The human rights policy of Finnish Minerals Group Oy

Introduction

Finnish Minerals Group Oy is committed to respecting the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the ILO Declaration of Fundamental Principles and Rights at Work. We also follow the OECD Due Diligence Guidance and its guidelines for multinational enterprises. Our human rights policy complements our Code of Ethics and highlights the key human rights that we must constantly strive to ensure. We are committed to respecting and advancing human rights.

Policy scope

This policy applies to Finnish Minerals Group Oy, the parent company of the group. Our subsidiary may have their own human rights policy that complements this policy, but it must be aligned with the parent company's policy. If a subsidiary does not have its own human rights policy, the policy of FMG Oy applies. We require our subsidiaries to respect human rights in all activities, including procurement.

We also expect our associated companies, which are not part of our group, to operate in accordance with these principles. Furthermore, we require our co-investors and suppliers of goods and services to respect human rights principles and values.

Our group's products are used, for example, in the electrification of transport and the production and storage of energy to help curb climate change. However, we recognize that our operations may involve human rights risks. The key human rights topics for us and our subsidiaries are outlined below.

Occupational safety and health

Tasks and working environments vary significantly across our group companies. Every employee must work safely and follow instructions. Our goal is to prevent accidents and to ensure a high level of occupational hygiene in all activities.

Occupational safety and health require systematic development and the provision of induction, training, and guidance to employees. Our approach is to identify potential risk situations, assess risks, and ensure a safe and healthy working environment. We expect each employee to pay attention to risks and report safety and health observations in daily activities so that any shortcomings can be rectified. We measure our safety performance and carefully review all accidents and incidents together to learn from them.

Equality and non-discrimination

The group's principles guide everyone to treat others equally, regardless of background. Supervisors have a special duty to ensure that every employee understands the basics of human rights, regardless of their tasks, position, or time at the company. We actively work to prevent discrimination, harassment, and bullying, and we build a diverse and inclusive work community. We

promote equality and gender equality systematically. Our work community offers everyone equal opportunities to develop in their work.

Right to a healthy environment

We recognize the connection between human rights and environmental responsibility and work to minimise environmental impacts.The group's mining and chemical industry companies regularly engage with neighbours of mining concessions and industrial areas to receive feedback and address concerns, such as environmental issues. We also recognize the unique relationship of indigenous peoples to land and natural resources, and we emphasize open stakeholder engagement and partnerships to create economic opportunities.

Our field of business requires permits granted by authorities, which include requirements such as minimizing emissions. Our duty is to comply with permit conditions, report any deviations to authorities, and take corrective actions immediately.

Fair employment, freedom of association and adequate standard of living

We ensure fair working conditions for our employees, based on legislation, collective agreements, employment contracts, and local agreements. Our subcontractors must also comply with the same principles.

Our working time arrangements allow for recovery from work and time for other important aspects of life. We monitor working hours through a reporting system. Our personnel have full freedom of association, and we develop the work community through open dialogue with staff representatives.

Achieving an adequate standard of living must not be based on unethical or human rights-violating practices. We do not tolerate child labor, violations of children's rights, human trafficking, modern slavery, forced labor, or other forms of exploitation.

Policy implementation

The CEO of Finnish Minerals Group Oy is responsible for implementing the human rights policy. The executive responsible for sustainability is responsible for applying and interpreting the policy. We prevent and minimize negative impacts and are ready to correct our practices immediately if necessary. For this reason, it is important for us to receive information about possible shortcomings or abuses related to the company's operations.

Our employees and those of our partner companies have access to a reporting channel on our website www.mineralsgroup.fi, through which human rights abuses can also be reported. Other stakeholders can use the feedback channel at www.mineralsgroup.fi/contact.

Policy adoption

This policy was adopted by the Board of Directors of Finnish Minerals Group Oy on 4 March 2022 and the updated policy on 27 November 2025. Finnish Minerals Group also has subsidiaries in

which it has 100% ownership, and such companies adhere to the parent company's policies without a separate adoption process.

The human rights policy is reviewed at least every two years and updated as needed. The policy is a public document.