

MAADEN SUSTAINABILITY DATA BOOK 2025

ABOUT THIS DATABOOK:

This Sustainability Databook is designed to supplement Maaden's 2025 Integrated Report by providing a comprehensive, consolidated view of our sustainability performance data. It serves as a central repository for quantitative metrics, historical trends, and detailed disclosures that support our commitment to transparency and sustainable business practices. For more sustainability-related information, refer to the sustainability section in the 2025 annual report P:50 to P:73 [Click Here](#)

PURPOSE AND SCOPE:

The primary purpose of this document is to enable stakeholders—including investors, analysts, rating agencies, and regulatory bodies—to easily access, analyze, and extract our non-financial data. By presenting this information in a structured format, we aim to facilitate deeper analysis of our sustainability performance across key areas such as climate change, water stewardship, health and safety, and human capital.

CONTENTS OVERVIEW:

- Numerical Data:**
Comprehensive quantitative sustainability metrics including environmental, social, and economic performance data.
- ASI Performance Standard Disclosures:**
Detailed disclosures aligned with the Aluminium Stewardship Initiative (ASI) Performance Standard.
- GRI Content Index:**
Mapping of our disclosures against the Global Reporting Initiative (GRI) Standards.
- Certificates:**
A summary of our active management system and operational certifications across business units.
- Independent Assurance Statement:**
The formal statement from our independent assurance provider on selected ESG indicators.

2025 DATABOOK

DATA	UNIT	2023	2024	2025
ECONOMIC PERFORMANCE				
FINANCIAL PERFORMANCE				
Sales	SAR Mn	29,272	32,546	38,578
EBITDA	SAR Mn	9,264	12,390	16,159
Net income for the year	SAR Mn	1,698	4,134	8,528
Net income attributable to shareholders' of the parent company	SAR Mn	1,577	2,872	7,348
Sales by segment				
Phosphate	SAR Mn	17,417	17,766	20,773
Aluminium	SAR Mn	8,810	10,057	10,988
Gold and Growth Metals	SAR Mn	2,987	4,457	6,286
Net income / (loss) by segment				
Phosphate	SAR Mn	2,071	2,724	4,987
Aluminium	SAR Mn	(1,191)	(905)	818
Gold and Growth Metals	SAR Mn	967	1,667	2,650
PRODUCTION				
Total Production	Ton	13,921,274	14,415,330	15,055,267
Aluminum BU	Ton	3,743,348	4,007,447	4,097,645
% of Recycled Aluminum / total production of aluminum	%	4.9	3.1	4.7
GGM BU	Ton	4,237	3,917	3,991
Phosphate BU	Ton	10,173,689	10,403,965	10,953,631
CLIMATE CHANGE & BIODIVERSITY				
TOTAL ENERGY CONSUMPTION (GRI 302-1 & 2)				
TOTAL ENERGY CONSUMPTION (GRI 302-3)	Million GJ	129.3	137.2	138.3
Natural Gas	Million GJ	52.7	55.9	55.3
Diesel and Heating Fuel	Million GJ	17.0	17.7	18.6
Electricity Use	Million GJ	42.6	45.2	44.8
Self-Generated (Waste Heat)	Million GJ	17.0	18.4	19.5

2025 DATABOOK

DATA	UNIT	2023	2024	2025
GHG EMISSIONS GRI (305-1,2, & 4)				
Total Scopes 1 & 2 GHG emissions (includes HQ and Affiliates) (GRI 305-4)	tCO ₂ e	14,236,275	14,554,602	14,661,724
Direct (Scope 1) GHG emissions (GRI 305-1)	tCO ₂ e	10,172,050	10,319,069	10,497,816
Indirect (Scope 2) GHG emissions (GRI 305-2)	tCO ₂ e	4,064,225	4,235,532	4,163,908
tCO ₂ e/ton Aluminium BU production (includes Scopes 1 & 2 for MAC, MRC, MBAC) (GRI 305-4)	tCO ₂ e/ton production	1.573	1.585	1.561
tCO ₂ e/ton Phosphate BU production (includes Scopes 1 & 2 for MPC) (GRI 305-4)	tCO ₂ e/ton production	0.792	0.756	0.720
tCO ₂ e/ton GGM BU production (includes Scopes 1 & 2 for GGM) (GRI 305-4)	tCO ₂ e/ton production	69.89	86.992	94.685
Total Scopes 1 & 2 GHG emissions / ton total production	tCO ₂ e/ton production	1.023	1.010	0.974
OTHER AIR EMISSIONS (GRI 305-7)				
SO ₂	Ton	23,100	22,329	23,290
NO ₂	Ton	1,978	2,172	2,145
BIODIVERSITY - GRI 304				
Size of operational site in, or adjacent to, protected areas and areas of high biodiversity value	km2	172.16	237.00	237.00
Operational sites close to protected areas of high biodiversity	Count	4	6	6
IUCN Red List species and national conservation list species with habitats in areas affected by operations	Number of Species	1	140	279
Significant impacts on biodiversity	Qual.	None	None	None

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DATA	UNIT	2023	2024	2025
MATERIALS AND TAILINGS				
MATERIALS USED TO PRODUCE AND PACKAGE THE ORGANIZATION'S PRIMARY PRODUCTS AND SERVICES (GRI 301-1 & 2)				
Total materials used for production	Ton	28,697,854	23,195,518	23,873,821
Non-renewable materials used	Ton	23,370,085	23,131,349	23,873,821
Renewable materials used	Ton	-	-	-
WASTE (GRI 306-3)				
Generated waste breakdown by type				
Total solid waste generated	Ton	2,396,570	2,421,224	2,405,413
Solid hazardous waste generated	Ton	2,356,397	2,390,807	2,373,535
Solid non-hazardous waste generated	Ton	40,173	30,417	31,878
Total liquid waste generated	m³	28,881	24,536	20,433
Liquid hazardous waste generated	m³	20,025	19,869	17,294
Liquid non-hazardous waste generated	m³	8,856	4,666	3,139
Recovered and recycled waste breakdown by type				
Total solid waste recovered and recycled	Ton	36,937	28,959	35,949
Solid hazardous waste recovered and recycled	Ton	9,863	12,825	19,082
Solid non-hazardous waste recovered and recycled	Ton	27,074	16,134	16,866
Percentage of solid waste recovered and recycled from solid waste generated	%	1.5%	1.2%	1.5%
Total liquid waste recovered and recycled	m³	3,949	15,104	13,867
Liquid hazardous waste recovered and recycled	m³	3,949	15,104	13,867
Liquid non-hazardous waste recovered and recycled	m³	-	-	-
Percentage of liquid waste recovered and recycled from liquid waste generated	%	13.7%	62.0%	68%
WATER STEWARDSHIP				
TOTAL WATER WITHDRAWAL (GRI 303-3)				
Water withdrawal by source	m³	1,138,631,985	1,180,252,649	1,032,317,726
Municipal Water Supply or Water Utility (Desalinated Water sourced from Ocean)	m³	7,640,799	12,582,149	9,010,118

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DATA	UNIT	2023	2024	2025
Wetlands, Rivers, and Lakes	m³	-	-	-
Oceans (seawater)	m³	1,087,907,989	1,123,486,552	976,508,832
Groundwater (freshwater)	m³	34,005,978	31,001,081	33,935,958
Wastewater from other organizations	m³	9,077,219	13,182,867	12,862,818
Water sources significantly affected by withdrawal	Qual.	No	No	No
Volume of water recycled and reused	m³	3,385,789	2,449,523	1,284,477
Percentage of water recycled and reused from total water withdrawal	%	0.3%	0.2%	0.1%
Percentage of Groundwater Withdrawal from Total Water Withdrawal	%	3.0%	2.6%	3.3%
Total water usage	m³	1,141,800,086	1,182,702,172	1,033,602,203
TOTAL WATER DISCHARGE (GRI 303-4)				
Water discharge by destination	m³	1,074,062,176	1,104,705,518	962,446,656
Discharge to surface water	m³	-	-	-
Discharge to groundwater	m³	-	-	-
Discharge to seawater	m³	1,074,062,176	1,104,705,518	962,446,656
Discharge to third-party - from disposals	m³	-	-	-
TOTAL WATER CONSUMPTION (GRI 303-5)				
Water consumption from all areas	m³	64,569,809	75,547,131	69,871,070
Groundwater consumption intensity	m³/ton production	2.44	2.15	2.25
HEALTH, SAFETY, & SECURITY				
EHSS PERFORMANCE AT A GLANCE (GRI 403-8)				
Lost Time Injury (LTI) Rate - Employee	#	0.04	0.01	0.01
Lost Time Injury (LTI) Rate - Contractor	#	0.04	0.01	0.02
All Injury/Illness Frequency Rate (AIFR) - Employee	#	0.10	0.04	0.06

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HEALTH, SAFETY, & SECURITY

DATA	UNIT	2023	2024	2025
YEAR-OVER-YEAR PERFORMANCE (GRI 403-8)				
SHER	#	0.46	0.49	0.59
AIFR	#	0.08	0.06	0.06
RECORDABLE INJURIES (GRI 403-8)				
Fatalities (FAT) - Employees	Number of Employees	-	-	-
Fatalities (FAT) - Contractors	Number of Employees	1	1	2
Lost Time Injury (LTI) - Employees	Number of Employees	3	1	1
Lost Time Injury (LTI) - Contractors	Number of Employees	8	4	5
Restricted Duty Injury (RDI) - Employees	Number of Employees	-	-	1
Restricted Duty Injury (RDI) - Contractors	Number of Employees	3	-	1
Medical Treatment Injury (MTI) - Employees	Number of Employees	4	2	3
Medical Treatment Injury (MTI) - Contractors	Number of Employees	5	10	8
TOTAL HSE Incidents (Reportable) - Employees	Number of Employees	7	3	5
TOTAL HSE Incidents (Reportable) - Contractors	Number of Employees	17	14	16
TOTAL Hours Worked - Employees - Employees	Hours	13,836,662	14,532,614	15,631,545
TOTAL Hours Worked - Employees - Contractors	Hours	44,877,778	45,884,834	54,717,322
EMPLOYEE WELLNESS				
EMPLOYEE BREAKDOWN BY GENDER (GRI 2-7)				
Total FTEs (Full Time Employees)	People	6,877	7,090	7,107
No. of FTEs (Full Time Employees) - Men	People	6,508	6,507	6,495
No. of FTEs (Full Time Employees) - Women	People	369	583	612
Local Nationals - Men	People	4,896	5,043	4,946
Local Nationals - Women	People	364	573	594
Non-local Employees - Men	People	1,612	1,464	1,549

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DATA	UNIT	2023	2024	2025
Non-local Employees - Women	People	5	10	18
% of Local National Employees	%	76%	79%	78.7
% of Female Employees	%	5.29%	8.10%	8.6%
Managers - Males	People	283	328	337
Manager - Females	People	10	18	24
Directors - Males	People	129	142	161
Directors - Females	People	5	6	8
VPs - Males	People	66	54	76
VPs - Females	People	3	2	6
Global Contractors - Men	People	814	742	634
Global Contractors - Women	People	-	-	-
EMPLOYEE HIRE AND TURNOVER BY GENDER (GRI 401)				
Employees hired – Men	People	658	320	499
Employees hired – Women	People	208	237	80
Employees left – Men	People	265	365	313
Employees left – Women	People	24	24	44
FULL TIME EMPLOYEE BREAKDOWN BY AGE GROUP (GRI 2-7)				
Age Group <25	%	3.0	4.0	1.9
Age Group 25-40	%	65.0	62.0	62.0
Age Group 40-60	%	31.0	33.0	35.7
Age Group >60	%	1.0	1.0	0.4
FORMAL TRAINING HOURS PER EMPLOYEE (GRI 404)				
Training Hours - Men	Hours	297,956	327,894	160,055
Training Hours - Women	Hours	26,493	36,848	52,990
Training Hours - Local	Hours	274,821	304,238	190,828
Training Hours - Expat	Hours	49,628	60,504	22,217
# of Employees Trained - Men	People	4,537	4,098	2,826
# of Employees Trained - Women	People	242	328	418
# of Employees Trained - Local	People	3,747	3,525	2,771
# of Employees Trained - Expat	People	1,032	901	473
Avg. Training Hours per Employee - Men	Hours	45.78	50.39	25
Avg. Training Hours per Employee - Women	Hours	71.80	63.20	87

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DATA	UNIT	2023	2024	2025
Avg. Training Hours per Employee - Local	Hours	52.25	54.17	34
Avg. Training Hours per Employee - Expat	Hours	30.69	41.05	14
ECONOMIC CONTRIBUTIONS				
ON-SHORE SPEND - TOTAL SUPPLY CHAIN SPEND (GRI 204-1)				
On-shore spend	SAR Mn	14,042	14,201	17,031
On-shore spend % of total	%	76.2%	82.3%	81%
Off-shore spend	SAR Mn	4,384	3,045	4,015
Off-shore spend % of total	%	23.8%	17.7%	19.1%
COMMUNITY INVESTMENT				
Education and Training	SAR	37,188,469	26,626,371	24,840,164
Other social investment or charitable giving	SAR	5,766,000	5,346,986	4,383,892
Public & Government Relation and Sponsorship	SAR	3,420,000	-	-
Infrastructure	SAR	1,345,200	245,000	3,390,542
Environment, Energy & Climate Change	SAR	1,118,564	-	-
Community Development	SAR	858,795	5,050,329	17,744,104
Health & Welfare; Water & Sanitation	SAR	114,500	7,099,787	2,129,640
Total Investment	SAR	49,811,528	46,573,473	52,488,341

ASI Performance Standard Disclosures

ASI 3.3B – PAYMENTS TO GOVERNMENTS						
PAYMENTS TO GOVERNMENTS	UNIT	2023	2024	2025		
	SAR	0	0	0		
ASI 5.1 – GHG EMISSIONS & ENERGY USE						
2025	UNIT	MAC	MBAC	MRC	IIP	MA Total
GHG emissions						
Total Scopes 1 & 2 GHG emissions	tCO ₂ e	5,204,549	1,031,276	160,632	2,714	6,399,171
Direct (Scope 1) GHG emissions	tCO ₂ e	1,422,364	879,164	63,961		2,365,489
Indirect (Scope 2) GHG emissions	tCO ₂ e	3,782,185	152,112	96,671	2,714	4,033,682

ASI Performance Standard Disclosures

Y2025		MAC	MBAC	MRC	IIP	MA TOTAL
Total energy consumption	Gj	43,651,362	17,144,512	2,172,929	33,208	63,002,011
Natural gas	Gj	2,059,719	14,849,075	1,104,220	0	18,013,014
Diesel and heating fuel	Gj	119,869	625,534	26,749	0	772,152
Crude oil	Gj	0	0	0	0	0
Gasoline	Gj	2,867	10,500	1,568	0	14,935
Explosive	Gj	0	0	0	0	0
Electricity use	Gj	41,468,907	1,659,403	1,040,392	33,208	44,201,910
Self-generated (waste heat)	Gj	0	0	0	0	0

ASI 5.2A – ALUMINUM SMELTER GHG EMISSIONS INTENSITY

Life Cycle Assessment	Unit	2021	2022	2023	2024	2025
1 ton of liquid aluminum	tCO ₂ e/ton aluminum production	9.67	9.28	0	0	0
1 ton of billet	tCO ₂ e/ton aluminum production	9.83	9.89	0	0	0
1 ton of ingot	tCO ₂ e/ton aluminum production	9.78	9.91	0	0	0
1 ton of automotive coil	tCO ₂ e/ton aluminum production	8.76	11.22	0	0	0
1 ton of can body	tCO ₂ e/ton aluminum production	9.69	9.79	0	0	0

ASI 5.3 – GHG EMISSIONS REDUCTION PLANS

Maaden Aluminium’s targets are to reduce its Scopes 1 and 2 GHG emissions intensity by 50% by 2030 and to achieve net zero GHG emissions by 2050. Maaden Aluminium will be scaling up production which, with current technology, would result in projected emissions of approximately 23 million tons of CO₂ in 2040. Maaden reduction plan limits Maaden Aluminium’s emissions to approximately 3 million tons by 2040. Maaden Aluminium is planning to achieve this reduction by increasing recycling (projected to cut 22.7% of emissions), introducing cleaner greenfield operations (projected to cut 43.5% of emissions) and retrofitting brownfield operations (projected to cut 33.8% of emissions).

ASI Performance Standard Disclosures

ASI 6.4B – PUBLIC DISCLOSURE OF SPILLS & LEAKAGES

Spills & Leakages	Unit	2025
Number of spill incidents	#	13
Volume of spills occurred	Liter	12,374
Type of spills occurred	Qual.	Overflow to the road side, out of bunded area, sump pit,
Impact of spill incidents	Qual.	Soil contamination
Remediation actions taken	Qual.	"Housekeeping/Removing Contaminated Soil And Disposing It As Per Mshem 15.05"

ASI 6.5A – WASTE MANAGEMENT & REPORTING

2025	Unit	MAC	MBAC	MRC	MA Total
Solid hazardous waste generated	Ton	24,934.35	41.86	2,890.17	27,866.38
Liquid hazardous waste generated	Ton	227.20	234.71	14,947.02	15,408.93
Solid non-hazardous waste generated	Ton	11,611.11	1,088.87	8,378.86	21,078.84
Liquid non-hazardous waste generated	Ton	3.40	3,168.00		3,171.40
Solid waste disposed in landfills	Ton	11,793.73	1,102.16	5,127.31	18,023.20
Liquid waste disposed in landfills	Ton	182.32	3,199.82	5,013.88	8,396.02
Solid waste recovered and recycled	Ton	24,751.74	28.57	6,141.72	30,922.03
Liquid waste recovered and recycled	Ton	48.28	202.89	11,980.87	12,232.04

Disclosure	Location (Integrated Report 2025)
GRI 2: GENERAL DISCLOSURES 2021	
2-1 Organizational details	About Maaden p. 1 Our Operations p. 3–4 Geographic Footprint p. 5 Corporate Governance p. 76
2-2 Entities included in the organization's sustainability reporting	Sustainability Review p. 50
2-3 Reporting period, frequency and contact point	Sustainability Review p. 50
2-4 Restatements of information	No restatements
2-5 External assurance	Sustainability Review p. 50
2-6 Activities, value chain and other business relationships	Our Operations p. 3 – 4 Business Reviews p. 27 – 49 Stakeholder Engagement p. 18
2-7 Employees	Diversity & inclusion — Workforce breakdown p. 62
2-8 Workers who are not employees	Diversity & inclusion — Workforce breakdown p. 62
2-9 Governance structure and composition	Structure and Corporate Governance p. 76–77 Board of Directors p. 79–82
2-10 Nomination and selection of the highest governance body	Nomination and Remuneration Charter (maaden.com)
2-11 Chair of the highest governance body	Board of Directors p. 79
2-12 Role of the highest governance body in overseeing the management of impacts	Governance Practices — Sustainability & Safety governance p. 70
2-13 Delegation of responsibility for managing impacts	Governance Practices — Sustainability & Safety governance p. 70
2-14 Role of the highest governance body in sustainability reporting	Governance Practices — Board Safety and Sustainability Committee p. 70
2-15 Conflicts of interest	Corporate Governance p. 78 Conflict of Interest Policy (maaden.com)
2-16 Communication of critical concerns	Business Ethics and Conduct — Whistleblowing p. 71–72
2-17 Collective knowledge of the highest governance body	Board of Directors — qualifications and experience p. 79–82
2-18 Evaluation of the performance of the highest governance body	Corporate Governance p. 78

Disclosure	Location (Integrated Report 2025)
GRI 2: GENERAL DISCLOSURES 2021	
2-19 Remuneration policies	Corporate Governance p. 78
2-20 Process to determine remuneration	Corporate Governance p. 78
2-22 Statement on sustainable development strategy	Building a Sustainable Business p. 51 Chairman's Statement p. 8 CEO's Statement p. 9–10
2-23 Policy commitments	Building a Sustainable Business p. 51 Business Ethics and Conduct p. 71 Human Rights p. 69
2-24 Embedding policy commitments	Governance Practices p. 70 Business Ethics and Conduct p. 71 Responsible Procurement p. 73
2-25 Processes to remediate negative impacts	Human Rights p. 69 Business Ethics and Conduct p. 71–72
2-26 Mechanisms for seeking advice and raising concerns	Business Ethics and Conduct p. 71–72
2-27 Compliance with laws and regulations	Regulatory and Environmental Compliance p. 72
2-28 Membership associations	2025 Highlights — ICMM membership p. 52 Sustainability Review p. 50
2-29 Approach to stakeholder engagement	Stakeholder Engagement p. 18
GRI 3: MATERIAL TOPICS 2021	
3-1 Process to determine material topics	Our material topics p. 52
3-2 List of material topics	Materiality matrix p. 52 Environmental Stewardship p. 53–60 Social Responsibility p. 61–69 Governance Practices p. 70–73
3-3 Management of material topics	Environmental Stewardship p. 53–60 Social Responsibility p. 61–69 Governance Practices p. 70–73

Disclosure	Location (Integrated Report 2025)
GRI 201: ECONOMIC PERFORMANCE 2016	
201-1 Direct economic value generated and distributed	CFO Review p. 11–16 Summary of Financial Results p. 16
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	
203-1 Infrastructure investments and services supported	Community investment p. 67
203-2 Significant indirect economic impacts	Local Content p. 68 Communities p. 67
GRI 204: PROCUREMENT PRACTICES 2016	
204-1 Proportion of spending on local suppliers	Local Content p. 68
GRI 205: ANTI-CORRUPTION 2016	
205-1 Operations assessed for risks related to corruption	Business Ethics and Conduct — Anti-corruption p. 71
205-2 Communication and training about anti-corruption policies and procedures	Business Ethics and Conduct p. 71
205-3 Confirmed incidents of corruption and actions taken	Business Ethics and Conduct p. 71
GRI 206: ANTI-COMPETITIVE BEHAVIOUR 2016	
206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Business Ethics and Conduct p. 71
GRI 301: MATERIALS 2016	
301-1 Materials used by weight or volume	Circular economy p. 58

Disclosure	Location (Integrated Report 2025)
GRI 302: ENERGY 2016	
302-1 Energy consumption within the organization	Energy management p. 55
302-4 Reduction of energy consumption	Energy management p. 55
GRI 303: WATER AND EFFLUENTS 2018	
303-3 Water withdrawal	Water Stewardship — Water withdrawal p. 56
303-4 Water discharge	Water Stewardship — Water discharge p. 56
303-5 Water consumption	Water Stewardship — Water consumption and recycling p. 56
GRI 304: BIODIVERSITY 2016	
304-1 Operational sites in or adjacent to protected areas and areas of high biodiversity value	Biodiversity p. 60
304-2 Significant impacts of activities on biodiversity	Biodiversity p. 60
304-3 Habitats protected or restored	Biodiversity p. 59
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity p. 60
GRI 305: EMISSIONS 2016	
305-1 Direct (Scope 1) GHG emissions	Climate change and GHG emissions p. 54
305-2 Energy indirect (Scope 2) GHG emissions	Climate change and GHG emissions p. 54
305-4 GHG emissions intensity	Climate change and GHG emissions p. 54
305-5 Reduction of GHG emissions	Climate change and GHG emissions p. 54
305-7 Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	Air quality and emissions management p. 55

Disclosure	Location (Integrated Report 2025)
GRI 306: WASTE 2020	
306-1 Waste generation and significant waste-related impacts	Waste Management and Circular Economy p. 57–58
306-2 Management of significant waste-related impacts	Waste Management and Circular Economy p. 57–58 Tailings Storage Facilities p. 58
306-3 Waste generated	Waste generation, recovery and recycling p. 57
306-4 Waste diverted from disposal	Waste generation, recovery and recycling table p. 57
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	
308-1 New suppliers that were screened using environmental criteria	Responsible Procurement p. 73
GRI 401: EMPLOYMENT 2016	
401-1 New employee hires and employee turnover	People and Talent p. 64
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	
403-1 Occupational health and safety management system	Governance Practices — MSHEM system p. 70
403-2 Hazard identification, risk assessment and incident investigation	Health, Safety and Security — Hazards and emergency management p. 65
403-3 Occupational health services	Health, Safety and Security — Health and well-being promotion p. 66
403-4 Worker participation, consultation, and communication on OHS	Health, Safety and Security p. 65–66
403-5 Worker training on occupational health and safety	Health, Safety and Security — Safety Training p. 66
403-6 Promotion of worker health	Health, Safety and Security — Health and well-being promotion p. 66
403-7 Prevention and mitigation of OHS impacts directly linked by business relationships	Health, Safety and Security — Contractor safety management p. 65
403-9 Work-related injuries	Health, Safety and Security — Workforce safety table p. 66
403-10 Work-related ill health	Health, Safety and Security p. 65–66

Disclosure	Location (Integrated Report 2025)
GRI 404: TRAINING AND EDUCATION 2016	
404-1 Average hours of training per year per employee	People Development — Workforce training breakdown p. 63
404-2 Programs for upgrading employee skills and transition assistance programs	People Development — PDP and Mentorship Program p. 63
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	
405-1 Diversity of governance bodies and employees	Diversity & inclusion p. 62 Board of Directors p. 79–82
GRI 413: LOCAL COMMUNITIES 2016	
413-1 Operations with local community engagement, impact assessments and development programs	Community engagement and development p. 67
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	
414-1 New suppliers that were screened using social criteria	Responsible Procurement p. 73

CERTIFICATES

CERTIFICATION	DESCRIPTION	CERTIFIED SINCE	APPLICABLE MAADEN BUSINESS
ASI Chain of Custody Standard	Includes requirements for establishing a chain of custody for ASI-certified aluminum, allowing further production and processing to be controlled throughout the	14/07/2021	Aluminum
ASI Performance Standard	Covers critical aspects that affect the entire aluminum value chain, including GHG emissions, waste management, material stewardship, biodiversity and	14/07/2021	Aluminum
DAWR	Certification covering the biosecurity integrity, from manufacturing to loading, of fertilizer products imported into	26/01/2020	Phosphate
DNV	Accreditation to produce and export ultra-low carbon ammonia.	30/09/2023	Phosphate
HACCP Certification	Compliance with the HACCP standards for food safety and quality.	2024	GGM Phosphate Aluminum Infrastructure HQ
HQS Certification	Specifies requirements for a low-risk system for the import of fertilizers into New Zealand.	17/04/2018	Phosphate
IATF 16949:2016	Emphasizes the development of a process oriented automotive quality management system that provides for continual improvement, defect prevention and reduction of variation and waste in the supply chain.	2018	Aluminum (Maaden Rolling)
IFA Protect & Sustain	Focuses on product stewardship relating to safety, security and sustainability for the fertilizer industry.	11/10/2017	Phosphate

CERTIFICATES

CERTIFICATION	DESCRIPTION	CERTIFIED SINCE	APPLICABLE MAADEN BUSINESS
Imported Inorganic Bulk Cargo Fertilizer Assessment & Management	Achieved Level 1 Gold status for vessels importing fertilizers into Australia in bulk.	26/01/2020	Phosphate
ISO 14001:2015	Covers the design and implementation of an environmental management system for continuous improvements in environmental performance.	10 December 2012 27 December 2013 9 January 2017 3 March 2020 20 December 2022 15 June 2023"	Phosphate Industrial Minerals Aluminum Wa'ad Al Shamal Phosphate HQ GGM"
ISO 22301:2019	Specifies requirements for a business continuity management system to enhance resilience against various unforeseen disruptions.	20 January 2023 13 February 2023 16 November 2023	Industrial Minerals Wa'ad Al Shamal Phosphate Aluminum
ISO 41001:2018	Provision of facility management services such as catering, offices, transportation and maintenance	08/12/2022	Facility Management
ISO 45001:2018	Focuses on identifying, analyzing, evaluating, treating, monitoring and communicating risks across the organization	10 December 2012 22 October 2018 3 March 2020 3 March 2021 15 June 2023"	Phosphate Aluminum Wa'ad Al Shamal Phosphate Industrial Minerals GGM
ISO 50001:2018	Focuses on establishing, implementing, maintaining and improving an energy management system.	10 December 2012 24 May 2021 9 February 2022 18 December 2024	Phosphate Maaden Rolling Aluminum Wa'ad Al Shamal Phosphate
ISO 55001:2014	Specifies requirements for an asset management system within the context of the organization	17/12/2019	Phosphate
ISO 9001:2015	Covers the establishment, implementation, maintenance and continuous improvements of a quality management system.	10 December 2012 22 August 2013 27 December 2013 3 March 2020 15 June 2023	Phosphate Aluminum, Industrial Minerals Wa'ad Al Shamal Phosphate GGM Maaden Shared Services

CERTIFICATES

CERTIFICATION	DESCRIPTION	CERTIFIED SINCE	APPLICABLE MAADEN BUSINESS
ISO/IEC 17025:2017	Focuses on the competence, impartiality and consistent operation of laboratories, ensuring the accuracy and reliability of their testing and calibration results.	7 July 2021 21 February 2022 6 July 2023	Phosphate Aluminum (Maaden Bauxite and Alumina) Wa'ad Al Shamal Phosphate
ISO/IEC 27001:2022	Specifies requirements for a management system on information security, cybersecurity and privacy protection.	06/11/2023	HQ
RC 14001:2015	Specifies requirements for a chemical responsible care management system which include health and safety, security, transportation, outreach and emergency response, among others	15/02/2022	Phosphate
Environmental Management System - ISO 14001:2015	Covers the design and implementation of an environmental management system for continuous improvements in environmental performance.	12-04-2025	Aluminum
DNV	Accreditation to produce and export ultra-low carbon ammonia.	27-11-2025	Phosphate
ISO 50001:2018	Focuses on establishing, implementing, maintaining and improving an energy management system.	23-10-2024	Maaden Phosphate Company Maaden Fertilizer Company (MFC)
ISO 50001:2018	Focuses on establishing, implementing, maintaining and improving an energy management system.	22-1-2025	Maaden Waad Al-Shamal Phosphate Company

INDEPENDENT ASSURANCE STATEMENT

To: SAUDI ARABIAN MINING COMPANY (MAADEN)

Introduction and Objectives of the Work:

Saudi Arabian Mining Company ('MAADEN', hereinafter referred to as the 'Company') has engaged Bureau Veritas to provide limited assurance on the following subject matter information ("Subject Matter"). Our objective is to determine whether, based on the procedures performed, anything has come to our attention that would cause us to believe that the Subject Matter has not been prepared, in all material aspects, in accordance with the applicable criteria ("Applicable Criteria") as specified below.

Subject Matter

The Subject Matter for our limited assurance engagement included the selected quantitative indicators outlined below, as presented in the Company's 2025 Annual Report for the year ended 31 December 2025, which was prepared and presented by the Company's management. These selected quantitative indicators are based on the reporting boundary established by the Company, encompassing the Company itself and its seven affiliated entities under its operational control, as detailed in Annexure 1 of this statement.

The selected quantitative indicators are listed below:

#	SELECTED INDICATORS
1	Work related injuries
2	Total training hours
3	Energy consumption
4	Direct (scope 1) GHG emissions
5	Indirect GHG emissions from energy, steam, heat or cooling (Scope 2)
6	Waste management
7	Water usage

APPLICABLE CRITERIA

The criteria for this limited assurance engagement were:

- The reporting requirements of the Global Reporting Initiative (GRI) standards issued by the Global Sustainability Standards Board (GSSB).
- The Company's Environmental Footprint Reporting Methodology

The applicable criteria for each selected indicator can be found in Annexure 2 of this statement.

Assessment Standard

The assurance process was conducted in line with the requirements of the International Standard on Assurance Engagements-ISAE 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information and International Standard on Assurance Engagements- ISAE 3410, Assurance Engagements on Greenhouse Gas Statements.

Limitations and Exclusions

Interviews with Maaden's corporate team and data owners at various sites responsible for collecting the necessary data for Subject Matter preparation indicated that they have a good understanding of the reporting requirements of GRI standards (Applicable Criteria) and have implemented control measures to help ensure data quality. However, the Subject Matter may still contain errors or irregularities that remain undetected due to fundamental limitations in the internal control systems. Assurance is primarily based on Company-provided documentation and interactions with relevant personnel. Our engagement, conducted on a test basis, is not exhaustive in detecting all internal control weaknesses over Subject Matter preparation.

- Verifying any assertions or qualitative information within the report beyond the quantitative data relating to the specified indicators mentioned in the subject matter;
- Evaluating the accuracy and completeness of the reporting boundaries defined by the management for the purposes of the Report;
- Verifying or auditing the underlying sources from which the Subject Matter information was derived;
- Testing, verifying, or auditing the completeness and accuracy of outputs from Maaden's data collecting systems used for the compilation of the Subject Matter information;
- Company position statements (including any expression of opinion, belief, aspiration, expectation, aim or future intent);
- Historic text which was unchanged from previous years and did not relate to ongoing activities;

- Financial data;
- Appropriateness of commitments and objectives chosen by the company.

Responsibilities

The preparation and presentation of the Subject Matter in accordance with the Applicable Criteria are the sole responsibility of the Company.

Bureau Veritas was not involved in drafting of the Subject Matter. Bureau Veritas's responsibilities included:

- Providing limited assurance as per ISAE 3000 over the accuracy, reliability and objectivity of the information contained within the Subject Matter.
- Forming an independent conclusion based on the assurance procedures performed and evidence obtained.

Methodology

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

As part of our independent assurance, our work included:

1. Conducting employee interviews regarding the scope of work involved.
2. Process analysis of collecting and reporting the information/data included.
3. Reviewing Company's systems for quantitative data aggregation and analysis;
4. Verifying the completeness of the quantitative data included in the subject matter to ensure it encompasses all sites/operating units within the reporting boundary established by the Company.
5. Review of documentary evidence produced by the Company.
6. Agreeing a selection of the Selected Information to the corresponding source documentation.
7. Recalculation of examples in accordance with the evidence documents used to prepare the information included.
8. Implementation of analytical procedures on the final reported data.

Limited Assurance Conclusion

This assurance statement has been prepared for Maaden to provide limited assurance on the Subject Matter information in the Company's Annual Report.

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Subject Matter information in the Annual Report has not been prepared in all material respects in accordance with the Applicable Criteria.

Statement of Independence, Competence and Quality Control

Bureau Veritas is an independent professional services company that specializes in quality, environmental, health, safety and social accountability with over 190 years history. Its assurance team has extensive experience in conducting verification over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, quality reviews and applicable legal and regulatory requirements which we consider to be equivalent to ISQM 1 & 2: International Standard on Quality Management 1 (Previously International Standard on Quality Control 1) & International Standard on Quality Management 2

Bureau Veritas has implemented and applied a Code of Ethics across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour and high ethical standards in their day-to-day business activities. We consider this to be equivalent to the requirements of the IESBA Code: Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.

No member of the assurance team has a business relationship with Maaden, its directors or Managers beyond that required of this assignment. We have conducted this verification independently, and there has been no conflict of interest.

ishendra
Ishendra Singh,
Sustainability Manager & Assurance Lead,
Middle East, Caspian Sea and Africa,
Bureau Veritas
27-Jan-26

Annexure 1

Affiliated entities under operational control of the Company:

- 1. Maaden Rolling Company ("MRC")
- 2. Maaden Bauxite and Alumina Company ("MBAC")
- 3. Maaden Aluminium Company ("MAC")
- 4. Gold and Growth Metals ("GGM")
- 5. Industrial Minerals Company ("IMC")
- 6. Maaden Wa'ad Al Shamal Phosphate Company ("MWSPC")
- 7. Maaden Phosphate Company ("MPC")
- 8. Maaden Fertilizers Company ("MFC")

Annexure 2

SELECTED INDICATOR	APPLICABLE CRITERIA
Work related injuries	GRI 403-9: Work related injuries (requirements: a iii, b iii, 2.1.4)
Total training hours	GRI 404-1: Training and Education 2016
Energy consumption	GRI 302-1: Energy consumption within the Organization (requirements: e, 2.1)
Direct (scope 1) GHG emissions	GRI 305-1: Direct (Scope 1) GHG emissions (requirements: a, 2.2, 2.2) The company's Greenhouse Gas Reporting Methodology
Energy indirect (Scope 2) GHG emissions	GRI 305-2: Energy indirect (Scope 2) GHG emissions (requirements: a, 2.3, 2.4) The company's Greenhouse Gas Reporting Methodology
Waste management	GRI 306-3: Waste generated (requirements: a, 2.1) GRI 303-3: Water withdrawal (requirements: a, 2.1)
Water usage	GRI 303-4: Water discharge (requirements: a, 2.3) GRI 303-5: Water discharge (requirements: a)

