

Sustainability Report 2025



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Letter from the

Chairman of the EcoMetales Board

In a global climate marked by the challenges of the energy transition, growing environmental requirements and the need to move towards more sustainable production models, EcoMetales is an established strategic actor for Codelco, providing innovative solutions for complex waste management and value recovery.

Innovation lies at the heart of the company's business model, allowing it to develop distinctive technological capabilities and position itself as a benchmark in arsenic stabilisation and treatment of metallurgical dusts. In 2025, this approach was reflected in its strengthened intellectual property portfolio, which reached a total of 28 active patents globally. The most recent concern procedures for the production of silver, germanium and lead concentrate from metallurgical waste, evidencing sustained development of innovative solutions for the mining industry.

Key advances include technologies to optimise arsenic stabilisation, such as through the production of concentrated scorodite, which significantly reduces solid waste generation. These solutions not only make the operation more efficient, but also help improve environmental performance.

Elsewhere, EcoMetales' involvement in strategic cooperation activities within Codelco reflects its active role in finding comprehensive solutions to maximise stabilisation and value recovery as part of the management of arsenic-bearing waste in the various Divisions.

A key milestone for the period was the approval of the Environmental Impact Statement (*Declaración de Impacto Ambiental*) 'Operational Continuity and Modifications to the EcoMetales Project' (*Continuidad Operacional y Modificaciones Proyecto EcoMetales*), which ensures the company's long-term future. This achievement strengthens its position within the Codelco value chain and consolidates its contribution to more sustainable mining based on efficient waste management and the recovery of valuable materials.

The operational results for 2025 reveal a sound trajectory in the generation of value from waste, supported by unique processes, expert knowledge and

high standards of quality. Evidence for this can be seen in continued international accreditations in relevant areas, with renewed ISO/IEC 17025 certification awarded to the Plant chemical laboratory by the American Association for Laboratory Accreditation.

Alongside this progress, I would like to highlight the commitment of EcoMetales personnel, whose expert knowledge, dedication and vocation for innovation have positioned the company as an industry leader. The Board of Directors have supported this path through a management focus on sustainability principles, value creation and the strengthening of the company's strategic proposal.

This Sustainability Report reflects the spirit and commitment of EcoMetales to transparency, continuous improvement and the development of solutions that champion sustainability and the circular economy. The company is moving forward with a differentiated value proposal based on innovation and technical excellence, contributing tangibly to the challenges faced by Codelco and the wider mining industry nationally.

Alejandro Sanhueza Díaz
Chairman of the Board





Letter from the

EcoMetales General Manager

2025 was a year of strategic progress for EcoMetales, during which we strengthened our services to Codelco at both the divisional and corporate level, focused on optimisation of our Plant processes and equipment, strengthened our value proposition and reaffirmed our commitment to the safety, healthy coexistence, well-being and overall growth of our personnel.

Over the course of the year, we worked alongside our Board of Directors to update our Strategy and strengthen our medium- and long-term roadmap in line with the challenges facing Codelco. Conducted in partnership with them, the process helped us to identify opportunities for improvement, anticipate risks and align our distinctive capabilities with the challenges facing both EcoMetales and Codelco, consolidating a vision of sustainable growth based on the safety of our workers, technical excellence and innovation.

Progress was made with the implementation of key initiatives for the development of the business. These include the diversification of metallurgical dust inputs, incorporating Salvador Division and conducting dust tests for El Teniente Division with a view to potential continuous input in the future. Progress was also made with studies on the treatment of Sulphuric Acid Plant Effluents (APEs) for Chuquicamata Division – a project that will expand our arsenic processing capacity and strengthen waste management in the Northern District.

At the industrial level we implemented the concentrated scorodite project, which allowed the production of stable residues with arsenic contents of above 25%, combined with a reduction of up to 60% in the volume of waste generated. This allows us to optimise our processes and extend the life of our waste deposit. We also boosted our work to improve the recovery of critical minerals and by-products, adding to our plan with initiatives for the recovery of elements such as germanium.

All of these advances are made in response both to business opportunities and to the growing

demands of the energy transition and the circular economy – areas in which EcoMetales has unique technical and operational capabilities.

The company's technical positioning was validated internationally through our participation in the 12th International Copper Conference (Copper 2025), where we presented innovative waste treatment and value recovery solutions and generated considerable interest throughout the global industry.

In terms of production, during 2025 we processed 45,681 tons of hazardous waste, recovering 8,284 tons of fine copper for Codelco and removing 1,334 tons of stable arsenic-bearing waste in the form of scorodite, in line with our commitment to sustainable mining.

Regarding energy management, we successfully implemented the Energy Management System (Sistema de Gestión de Energía, EMS) in accordance with current regulations, securing the Declaration of Compliance Certificate and consolidating our Energy Action Plan. This milestone reinforces our commitment to efficiency, responsible resource use and reduction of our environmental footprint.

The safety and health of individuals continues to be a fundamental pillar of our management programme. During 2025, in conjunction with our unions and joint committees, we implemented the Vulnerability Plan, which seeks to raise opportunities for safety improvements at our Plant. We also strengthened our leadership capacity and expertise with the implementation of an international programme based on the Dekra methodology. In addition, we continued with the implementation of the Workplace Psychosocial Risk Protocol (CEAL-SM), which promotes health, well-being and coexistence in the workplace.

These advances are a reflection of an organisation that operates with discipline, innovates with purpose and bases its development on a foundation of sustainability. The commitment, knowledge and dedication of our workers have been fundamental to achieving these results and to ensuring that EcoMetales maintains its position as a benchmark in the management of arsenic-bearing waste and the recovery of valuable elements in mining.

I thank all members of the company for their contribution this year, and I invite you to maintain the same level of commitment, enthusiasm and conviction as we take on future challenges and make EcoMetales a key actor for Codelco and the mining industry at large.

Oscar Castañeda Calderón
General Manager, EcoMetales



Key figures 2025

Production

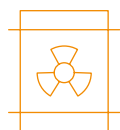
142,000

tons of fine copper
recovered since 2007



8,284

tons of fine copper
recovered in 2025



45,681

tons of hazardous waste
processed in 2025

Infrastructure



1 industrial plant



1 pilot plant



1 chemical laboratory



1 metallurgical laboratory

Patents and innovation



7 new patents



2 innovation milestones



Renewal of ISO/IEC
17025 accreditation
for our laboratory

Personnel



169 EcoMetales
employees

160 employees of
partner companies



17% of the workforce
are women



56% of personnel
live in the
Antofagasta Region

Health and safety



3 Lost Time Accidents
(FR/SR)



0 cases of work-related
ill health



4 arsenic, lead and silica
prevention campaigns

Environment



100%

of electricity supplied from
renewable sources



43%

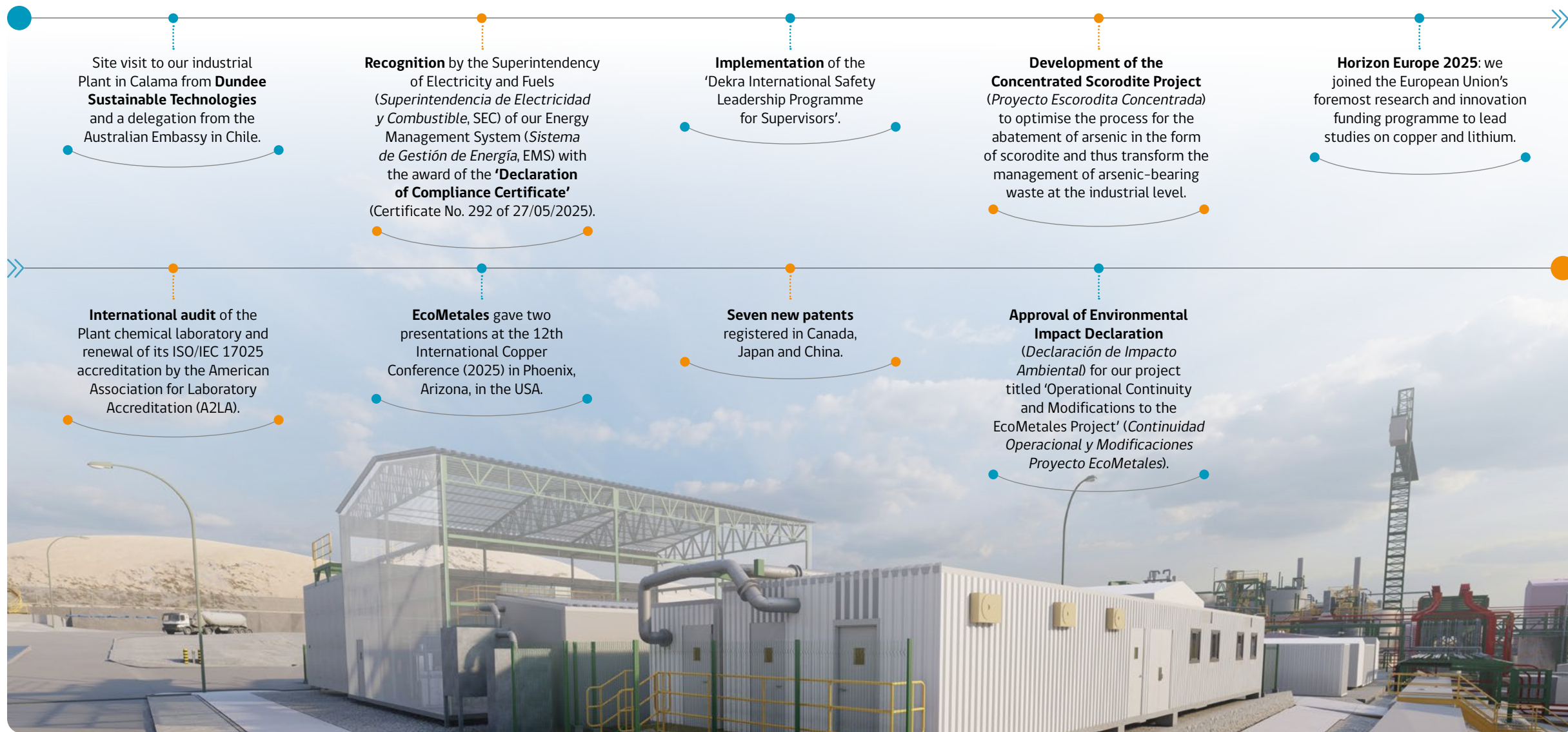
water recirculation



34,5%

reduction in water
consumption since 2020

Management milestones 2025



01

Who are we?

- ▶ Industrial Plant
- ▶ Purpose
- ▶ Corporate values
- ▶ Our history
- ▶ Industrial processes
- ▶ Corporate governance

EcoMetales is a subsidiary of Codelco with over 18 years of experience. Our driving force is innovation and the development of unique and efficient solutions that contribute to the circular economy and sustainable mining.

Our work combines expert technical knowledge, comprehensive infrastructure and environmental commitment to serve the present and future challenges of Codelco. Our aim is to contribute to process optimisation and the development of new viable

alternatives that support a reduction in waste and its associated impacts, and which maximise environmental sustainability.

Our chemical plant allows us to carry out the treatment and recovery of mineral waste, along with our own arsenic stabilisation processes. Our facilities and expert knowledge enable us to process mineral waste derived from Codelco's various Divisions, recovering value in the form of copper and safely stabilising the arsenic contained in residual dust.

1



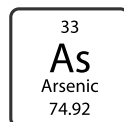
Treatment of mining waste

2



Recovery of value from copper mining waste

3



Management of arsenic in copper mining

4



Safe processing of arsenic-bearing waste

Registration of patents is a reflection of the value of our innovations and reinforces national and international recognition of the work we do.



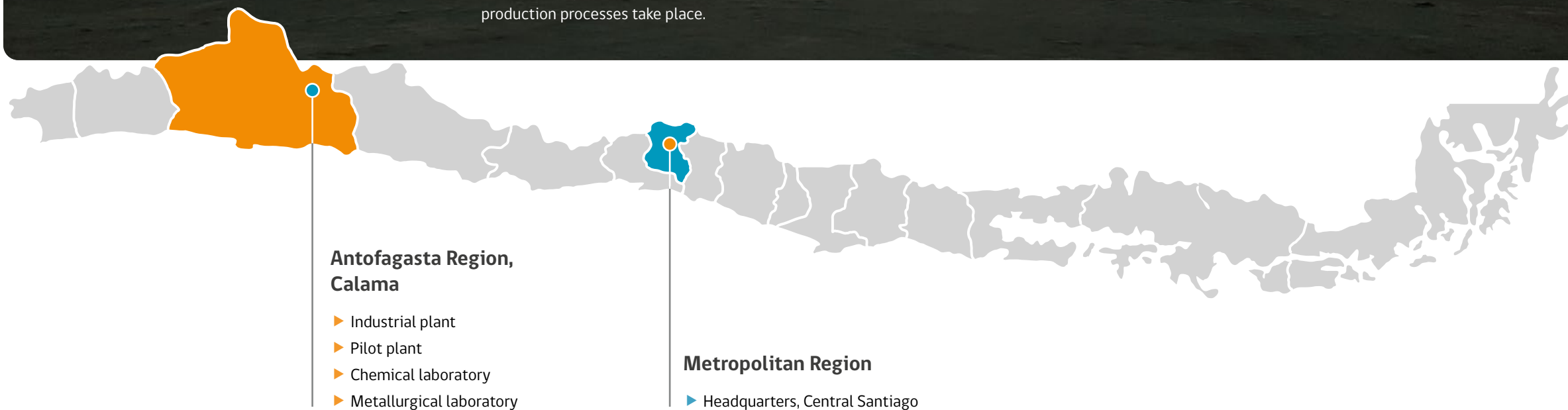
We are motivated and inspired to contribute to the industry's circular economy, driving sustainable mining and reducing its negative impact.



Industrial Plant

Our facilities are situated at the heart of the Chilean mining industry, some 35 kilometres to the north-east of Calama in the north of the country. We have a chemical plant housing a flue dust leaching plant and an arsenic and antimony abatement plant, which is where our production processes take place.

Alongside this industrial complex is a pilot plant in which we validate industrial optimisation tests, and an ISO-accredited chemical laboratory and metallurgical laboratory that conduct analyses in situ.





Purpose

'To contribute to achieving Codelco's sustainability goals, generating value through the recovery of critical minerals and the stabilisation of arsenic-bearing waste, leveraging our capabilities.'



Corporate values

The following guiding principles represent our organisational culture and guide our management practices and the behaviour of all our personnel.



Respect for people's lives and health: No productive goal justifies exposing workers to uncontrolled risks that threaten their health and well-being.



Excellence at work: We pursue excellence in everything we do through continuous improvement, process quality, asset protection and customer satisfaction.



Innovation: We are constantly in search of new developments in technology and processes with which to offer the mining industry the best of our services.



Teamwork: We encourage commitment, participation and transparent and reliable communication as the basis of relationships of trust, respect and mutual benefit.



Sustainable development: We develop the best technologies to minimise polluting emissions and ensure the safe disposal of mining waste. All company activities are conducted within a framework of respect for the community and protection of the environment.

Our history

2000 •

Alliance Copper Limited, predecessor to EcoMetales, is born as a joint venture between Codelco and BHP to develop a prototype plant for bioleaching of copper concentrates.

- 2003

The bioleaching plant enters operation.

2005 •

Codelco acquires BHP's stake, the company name is changed to EcoMetales Limited, and it begins to develop new processes.

- 2007

The company opens its flue dust leaching plant and treatment of waste from Codelco's Chuquibambilla Division smelter begins.

2008 •

In the search for sustainable mining solutions, EcoMetales undertakes engineering studies to develop an industrial process to stabilise arsenic in the form of non-hazardous scorodite.

2015 •

Initiation of treatment of Acid Plant Effluents (APEs) from Codelco's Chuquicamata Division.

• 2014

Registration of the first EcoMetales patents, reflecting the company's innovation and developments:

- ▶ Patent 50505: Process for leaching smelter dust and other metals.
- ▶ Patent 50423: Procedure for stabilising solid waste and liquids with high arsenic and antimony content.

2010 •

In a major milestone for EcoMetales, the arsenic and antimony abatement plant (AAA) is built. Additionally, treatment of dust from Fundición Potrerillos at Codelco's Salvador Division begins.

- 2009

Treatment of flue dust from
Codelco's Ventanas smelter begins.

- 2017

In a joint effort involving funding from the Chilean Economic Development Agency (*Corporación de Fomento*, CORFO), EcoMetales and Consorcio JRI develop the Programme for the recovery of valuable elements from tailings (*Programa de recuperación de elementos de valor desde relaves*).

2018 •

Special Resolution No. 5002 is issued by the Antofagasta regional health authority (*SEREMI de Salud de Antofagasta*), classifying scorodite as non-hazardous waste. This is a major milestone for the company.

—• 2023

Signature of the Framework Agreement on Technology Development (*Convenio Marco de Desarrollo Tecnológico*) between Codelco and EcoMetales for the joint development of sustainable technology solutions.

2024 •

Our plant chemical laboratory is awarded ISO/IEC 17025 accreditation by the American Association for Laboratory Accreditation (A2LA).

— 2025

Approval of Environmental Impact Declaration (*Declaración de Impacto Ambiental*) for our project titled 'Operational Continuity and Modifications to the EcoMetales Project' (*Continuidad Operacional y Modificaciones Proyecto EcoMetales*). Consolidation of progress made with the 'Concentrated Scorodite' (*Escorodita Concentrada*) project, which seeks to optimise the current process and transform the management of arsenic-bearing waste at an industrial level.

Industrial processes

We operate patented processes based on the use of clean and efficient technologies to improve the management of Codelco's waste – primarily smelter dust from Chuquicamata and from the Ministro Hales Division roaster – in order to recover copper and stabilise the arsenic contained in mining waste.



Smelter dust treatment plant

- 1 Receipt of dust
- 2 Leaching
- 3 Thickening
- 4 Filtration

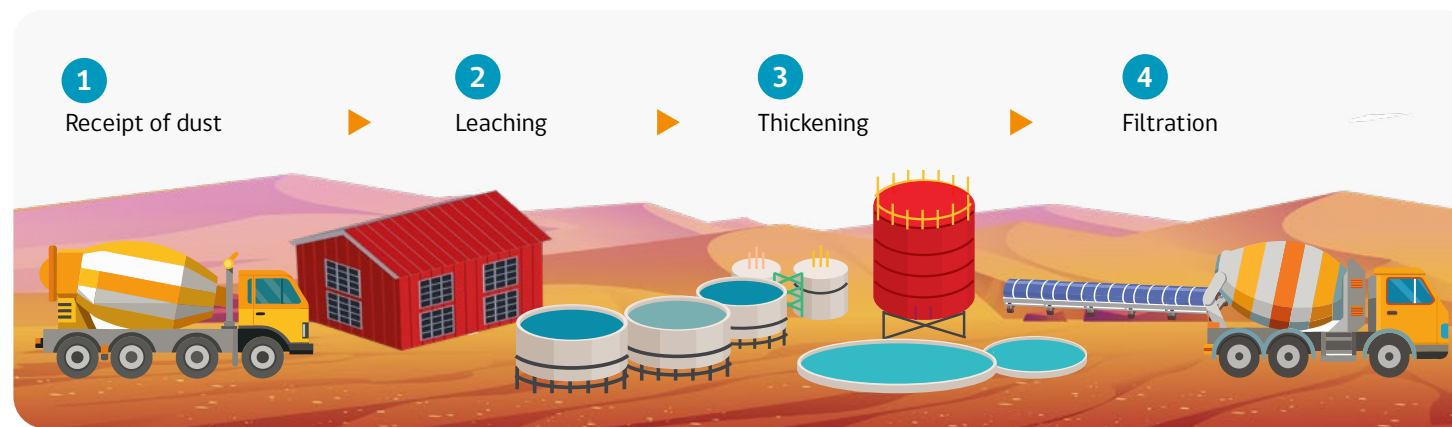
Arsenic and antimony abatement plant

- 5 Oxidation
- 6 Precipitation
- 7 Thickening
- 8 Filtration
- 9 Solids to deposit, PLS to Chuquicamata Division

Our two key processes are:

Leaching of smelter dust and acid effluent to recover copper and arsenic (DTP)

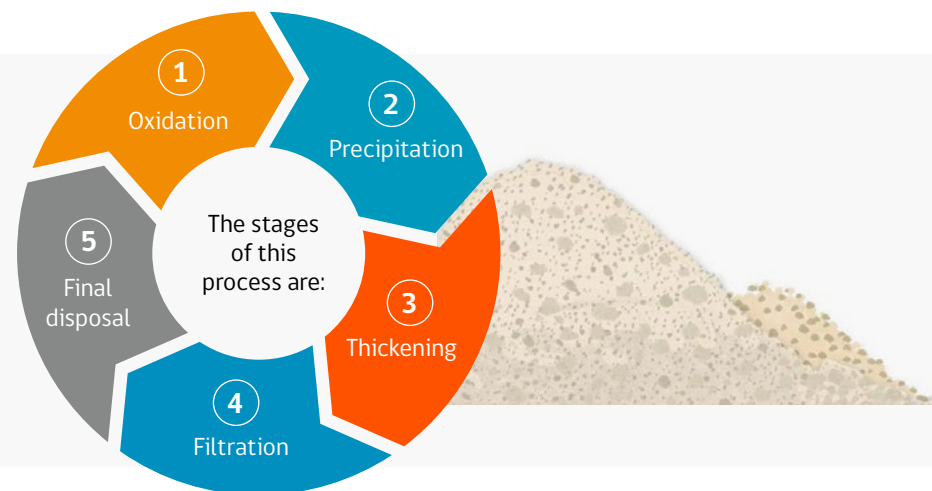
Treatment of the dust generated during the processing of copper concentrates at the Chuquicamata Division smelter in order to recover copper. This takes place at the Dust Treatment Plant (DTP) and involves four main phases:



The Dust Treatment Plant (DTP) processed 45,681 tons of hazardous waste in 2025, and since 2007 it has recovered over 142,000 tons of fine copper.

Arsenic and antimony abatement (AAA)

Treatment and stabilisation of arsenic from mining waste using the Triple AAA process, developed and patented by EcoMetales and recognised by the authorities (Patent 50423/2014/Chile). It results in a waste product called scorodite, which is considered non-hazardous according to Special Resolution No. 5002, granted by the Antofagasta regional health authority (SEREMI de Salud de Antofagasta).



Stabilised arsenic-bearing waste, or scorodite, is sent to an authorised deposit that meets strict environmental standards.

Corporate governance



Board of Directors and governance structure

The Board of Directors is our highest corporate governance body and plays a central role in the strategic management of the company. Its functions include the definition of operational directives in order to ensure compliance with Codelco guidelines. The Board maintains a direct relationship with the EcoMetales General Manager, with whom monthly sessions are held to learn about company management, progress and challenges.

It is also responsible for monitoring compliance with strategy, programmes and actions in order to achieve the objectives and targets set, the efficient and transparent administration of resources, the implementation of control mechanisms, and compliance with institutional regulations and the law, thus ensuring correct and sustainable company performance. Both the Board

and the executive positions are governed by Codelco's Corporate Governance Manual for Subsidiaries and Associates (Manual de Gobierno Corporativo de Filiales y Coligadas) and the corporate governance practices established by the parent company.

The Board of Directors is composed of five members elected by the Codelco Board of Directors. The election process is led by Codelco's Business and Subsidiaries Department (Gerencia de Negocios y Filiales, GNF), which is tasked with ensuring that the requirements for the position established by the parent company are met, both at the time of appointment and throughout the period in which the directors carry out their functions.

In turn, the GNF continuously monitors the performance of each member in order to ensure that they carry

out their work with transparency and probity and in accordance with Codelco's strategic guidelines. The Codelco GNF can intervene in the event of deviations such as changes in the Director's personal or professional situation that might lead to incompatibility, requests for renewal of mandate, or periodic reviews of strategic or regulatory matters, in accordance with Internal Note GNF-052/2021 and observations raised by audits or reviews.

According to its Remuneration Policy, members employed by the parent company do not receive compensation for their service. However, independent members receive a subsistence allowance.

Board of Directors 2025

Alejandro Sanhueza Díaz

Position
President of the Board

Profession
Business management, MBA

Joined the Board
April 2024

Pauline De Vidts Sabelle

Position
Director

Profession
Chemical industrial engineering, PhD

Joined the Board
April 2023

Sebastián Court Benvenuto

Position
Director

Profession
Mathematics and civil engineering

Joined the Board
April 2024

Felipe Lagno Sánchez

Position
Director

Profession
Chemical civil engineering, PhD

Joined the Board
April 2024

Gabriel Méndez Serqueira

Position
Director

Profession
Law, MBA

Joined the Board
April 2025

Board Committees

The Board of Directors has three committees responsible for addressing particular matters and analysing key business issues, with each of its members contributing specific knowledge and experience.

Management Committee



Tasked with ensuring efficient and timely operational management in line with EcoMetales' strategic objectives through review and recommendations to the Board of Directors on matters such as contract allocation and modification, financial and budgetary analysis, aspects of accounting and taxation, and other issues relating to personnel and labour relations. The committee meets monthly.

Members:

Directors → 2

Managers → 5

Superintendents → 4

Head of Internal Control

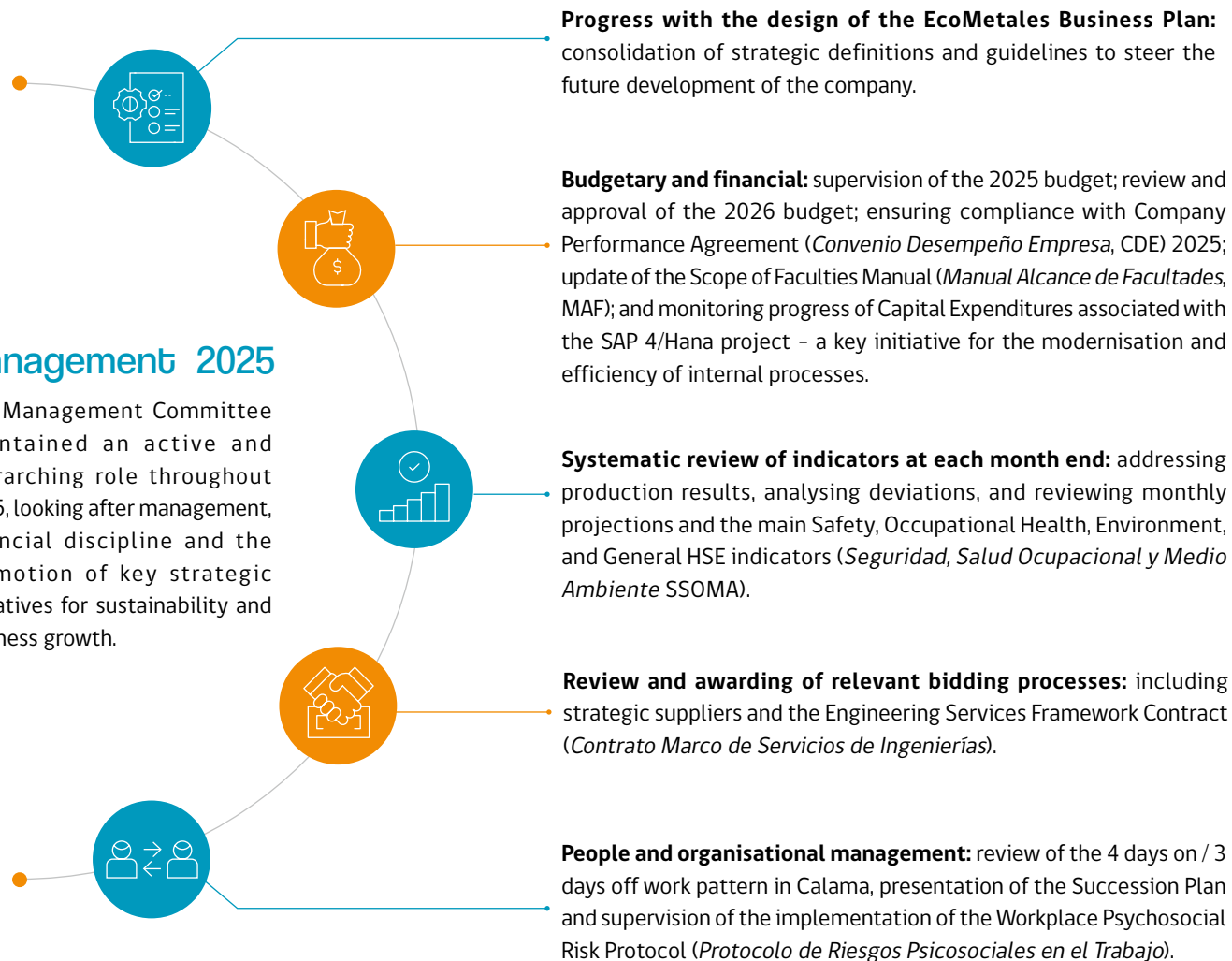
Head of Subsidiaries (Codelco)

Business Engineer (Codelco)



Management 2025

The Management Committee maintained an active and overarching role throughout 2025, looking after management, financial discipline and the promotion of key strategic initiatives for sustainability and business growth.



Technical and Sustainability Committee



Tasked with evaluating and achieving a full understanding of infrastructure and innovation projects, along with associated environmental solutions to guarantee their proper functioning and implementation, championing safety and respecting the environment. Also responsible for ensuring that innovation projects are aligned with Codelco's needs and thus contribute to the sustainability of the business. The committee meets monthly.

Members:

Directors → **3**

Managers → **5**

Superintendents → **4**

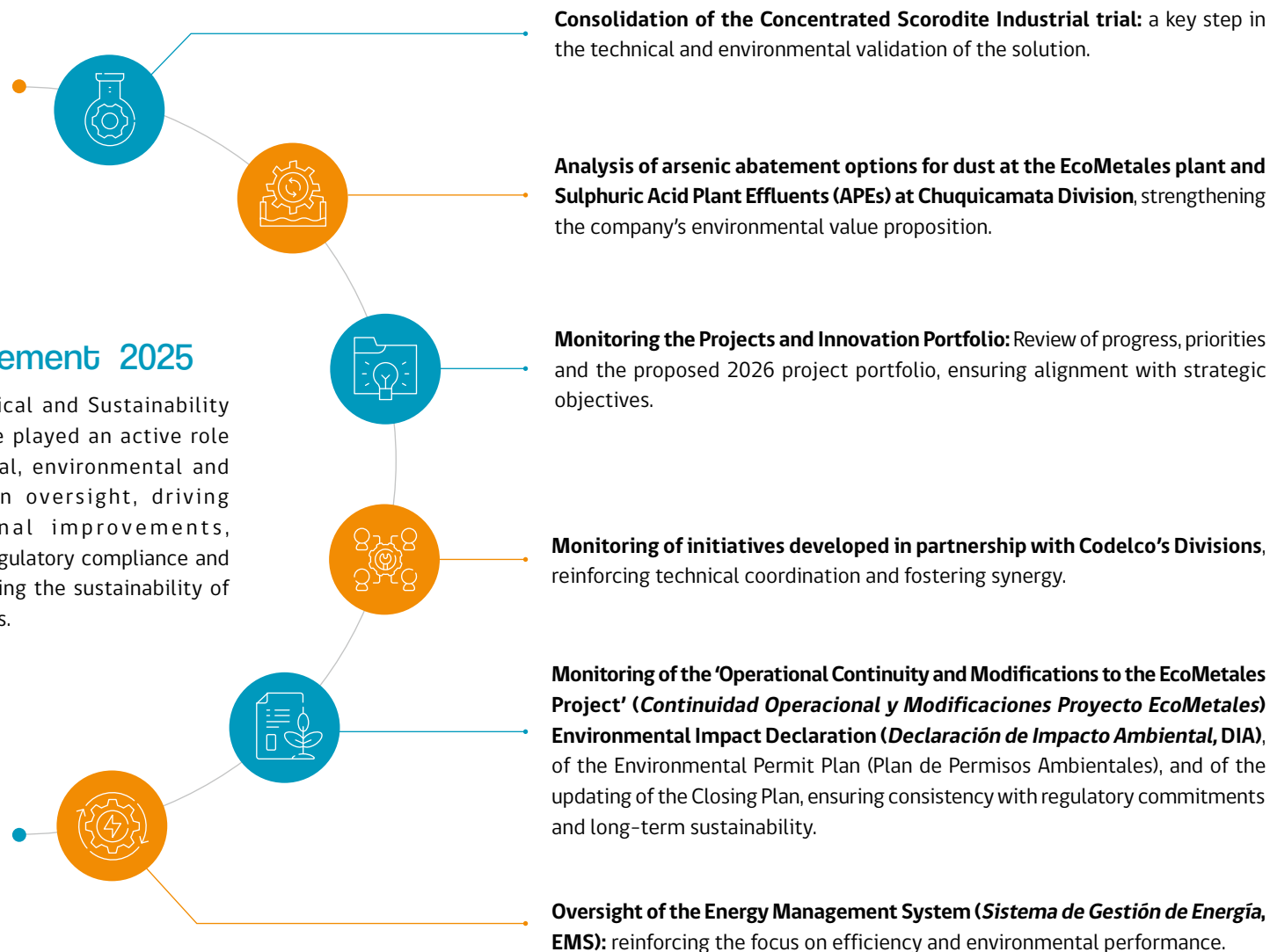
Head of Subsidiaries (Codelco)

Business Engineer (Codelco)



Management 2025

The Technical and Sustainability Committee played an active role in technical, environmental and innovation oversight, driving operational improvements, ensuring regulatory compliance and strengthening the sustainability of the business.



Audit and Risk Committee



Tasked with ensuring compliance with EcoMetales' risk management strategy. The committee works to develop an effective process of identification, evaluation, monitoring and control of strategic, operational, and employee health and safety risks, as well as those environmental risks that may affect the achievement of business objectives.

It also reviews the Quarterly Financial Statements, analysing their feasibility, consistency and alignment with current regulations. In addition, it ensures compliance with the applicable environmental regulatory framework and oversees protection of corporate reputation, contributing to the proper functioning and strengthening of corporate governance. The committee began operation in July 2024 and meets quarterly.

Members:

Directors → 3

Managers → 2

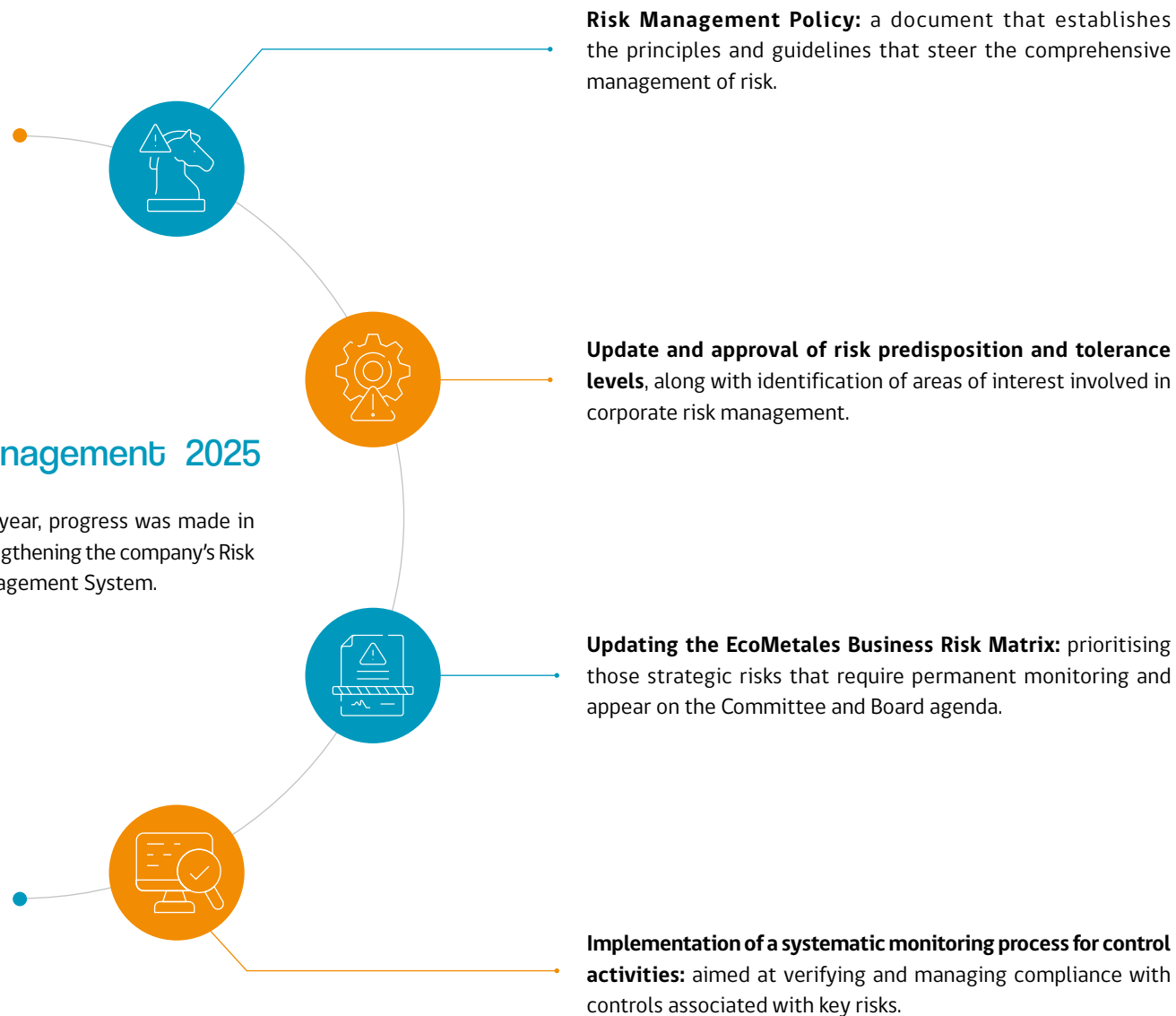
Superintendents → 2

Head of Internal Control



Management 2025

This year, progress was made in strengthening the company's Risk Management System.



Senior management

Management of the company is headed by our General Manager, Oscar Castañeda Calderón, who assumed the role in August 2024. He is supported by area managers and, together, they are tasked with directing the company in a responsible, ethical and strategic manner through the planning, organisation, execution and oversight of projects and the coordination of available resources. Members of senior management receive no special compensation or benefits.

The People Management Superintendent and the Head of Internal Control report directly to the General Manager.

Oscar Castañeda Calderón

Position
General Manager

Profession
Chemical civil engineering

Assumed role
August 2024

Richard Tapia Araya

Position
Finance and Administration Manager

Profession
Public accounting and audit / Business management

Assumed role
January 2025

Xavier Pizarro Villanueva

Position
Plant Manager

Profession
Chemical civil engineering

Assumed role
September 2024

Valentina Santelices Riquelme

Position
Sustainability Manager

Profession
Law

Assumed role
October 2020

César Riquelme Jarpa

Position
Projects and Innovation Manager

Profession
Electrical civil engineering

Assumed role
December 2024

Nadia Arévalo

Position
People Management Superintendent

Profession
Psychology

Assumed role
2025

Roberto Tagle

Position
Head of Internal Control

Profession
Public accounting and audit

Assumed role
2023

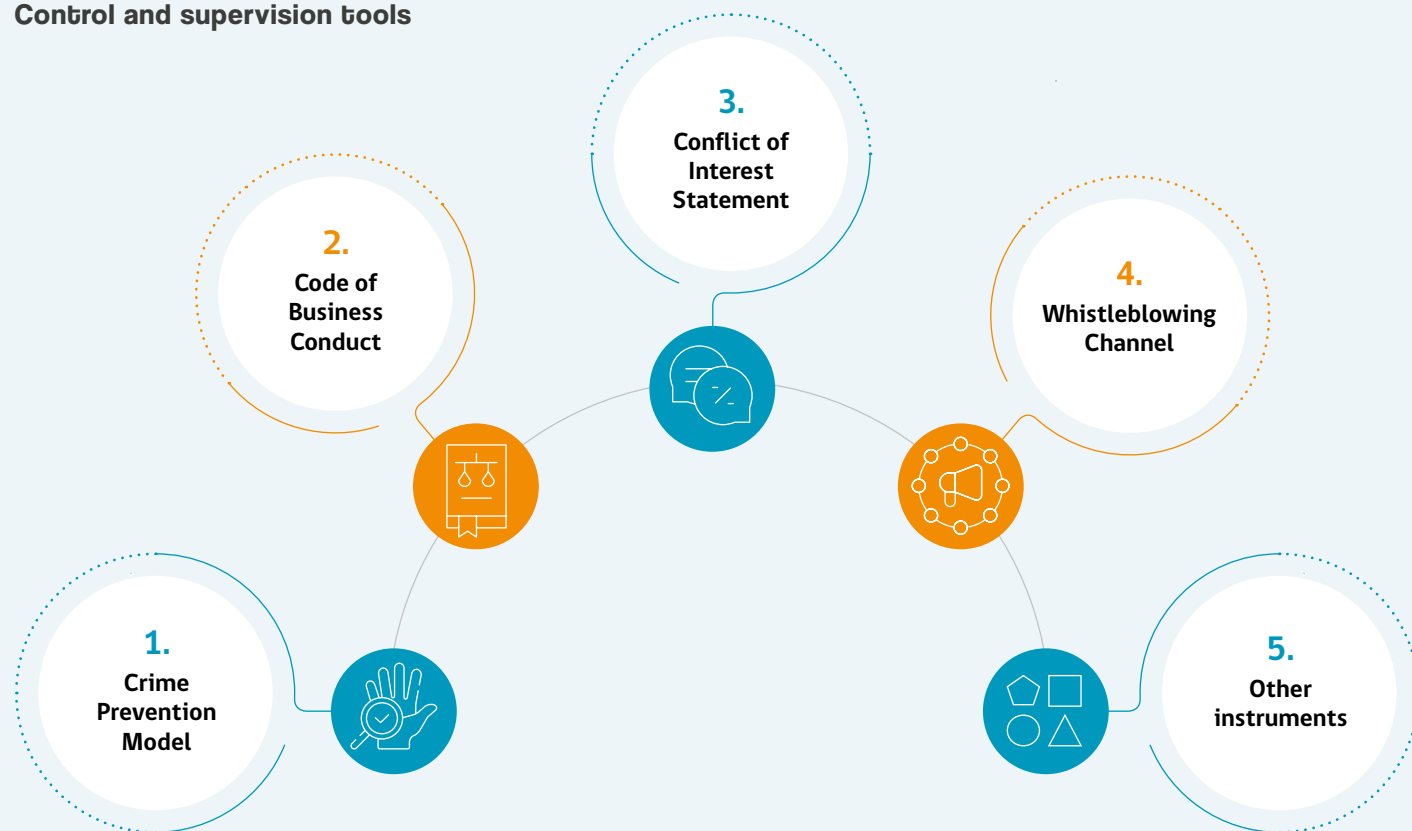


Compliance and integrity

At EcoMetales we are committed to ensuring correct and transparent operation of the business. We comply with the ethical guidelines set out by Codelco and operate a range of instruments to supervise

and control management in ethical matters at all levels of our business in order to guarantee regulatory compliance and ensure good practices.

Control and supervision tools





Crime Prevention Model (CPM / Modelo de Prevención de Delitos, MPD)

Our Crime Prevention Model (CPM) is a key tool for ensuring the highest ethical standards in the decisions and actions of our employees, who must always be guided by the principles of integrity, probity, transparency and leadership.

The objective of the model is to prevent, manage, monitor, penalise and correct processes and conducts vulnerable to the offences set out in Law No. 20,393 on Corporate Criminal Liability and amendments to it, including Law No. 21,595 on Financial Crime, passed in 2024. We have identified a total of 78 risks to which EcoMetales is exposed and recorded them in our risk matrix along with their respective prevention controls and evaluations.

EcoMetales has never been sanctioned for breaches of Law No. 20,393.

Through the Internal Regulations on Order, Hygiene and Safety (RIOHS), all employees declare their knowledge of the CPM and its sanctions and are committed to its application.

The CPM establishes a number of specific actions, including:



Designated overseer: This Responsible Individual operates completely independently and has specific powers and sufficient resources to manage the model.



Risk identification and management: The risk matrix identifies 78 risks specific to EcoMetales. Analysis includes evaluation of causes and consequences and measurement of inherent and residual risks (based on likelihood and impact).



Definition of controls: We have established detailed policies, procedures and controls to prevent and detect criminal behaviour.



Preventive actions: We conduct continuous training, require specific clauses in employment and supplier contracts, and collect information concerning potential conflicts of interest.



Whistleblowing mechanisms: We operate an anonymous, confidential and secure Whistleblowing Channel to detect irregularities.



Sanction code: We apply internal sanctions in the event of non-compliance, as stipulated in our Internal Regulations on Order, Hygiene and Safety (*Reglamento Interno de Orden, Higiene y Seguridad, RIOHS*).



Oversight and external audit: The governance structure is available in the CPM Manual. There is also an Audit and Risk Committee, and an independent and periodic review of the CPM is carried out by a specialist external body.





Code of Business Conduct

This is a crucial corporate management instrument. Its purpose is to promote transparent, responsible behaviour consistent with institutional values.

The document establishes a framework of standards, principles and good practices to guide the actions of all personnel, consolidating a culture based on integrity, probity and respect in all our internal and external relations.

Compliance is mandatory for all personnel, who are required to be familiar with and apply the code as a fundamental part of their duties. The Code is part of the induction process for all new starters at EcoMetales, in order to ensure that each person understands and observes the ethical standards that govern our operation. Its contents are reinforced constantly through talks and other dissemination events. We also make it available to suppliers in order to ensure that their practices are in accordance with the principles that guide our work.



Conflict of Interest Statement

We have a regulatory framework that governs business interactions with individuals and entities linked to the company.

This framework establishes criteria and procedures for preventing, identifying and managing situations that may constitute conflicts of interest, in order to safeguard compliance with internal and external provisions relating to transactions with related persons. In this way, we seek to prevent the personal interests of company personnel from interfering with corporate interests, thus ensuring transparency, integrity and impartial decision-making.

As such, all EcoMetales personnel, including Senior Management, must make an annual Conflict of Interest Statement in which they declare any family or personal relationships that might affect their objectivity in the exercise of their role. We also require a statement of assets from all executives. Both processes are conducted electronically in order to facilitate traceability, update and review.



Whistleblowing Channel

A whistleblowing channel is available to our stakeholders through our website and internally (Eco-App and intranet), allowing them - anonymously if they wish - to report facts that may constitute violations of the Code of Business Conduct, the law, internal procedures, or other criteria outlined in our Crime Prevention Model (CPM).

Managed by EthicsPoint, an external company, it is the same channel used by Codelco and is available 24 hours a day.

Codelco's Special Audits area is responsible for periodically informing our Board of Directors and General Manager of any complaints lodged against EcoMetales, along with the process put in place to resolve each of them. This mechanism strengthens transparency, promotes corporate integrity and contributes to timely and responsible management of possible irregularities.



Other instruments

At EcoMetales we have other regulations and systems designed to protect against situations that could give rise to conflicts of interest.

We have a procedure for recording meetings, conducting visits and inspections by public officials, and regulating interactions with lobbyists. We also have a set of instructions relating to electoral periods, which establish conditions for personnel who wish to participate in political campaigns or stand as candidates for public office. Finally, we have a document that regulates the giving and receiving of gifts.



Risk management

We manage risk with the help of a variety of procedures and internal and external audits that allow us to identify, evaluate and report the main risks to which we are exposed.

Our Comprehensive Risk Management and Control System is steered by the principles and guidelines of Codelco's corporate model, along with international standards such as ISO 31000 and COSO ERM. The system also includes a Risk Management Policy and a set of manuals and procedures that define, standardise and formalise the process, activities, and roles and responsibilities of each team. It also includes a management platform that centralises and simplifies monitoring of the implementation of key risk action plans and control audit processes.

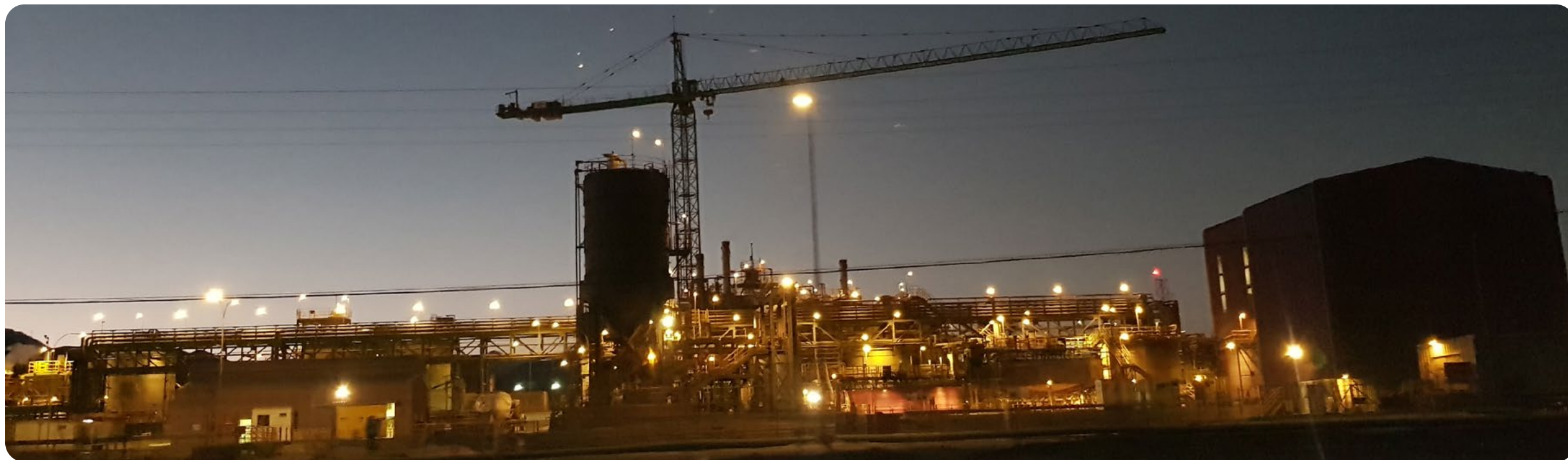
Risk control governance is headed by the Audit and Risk Committee, which meets quarterly, while administration is the responsibility of General Management and the Internal Control area, which in turn report to the Committee. Once a year, Senior Management reviews

and updates the strategic risk map, which is analysed by the Audit and Risk Committee and the Board of Directors. This process supports the identification, evaluation and prioritisation of the main risks affecting the company, enabling us to address those to which exposure is greatest.

The risks identified are incorporated into the annual planning process, and Senior Management designs short-, medium- and long-term mitigation actions for the most relevant. Execution of the process is led by the Internal Control area and supported by EcoMetales' senior executives and their teams.

Risks are assessed in terms of their likelihood and impact, but are prioritised according to degree of exposure, allowing efforts to be directed towards those rated highly and very highly critical. In 2025 we implemented measures to reduce the company's exposure by updating and strengthening preventive and corrective controls, and integrating corporate criteria of risk predisposition (appetite) and tolerance.





Supplier management

To ensure that our suppliers share and respect our values and ethical principles, we provide them with our most relevant policies and codes during the bidding process.

We also have a Supplier Relationship Policy covering sustainability criteria and based on the Special Regulations on Occupational Health and Safety (SROHS / *Reglamento Especial de Seguridad y Salud Ocupacional*,

RESSO) and the Environment and Community Procedure for Contractors and Subcontractors (ECP / *Procedimiento de Medio Ambiente y Comunidad para Empresas Contratistas y Subcontratistas*, PMAC). The policy allows us to evaluate all our current and non-current suppliers on a monthly basis in order to monitor their behaviour and prevent the formation of business relationships with companies that have been sanctioned or have committed other regulatory breaches.



2,273

suppliers to
EcoMetales.



492

suppliers from the Antofagasta
region, representing 22% of the total.



98

international
suppliers.

02

Our strategy

- ▶ Innovation and value creation
- ▶ Sustainable Development Goals (SDG)

As a subsidiary of Codelco, EcoMetales' strategy is aligned with the challenges facing our parent company. Our strategy is focused on enabling the fulfilment of Codelco's sustainability goals and generating economic and environmental value through the recovery of critical minerals and the stabilisation of arsenic-bearing waste.

In the course of our 18-year history, innovation and new developments have been the core of our business model, contributing visionary solutions to sustainable mining. This remarkable journey, fuelled by expert technical knowledge and our distinctive set of capabilities, has placed us at the global epicentre of complex waste treatment today.

It is with pride that we look to the present and the future and renew our commitment to strive for new and valuable advances, optimise processes, discover new courses of action, and play a proactive role in circular mining.



Innovation and value creation

Under the leadership of the Projects and Innovation Department, we have successfully developed technologies and environmental solutions that are now the international benchmark for mineral waste treatment and arsenic management.

Our specialised infrastructure, consisting of a chemical plant, a pilot plant, and highly specialised chemical and metallurgical laboratories, plays a critical role in each of our studies and breakthroughs, conducting the various tests prior to their operational implementation.

The year 2025 saw a milestone in the application of our own processes at our chemical plant, of particular note being the 'concentrated scorodite' project and the registration of seven new associated patents.

We are also progressing towards a number of new strategic horizons:

- ✓ Recovery of critical minerals through sludge processing: applied research into the recovery of Germanium (Ge) and Silver (Ag).
- ✓ Recovery of critical minerals through tailings processing: significant advances in the extraction of iron (Fe), rare earths and phosphates, transforming environmental liabilities into short-term industrial resources.

In support of the above, in 2025 our R+D investment totalled USD 1.96 million, leveraged by Codelco's 'Framework Agreement on Technology Development' - a cooperation agreement for the joint development of solutions.



Cooperation and know-how

Continuous knowledge update and information exchange are made possible by a collaborative network of world-class research centres and universities. In 2025, the Projects and Innovation Department strengthened partnerships and cooperation with a number of these institutions, allowing us to integrate the distinctive potential of technical advances from around the world.

► Consorcio JRI Ingeniería - EcoMetales:

In operation since 2017, and with the support of Corfo, this partnership was formed to develop the 'Programme for the recovery of valuable elements from tailings' (*Programa de Recuperación de Elementos de Valor desde Relaves*). 2025 saw the design of a pilot plant at ENAMI to recover iron, copper, rare earths and other elements from tailings.

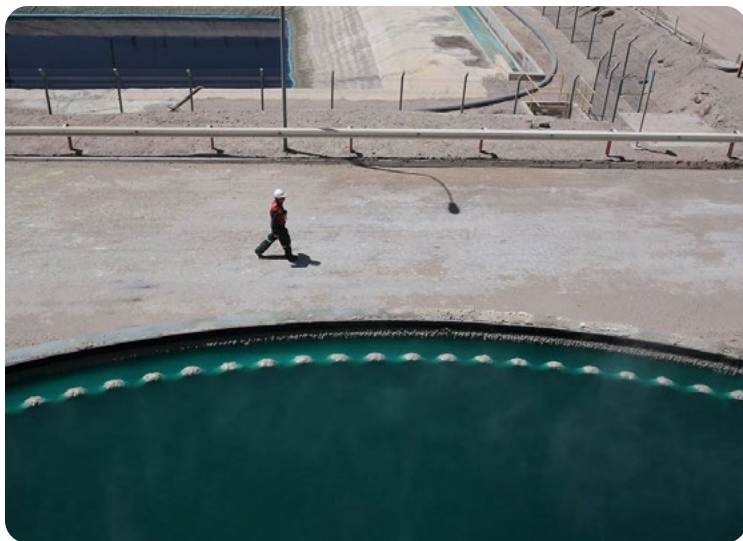
► Horizon Europe 2025:

We joined the European Union's foremost research and innovation funding programme to lead studies on copper and lithium.

► Copper 2025:

We took part in the 12th International Copper Conference (Copper 2025) in Arizona, USA - one of the most important technical copper industry meetings worldwide. There, we presented our article 'Waste Management Solutions for Value Recovery and Stabilization of Deleterious Elements', which covers the work we have conducted as a company in the processing of metallurgical waste.

Innovation milestones



Pilot for arsenic abatement in the form of concentrated scorodite

Following successful pilot projects initiated in 2022 for the abatement of arsenic in the form of 'concentrated scorodite', in early 2025 we moved to the industrial testing phase, achieving stable residues with arsenic contents of over 25%. This milestone heralds a 60% reduction in the volume of solid waste generated and optimises the use of water and other critical resources, resulting in a gypsum-free arsenic precipitate.

¹ Stable concentrated arsenic-bearing waste containing high levels of arsenic, allowing optimisation of operational conditions, reduction in the use of inputs and the generation of surpluses, and a decrease in water consumption.

Strategic alliance with Codelco's GCIT

Our Innovation area took part in a round table involving the Codelco Corporate Innovation and Technology Department (Gerencia Corporativa de Innovación y Tecnología, GCIT) and representatives from the Ministro Hales Division roaster and the Chuquicamata Division smelter, resulting in the creation of 'Hub-As'. This centre is tasked with evaluating the handling of dust and refinery effluent, identifying new alternatives, maximising stabilisation and value recovery, and boosting our global competitiveness.

The work has led to updates and improvements to the METSIM simulation model for mineral treatment plants. In turn, the centre has analysed various treatment configurations and shown the need to address the challenges associated with integrating effluents from the Chuquicamata Division sulphuric acid plants into the dust management process. By the end of 2025, the project had reached the early engineering phase, with a view to implementation in the medium term.



Certification and patents

Our patents are a critical intangible asset that embody our capacity for innovation and commitment to applied research for the development of sustainable mining solutions.

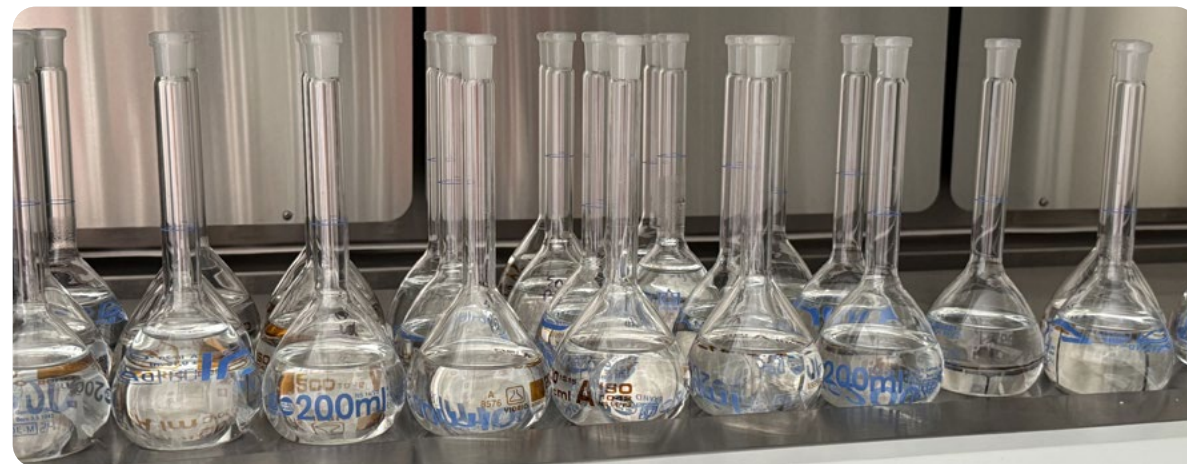
In 2025, the portfolio reached a total of 28 active patents, with seven new ones registered in jurisdictions such as Japan, China and Canada. These assets guarantee exclusive operating rights for 20 years and concern cutting-edge processes for obtaining Silver (Ag), Germanium (Ge) and Lead (Pb) concentrates from metallurgical waste.

We also scaled up international protection of our concentrated scorodite production technology, with which the stabilised material is obtained from arsenic and sulphuric acid solutions without the use of neutralisers. The application was submitted in nine countries, complementing the ongoing registration process in Chile, which is expected to be completed in the first half of 2026.

We also began the international Patent Cooperation Treaty (PCT) application for the photocatalytic oxidation of As (III) using UV radiation. This innovation represents a major breakthrough in arsenic abatement and reduction of operating costs.

In Chile, we applied for patents for our procedure for the thermal stabilisation of arsenic sulphides in mixtures with sulphur and iron oxyhydroxide.

These developments serve to reinforce our technical authority and consolidate EcoMetales as a global benchmark in the creation of sustainable solutions to the complex challenges of modern mining.



Patents obtained in 2025

CA3,143,370 

Procedure for the production of silver concentrate from metallurgical waste.

CA3,143,346 

Procedure for the production of germanium concentrate from metallurgical waste.

CN8551009 

Procedure for the production of silver concentrate from metallurgical waste.

CN8352064 

Procedure for the leaching of valuable elements from metallurgical waste.

JP7607948 

Procedure for the production of silver concentrate from metallurgical waste.

JP7658594 

Procedure for the production of germanium concentrate from metallurgical waste.

JP7751301 

Procedure for the leaching of valuable elements from metallurgical waste.



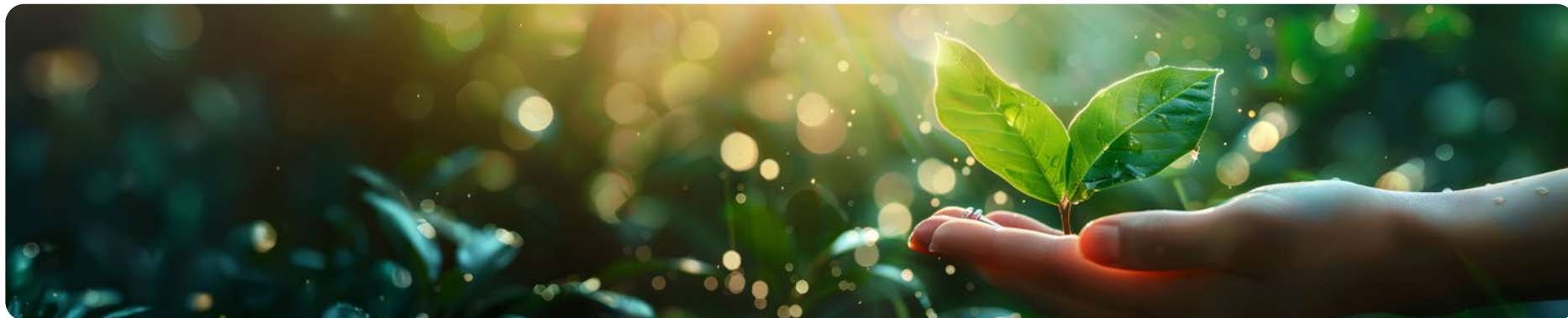
Renewal of laboratory ISO accreditation

In late 2025, the chemical laboratory underwent an audit to renew its ISO/IEC 17025 accreditation by the internationally prestigious American Association for Laboratory Accreditation (A2LA).

The accreditation procedure must be carried out every two years and guarantees the upkeep of technical competences and regulatory compliance. The official outcome of the audit will be issued in the first quarter of 2026.

Sustainability Policy

Key to achieving our company objectives, our commitment to sustainability is aligned with our corporate values and reflected in the pillars of our Sustainability Policy:



Health and safety

We prioritise a culture of risk prevention through the identification, evaluation and management of risk in partnership with all our personnel, promoting effective leadership, training and self-care.

Innovation

We promote the formulation of processes and solutions to achieve sustainable, ecological and economic progress using cleaner, more efficient and less wasteful technologies. Our goal is to extend the life cycle of mineral resources and contribute to the industry's circular economy.

Environment and climate change

Climate change is affecting the economic and social development of humanity. That is why we are committed to reducing greenhouse gas emissions, lowering our water and energy consumption, and minimising and recycling our waste.

Energy efficiency

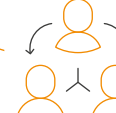
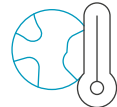
We promote the efficient and responsible use of energy and the management of energy performance in partnership with all our personnel, suppliers and contractors through an Energy Management System that ensures efficient and responsible energy use. We promote the incorporation of energy efficiency criteria into the acquisition of products and services and the formulation of projects.

Ethics and transparency

We promote and safeguard responsible, ethical and transparent action on the part of our personnel, customers, suppliers and stakeholders in order to ensure optimal performance and excellence in management of the business.

Collaboration with suppliers

We consider it essential to promote collaborative and respectful relationships, proactivity and teamwork with our suppliers in order to generate shared value.



Sustainable Development Goals (SDG)

The Sustainable Development Goals (SDG) shape a vision of the future we want for the world by providing a universal reference framework, a challenging work agenda and shared responsibilities.

Through our operations and continuous search for environmental solutions for mining, our work at EcoMetales is respectful of these principles. However, due to the nature of our operations, we identify with 5 of the Goals in particular:





SDG 3 – Good health and well-being

Ensure healthy lives and promote well-being for all at all ages.

Our commitment is to implement preventive plans and management systems that prioritise and safeguard the health and safety of our personnel and promote a culture of self-care.



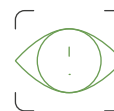
0

cases of work-related ill health **in 2025.**



0

cases of worker overexposure to arsenic **in 2025.**



4

arsenic, lead and silica **prevention campaigns.**



Update to **Fatality Control Standards** (*Estándares de Control de Fatalidades*, ECF).



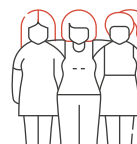
SDG 5 – Gender equality

Achieve gender equality and empower all women and girls.

We encourage the involvement of women and promote an organisational culture that recognises, values and promotes the incorporation of female talent into the mining industry, ensuring equal conditions and opportunities for their development.



Good Working Relations campaign.



17%

of EcoMetales personnel are **women.**



We operate a **Diversity, Inclusion and Gender Equity Policy.**



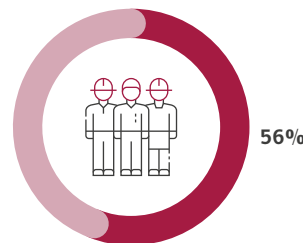
Formulation of the **Succession Plan.**



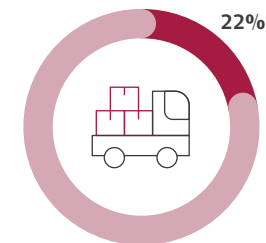
SDG 8 – Decent work and economic growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

We want to be a positive actor for regional and national growth, guaranteeing decent working conditions that constitute spaces of well-being and healthy coexistence.



56%
of our personnel live in the **Antofagasta Region**.



492
contracted suppliers are from the **Antofagasta Region**, accounting for **22%** of our supplier network.



SDG 9 – Industry, innovation and infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.

We generate value through innovation, developing new solutions and technologies for the treatment of hazardous waste from copper mining, and thereby mitigating its environmental impact.



7
new patents
in 2025.

28
active
patents.



Recovery of
copper
and **other**
minerals.



Stabilisation of
arsenic.



Chemical plant,
pilot plant and
laboratories.



Energy
Efficiency
Management
System.

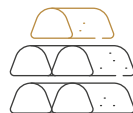
12 RESPONSIBLE CONSUMPTION AND PRODUCTION



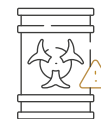
SDG 12 – Responsible consumption and production

Ensure sustainable patterns of consumption and production.

Our business model is based on stabilisation and abatement of arsenic-bearing waste from Codelco's mining activities, turning it into stable, non-hazardous residue. We also operate processes for the recovery of copper and other minerals.



8,284
tons of fine copper
recovered **in 2025.**



45,681
tons of hazardous
waste processed
in 2025.



1,343
tons of arsenic-bearing
waste processed
in 2025.



Stakeholder relations

The Sustainable Development Goals (SDG) represent a vision of the future we all want to build, providing a universal reference framework complete with ambitious goals and shared responsibilities. At EcoMetales, we understand that progress with SDGs 3, 5, 8, 9 and 12 depends not only on our operations and environmental solutions for mining, but also on close, transparent and collaborative relationships with our stakeholders.

Through these connections, we seek to generate shared value and promote well-being, development for the surrounding area, and responsible management that actively contributes to the goals we seek to achieve.

Stakeholder	Description	Focus of participation	Frequency of participation	Key themes and concerns mentioned
CODELCO	▶ Board of Directors ▶ Corporate Innovation and Technology Department ▶ Business and Subsidiaries Department ▶ Codelco Divisions ▶ Corporate Vice-presidents' offices	Meetings, presentations, workshops, reports	Continuous	Business Plan, operations, innovation, results
Personnel	All EcoMetales personnel (Santiago and Calama)	▶ Meetings / face-to-face events ▶ Conferences ▶ Surveys ▶ Trade unions ▶ Joint Committee	Continuous	▶ Challenges facing the company ▶ Occupational Health and Safety ▶ Regulatory compliance
External partners	Members of partner companies and contractors	Meetings with contract administrators on guidelines and regulatory compliance	Monthly	▶ Occupational Health and Safety ▶ Regulatory compliance ▶ Service and requirements compliance
Oversight authorities and entities	▶ Ministry of Mining ▶ Ministry of the Environment ▶ Ministry of Energy ▶ Environmental Regulator ▶ Power and Fuel Regulator ▶ Environmental Assessment Service ▶ Health Service ▶ Ministerial Regional Authorities (Seremías) ▶ SERNAGEOMIN ▶ Oversight bodies ▶ Other	Permit requests and oversight	Continuous	▶ Regulatory compliance
Academia	▶ Pontificia Universidad Católica de Chile ▶ Universidad de Concepción ▶ Universidad Federico Santa María	Research and development	Continuous	Scientific studies
Union and institutions	▶ Corfo ▶ Fundación Chile	▶ Representation ▶ Know how ▶ Thematic activities	Continuous	▶ Mining ▶ New technologies and automation ▶ Mining investment, projects

03

Our people

- ▶ Contribution to employability
- ▶ Training and benefits
- ▶ Equality and inclusion

Our personnel are the cornerstone of the company and its most valuable asset. It is only through their commitment and dedication that EcoMetales is able to develop and grow, achieve its objectives and fulfil the organisational strategy.

We strive to offer a positive working environment and promote healthy coexistence, fostering collaborative relationships. We seek well-being and a healthy work-life balance for all, along with the creation of more inclusive and equitable spaces in which everyone is able to develop and reach their full potential.



Contribution to employability

At EcoMetales we value the work of each member of our personnel and consider it our social responsibility to offer decent jobs and opportunities for career development, enhancing abilities and contributing to employment in the region.

Currently, 56% of our employees live in the Antofagasta Region, demonstrating our commitment to hiring local labour and boosting employability.

Alongside our own staff, we have created jobs for an average of 160 collaborators during 2025. These have made an important contribution to the development and growth of EcoMetales and through collaborative working we continue to build the future of the company.

► Personnel by gender

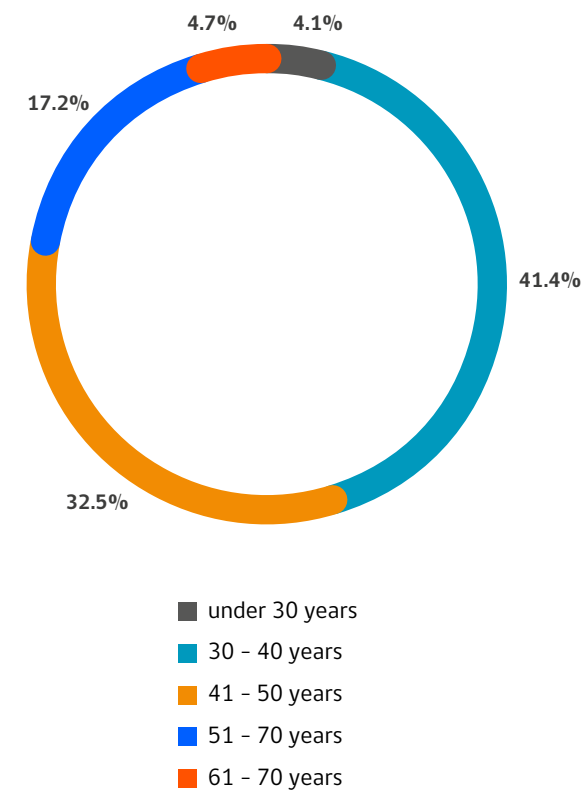
Employment category	Gender	Number
Senior Management	Men	1
Management and Superintendents	Men	11
	Women	3
Heads of Department	Men	26
	Women	6
Production personnel	Men	47
	Women	7
Administrative staff	Women	1
Ancillary staff	Men	1
Other professionals	Men	38
	Women	7
Other technicians	Men	17
	Women	4
Total	Men	141
	Women	28



► Personnel by age range

Employment category	Gender	Under 30 years	30 – 40 years	41 – 50 years	51 – 60 years	61 – 70 years
Senior Management	Men	0	0	0	1	0
Management and Superintendents	Men	0	2	6	2	1
	Women	0	0	2	1	0
Heads of Department	Men	0	6	11	8	1
	Women	0	1	4	1	0
Production personnel	Men	3	21	14	7	2
	Women	0	6	1	0	0
Administrative staff	Women	0	0	0	0	1
Ancillary staff	Men	0	0	0	0	1
Other professionals	Men	3	16	13	4	2
	Women	1	6	0	0	0
Other technicians	Men	0	10	3	4	0
	Women	0	2	1	1	0
Total	Men	6	55	47	26	7
	Women	1	15	8	3	1

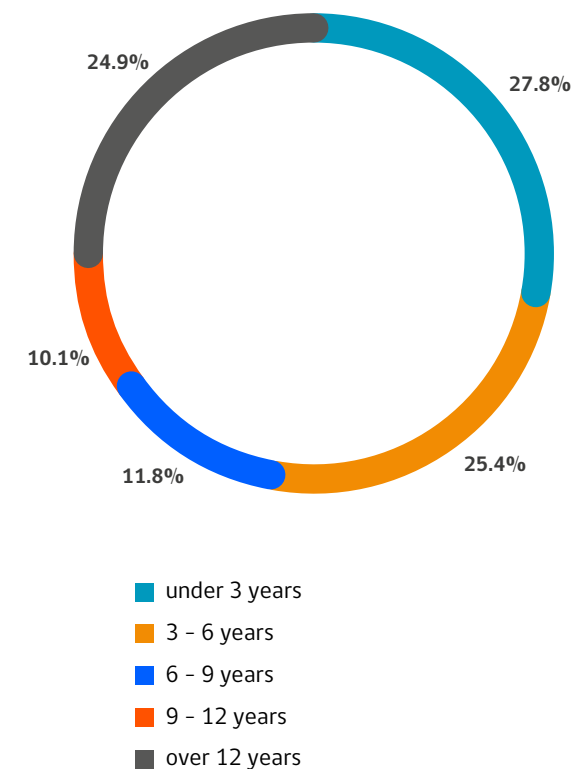
► Personnel by age range



► Personnel by length of service

Employment category	Gender	Less than 3 years of service	3 - 6 years	6 - 9 years	9 - 12 years	Over 12 years	Total
Senior Management	Men	1	0	0	0	0	1
Management and Superintendents	Men	3	3	1	1	3	11
	Women	0	3	0	0	0	3
Heads of Department	Men	1	9	3	4	9	26
	Women	2	3	1	0	0	6
Production personnel	Men	10	11	4	9	13	47
	Women	4	0	2	1	0	7
Administrative staff	Women	0	0	0	0	1	1
Ancillary staff	Men	0	0	0	0	1	1
Other professionals	Men	17	8	4	0	8	37
	Women	2	3	1	1	1	8
Other technicians	Men	6	2	3	1	6	18
	Women	1	1	1	0	0	3
Total	Men	38	33	15	15	40	141
	Women	9	10	5	2	2	28

► Personnel by length of service



*There are no women in the Senior Management or Ancillary categories at EcoMetales. There are no men in the Administrative category.



► Employment type

Gender	Permanent contract	%	Fixed-term contract	%	Total by gender
 Women	27	16%	1	25%	28
 Men	138	84%	3	75%	141
Total by category	165	100%	4	100%	169

*There are no seasonal or freelance personnel at EcoMetales.

► Flexible working

Gender	Ordinary shift	Exceptional shift	Partial remote working
 Women	21	7	9
 Men	65	76	22
Total	86	83	31
Percentage of total personnel	51%	49%	18%

*There are no part-time personnel at EcoMetales.

Training and benefits

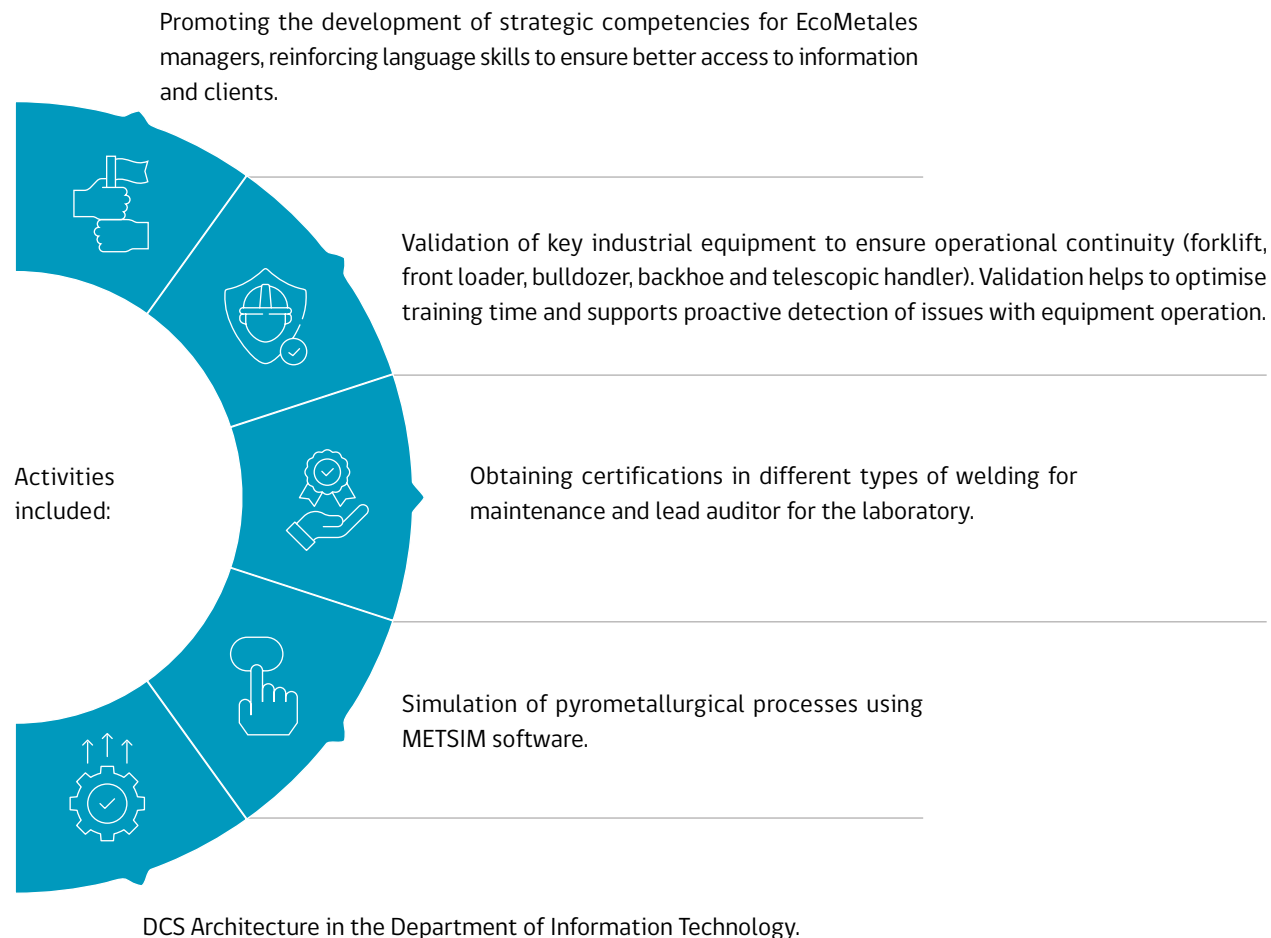
At EcoMetales we strive to promote the personal and professional development of our personnel. Since 2023 we have operated an Annual Training Plan and the 'EcoAprendo' online platform, with which we plan and deliver learning programmes for our teams.

As an extension of this, in 2025 we put in place a 'Training Procedure' to set out the normative, technical and operational framework for rigorous training management.

The procedure ensures compliance with corporate and regulatory standards; supports the planning, delivery, contracting, monitoring and evaluation of training activities; facilitates technical and financial traceability of processes associated with training, ensuring transparency and efficient use of resources; and underpins the development of technical, behavioural and management skills that enable safe, productive performance in line with our corporate strategy.

In 2025 we delivered 43 training activities, of which 26 were in response to legal and/or regulatory requirements. The other 17 activities were aimed at developing specific competencies to support and sustain the achievement of company objectives.

In 2025, 100% of personnel received at least one training course from the plan.



► Personnel trained in 2025

Employment category	Gender	Total personnel trained	Percentage of personnel trained in each category
Senior Management	 Men	1	100%
Management and Superintendents	 Men	11	79%
	 Women	3	21%
Heads of Department	 Men	26	81%
	 Women	6	19%
Production personnel	 Men	47	87 %
	 Women	7	13%
Administrative staff	 Women	1	100%
Ancillary staff	 Men	1	100%
Other professionals	 Men	38	84%
	 Women	7	16%
Other technicians	 Men	17	81%
	 Women	4	19%
Total	 Men	141	83%
	 Women	28	17%

► Hours of training in 2025

Employment category	Gender	Average annual hours of training
Senior Management	 Men	12
Management and Superintendents	 Men	26
	 Women	17
Heads of Department	 Men	79
	 Women	37
Production personnel	 Men	52
	 Women	48
Administrative staff	 Women	16
Ancillary staff	 Men	19
Other professionals	 Men	52
	 Women	34
Other technicians	 Men	107
	 Women	42
Total	 Men	61
	 Women	37



Career development

One of our objectives is to enhance the skills and aspirations of our personnel. We consider internal mobility and career development not only to be key mechanisms of professional and personal growth, but also a means of ensuring business continuity. A such, when a job vacancy or opportunity becomes

available, we give priority to our own personnel when skills exist internally.

With this philosophy in mind, and as part of our commitment to tackle the challenges of the future together, in 2025 we implemented a Succession Plan

In 2025, 40% of our vacancies were filled through internal mobility processes.

aimed at strengthening culture, skills development and professional growth. The plan is governed by principles of equity, transparency and shared responsibility and allows us to identify critical roles within the company and to train and prepare our personnel to take on new responsibilities and transition to positions of leadership.

This complements and strengthens initiatives already in place, such as career development for plant operators, who are enrolled on an annual training plan to provide certification for their competencies and to ensure that they operate safely and with rigour in the various areas.

Benefits

We promote the overall well-being of our personnel, offering a variety of benefits to help and support them with issues such as health, well-being, finance and education, strengthening quality of life and growth for all.



Health

- ✓ Supplementary health and dental insurance.
- ✓ Special arrangement with Fundación Arturo López Pérez for personnel and their families.
- ✓ Special gym rates for personnel and their families.
- ✓ Psychological crisis support for workers.



Education

- ✓ Scholarships for university or technical studies for personnel.
- ✓ Education allowance for children of workers.
- ✓ Education support plan (ESP) for certifications, diplomas and masters degrees.



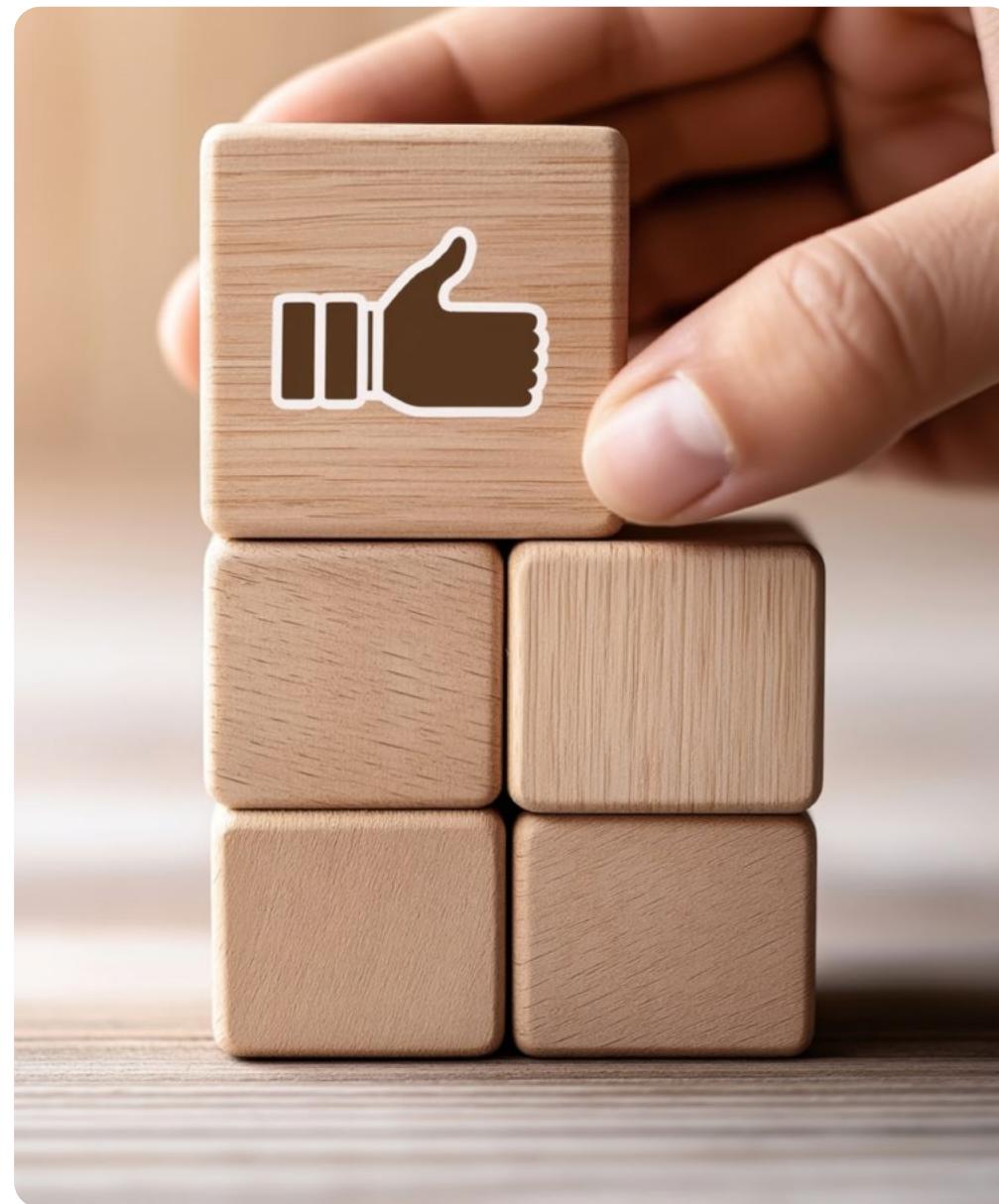
Well-being

- ✓ Administrative leave.
- ✓ Leave for death of a parent.
- ✓ Leave for birth or adoption of a child.
- ✓ Recognition of long service.
- ✓ Breastfeeding breaks above the legal minimum.



Financial support

- ✓ Housing benefit (contribution to purchase, construction or remodelling of main residence).
- ✓ Allowance for birth or adoption of a child; for marriage or civil union.
- ✓ Assistance following death of spouse, parent or legal responsibility.
- ✓ Seasonal and vacation bonuses.



Equality and inclusion

We are committed to bringing women into our industry and to ensuring equality in terms of opportunities and rights. Our Diversity, Inclusion and Gender Equity Policy (*Política de Diversidad, Inclusión y Equidad de Género*) provides guidance in this area. We have also made progress towards compliance with Law No. 21,275, which promotes the inclusion of individuals with disabilities through internal policies, assessments and ongoing training.

Our goal is for women to account for 18% of our personnel. The figure currently stands at 17%, so we are continuing to make efforts to attract skilled women to our company.



Prevention of sexual harassment and violence in the workplace

In 2024 we implemented the amendments required by Law No. 21,643, known as Karin's Law. Since then we have operated a number of internal strategies, including communication campaigns, conversations with heads of department to visualise impacts and roles, corporate training from Codelco, and meetings with the unions in order to inform them of their role in this matter. Externally, we have provided education to partner companies. In addition, we have engaged in participatory exercises to define healthy working practices at EcoMetales, highlighting the behaviours that serve to protect and maintain a healthy organisation.

We delivered a training course to all of our personnel on their rights and duties, punishable behaviours, and the actions they should take in response to situations

involving harassment and/or violence at work. In addition, we have strengthened the information available on use of the whistleblowing channel, via which personnel can raise alerts and make complaints anonymously.

Likewise, through our Internal Regulations on Order, Hygiene and Safety (*Reglamento Interno de Orden, Higiene y Seguridad*, RIOHS), which are available to all personnel, we have strengthened measures to prevent, investigate and penalise sexual harassment and workplace violence.

Over the course of 2025 we received two internal complaints and two made to the Labour Directorate, all of which have been resolved:

Type of complaint	Complainant gender	Complaints to the company	Complaints to the Labour Directorate or other body	Total
Workplace harassment	 Women	0	1	1
	 Men	1	1	2
Sexual harassment	 Women	1	0	1

*No complaints of violence at work were recorded.

Inclusion

We are keen for people with disabilities to join the company, inviting them to participate in our recruitment and selection processes. One of our personnel is a qualified Inclusion Manager, and we currently have a member of staff with a certified disability.

Employment category



Operators

Gender



Men

Registered disabled

1

*A person with a disability is someone who, when faced with various barriers present in their environment, is, for psychiatric, intellectual or sensory reasons, either temporary or permanent, prevented from or restricted in participating fully, effectively and on an equal basis to others.

Labour relations

At EcoMetales we value fluid and transparent connections and relationships with personnel and, as such, we recognise the importance of trade union organisations. We have two unions that together represent 70% of our people.

As part of the agenda, we hold regular meetings with them in order to hear their needs and concerns, and maintain open and continuous communication channels. The next collective bargaining session is scheduled for the end of the 2026 period.

04

Environmental management

- ▶ Environmental compliance
- ▶ Emissions and climate change
- ▶ Energy management
- ▶ Waste management
- ▶ Water management



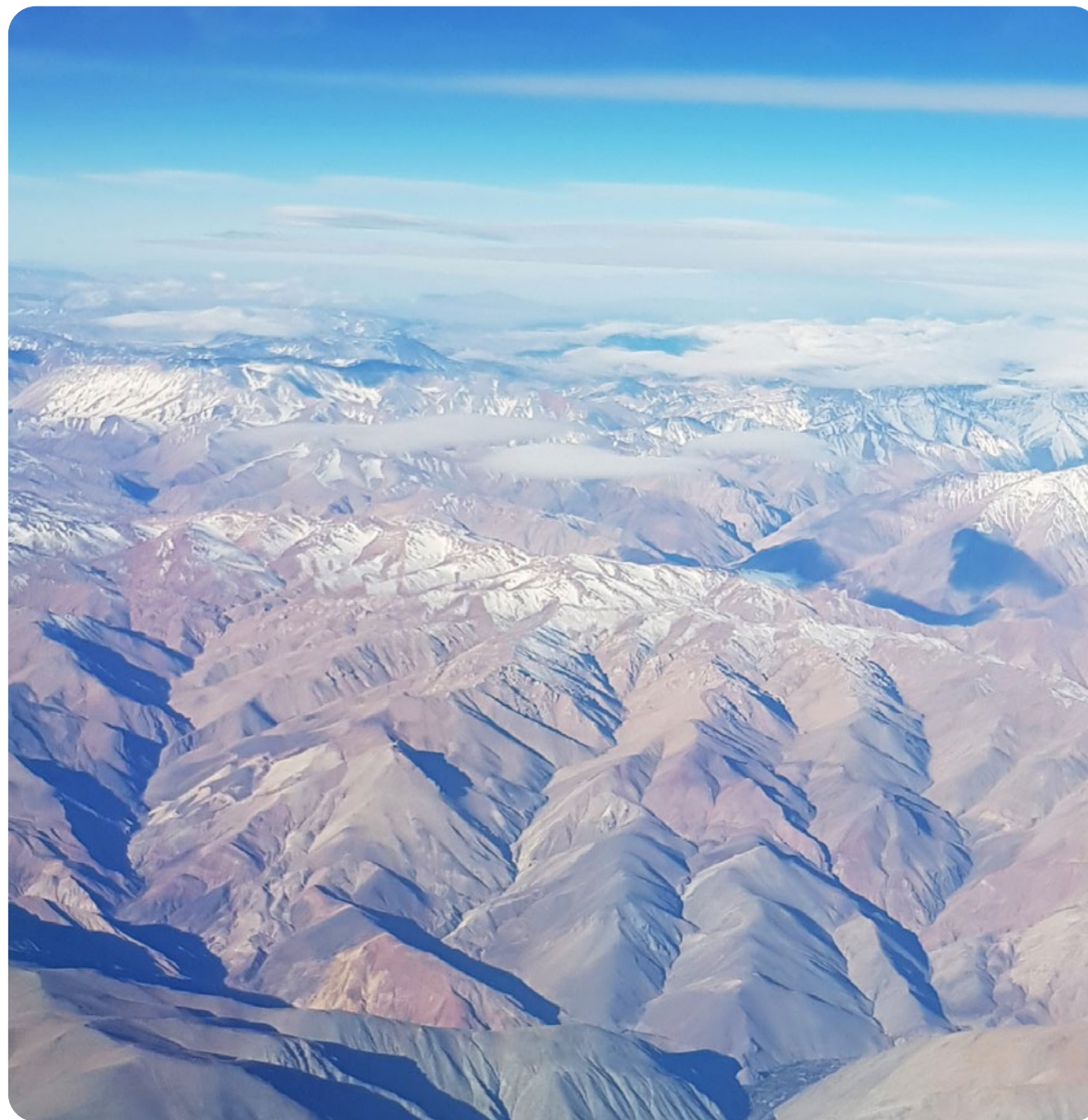
Management of mining waste is at the heart of our business model. We focus on the transformation of environmental liabilities into high-value resources by means of innovative technological processes for the recovery of metals and the stabilisation of potentially hazardous elements.

Environmental management plays a strategic role in our work, enabling operational continuity, ensuring regulatory compliance and promoting the creation of sustainable value for EcoMetales. It involves the implementation of operational controls, monitoring of environmental performance and management of risk in line with the commitments established in the Environmental Rating Resolutions (*Resoluciones de Calificación Ambiental*, RCA) and other applicable instruments.

Environmental compliance

Our environmental performance is based on respect for and compliance with current regulations and environmental commitments, ensuring responsible environmental management that encompasses monitoring our emissions, optimisation of water resources, efficiency in energy usage, and treatment of waste.

In 2025, EcoMetales obtained approval for a project titled 'Operational Continuity and Modifications to the EcoMetales Project' (*Continuidad Operacional y Modificaciones Proyecto EcoMetales*), whose main objective is to ensure the operational continuity of our facilities, support process optimisation, and drive updates to operational inputs and existing infrastructure, without expanding the operational footprint, thus extending the usable life of the Hazardous Solid Industrial Waste Deposit (*Depósito de Residuos Industriales Sólidos Peligrosos*, DRISP) from 2027 to 2038. The project involves around 40 million dollars of investment and focuses on areas with existing approval rather than incorporating new, unevaluated impacts.



This environmental approval is one of the most significant milestones of recent years. It represents a strategic step forward for EcoMetales and its Business and Development Plan (*Plan de Negocios y Desarrollo*, PND), allowing us to strengthen our roadmap and consolidate the circular economy model with regard to the sustainable management of metallurgical waste and the recovery of valuable metals.

At EcoMetales we maintain and reaffirm our commitment to circular, safe and sustainable mining that focuses on innovation and ongoing incorporation of new developments that contribute to sustainability and protection of the environment in the territories in which we operate.

Emissions and climate change

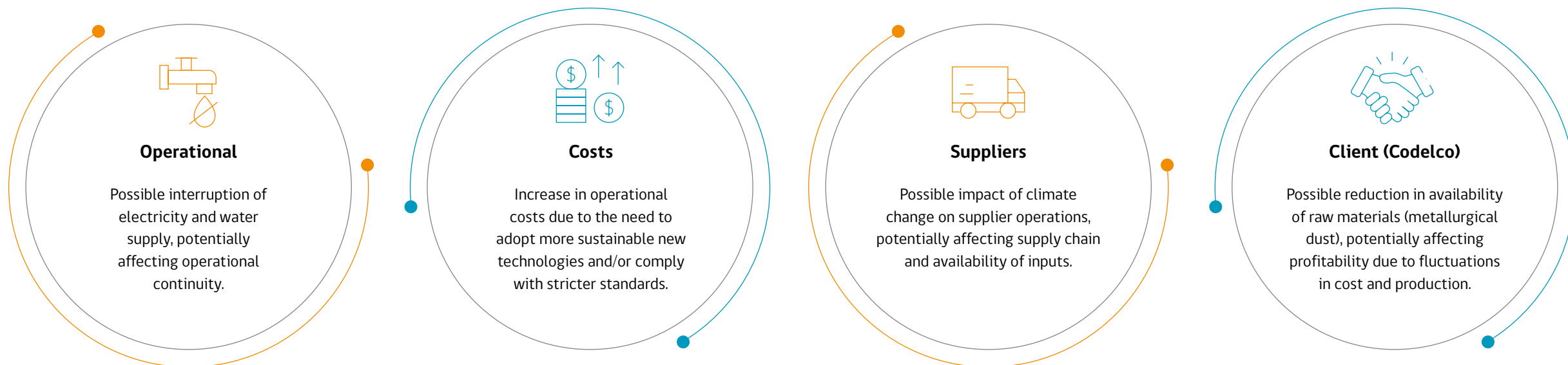


We are aware of the effects of climate change and have made progress in identifying potential impacts on our operations and our financial performance.

To do so, we have incorporated climate change into our Risk Matrix, evaluating potential impacts on our operation and giving consideration to factors such as the growing prevalence of extreme weather

events, the availability and cost of water and energy resources, and increasingly stringent environmental regulation. This analysis supports the definition of control and adaptation measures in the short and medium term.

The main impacts of climate change on our operations are:



GHG emissions

We constantly monitor our carbon footprint, including our direct (Scope 1) greenhouse gas (GHG) emissions

and indirect (Scope 2) emissions associated with electricity consumption. We also continue to make

progress in the quantification of Scope 3 emissions in an effort to more fully reflect the impact of our activities along the value chain.

During the reporting period, Scope 1 emissions fell from 14,195.45 tCO₂e in 2024 to 13,752.09 tCO₂e in 2025. This reduction was associated primarily with operational adjustments and optimisation of processes involving fuels, with the main management focus remaining on emissions associated with thermal processes.

Scope 2 emissions, associated with the consumption of purchased electricity, also fell compared to the previous year. The reduction from 1,703.45 tCO₂e in 2024 to 1,577.58 tCO₂e in 2025 represents a decrease of 125.87 tCO₂e, or 7.39%.

This fall in Scope 2 emissions corresponds primarily to a decline in annual electricity consumption from 8,427,858 kWh in 2024 to 7,058,649 kWh in 2025, equivalent to a reduction of 1,369,209 kWh, or 16.25%. This resulted in a drop in emissions associated with electricity consumption, even though the reference emission factor used for 2025 was higher than that for 2024.

In line with the organisation's energy supply strategy, 100% of electricity used by EcoMetales is

derived from non-conventional renewable sources, thus strengthening our climate management. Notwithstanding this, for the purposes of the Scope 2 quantification presented, emissions were estimated using emission factors from the National Grid (*Sistema Eléctrico Nacional*) and in accordance with a calculation approach based on electricity consumption and corresponding emission factor.

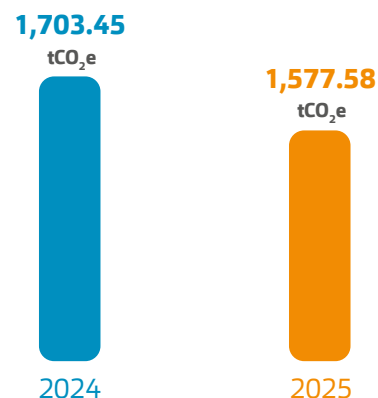
In 2025, work began on the development of an emission reduction plan focused on optimisation of the boiler, which is responsible for 96% of our Scope 1 emissions, and on the energy efficiency of thermal processes. The plan will be formalised in 2026, complete with targets, verifiable baselines and monitoring indicators.

Finally, it is important to promote environmentally responsible practices along our supply chain. The new Environment Procedure for Contractor Companies (*Procedimiento de Medio Ambiente para Empresas Contratistas*) is designed to ensure that our partners comply with the environmental standards and controls defined by EcoMetales, thus avoiding impacts on the surrounding area. The procedure includes monthly assessments of criteria such as regulatory compliance, environmental risk management, sustainable development commitments and operational incident prevention.

► Greenhouse gas emissions – Scope 1



► Greenhouse gas emissions – Scope 2



EcoMetales reduced both its Scope 1 and Scope 2 emissions during 2025.

Energy management



In 2025, EcoMetales made important progress in the implementation of its Energy Management System (EMS / *Sistema de Gestión de Energía, SGE*) in accordance with Ministry of Energy Decree 28/2022, the National Energy Efficiency Plan (*Plan Nacional de Eficiencia Energética*) and Law 21,305 on Energy Efficiency.

In terms of major milestones for 2025, we received recognition of our Energy Management System (EMS / *Sistema de Gestión de Energía, SGE*) from the Superintendency of Electricity and Fuels (*Superintendencia de Electricidad y Combustible, SEC*) with the award of the 'Declaration of Compliance Certificate' (Certificate No. 292 of 27/05/2025), which confirms that a phase of the process has been carried out correctly and according to the required standards.

In addition, we conducted an internal audit of the EMS, which was confirmed by an external company, verifying implementation status and progress achieved in accordance with the requirements of Ministry of Energy Decree 28.

This led to the acquisition of new equipment to improve the thermal efficiency of the boiler, and this will be installed during 2026 as part of updates and the application of higher standards. Together, these steps strengthen energy governance and performance traceability.



Energy consumption

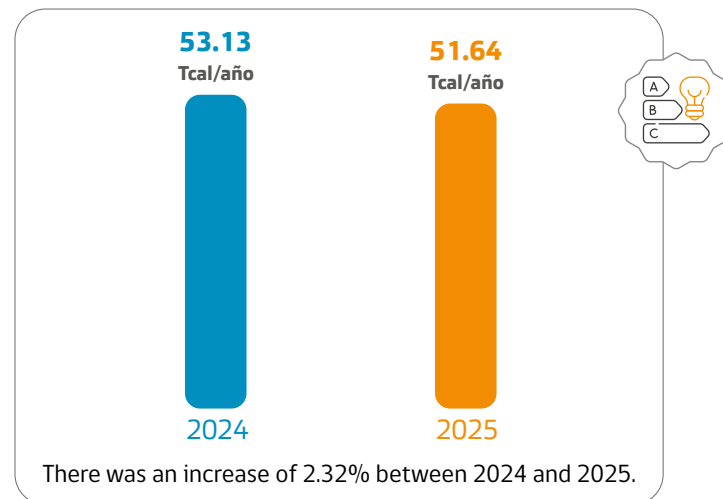
Total energy consumption fell in absolute terms. However, energy intensity rose slightly due to lower processed volume and more demanding thermal requirements for arsenic abatement processes.

In 2024 we processed 47,230 tons of dust, rising to 45,681 tons in 2025. In 2024, energy consumption for dust processing stood at 1,334 kWh per dry ton, increasing slightly to 1,365 kWh per dry ton in 2025.

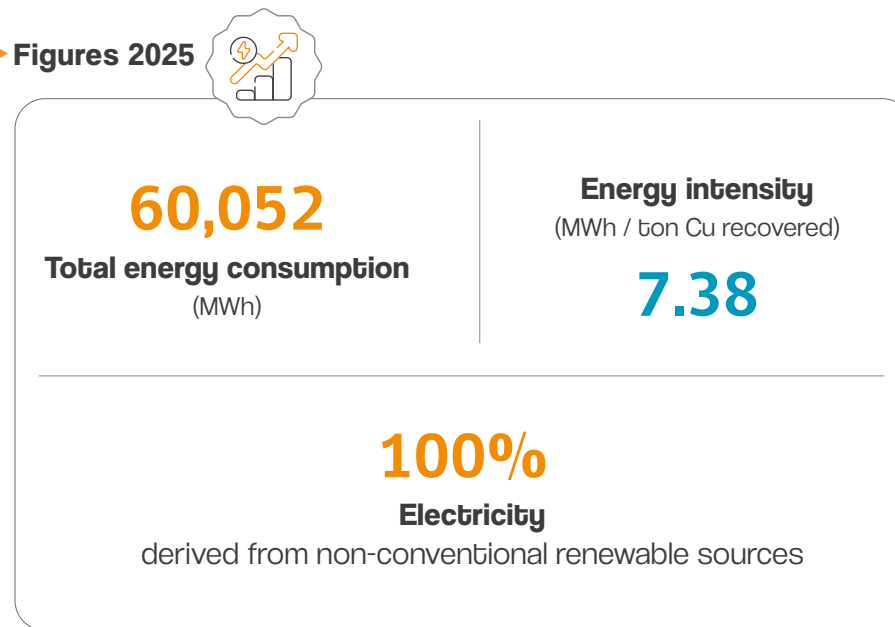
For the 2025 period, the ECL Global Energy Consumption Indicator was 28.0% lower compared to the reference year, 2019, and 2.32% higher than for 2024.

Regarding the distribution of total energy consumption, FO6 rose by 2.42%, while electricity fell by 13.24% compared to 2024.

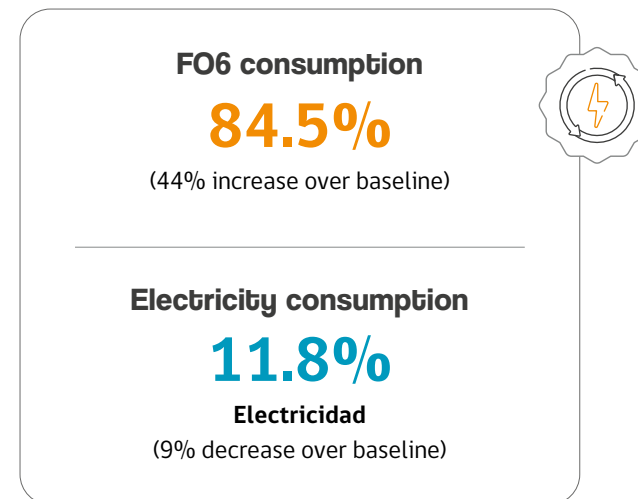
► Total energy consumption within EcoMetales



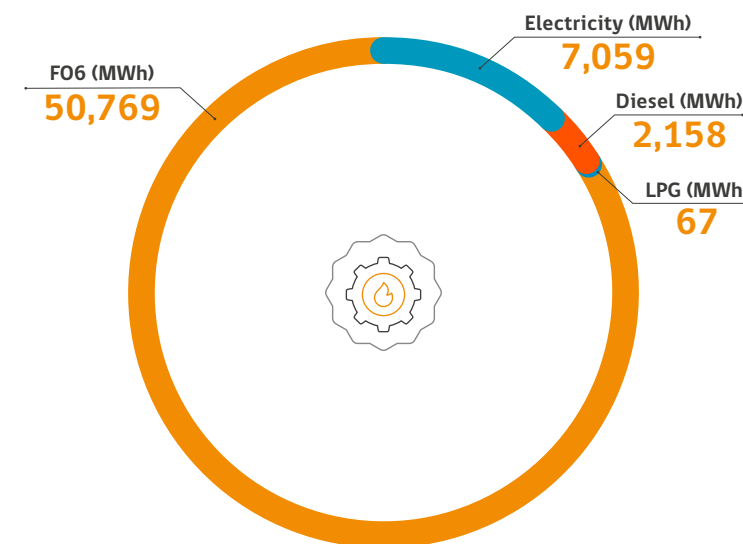
► Figures 2025



► Main energy elements consumed



► Fuel Consumption 2025



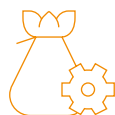
Renewable energy

For the seventh consecutive year, EcoMetales was awarded the International Renewable Energy Certificate (I REC) by the Santiago Climate Exchange (SCX), certifying that all the electricity used across our operations is generated from 100% renewable sources.

Achieving the certification serves to reduce indirect emissions, align our operations with international standards, and mitigate regulatory risks associated with decarbonisation. In addition, in order to raise awareness and promote efficient use of energy resources across our operations, training in the EcoMetales Energy Management System procedure was given to 80 personnel as part of the Annual Training Plan and in accordance with the standards set out in Ministry of Energy Decree 28, thus strengthening internal capacities and organisational culture.

In 2025, EcoMetales received the 'Declaration of Compliance Certificate' from the Superintendency of Electricity and Fuels (Superintendencia de Electricidad y Combustible, SEC) in recognition of our Energy Management System (EMS / Sistema de Gestión de Energía, SGE).

► Energy intensity ratio 2025



Tons processed

45,681

(ton)



Total energy consumed

60,052

(MWh)



Ratio

60052/45681=1.314595

(MWh/t)



Esta declaración de redención ha sido preparada para

ECOMETALES SPA

por

ENEL GENERACION CHILE SA

confirmando la redención de

7 059.000000

Certificados I-REC, que representan 7 059.000000 MWh de electricidad generada a partir de fuentes renovables

Esta declaración se refiere a la electricidad consumida en

CALAMA CHILE
Chile

en el período informado

2025-01-01 a 2025-12-31

El propósito declarado es

que el suministro del año 2025 proviene de fuentes 100% renovables



Verificación de código QR

Verifique este documento escaneando el código QR a la izquierda e ingresando el código de verificación a continuación

Código de verificación

2 7 1 5 0 4 4 5

<https://api.evident.app/public/certificates/es/540bcb3CDPvovF2AHV3Ud8ZU2ImvK5NnJ2iVbYGenGUsqZWOP5N2FHHOT>



Waste management

We manage all waste generated at our facilities (domestic, industrial and hazardous), disposing of it at duly authorised and certified sites in accordance with current regulations.

Non-hazardous and domestic waste is reported via the National Waste Declaration System (*Sistema Nacional de Declaración de Residuos, SINADER*), while hazardous waste is managed via the Hazardous Waste Monitoring and Declaration System (*Sistema de Seguimiento y Declaración de Residuos Peligrosos, SIDREP*) and reported via the Emissions and Pollutant Transfer Register Portal (*Ventanilla Única - Registro de Emisiones y Transferencias de Contaminantes, VU-RETC*).

Non-hazardous waste includes recyclable and organic materials such as paper, cardboard, plastic, glass, metals and organic waste, which are managed mainly through recycling, composting or disposal in regulated landfills.



	2024	2025
Waste type	Weight (ton)	Weight (ton)
 Plastics (PET and lids)	0.84	0.946
 Cardboard	1.62	0.912

Hazardous waste includes waste derived from our processes, such as sludge and arsenic-bearing waste, as well as waste generated by the operation and maintenance of the industrial plant. The latter is disposed of in authorised secure landfills, while sludge and arsenic-bearing waste is transported to our authorised Hazardous Solid Industrial Waste Deposit (*Depósito de Residuos Industriales Sólidos Peligrosos, DRISP*), located within our industrial complex, thus ensuring traceability and control.



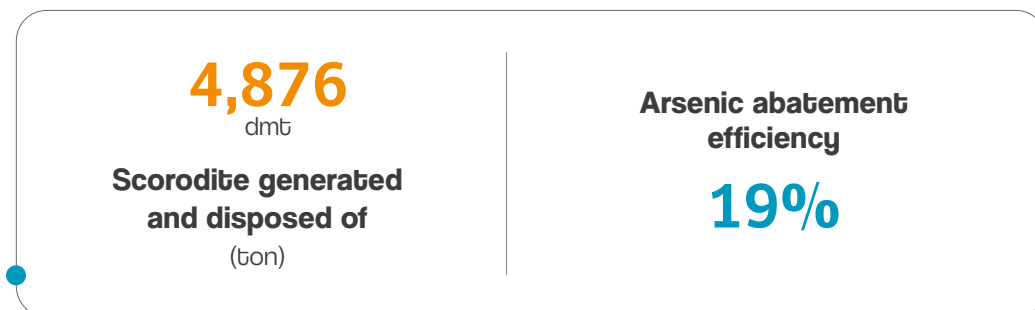
Recovery of waste

EcoMetales assesses processes for the recovery of valuable materials contained in the sludge generated during dust treatment, including silica, copper, iron, germanium and silver. It is currently estimated that sludge recovery could bring a significant economic benefit of some USD 160 million.

Waste generated

Waste type	2024	2025
	Weight (ton)	Weight (ton)
 Domestic waste	43	43
 Industrial waste	43	239
 Scorodite (non-hazardous, to DRISP)	8,962	944
 Arsenic-bearing waste (hazardous, to DRISP)	9,822	3,932
 Hazardous waste (to SECHE)	88	54
 Sludge (hazardous, to DRISP)	23,011	18,755
 Recyclable waste	2,512	1.816

► Abatement efficiency figures 2025



During the period there were no significant environmental incidents or instances of non-compliance associated with waste management.

Methodological note:

For both periods, the data is assembled from consolidated balance sheets and final disposal certificates, ensuring traceability and consistency of the reported information.

Waste generation data present an evolving picture consistent with operational conditions and process improvements. Domestic waste remains stable, reflecting continuity in staffing and support activities, while the increase in non-hazardous industrial waste is linked to a higher level of corrective maintenance carried out during the period.

There was also a fall in hazardous waste sent to SECHE, pointing to improved management and/

or a reduction in the generation of this material. In turn, there was a slight drop in recyclable waste, which suggests an opportunity to improve separation and recovery.

The fall in arsenic-bearing waste reported in 2025 can be attributed to improvements in process efficiency leading to more concentrated residue and, as such, less material for disposal, despite the total quantity of treated arsenic remaining the same.

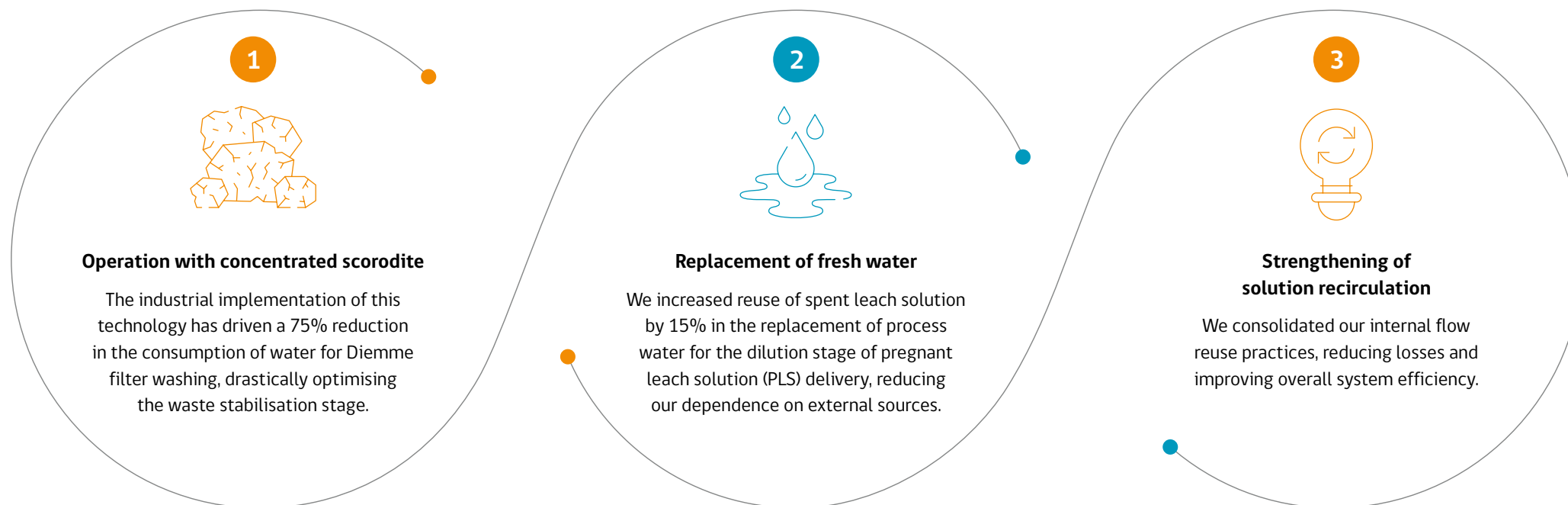
These figures reflect an improvement in the management of complex waste thanks to more efficient solutions and appropriate operational control and environmental traceability.

Water management



Thanks to the distinctive capabilities of our teams and the continuous improvement of our processes, we were able to implement several initiatives in 2025 to optimise and replace water consumption in our operations. These include:

This year the company maintained its policy of zero industrial liquid waste discharges and reused 100% of its treated wastewater for dust mitigation.



Additionally, in line with our standard of environmental excellence and protection of the surrounding area, in 2025 EcoMetales maintained a strict policy of zero discharges of industrial liquid waste (RILES). This resulted in the reuse of 100% of treated wastewater, all of which was used for dust mitigation spraying around our facilities.



These strategies helped to drive a downward trend in our water consumption. In particular, in 2025 we achieved a 4% reduction compared to 2024, bringing the cumulative decrease since 2020 to 34.5%. Other relevant positive figures for EcoMetales are:

Water Management Indicators	2024	2025
 Total water consumption (m³)	533,528	512,869
 Cumulative reduction since 2020 (%)	32.3%	34.5%
 Percentage water recirculation (%)	28.9%	43.0%
 Discharge of RILES into watercourses	0	0

However, we are aware that we can further improve our management of this area. In the coming years our efforts will be focused on evaluating and implementing operational improvements to increase the recirculation of solutions, specifically in the Diemme filter washing cycles, and the use of rejects from the osmosis plant. We seek to maximise the reuse of spent leach solution as a substitute for fresh water in the final dilution of the abated PLS. We will also optimise the use of steam in the plant, thus drastically reducing water demand from the boiler through more efficient operation and rigorous control of thermal losses and condensate recovery.

 We have achieved a cumulative reduction of 34.5 per cent in water consumption since 2020 

05

Occupational health and safety

- ▶ Safety at work
- ▶ Leadership and culture of prevention
- ▶ Preventive health programmes

Safety at work

The health and safety of our personnel is a priority at EcoMetales. Given the nature of our operation it is of utmost importance that we safeguard all members of our teams and promote a culture of prevention and discipline in all activities.

For this reason, Respect for People's Lives and Health is our central value and is paramount in every action, decision and measure we adopt.

Our Occupational Health and Safety (OHS) area oversees consultancy, management and supervision in these matters, implementing plans and actions designed to guarantee the safety and integrity of all our personnel from the moment they join the company. This office is part of the Sustainability Department and acts in strict compliance with current legislation, ensuring correct application and adherence to internal regulations and procedures.



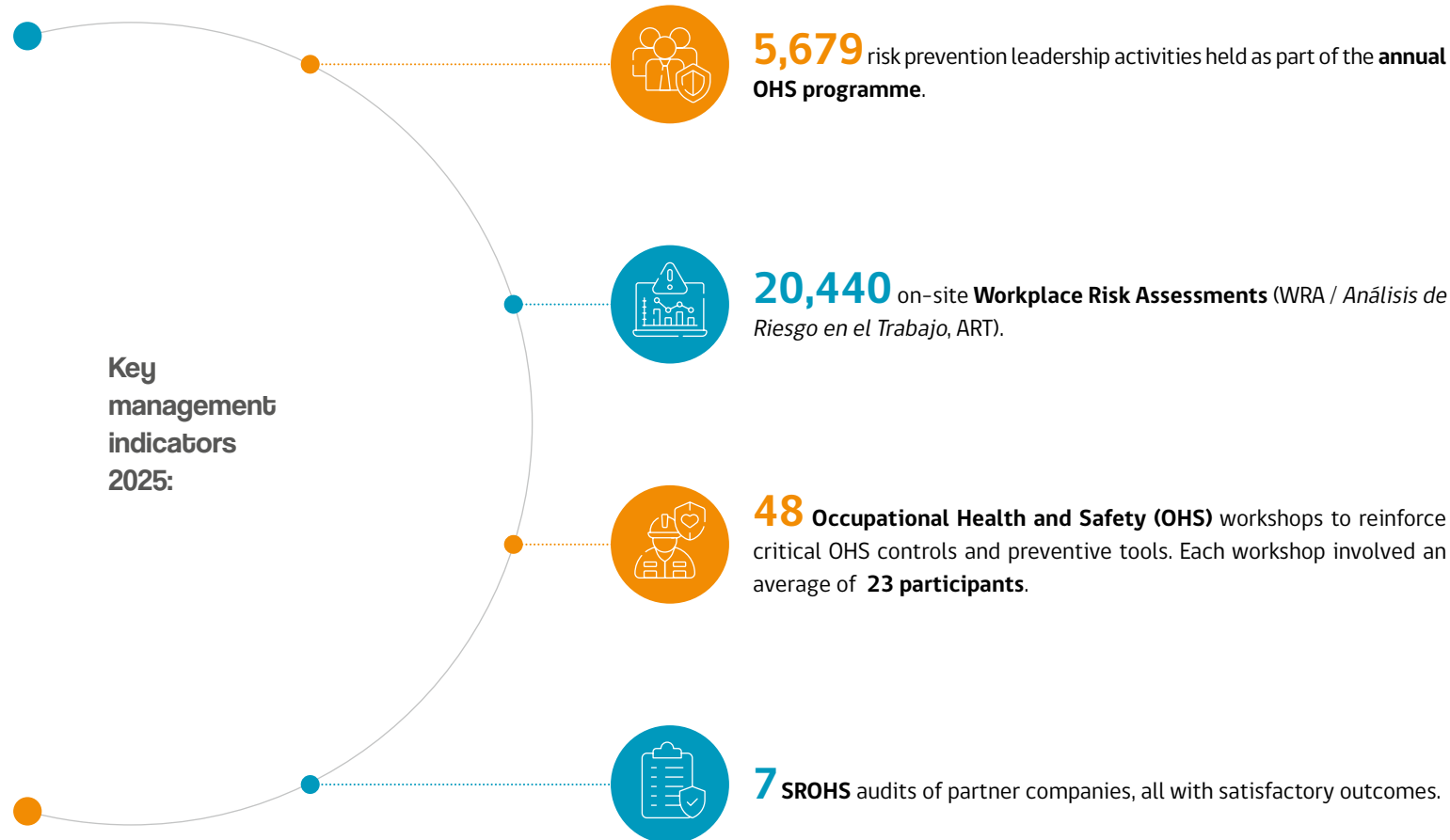
Occupational Health and Safety Management Model

We have an Occupational Health and Safety Management Model that allows us to identify, assess and control the risks associated with our operation. Its main purpose is to prevent and reduce the occurrence of incidents that could have a negative effect on our personnel.

The model covers all staff, is governed by the ISO 45001 standard and is aligned with Codelco's corporate regulations, as well as the Special Regulations on Occupational Health and Safety (SROHS / *Reglamento Especial de Seguridad y Salud Ocupacional*, RESSO) for contractors and subcontractors. It covers planning processes, operational control, leadership and continuous improvement.

Although 2025 saw a total of three lost time accidents – a situation that the company has not seen for several years – we managed to achieve our strategic objectives and complete the actions planned.

Among the most significant milestones in terms of preventive tools are the strengthening of the EcoMetales Emergency Brigade, the implementation of the Dekra International Safety Leadership Programme, progress with levels of Occupational Health and Safety Reporting (OHSR / *Reportes de Seguridad y Salud en el Trabajo*, RSSO), the Behaviour Observer Programme and the Green Card.



Leadership and Culture of Prevention

At EcoMetales, on-site leadership is essential to the promotion of preventive behaviours, so in 2025 we ran a number of activities aimed at strengthening Occupational Health and Safety leadership:



On-site Leadership - Housekeeping (HK):

Weekly activity held every Wednesday, during which department heads and personnel from EcoMetales and partner companies visit different areas of the Plant. The aim is to identify real or potential risk conditions and to guide correct execution of works.



Risk Prevention Leadership Programme:

Formal procedure for carrying out on-site activities, aimed at verifying critical controls, raising awareness among personnel and promoting reportability and confirmation of correct application of preventive tools.



Dekra Safety Leadership Programme for Supervisors:

Thanks to a collaboration agreement between EcoMetales and the Chilean Safety Association (*Asociación Chilena de Seguridad, ACHS*), we implemented this international programme based on the Dekra methodology and aimed at strengthening safety leadership practices and skills. Thirty-two personnel took part, including supervisors, shift managers, area managers and middle managers, all of whom received training in globally-recognised best practices.

2025 leadership activities in figures

5,679

risk prevention
leadership activities
recorded on the ZYGHT **Health
and Safety** platform.

39

leadership sessions (**HK**) with
99%
attendance.

59

leaders from **EcoMetales**
and **partner companies**
carried out on-site
leadership activities.

First instance of the **Dekra Programme**
for supervisors, involving

32

certified leaders.





Behavioural Safety Programme

We operate a behavioural safety protocol that allows systematic on-site behaviour observations. These observations are made by operational personnel who record the practices of their peers as they go about their activities. The programme currently has 45 active behavioural observers from both EcoMetales and partner companies, who made a total of 1,080 observations in 2025. Based on these findings, we implemented valuable corrective actions aimed at strengthening operational safety.



Emergency Brigade

The Emergency Brigade has been a fundamental pillar of our safety management, responding in an effective, prepared and timely manner to emergency situations. It is made up of 19 volunteers from various operational areas, who receive ongoing training to ensure the provision of an appropriate and efficient first response.

Created in 2024, the Brigade's function was proven in 2025 with a demonstration of their preparedness and knowledge during training activities and our first major accident simulation, during which they deployed all their skills. As part of their training, they also participated in a series of six practical workshops on the use of fire extinguishers, reinforcing their emergency control skills.



Green Card

The Green Card is one of EcoMetales' key preventive safety mechanisms. The tool allows any personnel member to halt an activity that does not have adequate controls in place or which presents an uncontrolled risk.

In order to assess knowledge of how to use it, a Perception Survey was applied in 2025 to a large number of participants. The results were used to identify opportunities for improvement and led to greater involvement of department heads in encouraging and strengthening application of the Green Card.



Incident Management

Incidents fall into the various categories set out by the investigation procedure and all are reported, investigated and analysed before being assigned corrective action to mitigate risks and strengthen organisational learning. As a result of these investigations, our risk assessment tools are reviewed and updated in order to improve operational standards and prevent the occurrence of future events.

In 2025, a number of safety-related events were recorded that affected the organisation, driving home the need to further strengthen preventive management, ceaselessly promote a culture of safety, and continuously review and adjust control and protection measures in order to safeguard the well-being of our people. The organisation's goal is to move steadily towards the complete elimination of accidents, focusing future efforts on continuous improvement of safety standards and practices.

► Safety indicators

	2024	2025
 Accident rate (number of work-related accidents / number of workers × 100)	0	3.74
 Severity rate (number of days lost to work-related accidents / number of workers × 100)	0	245.8
 Work-related ill health rate (number of cases of work-related ill health / number of workers × 100)	0	0
 Average number of days lost per accident (days lost due to accidents / number of work-related accidents)	0	65.7
 Work-related ill health	0	0
 Personnel overexposed to risk agents (arsenic, lead)	0	0
 Number of medical monitoring and arsenic risk prevention campaigns	4	4

*Data includes personnel from ECL and partner companies.

Fatality Control Standards

At EcoMetales, the aim of occupational health and safety management is to prevent critical risks and to continuously reinforce a culture of self-care. To this end, the company has 12 Fatality Control Standards (FCS / *Estándares de Control de Fatalidades*, ECF), each backed by implementation guidelines and monitoring mechanisms that address the main risks associated with our operations.

This management system is aligned with the Special Regulations on Occupational Health and Safety (SROHS / *Reglamento Especial de Seguridad y Salud Ocupacional*, RESSO) for contractors and subcontractors, and with the Tutoring Programme for Workers with Limited Work Experience (LWE / *Tutoría para Trabajadores con Baja Experiencia Laboral*, BEL), covering the operational specifics, organisational culture and operating model at EcoMetales.

A number of actions from 2025 are of particular note:



Update of Obligation to Report (*Obligación de Informar*, ODI) protocols: the Occupational Risk Information (ORI / *Información de Riesgos Laborales*, IRL) was reviewed and adjusted, and EcoMetales now has 12 protocols covering all job roles within the organisation.

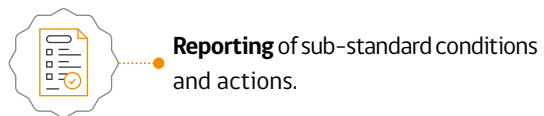


Update of six Hazard Identification and Risk Assessment Matrices (HIRAM / *Matrices de Identificación de Peligros y Evaluación de Riesgos*, MIPER) for critical operational areas.

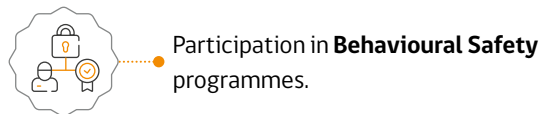


Recognition

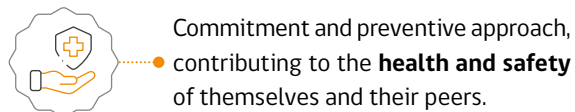
As a way of expressing appreciation of the effort made by our personnel in terms of health and safety, at EcoMetales we acknowledge the compliance, rigour and commitment of those who excel in these matters. In 2025 we gave recognition for:



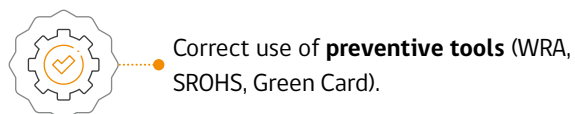
Reporting of sub-standard conditions and actions.



Participation in **Behavioural Safety** programmes.



Commitment and preventive approach, contributing to the **health and safety** of themselves and their peers.



Correct use of **preventive tools** (WRA, SROHS, Green Card).

Safety Training

A combination of technical knowledge and operational discipline is essential to shaping safe and reliable work environments. To this end, we delivered the following initiatives:



Continuous reinforcement of EcoMetales' main preventive tools.



Delivery of the **Occupational Health and Safety induction** course to all personnel joining the company, with a total of **576** staff trained.



Delivery of specialised training courses to Emergency Brigade members.



Delivery of certified training for working at height and in confined spaces.



Compliance with standards courses, with **12** annual Occupational **Health and Safety** training sessions delivered as part of the company's **Annual Training Programme** (*Programa Anual de Capacitaciones, PAC*).

Joint Committee on Hygiene and Safety (JCHS / Comité Paritario de Higiene y Seguridad, CPHS)

At EcoMetales we value the role played by the Joint Committee on Hygiene and Safety (JCHS) - an internal technical body that manages collaboration between the company and its personnel and works to safeguard the health and safety of everyone in the organisation.

In 2025, the Calama plant JCHS was joined by one representing the Santiago office, providing comprehensive coverage and representation of personnel across our operations.

The main responsibilities of the two Joint Committees are:



To detect, assess and prevent the risk of accidents and work-related ill health.



To supervise, make suggestions regarding, and support the implementation of measures to prevent, mitigate and eliminate occupational risks.



To collaborate in the formulation, review and continuous improvement of health and safety policies.



To promote awareness and training of personnel in matters of occupational health and safety.

In addition, the JCHS serves as a formal channel for the receipt and management of questions, concerns and observations from personnel in matters of health, safety and the environment, allowing timely escalation of alerts and recommendations to Senior Management as appropriate.

Occupational Health



Because safeguarding the health and well-being of our personnel is essential, we operate various preventive programmes and initiatives that allow us to maintain occupational health and controlled standards. Thanks to the Occupational Medical Monitoring Programme (*Programa de Vigilancia Médica Ocupacional*), in 2025 we achieved zero instances of work-related ill health and zero cases of overexposure to arsenic or lead, and delivered four preventive arsenic monitoring campaigns.

We also ran awareness campaigns on hygiene risks, correct use of personal protective equipment (PPE), application of the Occupational Noise Exposure Protocol (*Protocolo de Exposición Ocupacional al Ruido*, PREXOR), and other matters.



Preventive Health Programmes

Occupational Medical Monitoring Programme:



As part of our focus on the health of our people, we use our Occupational Medical Monitoring Programme (*Programa de Vigilancia Médica Ocupacional*) to monitor all pollutants to which personnel may be exposed. We worked with ACHS to install more than 126 measurement pumps to identify critical agents (arsenic, lead, silica, sulphuric acid, noise, ionising radiation and peroxide) and monitor exposure zones and permitted limits. At EcoMetales we conduct medical monitoring every three months - more frequently than the six-monthly industry standard.



In 2025, there were zero cases of overexposure to any of the agents evaluated.

Ministry of Health Protocols:



In an effort to improve the prevention of risks associated with exposure to physical and chemical agents, EcoMetales strengthened the implementation of various protocols defined by the Ministry of Health in order to ensure safe working environments and prevent the occurrence of work-related ill health. The main protocols strengthened were:

- ✓ **Musculoskeletal disorders (MSD):** application of preventive measures aimed at reducing work-related musculoskeletal injuries.
- ✓ **Psychosocial Risk Protocol:** comprehensive implementation in the form of workshops and discussion groups, recreational activities, team bonding days and organisational awareness activities.

In addition, EcoMetales operates the following health and safety protocols to prevent specific risks associated with working conditions:

- ✓ **MHL** (Manual handling of loads).
- ✓ **UVR** (Ultraviolet radiation).
- ✓ **PREXOR** (Occupational Noise Exposure Protocol).
- ✓ **PLANESI** (National Silicosis Eradication Plan / *Plan Nacional de Erradicación de la Silicosis*).

Respiratory Protection Programme:



In order to minimise threats to the health of our personnel from exposure to risk agents present at our facilities, we operate a Respiratory Protection Programme (*Programa de Protección Respiratoria*), which establishes technical and operational guidelines for the correct selection, use, maintenance and monitoring of respiratory protection equipment.

Vaccination campaigns:



To protect individual and collective health, we again provided hepatitis A, typhus and tetanus immunisations to operational personnel exposed to biological hazards. Personnel in both Calama and Santiago also received flu vaccinations.

Pre-employment assessments and occupational assessments:



In order to safeguard personnel and ensure optimal performance of their functions, we checked compatibility of their health with the tasks to be performed prior to employment. We also monitored changes in the health of existing personnel that might affect safe performance.

Alcohol and drug monitoring:



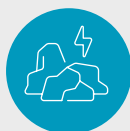
In order to promote safety and self-care across our operations, the alcohol and drugs manual was updated and turned into a formal procedure, allowing the application of stricter standards on the subject. This update enabled the application of random alcohol tests for all personnel, as well as the implementation of drug tests capable of detecting up to five different types of substances. As a result of this, a total of 29,538 alcohol tests and 573 drug tests were conducted during 2025.

Occupational health results 2025



Work-related ill health

0



Personnel overexposed to risk agents (arsenic, lead)

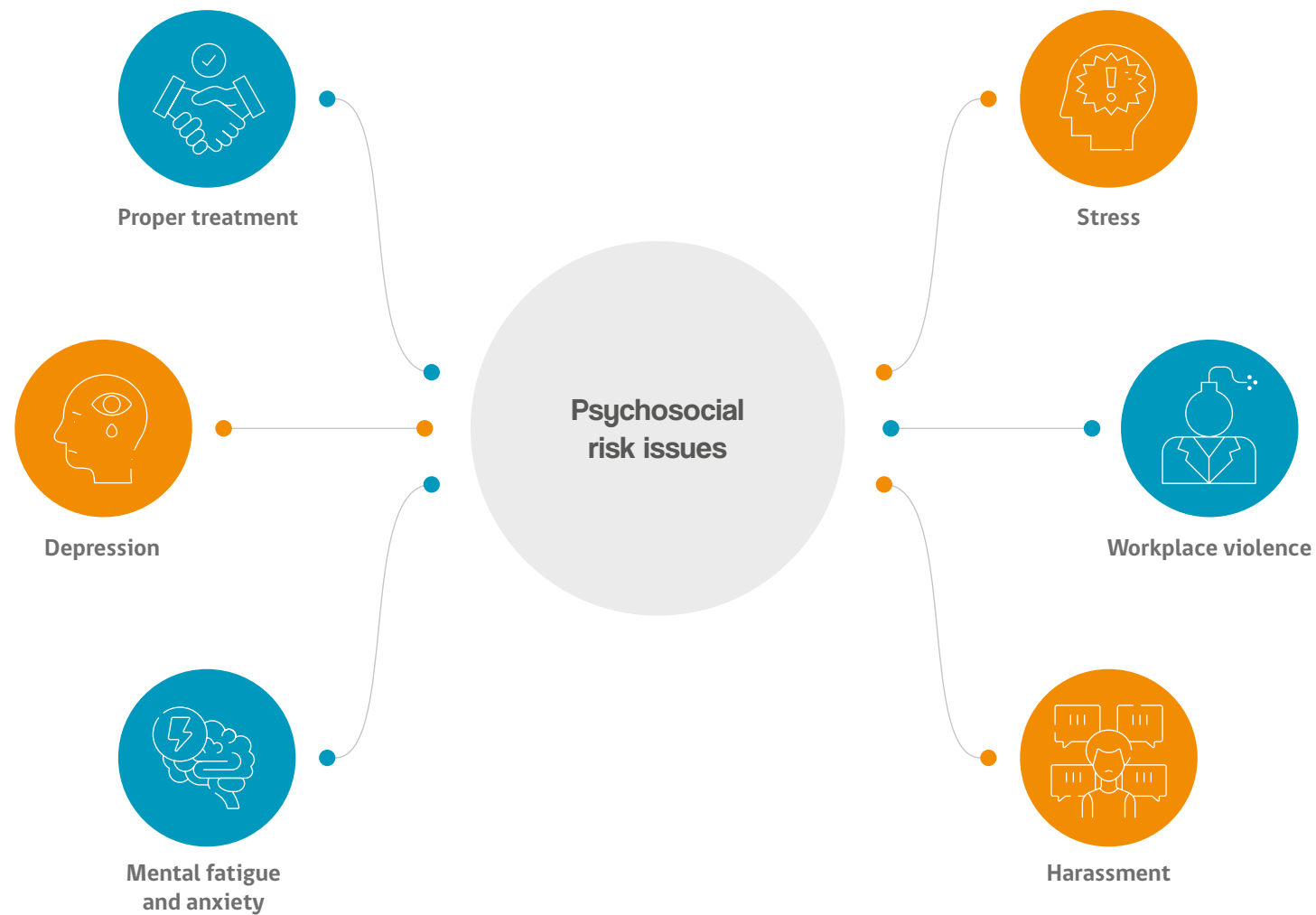
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Psychosocial risks

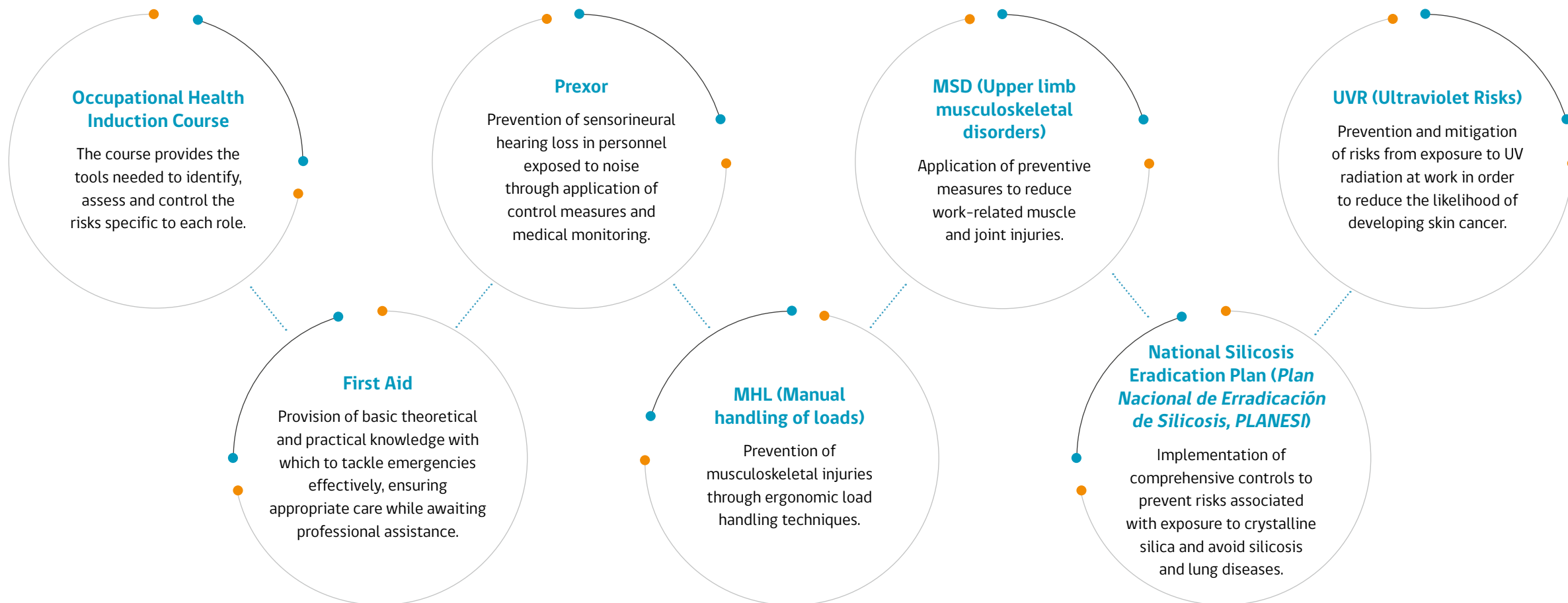
Based on the results of the Workplace Psychosocial Risk Monitoring Protocol (*Protocolo de Riesgos Psicosociales en el Trabajo*, CEAL-SM/ Suceso) questionnaire, in 2025 we implemented a range of corrective actions to reduce or eliminate the management gaps identified regarding workload, team spirit and violence/harassment.

To verify the effectiveness of these corrective actions, we asked all of our personnel to complete an internal survey prepared in conjunction with ACHS and focused on the categories in which gaps were identified. This revealed a significant reduction in risks associated with violence/harassment, but the problems with team spirit and workload remain at meaningful levels. The focus of work in 2026 will therefore be on strengthening actions around camaraderie, role conflict, workload and work-life balance.



Training in Health

At EcoMetales we are aware of the role played by each member of staff in safeguarding the health of everyone across the organisation. For this reason, in 2025 we delivered the following training courses in self-care, first aid, respiratory protection and prevention:



06

Annex

- ▶ GRI Content Index
- ▶ NCG 461 Content Index

GRI Content Index

Statement of use: EcoMetales has reported in accordance with the GRI Standards for the period January 1 to December 31, 2025.

GRI 1 used: Foundation 2021.

GRI STANDARD	DISCLOSURE	LOCATION / ANSWER	PAGE
General disclosure			
GRI 2	2-1 Organizational details	Chapter 01 - Who are we?	8
	2-2 Entities included in the organization's sustainability reporting	EcoMetales	-
	2-3 Reporting period, frequency and contact point	2025	-
	2-4 Restatements of information	Indicated when applicable	-
	2-6 Activities, value chain and other business relationships	Chapter 01 - Industrial Processes	13
	2-7 Employees	Chapter 03 - Contributing to Employability	40
	2-8 Workers who are not employees	In EcoMetales there are no workers who are not employees	-
	2-9 Governance structure and composition	Chapter 01 - Corporate Governance	15
	2-10 Nomination and selection of the highest governance body	Chapter 01 - Corporate Governance	15
	2-11 Chair of the highest governance body	Chapter 01 - Corporate Governance	15
	2-13 Delegation of responsibility for managing impacts	Chapter 01 - Corporate Governance	15
	2-14 Role of the highest governance body in overseeing the management of impacts	Chapter 01 - Risk Management	23
	2-15 Conflicts of interest	Chapter 01 - Compliance and Integrity	22
	2-16 Communication of critical concerns	Chapter 01 - Whistleblowing Channel	22
	2-17 Collective knowledge of the highest governance body	Board members are selected based on their technical experience and understanding of EcoMetales' strategic objectives	-

GRI STANDARD	DISCLOSURE	LOCATION / ANSWER	PAGE
GRI 2	2-18 Evaluation of the performance of the highest governance body	Chapter 01 – Board of Directors and Governance Structure	15
	2-19 Remuneration policies	Chapter 01 – Board of Directors and Governance Structure	15
	2-20 Process to determine remuneration	Chapter 01 – Board of Directors and Governance Structure	15
	2-22 Statement on sustainable development strategy	Sustainability is a key element in the development of EcoMetales' activities, enabling the identification of the SDGs to which its operations contribute. Each area has management goals and objectives aimed at improving sustainability performance. EcoMetales will work on formalizing its sustainability strategy aligned with these objectives to enhance its positive impact.	-
	2-23 Policy commitments	Mentioned throughout the document	-
	2-24 Embedding policy commitments	Mentioned throughout the document	-
	2-25 Processes to remediate negative impacts	EcoMetales' Sustainability Management oversees the sustainable management of the company, as well as the reporting processes for environmental, social, and governance (ESG) issues.	-
	2-26 Mechanisms for seeking advice and raising concerns	"The communication of critical concerns is managed through committees, where different coordinators raise relevant issues for the proper fulfillment of the organization's objectives. We also have a whistleblowing hotline to receive feedback from stakeholders. The topics addressed by each mechanism vary and meet different needs."	-
	2-27 Compliance with laws and regulations	Mentioned throughout the document	-
	2-29 Approach to stakeholder engagement	Chapter 02 – Relationship with Stakeholders	36
Corporate governance			
GRI 205	205-3 Confirmed incidents of corruption and actions taken	During the year 2025, there were no confirmed incidents of corruption	-
Innovation and Value Creation			
GRI 3	3-3 Management of material topics	Chapter 02 – Innovation and Value Creation	27

GRI STANDARD	DISCLOSURE	LOCATION / ANSWER	PAGE
Training and Benefits			
GRI 404	404-1 Average hours of training per year per employee	Chapter 03 – Training and Benefits	44
	404-2 Programs for upgrading employee skills and transition assistance programs	Chapter 03 – Training and Benefits	43
Occupational Health and Safety			
GRI 403	403-1 Occupational health and safety management system	Chapter 05 – Occupational Health and Safety	64
	403-2 Hazard identification, risk assessment, and incident investigation	Chapter 05 – Occupational Health and Safety	65
	403-3 Occupational health services	Chapter 05 – Occupational Health and Safety	71 – 72
	403-4 Worker participation, consultation, and communication on occupational health and safety	Chapter 05 – Occupational Health and Safety	70
	403-5 Worker training on occupational health and safety	Chapter 05 – Occupational Health and Safety	69 – 74
	403-8 Workers covered by an occupational health and safety management system	Chapter 05 – Occupational Health and Safety	64
	403-9 Work-related injuries	Chapter 05 – Occupational Health and Safety	67
Emissions and Climate Change			
GRI 3	3-3 Management of material topics	Chapter 04 – Emissions and Climate Change	52
GRI 305	305-1 Direct (Scope 1) GHG emissions	Chapter 04 – Emissions and Climate Change	53
	305-2 Energy indirect(Scope 2) GHG emissions	Chapter 04 – Emissions and Climate Change	53

GRI STANDARD	DISCLOSURE	LOCATION / ANSWER	PAGE
Energy Management			
GRI 3	3-3 Management of material topics	Chapter 04 - Energy Management	54
GRI 305	302-1 Energy consumption within the organization	Chapter 04 - Energy Management	55
	302-3 Energy intensity	Chapter 04 - Energy Management	55
Waste Management			
GRI 306	306-1 Waste generation and significant waste-related impacts	Chapter 04 - Waste Management	57
	306-3 Waste generated	Chapter 04 - Waste Management	59
Water Management			
GRI 303	303-4 Water discharge	Chapter 04 - Water Management	60
	303-5 Water consumption	Chapter 04 - Water Management	61

NCG 461 Content Index

Statement of use: EcoMetales has prepared this content index utilizing voluntarily some indicators of General Character Regulation (Norma de Carácter General) 461 – 519 as a reference.

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	2.2 Historical Information		Chapter 01 (Our History)	12
3. Corporate Governance	3.1 Governance Framework		Chapter 01 (Corporate Governance)	15
	3.2 Board of Directors		Chapter 01 (Board of Directors 2025)	15
	3.3 Board Committees		Chapter 01 (Board Committees)	16
	3.4 Key Executives		Chapter 01 (Senior Management)	19
	3.6 Risk Management		Chapter 01 (Risk Management)	23
	3.7 Stakeholder and General Public Relations		Chapter 04 (Stakeholder Relations)	37
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		5.1.3 Number of persons by age group	Chapter 03 (Contributing to Employability)	41
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	5.3 Labor adaptability		Chapter 03 (Contributing to Employability)	43

NCG 461-519 Chapter	DISCLOSURES		LOCATION CONTENT	PAGE
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	5.5 Labor and sexual harassment		Chapter 03 (Prevention of labor and sexual harassment, and violence in the workplace)	49
	5.6 Occupational safety		Chapter 05 (Occupational Safety)	64
	5.8 Training and benefits		Chapter 03 (Training and Benefits)	44
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	6.2 Business		Chapter 01 (Industrial Processes)	13
	6.3 Stakeholders		Chapter 02 (Stakeholder Relations)	37
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Sustainability
management

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