negro	Non-threatened
	Geospizopsis unicolor	Yal plumizo	Non-threatened
	Sicalis olivascens	Jilguero oliváceo	Non-threatened
	Sicalis uropygialis	Jilguero cara gris	Non-threatened
	Sicalis lutea	Jilguero puneño	Non-threatened
 Reptiles	Spinus atratus	Negrillo	Non-threatened
	Liolaemus multicolor	Lagartija	Non-threatened
	Liolaemus ornatus	Lagartija	Non-threatened
	Liolaemus scrocchi	Lagartija	Non-threatened
	Liolaemus kunza	Lagartija	Non-threatened

FLORA

CLASS	Scientific name	Common Name	National Conservation Category
Apiaceae	<i>Azorella triacantha</i> var. <i>famatinense</i>	Achicoria	Endemic
 Asteraceae	<i>Artemisa</i> Copa	Copa Copa	Endemic
	<i>Baccharis acaulis</i>		Native
	<i>Baccharis tola</i>	Lejía	Native
	<i>Chuquiraga atacamensis</i>	San Pedro	Native
	<i>Ocyroe armata</i>	Suriyanta	Native
	<i>Parastrephia lepidophylla</i>	Tola río	Native
	<i>Parastrephia lucida</i>	Tola vaca	Native
	<i>Parastrephia quadrangularis</i>	Coa	Native
	<i>Picradeniopsis multiflora</i>	Canchalagua	Native
	<i>Senecio filaginoides</i>	Altamisa	Endemic
	<i>Senecio viridis</i>	Mocoraca	Endemic
	<i>Tagetes multiflora</i>	Suico	Native
	<i>Urmentea atacamensis</i>	Cotaro	Endemic
	<i>Werneria apiculata</i>	Pupusa de vega	Native
Brassicaceae	<i>Neuontobotrys tarapacana</i>	Chuchar	Native

CLASS	Scientific name	Common Name	National Conservation Category
Cactaceae	Cumulopuntia boliviana	Puscallo	Native
	Maihueniopsis glomerata		Native
Campanulaceae	Lobelia oligophylla		Native
Chenopodiaceae	Atriplex imbricata	Cachiyuyo	Native
	Atriplex myriophylla		Native
	Salicornia pulvinata	Jume	Native
Cyperaceae	Carex maritima		Native
	Eleocharis atacamensis		Endemic
	Phylloscirpus deserticola		Native
	Zameioscirpus atacamensis	Champa	Native
Ephedraceae	Ephedra americana		Native
Euphorbiaceae	Euphorbia amandi		Native
Fabaceae	Adesmia erinacea	Añagua blanca	Endemic
	Adesmia horrida	Añagua	Native
	Adesmia spinosissima	Añagua blanca	Native
	Hoffmannseggia minor	Porotito de campo	Native
Frankeniaceae	Frankenia triandra	Yaretilla	Native
Gentianaceae	Gentiana prostrata		Native

CLASS	Scientific name	Common Name	National Conservation Category
Juncaceae	Distichia muscoides		Native
	Juncus balticus	Hunquillo	Native
	Juncus stipulatus	Junquito	Native
	Triglochin concinna	Chingua	Cosmopolitan
Malvaceae	Cristaria andicola	Ala de dragón	Endemic
	Tarasa tarapacana		Native
	Tarasa tenella		Native
Montiaceae	Calandrinia acaulis		Native
	Cistanthe minuscula		Endemic
	Cistanthe picta		Endemic
	Montiopsis modesta		Endemic
Poaceae	Cinnagrostis curvula		Native
	Deyeuxia eminens	Guaia	Native
	Distichlis humilis	Brama	Native
	Festuca argentinensis	Chillagua	Native
	Munroa decumbens		Native
	Pappostipa frigida	Ichu	Endemic
	Puccinellia argentinensis		Endemic
	Puccinellia frigida	Pasto vicuña	Native

CLASS	Scientific name	Common Name	National Conservation Category
Solanaceae	Fabiana densa	Tolilla	Native
	Lycium chñar	Acerillo	Native
	Lycium humile	Jume	Endemic
	Nicotiana petunioides	Tabaco de zorro	Native
	Solanum chamaesarachidium		Native
Verbenaceae	Aloysia deserticola	Ricarica	Native
	Junellia seriphioides	Espina de llama	Native

Identification of Protected Areas

Our management and protection of the natural and cultural resources of the provincial territory complies with Law No. 7107, Provincial System of Protected Areas (SIPAP for its Spanish acronym).

National Glacier Law No. 26,639

The objective of this law is to protect glaciers and periglacial environments, seeking to preserve them as strategic water reserves, as sources of scientific information and for the protection of biodiversity. Likewise, this law prohibits all activities that may affect the natural condition of the glaciers: construction of infrastructure works, mining and hydrocarbon exploration and exploitation, release of polluting substances, among others.

We have no mining titles inside excluded areas, in compliance with section 3, in connection with the location of the glaciers defined in the Glacier Inventory.

“Our Project is located outside the limits of the protected areas determined by **National and Provincial Legislation**”

IN 2022

22 environmental inspections were conducted in different areas of Eramine and its contractor companies.



Provincial Reserve “Los Andes”

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, we organized periodic trainings for staff and contractors.

**GRI 413-2; 304-2
SDG 15.5**

Operations with impact on communities and biodiversity

Environmental impacts are defined as the possible changes to the original environmental conditions that may result from operations, in this case, mining operations. Through inspections and periodic monitorings, we work on the identified environmental impacts to those components considered potentially vulnerable to some type of change as a result of our activity. We also carry out periodic environmental audits.

Environmental inspections

Process of systematic and documented verification that makes it possible to obtain and objectively assess evidence to determine compliance with the organization's environmental management system.

**GRI 102-11
ISO 26.000: 6.5.2.1**

Precautionary principle

Precaution, understood as the systematic application of risk assessment, management, and communication, is considered by our company at the moment of developing its activities. In Eramine, we have a preventive approach when we make decisions, instead of having to resort to correction, mitigation and/or remediation of any impact on an environmental component. As already mentioned, we carry out periodic environmental monitorings, biodiversity studies, among others, which gives us a solid database to study the evolution and state of the project's surroundings. Our investment in a sustainable productive process, with a permanent research and development process for the optimization of the use of resources is also aligned with this principle.

Noncompliance with environmental laws and regulations

GRI 307-1

We had no fines or sanctions for noncompliance with environmental regulations.

Waste management

GRI 306-2

ISO 26.000: 6.5.3; 6.5.4

SDG 12.5

In the operational sites of salares Centenario- Ratones and in the office of Salta city, we have authorized and appropriate places for the temporary storage of hazardous and non-hazardous waste, following the guidelines set forth by the Standardized Color Code for Waste Identification, Classification and Segregation, to unify the main aspects of the stages of waste initial disposal, collection and transfer, in the waste management comprehensive procedure. In this way, we ensure waste traceability by category and place of generation, to minimize the environmental impact and to comply with current regulations.

Non-hazardous waste

The activities carried out during the operational processes and functioning of the camps Ratones and La Blanca generate different volumes of non-hazardous waste. This type of domestic waste, similar to Municipal Solid Waste (MSW) is classified and disposed of in authorized places. We continuously offer training programs to Eramine's and onsite contractor's employees where we address concepts and provide the necessary tools to correctly segregate waste according to their composition and origin. To implement this, we have a series of "environmental stations" strategically distributed in the facilities, to comply with the correct classification by type of waste (glass, paper, cardboard, recyclable plastic, vegetal oil, metals) so that it can be donated to institutions and foundations that recycle and/or reuse them.





CeosSol Foundation

"Your waste is our resource"

@fundacionceossol



Salta Plast

"Leaders in the Argentine Northwestern region for our sustainability and responsibility policies"

<https://saltaplast.com.ar/>



Metalnor

<https://metalnorsalta.com.ar/>



Hope Foundation(*)

"Comprehensively improve the quality of life of children and teenagers with cancer in the Province of Salta"

<http://www.fundacionhope.org.ar/>



Byos

Collection and recycling of used vegetable oil

<http://www.byos.com.ar/>

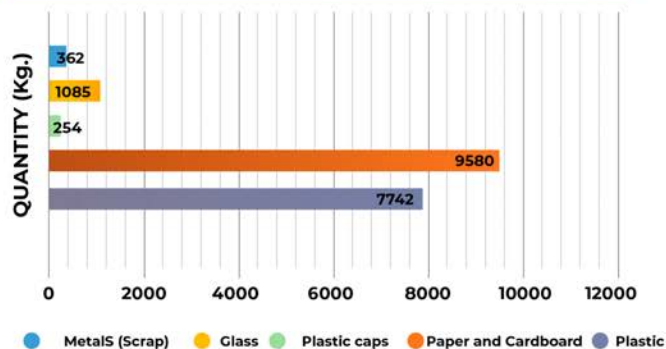
Generation of waste by type 2022:

MATERIAL	QUANTITY (Kg.)	DESTINATION
Plastic	7742	SaltaPlast/ Fundación CeosSol
Paper and cardboard	9580	Fundación CeosSol
Plastic caps	254	Fundación Hope
Glass	1085	Fundación CeosSol
Metals (scrap)	362	Metalnor
MATERIAL	QUANTITY (Lts.)	DESTINATION
Vegetable Oil	220	Byos

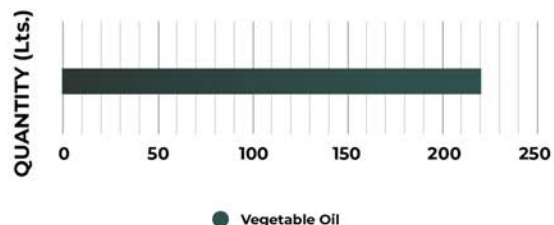
► The organizations that **receive waste** issue the corresponding **final disposal certificate**.

► Currently, domestic waste is buried in the **sanitary landfill** located near the camp La Blanca.

Non-hazardous waste collected for recycling



Vegetable Oil



Hazardous waste

Hazardous waste is moved and disposed of by companies that are registered in the Provincial Registry of Hazardous Waste Transporters and Operators. Eramine has a hazardous waste generator certificate, with expiration date at the end of 2023.



4 trips with hazardous waste in 2022

16.600

kg. total

Final disposal by Hábitat Ecológico
(operator authorized by the Office of Environment and Sustainable Development of the Province of Salta)



Hábitat®

Protegiendo gente. Reduciendo riesgos.
Una compañía de Stericycle

Integral solutions for collection, transportation, treatment and final disposal of pathogenic and hazardous waste.

<https://www.habitatologico.ar/>



CLEANING CAMPAIGNS



With the commitment to keep clean the operation site of our project and surroundings, in 2022, we organized 22 cleaning days with the cooperation of 262 people, in which we managed to collect 1,392 kilograms of waste scattered around the camps Ratones and La Blanca.

Spills

There were no substance spills in 2022..

GRI 306-3

Trainings on environmental topics

SDG 12.8

During 2022, trainings on different environmental topics were offered to all Eramine's people, contractor companies working on site and visitors. The topics covered were:

- Waste management and applicable legislation.
- Water use management.
- Sewage treatment.
- Environmental consciousness.
- Response to environmental incidents.
- Archeological finds.

2205

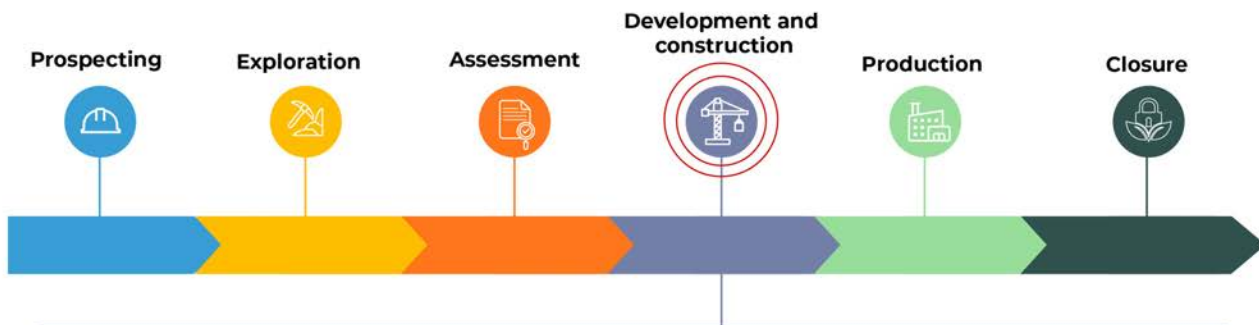
hours of training on environmental topics in 2022, for Eramine's and contractor's employees.



Mine closure

Mining projects have a lifecycle because the resources extracted from it are limited. Therefore, and in compliance with the current legislation, in 2002, we presented our Mine Closure Conceptual Plan, which includes the measures and actions that will be taken to mitigate the socioeconomic impact of the cease of activities and for environmental rehabilitation, to guarantee that the characteristics of the exploitation site are as similar as possible to the ones before the Project.

The stages of a mining project are the following:



Currently, we are in the stage of construction of our production plant, and the production stage, which has not yet started, is expected to last approximately 40 years. Therefore, the project Salar Centenario- Ratones is not yet in the closure stage.



Energy

GRI 302-1

Principle 7 and 8 of the Global Compact

ISO 26,000: 6.5.5, 6.5.4

SDG 7.2; 7.3.b

Commitment

In 2022, we formalized our commitment in the field of energy, with the explicit incorporation of this matter as a principle of our Social, Safety, Environment, Quality and Reliability Policy. In addition, we implemented a Protocol for the Management of Energy Use and Greenhouse Gas Emissions (GHG), aligned with the Eramet Group's commitments and policies.

Prevention

The efficient use of energy cuts through different areas, concerning engineering, the construction of the commercial plant and the operation of both the pilot and commercial plants. In this regard, we have analyzed the risks and impacts and we have developed a prevention and mitigation action plan.

The energy matrix was defined in the engineering stage of the project, which strongly depends on natural gas as a source of electric and thermal energy; significantly improving efficiency and performance in terms of emissions.

NWe are in the process of defining contracts for the long-term provision of this resource by state and private companies. In the Integral Management System, we will include the follow up of these factors.

With regards to the assessment of the progress in the matter of preventing and/or mitigating the associated risks and impacts, we are working on establishing long-term goals and objectives, aligned with the corporate objectives on this topic and the control points of the management system, and also on the execution of a careful follow up of the progress in time, specially once the industrial plant is in operation. The monitoring of these indicators is carried out with monthly briefings to high management, and periodic briefings at corporate level.

Action for climate

Concerning the company's Greenhouse Gas Emissions, in the current stage of the project, we keep the following records:

⚡ **Emissions Scope 1:** are the company's direct emissions produced as a result of its normal and regular operation. In Eramine, we calculate them based on the fuel consumption (mining diesel) for different uses (generation of electricity for the pilot plant, camp services, cafeteria and offices, well pumping, transportation vehicles and machines, etc.) They are shown in the chart below.

⚡ **Emissions Scope 2:** are the indirect emissions resulting from the energy bought by the company. Given that our organization is energy self-sufficient using electric generators, we do not have this type of emissions. Likewise, the solar panels installed in the camp Centenario Ratonos reduce the consumption of fossil fuels that are used to produce electricity.

⚡ **Emissions Scope 3:** are also indirect emissions, but they cover those produced by clients that use the company's product or the emissions produced by our suppliers. So far, we have not made any measurements, records, or estimations because we are not yet in the commercial stage of the project.



Chart: Emissions Scope 1:

Uses	Electricity supply for the pilot plant and camp services (cafeteria and offices)	Energy for the rest of the camp and generators for pumping wells	Transportation vehicles and machines, mainly related to the project
Gasoil consumption	533 m3 of mining diesel (18% fuel savings with the Solar Farm in the Pilot Plant)	404 m3 of mining diesel	1177,69 m3 of mining diesel
Electricity generation	2150 Mwh 83% produced by generators and 17% by solar energy	1108 Mwh	N/A
Emissions	1405 tn CO2eq	1067 tn CO2eq	3109 tn CO2eq

Renewable energies

Energy produced by our Solar Farm	2021	2022
Green energy produced in the year	67 MWh	365,280 MWh
Reduction of carbon dioxide emissions in the year	52 tn	251 tn
Fuel savings in the year	24 m3	95 m3



Solar farm

Installed capacity: **300 Kw.**

Solar panels are bifacial and produce 1/3 more energy than conventional panels.



Our solar farm has a solar tracking system, which means that panels move according to the hour of the day, with GPS. When the sun comes out in the East, the whole farm looks in that direction and follows the sun all day until sundown.

Fuel savings resulting from the use of solar energy in the site of the project represent 11%. If we only take into account the pilot plant, 18%.

These percentages are still low because of the current stage of the Project: the production stage, with a pilot plant that will serve as the basis to define the complete production process of the project, and simultaneously, the construction stage of the definitive facilities that will make it possible to move to the intensive production stage. Given that the facilities are now temporary, the maximum exploitation of the installed capacity of renewable energies has not been achieved yet.

Both the percentage of renewable energies to be consumed as well as the project's total carbon footprint will be substantially improved in the production stage, switching from mining diesel to natural gas and increasing the capacity of the solar farm.

Some comparative information of our **Solar Farm**



Surface area:

It represents the area covered by **32 tennis courts** for single matches.



CO2 reduction in 2022:

The equivalent to 400 Fiat 600 cars, each weighting 630 kg



Our plant generates in a year:

The equivalent to **2 days of operation** of a conventional gas turbine (considering that they produce 175 MWh daily).



Production:

1,000 KWh produced daily.
30,440 KWh produced monthly.



In units of volume:

Fuel savings registered in 2022 amount to 95m3, which we could compare with **5,277 packages of soda bottles** of 3 liters each (31,600 soda bottles of 3 liters).



With the monthly energy produced, we could:

- ⚡ Keep an electric stove on for 24 h for **845 days**.
- ⚡ Use an electric washing machine for **24 h for 4 years**
- ⚡ Supply the energy consumption of **76 houses** per month (considering that each house consumes 400 KWh per month).

Social Performance

Eramine's internal community

ISO 26,000: 6.3.10; 6.4
Principles 1, 3 and 6 Global Compact
SDG 5.5; 8.5; 8.8

Eramine's first community is the community of the people that work with us. This is why we foster:

Respect for people, as valuable individuals.

A safe place to work.

Commitment with challenges and compatibility of values

A development space with opportunities for everyone.

Alignment, integration, and commitment.

Information on employees and other workers

GRI 102-8; 102-18
GRI 405-1

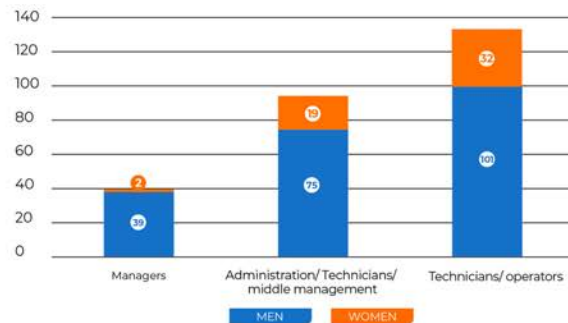
Diversity of governance bodies and employees

Organizational structure 2022:

CEO's organizational chart and Direct reports I

Eramine's Project and Operations Payroll (December 2022)

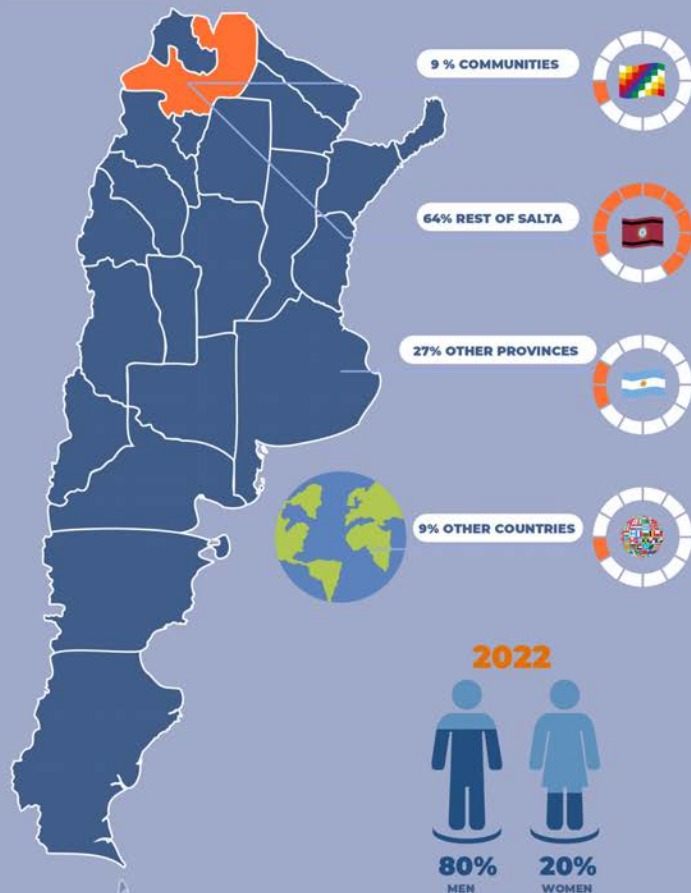
	MEN	WOMEN	TOTAL
Managers	39	2	41
Administration/ technicians/middle manag.	75	19	94
Technicians/ operators	101	32	133
Total	215	53	268



Temporary employees and/or employees providing certain services such as cleaning, gardening, and security are external contractors integrated into the organization.

Number of employees in this situation by the end of 2022: 24.

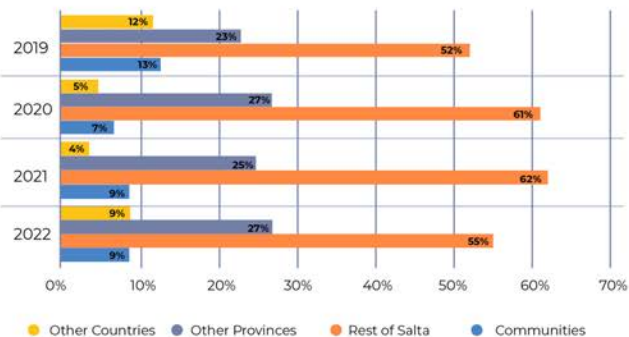
By place of birth:



Percentage of Argentine employees in Eramine's payroll: 91.5%

	2022	2020	2021	2019
Communities	9%	9%	7%	13%
Rest of Salta	55%	62%	61%	52%
Other Provinces	27%	25%	27%	23%
Other Countries	9%	4%	5%	12%

Origin:







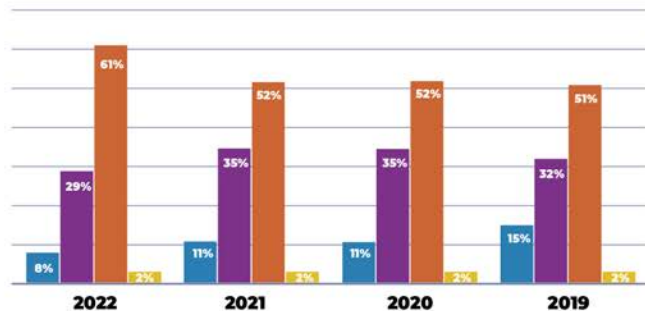
By Gender:

	MALE	FEMALE
2022	80%	20%
2021	80%	20%
2020	81%	19%
2019	76%	24%



By Age:

	2022	2021	2020	2019
 BABY BOOMERS 1946-1964	8%	11%	11%	15%
 GENERATION X 1965-1980	29%	35%	35%	32%
 GENERATION Y 1981-2000	61%	52%	52%	51%
 GENERATION Z 2001-2016	2%	2%	2%	2%



Baby Boomers

Generation X

Generation Y

Generation Z

GRI 102-41

Collective bargaining agreements



Construction Workers'
Association of Argentina

<https://www.uocra.org/>



Worker's Mining Association
of Argentina

<https://www.aomaosam.org.ar/aoma/index.php>



Union of Security Workers
of Argentina

<https://upsra.org.ar/sitio/>



Union of Tourism, Hotel and
Food Workers of Argentina

<http://www.uthgra.org.ar/>



ASIJEMIN
Hierarchical Mining Union

<https://asijemin.org.ar/>

Union Situation

	Direct		Indirec		ASIJEMIN
Signing of Collective Bargaining Agreement (CBA)	UOCRA	AOMA	UPSRA	UTHCRA	Pending approval of legal status
	YES	NO	Union networking		
Number of people	1200	12			
Current Situation	Good relationship, CBA with CSR and human rights clauses and Mixed Safety Committee	Signing of the CBA planned for second semester of 2023			

The organization's Labor Relations area, within the Human Resources and Sustainability Team, follows up and monitors the collective bargaining agreements, specially the following aspects:

- Control of documentation;
- Salaries according to the agreement's categories;
- Observation of the 20 workdays and 10 days off site (rest time) of the project's workers;
- Rest hours of the personnel onsite in case of working overtime;
- Support to the Hygiene and Safety area on compliance of the delivery and replacement of PPE, including work clothing.

Ratios of standard entry level wage by gender compared to local minimum wage GRI 202-1

As of December 2022, ERAMINE's minimum wage was 40% higher than AOMA's and 139% higher than the local minimum wage.

Proportion of senior management hired from the local community GRI 202-2

Of the total of employees from the local community (province of Salta), 26% work as manager, overseer, chief or supervisor.

New employee hires and employee turnover

Hires: GRI 401-1

Gender: 80% men, 20% women.

Age: 6% baby boomers, 27% generation X, 66% generatiobn Y, 1% generation Z.

Place of Origin: 9% communities, 52% rest of Salta, 27% other Provinces, 12% other country.

Terminations:

Gender: 89% man, 11% women.

Age: 0% baby boomers, 33% generation X, 61% generation Y, 6% generation Z.

Place of origin: 44% Salta, 50% other provinces, 6% other country.

Benefits provided to full-time employees that are not provided to temporary or part-time employees GRI 401-2

Benefits are the same for all Eramine's employees, as well as for the people that join the company through temporary employment agencies.

VALUE PROPOSITION



PERSONAL AND PROFESSIONAL DEVELOPMENT

- ✓ Finishing Highschool
- ✓ Temporary assignments
- ✓ Internal Promotions
- ✓ External Certifications
- ✓ Local and corporate events
- ✓ Performance management
- ✓ Spaces for Dialogue



FAMILY AND WORK

- ✓ Work Shifts
- ✓ Flexibility in special situations
- ✓ Provincial Festivities
- ✓ Maternity and Paternity leaves
- ✓ Carer's leave
- ✓ Lunch at the office
- ✓ Gym reimbursements for the couple



HEALTH AND HEALTHINESS

- ✓ Health care
- ✓ Influenza vaccine
- ✓ Gym reimbursements
- ✓ Healthy snacks
- ✓ Stretching area, muscle activation, relaxation and improvement of body posture at work.



COMPENSATION AND BENEFITS

- ✓ Transportation to site
- ✓ Localization assistance in Salta
- ✓ Early retirement
- ✓ Quarterly reviews
- ✓ Suggestion box
- ✓ Life and accident insurance
- ✓ Cuponstar
- ✓ Additional Vacation week
- ✓ Home Office



HUMAN RIGHTS POLICY



SOCIAL, SAFETY, ENVIRONMENT QUALITY AND RELIABILITY POLICY



ETHICS CHARTER

Some of the benefits added or expanded in 2022 are:

Eramine Plus: since August, we have this **discount platform** that is very user friendly. The benefits it offers range from discounts on yoga classes and mindfulness to discounts on courses and masters or on the purchase of clothing, hotel services and food

Home Office: it is an **optional benefit**, once a week, to those who work regularly in the Salta office. It has an impact on the reduction of the carbon footprint, reduction of costs and risks associated with commuting as well as time optimization

Gym: the company reimburses **50% of the monthly gym fees** for Eramine's employees and **25% for their partners**. Employees can use the benefit in the gym of their choice -in Salta or in other place in Argentina- and it is reimbursed through an expense report.

Lunch in Salta office: the company has been **providing lunch** to people in the Salta office for several years. Since the end of 2022, there are several meal options, including a traditional menu, a light menu, a vegetarian menu and even a Chinese food option.

Maternity and paternity leaves

GRI 401-3

Maternity program: being a mom and working in mining is possible

In March 2022, the company took a qualitative step forward in its efforts to **support maternity**, with concrete actions to provide help, adaptation, and flexibility to women in their maternity leaves. The objective is that women can be present during their children's first months of life, achieving a balance between their personal, family, and professional life, promoting job continuity.

The Maternity Program includes concrete actions that go beyond the statutory benefits: we offer an additional special leave, of **30 more days** once the legal leave is over, in which the employee receives **100%** of her salary, and the option to request 90 more days receiving **50%** of the salary from the company; and then a gradual return to work: with the aim of accompanying the reinstatement of mothers and minimizing the impact of going back to the workdays and/or roster system, the employee can alternate between work at the office and work from home; and **4x3 workdays** in the roster system.

*"We were lucky that during my pregnancy, this benefit was incorporated to **provide support to families**, so that we can get used to this new period in our lives with our son...this had an enormous impact on our lives because we were able to bond with the baby without looking at the clock".*

Emilia Gato, Human Resources and Sustainability Analyst



Day care assistance: if the mother needs the assistance of a day care or babysitter, the company covers **50% of this cost for a year.**

Lactation room: in 2022, to support the return to work to mothers in the Salta office, **we prepared a space for the extraction and conservation of milk for breastfed babies.** This space seeks to provide comfort, privacy, and tranquility to the women in the team that want to use it, promoting breastfeeding.

1 maternity leave in 2022

100% return to work/retention rate.

"There are support policies; we, women, can be mothers and develop professionally at the same time."

Fernanda Petersen, Accounts Payable Assistant



Paternity leave: in 2021, this leave was extended to 10 consecutive days, with 2 additional days in cases of multiple birth or adoption, or if the father has other children.

6 paternity leaves in 2022.

100% return to work/retention rate.

Carer's leave: it includes up to 5 consecutive days for paperwork in cases of adoption, assisted reproduction and gender violence.

There were no carer's leaves in 2022.

These actions are part of the **Diversity and Inclusion Comprehensive Plan**, started in 2021, and are aligned with the commitments of our Human Rights Policy.





Average hours of training per year per employee

GRI 404-1
ISO 26,000: 6.4.7

100% of Eramine's employees received training during 2022.

12824 total hours, reaching an average of 47.8 hours of training per person per year.

Programs for upgrading employee skills and transition assistance program

► Internal training courses:

The main topics were: Health, Safety and Environment, Social Responsibility, Ethics and Compliance, Diversity and Inclusion, Corporate Policies, Digital Transformation

► Financial support for external training or learning:

The main topics were: Diploma in Process Safety, Emergency Response Training and squad training, Diploma from the United Nations Global Compact, Leadership Program, Internal Auditor Training, SAP (software for digital transition), Professional Training in Mining, Circular Economy and Sustainable Development Goals, Introduction to ISO 9001, 14001 and 45001 Standards, Hyperlink Workshop, training on Crisis Communication.

GRI 404-2



Talent@Work

ERAMET HR INFORMATION SYSTEM

GRI 404-3

Percentage of employees receiving regular performance and career development reviews

► Performance reviews are the basis of our talent development policy and are aligned with the Eramet Group. In the annual review, there is a constructive dialogue between the employee and his/her direct supervisor, where they assess the employee's work and set new challenges for the next year. People are not assessed subjectively; they are evaluated on their professional performance. The success of the review comes from the manager's ability to "listen, reformulate, explain and understand", that is to say, dialogue is the key to success.

► The APA (annual performance appraisal) is very important for the Eramet Group in this period of transformation, particularly to:

- Attract and retain people;
- Develop skills;
- Develop the organizational culture;
- Optimize the organization's efficiency.

► The mid-year interview is also relevant to identify strong points, skills to be acquired, growth opportunities, motivation, and the importance of each person in their own development.

► In 2022, the APA was completed by 100% of managers, overseers, chiefs, and supervisors with a minimum seniority of three months in the company.

Ratio of basic salary and remuneration of women to men **GRI 405-2**

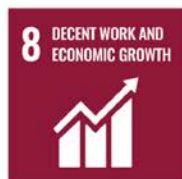
Remunerations, compensation, and benefits are given on the basis of responsibilities and professional skills, there is no gender discrimination in the determination of salaries. Likewise, we participate every year in Compensation and Benefits Survey of the Mining Market, to be aligned with it and competitive, not only in the North of the country but in the whole of Argentina.

Social Performance

Social Responsibility at the center of our strategy

Corporate Social Responsibility (CSR) plays a key role in our strategy and is present in every process we develop. The first place where we implement CSR is in our teams at Eramine, making sure to support people in the different stages of their personal and professional development.

We are aligned with the United Nations Sustainable Development Goals (SDG), and this is why, together with the local community and other relevant stakeholders, **we have prioritized 3 fundamental SDG for the period 2021-2025:**



Principles 1, 2, 7 and 8 of the Global Compact
GRI 413.1
ISO 26,000: 6.8
SDG 1.4; 4.3; 4.4; 4.5; 4.7.b; 5.5; 6.1; 6.2; 6.6.b;
7.3.b; 8.5; 8.6; 8.9; 9.4; 10.2; 11.4; 12.6; 17.16; 17.17

Sustainable projects

Our sustainable projects initiatives with **triple impact** (social, environmental, and economic) seek to promote local development together with our external outreach communities. Their focus areas are:

- ▶ Infrastructure
- ▶ Education
- ▶ Entrepreneurship
- ▶ Quality of life







AXIS 1: INFRASTRUCTURE

Community hostel "San Bernardo", built to accommodate travelers and people that work in the area

"There are many people that arrive to our community looking for help, specially in times of rain or snow, when vehicles break down and roads are closed..."

This is the beginning of the note sent to Eramine by the community of Santa Rosa de los Pastos Grandes in early 2021, asking for the construction of a community hostel. In a joint work with the community, Eramine paid for all the construction materials and basic equipment of the hostel, including beds, tables, chairs, an automatic washing machine and a solar water heater. The community was in charge of the construction, they used their community supplier, the company El Huayra.

In 2022, with the presence of Christel Bories, President and CEO of the Eramet Group, the hostel was inaugurated. With an accommodation capacity of 4 people, the hostel is managed by the Community and is available for anyone who needs it.

- ▶ **Number of beneficiaries: 300**
- ▶ **Investment: \$194,654 ARS**



Hotel, laying the groundwork for sustainable tourism in the community

With the purpose of helping the community in the promotion of sustainable tourism in Santa Rosa de los Pastos Grandes, we are working together with them in the construction of a hotel.

It consists of a work in different stages, in which there is permanent communication with the community to guarantee the respect for their culture, the use of local materials and the best functionality for the building. In 2022, the design and location of the building were defined. The construction of the hotel will start in the following stages.

- ▶ **Number of beneficiaries: 300**
- ▶ **Investment: \$1,267,651 ARS**



Solar water heaters, Taking advantage of the Sun's power in the Puna

To improve the quality of life of the community near the Project in a sustainable way, solar water heaters were distributed and installed, guaranteeing access to hot water in the households of the salar all year long, particularly in the coldest months.

In 2022, the first stage of this project was carried out, with plans to extend the number of beneficiary families in 2023.

For the installation, a group of people was developed as local supplier both for the installation as well as for the maintenance of the devices.

Beneficiaries: 74

Solar Water heaters: 23

Investment: \$4,036,576 ARS



AXIS 2: EDUCATION

Main impact:

Work for quality education, through strategic partnerships (United Nations SDG 4 and 17).

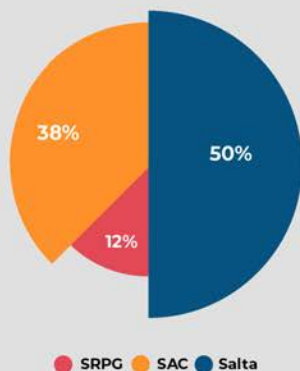
Tree sub-projects	Beneficiaries	Characteristics
Supervised professional internships	16 students (from Universidad Nacional de Salta and the Campo Quijano Mining Certification)	<ul style="list-style-type: none"> • 5 courses of study • 5 company areas; • 3 months <p>With the possibility of extension for 3 more months</p> <ul style="list-style-type: none"> • 88 % were incorporated to the company's personnel.
Scholarships (for tertiary and university studies)	<ul style="list-style-type: none"> • 4 students (from the Engineering School of the Universidad Nacional de Salta) • 3 students from the Puna 	<ul style="list-style-type: none"> • Economic scholarships • Economic and mentoring scholarships: through an agreement with the Anpuy Foundation.
Support to other educational activities	<ul style="list-style-type: none"> • 21 students from Highschool 5193 of Santa Rosa de los Pastos Grandes and students from San Antonio de los Cobres • 41 people, teenagers, and adults from San Antonio de los Cobres and surroundings 	<p>Workshops for the promotion of tertiary and university studies, and development of the life project.</p> <p>Professional Specialization in Use of Industrial Tools for Mining</p> <ul style="list-style-type: none"> • Conducted in San Antonio de los Cobres • 100 theory hours and 50 practice hours • 50 copies of study material • 10 Examine professionals (instructors)



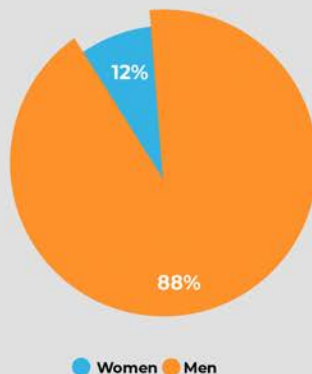
Partnerships with educational institutions: 3
 Partnerships with civil society organizations: 2
 First professional experience: 16 young people
 Corporate voluntary work: 5 areas of Eramine
 Total of young people participating in the programs: 264
 Investment: ARS 9,883,561

Tertiary and university scholarships:

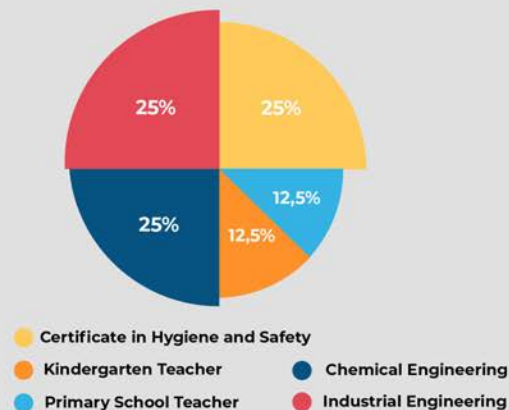
By Town



By gender



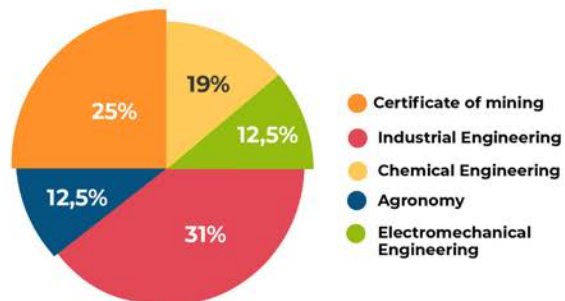
By course of study



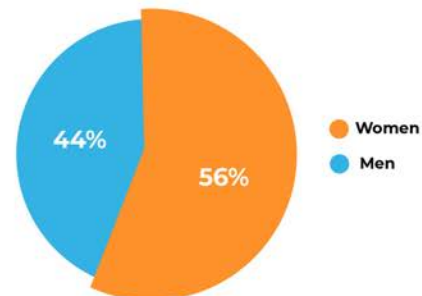
Supervised professional internships:



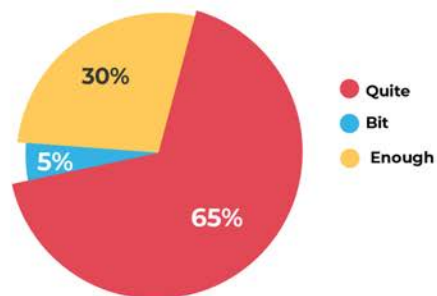
By course of Study



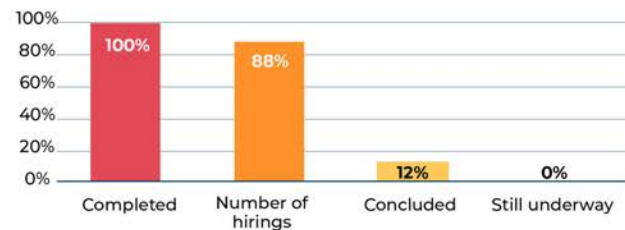
By gender



By lessons learned



Status



Objectives of the professional internships: fulfilled

- Offer spaces for the first professional experience
- Strengthen the professional training of Salta's students
- Incorporate professional profiles
- Attract people for Eramine's work teams

Workshops in Santa Rosa de los Pastos Grandes and San Antonio de los Cobres

Life project Upper studies Employability

Together with Anpuy Foundation, we worked on topics related to the life project:

- What are my dreams?
- What are my talents and strengths?
- What do I want for my community?
- What are the challenges ahead?
- How can I achieve what I want?

We also addressed topics related to the educational transition, tertiary and university studies. Insertion in the labor market was also a topic, the workshops offered experience in preparing resumes and job interview simulations.

- Santa Rosa de los Pastos Grandes (20 young people)
- San Antonio de los Cobres (200 young people)



27 years sharing stories

Civil society organization that helps children in the North of Argentina that live in vulnerable situations improve their quality of life through education.

<https://www.fundacionanpuy.org.ar/>



Anpuy Foundation testimony:

"Sharing with a company the conviction that education is the key to the development of a community and that it improves the quality of life of each person who lives in it, is really an added value to be highlighted"

Milagros González,
Coordinator of the University Scholarship Program.



Testimonies from young people that did an internship in Eramine:

"During our internships in Eramine, we learned how to interact with our work team, learning from each one of them. We learned to lead multidisciplinary and multicultural teams, and to put into practice all the knowledge acquired during the professional training. We met a lot of people, people with a big heart and a great team that made us grow and be where we are today."

Facundo Salazar and Federica Levin



See the closing of our educational program here.





AIX 3:

ENTREPRENEURSHIP

**Triple impact,
Creating jobs with a positive social, environmental and
economic impact**

With the objective of creating job opportunities in Santa Rosa de los Pastos Grandes, this project seeks to develop community suppliers through triple impact entrepreneurship projects.

To achieve this, we partnered with:



SOLAR INTI FOUNDATION

This foundation has been working with entrepreneurs for 14 years, focusing on sustainable economies: renewable energies, circular economy and healthy food, with the purpose of:

- Inspire an entrepreneurial spirit in schools.
- Consolidate the sustainable business models of entrepreneurs who are in the "idea" stage, specially in native communities and vulnerable areas.
- Support enterprises in the "scale" stage, through partnerships with governments, private companies (value chain), and civil society organizations.



Foundation FE Y ALEGRÍA

Is an International Popular, Integral Educational Movement for Social promotion, organized as a federation of local organizations, with Jesuit philosophy, that offers study opportunities to the most vulnerable sectors of society. In addition, it coordinates training for professors and manages an educational radio system in 21 countries.

Together with these organizations, we support the creation of **new enterprises**, and we help them in their development as local suppliers, also promoting the **strengthening of existing ventures**.

To this end, Triple Impact Entrepreneur's Clubs were created, with activities related to "**innovation with purpose**".

Training topics include:

- **Module #1** Purpose: How can I be innovative in my business?
- **Module #2** Profitability: How can I make my business profitable?
- **Module #3** Commercial: How can I improve my sales?
- **Module #4** Partnerships: How can I get resources?
- **Module #5** Communication: How can I make a good pitch?

In the province of Salta, there were already two Entrepreneur's Clubs:

• Barrio Solidaridad (Salta City)

• Embarcación

And thanks to the contribution of our organization, a third club was created in the community of Santa Rosa de los Pastos Grandes, with people and families that are developing the following business sectors:

- ♦ Chemical toilette rental
- ♦ Lodging
- ♦ Tanker trucks logistics: water for irrigation and consumption
- ♦ Community kitchen
- ♦ Tire repair shop
- ♦ Textile
- ♦ Quinoa producers
- ♦ Catering, hotel and cleaning services
- ♦ Bakery
- ♦ Hall rental

- Partnerships with organizations: **2**
- Projects underway in Santa Rosa de los Pastos Grandes: **9**
- Total projects supported: + than 30
- Investment: ARS 665,164



Solar Inti Foundation testimony:

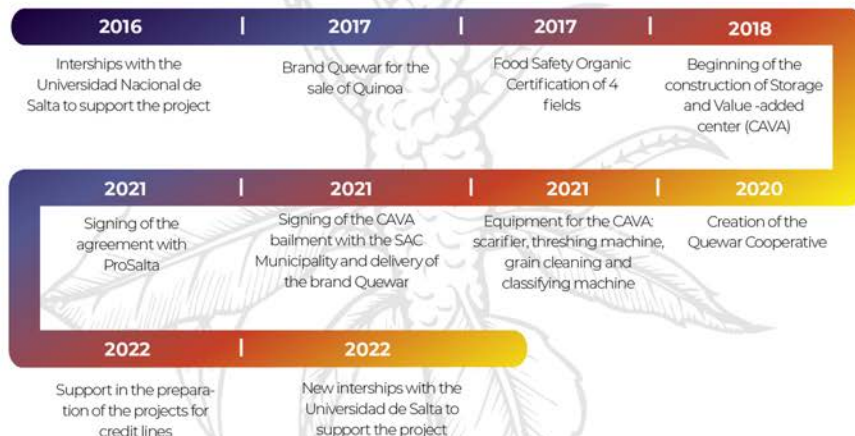
"I hope to be able to continue working together with Eramine since implementing this training program for entrepreneurs allows them to provide support as future suppliers of the mining company and other companies, but above all it allows them to consolidate the local economy throughout the province of Salta."

Pierre Herrouet, Specialist in Accompaniment to Sustainable Entrepreneurs.

Quinoa, Recovering an ancestral crop

We provide tools, technical assistance and the necessary skills for the production and self-management of a quinoa business, contributing to the social and economic development of the producers of this ancestral crop in Puna.

Main milestones throughout time:





Another important milestone in 2022 was the exchange of experiences and knowledge between the quinoa producers of the **Quewar Cooperative and the producers of Syndicat du Piment** (Pepper Union) of Espelette, France, in the Storage and Value-Added Center (CAVA) in San Antonio de los Cobres. This exchange was organized by Eramine and the Office of International Relations of the Province of Salta (ProSalta), with which the Cooperative has signed a cooperation agreement. In December, the **Food Safety organic** quinoa audit was conducted, in the facility of Santa Rosa de los Pastos Grandes

- Farming fields: **7**
- Producers: **14**
- Female producers: **53 %**
- Institutional partnerships: **5**
- Years providing support: **8**
- Investment: **ARS 276,144**





HIGH-ALTITUDE STOCKBREEDING, supporting the puesteros with their main source of income

We support the stockbreeding activity of the puesteros of Salar Centenario-Ratones through the development of an institutional network, technical and professional assistance and the delivery of an annual nutritional supplement.

- Alfalfa bundles: **192** (4,000 kg approximately)
- Broken corn bags: **80** (3,200 kg approximately)
- Kgs of organic waste: **3,964** (recycled from the camps' cafeteria)
- Interns studying Agronomic Engineering in the UNS.a. that are supporting the project: **2**
- Visits to stockbreeders: **36**
- Investment: **\$507,441 ARS**





AIX 4

QUALITY OF LIFE

**Safe water,
guaranteeing 100% access to it for the
homes of the Salar Centenario Ratones
Basin**

Access to safe water for human consumption is guaranteed in the homes of the Salar through the weekly provision of bottled mineral water. Likewise, and also weekly, we provide water for sanitation in 1,000-liter tanks that are distributed to the puesteros of the Salar. For 2023, a more comprehensive plan of access to safe water is planned, which will involve water filters.

- 💧 Liters of mineral water distributed: **133,170**
- 💧 1,000-liter tanks distributed: **5**
- 💧 Beneficiaries: **5 families**
- 💧 Investment: **ARS 552,188**



CHAPTER 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 outreach communities were updated in 2022.

HIGH

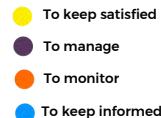
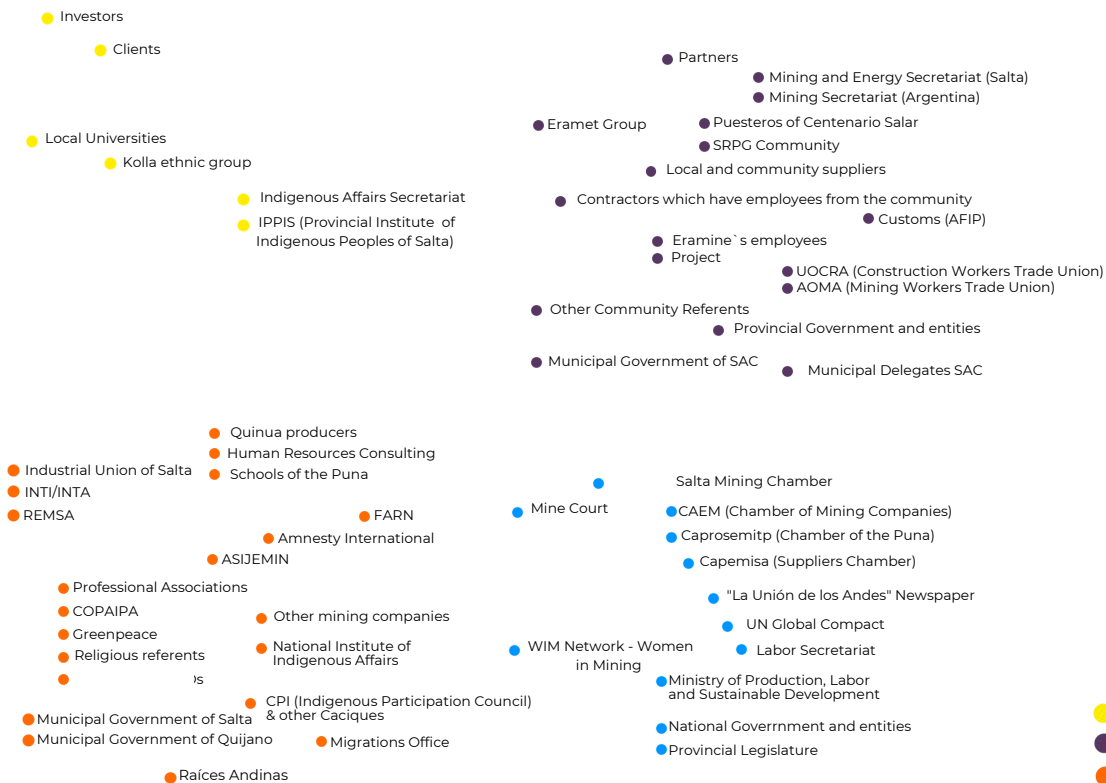
POWER

LOW

LOW

INFLUENCE

HIGH



Definition of the contents and topic boundaries

The contents of the report submitted in 2021 are still valid:

- | | |
|---|--|
|  Safe and sustainable lithium project |  Preservation and caring of the environment. |
|  Social, legal, and operational license. |  Development and prioritization of purchase from local suppliers. |
|  Integration, engagement, and alignment of Eramine's teams. |  Open and fluent relations with the stakeholders. |
|  Project in line with the electro-mobility: clean and alternative energy sources |  Local employment and training in communities. |
|  Compliance with applicable legislation and Corporate requirements |  Sustainable projects shared with the communities. |
|  Occupational health and safety. |  Human Rights. Diversity & Inclusion. |
|  Professional and personal development of the Eramine employees. Skills development. Organizational culture. | |

Importance of the material topic

GRI 103-1

«Eramine, as a supplier of battery-grade lithium carbonate, plays a key role in the international energy transition. In line with this, the sustainability of our daily operations is essential because we believe that the only way to do mining is doing it responsibly. Our project is one of the most challenging endeavors in the North of Argentina, and together with the construction of the industrial plant, it represents an important investment for local development». (Daniel Chávez Díaz- topic 1)

“Eramet believes that the company must be a place of respect and promotion of human rights.”

The Group also undertakes to promote and defend the fundamental principles of the internationally recognized Human Rights, mainly those defined by the Universal Declaration of Human Rights and the Fundamental Conventions of the International Labor Organization, following the recommendations of the Guiding Principles on Human Rights and Businesses.

The Human Rights Policy formalizes this commitment and reaffirms Eramet’s fundamental role, both in terms of the Group’s operations and management, as in its relationship with stakeholders.” (Human Rights Policy- topic 13).

Principles used to define the contents of the report:

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 list of material topics is the same as in 2021. There are relevant topics on human rights and the organization’s approach to them.

Completeness: the information included in the report covers thoroughly the topics, for the reporting period, presenting relevant activities, events, and impacts.

Quality principles of the report

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.

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 2023, so it is available for the decision-making process.

Changes in the preparation of the report

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

With regards to the restatement of the information of previous years, in chapter 2, in the chart that refers to the size of the organization, the values of the periods 2020 and 2021 are adjusted for inflation so that they can be compared to the values of 2022.

GRI 102-48;
102-49

Reporting period

Annual cycle, from January 1 to December 31, 2022.

GRI 102-50;
102-51; 102-52

Contact point for questions regarding this report

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

GRI 102-53

External Assurance

There was no external assurance.

GRI 102-56

Evaluation of the management approach of each material topic

In Eramine, the sustainability approach is present at all levels of the organization. It is managed through policies, processes and economic, social and environmental indicators that allow us to move forward in the road of continuous improvement through internal and external learning, in a joint work with all our stakeholders.

GRI 103-3

Institutions

SMS: Mining Office of Salta

CMS: Mining Chamber of Salta

CAEM: Argentinean Chamber of Mining Entrepreneurs

INTI: National Institute of Industrial Technology

INTA: National Institute of Agricultural Technology

UCASAL: Universidad Católica de Salta

UNSa: Universidad Nacional de Salta

IRAM: Argentine Institute of Standardization and Certification

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

ILO: International Labour Organization

WIM: Women in Mining

SIPAP: Provincial System of Protected Areas

UICN: International Union for Conservation of Nature

IRMA: Initiative for Responsible Mining Assurance

Common abbreviations

GRI: Global Reporting Initiative

ISO: International Organization for Standardization

ISO 26:000: Social Responsibility Guidance

Pymes: Small and medium sized companies

ONG: Non-governmental organization (NGO)

DIA: Environmental Impact Statement (EIS)

ODS: Sustainable Development Goals (SDG)

D&I: Diversity & Inclusion

NOA: Northwestern region of Argentina

HMS: Towards Sustainable Mining (TSM)

DDHH: Human Rights (HR)

OC: Purchase Order (PO)

ARS: Argentine peso

KPI: Key Performance Indicator

CCT: Collective Bargaining Agreement

BBS: Behavioral Based Safety

EPP: Personal Protective Equipment (PPE)

5 S: Japanese methodology consisting in 5 steps: classification, organization, cleaning, standardization, and continuous improvement.

YTD: Year-To-Date

I+D: Research and Development (R&D)

GEI: Greenhouse Gases (GHG)

CO2: carbon dioxide

MWh: megawatt hours

kWh: kilowatt hours

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

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Location of the project	102-4	Transparency and disclosure standards	6,2	10
Ownership and legal organization	102-5	Transparency and disclosure standards	6,2	10
Markets served	102-6	Transparency and disclosure standards	6,2	10
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Supply chain	102-9	Transparency and disclosure standards	6.6.6	56
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General Contents	GRI	Global Compact	ISO 26.000	PAGE
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