



Policy on Human Rights

AMG Advanced Metallurgical Group N.V. is a global company operating in a global market. We rely on our employees to implement our ethical values to ensure our business is conducted in a way that values human rights. We formally support the United Nations Global Compact including its labor, environmental, anti-corruption and human rights aspects. 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.

The key principles of the AMG Policy on Human Rights are driven by internationally accepted norms and national laws and are:

- **Children and Young Workers.** AMG does not employ children or support the use of child labor. We will support the creation of educational programs for young people including apprenticeships combined with formal education.
- **Equality of Opportunity.** AMG has zero tolerance for any kind of discrimination or harassment. We embrace cultural differences in our workforce. We will attract, develop, promote and retain the best employees based solely on merit and ability.
- **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.
- **Compensation.** AMG will compensate its employees through wages and benefits to ensure it meets or exceeds legal minimums and is in full compliance with all applicable laws and will be competitive to retain employees.
- **Freedom of Association.** 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.

Within our company our human rights principles are enacted through the provision of safe and healthy working conditions in a non-discriminatory environment. We will continuously support our human rights standards by living our values in our interactions with local and national governments, and the communities in which we operate and wherever possible endeavor to extend our values and principles to our suppliers and contractors.

These human rights principle 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.

A handwritten signature in blue ink, appearing to read 'Heinz C. Schimmelbusch', is positioned above the printed name and title.

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