

"ZANGEZUR COPPER MOLYBDENUM COMBINE"

CLIMATE CHANGE POLICY

In operating its businesses, "Zangezur Copper Molybdenum Combine" CJSC (hereinafter referred to as the "Company" or "ZCMC") is committed to minimizing its negative impact on the climate, building resilience, and contributing to a sustainable economy for the Republic of Armenia. We will ensure that the actual and potential impacts of climate-related risks and opportunities are central to our business, strategy and financial planning decisions.

All the Company's stakeholders, including employees, local communities, shareholders and contractors, are expected to contribute to the decarbonization of our activities.

This Policy applies to the Board of Directors, the entire workforce of ZCMC, including senior executives, and contractors, business partners, guests, and visitors to the extent applicable.

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In the scope of this Policy the Company:

- ▶ inspires, through proactive leadership, sustainable work practices at all levels within our organisation and the communities in which we operate, contributing to the decarbonization of the Company's activities.
- ▶ ensures the Company's operations (and proactively works to ensure the same from our business partners), comply with the applicable Armenian legislation, and the National Mining Development Strategy, and align with international standards and commitments. These include the UN Global Compact Principles, International Council on Mining and Metals (ICMM) Mining Principle 6 and the UN Sustainable Development Goals, specifically Principle 13.
- ▶ identifies, evaluates, and manages climate related risks through a robust assessment process in order to minimize the negative impact of our operations on the climate, fully exploit decarbonization opportunities and build the Company's resilience to climate change.
- ▶ implements and continuously improves company-wide management systems to ensure that carbon emission reduction practices are integrated into all business units of the organization. The Company commits to the continuous improvement of its environmental management systems, with a specific focus on integrating carbon reduction initiatives across all aspects of the Company's operations.
- ▶ develops roadmaps for decarbonization at all our operations and the main steps in our value chain.
- ▶ supports research and development of innovative solutions for reducing emissions and enhancing climate resilience.
- ▶ provides training to ensure all employees and relevant contractors are aware of their climate-change related responsibilities and are empowered to fulfil them.
- ▶ allocates the necessary resources, both financial and human, to effectively implement climate action, demonstrating the Company's commitment to responsible environmental and climate stewardship.
- ▶ collaborates with a range of stakeholders, (industrial enterprises, academia, NGOs, state and local authorities, etc.), to enhance the Company's impact in combating climate change through joint mitigation and adaptation efforts.
- ▶ actively encourages and incentivises employee participation in achieving climate change objectives and fostering a culture of sustainable development.
- ▶ engages in a transparent and proactive manner with relevant stakeholders regarding the Company's greenhouse gas emissions and associated reduction strategies across the Company's operations.
- ▶ monitors the Company's greenhouse gas emissions, ensures transparent and regular reporting to stakeholders, enhancing the Company's accountability and commitment to climate change goals.
- ▶ regularly reviews and updates climate-change related objectives and targets based on performance data and stakeholder feedback.
- ▶ critically assesses, through regular reviews and audits, the outcomes of implementing this Policy and identifies areas for improvement.

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