

ERAMET's individual commitments to act4nature International

INDIVIDUAL COMMITMENTS						REPORT ON THE IMPLEMENTATION OF COMMITMENTS		
Link Common Commitments	Commitment	Scope	Indicators	Measurable target SMART	Deadline	Status	Explanations of the status	Verification method
Limitation of the impacts on biodiversity								
1 2 5 10	Preserve water resources	Mining operations Group	N/A	Water management plan ^[1] for 100% of mining sites and implementation of the <i>Eramet Water strategy</i> ^[2] with the inclusion of a measurable objective in the 2023-2028 CSR roadmap	2023	Closed	A working group dedicated to mine water management was set up at the end of 2021. Although a water strategy has been developed, not all mining sites have finalized their water management plans The new CSR roadmap 2023-2026 includes commitments on water. It calls for water management plans, targets for reducing consumption and more stringent monitoring of the quality of discharges for 100% of the Group's sites. This roadmap is public and can be consulted at this link: https://www.eramet.com/fr/engagements/feuille-de-route-rse/	Self-assessment
1 5 9	Accelerate rehabilitation progressively and without waiting for the end of operations at all our mining sites ^[3]	Mining operations Group	N/A	Ratio of rehabilitated areas to cleared areas ≥ 1 <i>(compared to 0.5 for the period 2011-2013 and 0.85 for the period 2014-2018)</i> , excluding long-term infrastructure	2023	Closed	The cleared and rehabilitated areas are included in the performance indicators for mining activity. They are monitored by the operations department and are subject to an internal review every quarter. Over the period 2018-2023, the ratio was 1.23	External audit
1 2 5	Carry out ecological restoration actions in addition to rehabilitation work	Mining operations Group	N/A	Implementation of a biodiversity action plan at the 3 mining sites	2023	Closed	Biodiversity action plans have been defined at the three sites: - in Gabon, the plan follows IFC Performance Standard 6 and the IRMA standard for one of the two operating sites - in Senegal and New Caledonia, the sites have developed a biodiversity policy or strategy, from which dedicated action plans are derived	External audit
1 5 9	Combat invasive alien species (IAS) Develop and implement a management plan focused on priority IAS Give priority to using local species for revegetation work	Mining operations Group	N/A	IAS ^[4] management plan on the 3 mining sites, $> 50\%$ local species ^[5] on planted areas Active support for the development of local species nurseries	2023	Closed	Although IAS control programs are in place at the three mining sites, they are not systematically deployed Regarding revegetation: - in New Caledonia, only local species were used - in Gabon, as part of a rehabilitation test using a drone and due to a lack of seed availability in the country, seeds from an Equatorial African source were used Nurseries are being developed in the three countries where the mines are located	External audit
1 5	Reduce atmospheric emissions from our industrial sites	Industrial sites	N/A	- 80% of dust emissions channelled <i>(characteristic emissions of our sites)</i> in 2023 compared to 2018 <i>(2537 tons)</i>	2023	Closed	77% reduction in dust emissions in 2023 compared to 2018. The target of an 80% reduction is not achieved by the end of 2023. This target was linked in particular to the implementation of a major investment in filtration equipment in Gabon. Despite the delay in commissioning the equipment <i>(commissioning is expected in 2025)</i> , the initial target has almost been reached	External audit
1 5 7	Alignment with international best practices for responsible mining Eramet prohibits itself from deep-sea mining, the discharge of tailings into the sea <i>(deep sea tailings placement)</i> and mining exploration and extraction activities in natural sites listed as UNESCO World Heritage Sites, UNESCO Biosphere Reserves and IUCN Ia, Ib, II and III protected areas Other sensitive areas are managed under actions 3-2 and 3-3	Group	% of mining sites and exploration projects	100% of mining sites and exploration projects	Permanent	In progress	No <i>deep-sea mining</i> or <i>deep-sea tailing placement</i> activities or projects No mining activities or mining projects carried out in prohibited areas Verification is carried out using an internal geographic information tool, developed in 2024, which collects and analyzes " <i>biodiversity and ecosystems</i> " data from 6 international databases, including IBAT	Internal audit
1 2 3 5	Integrate the biodiversity component from the feasibility stages of mining projects Carry out environmental and social risk and impact assessment studies and develop associated management measures in accordance with IFC performance standards ^[6] for any new mining project	Mining sites	% of mining projects	100% of mining projects	Permanent	In progress	100% of mining projects The biodiversity and ecosystems component is integrated into the feasibility studies of all projects. The aforementioned tool is used in pre-diagnosis for a pre-identification of the issues in the context of exploration permits	Self-assessment
Biodiversity issue raised at the highest level of management								
4	Executive Committee Review of <i>act4nature international</i> commitments by the Executive Committee once a year from 2024 onwards	Group	N/A	Publication of annual results in the <i>Universal Registration Document (URD)</i>	Permanent	Closed	The results have been published in the <i>Universal Registration Document (URD)</i> since 2022 Explanation of the status: although this commitment is " <i>permanent</i> ", it is carried out on an annual basis. It is, therefore, " <i>closed</i> " for the period 2022-2024, but remains relevant and is renewed each year	External audit
4	CSR Steering Committee The CSR Steering Committee defines the CSR roadmap and monitors the implementation of commitments on a quarterly basis. At least once a year, the progress of <i>act4nature international</i> commitments is presented and evaluated by this committee	Group	Number of meetings	Three meetings of the CSR Committee per year	Permanent	In progress	Two CSR committees have met since the validation of the new biodiversity commitments in July 2024 A review of the progress of the " <i>Act for positive mining</i> " roadmap, which includes a biodiversity component, is carried out every quarter	Self-assessment
4	Incentive scheme for managers Inclusion of biodiversity performance in the variable remuneration of managers <i>(i.e. around 1,850 people)</i> through the results in the implementation of the CSR roadmap, including objectives in terms of changes in land use, climate change, pollution and water, and deployment of biodiversity action plans	Group	% of managers	100% of managers	Permanent	In progress	Integration of biodiversity performance into managers' variable remuneration through the results in the implementation of the CSR roadmap, including objectives in terms of changes in land use, climate change, pollution and water	External audit
Strategy & partnerships								
1 9	Launch of a scientific partnership Establish a scientific partnership to improve the robustness of our projects and support the development of our action plans	Group	N/A	Scientific partnership established	2024	In progress	Discussions initiated but partnership agreement not signed in 2024	Self-assessment
A foundation dedicated to research and innovation								
1 - 2 3 - 5 6 - 7 8 - 9 10	A space for preservation and conservation Manage and protect a 14,000-hectare reserve in Haut Ogooué, Gabon Welcome and rehabilitate protected species ^[7]	Group	Budget realized	Annual operating budget of 1 million euros	Permanent	In progress	Budget realized > 1 million euros The Foundation's accounts are subject to internal and external audits The Foundation's missions and current programs are published on the website: https://lekedi-biodiversite.org/	External audit
Sharing, training, and awareness-raising								
1 4 7 8 10	Foundation Biodiversity Day Organize an annual day of meetings, sharing and conferences <i>(internal and external stakeholders)</i> on biodiversity in the Lékédi Park with national and international speakers	Gabon extended to international speakers and guests	Number of days and topics	One day per year	Permanent	In progress	On December 6, 2024, the third edition of <i>Eramet Biodiversity Day</i> took place, dedicated to biodiversity, traditional knowledge and environmental education The event brought together Gabonese and international scientists, representatives of the Gabonese state, members of local communities, and young people participating in the <i>Gabon Green Generation</i> environmental education program launched by the Foundation with the WWF and the Institut Pédagogique National at the start of the 2024 academic year The event was covered by television <i>(Gabon Première and Gabon 24)</i> and the national press and was brought to the attention of the general public	Self-assessment

✓ The reports cover all commitments due by the end of 2024, including those that had already reached their deadline but were not closed in previous reports.

1 These plans focus on the management of rainwater with the mapping of watersheds *(flows, outlets, ...)* as well as the sizing and control of hydraulic structures. The hydraulic structures allow the collection of water, their slowing down and their settling. Their objective is to limit erosion, the transport of solid matter, and thus preserve the watercourses and their biodiversity.
2 Eramet's water strategy will be based on the results of the study conducted in 2020 on the [Group's water footprint](#).
3 In the framework of the CSR Roadmap revision, a strengthening of the biodiversity objectives will be considered, in particular concerning the reinforcement of the ecological quality of rehabilitation work.
4 The management plan will give the list of priority IAS, the measures and means retained to fight against IAS as well as the monitoring modalities.
5 Percentage limited to local seed availability.
6 Performance Standard 1 establishes the importance of: (i) an integrated assessment to identify the environmental and social impacts, risks and opportunities of projects; (ii) effective community participation through disclosure about the project-related information and consultation with local communities on matters that directly affect them; and (iii) environmental and social performance management throughout the life of the project. Performance Standards 2 to 8 set out the objectives and requirements for avoiding, minimizing and, where residual impacts remain, compensating/offsetting for risks and impacts on workers, communities, environment and biodiversity.
7 Mainly Gorilla and Chimpanzee orphans.