

2024 Sustainability Report

Improving Everyday Life in a Lower Carbon World



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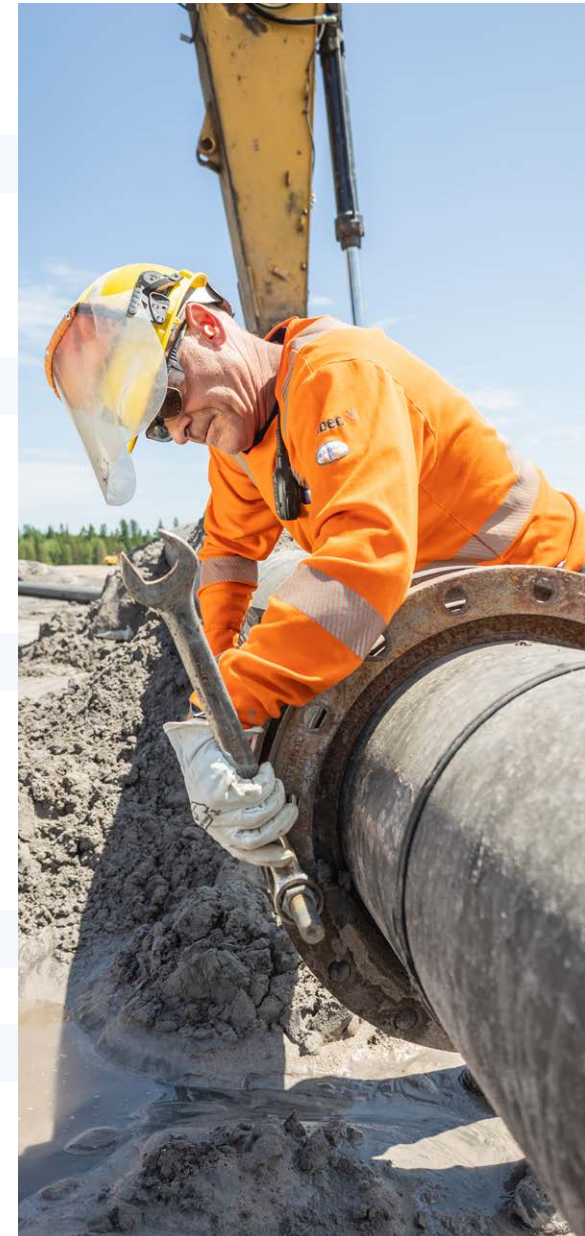
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Senior Management Letter

Magris Performance Materials is pleased to present our 2024 sustainability report, highlighting our commitments, actions and achievements during 2024, and our plans for the future.

Since preparing our first report for the 2022 calendar year, we have continued to seek meaningful ways to more deeply integrate sustainability across our business— supporting our vision of supplying materials that enhance the performance and sustainability of critical products for a lower carbon world. During 2024, we advanced our sustainability objectives by further harmonizing efforts across our two operating subsidiaries, Niobec and Magris Talc, while continuing our focus on the priorities we previously identified: Workplace Health, Safety & Well-being, GHG Emissions & Climate Change, Workplace Culture, Business Ethics & Transparency, and Responsible Supply Chain.

Our stated goal of net-zero emissions by 2050 requires deliberate planning and thoughtful interim action that will contribute to our emission reduction objectives. In 2024, we established the Climate Change Task Force whose purpose is to develop a net-zero carbon emissions roadmap to our 2050 target. This Task Force will identify and evaluate opportunities and technologies to advance our business towards net zero and build on the progress we have already made. In 2024, Niobec achieved a 6% reduction in GHG emission intensity, reducing it to 1.23 tCO₂e/t FeNb.

During 2024, we also advanced our broader waste management objectives, successfully diverting more than 60% of our non-hazardous waste and more than 67% of our hazardous waste from landfills, representing a 29% and 38% improvement, respectively, compared to the prior year. During the year, we also advanced our commitment to environmental sustainability by commencing the certification process for ISO 14001 at Magris Talc, which we expect to complete in 2025.

We continue to take pride in our achievements in Workplace Health, Safety, and Well-being—once again experiencing no fatalities or life-altering events across our business, and achieving a second consecutive year without any lost-time incidents at Magris Talc. We also observed a 22% decrease in our near miss frequency rate as we focused on minimizing exposure to critical and high-consequence risks. Despite this progress, we experienced an overall increase in our total incident rates in 2024, and in particular, a significant increase in our contractors total recordable injury rates. We strongly believe that we are responsible for the safety and well being of everyone who enters our workplaces. In 2025, we will prioritize strengthening education, training and supervision of both employees and contractors on site, with a targeted focus on addressing the specific risks inherent to our operations.

In 2024, we finalized and tested a corporate crisis management plan for Magris Performance Materials. We also rolled out a screening tool to identify and assess risk areas in our supply chain. Despite the mixed success, we are dedicated to refining this process by improving our response rate and facilitating greater engagement from our key suppliers and customers. This will remain a focus area for us in 2025.

While we are proud of the progress we have made on our sustainability journey so far, we recognize it is one that requires continued efforts and dedication. We are committed to continuing transparent reporting of our progress, encompassing both our achievements and our challenges.

We invite you to explore this report to better understand our progress over the recent years and our commitment to sustainable operations that create long-term value.

Yours truly,

Aaron Regent
Chair & Chief Executive Officer

Matthew Fenton
President & Chief Financial Officer



Aaron Regent
Chair & Chief Executive Officer



Matthew Fenton
President & Chief Financial Officer



About This Report

In this Sustainability Report, we discuss Magris Performance Materials Inc.'s (MPM) business, vision, values, and performance related to relevant sustainability topics. Our identification and assessment of relevant topics is informed by both global and industry sustainability-related trends, frameworks, expectations, and best practices. This Report covers the period from January 1, 2024, to December 31, 2024. The reporting boundary includes MPM's operating sites, processing facilities, sales offices and our head office in Toronto.

How we disclose our performance for relevant topics reflects the [Sustainability Accounting Standards Board \(SASB\)](#) Metals and Mining Standard (MMS). Where MMS indicators do not exist for these topics, we employ [Global Reporting Initiative \(GRI\)](#) standards. While we currently reflect the MMS, we continue to evaluate the applicability of other standards to our business as the sustainability disclosure landscape continues to evolve.

The Magris Performance Materials Inc. Board of Directors has reviewed and approved this Report. The Magris senior management teams have reviewed the contents of this Report to confirm that it includes all information and sustainability topics that we believe are material to us, and our technical and subject matter experts have reviewed all included data to confirm its accuracy.

All information in this Report is current as of publication. All monetary figures in this Report are in US Dollars unless otherwise indicated, "C\$" = Canadian dollars and unit measures include "t" for metric tonnes and "CO₂e" for carbon dioxide equivalent.

Key Terms

In this Report, "Magris", "us", "we", and "our" refer collectively to MPM and its subsidiaries, Niobec Inc. (Niobec), Niobec GmbH (GmbH), Magris Talc USA, Inc. (MTU) and Magris Talc Canada Inc. (MTC), that supply our products to customers. When we refer to Magris Talc, we mean MTU and MTC.

Cautionary Statement

This Report contains statements about our business activities, products, markets, operational results, and financial condition that we believe are accurate and complete as of the date of publication. Some of these statements may be "forward looking" because we have used what we know and expect today to make a statement about the future. Forward-looking statements usually include words such as may, expect, anticipate, believe or similar words. We believe the expectations reflected in any forward-looking statements in this Report are reasonable. Actual events and results could be substantially different because of the risks and uncertainties associated with our business or events that happen after the date of this Report.

For more information about Magris, please visit us at www.magrispm.com. We welcome any questions or comments on this Report. Please reach out to us at: info@magrispm.com.

Restatements

Where appropriate, restatements are included throughout this Report. These restatements reflect corrections to previously reported data, for reasons noted in each instance. All necessary restatements have been made and are clearly acknowledged in the relevant sections to ensure transparency, accuracy, and alignment with our commitment to continuous improvement in sustainability reporting.

2024 Highlights



0

fatalities or life-altering events



2

consecutive years without a lost time incident at Magris Talc



19

consecutive years without a lost time incident at Magris Talc's Houston operations



1.41

near miss frequency rate representing a 22% decrease from 2023

1.23

tCO₂e/
t FeNb

GHG intensity for Niobec representing a 6% decrease from 2023

0.16

tCO₂e/
t talc

GHG intensity for Magris Talc, in line with 2023



57%

of tailings were repurposed for operational uses, including paste backfill, in line with prior year improvements



35%

of procurement budget spent locally, maintaining strong local procurement

About Magris

Our Operations

Magris is a privately-owned, North American-based performance materials producer supplying manufacturers with key inputs for their essential products.

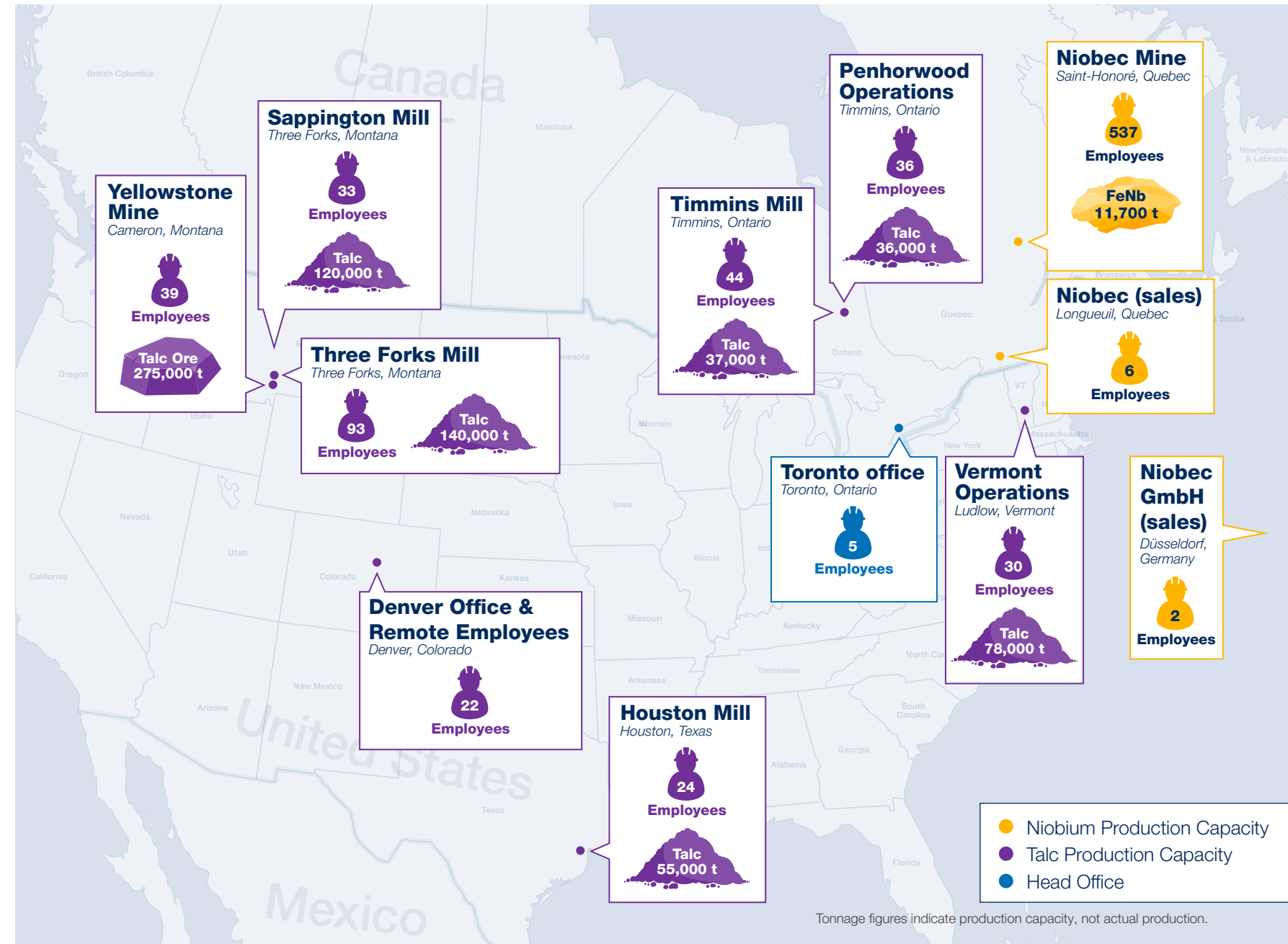
The critical materials that we produce, niobium and talc, are used in a variety of industrial applications to enhance performance and improve sustainability in everyday products. Manufactured from a portfolio of world-class, vertically integrated mining and manufacturing facilities in Canada and the United States, our products are sold globally. We have owned our niobium business since 2015 and our talc business since 2021. In 2024, we had revenues of approximately \$500 million. We supply approximately 50% of North America’s talc market and 10% of the global niobium market from our low-environmental footprint facilities. For more information about our products and operations, please see the “[More About Magris](#)” Appendix of this Report.

The Magris Vision guides us in what we do:

We supply materials that enhance performance and sustainability in critical products that improve everyday life in a lower carbon world. We operate responsibly—respecting our employees, communities, and the environment.

Our corporate head office is located in Toronto, Ontario, and Magris Talc has a regional office in Denver, Colorado. Niobec owns and operates a niobium mining, processing, and metallurgical complex in the Saguenay region of Quebec, with niobium sales offices in Longueuil, Quebec (Niobec) and Duesseldorf, Germany (GmbH). Our Magris Talc operations are located in Montana, Vermont, Texas, and Ontario. We also maintain and are responsible for several non-operating, legacy facilities in California, Montana, and Vermont stemming from the 2021 acquisition of our talc business. In addition, we own a rare earths elements deposit in the vicinity of our Niobec facility.

Magris employs over 850 people across all our locations, with the vast majority of them being local community members.



How We Create Value

How We Improve Everyday Life

Our products are **performance materials**, meaning they provide more sustainable and lower-carbon solutions to a range of industries, including manufacturing, agriculture, and transportation.

Improving everyday life through:

More information about our products can be found in the [“More About Magris”](#) appendix of this Report.

Niobium



Where our Niobium is used



Automobiles

Niobium results in stronger and lighter automotive steel components with improved performance and better fuel efficiency, with up to **10% less** weight in vehicles.

Potential future applications include enhanced electric vehicle (EV) battery performance (significantly reduced charging times/higher capacity), greater lifespan (more charging cycles available) and safety.



Infrastructure and Construction

Niobium contributes to dematerialization – making more goods with fewer resources. The use of niobium in construction steel typically **reduces material input by an average of 22%**.

Niobium in steel pipelines can **reduce total materials used by up to 24%** to transport the same volume.

Talc



Where our Talc is used



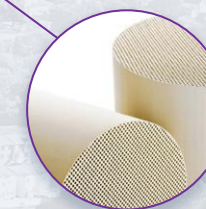
Polymers

Talc used in polymers in plastic auto parts adds tensile strength, rigidity and impact resistance, resulting in lighter weight vehicles and increasing fuel efficiency.



Rubber

Talc adds dimensional and thermal stability, lubricity, dusting, and reinforcement properties to hoses, window seals, and tires.



Specialties

Talc in catalytic converters reduces harmful exhaust gases and particulate emissions. Talc in ceramics adds thermal stability, crack and shrink resistance, and stiffness.



Agriculture

Talc-based solutions in agriculture can provide natural alternatives to chemicals that protect plants from insects and sunburn.



Construction

Talc enhances crack and shrinking resistance, corrosion resistance and barrier properties in adhesives, caulks, sealants and asphalt roofing.



Paints & Coatings

Talc enhances protective and marine gels, gel coats, primers, cured-in-place pipe, and architectural coatings by adding corrosion resistance, waterproofing, and other performance-improving properties.



Paper

Talc in paper production displaces harmful chemical-based alternatives.



How Our Niobium Advances a Low Carbon Future

Climate change is one of the most pressing issues facing humanity, and the risks associated with a changing climate – risks to the planet, people, and business – can no longer be ignored. We must do our part to address the challenge of climate change and reduce our impacts, implement mitigation and adaptation activities, and provide products that contribute to a lower carbon world.

In 2022, we commissioned an external life-cycle assessment (LCA) study* that evaluated the carbon footprint of our ferroniobium (FeNb) product and identified the enabled benefits for its various downstream applications.

Some of the enabled benefits identified by the study include niobium applications in construction, automotive, and pipelines that contribute to reductions in GHG emissions:

Construction: Using our niobium in high-strength low-alloy (HSLA) steel in construction applications typically results in an average of 22%, and up to 60%, less material input compared to using conventional steel.

Automotive: Using niobium in automotive steel components typically leads to 17 to 30% less steel input compared to using conventional steel. Less weight results in greater fuel efficiency and lower emissions over the life of a vehicle.

Pipelines: Using HSLA steel with higher niobium content allows for the construction of pipelines with twice the capacity, resulting in an average reduction of 24% in steel input compared to standard pipelines.

The study found that the carbon footprint of our FeNb production is 15.96kg CO₂e/kg (based on a three-year average from 2019-2021), which equates to total annual GHG emissions of 154,000 tCO₂e from our FeNb production.

If we scale the niobium-derived benefits using Niobec's average annual sales volume, the potential annual GHG emissions avoided are 9 million tCO₂e, with certain scenarios suggesting a top end of 35 million tCO₂e in avoided emissions. The 9 million tCO₂e of avoided emissions represents 58 times the annual GHG emissions we generate in producing our FeNb. This ignores other benefits resulting from the use of fewer resources and materials that were not assessed as part of the study.

* The study included the years 2019, 2020, and 2021, and was performed in accordance with the Product Life Cycle Accounting and Reporting Standard developed by the [Greenhouse Gas Protocol](#). The study considered mining operations as well as energy and material consumption used in concentrating, converting, and processing niobium ore to ferroniobium, and included an analysis of the enabled carbon benefits associated with downstream niobium use in automotive, construction, and pipeline applications. While the study is based on data from 2019-2021, there has been no change in our production methods for niobium since then, and so we continue to believe that the study and its conclusions remain valid.

Sustainability at Magris

We define sustainability as our ability to manage the environmental and social impacts of our activities, so we create value in the long-term—meeting the needs of the present without compromising the ability of others and future generations to meet their needs.

Our commitment to sustainability underlies our focus on our long-term business viability, our operational and financial performance, and the potential impacts we have on others and the environment. As a global business, we are also subject to and must manage sustainability-related operational, financial, and reputational risks, as well as, evolving societal concerns and expectations connected to sustainability.

Our Core Values

Our business is built on four core values: Respect, Integrity, Safety, and Excellence. These values guide us to openly engage with those affected by our actions and to consider their diverse and sometimes conflicting perspectives before we make decisions.



Respect

We respect each other, the natural world around us, and all those with whom we interact or who are affected by our activities



Integrity

We are honest and open, and act in a way we can be proud of



Safety

We believe that everyone should go home safe and healthy, every day



Excellence

We strive to be excellent in everything we do and embrace teamwork and creativity

We are also guided by leading international standards, practices and industry organizations, including the Mining Association of Canada's Towards Sustainable Mining (TSM) standard. This standard is the basis of a globally recognized sustainability program that supports mining to manage key environmental and social challenges. As a member of the Quebec Mining Association, Niobec publishes annual performance results against the TSM framework. To view Niobec's most recent TSM Results Report, please visit at <https://mining.ca/companies/niobec/>.

We became a voluntary participant in the United Nations Global Compact (UNGC) in 2022 as a demonstration of our commitment to sustainability in our businesses and we filed our first Communications on Progress in 2024. A further Communication on Progress will be filed in 2025. For more information on the UNGC's Ten Principles, please visit at www.unglobalcom/what-is-gc/mission/principles.



Relevant Sustainability Topics

Our identification and assessment of relevant sustainability topics was informed by global and industry sustainability trends and frameworks, expectations, and best practices. Through the assessment, we identified the eight topics listed below that we believe are most important to Magris. These topics form the basis of this Report and the core of our sustainability strategy. While all topics are important to our business, we especially focus on Workplace Health, Safety & Well-being, GHG Emissions & Climate Change, and Water & Effluent Management. We believe these topics have the greatest impact on sustainability from an operational perspective.



Sustainability Governance and Management

Our governance of sustainability matters occurs at multiple levels. We emphasize communication, transparency, and responsiveness between levels:

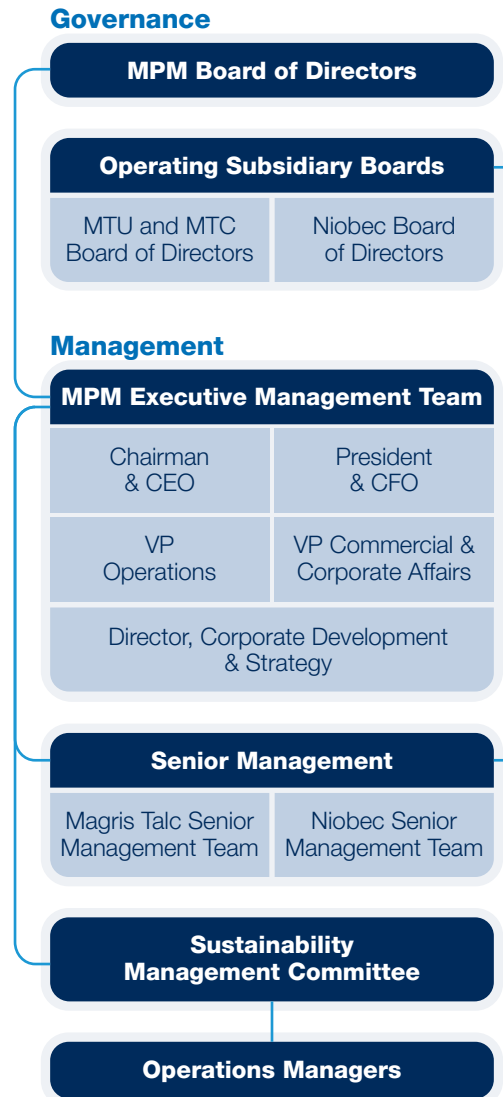
Governance

Magris Performance Materials Board of Directors

The MPM Board of Directors (MPM BoD) has the overall responsibility to supervise the management of the business and affairs of MPM. As part of its responsibility, it oversees, reviews, and approves the sustainability strategy and sustainability-related policies of MPM. It also reviews and authorizes funding for sustainability-related operating and capital expenditures, either as part of the annual consolidated budgeting and planning process or in response to specific authorization requests from MPM executive management, in accordance with Magris authorization policies. The MPM BoD does not delegate responsibility for sustainability-related matters to a committee, and each director is directly involved in overseeing the sustainability-related aspects of MPM's business. The MPM BoD receives updates on sustainability-related matters, performance and initiatives at quarterly board meetings or through written updates and briefings from the MPM executive management team. These matters are reviewed and discussed with the MPM executive management team and by Niobec and Magris Talc senior management team members. Additional MPM BoD meetings are held as needed.

Operating Subsidiary Boards

The board of each operating subsidiary (MTU, MTC and Niobec) is comprised of certain members of management of the subsidiary and MPM (and in the case of Niobec, certain MPM directors as well), also receives information periodically and as needed on sustainability-related matters that pertain to the business of the subsidiary. Each board reviews and authorizes associated sustainability-related expenditures and actions separately from the MPM BoD.



Management

MPM Executive Management

The MPM executive management team (CEO, President and CFO, Vice-President, Operations, Vice-President, Commercial and Corporate Affairs, and Director, Corporate Development and Strategy) formulates the sustainability strategy and Magris-wide policies and presents them to the MPM BoD for review, discussion, and approval. It also makes authorization requests to the MPM BoD for significant sustainability-related expenditures and actions. The MPM executive management team also guides the Niobec and Magris Talc management teams regarding prioritization and resource allocation for sustainability-related matters.

Niobec and Magris Talc Senior Management Teams

The Niobec and Magris Talc senior management teams provide input to the MPM executive management team on sustainability strategy, Magris-wide policies, actions, and related operating and capital expenditure requirements. Each team, working with its operating personnel and subject matter experts (SMEs), both internal and external, has frontline responsibility for identifying and assessing sustainability-related risks and opportunities that arise in its business, and for proposing actions to the MPM executive team to manage such risks or act on such opportunities. Each team is also responsible for the implementation of sustainability-related initiatives and actions in its business at the operational level, in line with Magris-wide policies, commitments and plans.

Sustainability Management Committee

This committee is comprised of members of the MPM executive management team, senior leaders from Niobec and Magris Talc, and operations managers with sustainability-related responsibilities. The committee meets monthly, and more frequently as required, to discuss and review sustainability-related risks and opportunities, review and revise sustainability priorities, set annual and ongoing sustainability-related objectives and targets, and recommend plans of action to achieve and assess progress made towards sustainability-related objectives.

Members of the MPM executive management team are also in frequent, if not daily, contact with Niobec and Magris Talc management members concerning ongoing sustainability-related matters or issues that may arise between Sustainability Management Committee meetings.

Our Approach to Sustainability

The complexities of our business and the world we operate in mean that addressing sustainability is crucial for our long-term viability. By identifying, measuring, and evaluating sustainability-related risks and opportunities, we can create value, enhance operational and financial performance, and grow our business. We view sustainability-related risks and opportunities as part of our overall risk management strategy. We recognize that some sustainability topics are inherently subjective and may lack high-quality data. In such cases, we take a pragmatic approach, balancing sustainability implications with our understanding to ensure appropriate action.

The 2021 acquisition of our talc business presented us with an opportunity to review the separate, existing management systems and tools at Niobec and Magris Talc. Work is ongoing to harmonize these systems and tools for risks and opportunities common to both businesses, including those associated with sustainability.

Policies

We developed the Magris Sustainability Policy to define what sustainability means to us and to guide our daily efforts in managing sustainability-related risks. This policy helps us positively impact the environment, people, and communities around us, and enhance the long-term viability of our business. To view the Sustainability Policy and our other corporate policies that relate to the topics discussed in this Report, please visit our website at www.magrispm.com/sustainability.

We implemented updated corporate policies intended to strengthen our sustainability management framework across Magris in 2024. Each policy outlines the principles and standards guiding our commitments and actions for its subject matter. These principles are incorporated into the policies, standards, processes, and procedures used by each operating subsidiary and corporate function to manage risks in daily activities.

During 2024, we completed a review of all policies within Niobec and Magris Talc to ensure consistency and proper integration with the updated corporate policies. Additionally, we standardized, to the extent possible, the safety terminology and reporting indicators used by each of Niobec and Magris Talc. We also developed standardized reporting indicators for tracking waste streams on a consistent basis within each business.

Focusing on What Matters Most

In 2022, we conducted a review, with the assistance of a third-party consultant, which identified and assessed the sustainability topics that were most relevant to our businesses. This review was informed by global and industry sustainability trends and frameworks, expectations, and best practices in the context of the sustainability-related aspects relevant to our business, where our management of these aspects could significantly affect the long-term viability of our business. We identified eight topics as a result of this review that form the basis of our sustainability approach as described in this Report. While all these topics are important to our business, we are especially focused on Workplace Health, Safety & Well-Being, GHG Emissions & Climate Change, and Water & Effluent Management since we believe that these topics have the most significant potential impact on our long-term viability.

We periodically review and reprioritize sustainability-related aspects of our business as a result of the progress we make in achieving our sustainability objectives, the emergence of new issues, and evolving regulatory requirements.

Sustainability Measurement and Reporting

A comprehensive and transparent internal reporting system is essential for assessing, understanding, and addressing sustainability-related risks and opportunities within our business.

We internally track and record our progress toward specific objectives and activities for each sustainability topic using measurable, time-bound, and standardized key performance indicators (KPIs). Depending on the specific KPI, the frequency of internal reporting can be on a weekly, monthly quarterly or annual basis (or any combination of them). These KPIs allow us to continuously evaluate our current performance against targets and past results. We also report these and other KPIs externally, either as mandated by applicable laws or regulations or voluntarily as in the case of this Report.

Niobec and Magris Talc include their KPIs in the regular internal reports they produce. These reports are reviewed and discussed with management and the relevant boards of directors, including the MPM BoD.

Additionally, we are aligning KPIs and tracking tools between Niobec and Magris Talc for common activities or risks. For activities or risks unique to each business, industry-standard KPIs and tracking tools are utilized.





Our Approach to Risk Management

Historically, our facilities focused on identifying operational risks and putting in place physical systems, procedures, and processes to manage them on an individual basis. While this approach allowed for appropriate risk management practices relevant to a facility, it lacked a cohesive risk management framework with standardized “risk language” and methods for collection, analysis, and reporting of risk-related data and effective sharing of management best practices, across the organization.

Integration

In 2022, following our acquisition of the talc business in 2021, we started work to establish a unified Enterprise Risk Management (ERM) framework. However, over the course of this initiative, we concluded that fully integrating each business’s ERM framework was not optimal due to the unique risks and challenges that Magris Talc and Niobec each face. Instead, over the course of 2023 and 2024, we focused on harmonizing the separate risk management systems and tools of our two distinct businesses. This framework aims to ensure consistency across all sites by standardizing data collection and analysis methods and adopting a common language and terminology for identifying, tracking, and managing risks and opportunities shared among the businesses. At the same time, each business retains its historical management systems and tools for its unique risks and opportunities.

During 2024, our efforts in harmonization focused on areas where we perceived sufficient common ground between Niobec and Magris Talc. We believe that greater alignment in these areas will yield tangible benefits. Specifically, our efforts focused on Workplace Health, Safety & Well-being, GHG Emissions & Climate Change, Workplace Culture, Business Ethics & Transparency, and Responsible Supply Chain.

Roles and Responsibilities

The approach that Magris takes to risk management can best be summarized as “top down, bottom up”. The MPM executive team drives the formulation of Magris’ sustainability vision and strategy, including setting and prioritizing annual and other objectives for each business and Magris as a whole. For risks and opportunities specific to one business, the MPM executive management team works with the management, operations, marketing, and other functional teams of that business to identify and assess them within their areas of responsibility.

The operational and functional teams play a critical role in identifying and assessing risks and opportunities within their business, promptly informing the MPM executive management team and providing recommendations to address the risks and execute on the opportunities. External consultants are engaged where necessary, to support the business’s internal SMEs in comprehensively understanding issues, evaluating options, and determining the appropriate actions to address the risk or act on the opportunity.

If a risk or opportunity extends beyond the operations teams’ responsibility or impacts Magris as a whole, the MPM executive management team is responsible for identifying, evaluating, and determining appropriate actions in consultation with the operations and other teams. This may include efforts such as updating and implementing the Code of Conduct or determining actions for compliance with anti-corruption or sanctions legislation.

Given that certain risks cannot be completely eliminated and opportunities must align with our long-term sustainability vision while also demonstrating commercial viability, we thoroughly evaluate all alternatives through trade-off or other studies. After assessing the alternatives, we proceed with the option that we believe is most appropriate in the circumstances. Associated expenditures to address the risk or opportunity are authorized at the appropriate level, either as a unique item or as part of the annual budget and planning process, depending on their nature.

Day-to-Day Operations Management

We manage sustainability-related risks that are associated with our day-to-day operations through the following actions:

- Adhere to site-operating standards that meet or exceed our compliance obligations under applicable laws and regulations and meet the concerns of, or our commitments to, our stakeholders;
- Set annual and ongoing sustainability-related targets and objectives;
- Track and monitor our performance against sustainability-related targets and objectives, assess and report our performance, and take action to address non-performance where needed;
- Implement and maintain management practices based on industry recognized systems and standards;
- Monitor and enhance our sustainability-related procedures and practices through regular inspections, audits, reviews, investigations, corrective actions, shared learnings, review of best practices, and behaviour-based processes that lead to continuous improvement;
- Allocate the appropriate resources to fulfill our commitments;
- Raise awareness and encourage, train, and empower our employees and contractors to meet our commitments;
- Use sustainability as a driver to improve our operational and financial performance;
- Define and communicate our sustainability performance objectives clearly and transparently and report on our performance annually;
- Review and assess our progress towards achieving our sustainability commitments regularly at all levels of our organization; and
- Avoid doing business or maintaining any other relationships with those whose actions are inconsistent with our values and sustainability objectives.



Our Approach to Acquisitions

Magris regularly evaluates potential acquisitions. We consider sustainability-related risks and opportunities in our M&A activities in a similar manner to how we consider such risks and opportunities in our own business.

We conduct due diligence on targets to identify and assess sustainability-related potential risks and opportunities, analyze how we can best manage the risks and act on the opportunities in a commercially reasonable manner, and incorporate our conclusions into a valuation that quantifies the value we attribute to a target.

We aim to thoroughly assess the liabilities and costs, both operational and capital, associated with risks, as well as the potential cash flows linked to opportunities. If we determine that a risk cannot be effectively managed on a commercially reasonable basis, we refrain from pursuing the acquisition opportunity. Similarly, if the potential cash flow of an opportunity cannot be clearly determined, we do not include that cash flow in our valuation of a target. Our overall valuation for a target is derived from integrating our assessments of sustainability-related risks and opportunities, along with evaluations of other aspects of the target and its business.

Prioritizing Workplace Health, Safety & Well-Being

We believe that every person entering a Magris workplace should go home safe and healthy, every day. We also believe that every person at a Magris workplace is a courageous health, safety, and well-being leader who must act with a sense of urgency to manage our health, safety, including psychological safety, and well-being risks. All injuries and occupational illnesses are preventable, and there is no job worth doing in an unsafe way.

Workplace Health, Safety & Well-Being

How we define this topic: Managing occupational health and safety hazards involving physical and mental health; maintaining work environments that protect workers' health and working capacity; and promoting workplace safety and health.

Our Approach

Safety is a core value at Magris. ***“Everyone goes home, safe and healthy, every day”***—this applies to everyone who enters a Magris workplace. We believe that nothing is more important than the safety of people and that everyone has a role to play in creating a safe workplace.

We do not compromise on safety. We believe that all injuries and occupational illnesses are preventable, and there is no job worth doing in an unsafe way—none! While we strive for zero reportable safety incidents across our operations, we maintain a sharp focus on the complete avoidance of high-consequence incidents.

Our approach to managing safety is guided by three core concepts:



Leadership

Our leaders set the tone to demonstrate safety as a core value through visible leadership and clear communication of safety expectations.



Teamwork

We act as a team, and we expect everyone to be treated with respect, to trust and be trusted, and to listen to and support each other to work in a way that promotes well-being.



Practice

We promote safety within our business through continuous improvement of our workplace safety management systems and procedures via regular inspections, audits, reviews, investigations, corrective actions, and shared learnings.

Our Workplace Health, Safety & Well-Being Policy reflects our three core concepts and sets out the framework by which we protect everyone's physical, psychological, and social health, safety, and well-being at our workplaces.

Reporting Safety Concerns

We encourage everyone to be safety champions and to address and report any unsafe practice or activity through our standard internal reporting channels (i.e., directly reporting to a manager). By reporting unsafe behaviours, everyone can learn from these experiences. We also maintain a third-party administered Code of Conduct reporting system so that anyone at a Magris workplace can anonymously report a safety-related concern or violation outside of our internal reporting channels.

We investigate all safety incidents thoroughly to understand the root cause and subsequently adapt our safety standards and practices to avoid any recurrence. We treat near misses* as safety incidents in our reporting and investigation process to help prevent future incidents that could be caused by similar circumstances.

Accountability

We incorporate safety-related objectives into our business objectives and tie individual compensation to the achievement of these objectives for all management team members as well as many of our other employees. As we progress towards utilizing leading indicators beyond our current lagging indicators, we continue to review how compensation can be best tied to safety performance. We also use safety-related criteria in our process to select our contractors.

* We base our definition of a "near miss" on the SASB definition: "an unplanned or uncontrolled event or chain of events that has not resulted in a recordable injury, illness, physical damage or environmental damage, but had the potential to do so in other circumstances", except that we consider "other circumstances" to mean a slight shift in any one circumstance.

Triple Zero

We have a “Triple Zero” target – zero fatalities, zero lost time injuries and zero medical treatment injuries—that is a goal that we work towards every year. We track these using commonly accepted industry definitions.

Our 2024 Performance



Achieving our vision of “Everyone goes home, safe and healthy, every day” means that we are on a never-ending journey to continually assess the factors behind our Workplace Health, Safety & Well-Being performance, and act to improve it.

In 2024, we reported zero fatalities, alongside a total (employee and contractor) recordable injury rate (TRIR) of 2.62, and an overall near miss frequency rate (NMFR) of 1.41. While employee TRIR increased slightly in 2024 to

1.98, employee TRIR remained more than 50% lower than 2022 employee TRIR. However, total TRIR increased 24% due to a significant increase in contractor TRIR, from 3.67 in 2023 to 5.42 in 2024.

We believe that the sustained improvement in our employee TRIR reflects our continued focus on and the impact of “visible felt leadership” —leaders being available, visible, and felt in the workplace—in addressing high-severity risks across our operations during daily activities and in our health and safety training programs. Additionally, our safety indicators are reflective of our continuous efforts to adapt and improve our safety practices and tools across our operations, such as the updated pre-start meetings introduced at Niobec in 2023.

Indicator	Unit	2022	2023	2024
Total recordable injury rate (TRIR)*	Rate	3.97	2.12†	2.62
Employees	Rate	4.23	1.79	1.98
Contractors	Rate	2.81	3.67	5.42
Near miss frequency rate (NMFR)‡	Rate	1.98§	1.80¶	1.41
Fatalities	#	0	0	0

* We define TRIR using the SASB definition: “the number of work-related injuries per 200,000 hours worked”.

† 2023 TRIR has been restated (from 2.85) to reflect an error in the total hours worked used in the calculation.

‡ NMFR = number of near misses / (total hours worked / 200,000).

§ 2022 NMFR has been restated (from 1.25) to reflect the subsequent harmonization of our tracking methodology across our businesses for this KPI.

¶ 2023 NMFR has been restated (from 2.06) to reflect an error in the total hours worked used in the calculation.

With respect to the continued increase in contractor TRIR, the health and well-being of everyone at our workplaces is always our first priority. We have determined that nearly half of Niobec’s contractors’ recordable injuries occurred during tasks that were not commonly required on site and involved higher-risk activities, such as underground mining services during the rehabilitation of vertical egress ways and repair work within the hydrochloric acid tanks. In all cases, poorly adapted working methods and deviations from established standards led to these accidents. We strongly believe in the importance of continuous supervision for everyone and in improving communication of our health and safety standards and resources to contractors on our site. As part of our corrective actions, we have restarted specific in-house training for the staff supervising our contractors, with a focus on understanding and managing the risks that are unique to our operations. Additionally, we have reviewed our internal supervision support to contractors during all shut-downs. We also plan to promote the use of our newly developed critical controls pocket reference book by contractors in the coming year. Finally, we will take corrective action as needed, which may include terminating our relationship with any contractors who do not align with our approach and priority focus on safety.

Our 2024 total rate NMFR showed a continued decrease from the rate in 2023. We believe the improved performance and decline in significant potential incidents are primarily due to a focus at site on high-severity risks and potential incidents associated with those. We also believe the lower NMFR may be partly due to the formal process introduced in 2024 to share lessons learned between Niobec and Magris Talc following major safety events. However, given this program was only introduced part way through the year, we anticipated seeing an even greater impact in 2025. In addition to reviewing significant potential incidents, the Shared Learning Committee shares best practices in the management of critical risks.



As part of our ongoing efforts towards “Triple Zero”, we focused on managing high-consequence/life-altering incident risks. This approach is proven to be effective in increasing safety awareness and focus, and fostering a strong workplace health, safety, and well-being culture. We also made progress towards improving our risk identification systems. We emphasized concrete actions to control and manage known areas of high-consequence risk, and we believe this allowed us to maintain improvements in our overall safety performance observed in 2023. Some key initiatives undertaken at our sites included:

At Niobec

- Continued focus on management and supervisory field presence, including specific targets for time spent in the field for each level of management;
- Updated the underground and surface traffic management plan to reduce the frequency of pedestrian-vehicle interactions; and
- Developed and introduced a critical controls pocket reference book, including a revised protocol for lifting and rigging deployed during the year.

At Magris Talc

- Updated and refreshed the “Take 5” pre-task risk assessment protocol, which provides a standardized framework and process for evaluating and identifying risks, and ensuring the proper training, tools, equipment, and personnel are present for a given task;
- Held two “Safety Connect” days focused on “Take 5” pre-task risk assessments and emergency preparedness. At the first Safety Connect in May, our updated “Take 5” pre-task risk assessment was presented to all employees, and exercises were completed focusing on hazard identification and risk mitigation. At our second Safety Connect in September, our sites hosted local emergency medical services and fire agencies. In one location, we also had attendance and input from our local railroad operator. A review of site-specific emergency responses was completed during these activities; and
- Updated all safety signage across our operations to ensure a consistent message and to reflect the refresh of our “Take-5” protocol. The review and update also considered, where possible, consistency with the signage and messaging used at Niobec.

We rolled out our updated Magris Workplace Health, Safety & Well-Being Policy during 2024, and completed a review of all of Niobec’s and Magris Talc’s operational standards, processes, and procedures to ensure harmonization and alignment with it.

We are also very proud to note that 2024 represented a second consecutive year for Magris Talc without a lost time injury, and also marks 19 consecutive years without a lost time injury for Magris Talc’s Houston operations.

Our Future Actions

We will continue our work towards achieving “Triple Zero” during 2025 by continuing to improve our risk identification system and standardize critical controls for high-consequence risks. These efforts will include:

- Establishing a common reference point between Niobec and Magris Talc in identifying key critical risks and promoting a safety culture;
- Introducing or improving mechanisms to ensure our workforce is properly equipped and prepared to complete their work safely. This includes:
 - Integrating our critical controls pocket reference book into pre-start meetings at Niobec;
 - Implementing a new electrical safety program at Niobec;
 - Improving “machine guarding” concepts in the day-to-day operational activities at Niobec;
 - Developing a fitness for duty protocol utilizing the Safety Action Teams at Magris Talc; and
 - Completing an internal review and update of safety protocols across all sites at Magris Talc; and
- Continuing work on developing, defining, and documenting a set of leading indicators and associated tracking methodology and incorporating these indicators into our internal reporting.

In connection with our updated Workplace Health, Safety & Well-Being Policy, we will refine our associated management systems and processes on a periodic basis. These refinements will include, among other things:

- A management program that assesses and tracks prevention activity effectiveness over time;
- A system that monitors, tracks, and assesses the effectiveness of safety training across Magris; and
- Timely and periodic evaluations of our health and safety management systems, processes and culture, including periodic external reviews.

Relevant Standards
SASB EM-MM-320a.1
GRI 403-8, 403-9, 403-10



Niobec Gatehouse Improvements

As Niobec's business and production have continuously grown over the years, the operational footprint and surface infrastructure on site have expanded substantially. What was once a small footprint with a few buildings has become a much larger integrated processing complex. This growth in infrastructure has been accompanied by a significant increase in personnel on site – more employees, contractors and raw material deliveries – resulting in a higher volume of vehicle traffic. More than 2,000 heavy vehicles enter Niobec's site each year, in addition to regular light passenger vehicles. From light vehicles bringing employees, contractors and visitors to site, to heavy trucks delivering raw materials or transporting our finished products to customers, the risks of vehicle-pedestrian interactions has grown alongside the business' expansion. The historical gatehouse, located directly between high traffic buildings, has always been a critical area of elevated risk of collisions.

In 2024, Niobec undertook a major project to relocate the main gatehouse to an area on site with substantially lower pedestrian density and away from key high-traffic buildings. This project was completed in July 2024 after a comprehensive reorganization of the traffic plan on site. As a result of these changes, both heavy and light vehicle traffic flows are now primarily routed outside of the busiest pedestrian areas.

During the execution of the project, we also took the opportunity to relocate the contractors' trailer park, which is an area of high pedestrian and light vehicle traffic, and reorganized our pedestrian pathways to better restrict access for individuals required to wear personal protective equipment (PPE). The project required significant communication and coordination, not only in executing the work on site, but also in updating suppliers, customers, and others visitors to ensure a smooth transition without disruption to our operations. This is a great example of the continued evolution of Niobec site with a focus on improved safety and risk mitigation.

Business Continuity

How we define this topic: Understanding and responding to operational, environmental, social, cyber, and/or political events that could impact our business and our stakeholders. Minimizing the consequences of such events to allow for continued business operations.

Our Approach

Our business continuity efforts are critical to safeguarding our people and those in our communities during and after any emergency or disruptive event that affects us and our ability to continue to produce and distribute our products. Our Business Continuity Policy sets out our framework to ensure that, amidst or as quickly as possible after an emergency or disruptive event, we can continue to supply materials to enhance performance and sustainability in critical products that improve everyday life in a lower carbon world.

It is crucial that we are prepared for any potential emergency or event that could cause disruption or endanger our people, facilities, or data. This readiness includes implementing measures to prevent such events from occurring in the first place. We take the following actions to put our business continuity plans into effect:

- Conduct simulated exercises to test our emergency preparedness, continuity, and recovery plans to ensure we can effectively respond to and address a real-life disruptive event;
- Revise our emergency preparedness, communications, continuity, and recovery plans following any material change in our operations, technology, processes, and/or personnel;
- Establish disaster recovery plans for applications and processes that support critical business operations;
- Establish crisis management teams that respond to a disruptive event and have nominated senior leaders with the authority to make critical decisions, which can include site closure or ceasing operations;
- Identify and mitigate supply chain risks to build resiliency and flexibility in our ability to source and procure the materials and services we need during and following a disruptive event;
- Maintain physical and technical safeguards to address identified information, data systems, and cybersecurity risks and conduct risk assessments as prudent, including external and internal penetration tests and social engineering campaigns;

- Train our employees regarding cybersecurity on a regular basis and as warranted by changes to our business operating environment or in response to identified risks; and
- Implement cybersecurity access procedures before we allow external parties, including service providers, to access our networks.

Our executive management team is responsible for non-operational business continuity risks while our operational management teams address operational business continuity risks.

Our 2024 Performance

During 2023, we formalized a corporate crisis management plan for MPM. In 2024, we followed up by engaging a third-party consultant to review the plan to ensure it aligns with current best practices and accepted industry standards. Based on the consultant's recommendations, MPM's corporate crisis management plan was revised and updated. Site-level crisis management and emergency preparedness plans at each of Niobec and Magris Talc were reviewed to ensure consistency with the revised corporate crisis management plan.

In 2024, MPM completed a desktop crisis simulation using the updated corporate crisis management plan, with participation from all members of the MPM corporate management team. Additionally, Niobec completed a crisis simulation exercise involving a tailings dam breach to test its emergency preparedness. These exercises are critical for ensuring our personnel are prepared and familiar with our crisis management plans and procedures in the event of a crisis.

Our information technology (IT) groups completed another comprehensive 360° review and audit of our cybersecurity and IT systems in 2024, consistent with the testing completed in 2022. The 2024 testing identified various recommendations for remediation and improvement, some of which were addressed with corrective action prior to the end of the year. As part of our cybersecurity risk management, we also conducted multiple phishing simulations throughout the year at Niobec and Magris Talc as well as our corporate office to test our personnel's awareness and assess our overall risk of email-initiated fraud.

Our Future Actions

In 2025, we will build on the efforts of the prior year by reviewing MPM's corporate crisis management plan, as well as the site crisis management and emergency preparedness plans at Niobec and Magris Talc, on an annual basis to ensure these plans remain current and aligned with best practices. Additionally, we will complete annual crisis simulations at our corporate office, as well as each of Niobec and Magris Talc.

Regarding IT security, in 2025, we will focus on implementing recommendations and actions to address areas of risk identified in the 2024 cybersecurity review and audit, prioritizing our actions based on severity. We will also conduct another 360° review and audit of our cybersecurity and IT systems as part of our ongoing efforts to monitor and improve their readiness and performance.

We also plan to develop an enterprise risk management protocol for our business during 2025 and beyond. This work will include:

- Developing a risk matrix for each operating location at Niobec and Magris Talc using standardized categories and risk factors, with the objective of completing this work during 2025; and
- Developing a standardized approach to managing risks across each operating location, based on the applicable risk matrix.

Relevant Standards
SASB EM-MM-530a.3



Engineered Solutions to Improve Property Risks

Niobec has a long-standing relationship with FM as its property insurer for the site and operations in St. Honoré. Following the talc acquisition, Magris Talc's assets were added to the portfolio underwritten by FM. FM's approach to property insurance is grounded in risk management and reducing overall risk. They collaborate with site-level teams to identify recommendations focused on engineering modifications that reduce the risk of incidents that would cause damage and disrupt operations. At Niobec, this collaboration led to successful improvements in risk exposure during the initial years under Magris ownership.

For Magris Talc, the objective was to employ a similar approach to achieve comparable benefits. However, given Magris Talc's footprint across nine separate sites, coordinating and implementing these recommendations proved challenging. During 2024, Magris Talc developed and implemented a structured process to periodically review recommendations with responsible personnel at each site, with one individual taking overall responsibility for managing FM's recommendations. This process resulted in significant improvements in the coordination and execution of actions aimed at addressing FM's recommendations. These actions have improved reliability and reduced the risks of disruption across all of our sites, exemplifying our proactive approach to ensuring business continuity.

Respecting the Environment

The preservation of the environment is fundamental to our present and future success. We are committed to avoiding, minimizing, or offsetting, in that order, all environmental impacts associated with our operations, including the greenhouse gases we generate or can influence.

GHG Emissions & Climate Change

How we define this topic: Supporting the transition to a lower-carbon economy by managing and monitoring our direct and indirect contributions to climate change (including GHG emissions), understanding and addressing climate-related risks and opportunities, and employing adaptation and resilience measures.

Our Approach

Climate change is a challenge to human health, well-being, and our planet, and we believe everyone has a responsibility to respond. As a business, we have a critical role to play in:

- 1. Taking action** to reduce and offset greenhouse gas (GHG) emissions that are within our control;
- 2. Engaging** with others on GHG emissions mitigation and adaptation activities;
- 3. Working** to make our businesses resilient to the effects of climate change; and
- 4. Producing** products that enable and result in low-carbon solutions.

Our risk management process accounts for climate-related risks and opportunities, while the identification and mitigation of these risks are integrated into our business continuity, strategic planning, and capital allocation processes. In recent years, we have increasingly engaged directly with our value chain partners to better understand how we can minimize our upstream and downstream GHG emissions. We also work directly with our customers to ensure that our final products are optimally designed for use in their own products.

Although we are not a major emitter, we believe that it is still important to reduce our GHG emissions. In addition to tracking our GHG emissions, we have programs that support reduction by increasing energy efficiency and evaluating the use of equipment that does not rely on fossil fuels. Our GHG Emissions & Climate Change Policy sets out our framework to improve the efficiency and sustainability of our operations and products.

Magris is proud to support its customers by enabling them to produce lower-carbon alternatives, as indicated by our Niobium LCA Study*. The study concluded that the carbon footprint for our FeNb production is 15.96kg CO₂e/kg. It also found that the GHG emissions avoided by the niobium we supply to our customers are 58 times the amount of the GHG emissions we generate from producing it. For more information, please refer to the [“How Our Niobium Advances a Low Carbon Future”](#) section of this Report.

* While our Niobium LCA Study was completed in 2022, Niobec's operations have not changed significantly since then, and we believe the study continues to represent our current operations and the GHG emissions avoided through the use of our FeNb.

Our 2024 Performance



6% Decrease in GHG intensity at Niobec

In 2024, our Scope 1 and 2 emissions were 50,593 tCO₂e and 14,183 tCO₂e, respectively. Despite a 5.6% increase in total direct and indirect GHG emissions—driven by higher finished product output, the completion of a tailings dam raise at Penhorwood, increased mining volumes at Magris Talc's Yellowstone mine, and overall stable emissions at Niobec—we achieved a 6.1% decrease in GHG intensity at Niobec, lowering it to 1.23 tCO₂e/t of FeNb. Meanwhile, GHG intensity at Magris Talc remained stable at 0.16 tCO₂e/t of talc products.

Magris GHG Emissions (Scope 1 and Scope 2)	Unit	2022	2023	2024
Direct GHG emissions (Scope 1) [†]	tCO ₂ e	46,474	47,753	50,593
Indirect GHG emissions (Scope 2) [‡]	tCO ₂ e	12,376	13,593 [§]	14,183
Magris Talc GHG intensity (Scope 1 and Scope 2)	tCO ₂ e / t	0.13	0.16	0.16
Niobec GHG intensity (Scope 1 and Scope 2)	tCO ₂ e / t	1.61	1.31	1.23

[†] For Scope 1 emissions, we track our fossil fuel consumption and calculate emissions based on total consumption for each fuel type, using the latest relevant emissions factors.

[‡] Scope 2 emissions are calculated using a market-based approach where data is available and a location-based approach where it is not or where we believe the data may not be accurate. We use the most recent emissions factors available in these calculations.

[§] 2023 Scope 2 emissions have been restated (from 11,644 tCO₂e) to reflect the harmonization of emissions factors and calculation methodologies across our businesses for this KPI.

We are committed to achieving net-zero emissions by 2050 at the latest. We recognize that this is a serious undertaking, and we continue to work to fully understand the actions necessary to reach this goal. In 2024, we established a Climate Change Task Force comprised of representatives from our corporate management team and key management leaders within both Niobec and Magris Talc. The Climate Change Task Force was given a mandate to develop a net-zero carbon emissions roadmap, which includes interim targets between now and 2050.

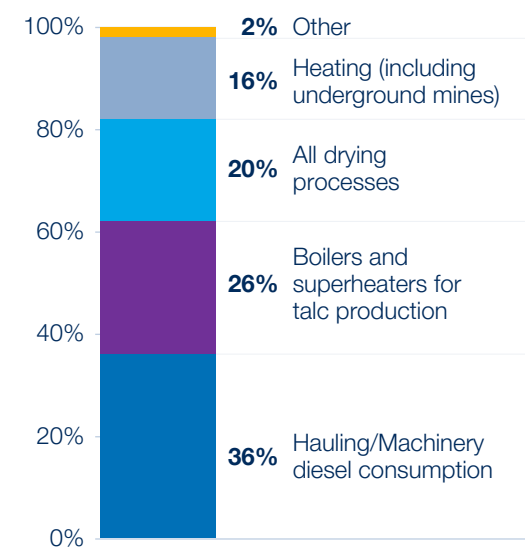
During 2024, the Climate Change Task Force identified potential actions and opportunities within our business to reduce GHG emissions, along with the associated risks and financial impacts. The Climate Change Task Force will continue to monitor available technologies to reduce emissions and develop short-, medium-, and long-term reduction plans.

Within Magris Talc, in 2024, we introduced sustainability considerations, including those related to carbon emissions, as part of the information and evaluation process for all capital expenditure requests, in order to better inform investment decisions and assess whether a specific project will help advance our net-zero emissions objective. We aim to implement a similar approach across the rest of our business in 2025, as discussed in “Our Future Actions”.

Scope 3 emissions remain a subject that lacks well-defined common practices and frameworks. Given the complexity of the subject as well as the role our products play in our customers' emissions, we have not yet established a framework for quantifying and tracking our Scope 3 emissions. Our focus at this stage remains on collaborating with both our suppliers and our customers to better understand our role within the overall emissions profile associated with our products.

As part of these efforts to establish our roadmap for emissions reductions, we identified and documented the main GHG contributors at all our operations in 2024.

Primary Contributors to Scope 1 Emissions



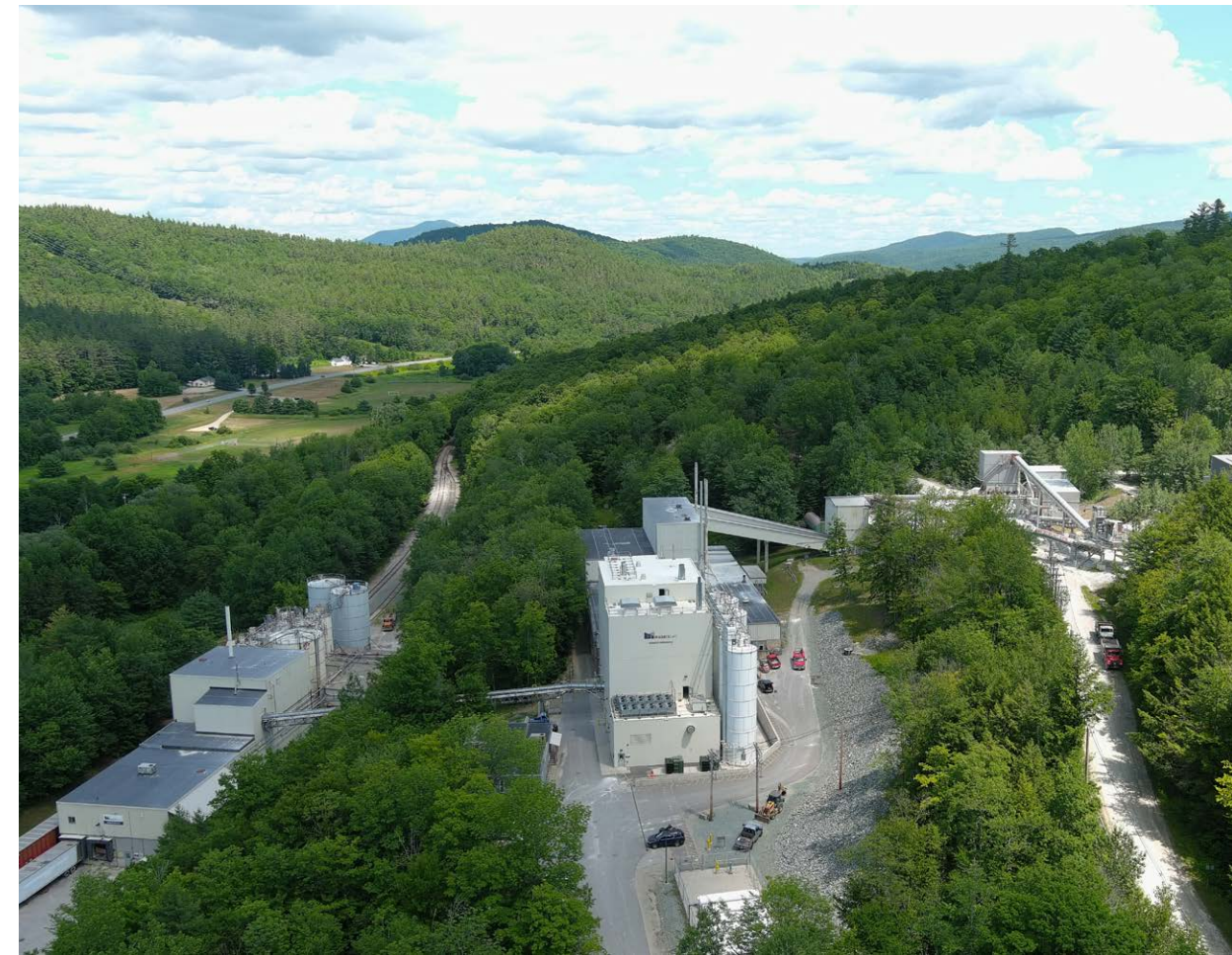
Our Future Actions

Our path to net-zero includes continuing work to further refine and implement our net-zero carbon emissions roadmap. Our Climate Change Task Force will continue to review and evaluate new technologies and other opportunities to reduce overall GHG emissions in our operations.

Building on the work completed at Magris Talc last year, in 2025, we will incorporate sustainability considerations, including those related to carbon emissions, into capital investment decisions for both Magris Talc and Niobec, as well as for future acquisitions by MPM.

Additionally, in 2025, we will begin implementing a formal energy management system at both Magris Talc and Niobec. At Magris Talc, given the overall complexity created by multiple plant locations and circuits at each site, we will establish systems to measure energy consumption by circuit at each of our mills and aid in prioritizing our energy reduction projects. At Niobec, we will start developing an energy management system based on the ISO 50001 standard and guideline, with a focus on completing a gap analysis of our current systems in 2025.

Relevant Standards
 SASB: EM-MM-110a.1, EM-MM-110a.2
 GRI: 305-1, 305-2, 305-3, 305-4, 305-5



Vermont Solar Farm

Magris Talc’s operations in Ludlow, Vermont are located on a large piece of land with significant underused acreage. In 2023, Magris Talc began exploring possible uses for the excess land, aiming to contribute to GHG emission reductions and overall green energy initiatives, in particular given Vermont’s support for such projects. During 2024, Magris Talc signed a land lease agreement with a local solar power developer to construct a 22-acre solar field in cooperation with Ludlow Electric Company. This solar field is expected to generate approximately 7,000,000 kWh of locally generated renewable energy annually for the Town of Ludlow, which will help Ludlow Electric Company expand the variety of green energy sources in its portfolio.

Water & Effluent Management

How we define this topic: Managing and monitoring our use and conservation of water resources to meet our needs while providing accessibility to others, including the availability of freshwater, reduced water consumption, and the treatment and re-use of wastewater and greywater.

Our Approach

Based on our core value of Respect, we understand the need to conserve and protect all natural resources that we use or that are impacted by our activities. Water is a shared resource that we rely on throughout our operations, particularly at Niobec, and that is also vital to the well-being of the environment and the communities adjacent to us.

Our water and effluent management practices are highly regulated, particularly concerning effluent quality and quantity. We maintain transparent, honest, and respectful communications with regulatory authorities and engage proactively with them regarding any situation that could result in potential non-compliance. We work to ensure that our actions and the solutions we implement meet their expectations and all regulatory requirements. Our Vice President of Operations maintains oversight of our Water & Effluent Management Policy, which sets out our framework to reduce our footprint in the watersheds where we operate through responsible use and stewardship of water.



Efficient and responsible use, treatment, and discharge of water and effluents is critical to maintaining our operational sustainability. Since water is a shared resource, we continuously work to reduce our footprint in the watersheds where we operate. Each of our operations employs a water management strategy and works with regulatory authorities and water users of the local watershed. Our work to reduce our watershed footprint involves four aspects:



Water Quality

We invest in infrastructure to improve the quality of our effluent management processes and ensure continuous compliance with applicable laws and regulations. Our compliance is confirmed through regular mandated testing, monitoring and reporting under various regulatory regimes. Water quality is also a key consideration in our operational and capital expenditure decision-making processes.



Water-related Interactions

We proactively raise water-related issues and concerns with regulators in order to collaborate on appropriate responses and solutions. In addition, we identify people and communities who may potentially be affected by our water use and management. We communicate with these stakeholders as issues arise.



Water Quantity

We prioritize efficient water use and water conservation to minimize the amount of intake water we need to meet our operational needs. To do this, we set and revise short-term and long-term targets regarding intake water quantities, conservation and recycling of water, and effluent quantities, using a context based approach that recognizes individual watersheds as system boundaries. We also incorporate infrastructure to manage the quantity of our water and effluent outflows to reduce these outflows and comply with regulatory requirements.



Climate Change Resiliency


We look to build resiliency to our operational processes and infrastructure to address the real and potential impacts of climate change on our watersheds from greater weather variability and extreme weather events.

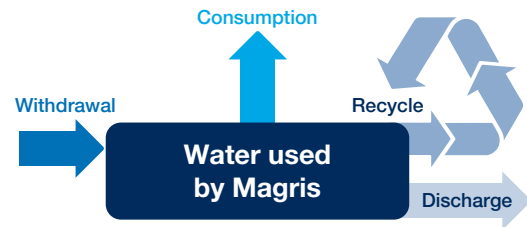
Addressing these four aspects requires us to integrate the financial, environmental, and social values of water into our operational decisions for project development, business planning, and mine closure in addition to proactively assessing ongoing water risks and opportunities.

While we are working to standardize our water management practices across all operations, we continue to prioritize and expect greater engagement from sites where water-related issues are more significant. One such case is Niobec, whose integrated water and effluent management approach is guided by industry best practices as well as the Water Stewardship Protocol from the Mining Association of Canada TSM Initiative. Meanwhile, at our Yellowstone and Vermont facilities, removal of non-economic material from ore (beneficiation) is by dry separation, which means these facilities use no water in their processes.

To monitor, understand, and refine our water and effluent management practices, we set KPIs that are relevant to the context of each operation. We use these KPIs to track our performance and progress in achieving our targets. Additionally, we regularly report on our water performance internally and share our monitoring results as mandated by relevant regulations.

Our 2024 Performance

 **63%** Of process water recycled



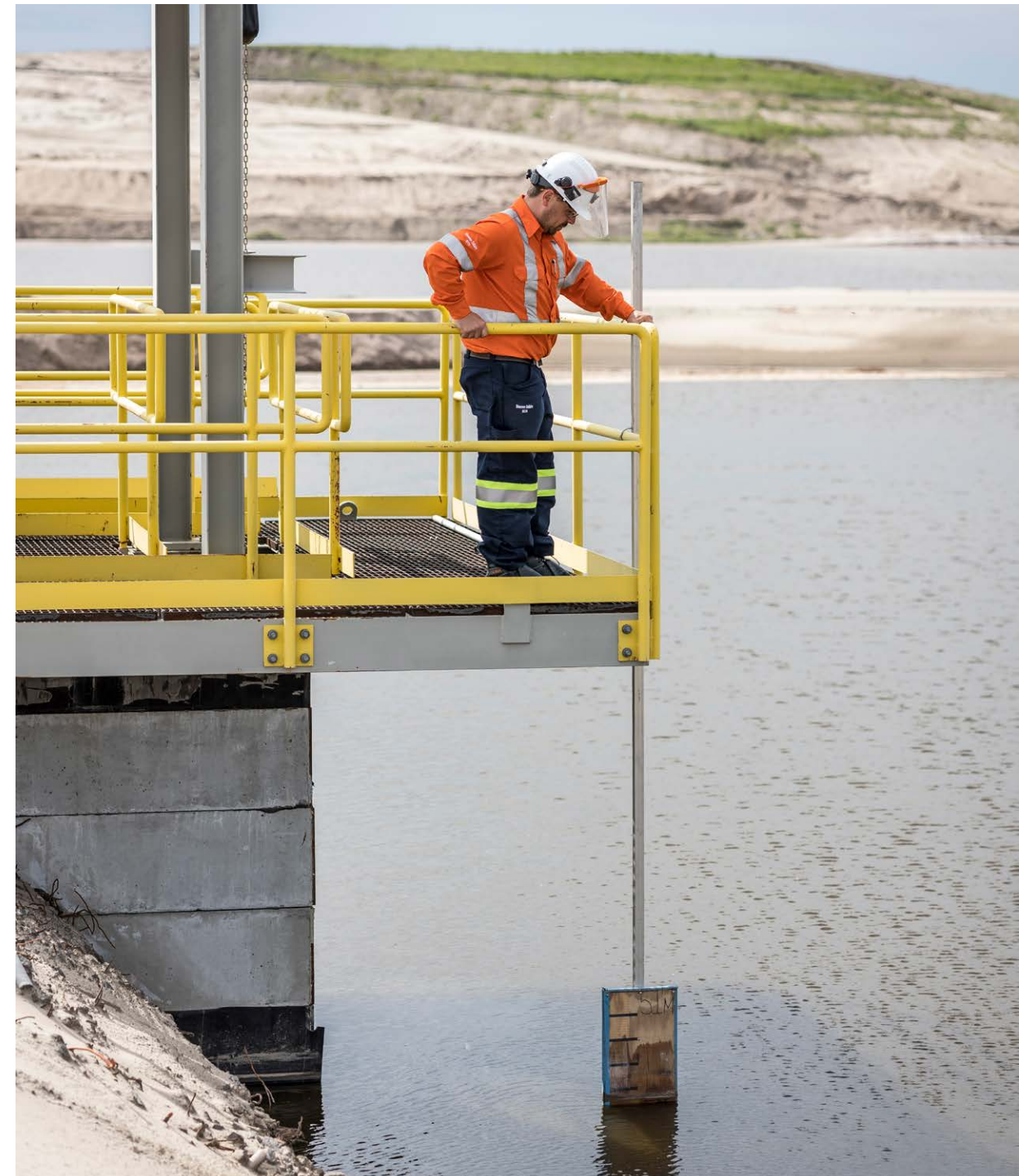
One of our key commitments is to avoid any water-related notices of violation (NoVs). Throughout 2024, we continued to optimize the operation of Niobec’s integrated water management facilities, including the mine water treatment plant, the leachate neutralization circuit, and the paste-backfill plant, to manage compliance with our stringent water quality standards. Niobec did not receive any NoVs during this period. However, there were two instances of non-compliance: one concerning fluoride levels— a newly regulated parameter for Niobec for which 2024 was the first full-year of monitoring— and the other related to elevated total suspended solids caused by an operational issue at Niobec’s final discharge point. These non-compliance events were reported to regulators as required, but they did not result in any NoV or any action from regulators.

Similarly, Magris Talc did not receive any NoVs in 2024. Throughout the year, Magris Talc continued its work to manage compliance with the prescribed discharge concentrations, including ongoing efforts to implement a permanent water and effluent management system at the Penhorwood mine. At various times during the year, Magris Talc exceeded the permitted discharge limits for Penhorwood’s tailings effluent. However, no NoVs were issued or action taken by any regulators for these exceedances. In 2024, Magris Talc also made further progress towards permitting and approval of a long-term solution to comply with permitted discharge limits, including ongoing engagement and consultation with local Indigenous communities.

During 2024, Niobec completed the installation and commissioning of a permanent pumping system to manage pluvial effluent (run-off). The total water withdrawn from source bodies increased by 15% compared to 2023, primarily due to operational considerations at Niobec aimed at increasing efficiency at the site through improved recoveries in the concentrator process. Despite this increase, throughout 2024, we continued to seek opportunities to optimize water use and recycling across Magris. This initiative will continue as an ongoing objective, and we remain focused on optimizing our use of fresh and recycled water, without compromising our water-related compliance or overall operational efficiency. We aim to implement the identified opportunities while upholding this standard in 2025.

Indicator	Unit	2022	2023	2024
Total water withdrawn from source bodies	megaliters	7,635	7,761	8,777
Total water used including recycled water	megaliters	25,184	24,321	24,026
Percentage of withdrawn water that is recycled	%	70	68	63
Total water discharge including treated water	megaliters	8,709	8,466	8,820
Water-related notices of violation	#	1	1	0

While not exclusively related to water and effluent management, Magris Talc commenced the recertification process for the ISO 14001 standard in 2024. The North American talc operations acquired by Magris Talc were previously certified under ISO 14001, but that certification lapsed prior to Magris’ acquisition in 2021. Achieving recertification and compliance with this standard has been a long-term objective for Magris Talc. We expect this certification to be completed in 2025 as discussed in the “Our Future Actions” section.



Our Future Actions

Ensuring full compliance with our regulatory obligations and avoiding any water-related NoV is a core objective for us. In 2025, our primary initiatives will include:

- Achieving a permanent solution for managing tailings effluent to meet discharge standards at Penhorwood, as part of the broader site-wide water management program; and
- Investigating and implementing initiatives to reduce chloride and fluoride levels in Niobec's process and mine water earlier in the water treatment cycle, thereby reducing reliance on end-of-pipe treatments.

Additionally, in 2025, we will evaluate two specific opportunities to reduce water intake at Magris Talc:

- The feasibility of using recycled water in our beneficiation process at Penhorwood; and
- The use of magnesium chloride as an alternative to water for dust suppression at the Yellowstone mine.

We also aim to complete Magris Talc's certification under ISO 14001 in 2025. More information on our water and effluent management can be found in the "[More About Magris](#)" Appendix of this Report.

Relevant Standards

SASB EM-MM-140a.1, EM-MM-140a.2
GRI 303-3, 303-4, 303-5, MM3



Waste Management & Product Stewardship

How we define this topic: Handling, storage, transport, disposal, and diversion of hazardous and non-hazardous waste, including tailings waste. Managing and monitoring the non-renewable and renewable materials we use to manufacture and package our products, including the measures we take to retain the value of such materials for as long as possible.

Our Approach

Our core value of Respect, including for the natural world and those affected by our activities, underlies our commitment to minimize any adverse waste impacts that our activities and products may have. We aim to reduce or eliminate our waste streams where possible to retain the value and extend the life of the materials we use. Where necessary, we manage our waste streams through proper handling, storage, transport, disposal, and diversion. Our Waste Management & Product Stewardship Policy establishes our framework for the management of our waste and for our product stewardship efforts to enable us to achieve our waste management and product stewardship goals.

Our efforts to reduce our environmental impact through waste management are interconnected with our product stewardship pursuits. These practices enhance the sustainability of our business through more efficient use of materials and resources, which in turn supports our business resilience and continuity. In most cases, our customers integrate our products into their own products in small amounts. As a result, our products are inseparable from their own. For this reason, our waste management and product stewardship efforts focus on implementing measures to reduce the adverse impact and use of materials and resources within our own processes. We implement a circular economy approach to emphasize keeping materials, products, and services in circulation for as long as possible.

Because of the diversity of our waste streams, we require a variety of methods to manage them properly. We classify our streams of waste into three categories: non-hazardous waste, hazardous waste, and mineral waste (waste rock, tailings, and overburden).

Non-hazardous Waste

We manage our non-hazardous waste using the reducing, reusing, recycling, valorizing, and disposing hierarchy. While the concept is well known, applying it to our industrial operations requires continuous engagement with our workforce and with our supply chain partners. Based on our core value of Excellence, we aim to reduce the amount of non-hazardous waste that we send to landfill by finding ways to divert waste (mainly packaging) from landfill.

Hazardous Waste

Our approach to hazardous waste management is based on industry best practices. We regularly evaluate the environmental and workplace hygiene risks of any hazardous products before using them in any of our processes. Our internal hazardous waste management standards and practices are based on applicable laws and regulations and industry best practices. Where possible, we prioritize using non-hazardous substitutes for hazardous materials in our operations. We also use service providers that possess all relevant certifications for responsible disposal of hazardous wastes.

Tailings Waste

We are committed to using responsible mine waste management practices and systems to safely store and manage our tailings, prevent unexpected events, and minimize risks to the environment and surrounding communities—even though the geochemical characteristics of our tailings pose minimal environmental risks due to the nature of the minerals we mine. Our Tailings Management Policy outlines our approach to managing tailings and sets out requirements for annual inspections and risk reviews of our tailings facilities. It also defines expectations for internal and external reporting on tailings management performance and clarifies oversight responsibilities at the board, executive, and operational levels.

We manage our tailings waste using the principles, management framework, guidance, and tools contained in the [Mining Association of Canada's Guide to the Management of Tailings Facilities](#). We also follow the [Global Industry Standard on Tailings Management \(GISTM\)](#), the Dam Safety Guidelines, and related technical bulletins of the Canadian Dam Association.

At all of our mines, we typically stockpile overburden topsoil for use in reclamation at the end of a mine's life. At Magris Talc, waste overburden and waste rock are handled in one of three ways: crushed and used for capping and stemming; used for dam building if it has the necessary attributes; or placed in a permitted dump if it cannot be used for another purpose. There is generally no waste rock produced at Niobec and when there is, it is left in the underground mine.

Rehabilitation and Biodiversity

The Niobec mine is located in an area that combines urban and agricultural zones, where human activities have already significantly altered the environment. The local biodiversity, although present, has been affected by agricultural practices, urban development, and industrial infrastructure. These combined pressures have led to a notable reduction in ecosystem diversity and natural resilience.



Despite these challenges, the Niobec mine has implemented several practices aimed at protecting biodiversity. For instance, we have defined wetlands to ensure high-quality information is available for future developments. Additionally, the mine's restoration and rehabilitation of tailings storage facilities incorporate findings from various research initiatives. These efforts focus on identifying and utilizing a variety of high-performing native species, such as white pine, red pine, white spruce, and tamarack, to support the rehabilitation, resilience, and sustainability of the local and post-restoration environment.

For several years, Niobec has recognized that an endangered species, the bank swallow, tends to nest in its tailings storage facilities during the summer. We have therefore enforced protection practices, such as preventing operational activities in potential nesting areas during the nesting period, maintaining potential nesting areas in all seasons where no operational activities are planned, and inspecting these areas to document and protect nesting colonies.

All of our sites at both Niobec and Magris Talc are subject to specific mine closure and rehabilitation obligations, which are overseen and enforced by the relevant regulators. In line with industry requirements, these regulations mandate comprehensive mine closure plans, outlining the activities and associated costs necessary to restore and rehabilitate the areas where we operate at the end of the mine's life. These plans are periodically updated and approved by regulators. Our updated mine closure plan for Niobec was re-approved at the beginning of 2025.

Our Performance

Indicator	Unit	2022	2023	2024
Total non-mineral waste produced	t	5,235	3,780	4,022
Total non-hazardous waste	t	5,018	3,495	3,789
Diverted from landfill	%	43.5	46.8	60.6
Total hazardous waste generated	t	217	285	233
Recycled	%	19.5	8.4	13.3
Valorized	%	49.3	40.7	54.5
Total diverted from landfill	%	68.8	49.1	67.8
Total mineral waste produced	t	5,802,013	6,259,074	6,894,475
Tailings	t	2,726,772	2,583,084	2,783,333
<i>Used for other purposes, including paste-backfill</i>	%	56.3	57.5	57.4
Waste rock and overburden	t	3,075,241	3,675,990	4,111,142

In 2024, we generated a total of 6,898,497t of waste, primarily composed of tailings and waste rock overburden. We successfully diverted 60.6% of our non-hazardous waste from landfill and recycled or valorized 67.8% of our hazardous waste—representing year-over-year increases of 29% and 38%, respectively. Additionally, we repurposed 57.4% of our tailings, consistent with the rate achieved in 2023.

We consider the year-over-year differences in hazardous and non-hazardous waste amounts between 2024 and 2023 to be within the expected variances, as they are largely influenced by our maintenance and operational activities, as well as the nature of the waste generated. Notably, our total non-hazardous waste generated in 2024 is largely consistent with the volume generated in 2023 and 25% lower than in 2022. The continued increase in waste rock in 2024 was due to an ongoing rise in overburden mining at the Yellowstone mine. Over the course of 2023 and 2024, we made a concerted effort to improve our measurement and tracking of both waste generation and waste that has been recycled, valorized, or otherwise diverted from landfill. While we maintain a strong focus on responsible waste management programs at all our sites, some of the improved results seen over the past two years can likely be attributed to our improved measurement and tracking processes.

In 2024, tailings production at Niobec increased, returning to levels similar to 2022 due to higher throughput and increased mill production. We anticipate continued growth in production at the Niobec paste backfill plant over the next few years, which should allow us to utilize more tailings in the underground mine instead of depositing them in the tailings management facility.

In 2023, we conducted gap analyses against the Global Industry Standard on Tailings Management (GISTM) standard at both Niobec and Magris Talc. While this work is still ongoing at Penhorwood, where we continue to construct an enhanced tailings facility, we completed updates to our tailings management policies and processes at Niobec in 2024 to address certain findings from the GISTM gap analysis. This work will continue over the coming years to address other requirements where appropriate for our business.

At Magris Talc, we completed the second lift of the Penhorwood tailings dam during the year.

Throughout 2024, we also identified and continued evaluating opportunities across Magris for greater valorization or alternative use of by-products, co-products, or tailings at both Magris Talc and Niobec.

Our Future Actions

In 2025, we will continue our efforts to reduce waste streams. Our planned activities include:

- Developing and implementing a management and disposal plan for specific hazardous waste streams at Niobec, particularly focusing on used concentrate bags;
- Continuing to update our tailings management processes and mechanisms to incorporate the findings from our GISTM gap analyses, where we believe we can achieve a meaningful improvement. During 2025, we aim to complete an assessment and decide whether to establish an independent tailings review board. At Magris Talc, we will undertake a further gap analysis in light of significant recent developments of the tailings management program at Penhorwood; and
- Evaluating various options for alternative and non-conventional tailings disposal methods at Penhorwood.

Relevant Standards

SASB EM-MM-150a.2-10, EM-MM-540a.1-2
GRI 301-1, 301-2, 301-3, 306-2, 306-3, 306-4,
306-5

Respecting People

Magris' core values of Respect, Integrity, Safety, and Excellence are rooted in the relationships we strive to build and maintain with people—our employees, contractors, supply chain partners, customers, communities, and others. We must treat people with honesty and respect, think through how our actions or decisions can affect people, and act appropriately. We are committed to fostering and contributing to the communities in which we operate through transparency, consultation, and collaboration.

Workplace Culture

How we define this topic: Fostering workplaces that respect individual differences, strive for diversity, practice fairness, and include everyone; promoting a supportive and respectful work environment to increase participation and collaboration amongst our people; appropriately reflecting our communities; advocating for equal pay and opportunities; and engaging in anti-discrimination efforts.

Our Approach

Respect is one of our four core values and encompasses respect for each other, the natural world around us, and all those with whom we interact or that are affected by our activities. It is what leads us to seek a fair and accepting work culture where every person is welcome, respected, and treated with dignity regardless of our differences in age, ancestry, colour, race, ethnicity, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity or expression, sex, or sexual orientation.

As we reflect on our sustainability performance in 2024 and set our objectives for 2025 related to workplace culture, we acknowledge the changing landscape of this topic in recent months. While there has been a noticeable shift away from specific diversity, equity, and inclusion programs, initiatives and targets, our approach has never focused on numeric targets or programs directed at specific groups. Instead, we prioritize fostering a culture of respect, inclusiveness, and equal opportunities for all. This remains our objective and approach as we navigate this shifting backdrop.

We understand that fostering a culture that promotes a diverse, equitable, and inclusive work environment makes our business stronger and more sustainable.

We also believe that our ability to innovate and make sound decisions is enhanced by having diverse perspectives, and that our workforce is more engaged and collaborative when we reflect the diversity of our communities, treat people fairly, and include everyone. Our Workplace Policy establishes the framework for promoting respectful, fair, and inclusive workplaces based on our values of Respect, Integrity, Safety, and Excellence.

This involves:

- Drawing from a broad talent pool when possible within the local region to reach outstanding talent and build a workforce that reflects the communities where we operate;
- Making employment-related decisions free from discrimination;
- Addressing potential unconscious bias in employment decisions and talent practices, including performance evaluation, development, compensation, and hiring;
- Maintaining zero tolerance for discrimination—different or less favourable treatment of any individual or group based on the personal characteristics described above—within our workplaces and in all aspects of the employment relationship with us.
- Maintaining zero tolerance for violence, bullying, or harassment within our workplaces and in all aspects of the employment relationship with us;
- Providing reasonable accommodation for individuals with disabilities, those with needs related to religious observance or practices in recognition of personal religious expression, and other personal characteristics as required by applicable laws; and
- Supporting behaviours that acknowledge and respect our differences, value the different perspectives and points of view that come from those differences, and encourage listening to and considering those different perspectives and points of view in our work.

Accountability

We expect our leaders to take an active role in fostering a fair, respectful, and inclusive culture in our workplaces. This means consistently demonstrating inclusive leadership behaviours, including valuing all perspectives, modeling inclusive and respectful behaviour in the work environment, and encouraging collaboration.

We also encourage everyone to report behaviours that are not consistent with a fair and respectful workplace through our various reporting channels. We take all reports seriously and investigate them thoroughly, and if a violation of our Code of Conduct or values occurs, we take appropriate disciplinary action.

Recruitment

Our recruitment practices and decisions reflect our core value of Respect and are guided by the principles set out in our Workplace Policy.

Workforce Development

The long-term viability of our businesses is dependent on the training and development of our workforce, including a comprehensive succession planning process. Within Magris Talc, we have a structured approach to identify future leaders, understand the development goals of our employees, and provide opportunities for them to develop the skills necessary to succeed within the business. This structure is integrated into our annual objective setting, performance evaluation, and compensation processes. Our intention is to establish a similar structure at Niobec, as discussed in the "Our Future Actions" section.

At Niobec, in 2024, we completed 11,365 hours of training for our employees. This included training for our emergency responders and mine rescue team, completion of a People Manager Leadership Development Program, and ongoing training related to our Code of Conduct. During the year, our training and development team led an initiative to transition training programs from paper exercises to video training in order to improve engagement. The team produced more than 50 videos, creating a library of resources to help develop our workforce at Niobec.

Our 2024 Performance

Indicator	Unit	2022	2023	2024
Total employees	#	848	856	864
Total female employees	#	125	124	122
Total female employees	%	15	15	14
Total Leadership level employees	#	160	178	184
Leadership level female employees	#	36*	39	37
Leadership level female employees	%	23	22	20
Employees under 30	% of total	14	12	13
Employees 30-50	% of total	57	55	54
Employees 50+	% of total	29	33	34

* 2022 number of female employees at leadership level has been restated (from 45) to reflect correction of a data error.

In 2024 we had 864 full-time employees, of which 122 (14%) were women. 20% percent of our leaders⁷ were women. During 2024, the number of female employees at leadership level at Magris Talc decreased by two due to retirements.

In 2024, we built upon the diversity, equity, and inclusion training completed by managerial employees in 2023 and expanded this training to all employees. We achieved a completion rate of over 95% for the training, with only a minimal number of employees unable to attend due to scheduling conflicts or absenteeism. Furthermore, we completed our review and removal of exclusionary language across Magris, including on signage, external communications, and internal policies.

Our Future Actions

We intend to take the following actions to continue to support our workforce and promote an inclusive and respectful environment at our workplaces:

- Completing a supervisor and leadership training program for all management-level employees at Niobec in 2025; and
- Refresh the formal succession planning process and structure at Niobec and Magris Talc, including actions to address key risk areas in the development of our workforce.

* We define a leader as someone at the supervisor level or above.

Relevant Standards
GRI: 405-1; 405-2

Timmins Noise Abatement Program

As part of our commitment to respecting people and being a conscientious neighbour in the communities where we operate, minimizing noise pollution is a primary focus for our sites located in municipalities and near residential homes. This is especially important when introducing new projects or assessing the local impact of existing equipment.

During 2024, we completed significant work at Magris Talc's Timmins operations to address potential noise concerns from the community. Noise mitigation measures were carried out on the ACM mill exhaust stack, which included the installation of a two-part silencer. The silencer consists of both an interior section and an exterior section.

The Ministry of Environment, Conservation & Parks (MECP) requires submission of an acoustic assessment report as part of our operational permitting at the Timmins operations. We plan to conduct an acoustic performance re-assessment to evaluate the impact of the newly installed silencer, which may involve a site-wide review to update the noise emissions of all treated and modified equipment.



Business Ethics & Transparency

How we define this topic: Ensuring transparency in all tax, financial and record-keeping practices; compliance with laws and regulations, including those relating to bribery, corruption, anti-competitive behaviour and trade controls (sanctions); and a system that encourages the reporting of non-compliances and implements corrective actions to prevent recurrences.

Our Approach

Integrity is one of our four core values and is at the heart of ethical behaviour. This principle, along with our other core values of **Respect**, **Safety**, and **Excellence**, is what enables us to build trust and credibility amongst ourselves and with others to maintain strong, enduring relationships that are key to a successful and sustainable business.

We expect everyone at Magris to think through how their actions affect others, to act appropriately, and to hold themselves and others accountable.

Our policies, practices, and standards consistently reinforce the need to act ethically in all aspects of our business. The principal overarching tool that we use to guide ethical behaviour standards at Magris is our Code of Conduct, the full text of which can be accessed at <https://www.magrispm.com/sustainability>.

Our Code of Conduct serves as a resource to help everyone understand how they should conduct themselves while carrying out their duties at Magris. In addition, the Code of Conduct points to different available channels to assist with clarification, decision-making, or reporting instances of behaviour that may be unethical or in violation of the Code of Conduct. Our Code of Conduct extends to everyone at Magris, including senior management and board directors. We also expect our contractors, supply chain partners, consultants, agents, and others who act on our behalf to recognize and abide by our Code of Conduct.

We do not operate or produce in any countries that have been identified by the Transparency International [Corruption Perceptions Index](#) as having high levels of perceived public sector corruption.

Relevant Standards

SASB: EM-MM-510a.1, EM-MM-510a.2
GRI: 205-1, 205-2, 205-3, 206-1, 207-2, 207-3, 207-4

Our 2024 Performance

We received three reports of alleged improper conduct in 2024. All reports were fully investigated and resolved without any substantiated misconduct. One report resulted in modifications to our internal policies to better articulate proper operating procedures and employee expectations. We experienced no incidents of corruption, bribery, or other violations of the Code of Conduct concerning legal compliance, including anti-trust violations and anti-competitive behaviour in 2024. We continually encourage everyone to report any concern they have or any behaviour they believe is unethical using our standard reporting channels or our third-party administered Code of Conduct reporting system.

In 2024, more than 95% of all Niobec and Magris Talc employees signed an annual acknowledgement of our Code of Conduct, with only a minimal number of individuals on short-term or long-term leave exempted. The annual acknowledgement of our Code of Conduct is an important component of our compliance program to ensure all employees understand their obligations and the company's expectations regarding how they are performing their duties.

During 2024, we completed a review of our corporate Code of Conduct to ensure it remains current and accurately reflects the values and standards by which we expect to operate our business. Each of Niobec and Magris Talc also reviewed their respective Codes of Conduct. These reviews did not identify any necessary changes or updates to our Code of Conduct.

We voluntarily joined the UNGC as a demonstration of our commitment to sustainability in 2022. We filed our inaugural Communication on Progress in 2024 and will provide an updated Communication on Progress in 2025.

Magris also reports annually under Canada's Extractive Sector Transparency Measures Act (ESTMA), which is intended to deter corruption by increasing transparency around payments made to governments. ESTMA requires disclosure of certain reportable payments over C\$100,000. For a copy of our most recent ESTMA report, please visit our website at <https://www.magrispm.com/sustainability>. In aggregate, Magris' payments to governments totaled approximately C\$34.94 million in 2024, compared to C\$7.29 million in 2023. The increase in payments in 2024 was attributable to higher taxes paid based on net income compared to prior years.



Community Engagement

Magris supports various charitable and community initiatives across its business, including a variety of causes at the corporate and site levels. At Niobec, donations and sponsorships are directed toward 4 main areas of focus – health, sport, education, and sustainability. For many years, Niobec has been a major partner of Leucan, a non-governmental organization dedicated to helping children with cancer and their families, in addition to supporting clinical research. Niobec also supports the training and development of the next generation for our industry through scholarship programs directed at students enrolled in programs related to the mining sector. At Magris Talc, regional and local donations focus on education, outdoor recreation, community health, and local sports. Magris Talc has continued strong support for the local Three Forks community through the support of the Magris Talc Baseball/Softball Fields, as well as the maintenance of the Headwater Trail System.

Our Future Actions

In 2025, we plan to:

- Require all employees to acknowledge in writing their obligations under our Code of Conduct;
- Refresh our Code of Conduct-related training, as needed; and
- Complete on-site training on business ethics and transparency for key leaders within our business.

Responsible Supply Chain

How we define this topic: Working to prevent and mitigate negative social and environmental impacts and create mutual benefit in our supply chain.

Our Approach

Supply chains are of critical importance and can present numerous risks and opportunities for any business. As a producer and supplier in global markets, it is imperative that we manage the legal, social, ethical, and environmental elements of our supply chain. Doing so demonstrates that we are acting consistently with our values to maintain and strengthen the sustainability of our business.

Our responsible supply chain framework integrates our key sustainability commitments into the overall management of our supply chain. We prioritize working with supply chain partners who share our values and commitment to operating responsibly and ethically. We also focus on potential impacts related to human rights, health and safety, the environment, and legal and regulatory compliance in the areas of anti-corruption, anti-competition, and sanctions as critical risks within our supply chain. Our Responsible Supply Chain Policy establishes the framework we follow to maintain a responsible supply chain, integrating our key sustainability commitments into the overall management of our supply chain.

Supply Partner Relationships

Our ability to operate requires a strong and dependable network of supply chain partners. To prevent and mitigate supply chain risks that could adversely impact people, the natural world, or our reputation, we set and use evaluation criteria aligned with our values and sustainability commitments when selecting our business partners.

We work with our partners to identify, assess, and mitigate potential risks within our supply chain. This includes prioritizing local procurement of materials and services, and communicating and reinforcing our expectations through our Supply Chain Partner Expectations Statement. To uphold our values, we are prepared to decline or terminate business relationships with any potential or current supply chain partner who does not meet our expectations or comply with legal and/or regulatory requirements. We also engage multiple supply chain partners across different geographic locations to ensure a diverse supplier base for all inputs into our business whenever possible, particularly critical inputs without which we would not be able to operate. Building redundancy and optionality into our supply chain is an important part of our strategy to create a sustainable business capable of reacting and adapting to unexpected events or circumstances.

We have also started a process to periodically assess our supply chain practices and partners to ensure compliance with our requirements. Furthermore, we are providing education and training for our procurement, logistics, and related staff on responsible supply chain practices.

In 2024, Magris filed its inaugural report under Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act. The Act requires businesses to report annually on the steps taken to prevent and reduce the risk of forced and child labour within their operations and supply chains. Magris will submit an updated report in accordance with the Act in 2025. To view Magris' current report, please visit our website at <https://www.magrispm.com/sustainability>.



Our 2024 Performance

Local suppliers are a key part of our business. In 2024, 35% of our procurement budget was spent on local suppliers*, consistent with prior years.

In 2023, we developed a Supply Chain Partner Expectations Statement to promote alignment with our values across the value chain. Throughout 2023 and 2024, we shared the statement with all significant suppliers† at Magris Talc and Niobec, as well as select long-term customers, requesting their acknowledgment and commitment to the principles set out in the statement.

Overall, we achieved strong engagement at Magris Talc, with 87% of significant suppliers and 100% of new significant suppliers acknowledging the statement. However, at Niobec, only 37% of significant suppliers provided acknowledgment.

In 2025, we intend to focus efforts on Niobec, prioritizing acknowledgement from all significant and long-term suppliers and ensuring full compliance from new ones. Our ongoing objective is to achieve 100% alignment with our significant suppliers on the principles outlined in the Supply Chain Partner Expectations Statement.

As part of our formal framework for reviewing and auditing supply chain partner compliance, we developed a screening tool to identify higher-risk counterparties—both suppliers and customers— throughout our value chain. When the screening tool raises a potential “red flag”, we conduct a more detailed investigation to assess any potential risks and their implications, and to determine whether further action is necessary.

This process is expected to evolve into a broader framework for conducting periodic reviews and, where required, compliance audits of our value chain partners. Given the large number of value chain partners, our initial efforts focused on the largest suppliers and customers by dollar spend or revenue generated across Niobec and Magris Talc.

In 2024, we sent screening requests to 48 Niobec suppliers and 75 Magris Talc suppliers, representing approximately 95% and 75% of 2023 supplier spend, respectively. We also contacted 25 customers of Niobec and 39 of Magris Talc, representing approximately 80% of total 2023 revenues for each business.

* Niobec defines a local supplier as one based within 100 kilometres of the operation. Magris Talc defines a local supplier as one located within the same state or province as the operation.

† Magris Talc had over 850 active vendors in 2023, of which we identified 398 significant suppliers based on a \$10,000 annual spend threshold who received our Supply Chain Partner Expectations Statement. During 2024, 112 new significant suppliers also received this Statement. At Niobec, we similarly had over 850 active suppliers in 2024, but we did not apply a specific dollar threshold to identify significant suppliers. Instead, we focused on suppliers with ongoing relationships or who provide critical supplies, resulting in 256 suppliers receiving our Supply Chain Partner Expectations Statement.

	Requests (#)	Responses (#)	Responses (%)
Niobec			
Customers	25	3	12
Suppliers	48	9	19
Total	73	12	16
Magris Talc			
Customers	39	3	8
Suppliers	75	16	21
Total	114	19	17

As indicated by the response rates above, our initial efforts to engage with key value chain partners have faced some challenges. We believe that a screening tool questionnaire, similar to the one developed and introduced in 2024, remains the most efficient way to identify potential risks within our value chain. In 2025, we will focus on strategies to enhance participation and engagement from our key suppliers. We will also engage with suppliers and customers to explore ways to make the screening tool more accessible and to improve overall engagement.

Our Future Actions

We intend to take the following actions by the end of 2025 to further prevent and mitigate negative social and environmental impacts while creating mutual benefit in our supply chain:

- Understanding the initial challenges related to our screening tool, and developing a documented strategy and procedure to increase response rates, allowing us to screen the top 20% of suppliers and customers at Niobec, and the top 10% of same at Magris Talc;
- Continuing the review of screening tool responses received to identify counterparties of concern, if any, and initiate discussions to seek resolution;
- Developing an on-site process and checklist to guide audits of selected suppliers and customers; and
- Requiring all new significant suppliers to provide a written acknowledgment of our Supply Chain Partner Expectations Statement before entering into business with them.

Relevant Standards
GRI: 204-1



Performance at a Glance

Sustainability Issue	Performance Indicator	2022	2023	2024	Reference
Environmental					
GHG Emissions & Climate Change	Direct GHG emissions (tCO ₂ e)	46,474	47,753	50,593	SASB EM-MM-110a.1 / GRI 305-1
	Indirect GHG emissions (tCO ₂ e)	12,376	13,593*	14,183	GRI 305-2
	Direct and indirect GHG intensity (ratio)	FeNb = 1.61 Talc = 0.13	FeNb = 1.31 Talc = 0.16	FeNb = 1.23 Talc = 0.16	GRI 305-4
Water & Effluents Management	Total water withdrawal (megaliters)	7,635	7,761	8,777	SASB EM-MM-140a.1 / GRI 303-3
	Total water used in operations (megaliters)	25,184	24,321	24,026	SASB EM-MM-140a.1 / GRI 303-5
	Total water discharge (megaliters)	8,709	8,466	8,820	GRI 303-4
	Percentage of water used that is recycled (%)	70	68	63	
	Water-related notices of violation (#)	1	1	0	
	Fresh water withdrawn in regions with High or Extremely High Baseline Water Stress (%)	0	0	0	
	Fresh water consumed in regions with High or Extremely High Baseline Water Stress (%)	0	0	0	GRI 303-4
Waste Management & Reduction	Total waste (t)	5,807,248	6,262,854	6,898,497	
	Total non-hazardous waste (t)	5,018	3,495	3,789	
	Diverted from landfill (%)	43.5	46.8	60.6	
	Total hazardous waste generated (t)	217	285	233	SASB EM-MM-150a.7
	Recycled (%)	19.5	8.4	13.3	SASB EM-MM-150a.8
	Valorized (%)	49.3	40.7	54.5	GRI-306-5
	Total diverted from landfill (%)	68.8	49.1	67.8	
	Total amount of overburden, rock, tailings, and sludges and their associated risks (t)	5,802,013	6,259,074	6,894,475	GRI MM3
	Tailings produced (t)	2,726,772	2,583,084	2,783,333	SASB EM-MM-150a.5
	Used for other purposes, including paste-backfill (%)	56.3	57.5	57.4	SASB EM-MM-150a.5
Waste rock and overburden produced (t)	3,075,241	3,675,990	4,111,142		

* 2023 Scope 2 emissions have been restated (from 11,644 t CO₂e) to reflect the harmonization of emissions factors and calculation methodologies across our businesses for this KPI.

† 2023 TRIR has been restated (from 2.85) to reflect an error in the total hours worked used in the calculation.

‡ 2022 NMFR has been restated (from 1.25) to reflect the harmonization of our tracking methodology across our businesses for this KPI.

§ 2023 NMFR has been restated (from 2.06) to reflect an error in the total hours worked used in the calculation.

¶ 2022 number of female employees at leadership level has been restated (from 45) to reflect correction of a data error.

** 2022 and 2023 local procurement spend rates have been restated (from 37% and 34%, respectively) to reflect an error in the calculation of the local procurement spend at Niobec and the conversion of MTC procurement spend to USD.

Sustainability Issue	Performance Indicator	2022	2023	2024	Reference	
Social						
Employee Health, Safety & Well-being	Employee total recordable injury rate (TRIR)	Yes	4.23	1.79	1.98	SASB EM-MM-320a.1
	Contractor total recordable injury rate (TRIR)	Yes	2.81	3.67	5.42	SASB EM-MM-320a.1
	Overall total recordable injury rate (TRIR)		3.97	2.12†	2.62	
	Near miss frequency rate (NMFR)	Yes	1.98‡	1.80§	1.41	SASB EM-MM-320a.1
	Fatalities (#)	Yes	0	0	0	SASB EM-MM-320a.1
	Total employees (#)	Yes	848	856	864	GRI 405-1
Diversity, Equity & Inclusion	Total female employees (%)	Yes	15	15	14	GRI 405-1
	Total female employees (#)		125	124	122	GRI 405-1
	Total leadership level employees		160	178	184	
	Leadership level female employees (#)	Yes	36¶	39	37	GRI 405-1
	Leadership level female employees (%)		23	22	20	
	Employees under 30 (%)		14	12	13	GRI 405-1
	Employees 30-50 (%)		57	55	54	GRI 405-1
	Employees 50+ (%)		29	33	34	GRI 405-1
	Board members who self-identify as visible minorities (#)	Yes	N/A	N/A	N/A	GRI 405-1
	Governance					
Responsible Supply Chain	Total number of significant suppliers		N/A	N/A	766	
	Total number of significant suppliers who acknowledged our Value Chain Expectations Statement (#)		N/A	N/A	540	
	Significant suppliers who acknowledged our Value Chain Expectations Statement (%)		N/A	N/A	70	
	Spending on local suppliers (% of procurement budget)		35**	35**	35	GRI 204-1
Business Ethics & Transparency	Reports of alleged violations of our Code of Conduct (#)		2	2	3	
	Reports on Code of Conduct violations with substantiated misconduct (#)		0	0	0	
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index (t)		N/A	0	0	
Environmental & Social Management	Total non-compliance fines (#)	Yes	1	1	0	GRI 307-1
Financial Contributions	Total economic value generated (\$ US ('000))		407,990	426,597	460,227	GRI 201-1
	Employee wages and benefits (\$ US ('000))		99,653	102,589	106,775	GRI 201-1
	Payments to government (\$ US ('000))		9,100	7,287	34,940	GRI 201-1

Appendix – More About Magris

Niobium

What is Niobium?

Niobium is a light grey, crystalline, and ductile transition metal with an atomic number of 41. Natural Resources Canada, the US Department of Energy, and the European Commission have each classified niobium as a critical element or raw material, including for modern or emerging technologies.

Where Do We Produce Niobium?

We produce niobium in the form of standard grade FeNb that is composed of approximately 66% niobium with iron at our vertically-integrated Niobec mining, processing, and metallurgical facility located in the Saguenay-Lac-Saint-Jean region of Quebec, approximately 200 kilometres north of Quebec City.

Niobec is one of three primary niobium producers in the world and the only one located outside of Brazil. It has been operating continuously since 1976 and supplies approximately 10% of the global niobium market, with a production capacity of almost 12,000 t of FeNb per year.

In 2024, we employed over 500 people in full-time positions at Niobec, about two-thirds of whom were unionized.

Niobec has estimated proven and probable mineral reserves of 76.9 million tonnes. These mineral reserves should enable Niobec to operate until 2052 under its current mine plan. Niobec has a historical record of maintaining or increasing its mineral reserves through its exploration program, which leads us to believe that there remains significant potential to increase Niobec's mineral reserves and extend its operational life beyond the current horizon.

How Do We Produce Niobium?

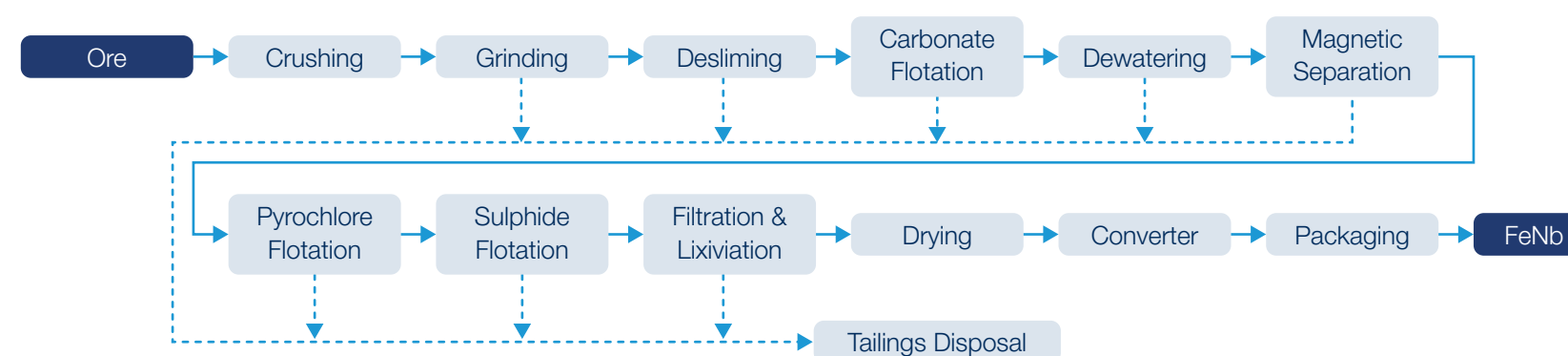
Mining: At Niobec, we mine niobium-containing material (ore) underground using the open stope method, with an average-sized stope that is 45 metres in length, 24 metres in width, and 90 metres in height. Pillars that are 24 metres in width provide support between two open (emptied) stopes.

To extract the ore from a stope, we drill into the stope and load the holes with explosives which are then detonated. We gather and transport the blasted ore via an ore pass leading to a crusher where the ore undergoes primary crushing. We then hoist the crushed ore to the surface.

Processing: Once on the surface, we process the ore into a finer material in Niobec's mill by further crushing, grinding, and sorting. We extract the niobium-bearing minerals using a complex process that involves desliming, magnetic separation, several flotation circuits, and leaching to remove unwanted waste constituents (tailings). We then dry the remaining material to produce a niobium oxide concentrate (Nb_2O_5).

Over half of our tailings—which are largely chemically inert and of low risk to the environment—are sent to Niobec's paste-backfill plant, where we transform the tailings into a paste that we use to fill in empty stopes, or as dam construction material for the tailings storage facility. Any remaining tailings are stored in the facility's ponds.

Converting: We transfer the Nb_2O_5 concentrate in batches to a converter, where we use a proprietary aluminothermic reaction process that we tailor on a batch-by-batch basis to produce ferroniobium ingots containing specified amounts of niobium. After cooling, we store the waste slag produced in the process underground. We sample each ferroniobium ingot to confirm its chemical composition and then store it. We select and withdraw ingots from storage by matching their chemical content with customer requirements. We then crush the ingots in three size ranges, based on customer product size requirements, pack the final product, and transport it to customers by truck, rail, and/or ocean vessel. Our process to produce ferroniobium is illustrated below:



Key Niobium Production Considerations

Niobec is subject to a wide range of regulations concerning its environmental and overall health, safety, and well-being performance.

Environment

The principal federal environmental requirements governing our activities at Niobec are contained in the *Environmental Protection Act* (Canada), the *Fisheries Act* (Canada), and related *Metal and Diamond Mining Effluent Regulations* (MDMER) administered by Environment Canada.

The principal provincial environmental requirements to which Niobec is subject are contained in the *Environmental Quality Act* (Quebec) which is administered by the Quebec Ministry of the Environment's Fight Against Climate Change in Wildlife and Parks (MELCCFP). Given Niobec's focus on water management, we place great emphasis on compliance with Quebec Directive 019, which is administered by the MELCCFP and sets out requirements for the quantity and quality of discharge effluents and water for facilities with mining operations.

Niobec's niobium recovery process requires significant quantities of water. As a result, a key focus at Niobec is compliance with the *Fisheries Act* and the MDMER, which are designed to protect fish, fish habitat, and fish use from effects in receiving waters due to the release of final effluents, and with Directive 019.

Integrated Chloride Management

Chloride in the form of sodium chloride (NaCl) occurs naturally in the Niobec ore body. A critical aspect of operations at Niobec involves how we manage chlorides in processing ore into our FeNb product since we expect NaCl concentrations will increase as we mine deeper into the ore body. Our management of chlorides is also complicated by our use of hydrochloric acid (HCl) to produce niobium concentrate during ore processing.

To address the ongoing challenge of chlorides management, Niobec has invested \$33 million in a water treatment plant to treat non-recycled water via high-efficiency reverse osmosis and evaporation and to ensure final effluent is fully compliant with all applicable water quality and quantity standards.

The water treatment plant investment, together with a leachate neutralization circuit, is part of an integrated chloride management system that treats the chemical constituents in water before it becomes final effluent.

Managing chlorides at Niobec involves several integrated actions: reducing our use of water containing chlorides and other chloride sources, neutralizing HCl used in processing ore, treating water to remove or reduce chlorides that could adversely impact the receiving water body for final effluent, and safely sequestering chloride-containing materials that result from our other actions.

Our water and chloride reduction actions involve a commitment to use the lowest possible amounts of water in our underground mining. One way we do this is by altering our water use practices to minimize water loss in the system. We have also adopted chloride-free alternatives where feasible, and completely or almost completely eliminated the use of chloride-containing products (e.g., winter de-icing salt).

As part of our integrated chloride management at Niobec, we also improved the paste-backfill plant, which turns tailings into a paste that used to fill in mined-out stopes in the mine and reduce the volume of tailings stored in Niobec's tailings storage facility. These improvements enable the plant

to use the chloride-containing brines in the paste it produces, allowing us to safely sequester the chlorides underground.

Niobec's management of pluvial effluent (run-off) quantity and quality is also key to its ability to operate sustainably over the long-term. During 2024, Niobec commissioned new pumping infrastructure to manage pluvial effluent as part of its integrated water management system.

Workplace Health, Safety and Well-Being

Health, safety, and well-being in addition to other social aspects of Niobec's operation are regulated by the Quebec CNESST.

Other Production Considerations

In addition to water management, tailings management is a key operational consideration for Niobec. While its tailings are considered "low risk", since they do not contain potentially acid-generating constituents, the tailings must still be managed and safely stored. Niobec minimizes the quantity of tailings contained in its tailings storage facility by using tailings as much as possible for underground paste-backfill and as material for tailings dam construction and improvement.

Mine Closure and Reclamation

Niobec's obligations for mine closure and reclamation are regulated under the Mining Act (Quebec) which also sets out requirements for other operational activities and the provincial regime for mineral rights ownership. Under the Act, Niobec must also periodically submit mine closure/reclamation plans for regulatory approval and provide financial assurance to the Quebec Ministry of Natural Resources and Wildlife for the cost of the closure and reclamation obligations in approved plans. In early 2025, Niobec completed and received regulatory approval of a revised closure plan. The updated closure plan has an estimated cost of C\$27 million.

Key Operational Highlights

Niobec has been in operation for almost 50 years and has well-established relationships within the local community based on open and honest dialogue. Ninety-nine percent of the power Niobec purchases is generated from renewable sources and Niobec recycles approximately 80% of its water. Niobec has received ISO 14001 (environmental management system) and ISO 9001 (quality management system) certification since 1998 and 2009, respectively. In 2024, Niobec received a Silver sustainability rating from Ecovadis, a universally recognized sustainability ratings provider.

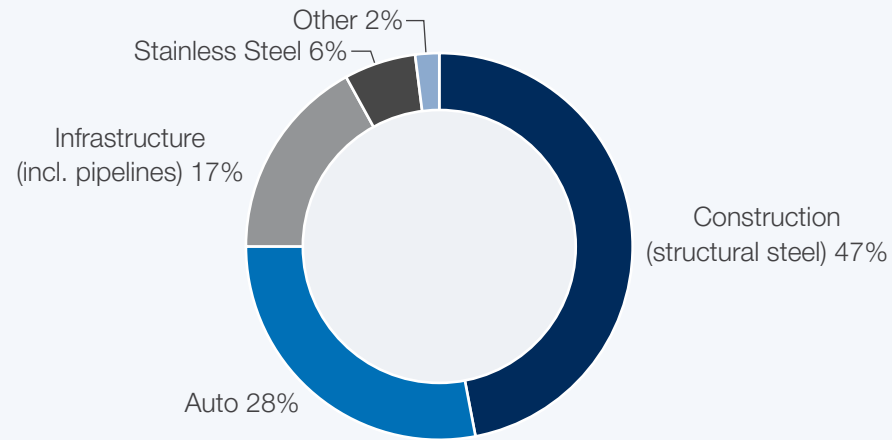
Our Niobium Product—Applications and Benefits

Our FeNb is a critical alloying agent used directly by steel producers to improve their grades of steel by improving strength, melting point, durability, and resistance to corrosion, so they can produce HSLA steel products. Even a small amount of niobium can significantly improve these properties in HSLA steels, reducing the amount of steel needed and increasing its durability in various applications, resulting in reduced energy and resource usage throughout our FeNb product life cycle.

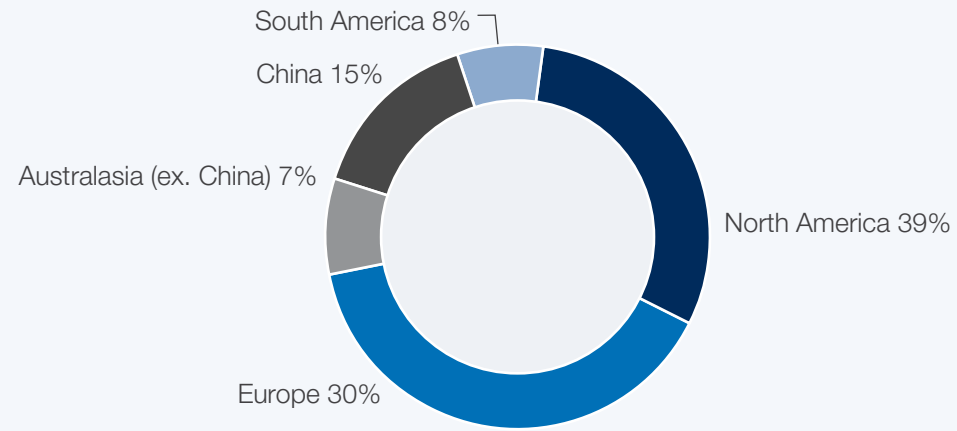
Our Niobium Markets

The steel industry is global and so we sell our FeNb product to steel producers around the world. Niobium is not a commodity that is traded on a terminal exchange such as the London Metals Exchange, unlike other minerals such as copper, zinc, and nickel. With no terminal market available, we sell most of our FeNb product under bilaterally negotiated purchase and sale contracts with our customers, with some sales into the niobium spot market. 2024 global consumption of FeNb by industry is shown below:

2023 FeNb consumption by industry



2024 Niobium Sales by Region



Talc

What is Talc?

Talc is a naturally occurring mineral with a platelet structure. It is the softest known mineral and relatively inert. Talc ores can differ widely in mineralogical and chemical composition as well as in purity and colour. A principal point of difference is platelet size. Talcs can have larger (macro) or smaller (micro) crystal sizes, which is an important factor in determining their specific properties.

How do we Produce Talc?

Beneficiation refers to any process by which an ore is improved, or benefitted, by the removal of the material in the ore that has no economic value. For talc, beneficiation is simpler than most other minerals.

At our Yellowstone operation, we extract ore through straightforward mining—drilling and blasting ore and transporting it to Yellowstone’s sorting plant. The high purity of Yellowstone’s ore means no chemical beneficiation is needed. Once sorted, we ship the ore to our Sappington, Three Forks, and Houston facilities for further processing into our talc products. At our Vermont operations, ore beneficiation involves dry separation as part of the production process. At Penhorwood, we use a flotation process to beneficiate ore. Higher purity beneficiated ore is sent to the Timmins mill while lower purity ore is sent to the Penhorwood mill. We conduct all mining activities at Yellowstone while we use third-party contractors for mining activities at Argonaut and Penhorwood.

At our mills, we further beneficiate our talc ores by primarily affecting their particle size distribution and other physical characteristics through micronization, air classification, surface treatment densification, and compaction.



Where is Talc Produced?

Portions of our Magris Talc business have a lengthy operating history, namely the Yellowstone mine which commenced production in the 1940s. We acquired the assets that comprise Magris Talc in 2021 from US and Canadian subsidiaries of Imerys S.A. under a Chapter 11 bankruptcy initiated by Imerys. Because the sale was completed under a bankruptcy process, we acquired the talc assets “free and clear” of all liabilities and claims associated with the period before our acquisition, including any litigation connected to the period prior to our ownership. With the acquisition, we became one of what are currently two fully integrated producers of talc in North America. Magris Talc is the leading talc producer in North America, supplying approximately 50% of the market. We are the only North American talc producer that can internally source both macro-crystalline and micro-crystalline ores.

We own and operate three talc mines, all of which are open-pit. Each mine has talc with distinctive properties that enable us to produce a wide range of talc products.

Name:	Yellowstone	Argonaut	Penhorwood
Location:	Cameron, Montana	Ludlow, Vermont	Penhorwood, Ontario
Crystalline Structure:	Micro	Macro	Macro

We have six facilities where we process talc ore that we mine and imported ore we purchase into the talc products that we sell. In 2024, Magris Talc employed a total of 307 people.

Health, safety, and well-being in addition to other social aspects of Magris Talc’s operations are regulated by the US state and Canadian provincial occupational safety and health authorities in the jurisdictions in which its facilities are located.

Key Talc Production Considerations

Like Niobec, Magris Talc is subject to legal and regulatory requirements relating to environmental protection, water use and management, occupational health and safety, mineral rights ownership, mining activities, and mine closure and reclamation. Since Magris Talc operates in multiple jurisdictions, these requirements can vary from operation to operation.

A key consideration for Magris Talc is ensuring the purity of its product. Magris Talc makes extensive efforts in this regard, including a formal program to sample and test ore for contaminants with a focus on asbestos. If such testing indicates the presence in the sampled ore of contaminants above applicable testing limits, the material from which the testing sample was taken is set aside and treated as waste.

Key Operational Highlights

Magris Talc conducts a widespread research and development program to customize its talc products with the special attributes required by customers for use in a wide array of applications. Its facilities have a long-standing history within the communities where they operate and have the benefit of a small environmental footprint that results from most of the facilities using minimal water and producing little or no tailings in their operations. All Magris Talc facilities have been ISO 9001 certified since 2000. Magris Talc is currently in the process of obtaining certification under ISO 14001, which is expected to be completed in 2025. In 2024, Ecovadis awarded MTU a Bronze sustainability rating and awarded MTC a Gold sustainability rating.

Our Talc Products—Applications and Benefits

Due to the wide variability of ores, talc lends itself to many different uses and applications. We make over 500 SKUs of talc that differ based on a variety of factors including brightness, grind size, and morphology. We expend considerable effort on research and development to create new talc products that are “engineered mineral solutions” designed to meet our customers’ needs.

Our talc products are used in applications that include:

- **Agriculture**—our products are used to protectively coat seeds and animal feed and enhance the efficiencies of fertilizer.
- **Construction**—our products increase crack and shrinkage resistance, corrosion resistance, and barrier properties in addition to easing application in adhesives, caulks, sealants, and asphalt roofing.
- **Paints and coatings**—our products increase viscosity, structure, pigment spacing, and corrosion resistance in protective and marine gels, gel coat primers, cure-in-place pipe, and architectural coatings.
- **Paper**—our products can add brightness and are used to control pitch and “stickies” in the paper production process.
- **Polymers**—our products are used in polymers for the manufacture of plastics for food containers, bagging, wire and cable coverings, automotive manufacturing (interior and exterior components), and in other plastics applications to provide or enhance tensile strength, stiffness, rigidity, impact resistance, lightweighting, and flame-retardant qualities.
- **Rubber**—our products add dimensional and thermal stability, lubricity, dusting, and reinforcement properties to hoses, window seals, and tires.
- **Specialties**—our products are used in emissions substrates (catalysts) and technical ceramics to enhance thermal expansion, porosity, and extrusion properties while providing greater density and stability in ceramics.

Our facilities process ores with different properties and individual product profiles that supply customer end-use applications:

- **Houston**—polymers, pharmaceutical and chewing gum;
- **Ludlow**—polymers, paints and coatings, and construction;
- **Penhorwood**—polymers;
- **Sappington and Three Forks**—paper, paints and coatings, rubber, and construction; and
- **Timmins**—specials/catalysts, polymers, and paints and coatings.

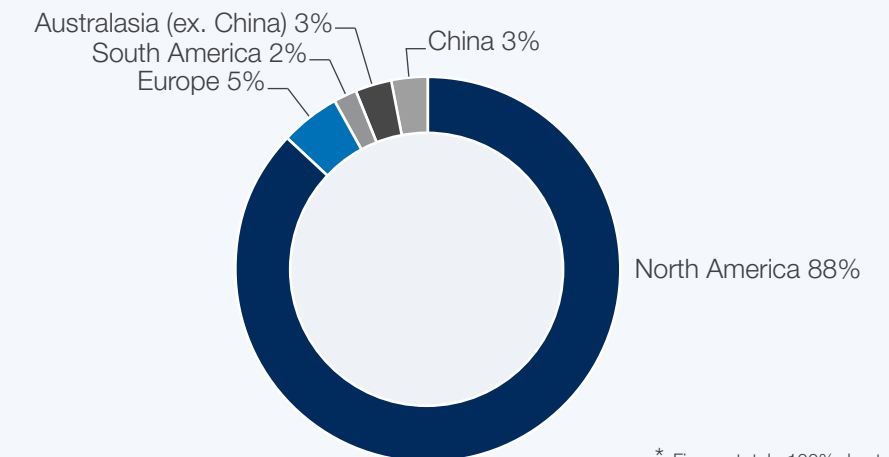
Magris Talc has never produced or sold talc for use in personal care products. We focus exclusively on talc products for industrial applications, with a very small portion of our talc production directed towards pharmaceutical applications and chewing gum.

Our Talc Markets

Like niobium, we sell our talc products directly to our customers under individually negotiated purchase and sale contracts or customized sale orders. In many cases, we have a deep and long-standing relationship with the customer. For example, the average relationship length with our top 50 customers is about 15 years.

Transport costs make up a significant portion of the overall cost of talc products. As a result, the global talc market tends to be more regionally distinctive than the niobium market. Magris Talc has over 500 talc product customers. The geographical distribution of our talc sales by dollar value in 2024 is illustrated below:

2024 Talc Sales by Region (dollar value)*



* Figures total >100% due to rounding.



