

STAKEHOLDERS

EMPLOYEES

MP Materials is dedicated to its 200+ employees. We are committed to safeguarding their health and safety, promoting diversity and inclusion, and developing skills that empower every employee to further our mission. Our diverse workforce is encouraged to use their creativity to drive efficiency, and this value proposition shows—since the formation of MP Materials, we’ve exceeded a 95% employee retention rate. We are proud that our average income is 25% higher than that of San Bernardino County. With our employees at the forefront, we prioritize investments to ensure our team is healthy, driven, and proud to work with us.

COMMUNITY & COUNTRY

Our mission is rooted in patriotism and community pride. We work collaboratively with San Bernardino County, the State of California, and the Federal Government to share our successes, engage with our neighbors, and address the critical unmet needs in our future industrial supply chain. Locally, we proudly sponsor an apprenticeship program for electrical trade students and provide free water to CalTrans, CHP, and the Ivanpah Desert Tortoise Sanctuary. On a national level, we are leading the charge for American resource independence for the 21st century and aim to serve as an example of responsibly leveraging our nation’s natural resources.

ENVIRONMENT

Rare earths are not standard elements, and we do not operate as a standard mine. Our state-of-the-art processing facility, created to reduce environmental impact through a closed-loop system, uniquely allows us to recycle water and reagents used throughout the mining and separations process. Further, Mountain Pass does not generate the radioactive waste typical of other rare earth mines, sustaining a safe working environment for our employees, the community and our planet. We continue to invest in sustainable operations, meeting the most stringent regulations under U.S. and California law.

CUSTOMERS & SUPPLIERS

MP Materials offers America’s advanced industries the assurance of sustainably sourced materials. We operate one of the world’s most sustainable mining processes—it’s fundamental to how we do business, and it’s core to our vision for a clean global economy and supply chain. Our powerful leadership opportunity is possible in part due to the exceptional quality of our orebody, which allows us to produce at a lower cost and reinvest profits in long-term improvements. Further, our business operations, led by highly involved ownership, has enabled us to greatly outperform our predecessor, proving our commitment to our partners and to Mountain Pass’s longevity.

INVESTORS & PARTNERS

MP Materials makes strategic investments that are proven to drive value, profit and opportunities for America’s modern, digital technologies. Our early investments have increased production of the Mountain Pass facilities 2.4 times, while materially reducing costs. Additionally, despite current tariffs, we have already achieved profitability, which signals strength in our strategy and our commitment to be the most trusted, reliable, and sustainable source of coveted materials to global industry.

