

Scope:

This Sustainability Policy applies to all operational sites, corporate headquarters, operationally controlled joint ventures, any future expansions and growth under **MA'ADEN**'s control. This Policy establishes minimum standards, rules and practices necessary to achieve sustainability targets and stated objectives. We recognize that our sustainability culture, management and performance is fostered by our leadership and is the responsibility of each one of us.

Objectives:

Aligned with our vision and values, we assert that sustainability is a fundamental factor for **MA'ADEN** in the strategy we deliver and the business we do. We understand that sustainability compliance is a 'License to Operate' in the mining, metals and minerals processing sector, in which we operate. We understand that sustainability risks are both challenges and opportunities for improvement, and we must address them to minimize their impact on the environment and communities.

The objective of this policy is to cultivate a sustainability culture by demonstrating:

- Our commitment to sustainable development.
- Our proactive approach to manage the sustainability risks.
- Constantly advancing our sustainability performance beyond regulatory compliance.

We have implemented a rigorous company-wide sustainability framework that enables us to adopt appropriate sustainability local and global best practices, standards and guidelines in our routine operations.

Policy Statements:**Our Planet: We,**

- Commit to achieving carbon neutrality by 2050. To achieve this, we collaborate with stakeholders to improve energy efficiency and embrace decarbonization technologies and renewable energy.
- Commit to comply with applicable local, global energy and carbon management regulations; moreover, strive to excel our performance through peer benchmarking.
- Endeavor to participate in national and global level sustainability initiatives related to ocean preservation and carbon management, crediting and offsetting initiatives.
- Seek to be a leader in water stewardship and water management, to reduce freshwater consumption and to prevent any adverse impact on community water systems by our operations.
- Strive to improve resource efficiency by increasing product recycled content and minimizing waste generation, promoting a circular economy through globally recognized standards & practices.
- Commit to manage waste and tailings safely to ensure there is no negative impact on the environment and communities around.
- Respect legally designated protected areas and ensure that our activities do not undermine the objectives for which these areas were created. We will not conduct exploration, drilling or mining in UNESCO World Heritage Sites.
- Aim for responsible and sustainable supply chain in all our activities and business we do, and deal with only conflict free minerals.
- Strive to minimize the impact of our activities on the ecosystem, biodiversity, and IUCN-listed species, while also striving to avoid and reverse biodiversity loss to a net positive level.
- Promote safe, efficient and reliable handling of our products throughout the value chain, by sharing product handling, packaging and storage requirement details.
- Carefully plan for mine and asset closure by using responsible risk and impact management practices in full alignment with relevant authorities and stakeholders, local and global standards.

Our Community: We,

- Commit to provide our employees with a nurturing work environment that promotes health and well-being and aspire to become the 'employer of choice' in Saudi Arabia.
- Contribute to the prosperity of the Saudi Arabian economy by maximizing Local Content and GDP contribution across the value chain, driven by our Local Content policy.
- Commit to respecting human rights as defined by Islamic Sharia, United Nations conventions, and International Labor Organization standards, as detailed in relevant **Ma'aden** Policies and Standards.
- Responsibly adopt applicable policies and practices regarding health, safety, environmental, human rights, and labor rights for our employees, contractors, customers, suppliers and host communities, driven by our EHSS policy.
- Aspire to implement local communities' inclusive approach to support activities that contribute to their socio-economic well-being, in partnership with government, civil society and development agencies, as appropriate.
- Improve our organization's diversity and inclusion through our Code of Conduct and in line with local regulations, to empower ourselves with different skills and contributions.
- Encourage and promote stakeholders' engagement, providing them access to appropriate and effective mechanisms for resolution of their grievances.

Our Governance: We,

- Commit to implementing policies and practices to prevent bribery, corruption and to publicly disclose facilitation payments, to improve transparency in line with our Code of Conduct.
- Commit to establishing a dedicated sustainability organization within each Business Unit, ensuring representation and focus on sustainability matters at each level.
- Commit to include sustainability matters as a dedicated topic on the Management Committee agenda, ensuring continuous attention and discussion at the highest level of management.
- Ensure that sustainability issues are addressed across the operations and business we do; governed by functional board committees reporting to a diverse Board of Directors.
- Commit to enhance the Cybersecurity of our assets, employees and business overall, proactively, driven by our internal Cybersecurity policy.
- Commit to protect and manage the data privacy of our stakeholders responsibly, as per applicable terms & conditions, laws and regulations.
- Commit to monitor corporate sustainability performance and disclose annually in adherence with appropriate sustainability reporting frameworks.
- Prioritize the integration of sustainability risks into our Enterprise Risk Management (ERM) strategies, considering innovative technologies, stakeholder perceptions and opportunities. Regularly review and assess these risks, and we will incorporate them into our company standards and guidelines.
- Collaborate with all our internal and external stakeholders on sustainable development issues in a fair, transparent and inclusive manner.
- Robustly assess socio-environmental risks and opportunities of new projects and of modifications to the existing operations in consultation with stakeholders and are committed to disclose the assessment results publicly, as per applicable laws.
- Ensure that sustainability issues are assessed and addressed well with proper planning and management throughout the lifecycle of the project.
- Seek to participate in national and global level sustainability initiatives in collaboration with local authorities, also in full alignment with company strategy and policies.

Policy Governance:

This policy should be interpreted in conjunction with all other **MA'ADEN** corporate policies and procedures. This policy is owned and approved by the **MA'ADEN CEO**. Only through a formally documented decision by the **MA'ADEN CEO** may this document be amended or waived. All decisions and actions undertaken are subject to the **MA'ADEN** Delegation of Authority Policy.

m. Rashid
SAU

Approved by: Robert Wilt
Designation: Chief Executive Officer

