



United Nations Global Compact

Communication on Progress Covering Calendar Year 2021

March 11, 2022

To our Stakeholders:

I am pleased to confirm that once again this year AMG Advanced Metallurgical Group N.V. ("AMG") reaffirms its support of the Ten Principles of the United Nations Global Compact ("UNGC") in the areas of Human Rights, Labor, Environment and Anti-Corruption. Our Code of Business Conduct and Policy on Human Rights, both of which are available on our website, set out our commitments to act ethically and uphold the ten UNGC principles in all our business activities. In addition, AMG is committed to sustainable development goals for Affordable and Clean Energy; Industry, Innovation and Infrastructure; Quality Education; Responsible Consumption and Production; and Reduced Inequalities.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact, its principles, and sustainable development goals into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication, primarily the AMG website www.amg-nv.com.

Sincerely yours,

A handwritten signature in blue ink, appearing to read 'Heinz C. Schimmelbusch', written in a cursive style.

Dr. Heinz C. Schimmelbusch
Chairman of the Board and Chief Executive Officer

HUMAN RIGHTS

- Principle 1 - Businesses should support and respect the protection of internationally proclaimed human rights.

AMG Advanced Metallurgical Group explicitly supports the United Nations' Universal Declaration of Human Rights and refers to this commitment in its annual report to Shareholders. Although always an integral part of AMG, our formal commitment in this area started in 2009 with the publication of our Code of Business Conduct.



AMG CODE OF BUSINESS CONDUCT



This was augmented in 2011 by the publication of our Policy on Human Rights. Both documents can be found in the Corporate Governance section of the AMG website, and the Human Rights Policy is shown below:



ESG Policy	Release Date:	01.10.2021
Social	Revision:	2
Policy on Human Rights	Page:	1 of 2

Introduction

AMG Advanced Metallurgical Group N.V. ("AMG") is a global company operating in a global market. We rely on our employees' behaviors to reflect our ethical values to ensure our business is conducted in a way that values human rights, in alignment with the UN's Guiding Principles on Business & Human Rights.

We formally support the United Nations Global Compact including its labor, environmental, anti-corruption and human rights commitments. With respect to human rights:

"AMG supports and respects the protection of internationally proclaimed human rights and will work to make sure it is not complicit in human rights abuses."

We will continuously support our human rights standards by demonstrating our values in our interactions with local and national governments, and the communities in which we operate and endeavor to extend our values and principles to our suppliers and contractors.

Responsibilities

AMG as a company, its employees, contractors, and suppliers supporting all AMG operations are responsible for complying with internationally accepted norms and national laws related to human rights. AMG Divisions are responsible for developing business specific guidelines that align with this policy and the human rights issues related to their operations.

The AMG Management Board reaffirms that human rights principles are enacted through the provision of safe and healthy working conditions in a non-discriminatory environment. The AMG Management Board regularly reviews global operations, their potential impact on human rights issues and the controls required for global compliance.

Impacts, Risks, and Opportunities

AMG as a company, its employees and contractors supporting all operations are responsible for compliance with internationally accepted norms and national laws.

AMG has reviewed the UN Guiding Principles on Business & Human Rights, and the following are material to AMG, more specifically:

- **Children and Young Workers.** AMG does not employ children or support the use of child labor. AMG adheres to minimum age provisions of national labor laws and regulations, and where national law is insufficient, takes into account international labor standards. We will support the creation of educational programs for young people including apprenticeships and the possibility of formal education.
- **Equality of Opportunity.** AMG has zero tolerance for any kind of discrimination or harassment. We embrace cultural and gender differences and preferences in our workforce, this includes the protection of women's and ethnic minority rights. Employees are selected on the basis of their ability to do the job and there is no distinction, exclusion or preference made on other grounds.



ESG Policy	Release Date:	01.10.2021
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Policy on Human Rights	Page:	2 of 2

- **Freedom of Engagement.** All AMG employees have chosen to work for the company and AMG does not engage in forced labor or compulsory hiring practices. Labor is freely given, and employees are free to leave, subject to providing notice of reasonable length.
- **Compensation.** AMG will compensate its employees through wages and benefits to ensure it meets or exceeds legal regional minimum wages and is in full compliance with all applicable laws.
- **Freedom of Association.** AMG respects the right of all employees to freely and voluntarily establish and join groups for the promotion and defense of their occupational interests without fear of intimidation or reprisal in accordance with national law. AMG upholds the freedom of association and the right to collective bargaining.
- **Relationships with Communities.** AMG respects the customs, values and cultures of the local communities in which we operate, including communities indigenous to those areas, taking into account their concerns and needs. We endeavor to employ local employees, to invest in building diverse talent pools and provide training to improve skill levels, where appropriate.
- **Modern Slavery.** AMG abides by anti-trafficking and modern slavery legislation and monitors its supply chain for human rights risk, including human trafficking.
- **Stakeholder Involvement.** Where appropriate, AMG engages with a wide range of organizations and stakeholders on human rights issues related to our business. This includes within our Company and throughout our supply chain.

These human rights principles are universal to AMG, applied in everything we do, and are implemented irrespective of the developed or developing status of the countries in which we operate. This policy provides additional details to those commitments made in our Code of Business Conduct and applies to all AMG Advanced Metallurgical Group N.V wholly and majority owned facilities and shall be communicated annually to all employees.

Principles

AMG's commitments to human rights align with the following principles:

- UN Global Compact
 - Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights
 - Principle 2: Make sure they are not complicity in human rights abuses
 - Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
 - Principle 4: The elimination of all forms of forced and compulsory labour
 - Principle 5: The effective abolition of child labour
 - Principle 6: The elimination of discrimination in respect of employment and occupation.
- Global Reporting Initiative (GRI) Principles
 - Principle 102-41: Collective Bargaining Agreements
 - Principle 405-1: Diversity of Governance Bodies and Employees
- UN Universal Declaration of Human Rights
 - Article 23: Right to favourable work conditions and remuneration

A review of this policy in 2021 resulted in updates to the policy to further demonstrate AMG's commitment to Human Rights, and articulate AMG's commitments in the current business climate.

A network of Compliance Officers under the oversight of a Chief Compliance Officer and a core Compliance team monitors the commitments made in these publications. The core Compliance team meets typically twice per year to review Compliance and Ethical issues and is supported by an independent external consultant. This consultant has assisted in the development of policies, procedures, and training programs and in responding to enquiries from stakeholder groups with interests in human rights issues. There is an ongoing program of employee surveys to gauge the

workforce's perceptions about AMG's commitments to ethical business practices and human rights and reviewing AMG's programs against the OECD guidelines for multinational enterprises. To date the results of these surveys has been positive.

In 2021 there were no reported incidents of breaches of the AMG Code of Business Conduct related to human rights abuses.

- Principle 2 - Make sure businesses are not complicit in human rights abuses.

The aim of the presence of an AMG business unit in a community is to strengthen and be part of the community, fostering sound relationships and avoiding conflicts. We respect the dignity and rights of our employees, their families, and the communities in which we operate and others who might be affected by our operations and actively involving ourselves and supporting those communities. AMG also contributes through philanthropic donations to support local community needs including to schools, colleges, and hospitals with a focus on education in STEM subjects.

AMG sustains a network of Code of Business Conduct Compliance Officers covering all sites and based in countries and at major sites where AMG companies are operating to locally identify any potential human rights abuses. In instances where this needs to be done independently and confidentially, a Speak Up & Reporting Policy is in force allowing any employee to come forward and report issues. The Speak Up & Reporting Policy can be accessed through the Governance section of the AMG website. The Chief Compliance Officer and their team carefully review all Speak Up & Reporting Policy complaints.

AMG also has a Supplier Conduct Charter, shown below, which is part of a process to ensure the standards relating to Human Rights which AMG holds itself to, are expanded to our suppliers as well. This policy states that: "AMG's suppliers should support and respect the protection of internationally proclaimed human rights and ensure they are not complicit in human rights abuses." This Supplier Conduct Charter was reviewed during 2021 and remains adequate under AMG's current business climate.



Supplier Conduct Charter

AMG Advanced Metallurgical Group N.V. is a global company operating in a global market. Our supplier– customer relationships are essential in building economic value, but are also important in promoting social and environmental best practices

Essential elements of our supplier-customer relationship will include specifications, price, quality, service level and technology. AMG will also take into account environmental and social impact in assessing supplier quality and will preferentially deal with partners who are able to demonstrate commitment in the following areas, based upon the relevant principles of AMG's Code of Business Conduct:

- **Human Rights**
 - AMG's suppliers should:
 - Support and respect the protection of internationally proclaimed human rights and ensure they are not complicit in human rights abuses.
- **Labor**
 - AMG's suppliers should:
 - Uphold the freedom of association and the effective recognition of the right to collective bargaining; support the elimination of all forms of forced and compulsory labor; support the effective abolition of child labor; and support the elimination of discrimination in respect of employment and occupation.
 - Have programs in place to protect the health and safety of your staff, subcontractors and local residents, preferably through a documented safety management system.
- **Environment**
 - AMG's suppliers should:
 - Support a precautionary approach to environmental challenges and act to promote greater environmental responsibility.
 - Comply with all local environmental laws and regulations in the locations in which you operate and hold all required permits.
 - Have procedures in place to prevent environmental incidents and response plans to mitigate the effects should such an incident occur, preferably through a documented environmental management system
- **Anti-Corruption**
 - AMG's suppliers should:
 - Not tolerate corruption in any of its forms, including extortion and bribery.
 - Comply with laws and regulations in the locations in which they operate.
 - Uphold high standards of personal and business ethics.

AMG will engage with its suppliers in a respectful and ethical way, encompassing fairness and honesty and will select suppliers on the basis of specifications, price, quality, service level and technology, but also Human Rights, Labor, Environment and Anti-Corruption approach, as outlined in this charter.

AMG Suppliers are expected to respond promptly to inquiries from AMG procurement professionals with respect to compliance with these principles and accept that they may be required to perform self-assessment questionnaires.

Version 1. September 30, 2013

LABOR

- Principle 3 - Businesses should uphold freedom of association & effective recognition of the right to collective bargaining.

AMG respects the freedom of its individual employees to join, or choose not to join, legally authorized association or organizations. AMG continues to use the Global Reporting Initiative (GRI) indicator 102-41 (Collective Bargaining Agreements) to monitor this principle. In our 2021 Annual Report we state:

“AMG respects the rights and freedoms for individual employees to freely make choices about their career as described in Article 23 of the Universal Declaration of Human Rights.

Encompassing these efforts is AMG’s commitment to achieving the highest standards of safety and environmental conduct at all its manufacturing facilities and producing materials that help its customers to minimize negative environmental impact.”

Additionally, we utilize indicator 102-41 (Collective Bargaining Agreements). In the 2021 Annual Report we state:

“AMG is highly aware of and fully committed to the protection of internationally decreed human rights. We assess each AMG facility during visits by our internal auditors to identify any possibility that freedom of association or collective bargaining is at risk due to political or business factors. In 2021, no AMG sites were at risk, except for China where the formation of unions remains restricted. Similarly, the Company reviews sites to assess risk for employing child labor or exposing young workers to hazards. No sites have identified risks at this time.

AMG also aims to ensure rights are protected in our supply chain through our Supplier Conduct Charter. AMG actively mitigates supply chain risk by making ethical choices that benefit our employees and our customers, such as investing in and leveraging existing mining infrastructure to maintain our position as the largest conflict-free supplier of tantalum. Our Policy on Human Rights, the AMG Code of Business Conduct, the AMG Supplier Conduct Charter, and other AMG policies are available on the AMG website (www.amg-nv.com).”

Further, with the development and implementation of our Supplier Conduct Charter we begin to hold our suppliers to the same standard stating: *“AMG’s suppliers should uphold the freedom of association and the effective recognition of the right to collective bargaining; support the elimination of all forms of forced and compulsory labor; support the effective abolition of child labor; and support the elimination of discrimination in respect of employment and occupation.”*

- Principle 4 - The elimination of all forms of forced and compulsory labor

All AMG employees work for the company because of need or want. Nobody is forced to work for AMG and we prohibit the use of any forced labor, including slavery, servitude, or prison labor. This is reflected in the widespread presence of unionized labor across AMG. Currently most of the locations and environments where AMG operates are stable, with advanced democracies, assisting in ensuring human rights abuses of this type are not occurring. AMG has development projects which may expand the boundaries of the company into countries with more challenging environments and AMG recognizes this may bring an increased level of diligence. Again, our Supplier Conduct Charter adopted in 2014 introduces our commitment to this principal to our suppliers stating: *“AMG’s suppliers should support the elimination of all forms of forced and compulsory labor.”*

- Principle 5 - The effective abolition of child labor

As stated in our Human Rights Policy, AMG does not employ children and strongly rejects the use of child labor and expects our suppliers to do the same through the requirements of our Supplier Conduct Charter. AMG does actively support the creation of educational programs for young people including apprenticeships combined with formal education, particularly in the areas of science and engineering. In its 2021 annual report AMG reported that it has reviewed its operating sites across the world to ensure that they are not at risk for employing child labor or exposing young workers to hazards. It was found that no sites posed a risk at this time. AMG is at the root of the supply chain for several of its products and is proud to be able to supply metals such as Tantalum and Tin, commodities historically fraught with human rights abuses, from mining operations with strong ethical practices and not utilizing child labor. Our Tantalum supply chain in Brazil is certified as Conflict Free by the Electronics Industry Citizenship Coalition (EICC).

- Principle 6 - Eliminate discrimination in respect of employment and occupation.

AMG’s Code of Business Conduct states that the Company views as unacceptable any form of harassment or unfair or unlawful discrimination based on race, age, gender, color, sexual orientation, disability, or national origin, whether by employees, temporary employees, managers, customers, vendors, or AMG companies’ visitors.

“The size of AMG’s workforce has been relatively stable over the last year and at year-end 2021 AMG had 3,309 employees. Geographically, these employees were in Africa (116), Asia (424), Europe (1,683), North America (482), and South America (604).

AMG assesses the diversity of its workforce in terms of gender and age, but not ethnicity. The multinational, and therefore multicultural, nature of AMG's business means that ethnic diversity is significant, but it is not possible to define minority employees in such an environment.

In 2017, the Management Board deployed measures to attract and maintain a diverse workforce at its units by, among other things, linking incentives for unit managers to meaningful results in diversity targets.

Women are often under-represented in the academic and professional fields of engineering and particularly in leadership roles at major companies. However, AMG is leading by example, seeking out the most talented employees regardless of gender to drive the company forward.

AMG also adopted a Diversity Policy in relation to the composition of its Management Board and Supervisory Board. AMG will continue to take its key diversity objectives, including maintaining a proper balance of nationalities and the gender allocation of seats on its board, into account in connection with recruitment, retention of employees, and succession planning.

Of the total employees, 16% are female; 84% are male; 17% are under 30 years of age, 54% are between thirty and fifty, and 29% are over fifty. Within leadership roles at AMG, which are defined as those with direct reports, 81% leaders are male and 19% leaders are female. The Management Board's composition is 100% male. The Supervisory Board's composition is 67% male and 33% female as of the end of 2021."

AMG is continuing to work to improve the diversity of its Boards. On page 29 of our 2021 Annual Report, we note:

"The Supervisory Board is fully supportive of the initiatives of the Management Board that have been reflected in the Diversity Policy of the Company to promote diversity among its global employee population including among the staff and senior management of AMG's Group companies. Diversity among AMG's employees and staff, not only in gender but also in, amongst others, nationality, and country of origin, is a key objective for the Management Board and is fully supported by the Supervisory Board. The Supervisory Board is considering including specific diversity targets for the Management Board in its short-term incentive remuneration package going forward.

In line with the Diversity Policy of the Company, which was adopted in 2017, AMG pursues a policy of having at least one third of the seats on the Supervisory Board and the Management Board be held by each gender. The company will continue to take its key diversity objectives, including maintaining a proper balance of nationalities to reflect the transatlantic structure of AMG, and the gender allocation of seats as outlined above, into account in connection with recruitment, retention of employees and succession planning for both the Management Board and the

Supervisory Board. In 2021, the Management Board deployed measures to attract and maintain a diverse workforce at its units, including linking incentive payments for unit managers to meaningful progress toward diversity targets. Since the Annual Meeting in May 2019, AMG has met its diversity objectives in terms of gender as outlined above with respect to the Supervisory Board. The Supervisory Board will continue to look for suitable female candidates for both the Management Board and the Supervisory Board in order to meet all of its diversity objectives as outlined in its Diversity Policy as soon as reasonably possible. In addition, in view of new legislation in the Netherlands concerning gender diversity in the composition of supervisory boards and management boards that became effective on January 1, 2022, the Management Board has initiated the creation of a robust plan supporting diversity with appropriate targets within the AMG Group going forward. One of the measures adopted in 2021 was the creation of a (corporate) Diversity Council that reports directly to the CEO, who has invited Ms. Dagmar Bottenbruch of the Supervisory Board to provide feedback and advice on diversity policy. The Diversity Council comprises a diverse group of AMG’s female senior management and staff. This Council renders ongoing advice to the Management Board and the management of the units on how to monitor, enhance, and increase diversity on a variety of levels within the AMG Group.” ”

In addition to the existing mechanisms to improve diversity at AMG, and as discussed above, AMG has initiated the creation of a Diversity Council tasked with the development and deployment of a robust plan supporting diversity including targets within the AMG Group. This diversity council renders ongoing advice to the Management Board and management of the business units on how to monitor, enhance, and increase diversity on a variety of levels within the AMG Group.

ENVIRONMENT

- Principle 7 - Businesses should support a precautionary approach to environmental challenges.

All AMG facilities have a strong awareness and knowledge of their environmental impact and the company utilizes the Global Reporting Initiative (GRI) guidelines to measure and report environmental impacts in several areas including raw material use, energy consumption, greenhouse gas generation, water use and discharge and waste generation and disposal. Collection of this data is vital to help sites focus on improving efficiencies – including reducing energy use and concurrent greenhouse gas emissions, but also reducing solid and liquid wastes and reducing water consumption. AMG has transitioned to the latest GRI guidelines and reports in accordance with the core level. These environmental impacts are reported annually to our stakeholders in the Company annual report.

From the CEO Letter to Shareholders:

From day one AMG was designed as a “critical materials” company. AMG’s main strategic objective to create long-term value for its stakeholders is being pursued by its business model to use its leading position in critical materials technology to (1) offer competitive quality and price specifications to our customers; (2) “enable” these customers to reduce CO₂ when using the product; and (3) to achieve attractive margins in doing so.

Our substantive contribution to enable customers to significantly reduce atmospheric CO₂ levels is much larger than the direct CO₂ reduction caused by our own operations. The majority of our critical material products are enabling customers to reduce CO₂ at a multiple of the direct CO₂ emissions due to the production of these products. The LCA’s have provided ample proof of that concept. If AMG had not existed, the global CO₂ emissions in 2021 would have been higher by 78.4 million tons (79.0 million tons enabled CO₂ reduction adjusted for 0.55 million direct CO₂ emissions). AMG’s leading CO₂ emitters are the silicon metal operations in Bavaria (Germany) and the vanadium recycling operations in Ohio (United States). Silicon metal is critical for the solar industry and in future for anode materials for lithium batteries. As the silicon metal plant is a state-of-the-art facility, the only way to reduce CO₂ emissions would be a shutdown. Because of its criticality, a closure would be irresponsible. The vanadium operation in Ohio is a shining example for the circular economy. We are in the process of doubling the capacity with significant government support.

- Principle 8 - Undertake initiatives to promote greater environmental responsibility.

In terms of detailed environmental management at local sites, twelve of the larger AMG manufacturing facilities now have ISO 14001 environmental management system certification in place. Formalized management systems are a key tool to maintaining focus on environmental responsibility. Additionally, AMG has invested in projects including hydroelectric generation, solar generation, and heat recovery systems. It is also promoting energy management initiatives to improve efficiencies, with seven of our larger energy consuming facilities holding ISO 50001 energy management certification.

- Principle 9 - Encourage the development and diffusion of environmentally friendly technologies.

As described above, AMG’s businesses continue to focus on environmentally friendly technologies. In 2019 AMG continued its investment in the production of titanium aluminides used in the aerospace industry. Investments in the plant in Cambridge, Ohio as well as the building of the plant in Zanesville, Ohio, that produce the steel strengthening alloy ferrovandium

from byproducts of the oil refining and power generation industries, eliminating landfill, has resulted in significant capacity increase, with minimal increase in carbon footprint. Further, this technology reduces energy in the manufacturing process and by strengthening steel, significantly reduces the tonnages required in end user applications. AMG is also actively supporting the automotive industry as it moves to more fuel-efficient turbo charged, low displacement engines, through heat treatment of fast moving, high temperature parts such as turbo chargers and piston heads. Similar applications have been seen in next generation aviation jet engines which contribute to the fuel efficiency of next generation aircraft and where AMG's ceramic coating technologies further enable fuel efficiency savings. AMG continues to believe that nuclear power is required as part of the short- and medium-term solution to anthropogenic CO₂ emissions and continue to supply products and engineering expertise to support this sector.

ANTI CORRUPTION

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

In 2009 AMG introduced (and published) its Code of Business Conduct to all its staff which sets out guiding principles in its ethics and business conduct as adopted and approved by the Company's Management Board and Supervisory Board. The Code of Business Conduct was reviewed and updated in 2021, adding safety as a core value, and it discusses in detail the ethical conduct and business practices which AMG expects from all employees, covering topics like conflicts of interest, anti-bribery, insider dealing, policies on corporate entertainment and acceptance of gifts, and the integrity of our record keeping and reporting. AMG also has a stand-alone policy on Anti-bribery and Anti-corruption. This is available under the Corporate Governance section of the AMG-NV website. Training in these aspects is carried out on an ongoing basis.

AMG further promotes these values throughout the Company with multilingual posters prominently displayed at operational sites to raise awareness of the Code of Business Conduct and various ethically based programs.

we act **safely**
we aim to create **value**
we **respect** people
we act with **integrity**

AMG's Code of Business Conduct and its supporting policies set out AMG's guiding principles in its ethics and business conduct and applies to all directors, officers and employees of AMG and its group companies worldwide regardless of their position, nationality, gender, race or religion.

At work you may face situations where interpretation or further guidance is needed. When this happens consult the Code of Business Conduct and its supporting policies or discuss the situation with your manager. You can also discuss with your local Compliance Officer or contact AMG's Legal Department.

www.amg-nv.com



We welcome comments on our Code of Business Conduct and supporting policies.

Michael Witzel, Chief Compliance Officer
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Nous agissons en **sécurité**
Notre but est de créer de la **valeur**
Nous **respectons** chaque personne
Nous agissons avec **intégrité**

A AMG nous sommes ambitieux, innovants et engagés à être leader dans le domaine des matériaux critiques et services d'ingénierie et à atteindre l'excellence dans tout ce que nous faisons. Nos valeurs fondamentales – sécurité, création de valeur, respect et intégrité – forment la base de cette déclaration et s'appliquent à la façon dont nous menons nos activités et à la façon dont nous traitons nos employés, partenaires en affaires et intervenants.

www.amg-nv.com



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ATTACHMENT 1

SUSTAINABLE DEVELOPMENT SECTION FROM THE

2021 ANNUAL REPORT TO SHAREHOLDERS

SUSTAINABLE DEVELOPMENT

This section provides our fourteenth annual sustainability report, which evaluates AMG's social and environmental performance.

Locations of Operations

SITE NAME ¹	LOCATION	COUNTRY	DIVISION
AMG Headquarters ²	Amsterdam	Netherlands	AMG Corporate
AMG USA Headquarters ²	Pennsylvania	USA	AMG Corporate
AMG Aluminum	Jiaxing	China	AMG Clean Energy Materials
AMG Aluminum	Kentucky	USA	AMG Clean Energy Materials
AMG Aluminum	Washington	USA	AMG Clean Energy Materials
AMG Aluminum	Mexico City	Mexico	AMG Clean Energy Materials
AMG Brazil S.A.	Nazareno	Brazil	AMG Clean Energy Materials
AMG Brazil S.A.	São João del Rei	Brazil	AMG Clean Energy Materials
AMG Lithium	Frankfurt	Germany	AMG Clean Energy Materials
AMG Vanadium	Ohio	USA	AMG Clean Energy Materials
AMG Antimony	Chauny	France	AMG Critical Minerals
AMG Antimony	Lucette	France	AMG Critical Minerals
AMG Graphite	Hauzenberg	Germany	AMG Critical Minerals
AMG Graphite	Cabo Delgado Province	Mozambique	AMG Critical Minerals
AMG Graphite	Qingdao	China	AMG Critical Minerals
Bogala Graphite Lanka	Colombo	Sri Lanka	AMG Critical Minerals
AMG Silicon	Pocking	Germany	AMG Critical Minerals
ALD C&K	Suzho	China	AMG Critical Materials Technologies
ALD Dynatech	Mumbai	India	AMG Critical Materials Technologies
ALD France	Grenoble	France	AMG Critical Materials Technologies
ALD Japan ²	Tokyo	Japan	AMG Critical Materials Technologies
ALD TT USA	Michigan	USA	AMG Critical Materials Technologies
ALD TT Mexico	Ramos Arizpe	Mexico	AMG Critical Materials Technologies
ALD Russia ²	Moscow	Russia	AMG Critical Materials Technologies
ALD Thailand	Bangkok	Thailand	AMG Critical Materials Technologies
ALD USA ²	Connecticut	USA	AMG Critical Materials Technologies
ALD Vacuum Technologies	Hanau	Germany	AMG Critical Materials Technologies
ALD Vacuheat	Limbach	Germany	AMG Critical Materials Technologies
AMG Alpoco	Anglesey	UK	AMG Critical Materials Technologies
AMG Superalloys	Pennsylvania	USA	AMG Critical Materials Technologies
AMG Superalloys and AMG Aluminum	Rotherham	UK	AMG Critical Materials Technologies
AMG Titanium Alloys and Coatings	Brand Erbisdorf	Germany	AMG Critical Materials Technologies
AMG Titanium Alloys and Coatings	Nürnberg	Germany	AMG Critical Materials Technologies
AMG Titanium Alloys and Coatings	Pennsylvania	USA	AMG Critical Materials Technologies

1 The chart indicates which facilities were included in the scope of the sustainable development data. Only data from these facilities are included in this section, which may therefore show inconsistency with other sections of this annual report covering all facilities. Please revert to Trade Register filing dated March 10, 2022 for a full list of group companies of the AMG Group.

2 Sales, administrative, and smaller engineering sites with estimated data.

REPORT BOUNDARIES

The reporting boundaries have changed since 2020 to include AMG Lithium located in Frankfurt, Germany. The thirty-four locations reporting in 2021 (in which AMG has a 51% or greater stockholding) are detailed in the Locations of Operations table at the beginning of this chapter. AMG uses actual data for all facilities within the reporting boundary except for sales and administrative offices and some smaller engineering sites (typically with less than 10 employees or with environmental impacts <1% in all aspects) which have been determined to be non-material to the report, and therefore estimated data has been used for these locations in 2021. Facilities that were in the ramp-up phase of commissioning during the reporting period are excluded from the reporting boundaries until such time that name plate production capacity is achieved. Those sites utilizing estimated data are indicated in the Locations of Operations table at the beginning of this chapter.

AMG reporting locations include mining, manufacturing, sales, and administrative offices in fourteen countries across five continents. This report covers AMG's three operating segments: AMG Clean Energy Materials, AMG Critical Minerals, and AMG Critical Materials Technologies, which report their full year performance at the end of the fourth quarter, with, in some cases, estimated data provided for the final month of the year. Due to reorganization and reporting structure changes, we are reporting consolidated data at the AMG Group level only. This aligns with the reporting format of financial results contained in this report.

ABOUT AMG & OUR SUSTAINABLE DEVELOPMENT REPORT

At AMG, we produce highly engineered specialty metal products as well as market-leading vacuum furnaces for specialized alloying applications and heat treatment services to the transportation, infrastructure, energy, and specialty metals and chemicals markets. Our headquarters is located in Amsterdam, Netherlands, and we are listed on the Amsterdam stock exchange.

We operate three segments: AMG Clean Energy Materials, AMG Critical Minerals, and AMG Critical Materials Technologies, with more than 3,000 employees and 34 sites. Of the 34 sites, 25 are production facilities.

This is our fourteenth Annual Sustainability Report, and it covers the 2021 calendar year. This report is written in accordance with the Global Reporting Initiative Standards at the core level. We also report on corporate responsibility practices in our annual UN Global Compact Communication on Progress. AMG does not include minority-held entities in the boundaries of this report. AMG continues to face the challenges related to COVID-19 recovery and therefore some year-over-year variance in key performance indicators was observed and is reflective of COVID-19 production levels.

SUSTAINABILITY STRATEGY & GOVERNANCE

AMG endorses and supports the definition of corporate social responsibility as set by the World Business Council for Sustainable Development: "...the continuing commitment by business to behave ethically and contribute to economic development while improving the quality of life of the workforce and their families as well as of the local community and society at large." For AMG and its affiliated companies, this definition translates into four main sustainable development objectives that the Company has formulated in line with its financial objectives, technological capabilities, and its leading position in the global metallurgical industry. These objectives are to:

- Provide safe working conditions for our employees and be responsible stewards of the environment.
- Meet or exceed regulatory standards by engaging in ethical business practices.
- Be a valued member of the local economy, community, and society by contributing to solutions to address some of the fundamental environmental and social challenges facing society today.
- Target industrial activities which either contribute to the reduction of greenhouse gas levels through the circular economy or by arriving at technologies which enable our business partners to reduce greenhouse gas levels and quantify the success of these endeavors.

AMG's Supervisory Board and Management Board are guided by these objectives when defining and implementing the Company's strategic objectives.

The Management Board members are collectively responsible for building a culture within AMG focused on long-term value creation. Each Management Board member has the responsibility to serve the best interests of the Company and its stakeholders.

The Supervisory Board oversees the Management Board's implementation of the long-term value-creation strategy of AMG. The Supervisory Board regularly discusses the strategy, implementation of the strategy, and principal risks associated with the strategy.

The Vice President of Sustainability, Environment, Health, and Safety is responsible for the overall sustainability strategy for the organization and reports results to the Management Board on a regular basis.

STAKEHOLDER ENGAGEMENT & MATERIALITY

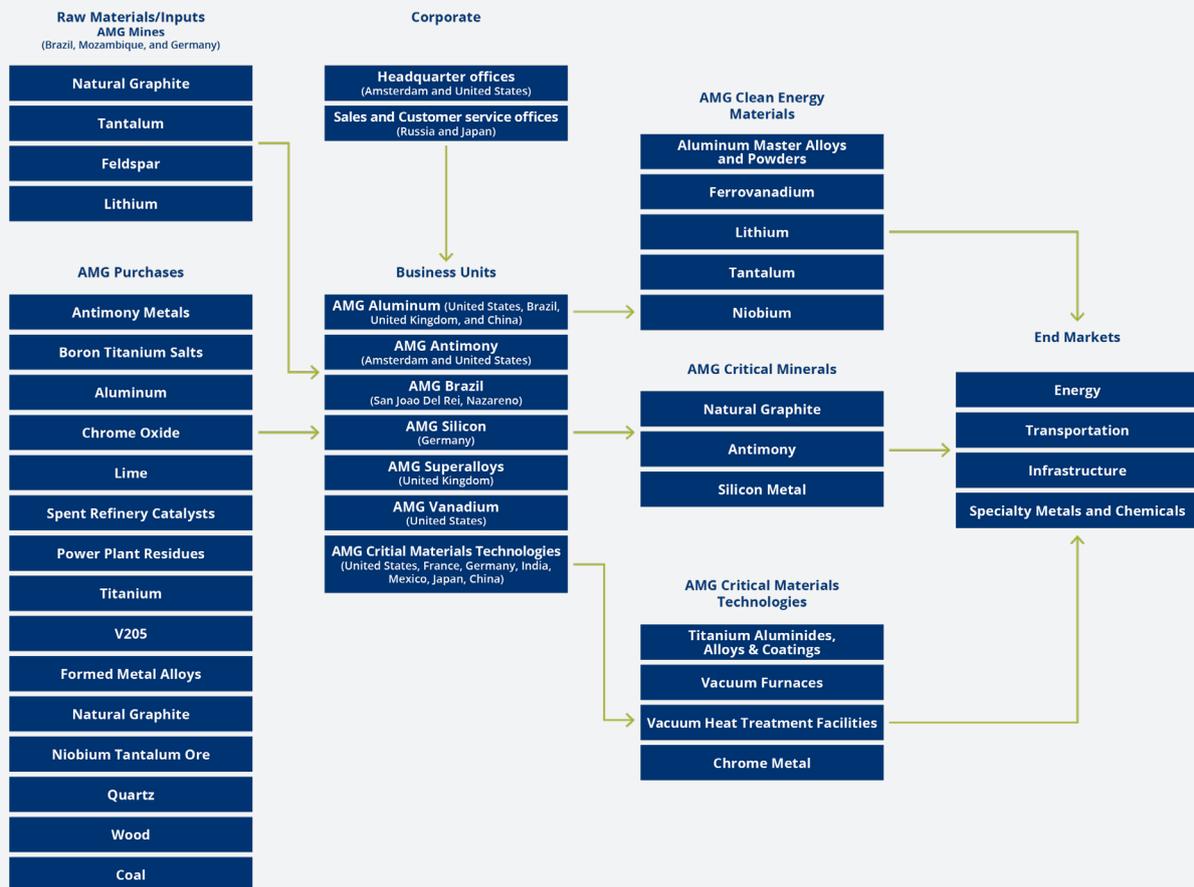
AMG conducts materiality assessments to advance its sustainability program by identifying environmental, social, governance, and product-related impacts, risks, and opportunities that are most critical to AMG’s business and stakeholders. The results of these materiality assessments informed the content of this report, including specific topics and metrics to track and disclose. ESG Materiality assessments by nature are not static and related disclosures may change over time. AMG’s list of material issues was developed primarily through two exercises: desktop research including peer benchmarking and stakeholder interviews.

- **Desktop Research:** A third-party consulting partner reviewed publicly available information, such as relevant Global Reporting Initiative and Sustainability Accounting Standards Board standards and conducted benchmarking of several peer companies using publicly available sustainability reports and websites. This information was used to develop a list of relevant sustainability topics to guide stakeholder interviews.
- **Stakeholder Interviews:** The third-party consulting partner also interviewed AMG executives, including AMG’s Chief Executive Officer, Chief Operations Officer, Chief Financial Officer, Vice President of Corporate Development, Vice President of Investor Relations, and Vice President of Sustainability, Environment, Health, and Safety. Insights were gathered on sustainability impacts, risks, and opportunities across AMG’s value chain. These internal stakeholders vetted the list of sustainability topics developed from the desktop research for relevance and significance given their understanding of corporate risk formed through the ongoing company-wide risk assessment process. Additionally, information gathered through routine engagements and dialogue with customers, investors, regulatory agencies, and community groups was considered and informed their feedback on material sustainable topics. The list of sustainability topics was narrowed down to a priority list of material sustainability topics for AMG.

In 2021, AMG reviewed the Materiality Assessment taking into consideration stakeholder engagements and determined that previously identified material topics for AMG were still applicable and no additions were required.

Material topics were considered across AMG’s supply and value chain:

AMG’s Supply and Value Chain



Throughout this report, we report on the ESG topics that have been identified as most significant in accordance with GRI methodology, detailing our management approach and key metrics for measuring performance across such topics.

The priority list of material sustainability topics for AMG are provided in the table below:

MATERIAL TOPIC	DEFINITION
ENVIRONMENT	
Air Emissions	Generation and management of air emissions (e.g., GHG, particulates, SO ₂ , NO _x , etc.) from company operations and their potential impacts on ecosystems and human health; this includes compliance with applicable regulations.
Energy	Management of the Company's energy consumption and associated costs through the design of operational processes, procurement practices, etc.
Resource Efficiency	Use of efficient production techniques and creation of resource-efficient products. Responsible use of raw materials and inputs. Recycling input materials and recycling of by-products when possible.
Waste	Anything the Company is required to discard.
Water	Management of water withdrawals and consumption from company operations in the context of competing demands for water resources.
Wastewater	Management of wastewater generated from company operations and impacts on local water resources, including compliance with all applicable regulations.
SOCIAL	
Health & Safety	Protection of employees, contractors, and visitors from occupational injuries and illnesses through design of safe operations and work practices, employee well-being initiatives, training programs, robust safety management systems, and culture, including compliance with health and safety regulations.
Diversity, Equity & Inclusion	A diverse, equitable, and inclusive workplace, accepting of and providing equal opportunity to all employees regardless of race, ethnicity, gender, age, education, ability/disability, sexual orientation, religious affiliation, veteran and disabled veteran status, experience, and thought.
Community Engagement	Hiring of employees from the local region and providing fair wages and competitive benefits, and influencing other local businesses to do the same. Providing community support through pro bono services or volunteering; cooperating with public and private institutions to promote social programs.
GOVERNANCE	
Business Ethics	Prevention of unethical or illegal behavior involving a company employee or agent, in particular with respect to how the Company works with suppliers, customers, and other business partners in developing and marketing products and driving business growth and profitability (e.g., no bribery, collusion, anti-trust, monopoly practices, etc.).
Compliance	Operating in accordance with regulations across a full range of functional areas.
Risk Management	Proactive consideration of risk factors and opportunities, including resilience and sustainability, in business decisions; taking effective steps to mitigate risks and to capitalize on opportunities to protect and enhance the business and its assets.
PRODUCTS	
Customer Environmental Impacts	Designing and marketing sustainable products that minimize environmental impacts during the product-use phase and that meet evolving customer needs.
Product Innovation	Development of innovative new products and services to improve customer experience and performance, supporting AMG's top-line growth and differentiation.
Product Quality & Safety	Management of product design and production to ensure products meet specifications and customer expectations. Creations of products that are safe for their intended and likely uses.

EXTERNAL INITIATIVES

Extractive Industries Transparency Initiative

AMG continues its support of the Extractive Industries Transparency Initiative (EITI), a global initiative to improve governance in resource-rich countries through the verification and full publication of Company payments and government revenues from oil, gas, and mining. EITI works to build multi-stakeholder partnerships in developing countries to increase the accountability of governments. Over 30 countries have now committed to the EITI principles and criteria. As of today, AMG has two extractive operations in EITI-implementing countries: Germany and Mozambique.

United Nations Global Compact

AMG is an active participant in the United Nations Global Compact. The Global Compact is a strategic policy initiative for businesses that, like AMG, are dedicated to aligning their operations and strategies with 10 universally accepted principles in the areas of human rights, labor, the environment, and anti-corruption. Since 2009, the AMG Management Board has expressed its commitment to the Global Compact and its intent to support the 10 principles. AMG reaffirms its support and submits its Communication on Progress annually.

Memberships

AMG is a participating member of the International Antimony Association, International Lithium Association, and Vanitec, with employees serving on the governance body for each organization. The International Antimony Association or i2a is the Brussels-based organization representing the producers, importers and users of multiple antimony substances. i2a's aim is the sustainable and responsible production, use and recycling of antimony. ILiA is the global trade association for the lithium industry and represents the entire lithium value chain. The Association was established in 2021 as an international not-for-profit industry association run by and for its members. ILiA, supports the lithium industry's efforts to supply high quality lithium sustainably and responsibly, and proactively promote a better understanding of ILiA members' ESG credentials. Vanitec brings together representatives of companies and organizations involved in the mining, processing, manufacture, research and safe use of vanadium and vanadium-containing products.

ESG Rating Agencies

AMG is actively engaged with ESG Rating Agencies which through publicly available sustainability information and direct engagement, provide AMG with scores based upon its environmental, social, and governance performance. AMG is committed to improving its scoring with these rating agencies through policy improvement, increased engagement, and identification of risks, opportunities, and mitigation within AMG. The rating agencies AMG is fully engaged with are ISS Corporate Solutions, Inc., Sustainalytics, Carbon Disclosure Project (CDP), and EcoVadis.

EU TAXONOMY

The EU Taxonomy Regulation requires companies, such as AMG, to report on the share of the Revenue, Capital Expenditure and Operational Expenditure that are aligned with environmental objectives laid out in the Taxonomy directive.

We apply the following regulations and definitions internally relating to the Taxonomy:

- Taxonomy Regulation – Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088.
- Climate Delegated Act – Commission Delegated Regulation (EU) 2021/2139 of 4 June 2021 supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council by establishing the technical screening criteria for determining the conditions under which an economic activity qualifies as contributing substantially to climate change mitigation or climate change adaptation and for determining whether that economic activity causes no significant harm to any of the other environmental objectives.
- Taxonomy-eligible – Economic activities that can make a substantial contribution to one or more environmental objectives under the Taxonomy Regulation, and consequently have received technical screening criteria.
- Taxonomy Non-Eligible – means any economic activity that is not described in the delegated acts supplementing the Taxonomy Regulation.
- Taxonomy-aligned – An economic activity is environmentally sustainable and aligned where that activity:
 - makes a substantial contribution to one or more environmental objectives.
 - does not significantly harm any of the environmental objectives.
 - is carried out in compliance with the minimum social safeguards, and
 - complies with the established technical screening criteria.
- Transitional activities – These are activities for which there are no technologically and economically feasible low-carbon alternatives, but that support the transition to a climate-neutral economy in a manner that is consistent with a pathway to limit the temperature increase to 1.5 degrees Celsius above pre-industrial levels, for example by phasing out greenhouse gas emissions.
- Enabling Activities – These are activities that enable other activities to make a substantial contribution to one or more of the environmental objectives, and where that activity:

- Does not lead to lock-in assets that undermine long-term environmental goals considering the economic lifetime of those assets; and
- Has a substantial positive environmental impact based on lifecycle considerations.

For 2021 the reporting requirements are limited to eligibility. Activities identified as eligible during this reporting period does not necessarily mean that these activities will be disclosed as taxonomy-aligned in subsequent reports. Future reports will include KPIs on taxonomy-alignment when the full Taxonomy Regulation is promulgated.

The regulation is complex and still under development. As an example, on February 2, 2022, the European Commission approved, in principle, the Complementary Climate Delegated Act to include specific nuclear and gas energy activities in the list of economic activities covered by the Taxonomy. AMG will assess the impact of these and other changes as they are presented. This disclosure was prepared based on our current interpretation of the Taxonomy Regulation, Climate Delegation Act, and the availability data.

Taxonomy Approach

The Taxonomy Regulation requires the adoption of a “bottom-up” approach. The approach AMG has taken follows 5 steps:

1. Identified AMG’s economic activities over financial year 2021.
2. Performed an assessment of economic activities to determine if they could be linked to the activities as published in the EU Taxonomy Climate Delegated Act and be identified as Taxonomy-eligible economic activities.
3. Technically screened each economic activity to determine if the activity substantially contributes to climate change mitigation and/or adaption.
4. Further screened economic activities that are determined to substantially contribute to climate change mitigation and/or adaption, to confirm they do no significant harm to any of the other environmental objectives; and
5. Confirmed that the economic activity complies with minimum social safeguards.

Core business activities and external turnover

Our assessment of Taxonomy-eligible activities is focused on economic activities defined as the offering of goods or services in a market, thus (potentially) generating revenues (at the present time or in the future). AMG is a producer of highly engineered specialty metals and mineral products and provide related vacuum furnace systems and services to the transportation, infrastructure, energy, and specialty metals and chemicals end markets. In this context,

we assess our business by our contribution to provide climate neutral, low carbon, and other low carbon technologies. Therefore, the eligible activities (described below) represent our core business activities which we evaluate against the Taxonomy Regulation.

Taxonomy-eligible economic activities:

We have examined the relevant Taxonomy-eligible economic activities based on our activities and assigned them to the following economic activities in accordance with Annex I and II of the Climate Delegated Act. The table below indicates for which environmental objective the activities qualify as eligible:

Eligible economic activity (number, name)	Description	NACE-Code	Climate change mitigation	Climate change adaptation
3.4. Manufacture of batteries	Manufacturing of Graphite and Silicon materials for electric storage batteries.	27.2	Yes	
3.5. Manufacture of energy efficiency equipment for buildings	Manufacturing of Graphite for Gray Insulation and coating products for Low-E Glass for buildings.	NA	Yes	
3.9. Manufacture of iron and steel	Manufacturing of ferrovanadium, ferroniobium and nickel niobium alloys.	24.1	Yes	

Allocation of Turnover, CapEx and OpEx to One Environmental Objective

It was determined that all of our activities should be allocated to climate change mitigation as the contribution to climate change adaptation and the Taxonomy does not allow double counting.

Our KPIs and Accounting Policies

The key performance indicators ("KPIs") include the turnover KPI, the Capex KPI and the Opex KPI. For the reporting period 2021, the KPIs must be disclosed in relation to our Taxonomy-eligible and Taxonomy-non-eligible economic activities (Art. 10 (2) of the Art. 8 Delegated Act).

The specification of the KPIs is determined in accordance with Annex I of the Art. 8 Delegated Act. We determine the Taxonomy-eligible KPIs in accordance with the legal requirements and describe our accounting policy in this regard as follows:

Turnover KPI

The proportion of Taxonomy-eligible economic activities in our total turnover has been calculated as the part of net turnover derived from products and services associated with Taxonomy-eligible economic activities (numerator) divided by the net turnover (denominator), in each case for the financial year from 1.1.2021 to 31.12.2021.

The denominator of the turnover KPI is based on our consolidated net turnover in accordance with IAS 1.82(a). For further details on our accounting policies, refer to note 3(c) and note 5 within the notes to the consolidated financial statements.

The numerator of the turnover KPI is defined as the net turnover derived from the following products and services associated with Taxonomy-eligible economic activities:

Activity 3.4. Manufacture of batteries – generates net turnover from the sale of Graphite, Lithium and Silicon materials for electric vehicle batteries.

Activity 3.5. Manufacture of energy efficiency equipment for buildings – generates net turnover from the sale of Graphite for Gray Insulation and coating products for Low-E Glass for buildings. AMG's high-purity natural graphite is primarily used in the infrastructure industry as thermal insulation for the building materials. AMG also produces a variety of low-e coating materials used in the windows manufacturing industry. Low-e coatings in insulated glass units (IGUs) are key to lowering energy expenditures in the built environment, achieved by reducing heating (passive low-e glasses) or cooling (solar control low-e glasses) requirements.

Activity 3.9. Manufacture of iron and steel generates net turnover from the sale of ferrovanadium, ferroniobium, and nickel niobium alloys. AMG Vanadium produces a low-aluminum ferrovanadium known as FEROVAN®. This engineered product is used in a broad range of applications such as structural steel, HSLA steel, flat rolled products, reinforcing bar, line pipe, and rail steel. FEROVAN® offers advantages to steelmakers over other vanadium alloys including a low melting point, low aluminum content, low carbon content, maximum recoveries in less time, improved cast product quality, application versatility and custom packaging. When added to carbon steel, ferrovanadium creates a high performance HSLA steel with extremely high tensile strength.

AMG Vanadium's ferronickel-molybdenum alloy co-product called FeNiMoly® is produced from the continuous production of ferrovanadium and provides a cost savings to customers through its replacement of primary nickel products, ferromolybdenum and molybdenum oxide, and scrap. FeNiMoly® is available in ingots which are used to produce stainless steel, special bar quality steel, and low alloy steels such as 4300 and 8600.

CapEx KPI

Our CapEx KPI represents the proportion of a non-financial undertaking's capital expenditure that is either already associated with environmentally sustainable economic activities or is part of a credible plan to extend such activities or for activities which are not yet taxonomy-aligned. During 2021, AMG had three major projects to extend or create environmentally sustainable economic activities. These activities included the construction of our spent catalyst recycling project in Zanesville, Ohio, development of our first module of the battery-grade lithium hydroxide upgrader, and development of our lithium vanadium battery ("LIVA") for industrial power management applications. CapEx for each project was considered 100% eligible.

Our consolidated CapEx amount for 2021 was \$182,647. The consolidated CapEx amount includes assets pertaining to lease arrangements accounted for under IFRS 16 and capitalized borrowing costs.

OpEx KPI

Our OpEx KPI, in the amount of \$25,723, represents the proportion of operating expenditure associated with environmentally sustainable economic activities or the above-mentioned CapEx plan. The operating expenditure covers essentially non-capitalized costs relating to the maintenance and servicing of company assets (plant, equipment) that are necessary to ensure the continued and effective use of such assets associated with taxonomy-alignment.

Our Activities:

The following provides AMG's disclosure on the proportion of Taxonomy-eligible and non-eligible KPI's for Revenue, Capital Expenditure (CAPEX) and Operational Expenditure (OPEX).

Art. 8 (2) Taxonomy Regulation in conjunction with Art. 10 (2) of the Art. 8 Delegated Act

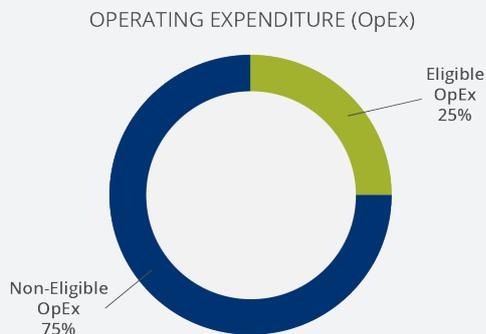
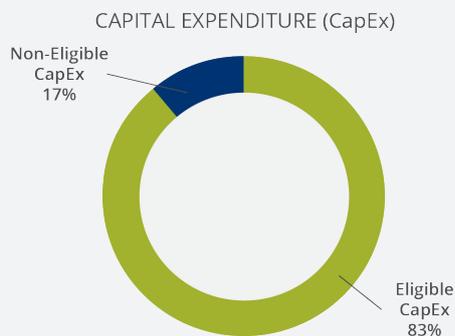
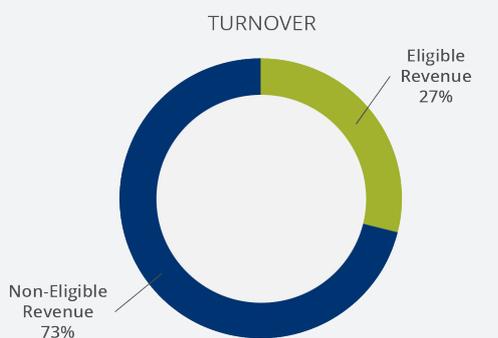


Table 1 - Proportion of Taxonomy-eligible and Taxonomy-non-eligible economic activities in total Revenue, CapEx, and OpEx

	Total (mUSD)	Proportion of Taxonomy-eligible Economic Activities (%)	Proportion of Taxonomy-non-eligible Economic Activities (%)
Turnover	1,204,666	27%	73%
Capital expenditure (CapEx)	182,647	83%	17%
Operating expenditure (OpEx)	25,723	25%	75%

GRI CONTENT INDEX

General Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT ANSWER																								
GRI 102: General Disclosures	ORGANIZATIONAL PROFILE																									
102-1	Name of the organization	AMG ADVANCED METALLURGICAL GROUP N.V.																								
102-2	Activities, brands, products and services	About AMG & Our Sustainable Development Report (page 50), AMG's Supply and Value Chain (page 51)																								
102-3	Location of headquarters	Amsterdam, Netherlands; Pennsylvania, United States																								
102-4	Location of operations	Locations of Operations (page 49)																								
102-5	Ownership and legal form	AMG is a publicly traded company under the Euronext: AMG																								
102-6	Markets served	About AMG & Our Sustainable Development Report (page 50), AMG Market Focus (amg-nv.com/market-focus)																								
102-7	Scale of the organization	About AMG & Our Sustainable Development Report (page 50), AMG 2021 Annual Report (pages 12-17)																								
102-8	Information on employees and other workers	About AMG & Our Sustainable Development Report (page 50), Diversity, Equity & Inclusion (pages 64-65), Employees by Region table is included below.																								
	<table border="1"> <thead> <tr> <th>AMG REGIONAL WORKFORCE DATA</th> <th colspan="2">AMG GROUP</th> </tr> <tr> <th>REGION</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Asia</td> <td>330</td> <td>424</td> </tr> <tr> <td>Europe</td> <td>1,680</td> <td>1,683</td> </tr> <tr> <td>North America</td> <td>417</td> <td>482</td> </tr> <tr> <td>South America</td> <td>522</td> <td>604</td> </tr> <tr> <td>Africa</td> <td>115</td> <td>116</td> </tr> <tr> <td>Total</td> <td>3,064</td> <td>3,309</td> </tr> </tbody> </table>		AMG REGIONAL WORKFORCE DATA	AMG GROUP		REGION	2020	2021	Asia	330	424	Europe	1,680	1,683	North America	417	482	South America	522	604	Africa	115	116	Total	3,064	3,309
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102-9	Supply chain	AMG's Supply and Value Chain Table (page 51)																								
102-10	Significant changes to the organization and its supply chain	There were no significant changes to the organization or supply chain. The Supply and Value Chain Figure was updated to further align with AMG's end markets																								
102-11	Precautionary principle or approach	Risk Management (pages 67-68) (AMG's approach to risk management follows the precautionary principle)																								
102-12	External initiatives	External Initiatives (page 53)																								
102-13	Memberships and Associations	External Initiatives (page 53)																								
	STRATEGY																									
102-14	Statement from senior decision-maker	CEO Letter to Shareholders (pages 8-11)																								
	ETHICS & INTEGRITY																									
102-16	Values, principles, standards and norms of behavior	CEO Letter to Shareholders (pages 8-11), Business Ethics (page 66), Risk Management (pages 67-68)																								
102-17	Mechanisms for advice and concerns about ethics	Business Ethics (page 66), Compliance (pages 66-67)																								
	GOVERNANCE																									
102-18	Governance structure	Sustainability Strategy & Governance (page 50), Corporate Governance (pages 73-79)																								
102-38	Annual total compensation ratio	Pay Ratio and AMG Group Workforce Compensation (page 45)																								

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT ANSWER
GRI 102: General Disclosures	STAKEHOLDER ENGAGEMENT	
	102-40 List of stakeholder groups	Stakeholder Engagement & Materiality (pages 51-52)
	102-41 Percent of employees covered by collective bargaining agreements	Percent of AMG employees covered by collective bargaining agreements: AMG Group: 55%
	102-42 Basis for identifying and selecting stakeholders	Stakeholder Engagement & Materiality (pages 51-52)
	102-43 Approach to stakeholder engagement	Stakeholder Engagement & Materiality (pages 51-52)
	102-44 Key topics and concerns raised	Stakeholder Engagement & Materiality (pages 51-52)
REPORTING PRACTICES		
	102-45 Entities included in the consolidated financial statements	AMG 2021 Annual Report, page 49; Report Boundaries (page 50)
	102-46 Process for defining report content and topic Boundaries	Stakeholder Engagement & Materiality (pages 51-52)
	102-47 List of material topics	Stakeholder Engagement & Materiality (pages 51-52)
	102-48 Effects of restatements of information	Our 2020 and 2021 data include full calendar year results from all applicable sites, except as noted. KPI reporting on AMG group level instead of on a segment level as in the 2020 report.
	102-49 Changes in reporting	Added 302-1 total energy consumption to further align with GRI Standards.
	102-50 Reporting period	Calendar year 2021
	102-51 Date of most recent report	AMG's Sustainable Development Report published July 28, 2021
	102-52 Reporting cycle	Annual
	102-53 Contact point for questions regarding the report	George Parthmer, Vice President of Sustainability, Environment, Health, and Safety, global. sustainability@amg-nv.com
	102-54 Core or comprehensive claim	This report is prepared in accordance with the GRI Standards at the core level.
	102-55 GRI content index	GRI Content Index, General Disclosures (pages 57-58)
	102-56 Policy/practice for external assurance	AMG did not seek external assurance on the 2021 sustainability report.

Specific Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT ANSWER
ECONOMIC		
ANTI-CORRUPTION		
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	Stakeholder Engagement & Materiality (pages 51-52)
	103-2 The management approach and its components	Business Ethics (pages 66)
	103-3 Evaluation of the management approach	Business Ethics (pages 66)
GRI 205: Anti-Corruption	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics (pages 66), Environment, Social, Governance, Products Dashboard (pages 71-72)
ENVIRONMENTAL		
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	Stakeholder Engagement & Materiality (pages 51-52)
	103-2 The management approach and its components	Environment (pages 61-63)
	103-3 Evaluation of the management approach	Environment (pages 61-63)
RESOURCE EFFICIENCY		
AMG Indicator	Avoided CO ₂ emissions attributed to ECO ₂ RP portfolio	Customer Environmental Impacts (page 68)
ENERGY		
GRI 302: Energy	302-1 Energy consumption within the organization	Energy (pages 61-62), Environment, Social, Governance, Products Dashboard (pages 71-72)
WATER		
GRI 303: Water and effluent	303-4 Water discharge	Water (page 63), Environment, Social, Governance, Products Dashboard (pages 71-72), Wastewater (page 63)
	303-5 Water consumption	Water (page 63), Environment, Social, Governance, Products Dashboard (pages 71-72)
EMISSIONS		
GRI 305: Emissions	305-1 Scope 1 CO ₂ equivalent emissions	Air Emissions (page 61), Environment, Social, Governance, Products Dashboard (pages 71-72)
	305-2 Scope 2 (market and location based) CO ₂ equivalent	Air Emissions (page 61), Environment, Social, Governance, Products Dashboard (pages 71-72)
	305-4 GHG emissions intensity	Sustainability Linked Loan (page 70)
	305-5 Reduction of GHG emissions	Sustainability Linked Loan (page 70)
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Air Emissions (page 61), Environment, Social, Governance, Products Dashboard (pages 71-72)
WASTE		
GRI 306: Waste	306-3 Waste generated	Waste (page 62), Environment, Social, Governance, Products Dashboard (pages 71-72)
	306-4 Waste diverted from disposal	Waste (page 62), Environment, Social, Governance, Products Dashboard (pages 71-72)
	306-5 Waste directed to disposal	Waste (page 62), Environment, Social, Governance, Products Dashboard (pages 71-72)
ENVIRONMENTAL COMPLIANCE		
GRI 307: Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	Compliance (pages 66-67), Environment, Social, Governance, Products Dashboard (pages 71-72)
SOCIAL		
HEALTH & SAFETY		
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	Stakeholder Engagement & Materiality (pages 51-52)
	103-2 The management approach and its components	Health & Safety (pages 63-64)
	103-3 Evaluation of the management approach	Health & Safety (pages 63-64)

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT ANSWER
GRI 403: Occupational Health & Safety	403-5 Worker training on occupational health and safety	Health & Safety (pages 63-64)
	403-9 Work-related injuries	Environment, Social, Governance, Products Dashboard (pages 71-72)
	403-10 Work-related ill health	Environment, Social, Governance, Products Dashboard (pages 71-72)
AMG Indicator	Number of OHSAS 18001 & ISO 45001 Certified Facilities	Environment, Social, Governance, Products Dashboard (pages 71-72)
DIVERSITY & EQUAL OPPORTUNITY		
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	Stakeholder Engagement & Materiality (pages 51-52)
	103-2 The management approach and its components	Diversity, Equity & Inclusion (pages 64-65)
	103-3 Evaluation of the management approach	Diversity, Equity & Inclusion (pages 64-65)
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	Diversity, Equity & Inclusion (pages 64-65), Environment, Social, Governance, Products Dashboard (pages 71-72)
LOCAL COMMUNITIES		
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	Stakeholder Engagement & Materiality (pages 51-52)
	103-2 The management approach and its components	Community Engagement (page 65)
	103-3 Evaluation of the management approach	Community Engagement (page 65)
GRI 413: Local Communities	413-2 Operations with significant actual and potential negative impacts on local communities	Wastewater (page 63)
RISK MANAGEMENT (INCLUDING SUPPLY CHAIN RISK)		
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	Stakeholder Engagement & Materiality (pages 51-52)
	103-2 The management approach and its components	Risk Management (pages 67-68)
	103-3 Evaluation of the management approach	Risk Management (pages 67-68)
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	AMG Supplier Conduct Charter (www.amg-nv.com/about-amg/corporate-governance/)
AMG Indicator	Hours invested in risk management meetings	Risk Management (pages 67-68), Environment, Social, Governance, Products Dashboard (pages 71-72)
CUSTOMER ENVIRONMENTAL IMPACTS		
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	Stakeholder Engagement & Materiality (pages 51-52)
	103-2 The management approach and its components	Customer Environmental Impacts (page 68)
	103-3 Evaluation of the management approach	Customer Environmental Impacts (page 68)
AMG Indicator	CO ₂ emissions avoided	Customer Environmental Impacts (page 68), Environment, Social, Governance, Products Dashboard (pages 71-72)
PRODUCT INNOVATION		
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	Stakeholder Engagement & Materiality (pages 51-52)
	103-2 The management approach and its components	Product Innovation (pages 68-69)
	103-3 Evaluation of the management approach	Product Innovation (pages 68-69)
AMG Indicator	Avoided CO ₂ emissions attributed to ECO ₂ RP portfolio	Customer Environmental Impacts (page 68)
PRODUCT QUALITY & SAFETY		
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	Stakeholder Engagement & Materiality (pages 51-52)
	103-2 The management approach and its components	Product Quality & Safety (page 69)
	103-3 Evaluation of the management approach	Product Quality & Safety (page 69)
AMG Indicator	Number of ISO 9001 certified facilities	Product Quality & Safety (page 69), Environment, Social, Governance, Products Dashboard (pages 71-72)

ENVIRONMENT

AMG is committed to achieving the highest standards of safety and environmental conduct at all its manufacturing facilities, as well as producing materials that help its customers minimize adverse environmental impact. Protecting the environment is directly linked to our focus on sustainable development and support of the UN Global Compact.

AMG's management approach aims to protect the environment in two specific ways. The first involves serving the green economy by acting as a key link in the supply chain of the advanced materials, recycling, and nuclear industries. Each of these sectors plays a vital role in addressing the ongoing challenges of climate change and waste and pollution reduction. The second involves AMG's commitment to measuring and minimizing the environmental footprint associated with its own manufacturing operations. Managing our impact on the environment is of the utmost importance to AMG. As a company with low risk tolerance, we manage environmental impacts closely so that they do not develop into significant environmental risks.

AMG has a global footprint and, therefore, our facilities are subject to a variety of compliance obligations. AMG has a Corporate Environmental Committee, which comprises the Vice President of Legal, Vice President of Sustainability, Environment, Health, and Safety, Director of Environmental Projects, and the Director of Risk Engineering. This committee focuses on associated legal liabilities and discrete remediation projects in addition to addressing environmental risks from our business units. Each of our facilities and business units manage their environmental impacts through dedicated Environmental, Health, and Safety teams. Of the 34 facilities, 12 have International Organization for Standardization (ISO) 14001-certified environmental management systems. If an environmental aspect at an AMG site develops into a significant business risk, the business unit notifies the Corporate Environmental Committee for additional support.

Currently, AMG collects and internally audits environmental data from all locations once per year and uses the information gathered to inform potential opportunities for improvement and key performance indicators.

AIR EMISSIONS

We consider our most important responsibility to our stakeholders to be our responsibility to the global community. We feel the best way to measure this is in terms of our contribution to global CO₂e reduction. Developing innovative products that enable the reduction of CO₂e across the diverse industries we serve is fundamental to AMG's business strategy. As we carry out this critical work, we closely monitor the emissions that result from our activities and strive for year-over-year reduction in emissions. AMG reports on our facilities' emissions of both Scope 1 and Scope 2 greenhouse gases (GHGs) and other permitted air emissions, including SO_x, NO_x, and particulate matter.

By 2030, AMG commits to reduce its direct CO₂ emissions by 20% from a baseline of 2019 (i.e., pre COVID-19) adjusted for the startup of our Zanesville facility. This is a total reduction of 125,000 tons of CO₂.

Scope 1 GHG emissions result primarily from the combustion of carbon-containing materials as part of the metallurgical process, such as using coke as a reductant. They also result from the generation of heat, such as burning natural gas in a furnace. GHGs from processes other than combustion are minimal. Our innovative production practices for metallurgical processing require significant heat generation from the use of electricity, which is the largest source of AMG's Scope 2 GHG emissions. In 2021, AMG total CO₂e emissions were calculated using Scope 1 GHG and Scope 2 Market Based GHG emissions to reflect renewable energy power purchase agreements. Scope 1 and 2 GHG emissions have been calculated based on an operational control approach in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

Emissions of ozone-depleting substances are generally immaterial for AMG. However, in 2021, AMG Critical Materials Technologies reported air emissions from refrigerants to be 108 metric tons of CO₂e. Other pollutant air emissions that result from minor sources, such as heating and hot water boilers, remain immaterial. High-intensity production practices are common in our industry, making it a challenge to reduce emissions substantially. AMG is proud of our management of air emissions and will continue to seek year-over-year reduction in all areas.

Air emissions data from our Environment, Social, Governance, Products Dashboard is shown below.

METRIC	UNITS	AMG GROUP	
		2020	2021
Total CO ₂ e emissions	mt	460,481	464,442
CO ₂ e emissions (Scope 1)	mt	207,656	217,002
CO ₂ e emissions (Scope 2: Location-Based)	mt	252,825	—
CO ₂ e emissions (Scope 2: Market-Based)	mt	—	247,440
SO _x	mt	407	305
NO _x	mt	370	153
Particulate Matter	mt	78	53

ENERGY

Improving energy efficiency is an operational priority at AMG that results in environmental and economic benefit. At AMG, electricity and natural gas are the two most significant sources of energy. Seven of AMG's facilities with the most energy-intensive activities are currently certified to the ISO 50001 standard for energy management systems. Energy management systems provide a formal structure for managing energy use. By promoting energy efficiency, energy management systems help AMG conserve resources, address climate change, and save money.

Energy consumption within the organization, using data from our Environment, Social, Governance, Products Dashboard, is shown below.

METRIC	AMG GROUP	
	2020	2021
Total Energy Consumption ¹ (TJ)	3,394	3,484
AMG Owned Renewable energy generated and consumed (TJ)	37	40
Renewable energy consumed (TJ)	37	170
Percentage of energy consumed that is derived from renewable sources (%)	1.1	4.9
Non-renewable energy consumed (TJ)	3,357	3,314
Percentage of energy consumed that is derived from non-renewable sources (%)	98.9	95.1
Electricity consumed from the grid (TJ)	2,449	2,505
Percentage of consumed electricity from the grid (%)	93.8	93.7

1. Calculated in accordance with GRI 302-1,2

RESOURCE EFFICIENCY

At AMG, we look for ways to eliminate waste and use recycled materials as product inputs to enable the growth of a circular economy. In particular, we innovate processes that allow us to take what was once waste, such as spent refinery catalyst, and extract the critical materials necessary to make our products.

AMG also proactively reviews our manufacturing processes to identify non-sellable product streams for opportunities to innovate these materials into products our customers need. We understand that resource efficiency not only creates good outcomes for our customers but is also far better for our environment. Identifying opportunities for innovation and efficiency is a strategic focus at AMG. We strive to improve and optimize our processes to achieve year-over-year resource efficiency improvements.

WASTE

AMG believes in the responsible and sustainable management of hazardous and non-hazardous waste streams generated by our segments. Our manufacturing sites reuse and recycle waste to conserve natural resources and reduce pollution, but also to create cost-saving opportunities for our business. Waste that is unable to be recycled is disposed in accordance with regulatory requirements at facilities licensed or approved to handle final disposal (e.g., landfill, destruction, etc.) of the specific waste material.

As noted above, AMG processes spent catalyst that was once waste by transforming it into valuable goods which largely eliminates long-term environmental liability for refineries and, so long as it is done appropriately, can eliminate human health, financial, and reputational risks as well. AMG has designed its processes to achieve over 99% conversion of oil refinery wastes to saleable finished goods, while generating no process wastewater. This is likely to eliminate more of the environmental risks associated with land disposal. For spent catalysts in particular, this permanent disposition is much safer than landfill solutions.

Waste within the organization, using data from our Environment, Social, Governance, Products Dashboard, is shown below.

METRIC	Units	AMG GROUP	
		2020	2021
Total Waste	mt	32,839	43,007
Total Recycled Waste	mt	16,836	18,635
Percent Waste Recycled	%	51.3	43.3
Hazardous Waste (Including Recycled)	mt	3,599	3,588
Recycled Hazardous Waste	mt	2,278	2,164
Percent Hazardous Waste Recycled	%	63.3	60.3
Non-Hazardous Waste (Including Recycled)	mt	29,240	39,419
Recycled Non-Hazardous Waste	mt	14,566	16,471
Percent Recycled Non-Hazardous Waste	%	49.8	41.8
Waste Directed to Disposal	mt	16,003	24,372

WATER

AMG views water consumption and water scarcity as global trends that are important to monitor, though AMG's activities are not significantly water intensive. Using WRI Aqueduct, AMG performed a water risk review of our facilities in 2021 and determined that our site locations are in areas unaffected by significant water scarcity concerns. We plan to revisit this assessment as potential risks emerge to determine if further analysis is required for our facilities in more arid climates.

AMG uses water throughout the mining process as part of mineral extraction and processing activities. After mining activities, most of AMG's water is used for non-contact cooling purposes and therefore produces clean water discharges.

AMG will continue to look for opportunities to reduce our water consumption year-over-year. Overall, we view the conservation of water in the same way we view all resource reduction: take only what we need. Additionally, minimizing waste is both economically and environmentally beneficial for our Company and our stakeholders. Water usage within the organization, using data from our Environmental, Social & Governance Performance Dashboard, is shown below.

METRIC	AMG GROUP	
	2020	2021
Total Water Withdrawn (thousand cubic meters)	10,669	12,655
Total Water Consumed (thousand cubic meters)	7,711	9,327
Total Water Recycled/Reused (thousand cubic meters)	6,486	7,473
Percentage of Water Recycled/Reused (%)	61	59
Total Water Discharged (thousand cubic meters)	2,958	3,328

WASTEWATER

AMG closely monitors wastewater discharges from its mining operations in order to manage quality and volume. AMG facilities record the volumes of aqueous effluents to local water sources, including process water and non-sanitary sewer discharges. AMG uses chemical analysis of the effluent to determine the primary constituents of the water discharges.

AMG makes an effort to comply with all regulatory requirements and implements industry best practices to manage our wastewater and avoid negative impacts on local communities. As with our other environmental compliance obligations, wastewater activities are managed at the site level by compliance specialists who remain up to date on local regulations. AMG has 12 facilities with permitted wastewater activities and our risks are managed through our effective permitted wastewater controls. In 2021, there were no wastewater impacts on local communities or significant

spills (defined as a spill that would affect the Company's financial statements because of the ensuing liability) at any AMG site.

Most of AMG's water discharge results from global mining operations in AMG Critical Minerals and AMG Clean Energy Materials. The balance of AMG's water is used for cooling purposes and therefore produces clean (non-hazardous) water discharges that are released in accordance with local regulations. Some processes generate aqueous waste streams, including cooling water used by the silicon metal furnaces and mine water from dewatering pumps. In several locations, mine water is utilized for process water before final discharge.

SOCIAL

AMG stakeholders and the communities where we operate remain central to our business. Within our company, our human rights principles are sustained through the provision of safe and healthy working conditions in a non-discriminatory environment. We continuously support these principles by living our values in our interactions with local and national governments and the communities in which we operate. AMG is invested in the communities where we operate and committed to hiring employees from the community, investing in building diverse talent pools, and providing training to improve skill levels. Wherever possible, we endeavor to extend our values and principles to our suppliers and contractors.

Diversity and inclusion, human rights, and safety are the primary focuses of AMG's approach to maintaining a sustainable business for our people. We invest in our people to develop their skills and provide training in critical areas like technical and professional development, quality, anti-corruption, human rights, and health and safety. AMG respects the rights and freedoms for individual employees to freely make choices about their career as described in Article 23 of the Universal Declaration of Human Rights. Encompassing these efforts is AMG's commitment to achieving the highest standards of safety and environmental conduct at all its manufacturing facilities and producing materials that help its customers to minimize negative environmental impact.

HEALTH AND SAFETY

Nothing is more important to AMG than the safety, health, and well-being of our workers and their families. All injuries and occupational illnesses are preventable, and we firmly believe that there is no job worth doing in an unsafe manner. Safety is understood across our business units as our number one priority.

AMG fosters a culture of safety communication and encourages our people to actively listen to safety and health concerns to fully understand each issue, while supporting each other to work in a safe manner. Our employees understand that part of what keeps us safe is compliance with all applicable legal requirements and site-specific safety programs and procedures. Our leadership team

acts with a sense of urgency to eliminate or effectively control safety, health, and environmental hazards and risks.

AMG Safety Commitment

- Continuously identify and implement safe and healthy ways to do the job;
- Hold each other accountable for superior health and safety practices;
- Keep protection of safety, health, and the environment as a value that drives overall performance;
- Remember that no task is so important that it puts the safety and health of employees at risk;
- Provide the leadership and resources needed to achieve our vision;
- Encourage each other to be champions of safety and health, both at work and at home; and
- Maintain a high degree of emergency preparedness.

AMG safety programs are unique to each of our sites and their management systems are tailored to their local regulatory environment. Formal safety management systems continue to play an important role in achieving zero harm to employees. Our sites review and maintain their safety management systems through internal audits and participate in external audits when seeking certification.

Our individual sites manage safety training for all employees and contractors. The nature and rigor of our safety trainings are tailored to the type of work completed at each site. For example, a higher-hazard facility requires a full week of training before an employee may begin work, whereas a low-risk office building will require a lower training commitment. Contractor safety training is a formal requirement at our facilities with current ISO 45001 and previous OHSAS 18001 certification.

At AMG's corporate level, our leadership remains engaged with the health and safety and performance of our sites. Each site produces a monthly safety report, which is consolidated into a management report for AMG's Management Board. In addition to this monthly reporting, AMG instituted Safety Alerts for safety issues, such as a lost-time incident, that require immediate attention. When a site initiates a Safety Alert, their concern goes immediately to AMG's Vice President of Sustainability, Environment, Health and Safety and receives appropriate attention. AMG develops lessons learned from any safety incident that we share across our Company as a method of education and prevention.

AMG also participates with the Church of England Mining Tailings Safety Initiative to provide disclosures regarding the management of tailings storage facilities.

Safety performance data regarding the number of workplace injuries, illnesses and fatalities are a key performance indicator used to identify initiatives that strengthen safety culture and ensure

a safe workplace. AMG utilizes the United States Occupational Safety and Health Administration (OSHA) standard for Reporting and Recording Occupational Injuries and Illnesses as the basis for the definition of workplace injuries and illnesses. Total Incident Rate and Lost Time Incident Rate are calculated as follows:

- Total incident Rate: (# of recordable injuries, illnesses, and fatalities) x (200,000) / (Total Hours Worked)
- Lost Time Incident Rate: (excluding fatalities) calculated as follows: (# of lost time injuries and illnesses) x (200,000) / (Total Hours Worked)

Each year, AMG aims to achieve a zero-incident status. This is, of course, a very challenging objective. AMG benchmarks itself to the industry average for Primary Metal Manufacturing (NAICS 331). The most recent data provided by the United States Bureau of Labor Statistics is for 2020. It reports that the Primary Metal Manufacturing industry's total recordable case rate was 3.9 and the lost time rate was 1.3. AMG is proud that its safety performance is significantly better than the Primary Metal Manufacturing industry average, with a 2021 total recordable case rate of 1.08 (72 percent less than the industry average) and a lost time rate of 0.39, (70 percent less than the industry average). In 2021, internal safety performance in lost time incident rate improved year-over-year by 37 percent. Refer to the table below, extracted from our Environment, Social, Governance, Products Dashboard.

METRIC	AMG GROUP	
	2020	2021
Number of ISO 14001 Certified Facilities	12	12
Number of ISO 45001 Certified Facilities	12	15
Number of ISO 50001 Certified Facilities	7	7
Safety Training Hours	47,317	52,875
Lost Time Incident Rate	0.62	0.39
Total Incident Rate	1.05	1.08

DIVERSITY, EQUITY, AND INCLUSION

At AMG, we understand the importance and the benefits of diversity in the workforce. As a global company with facilities in more than a dozen countries, AMG is home to an inherently culturally diverse workforce. We place significant attention on the diversity of our workforce and our Board structure because AMG believes that diversity is important to the success of our Company. A diverse workforce, built from the communities in which we operate, allows us to work effectively and efficiently. As a global company, we consider it crucial that our employees are in touch with local cultural customs and have an understanding of the business practices that are most appropriate for their work environment. Our leadership works effectively across cultural boundaries by providing guidance and support to our business units.

AMG assesses the diversity of its workforce in terms of gender and age. The multinational, and therefore multicultural, nature of AMG's business means that ethnic diversity is significant, but it is not possible to define minority employees in every environment. Demographics within the organization, using data from our Environment, Social, Governance, Products Dashboard is shown below.

AMG DEMOGRAPHIC DATA		AMG GROUP	
DIVERSITY TYPE	UNITS	2020	2021
Gender Diversity	% Male	81	84
	% Female	19	16
Age Diversity	% Under 30	18	17
	% 30 to 50	53	54
	% Over 50	29	29
Women on Management Board	%	0	0
Women on Supervisory Board	%	33	33
Women in Management	%	21	19

Our leadership recognizes the importance of a diverse composition of the Supervisory Board and the Management Board as a general principle, particularly in terms of gender. AMG adopted our Diversity Policy in 2017, in which we outline our objective of having at least one-third of the seats on the Supervisory Board and the Management Board be held by each gender. The Supervisory Board will continue to look for suitable female candidates for the Management Board in order to meet all the diversity objectives as outlined in its Diversity Policy, as soon as reasonably possible.

AMG continuously shows consideration for our diversity objectives by maintaining a proper balance of nationalities to reflect the organization's transatlantic structure. Additionally, we connect diversity commitments with our recruitment, retention, and succession planning strategies for both the Supervisory and Management Boards. In 2017, the Management Board deployed measures to attract and maintain a diverse workforce within our business units, including linking incentive payments for unit managers to make meaningful progress toward diversity targets.

In addition, in view of new legislation in the Netherlands concerning gender diversity in the composition of supervisory boards and management boards that became effective on January 1, 2022, the Management Board has initiated the creation of a robust plan supporting diversity with appropriate targets within the AMG Group going forward with the objective to increase diversity over time wherever appropriate. One of the measures adopted in 2021 was the creation of a Diversity Council that reports directly to the CEO, who has invited Ms. Dagmar Bottenbruch of the Supervisory Board to provide feedback and advice on diversity policy. The Diversity Council comprises primarily female members of AMG's senior management and staff. This Council renders ongoing advice to the Management Board and the management of the units on how to monitor, enhance, and increase diversity on a variety of levels within the AMG Group.

COMMUNITY ENGAGEMENT

AMG believes that maintaining enduring and healthy relationships with the communities where we work is important to our success around the world. Some of AMG's businesses have operated for more than a century, have employed generations of families, and are a significant component of their communities and local economies. At AMG, we feel a responsibility to our local communities as well as the global community to work toward a sustainable future.

One of the ways we contribute to sustainable communities is by providing consistent and competitive employment opportunities. We offer fair wages and the opportunity to work for a company that treats its employees equitably and ethically. Our Company performs activities in parts of the world where human rights abuses have been known to occur, but as discussed in the Business Ethics section, AMG makes every effort to ensure there are no human rights abuses at our facilities and we monitor our supply chain for human rights risks, including human trafficking. In terms of supporting human rights, we embrace and promote a diverse and inclusive work culture. By offering gainful career opportunities and compensation that can exceed average local wages, AMG helps enable our communities to thrive.

In addition to contributing to the local economies and communities where we operate, AMG invests in our employees by providing training and opportunities for career advancement. Through these investments, AMG maintains an effective workforce that has been trained in the health, safety, and technical skills required to do its critical work. This training provides our employees with life skills that can be used beyond AMG and can contribute to the betterment of our communities. We also encourage our employees to volunteer within the communities where they live and work. Although limited by the impacts of COVID-19, in 2021 AMG employees contributed 596 volunteered hours to supporting their communities. In addition, \$52,000 in community outreach was spent on various causes in the communities where we operate.

AMG takes steps at all facilities to limit and mitigate our environmental impacts in our communities. For example, by focusing on our Brazilian tailings dams, we are investing in the environmental health and safety of our communities while reducing our overall business risk. In the United Kingdom, AMG recently switched to a renewable power grid for our operations, helping to decrease the local air emissions associated with traditional energy production. On a local and global scale, our enabling technologies contribute to significant CO₂ emissions reduction. AMG will continue to foster long-lasting, productive relationships with our employees and communities.

GOVERNANCE

At AMG, we understand the importance of maintaining proper business ethics, regulatory compliance, and risk management. The Company endorses good corporate governance, with a focus on independence, accountability, and transparency. AMG aims to be as open and transparent as possible about its structure, financial reporting, internal controls, tax reporting, and procedures. Headquartered in the Netherlands, AMG also governs in accordance with best practices outlined in the Dutch Corporate Governance Code. Our robust approach to ethics, compliance, and risk management across our various business units serves as a strong foundation for a sustainable business.

BUSINESS ETHICS

At AMG, our leaders ensure that proper business ethics permeate the Company. AMG introduced the first official company-wide Code of Business Conduct in 2009, though our Management Board had complied with their specific Code of Business Conduct since 2007 when our Company went public. Our Code of Business Conduct is one of a few policies standardized across our business units that otherwise have a significant amount of operational independence. The AMG Code of Business Conduct and the Speak Up and Reporting policy, which both reference the AMG values, are now available in 15 languages, and are prominently displayed in the local language at each facility where AMG companies carry out their operations and where staff are employed. AMG joined the Amsterdam stock exchange in 2007 and has complied with the Dutch Corporate Governance Code since its adoption on December 8, 2016. More detail on AMG's Corporate Governance policies can be found on the Corporate Governance page of our website (www.amg-nv.com/about-amg/corporate-governance/).

AMG's leadership provides oversight on business ethics through frequent discussions with our business units, reiterating the importance of this topic. AMG's Internal Risk Committee develops a quarterly report to review performance against our Code of Business Conduct and employee awareness of the Code, as well as any prospective changes to present to the Supervisory Board on a regular basis.

A network of compliance officers located at all major sites oversees deployment of AMG's ethics training programs and distribution of information concerning AMG's Values and Code of Business Conduct and serves as a first point of contact for employees, suppliers, customers, and other third parties who wish to file a report, complaint, or have an inquiry about AMG's business practices. In February 2022, AMG's Chief Compliance Officer reported to the Management Board and the Supervisory Board about applicable compliance and incident trends at AMG during 2021. The number of reports received under AMG's Speak Up and Reporting policy in 2021 was well below the available benchmark as published by NAVEX Global (2020 Ethics & Compliance Hotline

& Incident Management Benchmark report). No incidents or complaints have been reported to AMG or any public authorities in 2021 to date which would implicate AMG or any of its staff in any bribery scheme involving public officials or agencies.

Employees are made aware of our business ethics expectations through various communications and annual trainings. AMG employees complete an online training focused on our Code of Business Conduct when they join and receive their own copy of this Code in an introductory meeting with Human Resources. The online training is required every 3 years as a refresher. AMG also provides on a regular basis anti-trust and anti-bribery training for staff members as appropriate. Refer to the table below, extracted from our Environment, Social, Governance, Products Dashboard.

METRIC	AMG GROUP	
	2020	2021
Anti-Corruption Training Hours	1,255	1,806
Human Rights Training Hours	609	936

AMG is highly aware of and fully committed to the protection of internationally decreed human rights. We assess each AMG facility during visits by our internal auditors to identify any possibility that freedom of association or collective bargaining is at risk due to political or business factors. In 2021, no AMG sites were at risk, except for China where the formation of unions remains restricted. Similarly, the Company reviews sites to assess risk for employing child labor or exposing young workers to hazards. No sites have identified risks at this time.

AMG also aims to ensure rights are protected in our supply chain through our Supplier Conduct Charter. AMG actively mitigates supply chain risk by making ethical choices that benefit our employees and our customers, such as investing in and leveraging existing mining infrastructure to maintain our position as the largest conflict-free supplier of tantalum. Our Policy on Human Rights, the AMG Code of Business Conduct, the AMG Supplier Conduct Charter, and other AMG policies are available on the AMG website (www.amg-nv.com/about-amg/corporate-governance/).

COMPLIANCE

AMG has a robust culture of compliance, mirroring AMG's emphasis on business ethics as a way to manage and mitigate our risks and secure a sustainable future. We work systematically to build compliance processes that enable the success of our business units and reinforce the message from top leadership that adherence to ethics and compliance standards is expected. Additional details about AMG's compliance commitments in our Code of Business Conduct and related policies can be found on the Corporate Governance page of our website.

As with many critical aspects of our Company, AMG's first line of defense is our local compliance teams. Many of our facilities have

existed for over a century, allowing for a robust understanding of local compliance issues. A network of compliance officers located at all of AMG's major sites oversees compliance. In addition to managing the facilities' legal compliance with local and federal regulations, compliance officers manage AMG's ethics training programs and distribution of information concerning AMG's values and Code of Business Conduct.

AMG employs a Chief Compliance Officer who works with our local compliance officers to manage their compliance needs and communicate material compliance risks to our Management Board and senior management as appropriate. AMG's Chief Compliance Officer also looks for trends relating to incidents, new regulations, or compliance challenges to identify opportunities for improvement.

While our legal and compliance functions regularly visit our local business units to provide compliance support, AMG also relies on a network of external legal and other subject matter experts who advise us on material changes to local and global regulations. With the support of our internal and external compliance advisors, AMG engages with a number of voluntary compliance standards that align with our Company's mission. AMG is an active participant of the United Nations Global Compact, a strategic initiative for businesses that, like AMG, are committed to aligning their operations and strategies with 10 universally accepted principles in the areas of human rights, labor, the environment, and anti-corruption.

AMG also supports the Extractive Industries Transparency Initiative (EITI), a global initiative to improve governance in resource-rich countries through the verification and full publication of Company payments and government revenues from oil, gas, and mining. AMG's operations in Mozambique are currently the only AMG activities relevant to the EITI objectives.

We maintain compliance with international anti-corruption and anti-bribery standards, and no incidents or complaints have been reported to AMG or any public authorities to date that would implicate AMG or any of its staff in any bribery scheme involving public officials or agencies. In addition to general business conduct concerns, AMG's Speak Up and Reporting policy ensures that our employees, customers, or other third parties can raise concerns or file reports in confidence and/or anonymously regarding compliance matters. In 2021, AMG incurred two non-material fines in Rotherham, UK and Henderson, KY related to environment and non-environmental issues, respectively.

RISK MANAGEMENT

The Company's diverse portfolio, unique business units, and global footprint make a comprehensive and continual understanding of business risk a critical matter. Through a formal and thorough risk management program, AMG creates value for its customers and investors while maintaining safe and innovative places of work. The risk management program applies the Precautionary Principle

to determine when threats of serious or irreversible damage, exist due to our current or future operations, and without delay, requires the implementation of cost-effective measures to prevent environmental degradation.

A formal Internal Risk Committee, comprising AMG's Treasurer, Chief Financial Officer, and Vice President of Sustainability, Environment, Health, and Safety, supports our Risk Management program. The addition of AMG's Vice President of Sustainability, Environment, Health, and Safety to the committee in 2018 broadened our risk focus to consider environmental and safety risks more fully.

Through frequent engagement with our facilities, the Internal Risk Committee produces a quarterly risk report, which is presented to AMG's Management and Supervisory Boards to inform decision-making at the highest levels of our Company. The quarterly risk report contains information from our business units, including a summary of key risks, the associated potential monetary impacts, a projected 1-year risk outlook, probability, and prospect of mitigation. Our facilities and Internal Risk Committee consider each of these factors and assign a risk rating to each risk, which we track each quarter.

At our facilities, we rely on our business unit level management to identify and understand their unique risks and to work with AMG's Internal Risk Committee to manage them. By embedding risk management into every level of our operations, we decrease the likelihood of unknowns. We believe that our risk management program is most successful because of our top-down and bottom-up approaches. We trust our business units to have an intimate understanding of their safety, environmental, climate, operational, and financial risks. Additionally, many of our business units have decades-long relationships with their suppliers, providing them with deep insight into supply chain risks.

To mitigate the risk of raw materials and supplies becoming difficult to source, AMG enters into longer-term contracts with its suppliers when practical and diversifies its supplier base when alternative suppliers are available. The Company also mitigates risk by monitoring supplier performance and holding our suppliers accountable to comply with AMG's Supplier Conduct Charter. AMG engages with all new suppliers and audits our suppliers throughout our relationship to ensure compliance.

In 2021, AMG spent more than 361 hours evaluating our business risks through quarterly risk management meetings. We are confident in our risk assessment process because the risks that ultimately impact our business consistently appear in the risk report and are proactively addressed through mitigating actions. Due to COVID-19, risk assessments increased significantly in 2021. Impacts to our Company's performance may have increased if we had not proactively identified risks during our reporting mitigation plans.

METRIC	AMG GROUP	
	2020	2021
Hours Invested in Risk Management Meetings	328	361

Throughout the organization, AMG has implemented critical planning processes such as emergency preparedness (i.e., flood and earthquake response plans where applicable), crisis management, business continuity to help ensure resilience, and the ability to recover quickly from unexpected events. These detailed and comprehensive plans involve the identification of the risks, tools, and resources to mitigate impact and the responsible personnel to successfully implement the response. Using internal and external resources, employees are trained on their responsibilities and participate in exercises to ensure readiness. The practice improves our production rates and helps avoid long downtimes.

A proactive approach to identifying and mitigating risks allows us to focus on developing innovative, sustainable solutions for our customers. At AMG, we will continue to maintain an effective risk management process, including quarterly risk reporting and day-to-day communication regarding risk. Our executive leadership will maintain our reporting process and open, active dialogue with business unit leadership. We all work to anticipate known and unknown risks.

PRODUCTS

AMG is a global critical materials company at the forefront of CO₂ reduction trends. AMG produces highly engineered specialty metals and mineral products and provides vacuum furnace systems and services to the transportation, infrastructure, energy, and specialty metals and chemicals end markets. AMG continues to meet the growing global demand for innovative new products that are lighter, stronger, and resistant to higher temperatures. We develop innovative, high-quality products to help our customers meet their performance and CO₂ reduction goals.

CUSTOMER ENVIRONMENTAL IMPACTS

Creating products that enable our customers to reduce their environmental impacts is the very tenet upon which AMG was built. In our formation documents, AMG defines critical materials as materials that are critical or have become critical primarily as a result of the search for material-science-based solutions to reduce CO₂ emissions. Throughout its history, AMG's predecessor companies have advanced metallurgical-based technologies to provide innovative solutions for industrial challenges. AMG continues that proud tradition today, developing solutions that reduce carbon emissions and minimize the negative environmental effects of energy production and use.

AMG evaluates the performance of our products in this area primarily through Life Cycle Assessment (LCA). LCA is a technique

for evaluating the environmental impacts associated with a product or service. LCA is a standardized method, allowing the tracing of resources consumed as well as all the emissions to air, water, and land at each stage in the manufacture, use, and disposal of products across the value chain.

We have commissioned Environmental Resources Management (ERM), a leading sustainability consulting firm, to sharpen our in-house methodology for the measurement of "enabling" CO₂ reductions using our energy-saving materials and technologies. AMG's ECO₂RP concept that has been developed and operational since 2018 does not necessarily align with the EU Taxonomy framework that was first introduced in 2020. AMG began working with ERM to conduct streamlined LCAs in 2018 to understand and quantify the impact of their lightweighting and enabling properties on CO₂ emissions avoided by their use. At the end of 2021, we have completed LCAs for 11 of AMG's products, further quantifying the CO₂ emissions reduction enabling benefits of our portfolio.

The LCAs performed for AMG are 'streamlined' LCAs in that the scope is limited to account for the impact of GHG emissions only. These can also be referred to as carbon footprints and are consistent with the international standards on LCA (ISO 14040:2006 and ISO 14044:2006) and the Greenhouse Gas Protocol Product Life Cycle and Accounting Standard.

ECO₂RP is a portfolio of 11 AMG products that enable CO₂ reduction and verified by third-party LCAs. In 2021, these products enabled our customers to avoid 79.0 million metric tons of CO₂ emissions. AMG currently has three additional LCA candidates in the pipeline to be added to the ECO₂RP portfolio that will enable even more emission reductions in the future.

AMG also relies upon an internal methodology to measure how certain AMG product offerings enable CO₂ reduction when used by our customers. For example, the enabling of higher operating temperatures in jet engines through titanium aluminides and through ceramic coatings of turbine blades for jet engines increases fuel efficiency and therefore reduces CO₂ emissions versus the next-best solution. As another example, adding natural graphite to insulation enables energy saving in buildings, leading to the reduction of energy use and associated CO₂ emissions. These and other AMG material science solutions provide lighter, stronger, and more heat-resistant products and deliver environmental benefits compared to alternatives. Using our CO₂ enabled reduction methodology, we enabled our customers to save a cumulative 79.0 million metric tons of CO₂ in 2021.

Beginning in 2022, AMG commits to increase its enabled CO₂ reduction by 10% per year from 2021 levels through 2030.

PRODUCT INNOVATION

Specialty metals are essential to the world's infrastructure. We work with the world's builders to ensure we provide them with exactly what they need to create and innovate. True innovation in

the metals industry is rare, given that fundamental metallurgical principles do not often change. However, AMG demonstrates leadership in taking those fundamentals and creating artisanal products for our clients. We invest in innovation in every one of our business units to develop technologies that are more efficient, more effective, and better for our environment.

AMG cultivates innovation throughout our Company by hiring experts in metallurgical engineering and providing them with the tools to create technology aligning with our carbon abatement strategy and our clients' needs. As ideas for new technologies emerge, we evaluate the capital and overall investments required to pursue the technology at the highest levels of our Company. We manage this process through conservative capital control. Investments of \$100,000 or more require senior levels of approval to ensure our investments are creating the best possible returns and that the results are in line with AMG's mission. Our Engineering Group holds numerous patents and continues to patent additional technologies each year with sustainability at their core.

AMG enables our customers to drive sustainable development. Through our intimate understanding of our customers' needs, investment in research and development, and continuous creation of innovative materials and solutions, our customers bring greater efficiency to transportation, building, and other industries.

PRODUCT QUALITY AND SAFETY

Product quality and safety are core to our business. The quality of our products and our culture of innovation, driven by our customers' needs, differentiates AMG from its competitors. Providing consistent products of the highest purity and quality enables our customers to build products that perform better and more efficiently.

Product quality and safety is a focus throughout all levels of AMG's business. AMG's products are used in various applications including mission critical components. Our customers trust AMG and our products because of the rigorous systems and inspections that we have in place. Each of our 25 production facilities has at least one Quality Manager whose responsibility is to ensure the safety of our processes and to ensure our production activities are primed for precision and consistency. Our research and development teams prevent any deviation and correct any issue before it affects our product quality.

AMG's Management Board and CEO send a clear message to each of our business units that product quality is of critical importance to our business. Any fluctuations or risks that could influence product quality are quickly brought to the attention of AMG's leadership. Product quality and safety is also a significant component of our quarterly risk review.

We recognize that the experts at our different sites know their processes and materials best, which is why we require production

facilities to maintain a site-specific quality management system and encourage them to become ISO 9001 certified. We have 23 ISO 9001 certified sites.

To help ensure the safety of AMG products, AMG complies with REACH and GHS requirements and monitors the industry landscape for safety trends and innovations. REACH obligations guide proper labeling and evaluation processes. AMG developed a REACH application, coordinating with our regulatory agents and other supplier trade groups. In addition to keeping product safety data sheets updated, we maintain strong customer relationships and communicate any product safety implications, such as exposure risks, clearly and often.

To assess our product quality and safety performance, AMG considers several metrics, including customer satisfaction, on-time shipments, returned products, and our quality management systems. AMG also measures our product quality and safety performance through customer feedback. We frequently engage with our customers to foster an active dialogue, providing us with feedback to support their needs. Our customers trust us to supply increasing percentages of their business needs. AMG supplies leading companies with the materials they need to produce their critical end-products, and we proudly continue creating value for them in this way.

SUSTAINABILITY LINKED LOAN

Sustainability linked loans are any type of loan instrument which incentivizes borrower’s achievement of ambitious, predetermined sustainability performance objectives. In November 2021, further strengthening our commitment to ESG, AMG entered into a new \$200 million, 5-year senior secured sustainability linked revolving credit facility (“RCF”).

AMG developed a key performance indicator (“KPI”) framework aligned with internationally recognized Sustainability Linked Loan Principles, the Company’s overall sustainability strategy and issues that are important to our business. The interest rate reduces if two KPIs are achieved and increases if both KPIs are not met.

KPI 1: Carbon Intensity. AMG aims to reduce its CO₂ emissions through investments in renewable energy and further reducing intensity by increasing production of products with a lower carbon footprint. This metric is measured as the sum of Scope 1 and Scope 2 CO₂ equivalent emissions (as calculated in a manner reasonably consistent with the Greenhouse Gas Protocol) divided by AMG production (in metric tons) for Lithium Hydroxide, Spodumene, Ferrovandium, Titanium Alloys, Graphite, and Silicon.

KPI 2: Emissions Avoided. AMG seeks to increase energy savings enabled by the products included in our ECO₂RP portfolio. This metric is measured as the total CO₂ equivalent reduction (in metric tons) enabled by AMG’s sustainable product (ECO₂RP portfolio). The enabled CO₂ reduction effect has been established by a “life cycle assessment” performed by ERM.

These metrics and the progress toward the applicable KPIs are highlighted in the tables below:

KPI 1: Carbon Intensity	UNITS	AMG GROUP			
		2020 Baseline	2021 KPI Target	2021 Actual	2021 Status
Production of critical materials ¹	mt	153,664	-	193,700	-
Scope 1 and Scope 2 CO ₂ equivalent emissions	mt	663,590	-	554,442	-
Carbon Intensity Metric		4.32	4.25	2.86	KPI Target Achieved

1. Represents production of critical materials associated with relatively high emissions, with limited reduction potential. Includes Lithium Hydroxide, Spodumene, Ferrovandium, Titanium Alloys, Graphite, and Silicon.

KPI 2: Emissions avoided	UNITS	AMG GROUP			
		2020 Baseline	2021 KPI Target	2021 Actual	2021 Status
Emissions Avoided Metric	mt	57	65	79	KPI Target Achieved

AMG has achieved both KPI targets for 2021 and, as such, an interest rate reduction will be applied to its RCF.

ENVIRONMENT, SOCIAL, GOVERNANCE, PRODUCTS DASHBOARD

ENVIRONMENT

GRI INDICATOR	DESCRIPTION	UNITS	AMG GROUP	
			2020	2021
301-2	Percent of Recycled Materials Used to Manufacture Products	%	48	50
302-1	Total Energy Consumption	TJ	3,394	3,484
302-1	Total Electricity/Heat Use	TJ	2,611	2,675
302-1	Total Non-renewable Fuel Consumed	TJ	783	809
302-1	Purchased Third Party Electricity/Heat	TJ	2,574	2,635
302-1	AMG Owned Renewable Energy Generated	TJ	74	69
302-1	AMG Owned Renewable Energy Consumed	TJ	37	40
302-1	Electricity Consumed from the Grid	TJ	2,449	2,505
303-3	Total Water Withdrawal	Thousand Cubic Meters	10,669	12,655
303-3	Surface Water Withdrawal	Thousand Cubic Meters	1,699	2,678
303-3	Groundwater Withdrawal	Thousand Cubic Meters	2,107	2,174
303-3	Rainwater Withdrawal	Thousand Cubic Meters	157	119
303-3	Municipal Water Withdrawal	Thousand Cubic Meters	220	211
303-3	Total Water Recycled/Reused	Thousand Cubic Meters	6,486	7,473
303-4	Water Discharge	Thousand Cubic Meters	2,958	3,328
303-4	Wastewater Discharge	Thousand Cubic Meters	2,358	2,779
303-4	Metals Discharged	mt	0.7	1.3
303-5	Water Consumption	Thousand Cubic Meters	7,711	9,327
305-1	Scope 1 CO ₂ Equivalent Emissions	mt	207,656	217,002
305-2	Scope 2 (Location-Based) CO ₂ Equivalent Emissions	mt	252,825	255,962
305-2	Scope 2 (Market-Based) CO ₂ Equivalent Emissions	mt	244,938	247,440
305-7	Particulates Discharged to Air	mt	78	53
305-7	SOx Emissions	mt	407	305
305-7	NOx Emissions	mt	370	153
306-3	Hazardous Waste Generated (Including Recycled)	mt	3,599	3,588
306-3	Non-Hazardous Waste Generated (Including Recycled)	mt	29,240	39,419
306-4	Percent of Waste Recycled	%	51.3	43.3
306-5	Waste Directed to Disposal	mt	16,003	24,372
AMG Metric	Number of ISO 14001 Certified Facilities	Total	12	12
AMG Metric	Number of ISO 50001 Certified Facilities	Total	7	7

GOVERNANCE

GRI INDICATOR	DESCRIPTION	UNITS	AMG GROUP	
			2020	2021
205-2	Hours of Anti-Corruption Training	Hours	1,255	1,806
307-1	Environmental - Total Monetary Value of Significant Fines	Thousand USD	47	0
307-1	Environmental - Total Number of Non-Monetary Sanctions	#	0	0
412-2	Hours of Human Rights Training	Hours	609	936
419-1	Non-Environmental - Total Monetary Value of Significant Fines	Thousand USD	12	5
419-1	Non-Environmental - Total Number of Non-Monetary Sanctions	#	0	0
AMG Metric	Hours Invested in Risk Management Meetings	Hours	328	361

PRODUCTS

GRI INDICATOR	DESCRIPTION	UNITS	AMG GROUP	
			2020	2021
AMG Metric	Number of ISO 9001 Certified Facilities	Total	25	23
AMG Metric	CO ₂ Emissions Avoided	million mt	56.6	79.0
AMG Metric	Proportion of Taxonomy-eligible Activities Turnover ¹	%	-	27
AMG Metric	Proportion of Taxonomy-eligible Activities CAPEX ¹	%	-	83
AMG Metric	Proportion of Taxonomy-eligible Activities OPEX ¹	%	-	25

SOCIAL

GRI INDICATOR	DESCRIPTION	UNITS	AMG GROUP	
			2020	2021
102-8	Workforce	Total	3,064	3,309
403-9, 403-10	Total Incident Rates	Rate	1.05	1.08
403-9, 403-10	Lost Time Incident Rates	Rate	0.62	0.39
405-1	Gender Diversity	% Male	81	84
405-1	Gender Diversity	% Female	19	16
405-1	Age Diversity	% Under 30	18	17
405-1	Age Diversity	% 30 to 50	53	54
405-1	Age Diversity	% Over 50	29	29
405-1	Women in Management	%	21	19
AMG Metric	Number of OHSAS 18001 ² Certified Facilities	Total	4	2
AMG Metric	Number of ISO 45001 Certified Facilities	Total	12	15
AMG Metric	Volunteer Hours	Hours	1,173	596

1. Disclosure required by EU regulation beginning in 2021.

2. Deadline for conversion of OHSAS 18001:2007 to ISO 45001:2018, 11 September 2021.