

Assessment of Company Expectations 2025/26

Company adherence to the Expectations for EITI supporting companies

Company name	Eramet
Sector	Mining
Headquarters	Paris, France
Type	Publicly listed
Date of submission to company (month/year)	January 2026
PREAMBLE <i>MSG Participation</i>	<i>Pursuant to the Guidance on the Expectations for EITI supporting companies, companies are encouraged to participate in national EITI multi-stakeholder groups (MSGs). This data is collected for information purposes.</i>
Does the company participate in a multi-stakeholder group?	Yes
If yes, indicate in which countries the company is participating in MSGs?	GABON SENEGAL
Secretariat comment on MSG participation	The Secretariat notes Eramet's proactive engagement in the multi-stakeholder groups (MSGs) in Gabon and Senegal. The Secretariat thanks the many companies directly and indirectly participating in MSGs in EITI implementing countries and encourages supporting companies to take part in MSGs in the EITI implementing countries in which they operate.
EXPECTATION 1 <i>Public support for the EITI</i>	<i>Publicly declare and publish support for the EITI and the objective of the EITI Association to make the EITI Principles and the EITI Standard the internationally accepted standard for transparency in the oil, gas and mining sectors.</i>

Does the company publish a statement of support for the EITI and the objective of the EITI Association?	Yes
URL for Statement Support	Financial Transparency Webpage: https://www.eramet.com/en/commitments/financial-transparency/
Secretariat's assessment on Expectation 1	Expectation met
Secretariat comment	Eramet publishes a statement of support. See URL Financial Transparency website.
EXPECTATION 2 <i>Disclosures in accordance with the EITI Standard</i>	<i>Make comprehensive disclosures in accordance with the EITI Standard in all EITI implementing countries where the company or its controlled subsidiaries operate. Where not disclosed in other company reporting, publicly disclose a list of controlled subsidiaries operating in the oil, gas or mining sectors in EITI implementing countries.</i>
Does the company publish a list of controlled subsidiaries?	Yes
URL for controlled list of subsidiaries	2024 Universal Registration Document: https://www.eramet.com/wp-content/uploads/2025/04/2025-04-23-Eramet-URD-2024-EN.pdf
EITI implementing countries where the company operates.	ARGENTINA CAMEROON CHILE GABON SENEGAL
Does the company make disclosures in accordance with the EITI Standard or in relation to EITI implementing countries?	Yes

Secretariat's assessment on Expectation 2	Expectation met
Secretariat comment	List of controlled subsidiaries published. See URL p.224 - 225 Company assessed as making disclosures in accordance with EITI Standard. The company is encouraged to promote full disclosures in Gabon with regards to beneficial ownership and mandatory social payments.
EXPECTATION 3 <i>Disclosure of taxes and payments in non-EITI implementing countries</i>	<i>Publicly disclose taxes and payments to governments at a project level in line with the EITI Standard in all non-EITI implementing countries where the company operates unless disclosure is not feasible. Where not feasible, the country-specific legal or practical barriers to disclosure should be publicly explained.</i>
Does the company publicly disclose taxes and payments to governments in non- EITI implementing countries where the company operates upstream in the oil, gas and mining sectors?	Yes
URL to disclosures of taxes and payments to governments in non-EITI implementing countries	Reporting on financial transparency of the Group 2024: https://www.eramet.com/wp-content/uploads/2025/04/2025-04-24-Eramet-Reporting-on-financial-transparency-of-Eramet-to-31-December-2024-EN.pdf
Are the disclosures disaggregated by project?	Partial
Secretariat's assessment on Expectation 3	Expectation partially met
Secretariat comment	Eramet discloses taxes and payments to governments in non-EITI implementing countries. See URL. The company partially discloses taxes and payments to governments disaggregated by project. The company does not disclose in all non-EITI implementing countries where it operates at a project level. See URL.

	<p>It is noted that company operates upstream in the following non-EITI implementing countries for the financial year 2024: Chile and France.</p> <p>The company discloses taxes and payments to governments disaggregated by legal entity. In New Caledonia (France), where the company operates multiple mines, payments are reported only at the level of a single national entity.</p> <p>The Secretariat did not verify whether project-level disaggregation in all non-EITI implementing countries was adequate, as definitions vary across jurisdictions.</p>
<p>EXPECTATION 4 <i>Commodity trading transparency</i></p>	<p><i>Companies buying oil, gas and/or mineral resources from the state in EITI implementing countries, disclose volumes received and payments made in line with the EITI Standard and the EITI reporting guidelines for companies buying oil, gas and minerals from governments unless disclosure is not feasible.</i></p>
<p>Does the company buy oil, gas, and/or mineral resources from the state in EITI-implementing countries?</p>	<p>No</p>
<p>If yes, which countries?</p>	<p>N/A</p>
<p>Does the company make disclosures in line with the EITI Standard and reporting guidelines?</p>	<p>N/A</p>
<p>URL for disclosure(s)</p>	<p>N/A</p>
<p>Secretariat's assessment on Expectation 4</p>	<p>Expectation not applicable</p>
<p>Secretariat comment</p>	<p>Eramet does not buy oil, gas and/or mineral resources from the state in EITI implementing countries.</p>
<p>EXPECTATION 5 <i>Disclosure of audited financial statements</i></p>	<p><i>In line with the EITI Standard, publicly disclose audited financial statements, or the main items (i.e., balance sheet, profit/loss statement, cash flows) where financial statement are not available.</i></p>

Does the company disclose its audited financial statements?	Yes
URL audited financial statements	Consolidated Financial Statements 2024: https://www.eramet.com/wp-content/uploads/2025/02/2025-02-19-Eramet-Consolidated-financial-statements-as-at-31-December-2024.pdf
Secretariat's assessment on Expectation 5	Expectation met
Secretariat comment	Eramet discloses audited financial statements. See URL p. 117.
EXPECTATION 6 <i>Beneficial ownership transparency</i>	<i>Publicly declare and publish support for beneficial ownership transparency and publicly disclose beneficial owners in line with EITI Standard, recognising that listed companies will disclose the name of the stock exchange, include a link(s) to stock exchange filings where they are listed and otherwise do what is required by applicable regulations and listing requirements.</i>
Does the company publish a statement of support for beneficial ownership transparency?	Yes
URL for statement of support for Beneficial Ownership	Financial Transparency Webpage: https://www.eramet.com/en/eramet-group/governance/financial-transparency/
Does the company disclose beneficial owners, either directly or according to stock exchange regulations and listing requirements?	Yes
Where disclosures are made according to stock exchange regulations, please provide the name of the stock exchange	Paris Stock Exchange (Euronext)

<p>URL to stock exchange</p>	<p>Share Price Webpage: https://www.eramet.com/en/investors/share-price</p> <p>XPAR: https://live.euronext.com/en/product/equities/fr0000131757-xpar/company-information</p>
<p>URL for recent beneficial ownership disclosures</p>	<p>2024 Universal Registration Document: https://www.eramet.com/wp-content/uploads/2025/04/2025-04-23-Eramet-URD-2024-EN.pdf</p> <p>Publications Webpage: https://www.eramet.com/en/investors/publications-press-releases/</p>
<p>Secretariat's assessment on Expectation 6</p>	<p>Expectation met</p>
<p>Secretariat comment</p>	<p>Company publishes a statement of support for beneficial ownership transparency. See URL.</p> <p>Company discloses beneficial owners in line with applicable regulations and listing requirements. The company is publicly listed on Paris Stock Exchange Euronext. See URL XPAR.</p> <p>Information about its major shareholders can be found in Eramet's 2024 Universal Registration Document. See URL p.565. Other Beneficial Ownership disclosures are available on Eramet's Publications webpage. See URL.</p>
<p>EXPECTATION 7 <i>Due diligence processes and anti-corruption policies</i></p>	<p><i>All EITI supporting companies are expected to engage in rigorous due diligence processes and publish an anti-corruption policy setting out how the company manages corruption risk, including how the company collects and takes risk-based steps to use beneficial ownership data regarding joint venture partners, contractors, and suppliers in its processes.</i></p>
<p>Does the company publish an anti-corruption policy?</p>	<p>Yes</p>
<p>URL to the policy</p>	<p>Anti-Corruption Policy: https://www.eramet.com/fr/groupe-eramet/gouvernance/ethique-et-conformite/politique-guide-anti-corruption/</p> <p>Anti-Corruption Code of Conduct: https://www.eramet.com/fr/groupe-</p>

	<p>eramet/gouvernance/ethique-et-conformite/politique-guide-anti-corruption/</p> <p>Ethics Charter: https://www.eramet.com/en/eramet-group/governance/ethics-compliance/ethics-charter/</p> <p>Supplier Code of Conduct: https://www.eramet.com/wp-content/uploads/2023/11/2023-Eramet-Supplier-code-of-conduct-EN.pdf</p> <p>2024 Universal Registration Document: https://www.eramet.com/wp-content/uploads/2025/04/2025-04-23-Eramet-URD-2024-EN.pdf</p>
<p>Does the company's anti-corruption policy describe how the company manages corruption risk with regards to identification and use of beneficial ownership data?</p>	<p>Yes</p>
<p>Secretariat's assessment on Expectation 7</p>	<p>Expectation met</p>
<p>Secretariat comment</p>	<p>The company publishes an anti-corruption policy. See URLs.</p> <p>Eramet's anti-corruption framework sets out how the company manages corruption risk through the identification and use of beneficial ownership data. Eramet's anticorruption framework applies to all employees, subsidiaries, controlled entities, and third parties acting on behalf of Eramet, across all countries of operation.</p> <p>The Anti-Corruption Code of Conduct prohibits all forms of corruption and clearly defines types of corruption which parties may encounter. The Ethics Charter and Anti-Corruption Code of Conduct both describe risks related to facilitation payments, gifts and invitations, donations and sponsorships, conflict of interests, lobbying, etc. In section 2.8 of its Anti-corruption code of conduct, the company describes risk related to intermediaries, service providers, partners, agents or business providers" established due diligence and compliance with Eramet's Supplier CSR/Ethics assessment of clients and commercial intermediaries.</p>

	<p>The company's supplier code of conduct, in section 3 on business ethics, affirms that the company sets steps to assess the suppliers' reliability and integrity.</p> <p>The system for assessing third parties is described in section 4.6.5.3 of its 2024 Universal Registration Document. See URL p. 345. The company's system for whistleblowing and reporting corruption concerns is also laid out in this document. See URL. p .346-347.</p>
EXPECTATION 8 Contract transparency	<i>Publicly declare and publish support for governments' efforts to publicly disclose contracts and licenses that govern the exploration and exploitation of oil, gas and minerals in line with the EITI Standard, and contribute to public disclosure of contracts and licenses in EITI implementing countries consistent with government procedures.</i>
Does the company publish a statement of support for contract transparency?	Yes
URL for statement of support for contract transparency	Financial Transparency Webpage: https://www.aramet.com/en/commitments/financial-transparency/
Does the company contribute to public disclosure of contracts and licenses in EITI-implementing countries consistent with government procedures?	Yes
Secretariat's assessment on Expectation 8	Expectation met
Secretariat comment	<p>Company publishes statement of support for governments' efforts to publicly disclose contracts and license. See URL.</p> <p>Company assessed to contribute to the disclosure of contracts and licenses in EITI implementing countries.</p>
EXPECTATION 9 Gender Diversity	<i>Publish a commitment and/or policy on gender diversity in the oil, gas or mining sectors and support reporting by EITI implementing countries under the EITI Standard by disclosing employment in the sectors disaggregated by gender.</i>

Does the company publish a commitment/policy on gender diversity?	Yes
URL for commitment/policy on gender diversity	<p>Diversity and Inclusion Webpage: https://www.eramet.com/en/talents/diversity-inclusion/</p> <p>CSR Roadmap: https://www.eramet.com/en/commitments/csr-roadmap/</p> <p>Our Ethics Charter: https://www.eramet.com/en/eramet-group/governance/ethics-compliance/ethics-charter/</p>
Does the company disclose employment data disaggregated by gender?	Yes
URL for gender disaggregated employment data	<p>2024 Universal Registration Document: https://www.eramet.com/wp-content/uploads/2025/04/2025-04-23-Eramet-URD-2024-EN.pdf</p> <p>2024 Professional Equality Index for mainland France: https://www.eramet.com/en/news/2024-professional-equality-index/</p>
Secretariat's assessment on Expectation 9	Expectation met
Secretariat comment	<p>Eramet publishes commitment and/or policy on gender diversity on its website. See URLs.</p> <p>The company discloses employment data disaggregated by gender. See URL Universal Registration Document 2024 p. 482-484.</p> <p>Eramet publishes information regarding its gender pay gap. See URL 2024 Universal Registration Document p. 490-491.</p>