DIVERSITY AND INCLUSION POLICY

1 PURPOSE

This Diversity and Inclusion policy ("**Policy**") aims to promote a culture of diversity and inclusion for all AMG employees globally as part of AMG Critical Materials N.V. and its group companies ("**AMG**"). Additionally, we expect our partners along AMG's value chain to support and respect AMG's principles in this matter, to promote equal treatment and opportunities, as well as diversity and inclusion.

2 SCOPE AND APPLICABILITY

This policy is applicable to AMG and all its group companies. Every AMG employee is expected to exhibit conduct that reflects this Policy during work, when representing AMG, on or off the work site, as well as in interactions with AMG external business partners and stakeholders.

This Policy is also considered a guideline to all our partners along the value chain to meet AMG's expectations regarding diversity and inclusion.

AMG is firmly committed to full compliance with all national rules and regulations applicable to AMG's group companies. Where the requirements of such national legislation are stricter than this Policy or set additional requirements, the relevant stricter or additional rules of such national legislation shall prevail.

3 ROLES AND RESPONSIBILITIES

- The Management Board has adopted this Policy for all employees of the AMG Group and is accountable for the implementation of this Policy. It shall review this Policy and the implementation of this Policy regularly in consultation with the Supervisory Board.
- Human Resources departments of the AMG group companies are responsible for Policy implementation and compliance and group-wide monitoring and reporting.
- AMG's Corporate Diversity Council has been installed by and reports to the Chairman of the Management Board. The Council's role is to focus on creating awareness of diversity throughout AMG, initiate actions to drive diversity within AMG and render ongoing advice to the Management Board and to the management of the AMG group companies to monitor diversity at a variety of levels within the AMG Group. The Council also provides input on diversity matters for publication in the SER online reporting tool (as per Dutch regulations) that AMG needs to complete and file on an annual basis.
- All AMG employees are responsible for treating others with dignity and respect at all times. Employees have a personal responsibility to adhere to the principles of diversity, inclusion and equal opportunities as set forth in this Policy.

4 DEFINITIONS

- **Diversity**: Diversity refers to the similarities and differences between individuals on dimensions such as, but not limited to, gender, sexual orientation, age, disability, race, cultural ethnicity as well as lifestyles' choices and background. It includes both visible and invisible characteristics that (may) influence a person's opinion, perspective, attitude and thus their actions.
- **Inclusion**: Inclusion builds a culture of belonging, where everyone can feel safe and bring up ideas and opinions without the fear of repercussions. It recognizes that employees bring varied skills, knowledge, backgrounds and perspectives to the work environment which leads to a new source of creativity, better decision making, risk management and positive team dynamics.

5 AMG'S COMMITMENT TO RESPECT DIVERSITY AND INCLUSION

Our employees are the most valuable asset that we have. We are committed to embracing a culture of diversity and inclusion, without discrimination and harassment. This applies to our way of working, the AMG Values and in all our practices and policies to create an environment where everyone has an equal opportunity to thrive and feels a sense of belonging. Therefore AMG has set targets:

- Supervisory Board: AMG has adopted a target to have at least 33 % of the seats on the Supervisory Board to be held by each gender by 2030.
- Management Board: AMG has adopted a target to have at least 33% of the seats on the Management Board to be held by each gender by 2030;
- AMG's target is to increase women in management-level leadership roles globally to exceed 30% by 2030.

5.1 Respecting diversity and inclusion in AMG's own operations

AMG is dedicated to fostering a safe and fair work environment through the following commitments.

- ***Diversity and inclusion***: We are committed to embracing diversity and inclusion in all our practices and policies to create an environment where everyone has an opportunity to thrive and feel a sense of belonging. Through engagement, we endeavour to gauge the needs of employees to the extent possible, including all minority groups.
- ***Non-discrimination, anti-harassment and equal opportunity***: AMG has zero-tolerance for any kind of discrimination or harassment based on racial or ethnic origin, colour, sex, sexual orientation, gender identity, disability, age, religion, political opinion, national extraction or social origin, or other forms of discrimination. We do not tolerate any form of workplace bullying, intimidation and violence. AMG expects that all employment decisions made by local management, including hiring, promotions, compensation and other terms and conditions of employment is bias-free and based on merit, qualifications, and abilities only. Where there is no national regulation on parental leave, we encourage local management to provide appropriate leave for both parents and direct caretakers.

- ***Equal pay***: We are committed to working towards non-discrimination on the grounds of sex with regard to all aspects and conditions of remuneration for the same work or for work of equal value and for work rated as equivalent, subject to prevailing national practice and regulations. We are committed to address any barriers to women's advancement, also in relation to pay.
- ***Training and skills development***: We train, develop and promote on the basis of merit and ability and encourage all employees and applicants objectively.
- ***Communication***: Communication of this Policy to all employees during onboarding and regular training will be facilitated. AMG's communication to employees shall be clear and available in local languages. For employees and other stakeholders, access to the Policy is guaranteed through publication on AMG's corporate website. Significant Policy updates are communicated through suitable channels.
- ***Stakeholders:*** AMG encourages its partners along AMG's value chain to apply the principles of this Policy.

6 MONITORING AND GRIEVANCES

To ensure accountability and effectiveness, AMG tracks and reports relevant metrics in line with the disclosures required under the EU Corporate Sustainability Reporting Directive ("CSRD"). Our progress is annually measured and reported.

In addition, AMG reports annually in the SER (The Social and Economic Council of the Netherlands) online portal on the progress with its diversity targets in line with legislation in the Netherlands. The information reported is publicly available.

We expect all employees to comply with this Policy. If any employee is found to have exhibited inappropriate conduct or behavior in breach of this Policy, AMG reserves the right to take action, in particular, but not conclusively to take disciplinary actions including dismissal.

Employees who believe they have been subjected to any kind of behavior or acts that conflict with this Policy should seek assistance from a supervisor, upper management, or otherwise in accordance with our Speak Up & Reporting Policy. Confidentiality, non-retaliation, and remedy will be maintained in accordance.

Comments from AMG's own workforce of workers employed in AMG's value chain regarding this Policy are highly welcomed and can be addressed through AMGs websites and contact information.

7 TRAINING

AMG periodically provides training to relevant AMG employees (through training on AMG's Code of Business Conduct), and regularly reviews this Policy to ensure compliance with all applicable laws and regulations. Training will take place in the following manner:

- All new employees take the AMG Code of Business Conduct online training course.

- All new employees are being inducted by the local compliance officer once they start employment and are being advised about the application, amongst other policies, of the AMG Code of Business Conduct, Speak Up & Reporting Policy and this Policy.
- All AMG employees are trained regularly, at least every three years, in the AMG Code of Business Conduct, either online or by way of onsite meetings. Designated groups of AMG Employees may receive regular specific training on the matters referred to in this Policy.

8 OTHER RELATED DOCUMENTS

Other AMG policies and AMG documents that are related to the topic of this Policy are, amongst others:

- AMG Speak Up & Reporting Policy
- AMG Human Rights Policy
- AMG Code of Business Conduct
- AMG Supplier Code of Conduct

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