

## Sustainability policy

Euro Manganese Inc., together with its subsidiary Mangan Chvaletice, s.r.o., (the “Company” or “our”) is focused on developing a project aimed at producing high-purity manganese, a critical ingredient in next-generation electric vehicles, energy storage batteries and defence. The Chvaletice Manganese Project is based on the recycling of a tailings deposit located in the Czech Republic, Europe.

The Company is committed to advancing the Chvaletice Manganese Project in an effective, efficient and prudent manner while adhering to best practices in corporate governance, application of technology, environmental excellence and social integration.

The Company is committed to sustainable, transparent, and responsible management and handling of environmental issues, responsibility towards our employees, and social engagement.

### **Company goals are:**

- To recycle tailings from old mining operations to create a profitable and environmentally sustainable business.
- To behave in a socially respectful and ethical fashion.
- To become a valued member of the local community.
- To remediate the Chvaletice Manganese Project site, leaving it in better condition than it is today.

We are committed to adhering to the highest ethical, technological, environmental, and social standards at the Chvaletice Manganese Project while strictly complying with all Czech, EU regulations and other relevant standards to our project.

Our strategy and Sustainability Policy are based upon the following principles:

- Adherence to all regulations and standards related to the Chvaletice Manganese Project.
- Protection of natural resources and ensuring a healthier, cleaner, and safer workplace for employees.
- Compliance with environmental protection standards, including pollution prevention, commitment to eliminating hazards and reducing health and safety risks.
- Increasing the effectiveness of the established management system and the implementation and improvement of processes affecting product quality, the environment, safety, and health at work.
- Prioritizing sustainability in all our business decisions.
- Considering sustainability criteria when selecting suppliers of raw materials, products, and services, and in establishing business relationships.

It is our objective that the Chvaletice Manganese Project is well integrated into its natural and social environment, including good relationships with residents.

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