

2025 Sustainability REPORT



Safety **Technology** Challenge **Innovation**



Our Corporate Signature



The Mimosa tree, after which our company is named, is popular for its fragrant elaborate flowers which attract bees and butterflies, giving them life. Likewise, we strive to provide growth and superior returns to all our stakeholders and our environment. We continue to work in line with relevant policies and guidelines regarding responsible and ecologically friendly business practices.



About This Report

Mimosa Mining Company (MMC) is pleased to present the Sustainability Report covering the period 23 June 2024 to 22 June 2025. This report enables our stakeholders to make an informed assessment of our performance, impacts, and contributions to the economy, environment, society, and sustainable development in Zimbabwe. The report contains information about the mining operations and exploration projects for Mimosa Mining Company (Pvt) Limited in Zimbabwe. Any reference in this report to 'our', 'we', 'us', 'Mimosa', 'MMC', 'the Mine', and 'the Company' all refer to Mimosa Mining Company (Pvt) Limited.

Reporting Frameworks

This report was compiled with due consideration of the following:

- Companies and Other Business Entities Act [Chapter 24:31].
- Global Reporting Initiative (GRI) Standards (2021).
- Sustainable Development Goals (SDGs).

Mimosa Mining Company incorporated elements of IFRS Sustainability Disclosures (IFRS SDS S1 and S2) on the disclosure of sustainability and climate related risks and opportunities. However, adoption of S1 and S2 is not yet mandatory in Zimbabwe. The Mine will continue to make voluntary progress towards compliance.

Sustainability Data and Assurance

The report was compiled using qualitative and quantitative data extracted from Company policy documents, records, and from personnel accountable for material issues herein presented. In some cases, estimations were made and confirmed for consistency with the Company's operational activities. The Company made restatements to previously published sustainability data due to the continued data management improvements and reassessments. Areas of restatement are highlighted on our GRI content index on page 76.

Sustainability information was validated for compliance with the GRI Standards by the Institute for Sustainability Africa (INSAF), an independent subject matter expert. A GRI Content Index is contained on page 76. The sustainability data provided in this report was not externally assured.

Report Declaration

The Directors take responsibility to confirm that this report has been prepared in accordance with the GRI Standards.

Currency

All financial information is presented in US\$.

Forward Looking Statements

This report includes forward-looking statements regarding the Company's future performance and prospects. These statements are not guarantees of future results, as they may be influenced by various risks and uncertainties, both anticipated and unforeseen. Stakeholders are advised not to rely heavily on these statements. Nonetheless, the Company commits to publicly updating any revisions to these forward-looking statements to reflect events or circumstances that occur after the report's publication date.



feedback

We value and welcome your feedback on how we can improve our reporting. Should you have any inquiries and or suggestions, please share your comments with Elizabeth Nerwande, our Head of Corporate affairs on her email: Elizabeth.Nerwande@mimosa.co.zw.

How our Annual Report aligns with the GRI Standards



Climate

Read about our climate change initiatives.

Pages 49-55



Learn about our efforts to reduce greenhouse gas emissions.

Page 52

Explore our approach to climate-related risks and opportunities.

Page 55

Materiality

The topics that we found to have the most impact to us and our stakeholders. Read more about our materiality determination.

Page 38

Our Materiality Assessment is discussed in detail highlighting key areas of focus, including stakeholder input, identification of significant economic, environmental, social and governance topics and how these align with our long-term strategy and sustainability goals.

Pages 39–41

Stakeholder Engagement

This is outlined in the 'Stakeholder Engagement' section and reflected throughout our report.

Page 38

Employees	Page 57
Non-Governmental	Page 71
Suppliers	Page 71
Industry	Page 60
Government and Regulators	Page 72
Local Communities	Page 67

ESG Pillars

Economic

Key highlights for the economic pillar, include economic impacts and value creation, economic performance, tax practices, competition and benchmarking and the business operating environment.

Environment

Pages 49–52 cover the environmental pillar, highlighting our water conservation, energy efficiency, and waste reduction efforts through recycling and responsible waste disposal.

Social

Pages 57–69 highlights the social pillar. Our key efforts focus on strengthening community ties, promoting fair employment and ensuring workplace safety.

Governance

Pages 23–27. Key areas focus on leadership structure and our strong governance standards. Read the about the Managing Director's Statement found on page 8.

Chairman's Statement



CHAIRMAN
J. J. Nel

This year, 2025 we commemorate a monumental milestone – 100 years since the first extraction of platinum group metals (PGMs) in 1925. Over the past century, our company has journeyed through remarkable growth, innovation, and resilience, establishing itself as a leader in the industry. As we reflect on this incredible journey, we celebrate the milestones that have shaped our success, the talented teams behind our achievements, and the unwavering commitment to advancing sustainable and responsible practices.

The past year has been a true test of our operational resilience, as we navigated a prolonged period of depressed metal prices. Despite the sustained economic pressures, we remained firmly focused on executing our long-term strategy, to position the business within the lowest cost quartile of the industry. In addition, we embedded ESG considerations into the core of our corporate strategy, further advancing the integration of sustainability and governance principles across all functions.

Our commitment to creating meaningful socio-economic impact was further reaffirmed through industry recognition. We were honoured to receive the 1st Runner-Up Award for Mining Company Supporting Local Business, as well as the 1st Runner-Up – Exporter of the Year Award. These accolades underscore our broader contribution to national economic development, particularly through the empowerment of local suppliers and the promotion of sustainable export growth.

Further, our unwavering commitment to sustain a ZERO Harm workplace, remained a cornerstone of our operations. Through continued investment in culture transformation and strengthened contractor management programmes, we reinforced our safety systems and behaviours across the organisation. The well-being of our people is, and will always be, a top priority. I am encouraged by the progress we have made in instilling a safety-first mindset at all levels of the business, a critical foundation for operational excellence and long-term sustainability.

Our Operating Context

The platinum mining industry operated within a dynamic and often challenging context during the reporting period. Market conditions were shaped by fluctuating commodity prices and ongoing geopolitical uncertainties that impacted global supply chains. In response to depressed metal prices, the company intensified its focus on operational efficiency across all functions.



Over the past century, our company has journeyed through remarkable growth, innovation, and resilience, establishing itself as a leader in the industry.



In the local operating environment, economic pressures such as rising inflation, increased input costs and electricity supply disruptions had a direct impact on operational efficiency and cost structures. Regulatory developments, particularly in environmental compliance and social performance, further demanded heightened focus on responsible mining practices and alignment with evolving sustainability standards.

Against this backdrop, our strategic response remained focused on operational resilience, stakeholder engagement, environmental stewardship, and the continued integration of sustainability into our core business strategy. Our efforts are geared towards ensuring long-term value creation for all stakeholders.

Safety, Health and Environment

Mimosa continues to uphold the highest standards in occupational health and safety. During the reporting period (23 June 2024 to 22 June 2025), the Company achieved a significant milestone of seven million fatality-free shifts, a testament to the effectiveness of our safety systems, leadership commitment, and collective workforce vigilance.

Our commitment to continual improvement is further reflected in the Lost Time Injury Frequency Rate (LTIFR), which showed a marked improvement, declining from 0.25 to 0.19 over the reporting period. This represents not just a statistical gain, but a real- reduction in the number and severity of incidents affecting our employees and contractors.

As part of our broader safety strategy, Mimosa continued to implement the Culture Change Programme, focused on addressing behavioural factors that contribute to workplace incidents. This initiative promotes a proactive safety culture where accountability, risk awareness, and safe work practices are embedded at all levels of the organisation. The programme is fostering stronger employee engagement, peer-to-peer responsibility, and continual learning.

In addition, the organisation is committed to achieving net zero emissions by 2050, with an interim target of 40% emissions reduction by 2030, using 2023 as the baseline. To support this goal, decarbonisation initiatives are being embedded across operations. The organisation maintains certification to ISO 45001:2018 (Occupational Health & Safety), ISO 14001:2015 (Environmental Management), and ISO 50001:2018 (Energy Management), reaffirming our commitment to best international practices across critical areas of operational performance. These certifications underscore our ongoing efforts to embed a culture of continual improvement, risk mitigation, and regulatory compliance across all levels of the organisation.

Respecting Stakeholders Human Rights

Mimosa remains steadfast in its commitment to protecting and promoting human rights, guided by our Human Rights Commitment Policy. During the reporting period, we strengthened stakeholder engagement efforts to raise awareness of human rights obligations and the importance of reporting violations. As part of this, Workers' Leadership participated in refresher training covering the Human Rights Commitment Policy and related governance frameworks. These leaders play a critical role in cascading this knowledge throughout their respective teams, ensuring that human rights awareness is embedded at every level of the organisation.

Importantly, no human rights violations were reported during the period under review, a reflection of our proactive culture, open communication channels, and strong policy enforcement. We took a decisive step forward in advancing our social responsibility by introducing a sustainability code of conduct for contractors and suppliers. This initiative is a critical enabler of our broader ambition to extend responsible business practices across our value chain. Mimosa will continue to drive targeted awareness campaigns to reinforce a culture of respect, inclusion, and accountability.

Chairman's Statement ...continued

Socio-Economic Contribution

Through the Local Enterprise Development Program, we continued to empower qualifying Small and Medium-sized Enterprises (SMEs), as well as targeted groups including women, youth, and persons with disabilities. Our support focused on providing technical expertise and facilitating access to capital, key enablers of inclusive economic growth.

The LED initiative aims to foster long-term, sustainable business development by enhancing the capacity of local enterprises. The resulting outcomes include increased job creation, strengthened community development, reduced reliance on imports, and enhanced domestic revenue generation through increased tax contributions. These efforts are aligned with our commitment to advancing the United Nations Sustainable Development Goals (SDGs), particularly those related to decent work and economic growth (SDG 8), reduced inequalities (SDG 10), and industry, innovation, and infrastructure (SDG 9).

As part of our drive to scale impact through strategic partnerships, Mimosa secured a US\$15 million funding facility from a local financial institution during the reporting period. This milestone marks a significant step in strengthening and expanding the Local Enterprise Development (LED) Program, reinforcing our commitment to inclusive growth and long-term community empowerment. In FY24/25, Mimosa onboarded two additional Local Enterprise Development (LED) partners, increasing the total number of LED projects to six. The new initiatives, a mobile equipment and rotatable components repair workshop and a tailoring factory, are strategically aligned with our objectives to build local capacity, create jobs, and promote industrialisation. A combined investment of US\$1.95 million has been committed to these ventures, which are scheduled to commence operations in FY25/26.

All current operational LED projects largely met their performance and operational targets during the reporting period. Looking ahead, the program will maintain its focus

on identifying and supporting enterprises that demonstrate long-term sustainability, environmental stewardship, and social impact in line with our broader SDG commitments.

In addition, Mimosa remains committed to creating shared value beyond its core mining operations by investing in the long-term sustainability of host communities. During the reporting period, over US\$1 million was allocated to high-impact, strategic community development initiatives, aligned with local needs and national development priorities. Key investments included health infrastructure upgrades, education improvements, and climate resilience projects focused on food security and self-reliance. These efforts are designed to enhance community wellbeing, reduce social risk, and support long-term operational stability.

Outlook

Looking ahead, Mimosa remains unwavering in its commitment to advancing a sustainability agenda that delivers enduring value for all stakeholders. As global expectations evolve, we will continue to align our operations with leading international standards, reinforcing our position as a responsible, forward-thinking organisation.

We are building on a strong foundation, one rooted in ethical leadership, operational excellence, and an unrelenting focus on long-term impact. Our path forward will be shaped by responsible growth, deeper community engagement, and environmental stewardship that safeguard future generations. Central to this journey is our people. Their safety, wellbeing, and development remain our highest priority. Through continued investment in training, leadership development, hazard identification, and technology integration, we are committed to sustaining a Zero Harm workplace.

On behalf of the Board, I extend my gratitude to our employees, partners, and stakeholders for their continued trust and support.



We are building on a strong foundation, one rooted in ethical leadership, operational excellence, and an unrelenting focus on long-term impact. – Chairman J Nel

Managing Director's Statement



MANAGING DIRECTOR
Fungai Makoni

It is with great pride that I share our Sustainability Report for the year ended 22 June 2025, a year in which we made measurable progress in embedding sustainability into every facet of our mining operation. This report reaffirms our commitment to responsible mining, where economic performance goes hand in hand with environmental stewardship, social responsibility, and robust governance.

The mining sector continues to play a critical role in economic development, job creation, and infrastructure growth. In 2025, we took deliberate steps to mitigate our operations impact through improved operational efficiencies, responsible resource management, and increased investment in community development initiatives.

From a governance perspective, we continue to align our practices with the provisions of the Companies and Other Business Entities Act [Chapter 24:31], with compliance efforts ongoing. Key developments included the formulation of the Sustainability Code of Conduct for Suppliers and Contractors and the Sustainability Data Management Guideline, which will serve as important frameworks in promoting responsible business practices across our value chain.

Key developments

This year, we are celebrating a remarkable milestone, a century of excellence and remarkable contributions to Zimbabwe's economy and community development. This achievement is a testament to the company's resilience, impact and responsible mining practices.

In FY2025, Mimosa Mine successfully commissioned the Gorge Dam, a major water storage facility, completing a two-phase strategic infrastructure investment totalling USD 78 million. The project increased Mimosa's return water storage capacity from 100 000m³ to 1000 000m³, dramatically enhancing our ability to store and reuse process water. This milestone marks a significant advancement in sustainable water resource management and aligns with our long-term environmental stewardship goals.

The North Hill Project remained on hold during the reporting period, primarily due to subdued metal prices and fiscal environment. Mimosa continues to take a prudent and responsible approach to project development, ensuring that any capital-intensive initiatives align with long-term economic viability and sustainable growth principles.

Safety, Health and Environment

Mimosa achieved seven million fatality free shifts during the year and continued with implementation of the culture change program, aimed at addressing

The mining sector continues to play a critical role in economic development, job creation, and infrastructure growth



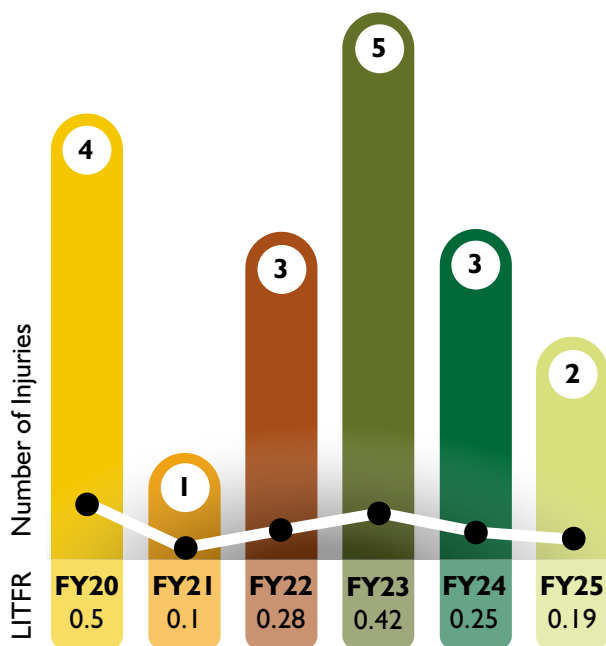


... prioritising responsible operations, environmental stewardship, and inclusive growth.

behavioural issues contributing to most of our accidents. Our Lost Time Injury Frequency Rate (LTIFR) as of June 2025, for our employees & contractors, significantly improved as shown on the graph below. The Company remains certified to the Occupational Health & Safety (ISO 45001:2018), Environmental Management (ISO 14001:2015) and Energy Management (ISO 50001:2018) Management Systems.

Safety

LOST TIME INJURY FREQUENCY RATE (LTIFR)



Health

While no material health concerns were recorded during the reporting period, the company maintained a proactive

approach to employee health and well-being through a series of targeted initiatives. In response to a confirmed case of Mpox disease in the nearby district, the organisation intensified its health surveillance to strengthen outbreak preparedness and response capabilities.

To mitigate the effects of seasonal illnesses and reduce absenteeism, the annual influenza vaccination program was carried out successfully across the organisation. Additionally, a campaign focused on noise-induced hearing loss was implemented as part of the broader hearing conservation strategy. This included on-site assessments, fitting and servicing of protective equipment, and evaluation of individual needs to safeguard long-term hearing health. These efforts underscore the company’s ongoing commitment to fostering a safe, healthy, and resilient work environment for all employees.

Wellness and Psychosocial Support

Mimosa’s Employee Wellness Policy and Strategy take a holistic approach to health, extending care to both employees and their immediate families. Key focus areas include early detection and management of chronic illnesses, mental health support, nutrition, physical activity, and lifestyle management.

During the reporting period, several wellness initiatives were rolled out, notably the Mimosa Wellness Week, a flagship event bringing together employees, dependants, contractors, and healthcare partners to promote preventive care and healthy living through screenings and education. In response to emerging public health challenges, Mimosa supported targeted health and wellness programs, including cholera response initiatives and health education campaigns.

Managing Director's Statement ...continued

The organisation continues to prioritise the mental and physical well-being of its employees through an ongoing counselling and psychosocial support programmes, delivered in collaboration with qualified counsellors. This initiative provides vital support to employees and their dependants, helping them navigate mental health challenges and build resilience.

Complementing this, the organisation maintained a strong focus on the early identification and monitoring of work-related chronic and non-communicable diseases, ensuring timely intervention in promoting more productive lifestyles. These efforts form a core part of our wellness strategy, reinforcing Mimososa's commitment to a safe, supportive, and sustainable working environment.

Environment

Mimososa's environmental strategy, anchored in our ESG framework, continues to deliver measurable outcomes aligned with long-term business sustainability and regulatory expectations. In this reporting period, we recorded zero major (Level 5) and zero significant (Level 4) environmental incidents, reflecting the effectiveness of our risk management systems and operational governance. However, several (Level 3) environmental incidents were recorded. While none posed significant or major risk, targeted mitigation measures are being implemented to reduce their frequency and impact.

We further achieved a 60% water recycling rate, demonstrating meaningful progress towards our strategic target of 70% or more by 2030. A key enabler of this progress is the successful commissioning of the Gorge Dam, providing 1 100 000m³ of return water storage capacity. This infrastructure investment not only secures water availability but supports our broader objective to significantly reduce freshwater abstraction.

In parallel, Mimososa is aligning its tailings management practices with the Global Industry Standard on Tailings Management (GISTM). Independent annual audits by the Tailings Review Board confirm that our Tailings Storage Facilities are being managed safely, with minimal risk to communities. Further, the organisation remains committed to responsible mine closure and land stewardship. Financial provisions for closure and rehabilitation are reviewed monthly to ensure sufficient resourcing for future obligations, reflecting our proactive approach to environmental accountability.

During the reporting period, 8.1 hectares of land, primarily around tailings storage facilities and through annual ad hoc rehabilitation efforts, were successfully restored. This demonstrates our commitment to progressive rehabilitation, even during active operations. The table below shows our performance, which we will continue to monitor to ensure positive impact.

Key Performance Indicator	Unit of Measure	FY2025	FY2024	Variance (%)
Major Environmental non-conformance	Number	0	0	0
Level 4 & 5 Environment Incidents	Number	0	0	0
Area Rehabilitated	Hectares (ha)	8.1	5.0	62
Raw Water Consumed	Mega Litres (ML)	2 864	2 853	0.39
Tailings Water recycled	Percentage %	60	59	1.7
Raw water consumption	Kilo Litres/Tonne milled	0.98	0.99	1.0
Carbon emission	CO ₂ /tonne milled	0.05	0.05	0
Energy consumption	Gigajoule (GJ)/tonne milled	0.27	0.28	3.6

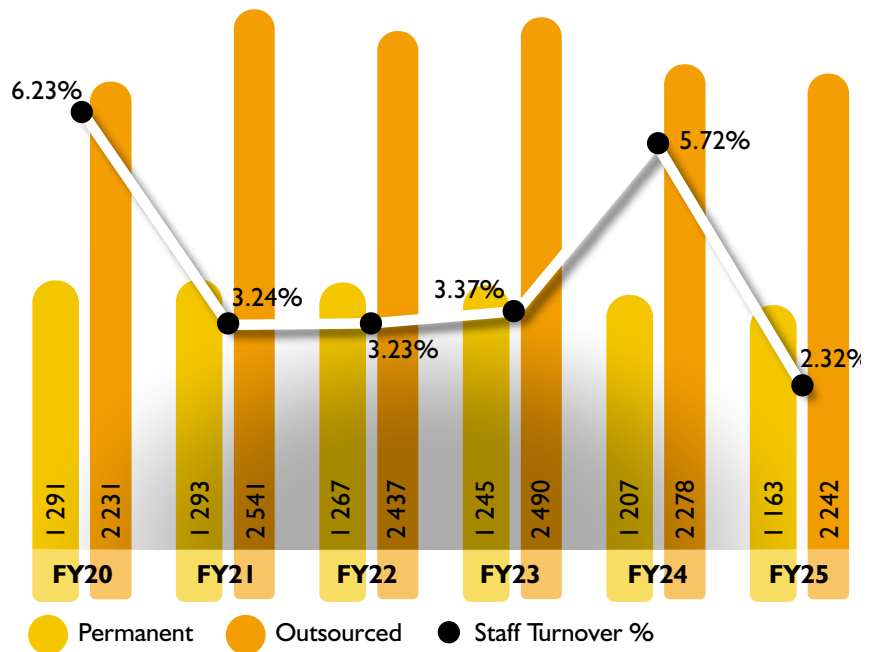
Our commitment to sustainability, innovation, and inclusive development will continue to drive our performance

Our People

During the reporting period, Mimosa maintained a constructive and harmonious industrial relations climate, underpinned by open dialogue and mutual respect. Employee concerns were effectively addressed through established internal grievance resolution mechanisms, reinforcing trust, transparency, and organisational stability. This proactive approach continues to support a productive workforce and strengthen our reputation as an employer of choice.

As of June 2025, Mimosa’s permanent workforce stood at 1 163, down from 1 207, a 3.64% reduction, driven by strategic labour rationalisation in response to depressed metal prices. To support affected employees, counselling services were provided, and team-building sessions are ongoing to strengthen cohesion and maintain focus on delivering organisational KPIs.

While the risk of skills flight has eased, Mimosa remains focused on strengthening its talent pipeline through sustained investment in early career development and capability-building programs, to meet both current and future human capital requirements. The organisation continues to monitor national economic trends closely to ensure competitiveness in attracting and retaining top talent. The graph illustrates our staff turnover performance during the reporting period.



	FY20	FY21	FY22	FY23	FY24	FY25
Permanent	1291	1293	1267	1245	1207	1163
Outsourced	2231	2541	2437	2490	2278	2242
Staff Turnover %	6,23	3,24	3,23	3,37	5,72	2,32

Conclusion

Mimosa is dedicated to creating lasting value for all stakeholders by prioritizing responsible operations, environmental stewardship, and inclusive growth. Throughout the year, these efforts have strengthened our sustainability agenda and aligned our initiatives with the UN Sustainable Development Goals, ensuring a positive impact on future generations.

Despite a challenging operating environment, we demonstrated resilience through disciplined cost management, enhanced operational efficiency, and a deeply embedded safety-first culture. I extend my sincere appreciation to our leadership, employees, and partners for their unwavering commitment and contribution during this period.

Encouraging movements in metal prices have begun to signal a potential shift in market dynamics. In response, we are actively assessing the feasibility of re-initiating development of the North Hill Project, guided by ongoing fiscal and commodity trend analysis. This strategic review reflects our readiness to capitalise on emerging opportunities while maintaining prudent risk management.

As we look ahead to 2026 and beyond, we remain confident in our ability to adapt, grow, and lead responsibly. Our commitment to sustainability, innovation, and inclusive development will continue to drive our performance. Together, we will continue to build a legacy defined by excellence, resilience, and shared value.



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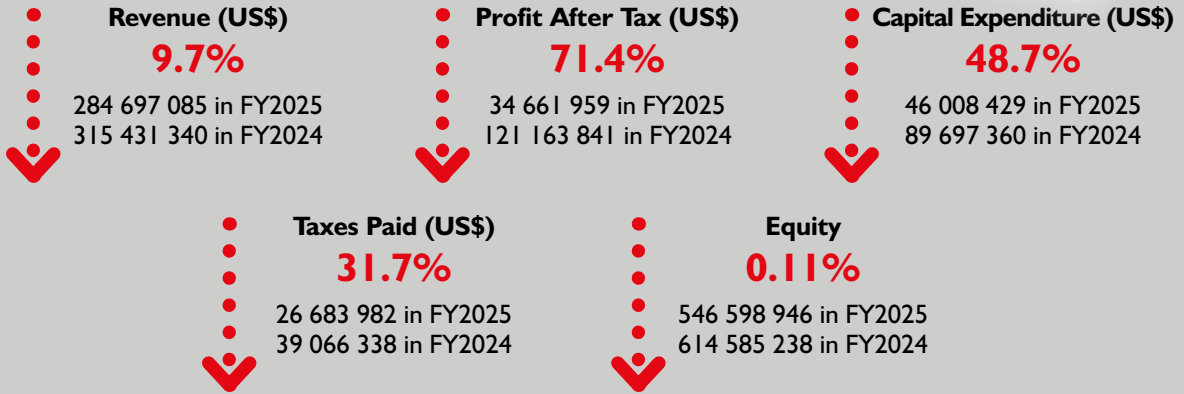
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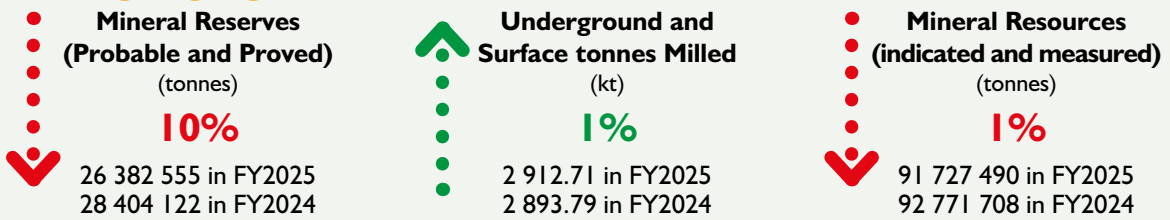
Performance Highlights



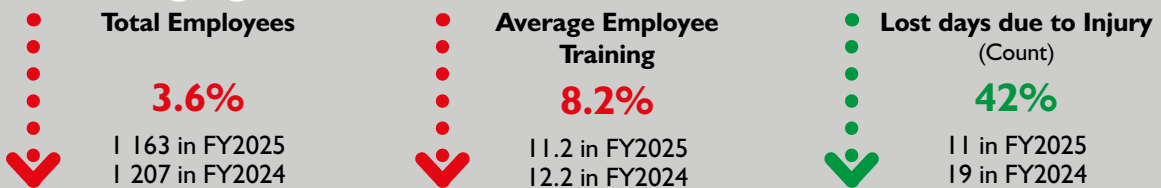
Financial Highlights



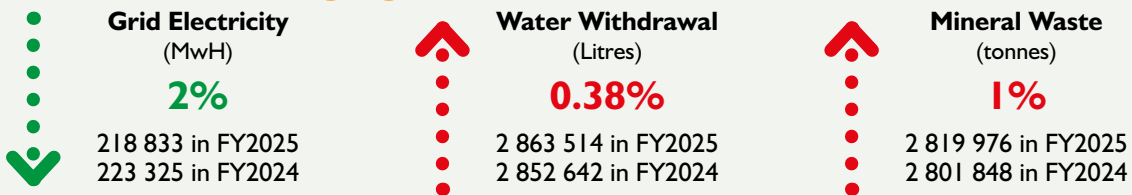
Mining Highlights



Social Highlights



Environmental Highlights



Awards and Recognition

1st Runner Up - Mining Company Supporting Local Business Award
 - Buy Zimbabwe's Zimbrands Awards
 1st Runner Up - Exporter of the Year 2024



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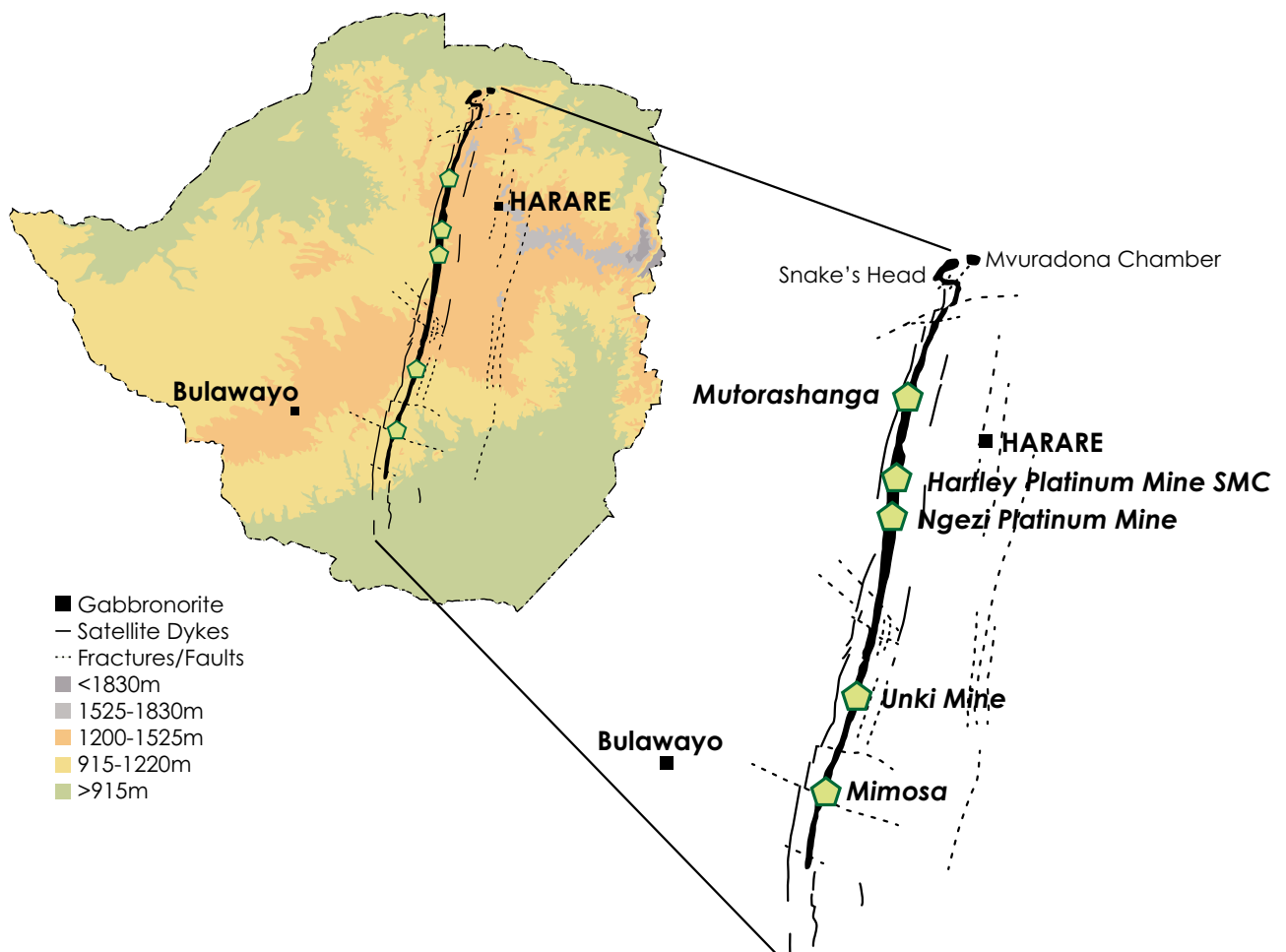
Who We Are

About Mimosa Mining Company

Mimosa Mining Company is the oldest platinum mine in Zimbabwe. The Company is 100% owned by Mimosa Holdings, which is owned 100% by Mimosa Investments Limited, Mauritius. Currently, the Company is a venture between Sibanye Stillwater and Impala Platinum. Our operations comprise of a shallow underground mine, and a concentrator located in Zvishavane, east of Bulawayo, Zimbabwe.

Ownership

Mimosa Mining Company is owned by the following entities:

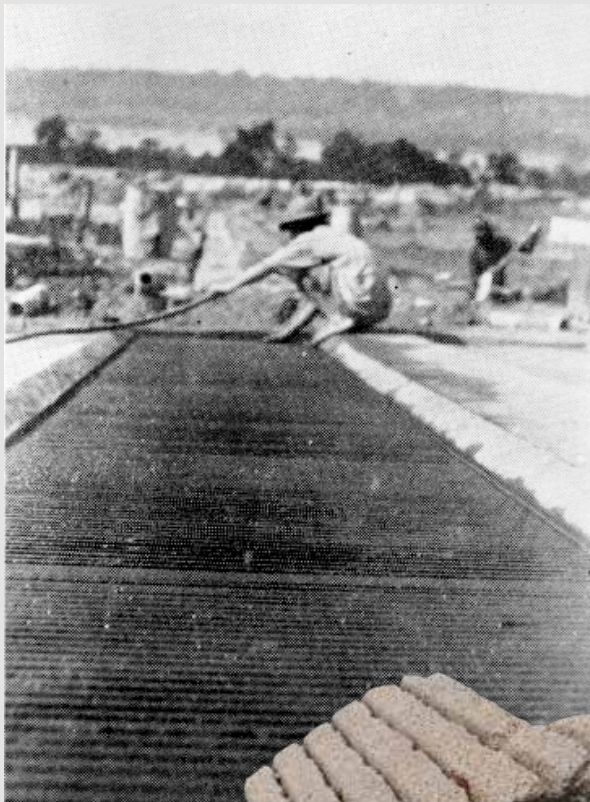


Who We Are ... continued

Our Journey

1925

Alexander and Louis Granger start mining the North Hill deposit



1926

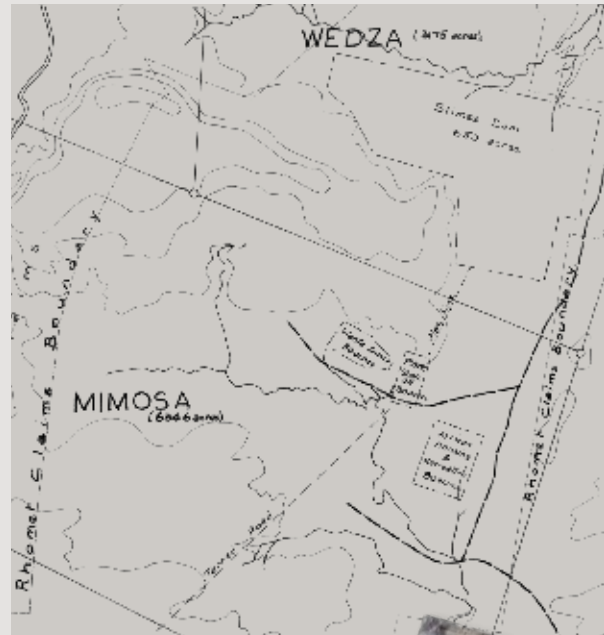
Rudimentary processing of the oxide ores using gravity based sluicing riffles

1928

Granger brothers close operation after producing 67oz (2kg) of platinum

1962

UCR secured Exclusive Prospecting Orders for platinum in Wedza, Hartley/Selous and North Great Dyke (Snake's Head)



1966

UCR pegged mining claims within the Wedza EPO and drilled 75 core holes totalling 517m. Two vertical shafts, the Wedza No. 1 and No. 2 shafts were sunk to a depth of 112m and 100m respectively. Mining trials commenced.



1968

Two vertical shafts sunk and trial mining commences with 100 tonnes per day concentrator

1971

Production suspended while consideration given to Hartley/Selous project

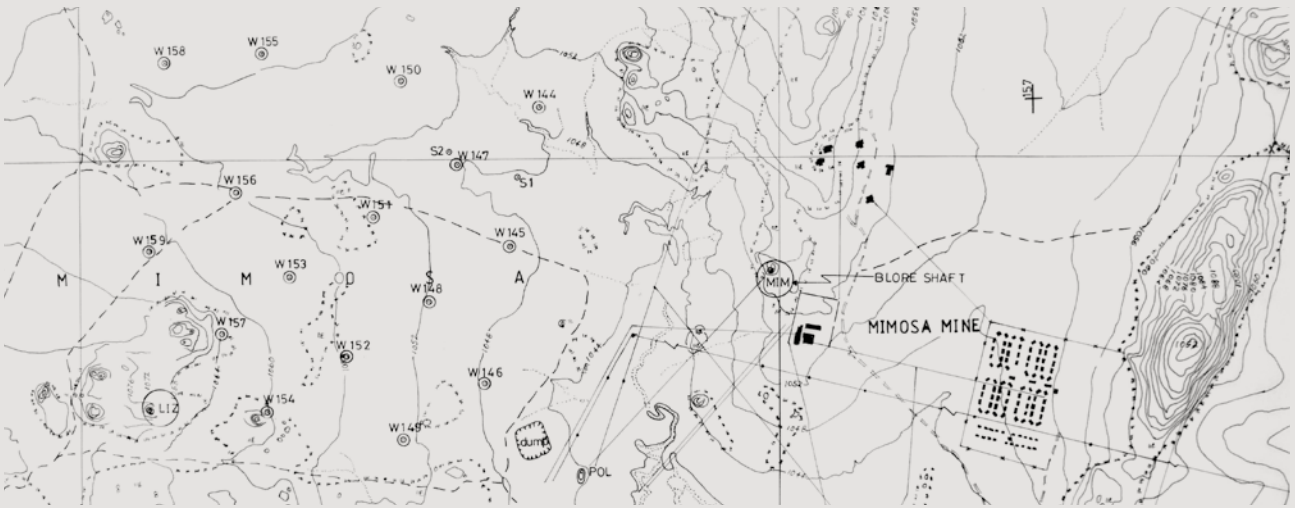
1974

Mimosa Mining Company registered on 29 July

Mining resumes with sinking of Blore shaft, processing of ore to smelter stage

1989

Pre-feasibility study initiated to investigate viability of restarting the mine



1990

Additional 37 core holes drilled in the Wedza complex to improve sampling

1992

Dewatering of mine with samples tested in SA, USA and Germany

1993

Feasibility study projects Mimosa to be the lowest cost producer in southern Africa

Union Carbide exits Zimbabwe selling its operations to Zimasco

Trial mining operation established with US\$5m budget

1996

Claims consolidated into mining lease area of 6 591 ha

1998

Start of Phase 2 ramp up in production

1999

Anglo American conduct due diligence on Mimosa

2001

Implats acquires 35% stake in Mimosa for R246m

Phase 3 expansion to 1 000tpd gets underway

2002

Aquarius acquires 50% interest for £26m. Implats increase stake to 50%



Who We Are ... continued

2005

Production to rise to 4 000tpd under \$14m Phase 4 expansion

2007

Phase 5 optimisation project initiated to bring output up to 5 000tpd

Parliament passes the Indigenisation and Economic Empowerment Bill

2009

Government of National Unity formed

2011

Blore shaft expansion project to lift output to 6500tpd

2012

Consideration given to mining at North Hill

Implats/Aquarius agree to sell 51% of mine to empowerment fund

2014

Feasibility study considers Phase 6 increase to 9 000tpd by 2019

2015

Feasibility study on North Hill project completed

Sibanye-Stillwater acquires Aquarius Platinum for US\$294m



2016

Home ownership scheme grants houses to hundreds of employees



2018

Government agrees to waive 51% indigenous ownership of mine

2019

Acquires Anglo American concessions on western end of lease

2020

Clearing commences on TSF4 site



2022

Construction commences on \$75m 165ha claylined TSF4

2023

Abandons plans for refinery over feasibility concerns

2024

Mimosa puts its \$134m North Hill project on hold

2025

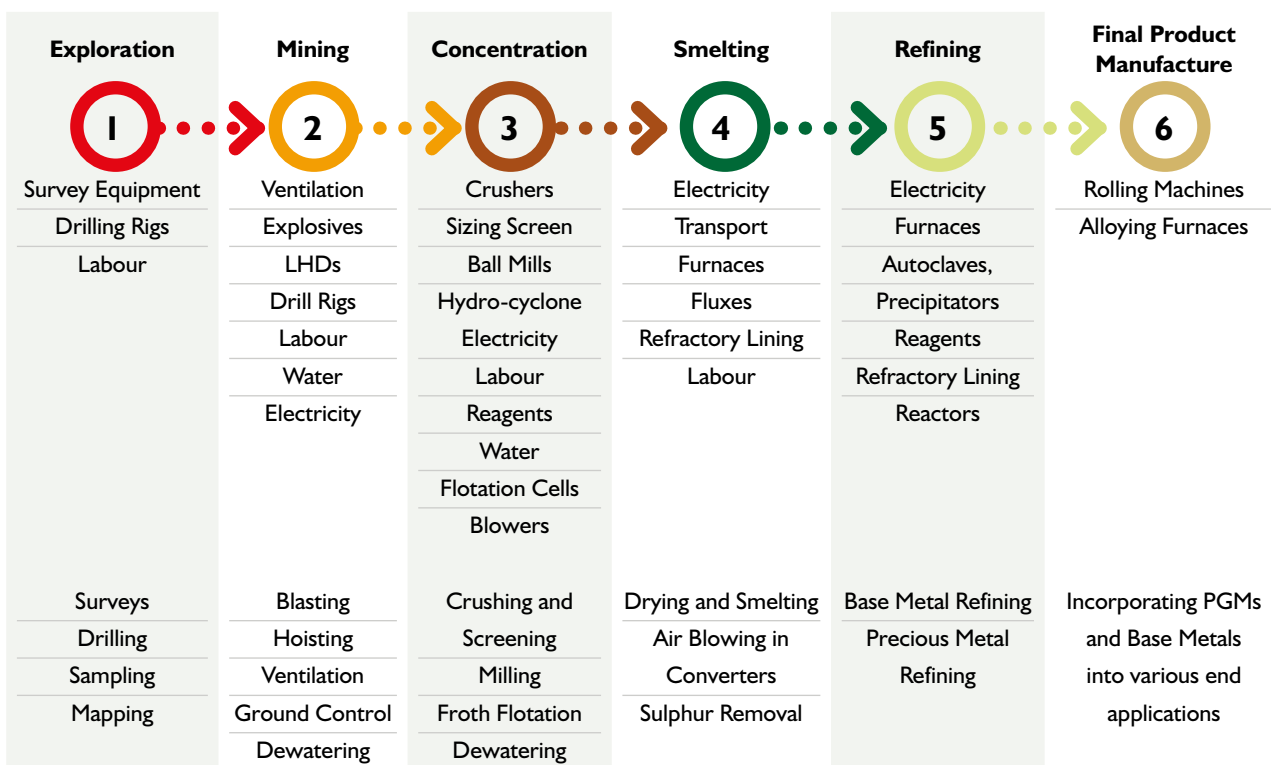
Celebrates 100 years since the first platinum was mined at Mimosa



Our Operations

Our mining method is Room and Pillar, using mechanized drilling and lashing techniques. The blasted ore is lashed by load haul and dump machines (LHD) and tipped onto 400mm apertures. We employ a sustainable approach to ore processing and forge a partnership of base metal and precious metal refinement.

Our Mining Value Chain



Business Associations Memberships and Certifications

Professional Memberships

- Institute of Directors Zimbabwe (IODZ)
- Institute of Chartered Accountants of Zimbabwe (ICAZ)
- Zimbabwe Institute of Commerce
- Institute of Personnel Management of Zimbabwe (IPMZ) – For Human Resources Practitioners
- SAIMM- Southern African Institute of Mining and Metallurgy
- Zimbabwe Institute of Engineers (ZIE)

Business Association Memberships

- Chamber of Mines of Zimbabwe (CMZ)
- Platinum Producers Association (PPA)
- Zimbabwe National Chamber of Commerce (ZNCC)
- National Arts Council of Zimbabwe (NACZ)
- Business Council for Sustainable Development Zimbabwe (BCSDZ)
- Zimbabwe Medical Association
- Zimbabwe Institute of Commerce
- Buy Zimbabwe

Standards Certifications

- ISO 14001 Environmental Management System
- ISO 45001 Occupational Health and Safety System
- ISO 17025 Testing and Calibration Laboratories
- ISO 50001 Energy Management System
- ISO 27001:2022 - Information Security Management Systems
- ISO 22301:2019 - Business Continuity Management System



Leadership and Governance

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Leadership and Governance

Directorate



J. J. Nel
CHAIRMAN

Tenure: 13 years.

Qualifications:
CA (South Africa),
CFA Charter Holder.

Other Commitments:
Mimosa Holdings (Pvt) Ltd,
Mimosa Investments Limited,
DRD Gold Limited.



F. D. Makoni
MANAGING DIRECTOR

Tenure: 13 years.

Qualifications:
CA(Zimbabwe).

Other Commitments:
Mimosa Holdings (Pvt) Ltd,
FBC Bank Ltd,
Cell Insurance Holdings (Pvt) Ltd,
Lautim Properties (Pvt) Ltd.



S. Ndiyamba
GENERAL MANAGER

Tenure: 2 year.

Qualifications:
BSc Metallurgical Engineering, MBA.

Other Commitments:
Mimosa Holdings (Pvt) Ltd,
Tasks Chemicals (Pvt) Ltd.



P. S. Morutlwa
DIRECTOR

Tenure: 2 years.

Qualifications:
B Tech Mining Engineering.

Other commitments:
Impala Bafokeng Resources Platinum (Pty) Ltd,
Two Rivers Platinum (Pty) Ltd, Zimbabwe Platinum Mines Pvt Ltd (Zimplats),
Mimosa Investments Limited (Mauritius),
Mimosa Holdings (Pvt) Ltd.



H. M. R. Jonker
DIRECTOR

Tenure: 2 years.

Qualifications:
Electrical Engineering, MBA.

Other Commitments:
Mimosa Holdings (Pvt) Ltd,
Sibanye-Stillwater (PTY) Ltd.



L. P. Bredenkamp
NON-INDEPENDENT

Tenure: 6 years.

Qualifications:
Master of Engineering,
Diploma Business Engineering.

Other Commitments:
Mimosa Holdings (Pvt) Ltd, Mimosa Investments Limited.

Leadership and Governance ... continued

Executive Management



Fungai Makoni
MANAGING DIRECTOR

Qualifications:
Chartered Accountant



Stephen Ndiyamba
GENERAL MANAGER

Qualifications:
BSc Metallurgical Engineering, MBA



Edmore Tarirenyika
HEAD OF FINANCE AND ADMINISTRATION

Qualifications:
BCom Accounting, MBA



George Mawere
HEAD OF HUMAN CAPITAL

Qualifications:
BSc Psy, MBA



Elizabeth Nerwande
HEAD OF CORPORATE AFFAIRS

Qualifications:
BSc Social Work



Bryan Matingwina
HEAD OF OPERATIONS

Qualifications:
BSc Honors Mechanical Engineering



Lloyd Shamu
HEAD OF TECHNICAL SERVICES

Qualifications:
BSc Honors Metallurgy



Blessing Garamumhango
HEAD OF SERVICES

Qualifications:
Bachelor of Medicine
Bachelor of Surgery Degree

... strategic direction and value to the Company and its shareholders

Corporate Governance

The Board of Directors' strategic vision influences the operations of Mimosa Mining Company (Private) Limited. The Directors are well-equipped to offer strategic direction and value to the Company and its shareholders because of their extensive and varied backgrounds in mining and business.

Board Composition

The Board of Directors is composed of two (2) Executive Directors and four (4) Non-Executive Directors, along with two (2) representatives from Impala Platinum and Sibanye-Stillwater, the Company's ultimate 50:50 shareholders. The directors have a variety of backgrounds and abilities in corporate management, mining, finance, accounting, and administration.

Board Nomination

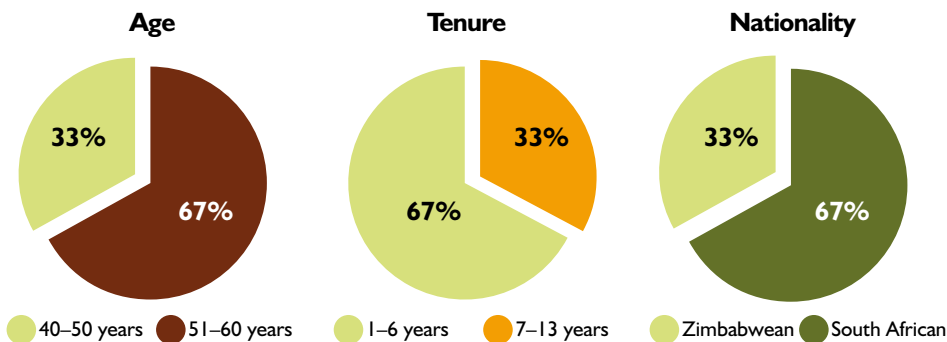
Candidates for the Mimosa Board of Directors are nominated by shareholders of Sibanye-Stillwater and Impala Platinum. The shareholders nominate board members with the necessary skills to oversee Mimosa's mining and plant operations using their own policies and procedures.

Directors Declaration

Directors and management are required by the Mimosa Mining Company's Code of Ethics to disclose any conflicts of interest with the Company's objectives. The Code lays out guidelines for dealing with conflict of interest and all managerial staff are required to complete and sign a declaration of interest form each year. Disclosures and evaluation of external entity interests, including directorships, shareholdings, and related party relationships, are part of this process.

Board Evaluation

Every quarter, Impala Platinum and Sibanye-Stillwater's shareholders, assess the directors' performance at group level and the Company's overall performance. The shareholders address performance concerns appropriately and, if required, may alter Board and Company procedures.



Leadership and Governance ... continued

Board Member Name	Board Attendance	Technical Committee
J. J. Nel	4	4
F.D. Makoni	4	4
S. Ndiyamba	4	4
PS. Morutlwa	4	4
H. M. R. Jonker	4	4
L.P. Bredenkamp	4	4

Sustainability Governance

The Board of Directors oversees our sustainable development objectives, guidelines, and effects. Through regular reports, the Board assesses the progress and procedures and lays out the company's sustainability-related mission, values, and purpose statements. The Executive Management (EXMA) group, led by the Managing Director, and the Remuneration Committee provide support to the Board of Directors. A subcommittee of EXMA oversees maintaining and revising the company's sustainability-related policies. An ESG Committee was formed by Mimosa Mining Company, and it meets frequently to discuss the risks and sustainability implications while also making suggestions to EXMA. The Committee oversees the sustainability impacts of Mimosa Mining Company operations.

Compliance Statement

Mimosa Mining Company is committed to complying with all applicable laws and regulations. To remain up to date with international and local regulation trends, the Mine tracks new developments and acts swiftly. All efforts are anchored on ensuring that operations are conducted within defined laws and regulations.

The Mine complied with the following legal instruments in Zimbabwe:

- Companies and Other Business Entities Act [24:03]
- Mines and Minerals Act [Chapter 21:05]
- Environmental Management Act [Chapter 20:27]
- Labour Act [Chapter 28:01]
- Base Minerals Export Control Act [Chapter 21:01]
- Explosives Act [Chapter 10:08]
- Exchange Control Act [Chapter 22:05]
- Income Tax Act [Chapter 23:06]

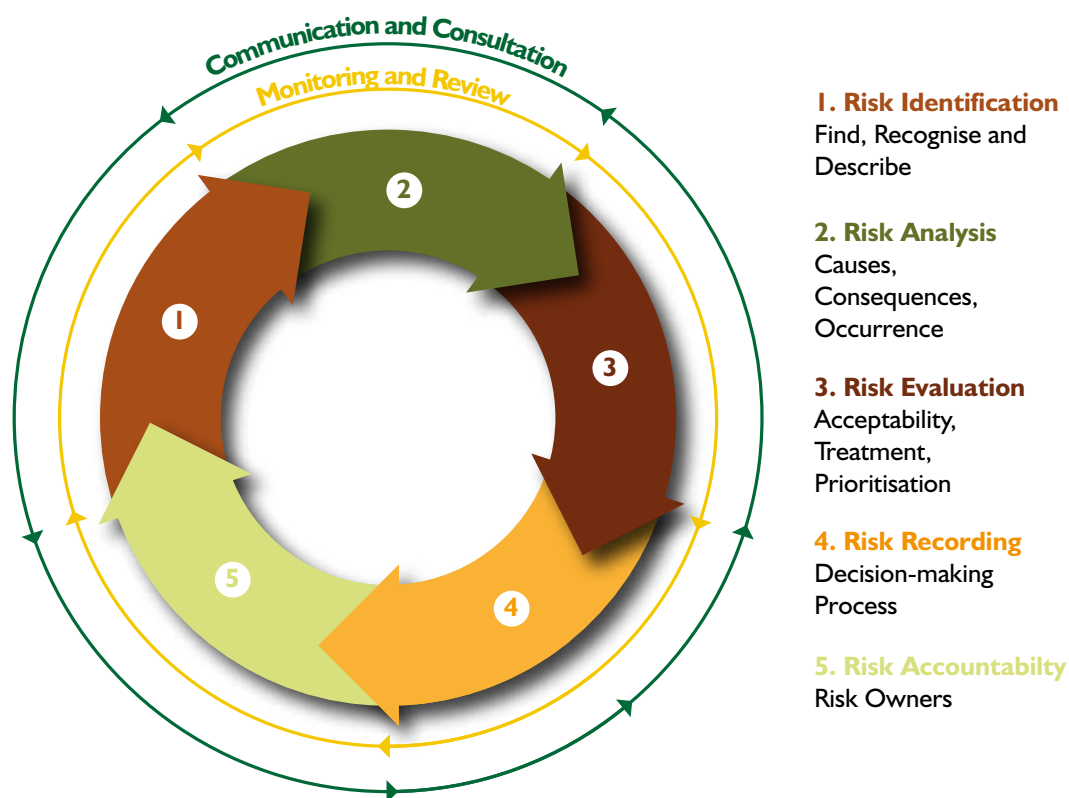


... offering a structured and comprehensive approach to identifying and managing risks.

Enterprise Risk Management

Mimosa’s risk management framework is closely aligned with the ISO 31000:2018 Risk Management, offering a structured and comprehensive approach to identifying and managing risks. It defines clear roles, responsibilities, and processes, ensuring accountability across the Company.

The diagram below highlights all the facets of our Risk Management Framework:



Mimosa’s risk management process involves:

- Risk identification: a process that involves identification and describing potential risks that could affect Mimosa’s ability to achieve both short and long-term objectives. For this process internal and external sources of information are employed.
- Risks analysis: risks are analysed to assess their potential impact and causes. This includes assessing the likelihood of occurrence, the severity of impact, and the effectiveness of existing controls. This is done to assess the level of exposure to residual risk.
- Risk evaluation is conducted to judge whether the remaining risk is within acceptable limits or if further mitigation is necessary. This step helps with prioritising risks that require treatment. Based on the evaluation, specific actions are taken to manage risks to an acceptable level, which may involve avoiding, accepting, reducing, or transferring the risk.
- Risk treatment: Line managers are the designated risk owners and are responsible for executing these processes while the Assurance Function monitors their effectiveness.
- Risk recording and reporting: The outcomes of the entire risk management process are recorded and reported to relevant internal stakeholders, ensuring transparency and enabling informed decision-making across the Group.

Leadership and Governance ... continued

Approach to Managing Financial Risk

Mimosa manages its financial risks within the Company's enterprise risk management framework which is aligned with the principles of ISO 31000:2018 Risk Management. The Company systematically identifies, assesses, and evaluates risks that could significantly affect financial performance and long-term sustainability. Key financial risk categories include market and price volatility of platinum group metals, foreign exchange fluctuations, liquidity and funding constraints, credit exposures, cost escalation, and changes in regulation or taxation.

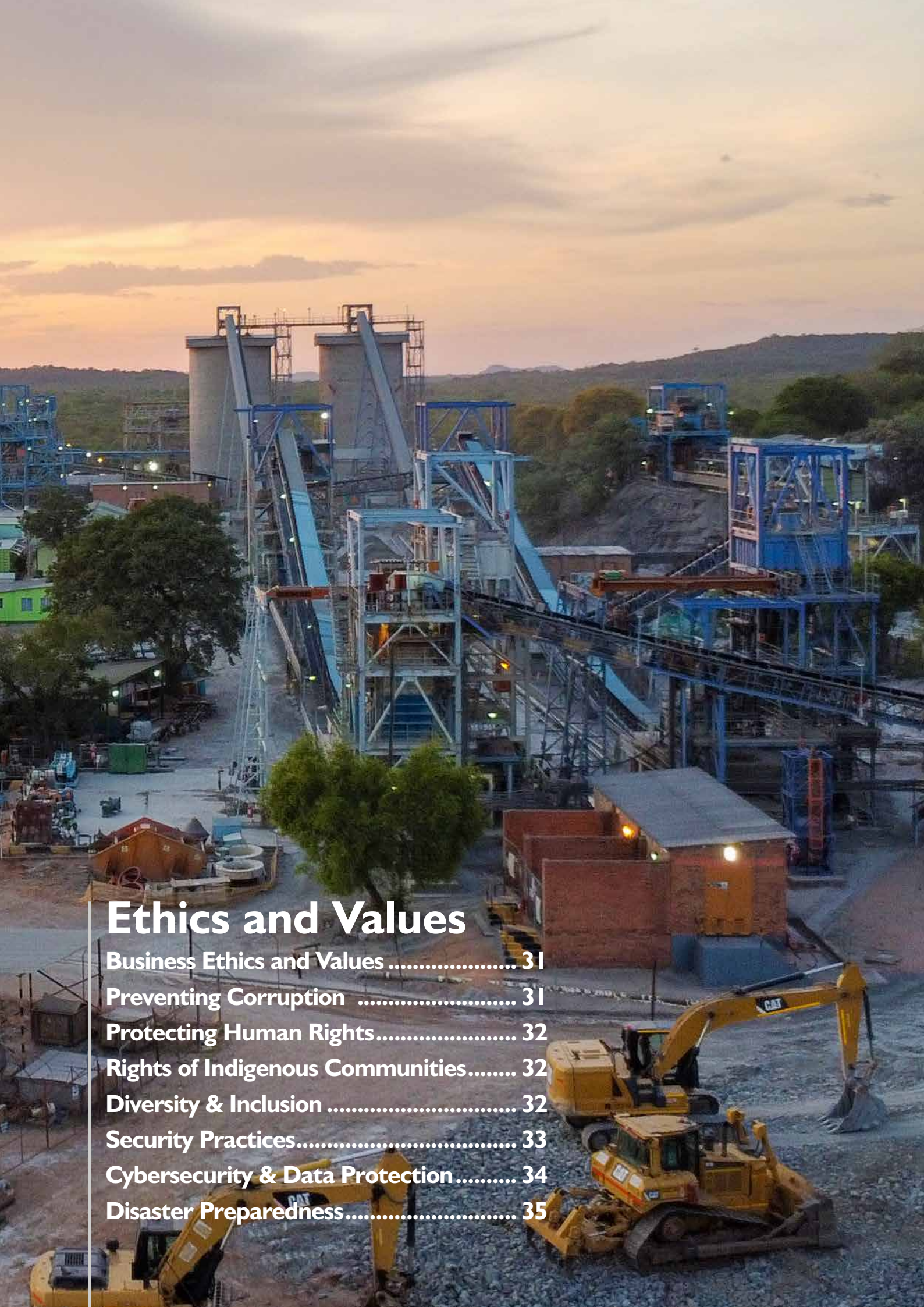
To mitigate these risks, the Company employs a range of strategies, including continuous market monitoring, prudent treasury and liquidity management, strict credit controls, disciplined budgeting, cost optimisation, and scenario planning to assess resilience under adverse conditions. Oversight is provided by governance structures such as the Board and its committees, which regularly review and report on significant financial risks. Through these integrated practices, Mimosa aims to maintain financial stability, ensure operational continuity, and deliver sustained value to stakeholders, despite the inherent volatility of its operating environment.

Significant risks identified during the reporting period were as follows:

	Risk Description	Mitigation Measures
Financial Risk		
Metal Price Fluctuation	Metal price fluctuations refer to the unpredictable changes in the market prices of platinum due to various global and local factors. For Mimosa, this volatility poses a risk because it directly affects revenue, profitability, investment decisions, and long-term sustainability.	<ul style="list-style-type: none"> • Cost containment and cash conservation measures aimed at achieving a targeted cost of US\$ 900/4E Oz produced. • Power optimisation initiatives, including energy efficiency projects and demand-side management, to reduce electricity costs. • Contractor and supplier cost reviews.
Strategic Risk		
Energy supply security and cost	This refers to the unreliability, unavailability, and unaffordability of energy sources required for mining operations. For Mimosa, this is a critical risk because our operations are highly energy dependent, and disruptions or cost increases can severely impact productivity, safety, and profitability.	<ul style="list-style-type: none"> • Long-term power supply arrangement with ZESA to secure a reliable and prioritised electricity supply to the operation. • Planning for load curtailment whilst considering various load shedding scenarios to minimise the impact of power outages on the business. • Maintenance of at least 3 months fuel supplies on-site and off-site. • Engagement with potential providers for alternative energy solutions (e.g., solar) to reduce reliance on the grid and improve long-term energy resilience.
Regulatory and policy uncertainty	This refers to the lack of clarity, consistency, or predictability in government laws, regulations, and policies that govern the mining sector. For Mimosa, this uncertainty poses a major risk to operations, investment planning, and long-term sustainability.	<ul style="list-style-type: none"> • Engagement of the Government at institutional level and through the Chamber of Mines on any legislative issues that may be of consequence to the mining industry. • Weekly monitoring and review of legislative changes through weekly updates from the Government Gazette and Statutory Instrument reviews. • Legal audits to check compliance with applicable laws and regulations.



	Risk Description	Mitigation Measures
Operational Risk		
Cyber security threats	This refers to the risk of unauthorised access, attacks, or disruptions to Mimosa’s digital systems, networks, and data. This poses serious risks to operational continuity, safety, and financial integrity.	<ul style="list-style-type: none"> • Cyber security resilience building through awareness campaigns and vulnerability assessment on an on-going basis. • Use of anti-virus/malware software and use of firewalls to monitor and block traffic into the network. • Phased implementation of ISO 27001:2022 Information Security Management System (ISMS). • Upgrade of network equipment to enhance network security considering the adoption of digital signature solutions, ERP system, Office 365, and SharePoint application.
Failure to achieve budgeted metal Oz production	This refers to the risk that actual metal output falls short of the planned or forecast production targets. This can negatively impact revenue, profitability, and investor confidence.	<ul style="list-style-type: none"> • Implementation of initiatives emanating from various stakeholders (e.g., reagent trials and adjustment of processing plant parameters). • Implementation of strategic initiatives such as Recovery improvements and Tailings retreatment. • Implementation of several internal and external recommendations aimed at improving the feed grade.
Deteriorating geotechnical conditions	This refers to the weakening or instability of the geological structures within and around our operations, which can compromise the safety, efficiency, and viability of mining operations.	<ul style="list-style-type: none"> • Staged barring and supporting. • Cover drilling. • Reviewing of mining philosophy concerning bord width or span. • Subcontracting of mining activity in areas with poor ground conditions to specialists. • Changes in support system to suit prevailing ground conditions. • Forecasting of ground control districts. • Pillar monitoring and implementation of a pillar reinforcement program in a phased approach. • Fall Of Ground Awareness campaigns.
Critical Skills Loss and Industrial Relations Issues	The refer to the risk of losing highly skilled personnel essential to mining operations, and the possibility of labour disputes or unrest that can disrupt productivity, safety, and business continuity.	<ul style="list-style-type: none"> • Employee retention initiatives such as production bonuses, employee motor vehicle scheme and the employee mortgage scheme. • Employee engagement through platforms such as Works Council meetings. • Succession planning to ensure the availability of internal candidates for critical roles and reduce reliance on external recruitment. • Continuous skills development programs, including technical training and leadership development.



Ethics and Values

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Ethics and Values

We are committed to upholding the highest standards of ethics and socio-norms across all our operations, business relations and supply chain.

Business Ethics and Values

Mimosa is dedicated to promoting an ethical culture and managing ethical risks to ensure compliance with statutory requirements and best business practices. The Company acknowledges its responsibility in relation to its operations and recognises the importance of securing a social license to operate, enhancing corporate image, and ensuring regulatory compliance. While there are currently no identified risks, the potential for reputational damage and financial penalties from non-compliance with regulatory bodies like ZIMRA (Zimbabwe Revenue Authority), NSSA (National Social Security Authority), and EMA (Environment Management Agency) is acknowledged. To uphold its ethical standards, Mimosa conducts regular internal and external audits as assurance mechanisms for its operations, effectively managing impacts related to activities, products, or services.

Promoting Ethics and Values	Goals	KPI
<ul style="list-style-type: none"> Training employees regularly on the Code of Ethics. Annual declaration of conflict of interest by employees. Tip off anonymous platform as a reporting mechanism. Enforcement of the Code of Conducts for any breaches of the above. 	<ul style="list-style-type: none"> 100% Compliance with all laws and corporate governance practices. 	<ul style="list-style-type: none"> Zero litigation.
	Evaluation and Assessment Mimosa continues to prioritise process improvement and policy updates through employee surveys and feedback. We maintained strict adherence to corporate governance and ethics by providing training for employees and requiring conflict of interest declarations. The Mine established various committees, including the tender committee, trials committee, and steering committees, to ensure that decisions are made collectively rather than left to an individual.	

Preventing Corruption

The integration of anti-corruption measures within corporate practices is essential in shaping ethical standards and operational effectiveness while impacting our reputation and the economy at large. Mimosa’s establishment of Tender Committees for transparent procurement processes can lead to the minimisation of corruption. This enhances service delivery by ensuring that genuinely qualified contractors are engaged and ensure credible assessments and inspections by regulatory bodies. Conversely, inefficient anti-corruption efforts can undermine the Company’s integrity, eroding trust among our stakeholders. Further, the engagement of undeserving contractors through corrupt practices can lead to substandard work, ultimately compromising project outcomes.

The Company is committed to combating corruption through frameworks such as the Code of Conduct (P&P No.82) which enforces strict punitive measures against corrupt practices, while our Procurement of Products and Services Procedure (BMSP/16) guides ethical sourcing. The Harassment, Bullying and Victimisation Policy include provisions for whistleblowing, encouraging personnel to report unethical activities without fear of retaliation. We are committed to investigating allegations of corruption further exemplifying our dedication to maintaining a corruption-free environment. The importance of embedding anti-corruption principles into employee induction, have further strengthened operational policies. Engagement with stakeholders, including law enforcement agencies such as the Zimbabwe Republic Police (ZRP), has fostered strong cooperation and informed the Company’s strategies, ensuring a stance against corruption.

The table below shows the key elements for tracking performance on corruption management

Processes	Internal and external audits. Monthly tracking of training on anti-corruption.
Goal	Maintaining a corruption-free environment.
Target	Finalise investigations of detected corruption cases within 30 days.
KPI	Number of cases resolved within the 30 days.
Progress	Zero corruption allegations reported during the period under review.

Ethics and Values ... continued

Operations assessed for risks relating to corruption for the reporting period were as follows:

	FY2025	FY2024	FY2023
Operations assessed for corruption risk (Count)	1	1	1

Protecting Human Rights

We firmly believe in and respect every human right as stated in the Zimbabwean Constitution and the Bill of Rights. Through our welfare program, we strive to address the needs of our stakeholders and employees, guided by our core value of 'Caring.' We regularly monitor legal developments to maintain compliance and provide our employees with relevant information about their rights. Through employee satisfaction surveys, Works Council meetings, complaint books, suggestion boxes, and an anonymous tip-off portal, the Company set up channels for employees to raise concerns.

We support employee involvement in trade union activities and offer educational support to improve their rights and prospects by advancing the freedom of association. Our Human Rights Commitment Policy, along with our Business Management System, and Sustainability Policy, demonstrate our dedication to upholding human rights. We uphold the Universal Declaration of Human Rights, the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, Statutory Instrument 152 of 1990, the Zimbabwean Constitution, and the Labour Act [Chapter 28:01]. These frameworks direct our activities and guarantee that our procedures adhere to moral and legal requirements.

The absence of employee complaints and legal actions suggests effective management practices. The positive outcome is largely credited to the implementation of the Human Rights Commitment Policy and supervisor training programs, which have contributed to fostering better employee relations and upholding human rights standards within the mine.

Our human rights activities depend on our continued interaction with stakeholders, including the Chamber of Mines, the Ministry of Public Service, Labour and Social Welfare, the National Employment Council (NEC), the community, and our employees. These exchanges strengthen our dedication to moral corporate conduct while assisting us in achieving complete compliance with all human rights standards.

Human rights grievance incidents reported during the period under review were as follows:

	FY2025	FY2024	FY2023
Human Rights Grievance (count)	1	0	0

There was one (1) human rights grievance incident recorded during the period as cited above. The Mine continues to encourage employees to report any forms of human rights violations. The reported cases were investigated, and corrective action taken according to our Human Rights Commitment Policy.

Rights of Indigenous Communities

Mimosa Mining Company is committed to upholding Indigenous rights and embedding responsible practices throughout its operations. While the Company may not engage directly with Indigenous communities, it recognises the importance of respecting their rights and remains attentive to the potential impacts of its activities and supply chain. In support of this commitment, Mimosa has implemented a Human Rights Policy and is currently developing a Sustainability Code for Contractors and Suppliers. These initiatives are guided by international frameworks such as the International Bill of Human Rights and the United Nations Guiding Principles on Business and Human Rights. Through these measures, Mimosa strives to positively contribute to the protection of Indigenous rights and minimise any adverse effects arising from its operations.

Diversity and Inclusion

Mimosa is committed to promoting a diverse workforce characterised by differences in demographics such as gender, age, ethnicity, and language, aligning with our goal to be the 'best in class' in the mining industry. We aim to attract a diverse talent pool that supports innovation and productivity while enhancing employee engagement and fostering a sense of belonging. Our initiatives include creating and maintaining a gender-sensitive, inclusive work environment and employing gender-responsive

Through our welfare program, we strive to address the needs of our stakeholders and employees, guided by our core value of ‘Caring.’

best practices that benchmark against industry and global standards. We ensure equal remuneration for work of equal value and protect employees from discrimination, including gender-based discrimination. The Mine embedded diversity and inclusion into business strategies and provides training to recognise unconscious bias and promote inclusive behaviours. While we acknowledge challenges such as resistance to change and the potential for subjectivity in recruitment, our commitment to diversity and inclusion is integral to becoming a preferred employer in the mining industry and driving increased profitability.

The following are policies, commitments and actions taken during the reporting period.

Policies	Commitments	Actions Taken
<ul style="list-style-type: none"> • Gender Mainstreaming. • Diversity and Inclusion Policy. • Human Rights Commitment Policy. 	<ul style="list-style-type: none"> • Labour Act [28:01] • Constitution of Zimbabwe [Amendment No. 13] • International Labour Organisation Conventions on Equal Remuneration [No. 100] • International Labour Organisation Convention on Discrimination [Employment and Occupation] [No. 111] 	<ul style="list-style-type: none"> • Awareness and education of employees on diversity management. • Creation of a Gender mainstreaming, Diversity, and Inclusion Steering Committee to drive attainment of the organisation’s diversity targets. • Annual employee feedback surveys. • Routine benchmarks with comparable operations.

<p>We track effectiveness of actions through the following:</p> <ul style="list-style-type: none"> • Convening gender steering committee meetings periodically. • Internal audits. • Management progress reports. 	Goals	To ensure full implementation of the policies on diversity and inclusion.
	KPIs	At least 10% increase in women representation across all levels by year 2030.
	Progress	6% of total employees are females.
	Assessment	All recruitments on early skills pipeline i.e. Graduate Trainees, Apprentices, Scholarships, Cadets, are aligned to the new policy in terms of the gender proportions.

The gender diversity and inclusion thrust is a result of a consultative process between employees, management, and external consultants. Input from these parties was factored in to ensure that implementation of the policies align with to stakeholder needs, expectations and the corporate strategy.

Security Practices

Mimosa implements security practices aimed at safeguarding both employees and company property, ensuring minimal or no disruption to business activities while preserving valuable mineral resources. This facilitates the safe and secure transportation of concentrates and promotes cost containment by preventing losses through theft, vandalism, or the need for repairs and replacements. While the risk of increased business costs due to replacement exists, Mimosa’s proactive engagement with various stakeholders underscores a commitment to maintaining a secure and resilient working environment.

The following are policies, commitments and actions taken during the reporting period.

Policies	Commitments	Actions
<ul style="list-style-type: none"> • Human Rights Commitment Policy. • Harassment, Bullying and Victimisation Policy. • Code of Conduct. 	<ul style="list-style-type: none"> • To safeguard company property and ensure safe working environment. • To maintain zero harm in the execution of security duties. • To conduct operations and duties in a humane and dignified manner. 	<ul style="list-style-type: none"> • Adoption of controls like Gate Pass System. • Continuous monitoring of Mimosa lease area with a view to detect illegal mining. • Continuous competence training for security personnel. • Referring identified offenders to the ZRP for prosecution. • Recovery of misappropriated property. • Internal disciplinary action for employees and contractors.

To track the effectiveness of security measures, Mimosa employs a range of processes. These include monthly reporting to monitor ongoing performance and identify any emerging risks. Both internal and external audits are conducted to ensure compliance with security protocols and to assess the adequacy of controls. Evaluations and security surveys by third-party consultants provide an

Ethics and Values ... continued

independent perspective on the effectiveness of implemented measures. Periodic departmental procedural reviews are carried out to refine practices, address gaps, and continuously improve the overall security framework.

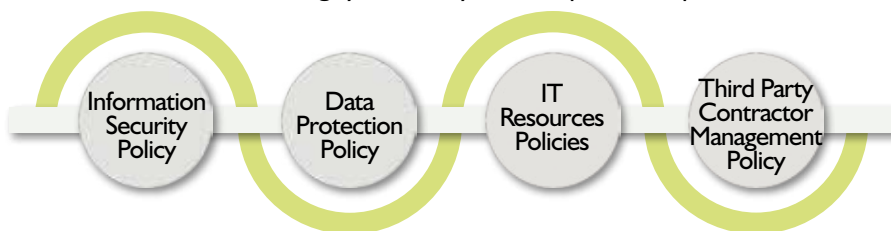
The table below shows the key elements for tracking performance on security management

Goals	<ul style="list-style-type: none"> To provide a safe and secure working environment with particular emphasis to protection of assets and personnel. To ensure procedural compliance to internal control systems without infringement of human rights. To investigate cases of security breaches with a view to establish the perpetrator, cause, and effect.
Targets	<ul style="list-style-type: none"> Monitoring cases of security breach and limiting them to not more than 5 cases per month. To eliminate cases of human rights abuses by training all security personnel in Human Rights Commitment Policy. To harness technology and eliminate/minimise human error by automating some aspects of security management like access control.
KPIs	<ul style="list-style-type: none"> Number of security breaches recorded and investigated. Percentage of security personnel trained in Human Rights. Technological security interventions adopted.
Evaluation & Assessment	<ul style="list-style-type: none"> Cases of security breach tracked monthly. Training of all security personnel on human rights completed and ongoing. A total of 182 people were trained. Funding required to cover capital projects like adoption of Mine wide Biometric Access Control still to be obtained

Cybersecurity and Data Privacy

MMC is dedicated to effectively managing cybersecurity and privacy protection, recognising the significant risks associated with maintaining databases that contain our partners, clients and employee information. We are committed to strengthening trust and reputation through strong, privacy measures, while enhancing our operational resilience against cyber threats. However, there are potential employee concerns over the constant monitoring and data collection for security purposes and the possible operational downtimes and disruptions during maintenance and upgrade sessions.

Mimosa adheres to the following cybersecurity and data protection policies:



The table below shows the key elements for tracking performance on cybersecurity management

Goals	<ul style="list-style-type: none"> Achieve zero data breaches annually. Full compliance with ISO 27701:2019 Privacy Information Management System and ISO 27001:2022 Information Security Management System (ISMS).
Commitments	<ul style="list-style-type: none"> Safeguard personal and sensitive data using data protection protocols. Continuous improvements in cybersecurity posture. Transparent and accountability in reporting breaches. Compliance with the Cyber and Data Protection Act (CDPA) [Chapter 12:07].
Actions	<ul style="list-style-type: none"> Deployment of firewall Endpoint Detection and Response (EDR). Multi Factor Authentication (MFA). Conduct employee retraining and awareness before and after security incidents. Follow incident response procedures which include root cause analysis and patching. Investing in data protection tools. Security awareness and phishing simulations using Knowbe4.

Inadequate preparedness or ineffective responses could lead to serious consequences, including injuries, environmental harm, reputational damage, regulatory penalties and production losses.

Target	<ul style="list-style-type: none"> • 100% of employees trained in cybersecurity awareness annually. • 95% phishing simulation success rate. • Reduce critical vulnerabilities remediation to <7 days.
Evaluation and Assessment	<p>Assessments:</p> <ul style="list-style-type: none"> • Successful reduction of phishing clicks rates from 17.7 % to 5% over a period of three years. • Reduced recovery times after incidents. <p>Evaluation:</p> <ul style="list-style-type: none"> • No data breaches have been recorded in the current reporting period. • The business has been fully certified to ISO 27001:2022. • Employees constantly receive cybersecurity awareness training.
Stakeholder engagement	<ul style="list-style-type: none"> • Feedback from employees via surveys to improve training content. • Regular management review meetings to assess ISO frameworks alignment.

Disaster Preparedness

Disaster preparedness and recovery is a critical component of our operational strategy, influencing various aspects of our business and stakeholders. Our disaster preparedness plans are aimed at enhancing employee and contractor protection, and safeguarding Mimosa’s infrastructure. Quick restoration of operations following a disaster minimises disruption to community livelihoods and protects the Company assets, ultimately reducing financial losses. However, we recognise potential impacts, such as the costs associated with maintaining preparedness systems and redundancies, as well as potential operational disruptions during drills. Inadequate preparedness or ineffective responses could lead to serious consequences, including injuries, environmental harm, reputational damage, regulatory penalties and production losses. Further, some risks impacting the Company are indirectly tied to our business relationships, for instance, reliance on national electricity supply and third-party service providers for emergency response coordination.

Our disaster preparation and recovery measures are integrated into various operational frameworks, including Emergency Preparedness and Response Plans for mining and surface operations. We implemented a Business Continuity and Disaster Recovery Policy, which ensures that critical ICT infrastructure remains operational during and after a disaster. This policy includes protocols for secure backups, redundant ICT systems, and maintaining low Recovery Point Objectives (RPO) and Recovery Time Objectives (RTO). We have a Tailings Storage Facility Disaster Recovery Plan, an Information and Communication Technology (ICT) plan, a Business Continuity plan and a Disaster Recovery Plan. We are committed to safeguarding the safety and health of our employees, contractors, communities, and the environment while ensuring operational resilience. We conduct regular risk assessments, perform emergency preparedness drills for various scenarios and employ redundant ICT systems. We have protocols for rapid response and restoration and collaborate with community and government stakeholders to enhance response capacity and leverage technology for improved preparedness and recovery.

The table below shows the key elements for tracking performance on disaster response management

Processes	<ul style="list-style-type: none"> • Internal audits for Emergency Preparedness and Response Plans. • ICT disaster recovery testing. • Independent third-party audits.
Goals	<ul style="list-style-type: none"> • Zero fatalities and minimal disruption during emergency scenarios.
Targets	<ul style="list-style-type: none"> • 100% of critical operations equipped with updated and tested response plans annually.
KPIs	<ul style="list-style-type: none"> • Number of employees trained in disaster preparedness. • Number of drills conducted. • Recovery time for ICT systems.
Progress	<ul style="list-style-type: none"> • Zero incidents necessitating activation of existing recovery plans.



Corporate Sustainability

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Corporate Sustainability

We are dedicated to responsible resource stewardship, integrating environmental, social, and governance (ESG) practices into every facet of our operations. Our commitment includes driving towards energy security through renewable power, maximizing water recycling, and rigorously aligning our standards with the Global Industry Standard on Tailings Management (GISTM).

Sustainability Vision and Strategy

As a leading PGM mining company, we take great pride in operating sustainably. The primary objective of our sustainability effort is embedded in our Sustainability Policy which is anchored on the six capitals (Manufactured capital, Natural capital, Intellectual capital, Financial capital, Human and Social and Relationship Capital) helping us create value over the short, medium and long-term. Sustainable operations management is essential to protect and maintain our social license to operate while creating long-term value for all our stakeholders.

Risk Management

Enterprise Risk Management (ERM) is key to the achievement of Mimosa's strategic objectives. In that regard, we established a Risk Management programme premised on the ISO 31000:2018 Risk Management Systems standard to achieve an appropriate balance between risk and reward. Our approach to ERM encourages ownership and accountability for identified risks and active participation of all employees in the risk management process.

Environment

Mimosa's integrated BMS Policy objective includes sustenance of ZERO HARM and minimisation of our negative footprint on the environment. The Policy upholds sustainable and responsible mining practices that are premised on certification to international standards, which include ISO 14001:2015 Environmental Management Systems, ISO 45001:2018 Safety and Health Management Systems, and ISO/IEC 17025:2017 Laboratory Management System.



Health and Safety

As Mimosa, we value the safety of our employees and the community around us and believe ZERO HARM is sustainable. Nothing is more important than the safety, health, and well-being of our employees. We believe that everyone has the right to a safe working environment and that every employee should go home safe and unharmed, every single day.

Social

The socio-economic context in which we operate highlights the need for sustainable community development as a commercial and social imperative. To achieve our social objectives, we work with our stakeholders to address the concerns of the community as best as we can. Our social interventions are aimed at developing sustainable initiatives that benefit the community and share value from our mining operations. We are dedicated to partnering with the community to support local enterprise development and improve the community's livelihoods.

Corporate Sustainability ... continued

Engaging our Stakeholders

The Company recognises stakeholders as individuals or entities who can affect or be affected positively or negatively by Mimosa's actions or inactions. Mimosa identifies its stakeholders according to established procedures for managing interested parties, ensuring that their interests and influence on our operations are properly considered. Stakeholders are classified as either internal or external and ranked according to their level of interest and influence on the Company's operations.

Our stakeholder groups are as follows:



	Material Concerns	Mitigation Measure	Communication Channel	Frequency of Engagement
Government and Regulators	<ul style="list-style-type: none"> Beneficiation. Royalties and retention. 	<ul style="list-style-type: none"> To partner with local mining house on beneficiation issues. Lobbying to Government for favourable policies. 	Physical Meetings	Quarterly
Local Communities	<ul style="list-style-type: none"> Noise and air pollution. Water resource management. 	<ul style="list-style-type: none"> Corporate Social Responsibility (CSR) initiatives. Equipment Maintenance 	Community Liaison Meetings.	Quarterly
Suppliers	<ul style="list-style-type: none"> Supplier Registration process. Terms and conditions for doing business. Payment terms and methods. 	<ul style="list-style-type: none"> Promoting fair and accountable supplier registration methods. Provision of standard terms and conditions on placement of commitments. Promoting early settlement of creditors due. 	Meetings	Monthly
Employees	<ul style="list-style-type: none"> Workplace conditions of service. 	<ul style="list-style-type: none"> Enforcing Company policies. 	Meetings	Monthly
Non-Government Organisation	<ul style="list-style-type: none"> Environmental compliance. 	<ul style="list-style-type: none"> Enforcing good environmental practices in all our operations and supply chain. 	Formal Meetings	Weekly

The Company recognises stakeholders as individuals or entities who can affect or be affected positively or negatively by Mimosa’s actions or inactions.

Sustainability Materiality Assessment

We conducted a materiality assessment aligned with the Global Reporting Initiative (GRI) Standards (2021). This assessment applied the principle of double materiality, considering both the impacts of our operations on society and the environment, and the influence of Economic, Environmental, Social and Governance (ESG) factors on our business performance. We aligned our assessment with Sustainability Accounting Standards Board (SASB) Mining Industry metrics, benchmarking against leading mining practices and engaging extensively with internal teams and key external stakeholders. The assessment includes engaging with our internal and external stakeholders, studying our business risks and opportunities, and comparing our performance with our competitors as well as industry standards.

Materiality Process

Our sustainability materiality process is a systematic way of identifying and prioritising the most relevant ESG issues for our business and stakeholders. The materiality process was conducted in the stages presented below:



The identification of topics was based on a desktop analysis of material topics reported by similar platinum mining companies and the general mining sector both locally and internationally. During the process, some of the topics identified by the GRI 14: Mining Sector Standards (2024) were considered. Topics identified were surveyed with Heads of Departments, Management and External stakeholders to understand the significance of the topics to both the Company and its stakeholders.

Material Topics

The identified topics were categorised into economic, environmental, social, and governance as presented below:

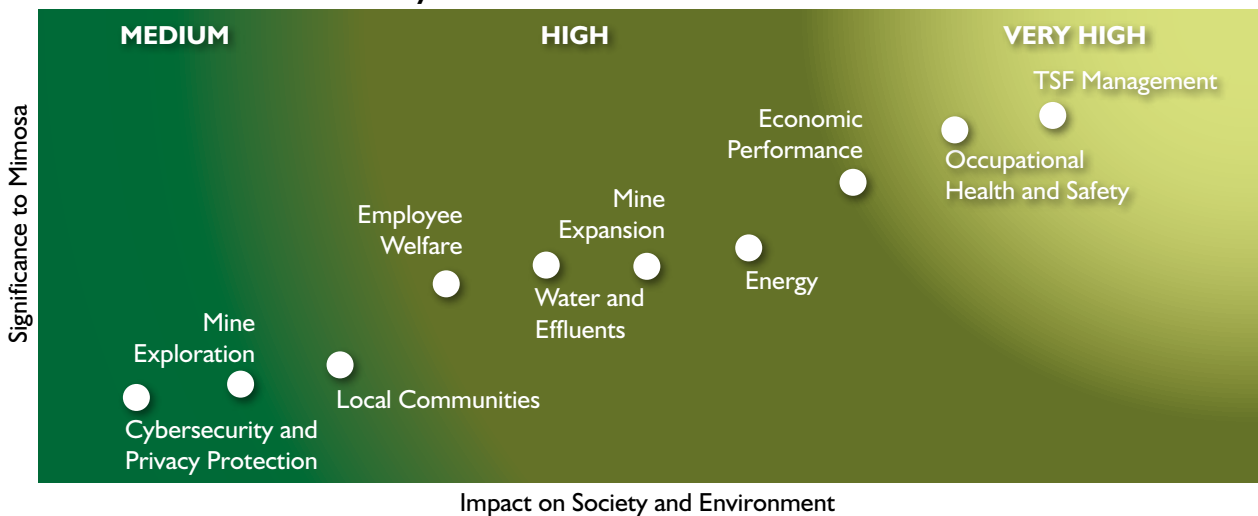
Economic	Environmental	Social	Governance
Economic impacts and contributions of the Company.	These indicate the effects of the Company on the environment and living organisms.	Social topics relate to people and the society in which the Company conducts its operations.	These topics govern how the Company is controlled and managed.
<ul style="list-style-type: none"> Responsible Sourcing and Supply Chain Management. Economic Performance. Tax. Mine Expansion. Mine Exploration. Materials. 	<ul style="list-style-type: none"> Climate Change. Energy. Water and Effluents. Non-mineral Waste. Tailing Storage Facility Management. Greenhouse Gas Emissions. Biodiversity. 	<ul style="list-style-type: none"> Corporate Social Responsibility. Employment. Diversity and Inclusion. Employee Relations. Occupational Health and Safety. Training and Education. Indigenous Rights. Artisanal and Small-scale mining. 	<ul style="list-style-type: none"> Cybersecurity and Privacy Protection. Business Ethics and Compliance. Anti-corruption. Security Practices. Mine Closure and Rehabilitation Planning. Competitive Behaviour. Disaster Preparedness.

Corporate Sustainability ... continued

Materiality Matrix

The matrix presented in the scatter graph below represents the results of issues identified and prioritised based on their importance and potential influence on the Company. The material topics are plotted on the priority of the number of topics surveyed which were narrowed to the top 10 topics.

Internal Stakeholders Materiality Assessment

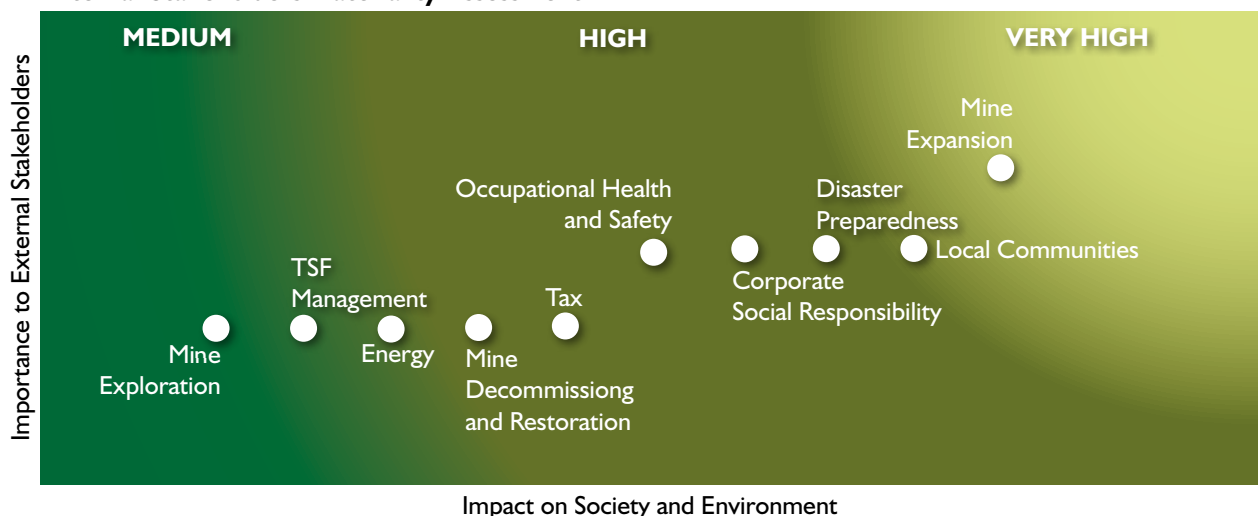


For FY2025, the following topics were identified as significant by the internal stakeholders:

- Tailings Storage Facilities Management
- Occupational Health and Safety
- Economic Performance
- Energy

The matrix below represents top 10 material issues that were ranked by external stakeholders:

External Stakeholders Materiality Assessment



MEDIUM
Reflects where significant efforts were made to address them.

HIGH
Reflects where measures are established to manage the impacts while improvements continue to be implemented.

VERY HIGH
Those regarded by the business and stakeholders to be of significant interest

...engaging with our internal and external stakeholders, studying our business risks and opportunities, and comparing our performance with our competitors as well as industry standards

For FY2025, the following topics were identified as significant by the external stakeholders:

- Mine Expansion
- Local Communities
- Disaster preparedness
- Corporate Social Responsibility

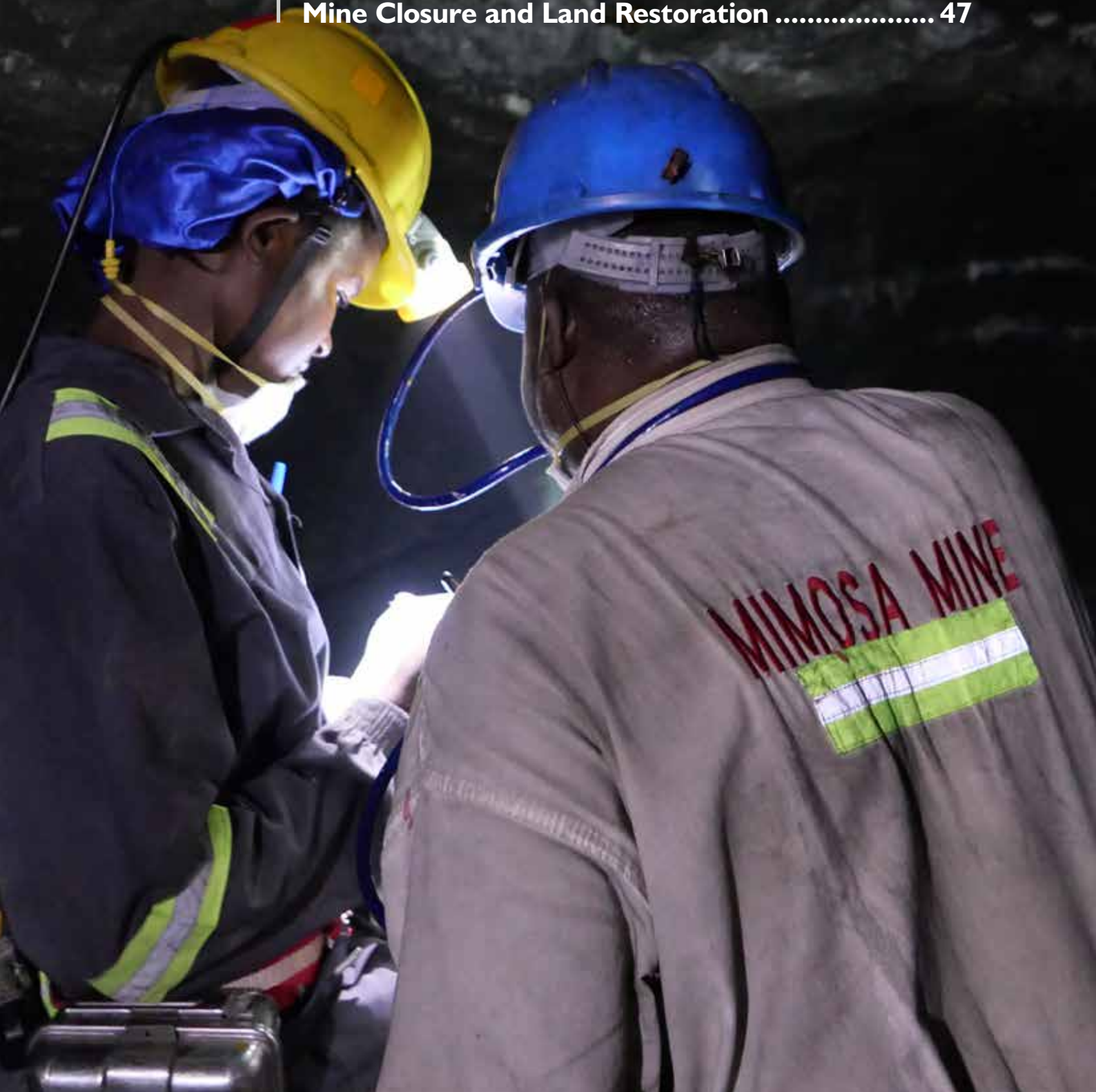
Sustainability-Related Risk Opportunities (SRRO)

Sustainability risks identified during the reporting period were as follows:

	Risk	Financial Implications	Opportunities
Safety and Health	Incidents arising from high-risk core activities, as well as occupational health challenges such as respiratory diseases caused by dust or exposure to hazardous substances	Increased injury rates or accidents may result in higher compensation claims, medical expenses and regulatory penalties, which can affect operational cash flow and raise insurance premiums.	Carrying out routine risk assessments and promoting a strong culture of safety and health.
Tailings Storage Facilities (TSF)	Exposure to health and environmental hazards caused by TSF failure.	Failure to comply or incidents involving TSF could result in fines, legal expenses and environmental penalties, leading to reduced revenue and higher costs for remediation, repairs and litigation.	Adhering to the GISTM standard and requirements.
Water Management	Pollution of nearby water sources and depletion of water supplies caused by unsustainable use, resulting in fines, water shortages and expenses for sourcing alternative supplies	Increased operational costs which pose risks to long-term financial sustainability.	Applying sustainable water management practices, increasing water recycling and utilising technologies that increase efficiency while minimising the environmental impact.
Closure and Rehabilitation	Possible environmental damage from inadequate mine closure or rehabilitation, such as land degradation and chemical contamination.	Substantial financial burdens may result from site closure, rehabilitation and potential legal claims related to environmental damage, impacting both short-term capital outflows and long-term liabilities, thereby straining the Company's financial stability.	Developing and executing thorough closure and rehabilitation plans that guarantee environmental sustainability and regulatory compliance.
Employment	Employee dissatisfaction, high turnover and shortages of skilled personnel, especially in a sector that demands specialised expertise and significant labour resources.	Elevated turnover and skill gaps can raise recruitment expenses, disrupt operations and reduce operational efficiency, negatively affecting cash flow and production output.	Focusing on employee development and training, while providing competitive benefits, to retain talent and increase employee engagement and satisfaction levels
Human Rights	Potential risks of unsafe working conditions, discrimination and breaches of international human rights standards within operations or supply chains.	Negative media coverage or legal actions related to human rights violations may result in disinvestment, loss of key contracts and heightened reputational damage, ultimately reducing profitability.	Promoting compliance with human rights principles, performing regular audits and cultivating a culture of fairness and equal treatment for all stakeholders.

Sustainable Mining

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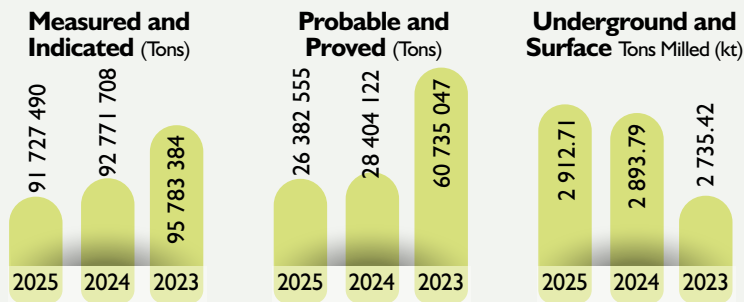
Sustainable Mining

Mimosa Mine prioritises the concept of sustainable mining in our day-to-day operations and ensure that efficient management of our resources.

Mineral Resource Base and Extraction

The mining of Platinum Group Metals (PGM) is essential to Zimbabwe’s mining sector and economic growth. Mimosa is proud to be an ethical mining company that maintains strict guidelines for the discovery, extraction, and processing of mineral ore. In Zimbabwe, the extraction and production of platinum concentrate is determined by the effectiveness of our procedures. ‘We will utilise all our resources efficiently and responsibly’ is at the core of our goal, which calls on us to exercise caution in our mining standards and procedures.

During the reporting period, our resource base was as follows:



Materials

Our mining operations rely on various materials that significantly influence operational efficiency and environmental health. Mimosa’s efficient use of materials can lead to increased production and economic benefits by minimising material procurement costs, thereby enabling the development of infrastructure in communities we operate. However, materials used particularly in ore processing can pose health hazards to workers, local communities and the ecosystem if spills occur and lead to water contamination.

Mimosa is committed to the responsible management of materials used by implementing the Sustainability Policy and Business Management System. We conduct quarterly performance reviews on materials consumption trends and undertake internal and external audits to evaluate critical material usage. Our focus on optimising raw materials during daily pre-task risk assessments ensures continuous improvement in materials usage.

Air Quality

We aim to have a negligible impact onto the environment based on internal and external air quality monitoring results. We operate a fleet of underground and surface vehicles which solely depend on fossil fuel, including a few diesel generators and appliances used for waste management.

Policies	Commitments
<ul style="list-style-type: none"> Business management System Policy. Climate Change Policy. Energy and Decarbonisation Policy. Sustainability Code of Conduct for Suppliers and Contractors. 	<ul style="list-style-type: none"> ISO 14001:2015 requirements. ISO 45001:2018 requirements. ISO 50001:2018 requirements. Initiative for responsible mining assurance.

Mimosa established policies that demonstrate our commitment to upholding the highest standards of safety, environmental stewardship, and operational excellence. We developed the internal and external monitoring and measurement of air-related emissions that emanate from our mining processes as well as risk management frameworks. Furthermore,

Sustainable Mining ...continued

we conduct bi-annual surveillance audits which cover our surface and underground emissions management and the provision of preventable and predictive maintenance for surface and underground equipment and vehicles.

Evaluation and Assessment	<ul style="list-style-type: none">• Internal and external monitoring of emissions• Internal and external audits• ESG Assessment audits conducted
Stakeholder engagement	<ul style="list-style-type: none">• Quarterly community liaison meetings with no issues on air quality

Tailings and Storage Facility (TSF)

Mimosa is committed to management of the Tailings Storage Facilities (TSFs) to minimise environmental impact, achieving 92% compliance with the Global Industry Standard on Tailings Management (GISTM). Recent initiatives include the commissioning of a new 145 Ha TSF4 and a gorge dam with a capacity of 1.1 million m³, along with the rehabilitation of borrow pits. To improve operational efficiency, Mimosa increased the recycling rate of water from the gorge return water dam by 20%, thereby reducing raw water abstraction from the Ngezi River and ensuring reliable water supply while minimising effluent discharges. Despite challenges, such as the breach of the Northern Return Water retaining pond and tailings disposal line slurry leaks, the Mine remains dedicated to responsible waste management practices that mitigate environmental contamination and promote landscape restoration and biodiversity enhancement.

Fraser Alexander operates TSF3 under the supervision of SRK Consulting, the appointed Engineer of Record, ensuring compliance with the Global Industry Standard on Tailings Management (GISTM). An annual review by the Independent Tailings Review Board (ITRB), led by John Wates Consulting, further supports operational integrity. To mitigate the significant risk of a tailings dam breach, a surveillance system and several controls are implemented to ensure safe operations throughout the lifecycle of the facility. Monthly groundwater monitoring on the active tailings dam is conducted in accordance with legal requirements and quarterly results are submitted to the Environmental Management Agency. An approved budget funds TSF activities, and a dedicated management team oversees operations, including an Accountable Executive and Responsible Tailings Facility Engineer.

Mimosa constructed a new 145 Ha clay-lined Tailings Storage Facility (TSF4) as part of its commitment to sustainability and alignment with government policies. TSF4 is designed to manage long-term tailings arisings and addresses the challenge of unintended effluent discharges. To enhance operational efficiency, the return water line has been debottlenecked to improve flows to the plant, and a second return water line is under construction to facilitate better abstraction from the Gorge Dam.

Commitments:

- Sustainable Management: Plan, design, construct, operate, monitor, and decommission tailings storage facilities to minimise long-term impacts, risks, and liabilities.
- Regulatory Compliance: Adhere to regulatory requirements, internal standards, and international best practices for tailings management.
- Health and Safety: Protect the health and safety of employees, contractors, the environment, host communities, and other stakeholders, respecting their rights.
- Risk Management: Integrate knowledge on safety, health, social, and environmental risks, including climate change, into TSF management.
- Lifecycle Approach: Implement a structured approach to manage TSFs throughout their lifecycle, from planning to post-closure.
- Stakeholder Engagement: Communicate and engage with stakeholders on TSF design, management, and risk communication.
- Continuous Improvement: Enhance business processes by measuring, monitoring, evaluating, documenting, reporting, and disclosing performance transparently.



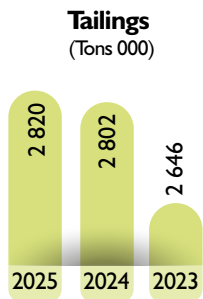
TSF 4

- **Policy Review:** Periodically review the policy to ensure its adequacy.
- **Performance Review:** Establish a review process involving internal, external, and independent reviewers to improve performance and safety.
- **Risk and Liability Management:** Manage risks and liabilities, including emergency response plans.
- **Resource Allocation:** Ensure sufficient resources are allocated to achieve policy objectives.

The table below shows the key elements for tracking performance on Tailings and Storage Facility (TSF) management Policies

Policies	<ul style="list-style-type: none"> • Tailings Management Policy. • Sustainability Policy. • Business Management System Policy.
Processes	<ul style="list-style-type: none"> • Quarterly Engineer of record inspections and reviews. • Business Management System reviews and action plan tracking.
Goals	<ul style="list-style-type: none"> • Complete TSF4 commissioning and improve return water usage.
Targets	<ul style="list-style-type: none"> • Complete commissioning of TSF4 by June 2026 and construction of second return water line.
Progress	<ul style="list-style-type: none"> • 80% completion of the TSF4.

The mineral waste statistics for the reporting period were as follows:



1% increase in tailings was due to a slight increase in the milled tonnes during the reporting period.

Mine Exploration

Mine exploration plays a crucial role in the mining value chain, serving as the initial stage that provides valuable information for decision-making. Mimosa’s exploration creates opportunities for employment and infrastructure development in areas we operate. There may however be environmental effects such as diesel and oil spills, and veld fires may occur. Surface diamond drilling and trenching can lead to environmental challenges that necessitate a structured business management system to identify and implement measures that reduce environmental harm.

We conduct annual reviews of exploration-related baseline risk assessments, scheduled inspections, and internal audits of exploration sites to address potential environmental impacts. Mimosa Mining Company emphasises the importance of designated camping sites for drillers and provides training on risks associated with fire, soil and water pollution. We minimise tree cutting during site preparation and rehabilitate each drilled hole by ensuring proper grouting after drilling is completed to reduce environmental impacts. Further, camping sites are decommissioned to facilitate natural regeneration, with all materials removed to support ecological recovery.

Sustainable Mining ...continued

The table below shows the key elements for tracking performance on mine exploration

Policies and Commitments	<ul style="list-style-type: none"> Business Management System Policy. ISO 14001:2015 Environmental Management Systems.
Processes	<ul style="list-style-type: none"> External audits (DQS, Association of Mine Managers of Zimbabwe (AMMZ), Minimum Redundancy Maximum Relevance (MRMR) Evaluation Audits). Internal audits.
Target	<ul style="list-style-type: none"> 100% compliance with S1109 of 1990 on Mining Management and Safety Regulations S172 of 1989 on Explosives Regulations.
KPIs	<ul style="list-style-type: none"> Number of oil spills. Gas Emissions testing. Water sampling. Noise survey.
Progress	<ul style="list-style-type: none"> Zero environmental harm has been achieved and is being sustained in the exploration department.
Assessment	<ul style="list-style-type: none"> SHE reports for the exploration department demonstrate compliance in the exploration activities of the mine.

Mine Expansion

Mine expansion initiatives include a variety of impacts that affect the environment, economy and communities. Our operations in mining and processing Platinum Group Metals (PGMs) align with strategic objectives such as the North Hill project to extend the Mine's lifespan by 12 years and plant optimisation efforts aimed at enhancing processing efficiency. The Company's expansion efforts are expected to generate employment, contribute to economic growth, increase revenue for Mimosa and the Government and infrastructure development to benefit surrounding communities. However, there are risks such as accelerated depletion of mineral resources, increase in carbon footprint and environmental degradation which may emanate from expansion. To address the challenges, we conduct Environmental Impact Assessments (EIAs) for the North Hill project and other life-of-mine extension initiatives, ensuring that operations are carried out sustainably and in compliance with environmental standards. We conduct Hazard and Operability (HAZOP) studies and feasibility studies, which come with technical and business risk assessments to ensure informed decision-making in mine expansion.

The table below shows the key elements for tracking mine expansion initiatives

Process	<ul style="list-style-type: none"> Regular third-party audits.
Goal	<ul style="list-style-type: none"> Optimise life of mine.
Target	<ul style="list-style-type: none"> Extending mine life by more than nine years by 2027.
KPI	<ul style="list-style-type: none"> Completion of approved bankable feasibility studies.
Assessment	<ul style="list-style-type: none"> Initiatives for optimising mine life are at the planning stage and lessons learnt from benchmark visits to similar operations are being integrated into the Company's planning process.

Artisanal and Small-scale Mining

Artisanal and Small-scale mining plays a significant role in the economy, contributing to employment, exports and national Gross Domestic Products (GDP) though precise economic contributions may be difficult to quantify due to operating within the informal sector. It contributes to increased precious metal exports and generates tax revenue for Governments. However, informal mining poses significant challenges which include unrehabilitated mined pits, leading to environmental degradation. Further informal mining operations cause water pollution and siltation of rivers, which can endanger wildlife, livestock and community livelihoods. As such, Mimosa is actively engaged in supporting sustainable practices within the informal sector, promoting safety and environmental stewardship through initiatives

Our operations in mining and processing PGMs align with strategic objectives such as the North Hill project to extend the Mine’s lifespan by 12 years and plant optimisation efforts aimed at enhancing processing efficiency.

like the Southern Region Minex, which empowers small-scale miners with essential knowledge and resources.

Mimosa is committed to responsible management of artisanal and small-scale mining through a Sustainability Policy that aligns with international standards, including ISO 14001:2015 Environmental Management System (EMS) and ISO 45001:2021 Occupational Health and Safety Management Systems (OHSMS). These policies underscore our dedication to minimising environmental impacts and ensuring the safety and well-being of all stakeholders involved. To effectively manage the related impacts of small-scale mining, we engage with stakeholders through platforms like the Minex conference, to foster dialogue and collaboration. We made a conscious decision not to grant mining permits to small-scale miners, which helps mitigate potential negative impacts on the environment and local communities.

Mine Closure and Land Restoration

Mine closure and rehabilitation process significantly affects the environment, economic conditions, and the livelihoods of surrounding communities. Our mine decommissioning efforts aim to restore wildlife and facilitate a thriving ecosystem. Mimosa’s initiatives ensure compliance with the Global Industry Standards on Tailings Management (GISTM) demonstrating a commitment to responsible environmental stewardship and progressive rehabilitation of tailings storage facilities, which marks a step towards restoring degraded land. However, potential negative impacts such as damage to the Company’s reputation from failing to implement a comprehensive Mine Closure Plan may occur. We acknowledge risk of job losses that will affect multiple families and economic strain on local businesses that rely on our operations as well as looming threat of climate change, which may hinder long-term restoration efforts.

The Sustainability Policy establishes a foundation for environmentally responsible practices to ensure effective management of mine closure and rehabilitation, while the Business Management System integrates operational efficiencies with sustainability goals. Our Mine Closure and Rehabilitation Policy, outlines guidelines for decommissioning and land restoration. Further, we incorporate the Mimosa Closure Plan recommendations and comply with Wildlife Permit Requirements, ensuring that our rehabilitation efforts support biodiversity and ecological integrity.

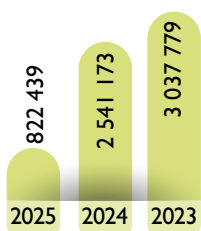
The table below shows the key elements for tracking mine closure and land restoration initiatives

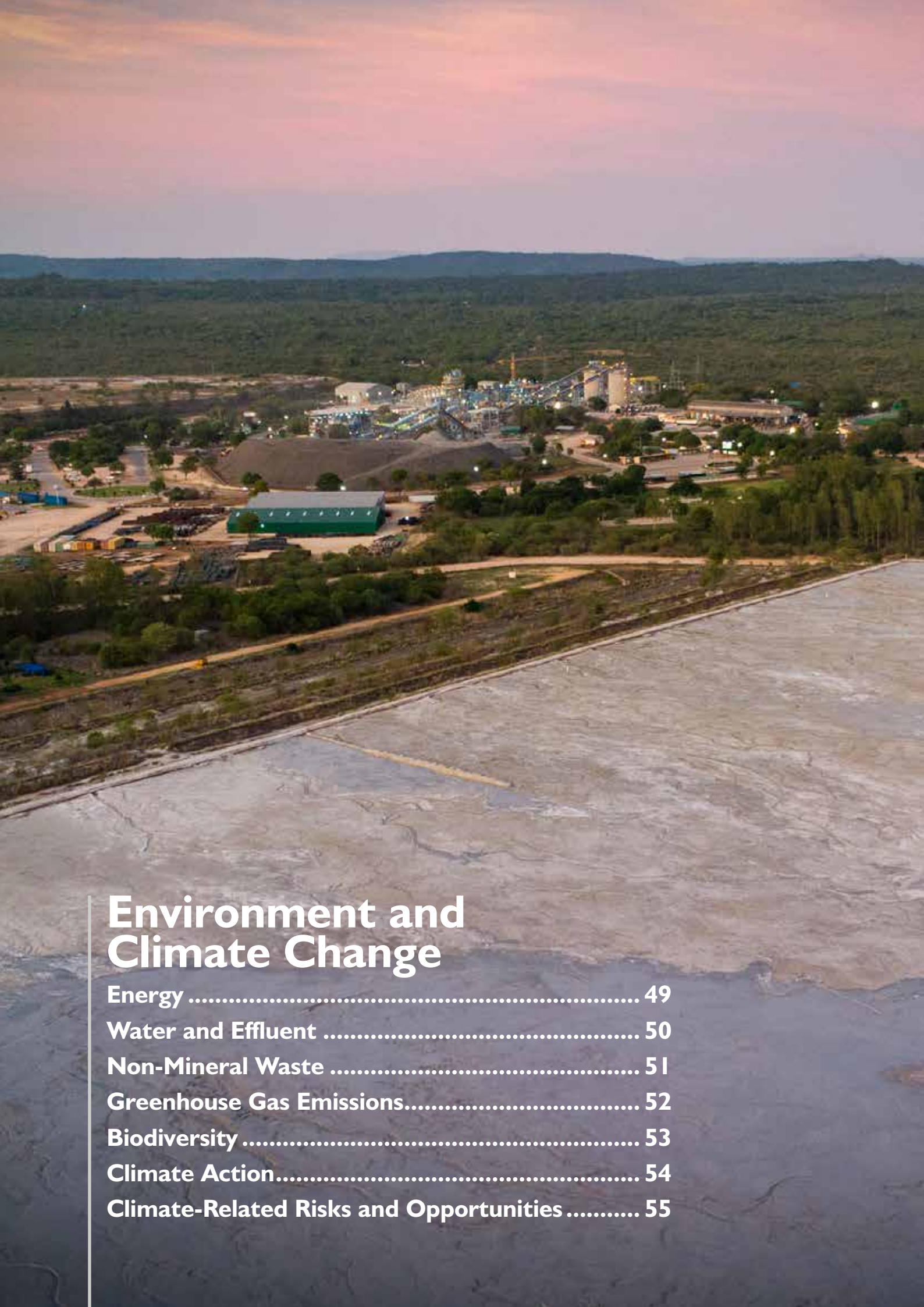
Processes	<ul style="list-style-type: none"> Internal and external audits. Monthly and quarterly performance reviews through various committee meetings.
Goals	<ul style="list-style-type: none"> Full compliance with Mine Closure legal and best practices requirements.
Targets	<ul style="list-style-type: none"> Triennial reviews of the business Mine Closure Plan.
KPIs	<ul style="list-style-type: none"> Updated Mine Closure Report with estimated financial provisions.
Progress	<ul style="list-style-type: none"> 2024 Mine Closure Plan has been successfully implemented.

Mimosa refined financial estimates based on industry standards and greater investment in community preparedness for mine closure. Ongoing stakeholder engagement and community liaison meetings further inform our strategies, ensuring that our actions are effective and aligned with sustainable development objectives.

Financial provisions for closure and rehabilitation set aside for the reporting period are as follows:

Provisions for Rehabilitation (US\$)





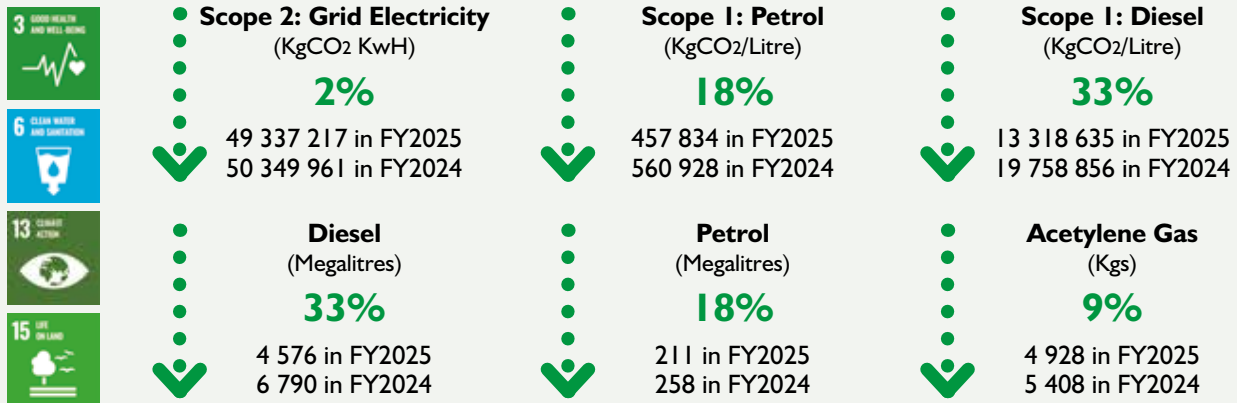
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Environmental and Climate Change

Environmental stewardship guides every aspect of our mining operations. Through our sustainable materials use and care for nature, we strive to minimise our ecological impact.

SDGS in Focus:



Energy

The Mine successfully reduced energy consumption through various efficiency initiatives, achieving a 2% decrease in electricity use and a 33% reduction in diesel consumption in FY25 compared to FY24, resulting in lower operational costs. The Company continues to implement energy-saving measures, including optimising primary ventilation and sourcing 30% of energy from renewable sources for new developments. However, reliance on fossil fuels for electricity generation contributes to greenhouse gas emissions, posing challenges to decarbonisation efforts. Failure to meet energy reduction targets or delays in adopting renewable energy could exacerbate environmental impacts and hinder progress toward our sustainability goals. Fluctuations in energy prices and supply may affect operational costs and continuity, as our mining, milling, and transportation activities heavily rely on diesel and electricity. The energy-intensive nature of producing Platinum Group Metals (PGM) further links the Mine's value chain to energy-related impacts, compounded by the energy consumption practices of contractors and suppliers.

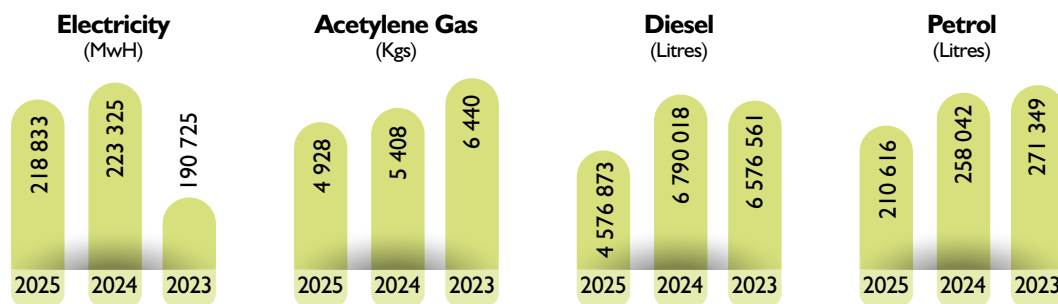
The table below shows the key elements for tracking energy consumption initiatives

Goals	<ul style="list-style-type: none"> Ensure all new mine developments source at least 30% of their energy from renewables. Invest in energy-efficient products, services, and technology.
Targets	<ul style="list-style-type: none"> Reduce electricity consumption by 0.6% per annum. Reduce diesel consumption by 1.6% per annum.
KPIs	KWh/ ton hoisted L/ ton hoisted KWh/ 4E Oz L/hour KWh/ ton milled KWh/kgs of compressed air
Policies	<ul style="list-style-type: none"> Energy and Decarbonisation Policy. Sustainability Policy. Climate Policy.
Actions Taken	<ul style="list-style-type: none"> Implementation of an Energy Management System based on ISO50001:2018 standard. Implementation of initiatives such as optimisation of primary and secondary ventilation. Introduction of bigger LHDs to reduced diesel consumption from 0.83L/tonne to 0.75L/tonne. Investment in energy-efficient products, services and technology.
Processes	<ul style="list-style-type: none"> Internal audits as per the BMS requirement. External audits conducted by DQS as per BMS requirement. Annual energy reviews are conducted to evaluate performance against the baseline.

Environmental and Climate Change ... continued

The Mine identified several challenges in energy management efforts, particularly the need for a technical energy audit to identify improvement opportunities and the importance of real-time energy monitoring. A gap analysis involving various stakeholders assessed the readiness to implement an energy management system, leading to key actions based on feedback. The effectiveness of these initiatives is demonstrated by the certification of Mimosa’s Energy Management Systems to ISO 50001 by DQS and a year-on-year improvement in energy performance against the FY24 baseline.

Energy consumption for the reporting period was as follows:



Significant drop in energy consumption is due to ISO 50001 Energy Management System implementation and completion of major growth projects which reduced fuel consumption. Fuel consumption decreased due to the completion of all our growth projects.

Water and Effluent

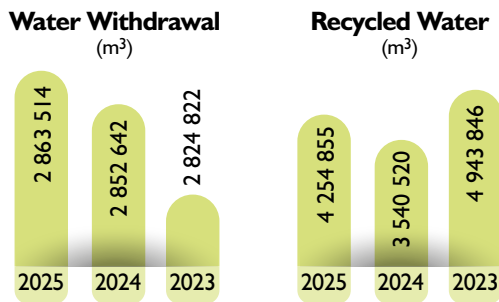
As Mimosa, we are committed to responsible water use and innovative practices that minimise our water footprint. The Company does not abstract from water-stressed ecosystems, relying on a sole supplier currently operating at 59.2% capacity of 72,320 ML, while our annual water requirement is 3,200 ML. Over 40% of process water is reused, with plans to increase this to 70% by FY2026 to further reduce our raw water footprint. Notably, there have been zero legal fines or orders related to wastewater management. Mimosa invests annually in solar-powered borehole water for local communities, aligning with SDG 6 on clean water and sanitation. The Company is also involved at the catchment level to influence other water users towards best practices. However, isolated environmental incidents occurred from tailings disposal lines, which might indirectly impact water resources. Any effluent discharges are promptly reported and mitigated to prevent recurrence, although the broader supply and value chain may contribute to water-stressed ecosystems and effluent discharges.

Policies	Commitments	Processes to track effectiveness of actions taken:
<ul style="list-style-type: none"> Sustainability Policy. Business Management System Policy. 	<ul style="list-style-type: none"> ISO 14001:2015 Environment Management System Standard. Global Industry Standard on Tailings Management (GISTM). Initiative for Responsible Mining Assurance (IRMA) Requirements. 	<ul style="list-style-type: none"> Monthly monitoring of water and effluent consumption. Annual internal audits and bi-annual surveillance audits. Weekly and monthly inspections. GISTM annual independent reviews on tailings management. Quarterly community liaison meetings. Incidents investigations review and recall

Non-mineral waste management is a crucial aspect of our operations, encompassing the handling, recycling and disposal of various waste streams generated by our day-to-day activities.

Goals	<ul style="list-style-type: none"> Commissioning of Gorge dam by December 2024. Upgrade of return water pumps.
Targets	<ul style="list-style-type: none"> 1.1 million m³ Gorge dam by December 2024.
KPI	<ul style="list-style-type: none"> Zero process wastewater discharge. 0.8m³/ton milled.
Evaluation and Assessment	<ul style="list-style-type: none"> Completion of the 1.1 million cubic metre gorge dams for storage of tailings return water. Upgrade of return water pumps completed and zero discharge into the environment.
Stakeholder Engagement	<ul style="list-style-type: none"> Stakeholders' engagements were done during EIA consultation processes, and these informed the need to ensure wastewater is effectively managed.

Water statistics in the reporting period were as follows:



The 20% increase in recycled water was due to the commissioning of the gorge return water dam with a capacity of 1.1 million m³ with the aim to reduce freshwater abstraction.

Non-Mineral Waste

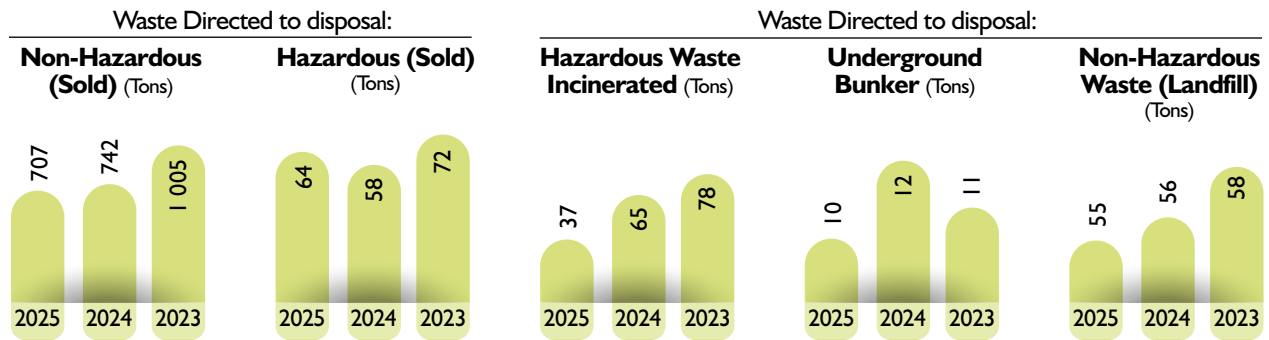
Non-mineral waste management is a crucial aspect of our operations, encompassing the handling, recycling and disposal of various waste streams generated by our day-to-day activities. We promote initiatives such as monthly national clean-up campaigns to enhance waste management practices across departments and the community and strive to achieve zero waste to landfill through effective waste recycling efforts. Mimosa established a sewage waste management system using a trickling filter modular plant, thus contributing to improved sanitation and waste handling. However, challenges persist, including potential litigation risks linked to illegal waste disposal by third-party waste collectors and the environmental impacts of incineration and landfilling.

Our Business Management System and established waste management procedures guide our operations, while our Sustainability Policy and Sustainability Code of Conduct for Suppliers and Contractors ensure that all partners adhere to responsible waste practices. The Company generates significant non-mineral waste through its operations, necessitating collaboration with licensed waste collectors for recycling, reuse and energy recovery.

The table below shows the key elements for tracking performance on non-mineral waste management

Processes	<ul style="list-style-type: none"> Quarterly inspections of waste storage facilities. Internal and external waste surveillance and legal compliance audits. Bi-annual performance reviews. Community liaison meetings.
Goals	<ul style="list-style-type: none"> Zero waste to landfill.
Targets	<ul style="list-style-type: none"> Diverting 90% of waste from landfills by 2030.
Progress	<ul style="list-style-type: none"> 88% waste diversion rate in line with our ZERO Waste to Landfill strategy.

Environmental and Climate Change ... continued



The gradual decline in incinerated and landfilled waste is in line with our Zero waste to Landfill Initiative.

Greenhouse Gas (GHG) Emissions

Mimosa achieved negligible environmental impact, as indicated by internal and external air quality monitoring results. The Company has not faced any legal orders or fines related to emissions from its surface and underground operations. Building on this positive performance, we realise potential benefits in incorporating renewable energy and addressing Scope 3 emissions within our value chain. However, emissions present challenges, particularly due to reliance on fossil fuel-powered underground and surface vehicles and electricity sourced from thermal power stations. Moreover, greenhouse gas emissions are influenced by business partners involved in the transportation of concentrates, the smelting of these materials at South African refineries, and the provision of goods and services throughout the supply chain.

The table below shows policies, commitments and action taken during the reporting period

Policies	<ul style="list-style-type: none"> • Business Management System Policy. • Climate Change Policy. • Energy and Decarbonisation Policy. • Sustainability Policy.
Commitments	<ul style="list-style-type: none"> • ISO 14001:2015 requirements. • ISO 45001:2018 requirements. • ISO 50001:2018 requirements. • Initiative for Responsible Mining Assurance (IRMA).
Actions Taken	<ul style="list-style-type: none"> • Internal and external monitoring and measurement of air related emissions and conducting investigations where required. • Bi-annual surveillance audits covering surface and underground emissions management. • Preventive and predictive maintenance for surface and underground mobile equipment/vehicles/buses.

Tracking effectiveness of actions is done through:

- Annual internal audits.
- Compliance evaluation audits.
- Quarterly community liaison meetings.
- Quarterly and annual independent air emissions monitoring.

Mimosa enhanced appreciation of biodiversity among employees and host communities through the establishment of a Game sanctuary at the Mine, home to zebras, wildebeests, waterbucks, and impalas.

The table below shows the key elements for tracking performance on greenhouse gas emission management

Targets	<ul style="list-style-type: none"> Reduce GHG emissions by 40% by 2030 from the 2024 base year.
Evaluation and Assessment	The company is on track with its strategic goals, demonstrating consistent year-on-year reduction in emissions and this is supported by a 2% and 32% reduction in scope 2 and scope 1 emissions respectively.

Emissions

Mimosa monitors emissions from stationary and mobile sources as part of its commitment to reducing its greenhouse gas emissions.

- Scope 1 Emissions (Direct Emissions): These emissions arise directly from sources owned or controlled by the Company, including stationary sources like generators and mobile sources such as vehicles.
- Scope 2 Emissions (Indirect Emissions): These emissions result from the consumption of electricity generated by third parties, excluding the emissions from the electricity supplier.

Emission Factors and Methodology

Scope 1 and 2 emissions were calculated based on Mimosa’s energy consumption, using emission factors from the Greenhouse Gas (GHG) Protocol. Petrol emissions were adjusted downward by 5% to reflect ethanol blending in Zimbabwe, while the emission factor for grid electricity was increased by 10% to account for the national energy mix of thermal and hydropower generation.

Emissions for the period under review were as follows:

Scope 1		Scope 2			
Diesel (Kg CO ₂ e/Litre)	Petrol (Kg CO ₂ e/Litre)	Electricity (Kg CO ₂ e/Litre)			
2025	13 318 635	2025	457 834	2025	49 337 217
2024	19 758 856	2024	560 928	2024	50 349 961
2023	13 137 699	2023	589 854	2023	43 866 734

Biodiversity

Mimosa enhanced appreciation of biodiversity among employees and host communities through the establishment of a Game sanctuary at the Mine, home to zebras, wildebeests, waterbucks, and impalas. The Mine implements a weekly program for identifying and eradicating invasive alien plant species and conducts annual tree planting to offset biodiversity impacts. Continued certification to ISO 14001:2015 ensures responsible mining practices with minimal impact on biodiversity. Compliance with legal requirements mandates participation and consultation with host communities, government agencies, and other key stakeholders during the planning of mining projects that significantly affect ecosystems. Notably, there have been no legal fines related to live game keeping and safeguarding. Educational tours focused on biodiversity for local communities and Zvishavane schools further promote awareness. However, environmental discharge downstream from operations due to above-normal rainfall poses potential risks to ecosystems and aquatic wildlife, alongside concerns of litigation and loss of social license to operate stemming from significant pollution incidents. Our Growth Projects impact biodiversity through ongoing exploration and infrastructure developments necessary for operational continuity. Reliable supplies of water and energy, essential for mining operations, can lead to biodiversity-related impacts from emissions, pollution, and excessive resource extraction.

Environmental and Climate Change ... continued

The table below shows commitments and actions taken during the reporting period:

Commitments	<ul style="list-style-type: none"> National legislation requirements. International conventions on biodiversity relevant requirements. Biodiversity mitigation hierarchy.
Actions Taken	<ul style="list-style-type: none"> Progressive and end of life rehabilitation requirements. Implementation of environmental management programs related to ecosystems and biodiversity. Environmental Impact Assessment and certification for all listed projects prior to execution. Invasive alien species identification and eradication program. Regular awareness training for all employees on biodiversity requirements to ensure compliance. Vegetation clearance permits to manage unnecessary cutting of trees and offsetting of cut trees.
Monitoring System	<ul style="list-style-type: none"> Monthly line management inspections of operations to ensure compliance to policies and procedures. Annual internal audits and bi-annual surveillance audits.
Policies	<ul style="list-style-type: none"> Sustainability Policy. Business Management System Policy.
Goal	<ul style="list-style-type: none"> To ensure biodiversity adaptation to climate change.
Evaluation	<ul style="list-style-type: none"> Keeping live game at local level raises awareness on the importance of safeguarding wildlife and promotion of potential recreational services.

Our biodiversity initiatives for the current reporting period are as follows:

Land Owned		Trees Planted	
2025	6 594	2025	3 824
2024	6594	2024	7 211
2023	6 590	2023	7 130

The number of trees planted reduced due to cost containment measures as metal prices reduced.

Climate Action

The Company is committed to understanding and addressing the diverse effects of climate change associated with its operations. Climate change impacts drive technological innovation such as the adoption of renewable energy sources. It prompts investments in greener extraction methods that enhance operational efficiency and reduce environmental impacts to enhance brand reputation. However, the increased frequency and severity of extreme weather events including heatwaves can disrupt operations, leading to production delays and financial losses. Water scarcity posed by climate change can hinder ore processing and disrupt biodiversity. Further, as regulatory authorities impose strict environmental regulations to combat climate change, the Company may face rising compliance costs, necessitating investments in clean technologies.

Our policies and commitments to effectively manage climate change include the Sustainability Policy, Climate Change Policy and Business Management System Policy. We are committed to engaging with stakeholders, to ensure our practices align with social and environmental expectations. Mimosa is continuously seeking innovative solutions to improve resource management and promote biodiversity, striving to set a benchmark for sustainability within the mining sector.

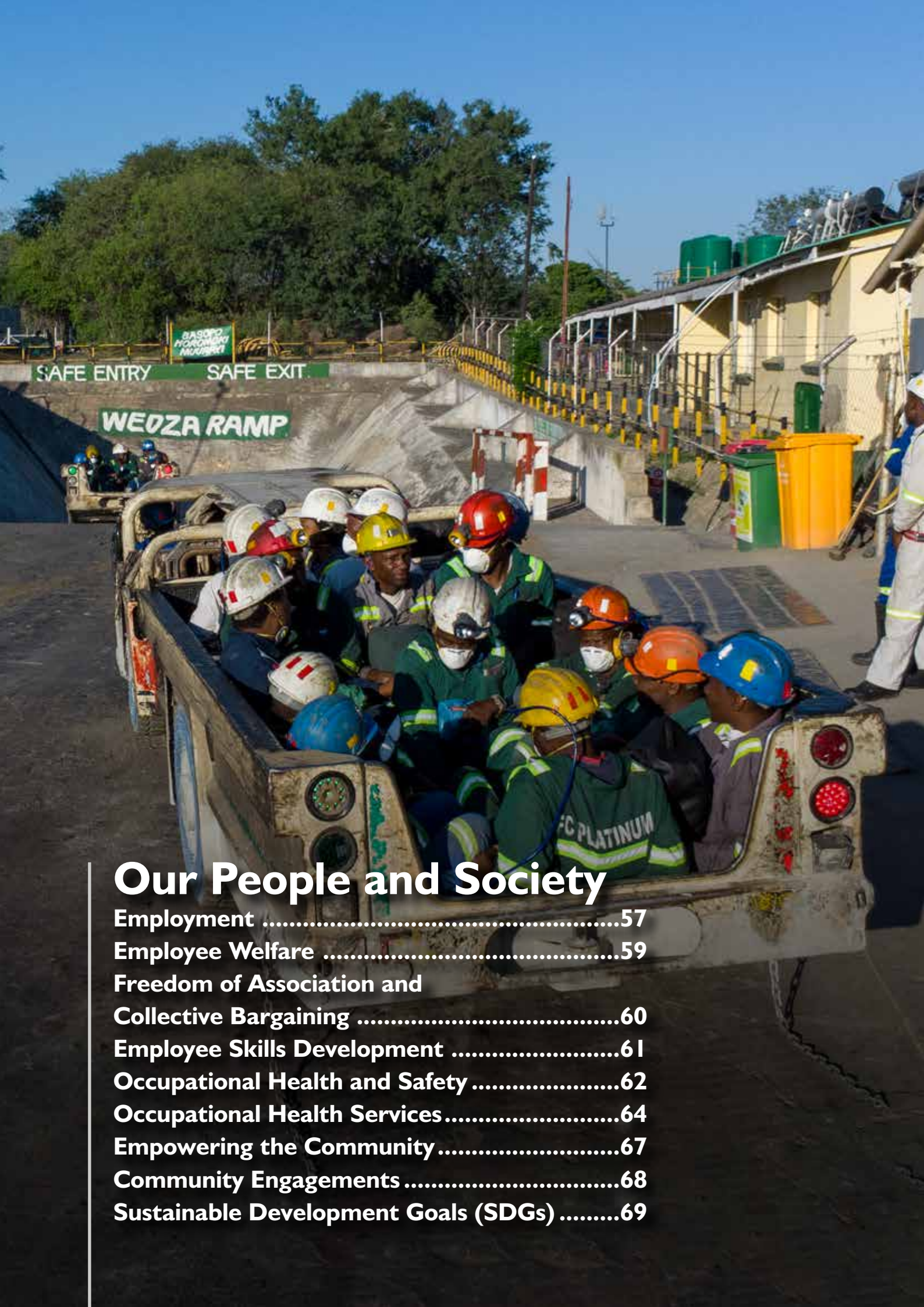
MMC recognises the significant effects of climate change and its impacts on operations which pose significant financial and operational challenges.

Climate-Related Risks and Opportunities

MMC recognises the significant effects of climate change and its impacts on operations which pose significant financial and operational challenges. We actively assess the potential impacts of climate change and ensure that measures are implemented to manage those risks when they occur.

The following were the climate-related risks and opportunities that were identified during the year under review:

Physical Risk (Acute)	
Water Scarcity	
Intensified water scarcity due to severe climatic events like the El Niño-induced drought leading to low water levels, which disrupts internal water-intensive operations (e.g., processing, cooling). Potential for increased water-related conflicts with host communities and downstream users over shared resources.	
Mitigation Measures	Financial Impact
<ul style="list-style-type: none"> Maximising water recycling and reuse through advanced tailings storage facility (TSF) return water systems. Rainwater harvesting infrastructure expansion. Strategic borehole drilling for both mine operations and as a community water stewardship initiative. 	<ul style="list-style-type: none"> High operational costs associated with sourcing and treating alternative water supplies. Production disruptions and downtime directly impacting revenue generation and potentially leading to higher unit costs of production.
Transitional (Chronic)	
Regulatory	
Zimbabwe is currently progressing with adopting new climate change policies (e.g., Nationally Determined Contributions - NDC updates) that aim at emission reduction and building climate resilience. This includes potential changes to mining licenses and environmental permits.	
Mitigation Measures	Financial Impact
<ul style="list-style-type: none"> Maintaining proactive engagement with regulatory bodies to influence policy and ensure the Mine remains ahead of emerging regulations through immediate compliance strategy development. Implementing a carbon accounting and reporting system to prepare for future mandates. 	<ul style="list-style-type: none"> Increased compliance costs for reporting, technology upgrades, and permit acquisition. Financial penalties and fines for non-compliance, which directly erode overall profitability. Potential introduction of direct carbon taxes or levies impacting the cost structure.
Physical Risk (Acute)	
Extreme Weather Events (Heat and Flooding)	
Increased frequency and intensity of extreme heat waves and heavy rainfall or localised flooding. Heat negatively impacts worker productivity, machinery efficiency, and maintenance costs. Flooding damages infrastructure, particularly access roads, processing plants, and tailings storage facilities (TSFs).	
Mitigation Measures	Financial Impact
<ul style="list-style-type: none"> Reinforcing water drainage systems, bunds, and TSF walls against high-intensity rainfall. Implementing mandatory cooling breaks, shifting high-intensity work to cooler hours, and providing hydration or cooling stations for employees. 	<ul style="list-style-type: none"> Unexpected asset damage and high repair or replacement costs. Loss of productivity due to work stoppages and heat-related illness, leading to higher operational costs. Increased insurance premiums reflecting higher physical damage risk.



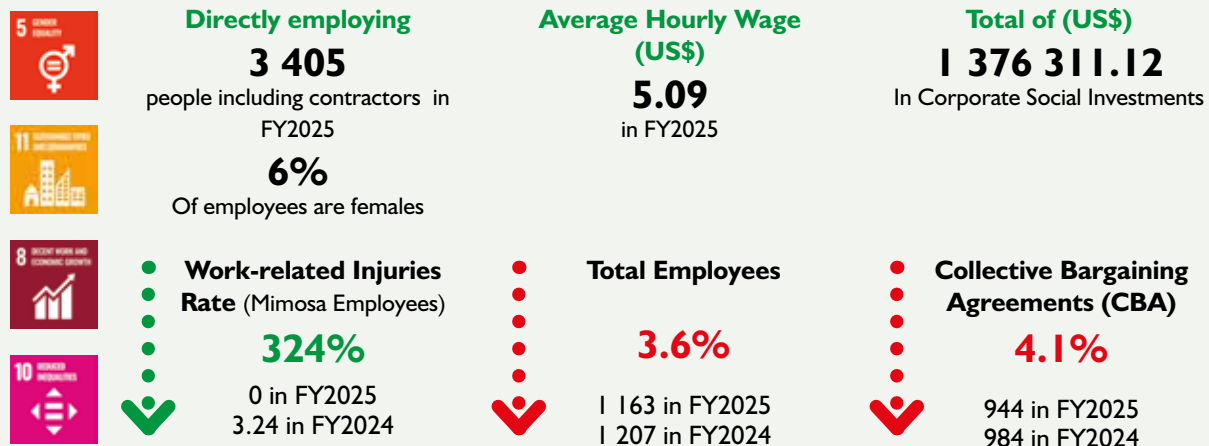
Our People and Society

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Our People and Society

We prioritise fair employment practices, respect for employee rights, and active engagement to encourage positive workplace relations and improve the livelihoods of the surrounding communities.

SDGS In Focus



Employment

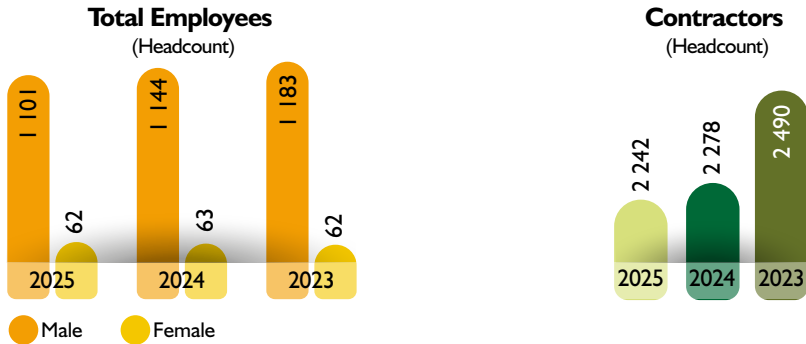
Mimosa is committed to creating employment opportunities, directly employing over 1,000 individuals while prioritising local community members, particularly for unskilled labour. We offer competitive compensation package and welfare schemes, promoting a high-performance culture through employee engagement and career development opportunities. This approach enhances employee retention and improves our corporate goodwill and reputation as the most preferred employer in the region. However, we face challenges such as skills turnover, bribery, and corruption, as well as the risk of impostors defrauding job seekers by advertising fake opportunities. To combat this, Mimosa actively educates the public on the appropriate channels for pursuing employment, ensuring transparency and integrity in our hiring practices.

The table below shows policies commitments and action taken during the reporting period

Policies	<ul style="list-style-type: none"> Recruitment Policy. Human Rights Commitment Policy. SHE Contractor management framework. 	<p>Goals</p> <p>To continuously review employment practices, standards and conditions of service to attract and retain top talent.</p>
Commitments	<ul style="list-style-type: none"> Statutory Instrument 152 of 1990. Labour Act [Chapter 28:01]. Factories and Works Act [Chapter 14:08]. Pensions and Provident Funds Act [Chapter 24:32]. NSSA Act [Chapter 17:04]. 	<p>Targets</p> <ul style="list-style-type: none"> < 5% skills turnover. 100% skills cover for operational requirements.
Actions Taken	<ul style="list-style-type: none"> Subjecting job candidates to a fair recruitment process. Psychometric tests to also screen prospective candidates. Criminal record vetting. Robust skills retention schemes. Performance management. Training and development. Disciplinary and grievance process. Promotions and salary adjustments. Job enrichment and rotation. 	<p>Progress</p> <ul style="list-style-type: none"> Attainment of 86% employee satisfaction index.

Our People and Society ... continued

Employee statistics for the period under review were as follows:



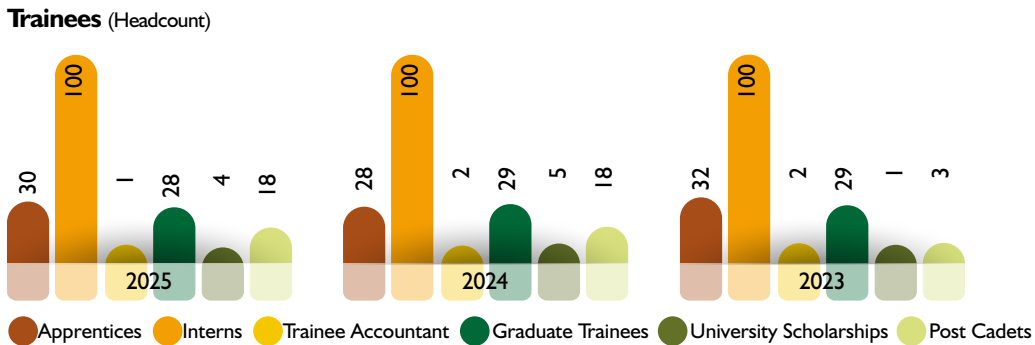
The Mine implemented a comprehensive employee rationalisation and optimisation program as a cost containment measure. This initiative was further driven by skills attrition resulting from increased international market competitiveness. Data supporting these efforts was collected and analysed from monthly employee movement reports and the Human Capital employee database.

The Mine outsources part of its operations to contractor companies.

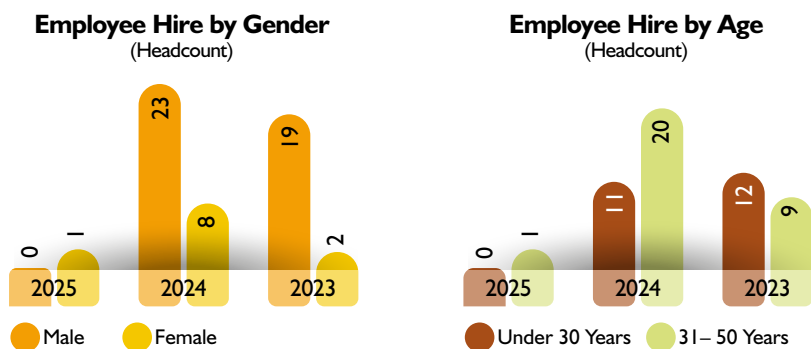
Benefits provided to full time employees that are not provided to temporary or part-time employees are as follows:

- Educational Assistance
- Company Vehicle

Trainees for the reporting period were as follows:

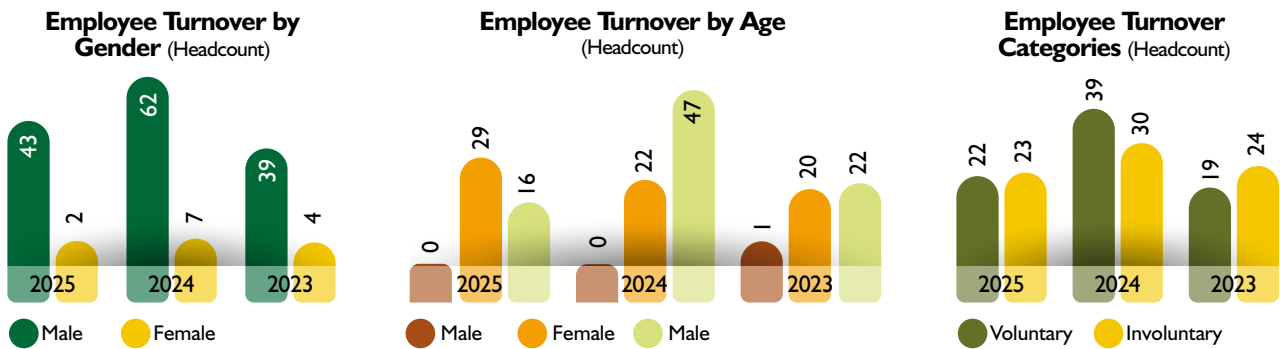


Our employee movement for the period under review was as follows:



In FY2025 there was a 96% decrease as only one new employee was hired. The new hire aligns with our ongoing commitment to gender diversity and inclusion.

We prioritise health and safety through regular training sessions, the provision of Personal Protective Equipment (PPE), and mental health support



The employee turnover for the period remained very low and within the benchmark of 5%.

Employee Welfare

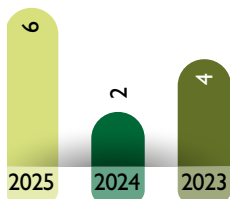
Employee welfare is a vital component of a safe and productive working environment, especially within the mining industry, which presents unique hazards. Our comprehensive welfare programmes are designed to support the physical, mental, and emotional well-being of our employees. We prioritise health and safety through regular training sessions, the provision of Personal Protective Equipment (PPE), and mental health support via employee assistance programmes and stress management workshops. To promote work-life balance, we offer flexible working hours, paid time off, and opportunities for career development.

Additionally, we provide competitive compensation packages that include health insurance and retirement plans, fostering a positive and motivated workplace culture. These initiatives not only enhance employee morale and productivity but also strengthen our reputation in the competitive job market. Moreover, our commitment to these welfare practices ensures compliance with regulatory standards and contributes to the overall success of the company.

Mimosa incorporates regular assessments and feedback mechanisms to tailor welfare programs and meet the evolving needs of employees. Communication on available resources and continuous monitoring of program effectiveness help in ensuring that our initiatives are responsive and beneficial to all employees.

Parental leave statistics during the reporting period were as follows:

Employees that took Parental Leave (Headcount)



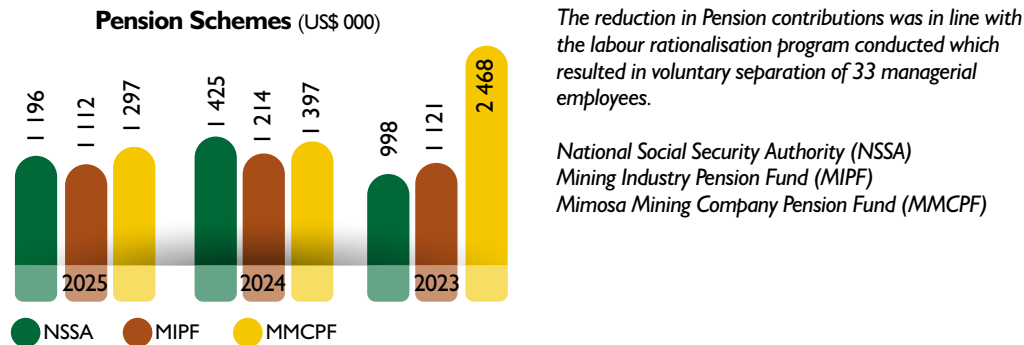
Only females are eligible for parental leave (maternity), therefore the figures are negligible since the Company is male dominated as evidenced by the male: female labour ratio.

Our People and Society ... continued

Pension Contributions

We place a high priority on the wellbeing of our employees both during and after their employment and the Mine makes contributions to several pension plans. In addition to the statutory NSSA pension plan, which the company contributes to, employees are free to select other pension plans of their choice.

Our pension contributions for FY2025 were as follows:



Freedom of Association and Collective Bargaining

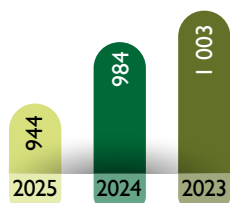
As part of our business and human rights strategy, all employees are free to join and participate in any mining industry trade union and national employment councils of their choice. MMC strives to have a fair conflict resolution mechanism, provide equal and fair pay, adherence to fair labour standards and reduce the risk of strikes and disputes.

The table below shows policies and processes governing fair labour standards:

Policies	Processes
<ul style="list-style-type: none"> Mimosa Employment Code of Conduct. Anti-Bullying, Harassment and victimisation Policy. 	<ul style="list-style-type: none"> Internal audits. External audits. Works Council meetings. Employee Suggestion Boxes. Employee complaints book.
Goal	<ul style="list-style-type: none"> 100% compliance with the CBA. CBA.
Actions	<ul style="list-style-type: none"> Train employees on CBA and Labour laws. Train employees on policies and procedures that protect employees from unfair labour practices. Application of the Employment Code of Conduct for cases of violations of the CBA.

Collective Bargaining Agreements for the reporting period was as follows:

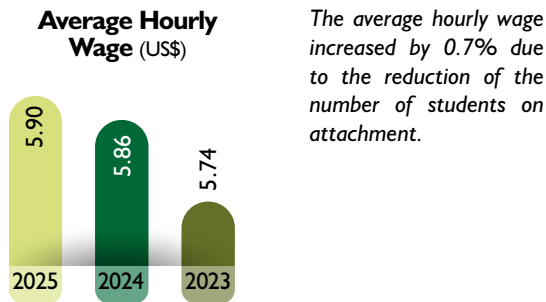
Collective Bargaining Agreements (Headcount)



Those not covered by CBA, Mimosa determines their working conditions in line with the Labour Act [Chapter 28:01]. The Mine also benchmarks with other operations for conditions of service to ensure remuneration competitiveness for skills retention.

Mimosa recognises the critical importance of training and development in enhancing employee skills, ensuring safety and promoting sustainability in high-risk mining operations.

Average hourly wage for the period under review was as follows:

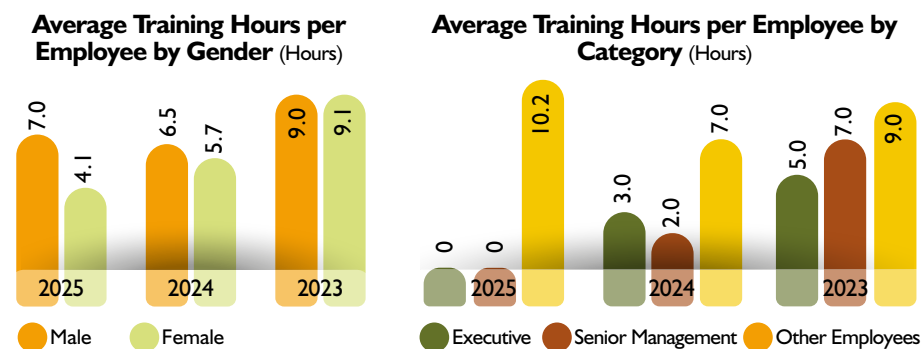


Employee Skills Development

Mimosa recognises the critical importance of training and development in enhancing employee skills, ensuring safety and promoting sustainability in high-risk mining operations. Through tailored safety training programs, environmental education initiatives and skills development for career advancement, we empower employees while promoting a culture of safety and responsibility. We engage with local communities and suppliers to ensure equitable access to training opportunities and adherence to industry standards. However, we remain mindful of potential challenges, including resource allocation and workplace disruption associated with training programs. We strive to balance these factors while reinforcing our dedication to training and development for employees.

Policies	Actions Taken	Tracking Effectiveness
<ul style="list-style-type: none"> Business Management System Policy. Sustainability Policy. 	<ul style="list-style-type: none"> Counselling sessions. Coaching and mentoring. Worker leadership training. Training for all levels of employees. Industrial relations training for supervisors. 	<ul style="list-style-type: none"> Performance reviews. Evaluation reports. Planned job observation. Internal audits.
Goal	<ul style="list-style-type: none"> To provide sufficient skills coverage across all levels at any given time. 	
Targets	<ul style="list-style-type: none"> Ensure 100% competency among employees. Skills turnover rate of less than 5%, achieving full succession planning, and employee engagement levels. 	

The trainings conducted for the reporting period were as follows:



A tracking system is being implemented to ensure adequate capturing of trainings at all levels.

Our People and Society ... continued

Occupational Health and Safety

Mimosa’s occupational health and safety management approach focuses on improving employee knowledge and awareness of risk management, leading to reduced injury rates. This strategy resulted in lower insurance premiums, driven by fewer workplace incidents and workers’ compensation claims, while also enhancing the Mine’s corporate image. However, the diverse workforce, including contractors from various cultures, presents a heightened exposure to occupational injuries, underscoring the need for effective systems to uphold compliance. The potential for accidents and incidents highlights the importance of continuous improvement in the Business Management System and mitigating risks of litigation and high insurance costs.

Policies and Commitments	Goals	Targets	KPIs
<ul style="list-style-type: none"> Business Management System Policy. Mimosa Sustainability Policy. ISO 14001, ISO 45001, and requirements. 	<ul style="list-style-type: none"> Attain and sustain zero harm in all operations. Compliance with all local OHS legislation and international protocols. Promoting a culture of safety. Prevention of occupational illnesses. 	<ul style="list-style-type: none"> Achieve 90% basic SHE trainings for all employees. Achieve 90% firefighting training in FY25/26. Quarterly liaison review of SHE systems. 	<ul style="list-style-type: none"> Zero injuries. Line supervisors work stoppages. Near Miss Reporting Index (NMRI).

Management System

- Annual documents review to ensure system effectiveness.
- Monthly monitoring and analysing of key performance indicators.
- Bi-annual internal and external audits to ensure compliance to standards and identify areas requiring improvement.
- Accident recalls – Analysing incidents, accidents and near-misses.
- Employee engagement and involvement in the OHS management system.
- Visible Felt Leadership Engagements.
- Health and Safety Inspections.
- Planned Job Observations.
- Fatal Risk Control Protocol/bowtie action plans.

Evaluation and Assessment

- Achieved 7 321 457 fatality free shifts during the period under review.
- Capacitation of internal SHE auditors.
- Culture change programs in line with recommendations from the culture change specialists.
- Implementation of continual improvement initiatives across the mine.
- Streamlining and communication of roles and responsibilities between line management and SHE department.
- Increase in employee engagement programs.

Hazard Identification, Risk Assessment (HIRA), and Incident Investigation

The Hazard Identification, Risk Assessment (HIRA), and Incident Investigation is essential for ensuring the safety and health of all our personnel. This framework systematically identifies work-related hazards and evaluates risks linked to both routine and non-routine activities. Our HIRA approach begins with regular assessments conducted by Departmental Project Team Members and Energy Management Champions. These assessments include walk-through inspections to observe on-site practices and engage with employees, contractors, and visitors about potential hazards.

We regularly review process flow diagrams to ensure they accurately reflect any changes in operations, and we compile detailed task listings to identify hazards and risks associated with each job. For each task, we categorise risks and identify controls, distinguishing between mitigatory and preventive measures. Significant risks rated above 750 are



subjected to bowtie analyses to clarify our risk management strategies. We encourage open communication regarding hazard reporting. Employees can report hazards through multiple channels, such as SHE suggestion boxes, meetings, and direct interactions with SHE officers. Our Right to Work in Safe Areas Procedure ensures that workers can report unsafe conditions without fear of reprisals, and supervisors are required to address these issues promptly, in collaboration with the employees involved.

Mimosa has procedures that allow employees to refuse work they believe is unsafe, following established mining regulations. This right is reinforced through ongoing training and initiatives focused on psychological safety in the workplace. For incident management, we utilise the Taproot Investigation System alongside our Incident/Accident Investigation procedure. This includes thorough reporting, documentation, and analysis of incidents to identify root causes and implement corrective measures.

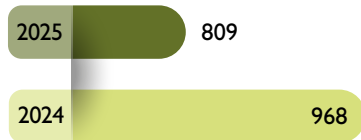
Work related hazards that pose a risk of high consequence injury are as follows:

Hazard	Hazard Determination	Key Mitigation
Fall of Ground (FOG)		<ul style="list-style-type: none"> • Procedure training. • Mine Blasting License, Full Blasting License Training. • Personal Protective Equipment. • Mechanical barring down. • Strata Control/Fall of Ground identification training.
Fire		<ul style="list-style-type: none"> • Fire-fighting team and tender. • Fire Suppression Systems, • Fire Extinguishers. • Standard Operating Procedures on equipment maintenance. • Fire-fighting training. • Fire hose reel/ running water in sections.
Tools and equipment		<ul style="list-style-type: none"> • Tools and equipment inspection. • Pre-task risk assessment. • Equipment Guarding. • Planned maintenance. • Standard Operating Procedures. • Personal Protective Equipment. • Code of practice.
At risk behaviour		<ul style="list-style-type: none"> • Profiling and coaching. • Safe model behaviour training. • Random alcohol and other drugs testing. • Code of Conduct application. • Competence training. • Signage and barricades. • Closed Circuit TV. • Culture Observations.

Our People and Society ... continued

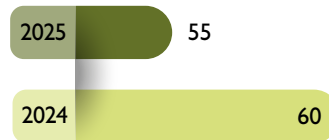
SHE Inspections and property damage for the year under review were as follows:

SHE Inspections (Count)



The number of Safety, Health and Environment (SHE) inspections decreased from 968 in FY24 to 809 in FY25, representing a 16.4% reduction due to restructuring exercise in March 2024 which reduced the inspection budget. While overall compliance and safety performance remained stable, efforts will be made to ensure that proactive monitoring remains robust and aligned with risk-based priorities.

Property Damage (Count)



This 8.3% reduction reflects ongoing efforts to strengthen risk management practices, raise awareness around asset protection and implement preventative maintenance measures.

Occupational Health Services

The Mine has an occupational hygiene program that monitors workplace health hazards through initiatives like respiratory and hearing conservation programs. A comprehensive risk assessment identifies workplace stressors, which are then placed on a monitoring and measurement schedule. The Industrial Hygiene Technician conducts ongoing monitoring, surveys, and analysis of results. All occupational health issues are managed at the Mine Clinic by an Occupational Health Doctor and Nurse, ensuring that all employees and contractors have access to these essential services. Training on occupational hygiene stressors is conducted in accordance with our training matrix.

Work related injuries that pose the risk of ill health:

Hazard	How the hazard was determined	Mitigation
Dust	<p>Risk assessment process</p>	<ul style="list-style-type: none"> Local exhaust ventilation system. Dust suppression system on conveyor structures. PPE and medical surveillance.
Noise		<ul style="list-style-type: none"> Muffling and silencers on equipment. PPE-custom made noise bans. Medical surveillance.
Heat		<ul style="list-style-type: none"> Local exhaust ventilation system. Air conditioning system. Hydration fluids. Administration -rest breaks.
Vibration		<ul style="list-style-type: none"> Dampening of equipment. Shock absorbers on equipment.
Microbes		<ul style="list-style-type: none"> Hygiene swab collection of equipment surfaces. Medical surveillance.
Lead		<ul style="list-style-type: none"> Lead in air monitoring. Blood lead monitoring of employees.
Chromium iv		<ul style="list-style-type: none"> Urine chromium monitoring.

We implement intensified wellness programs for employees, contractors, and their dependents, featuring a wellness centre equipped for various activities and sports.

Employee Participation, Consultation, and Communication on Occupational Health and Safety

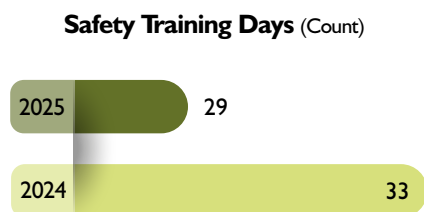
Individuals within departments are identified and trained to form a project team that guides the business management system. Employees actively participate in reviewing procedures, and daily tailgates and safety talks are held to disseminate valuable information. We utilise noticeboards and the intranet to share updates. SHE representatives are appointed to advocate for employees on safety, health, and environmental issues. Multiple platforms for communicating SHE information are available, including complaints books, SHE departmental meetings, steering committee meetings, and Work Council Meetings.

Employee Training on Occupational Health and Safety

The Mine provides a range of occupational health and safety (OHS) training to ensure that employees are well-equipped to manage both generic and specific work-related hazards. Training programs include:

- Basic Safety Health and Environment Management Course (BSHEMC).
- Fire-fighting awareness.
- Safety Health and Environment Master-class.
- Risk awareness and management.
- Zero Harm for supervisors.
- Emergency coordinator roles.
- Operational procedures and compliance obligations.
- Trade-specific training such as for engineering and mining roles.
- Awareness sessions on various topics
- Hazardous substance champion responsibilities.
- SHE philosophy.

Safety training days were as follows:

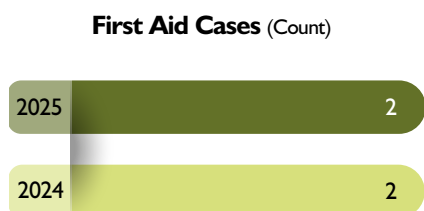


In FY2024 the number of Basic Safety, Health and Environment Management Courses (BSHEMC) were increased to improve departmental compliance compared to the decrease in 2025.

Promotion of Employee Health

Mimosa offers an onsite medical clinic to address non-occupational illnesses and collaborates with external medical service providers, such as Necta Care, to ensure care for all employees. Counselling services are available both at the local clinic and through offsite consultancy. We implement intensified wellness programs for employees, contractors, and their dependents, featuring a wellness centre equipped for various activities and sports. These programs emphasise the importance of healthy eating and are open to employees, contractors, their families, and the wider community. The Mine organises scheduled wellness weeks and sports days to raise awareness about non-work-related health risks and the services available to address them.

First aid cases for the year under review were as follows:

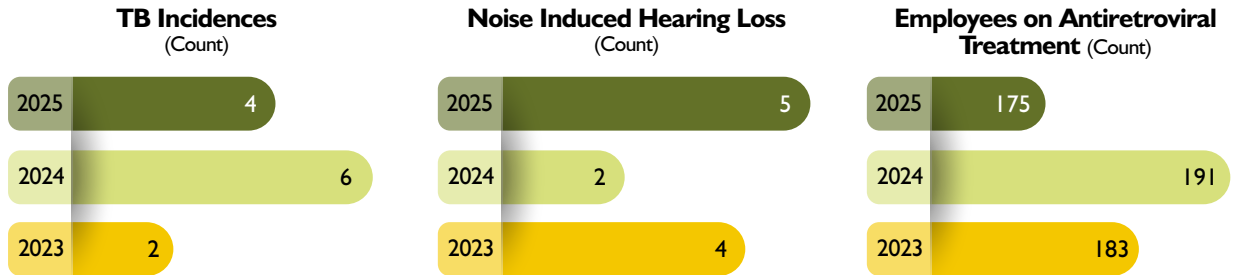


While stability indicates that current health and safety measures are maintaining baseline performance, it also highlights an opportunity for further improvement.

Enhanced training, awareness programmes, and proactive hazard identification will be explored to reduce the occurrence of minor injuries and promote a safer work environment.

Our People and Society ... continued

Employee Ill-health statistics for the period under review were as follows:

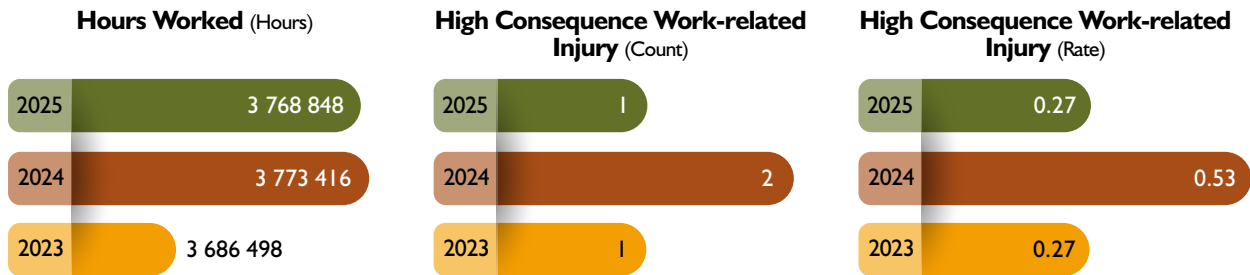


Our statistics went up to 6 in 2024 surpassing the maximum number of 4 per year which is in line with Ministry of health, due to TSF expansion engagements of many contractors.

Noise induced cases were recorded following the resumption of audiometric testing, which had been suspended in line with guidance from the regulatory authority (NSSA) during the COVID-19 pandemic.

As of FY2025, all employees on the wellness register are receiving antiretroviral therapy (ARV) with good adherence rates, reflecting strong continuity of care. The number of registered employees decreased from 191 to 175, primarily due to organisational labour rationalisation and employee-initiated transfers to alternative health facilities.

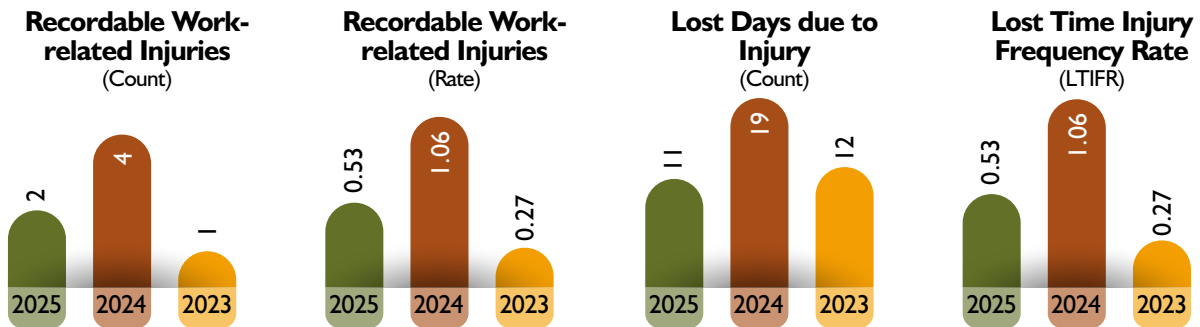
Employee work- related injuries for the reporting period were as follows:



Total hours worked was, primarily driven by the execution of growth projects, the bulk of which ended in August 2024.

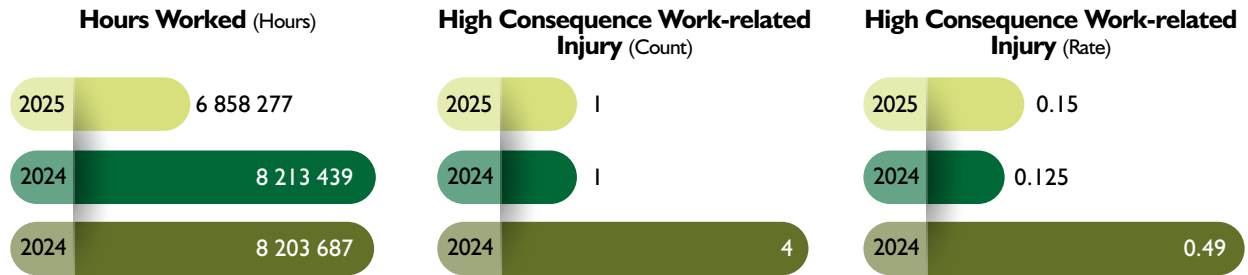
We achieved a 50% reduction in Lost Time Injuries in 2025, reflecting our ongoing commitment to workplace safety and operational excellence.

The 49% decrease in the rate reflect the effectiveness of enhanced safety protocols, increased workforce awareness and a stronger safety culture across operations.

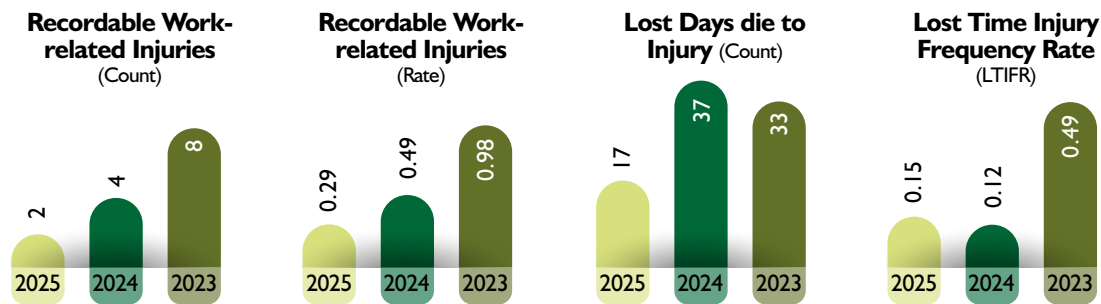


We foster a culture of collaboration that transcends traditional philanthropy, focusing on initiatives that create lasting impacts on the environment, economy and people

Third party employee work- related injuries for third party employees are as follows:



There was a decrease in hours following the completion of growth projects.



Empowering the Community






Empowering the community through corporate social responsibility initiatives is integral to Mimosa, reflecting our commitment to sustainable development and good stakeholder relationships. We foster a culture of collaboration that transcends traditional philanthropy, focusing on initiatives that create lasting impacts on the environment, economy and people. We implemented the livestock revitalisation and commercialisation program and established nutritional gardens to empower communities and promote self-reliance, enhancing agricultural practices and generating stable employment. However, we recognise potential social disruptions associated with our operations within host communities, particularly in terms of resource consumption.

Mimosa’s approach to CSI is embedded within our strategic business framework, moving beyond philanthropy to a systematic and formalised policy structure. Our CSI initiatives are governed by a Corporate Social Responsibility (CSR) Project Management Policy, which ensures that every project is managed with the same consistency as our core mining operations. This includes the use of a CSR Project Charter to define project objectives, scope, timelines and risk management plans. We conduct community needs analyses and environmental impact assessments before project implementation and actively engage stakeholders through regular meetings to ensure our initiatives align with their needs.

Processes	Goal	KPI	Progress
<ul style="list-style-type: none"> Internal and external audits. Quarterly community liaison meetings for stakeholder feedback. Surveys to assess project outcomes and beneficiary satisfaction. 	<ul style="list-style-type: none"> Budgeting for CSI projects. 	<ul style="list-style-type: none"> Number of direct beneficiaries and improvements within the community. 	<ul style="list-style-type: none"> Absence of community complaints from CSI initiatives. Successful delivery of sustainable projects that enhance health services and education and the environment.

Our People and Society ... continued

Mimosa Mining Company's CSI for the reporting period was as follows:

 Education	 Wellness and Nutrition	 Philanthropy	 Health	 Sustainable Projects (Livestock and Nutrition Gardens)
Purpose	Purpose	Purpose	Purpose	Purpose
Supporting educational needs of the community	Supporting disadvantaged groups	Supporting disadvantaged gifted children	Provision of modern health facilities	Empower Communities to self-sustain
Beneficiaries	Beneficiaries	Beneficiaries	Beneficiaries	Beneficiaries
Mtshingwe Secondary School	Disadvantaged groups	GC Msipa Scholarship Fund	Mberengwa District Hospital	In partnership with Friends of the Environment (FOTE) for the Zvishavane Community
Investments	Investments	Investments	Investments	Investments
Construction of a classroom block	Groceries	Fees Payment	Children's Ward Hospital Kitchen	Donation of breeding bulls Livestock Baseline Survey and Feedback Horticulture Training for Community Members
Amount (US\$)	Amount (US\$)	Amount (US\$)	Amount (US\$)	Amount (US\$)
197 259.63	150 034.91	124 074.00	662 616.97	242 325.61
Total Amount				US\$ 1 376 311.12

Community Engagements

As Mimosa, we understand that our responsibilities go beyond our mining Company. MMC is committed to making a positive impact on our communities through our CSI initiatives. By conducting these initiatives, we aim to enhance the quality of life of those residing in our surrounding communities. We have invested in infrastructure projects, particularly in health, education, water and sanitation.

Our Corporate Social Responsibility Policy and Sustainability Policy guide our business and operational decision making, considering our responsibilities to the market, community, and the environment. We ensure our initiatives are relevant and impactful to the communities by focusing on the critical needs in the different areas. MMC conducts post project impact assessments to evaluate the effectiveness of the projects delivered to the communities.





Goal	To empower the local community through education, health and to have the capacity to embark on self-sustaining initiatives beyond the life of the mining company.
Processes	<ul style="list-style-type: none"> • Conducts research • Quarterly liaison meetings • Participation in government assessments
Evaluation and Assessment	Assessments:
	<ul style="list-style-type: none"> • Positive feedback from community members, absence of complaints.
	Evaluation:
	<ul style="list-style-type: none"> • The successful transformation of local economies. • Continuously inform the company's policies, ensuring that its CSI initiatives remain responsive to community needs and promote sustainable, long-term benefits.

As Mimosa, we understand that our responsibilities go beyond our mining Company. MMC is committed to making a positive impact on our communities through our CSI initiatives.

Sustainable Development Goals (SDGs)

Mimosa Mining Company aligns its operations and Corporate Social Initiatives (CSI) initiatives to United Nations Sustainable Development Goals. Our prioritisation is aligned to our material topics and our key stakeholder expectations.

Our priority SDGs for the period under review were as follows:

SDG	SDG Target	Objective	Actions	Investment (US\$)
	Target 1.2	Reduce poverty among the vulnerable groups within our communities.	To date 599 Bulls, 177 Heifers were distributed in Zvishavane and Mberengwa. 19 719 households, with an estimated population of 85 035 are benefiting from the livestock project.	219 520.00
	Target 2.1	End hunger, achieve food security and improved nutrition and promote sustainable agriculture.	Established nutritional gardens where beneficiaries are now growing food for consumption and benefiting financially through selling excess to the market.	150 035
	Target 3.8	Ensure healthy lives and promote well-being for all ages.	Constructed and equipped a children's ward and kitchen at Mberengwa hospital. The estimated beneficiaries: 20 8190 people for Mberengwa district.	662 616.97
	Target 4.1	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	250 estimated learners to benefit. We constructed a classroom block, and we supported one school.	197 259.63
Total				1 229 431.60



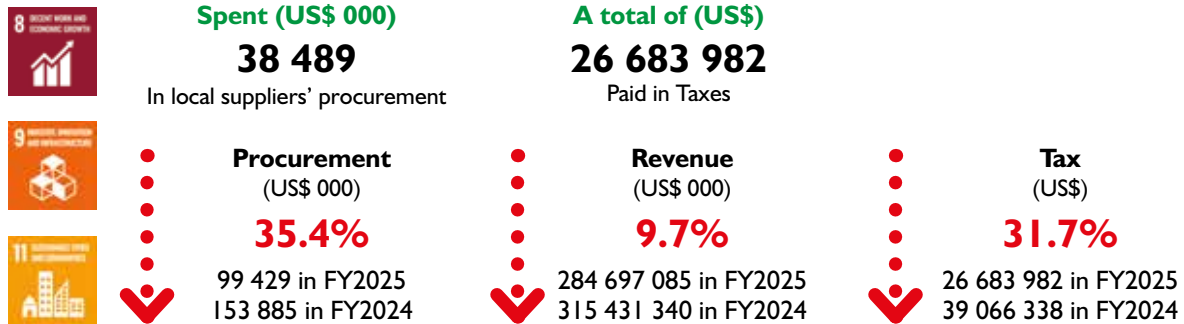
Economic Impacts

Responsible Sourcing	71
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Economic Impacts

Aligning our financial strategies with our sustainability goals enhances long-term value for our stakeholders while minimising environmental impact in the mining sector.

SDGS In Focus

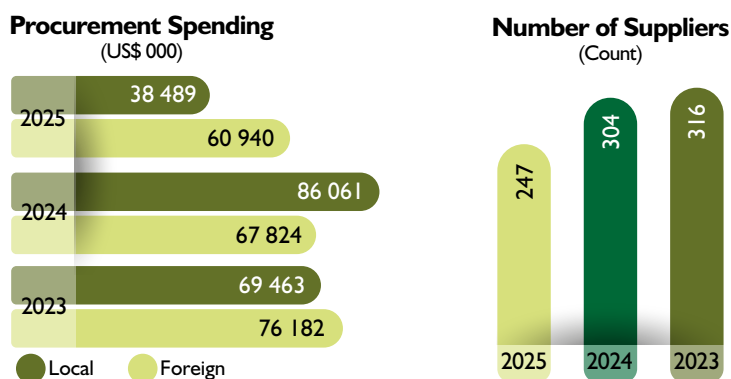


Responsible Sourcing

We recognise that responsible sourcing is a vital component of our operational framework, focusing on ethical procurement and management of our supply chain relationships. Mimosa supports a Local Enterprise Development (LED) program to foster the capacity and growth of potential suppliers and enhance local economies and communities. Mimosa is committed to empowering local suppliers, particularly women and youth through sourcing certain products and services locally. This strengthens community ties and fosters a diverse and resilient supply chain. We acknowledge the existence of potential risks associated with our supply chain partners, for instance generation of waste from packaging materials and deforestation in manufacturing wooden pallets.

Our policies regarding responsible sourcing include a Sustainability Code of Conduct for contractors and suppliers which outlines expectations for ethical practices throughout the supply chain and is provided to all relevant stakeholders. We established Procurement and Inventory Management Policies used to screen suppliers to avoid engaging with suppliers who are involved with child labour or gender and ethnicity discrimination. Mimosa upholds a strong commitment to human rights, ensuring our sourcing practices respect the dignity and rights of all individuals involved. We adhere to the Money Laundering and Proceeds of Crime Act [Chapter 9:24], reinforcing our dedication to ethical practices and accountability in all financial transactions related to sourcing. We ensure that all suppliers and contractors submit a completed Sustainable Code of Acknowledgement Form which shows their agreement to our procurement practises. 80% of our stakeholders provided receipts of signed letters of acknowledgement as a form of response and agreement to the sustainable code.

Procurement statistics for the period under review were as follows:



Economic Impacts ... continued

The operation made a strategic decision to utilise the local currency in FY23 and FY24 which resulted in overstocking of identified consumables. Procurement in FY25 significantly reduced as the Mine was now implementing stock rationalisation initiatives for prior years committed stocks.

Direct Economic Value Generated and Distributed

Mimosa significantly contributes to the economy by generating higher tax revenue, creating foreign currency inflows, and ensuring timely remittances for statutory, supplier, and employee payments. The Mine's performance contributes to employment creation through our business operations, supporting families and local communities. We were able to fund corporate social responsibility projects in healthcare, education, and sustainable development, while promoting local businesses through initiatives like Local Enterprise Development (LED), which further enhances local employment and economic empowerment. However, we recognise the challenges associated with our operations, including the depletion of natural resources. To address these issues and achieve our vision of remaining in the lowest cost quartile of platinum producers while providing sustainable growth and superior returns to stakeholders, we are implementing various initiatives. These include cost containment strategies to maximise economic value, pursuing efficient production methods, and optimising the life of mine to increase output.

Goals	To be in the lowest cost quartile of platinum producers.
Targets	To achieve cost of production of less than \$900 per 4E ounce by 2027.
KPIs	Actual Cost per 4E ounce compared to budget (target).
Evaluation and Assessment	Actual cost /4E ounce for the year ended June 2025 was largely in line with the target, with only a minor variance of 0.004% showing evidence of alignment with the Company's cost containment objectives.

Managing financial performance

- Finance policies govern the budgeting and cost reporting processes to ensure accurate cost information is provided to guide management decision making.
- We engage external experts to review the mine closure plan and ensure adequate funding is set aside for the rehabilitation of the mine at the end of its life.

Tracking effectiveness of actions

- Biannual independent internal and external audits of the Company's financial reporting.
- 3 yearly reviews of the mine closure costs.
- On a monthly basis, Internal Audit Department tracks all action plans arising from audit findings.

Mimosa significantly contributes to the economy by generating higher tax revenue, creating foreign currency inflows, and ensuring timely remittances for statutory, supplier, and employee payments.

Economic value generated and distributed:

	FY2025 (US\$)	FY2024 (US\$)	FY2023 (US\$)
Revenue	284 697 085	315 431 340	422 086 436
Less: Cost of sales	113 389 813	150 273 030	112 423 423
Economic Value Generated	171 307 272	165 158 310	309 663 013
Other Income and Interest	1 430 169	813 045	13 234 463
Total Value Generated	172 737 441	165 971 355	322 897 476

Economic Value Distribution			
Operating Costs	100 682 500	109 263 444	128 417 785
Staff Costs and benefits	91 950 768	83 457 183	94 858 426
Payments to providers of capital	28 333 333	-	33 550 832
Payments to Government	12 509 636	14 305 458	22 613 385
Community Investments	3 259 931	3 031 450	2 972 682
Total Value Distributed	236 736 168	210 057 535	282 413 110
Value Added	63 998 726	44 086 180	40 484 366

The 9.8% decrease in revenue and 71.4% decrease in profit was a result of low metal prices experienced during the year. Prices only increased during the last quarter of the year. Capital Expenditure (CAPEX) decreased because the expansion project for the tailings storage facilities was completed and commissioned in prior year. Current year CAPEX relates to Stay in business CAPEX which is expected to continue at the same level in future.

Tax

Tax management plays a vital role in shaping Mimosa's financial responsibility and relationship with regulatory authorities. The Company's effective tax practices contribute significantly to the national fiscus and enhance our reputation as a good corporate citizen. Further, it fosters a cordial relationship with tax authorities while minimising the risk of litigation related to non-payment of taxes. However, there are potential threats of prosecution due to tax non-compliance, financial losses stemming from penalties and interest and negative publicity arising from tax-related convictions. The Company's mineral sales are subject to corporate income tax, pays specific royalties and collects Value Added Tax (VAT) on behalf of the Zimbabwe Revenue Authority (ZIMRA).

Approach to Tax

Our tax management strategy ensures we pay our fair tax share on time. The governance of this strategy is overseen by the Board of Directors, with active involvement from the Managing Director and the Head of Finance and Administration. Tax compliance is monitored through:

- Half-year internal and external audits.
- Regular monitoring of changes to tax legislation through review of the Government Gazette in liaison with the Corporate Secretary.
- Regular engagement of internal and external legal counsel and independent tax specialists to assist in the interpretation of key tax legislation.
- Ongoing training and development for our employees to maintain expertise in tax compliance.
- Multi-level review and approval of all tax computations, and tax returns before they are filed with the authorities.
- Independent Tax health checks performed by external tax specialists at least once every five years.

Economic Impacts ... continued

Stakeholder Engagement on Tax

We maintain regular communication with tax authorities to discuss tax-related issues and seek clarity on new legislation. This allows the Company to apply the correct tax treatment based on discussions with tax authorities before finalising tax returns. We prioritise dialogue and constructive relationships to address any inconsistencies in the interpretation of tax laws. Mimosa actively participates in public policy advocacy through its membership in the Chamber of Mines Zimbabwe, where it lobbies for tax policies that are fair and beneficial to the mining sector and its stakeholders. To ensure that stakeholder views are considered in tax matters, we gather feedback through written correspondence and verbal interactions, facilitating an understanding of the concerns and suggestions from external parties.

Mimosa is guided by a Business Management System Policy that underscores its commitment to adhering to national and international tax laws. We comply with key regulations such as:

- The International Financial Reporting Standards (IFRS).
- The Companies and Other Business Entities Act [Chapter 24:31].
- The Zimbabwe Income Tax Act [Chapter 23:06]; and
- The Value Added Tax Act [Chapter 23:12].
-

We implement monthly and year-end reporting, engage tax experts to evaluate the implications of significant transactions, continuously analyse Government fiscal policies and review statutory instruments to ensure ongoing compliance with any changes in tax legislation.

Targets	<ul style="list-style-type: none"> • Zero penalties and interests due to non-compliance on tax matters. • Zero findings from tax authorities' reviews and investigations.
Progress	<ul style="list-style-type: none"> • No issues were raised for non-compliance for the period under review.

Our tax payments for the period under review were as follows:

	FY2025 (US\$)	FY2024 (US\$)	FY2023 (US\$)
Import Duty	10,351,704	13,341,025	12,552,219
Pay As You Earn (PAYE)	6,872,330	15,299,228	15,217,908
Withholding Tax- 1/3	4,888,977	6,871,415	10,339,179
Withholding Tax- 10%	253,412	228,430	265,760
Aids Levy	206,170	458,977	456,537
Intermediate Money Transfer Tax (IMTT)	3,000,278	2,778,781	4,182,672
Other taxes	1,111,111	88,482	191,346
Total	26,683,982	39,066,338	43,205,621

Decrease in tax was in line with reduced purchases as the Company implemented cash conservation strategies which included consuming from inventory instead of raw material purchases thus reducing import duties. No corporate tax was paid because the Company had an assessed loss.



GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed
	201-2 Financial implications and other risks and opportunities due to climate change
	201-3 Defined benefit plan obligations and other retirement plans
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported
	203-2 Significant indirect economic impacts
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers
GRI 207: Tax 2019	207-1 Approach to tax
	207-2 Tax governance, control, and risk management
	207-3 Stakeholder engagement and management of concerns related to tax
	207-4 Country-by-country reporting
GRI 301: Materials 2016	301-1 Materials used by weight or volume
	301-2 Recycled input materials used
	301-3 Reclaimed products and their packaging materials
GRI 302: Energy 2016	302-1 Energy consumption within the organisation
	302-2 Energy consumption outside of the organisation
	302-3 Energy intensity
	302-4 Reduction of energy consumption
	302-5 Reductions in energy requirements of products and services
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource
	303-2 Management of water discharge-related impacts
	303-3 Water withdrawal
	303-4 Water discharge
	303-5 Water consumption
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas
	304-2 Significant impacts of activities, products, and services on biodiversity
	304-3 Habitats protected or restored
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions
	305-2 Energy indirect (Scope 2) GHG emissions
	305-4 GHG emissions intensity
	305-5 Reduction of GHG emissions
	305-6 Emissions of ozone-depleting substances (ODS)
	305-7 Nitrogen oxides (NO _x), sulphur oxides (SO _x), and other significant air emissions

Annexures ... continued

GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts
	306-2 Management of significant waste-related impacts
	306-3 Waste generated
	306-4 Waste diverted from disposal
	306-5 Waste directed to disposal
GRI 401: Employment 2016	401-1 New employee hires and employee turnover
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees
	401-3 Parental leave
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system
	403-2 Hazard identification, risk assessment, and incident investigation
	403-3 Occupational health services
	403-4 Worker participation, consultation, and communication on occupational health and safety
	403-5 Worker training on occupational health and safety
	403-6 Promotion of worker health
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
	403-8 Workers covered by an occupational health and safety management system
	403-9 Work-related injuries
	403-10 Work-related ill health
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee
	404-2 Programs for upgrading employee skills and transition assistance programs
	404-3 Percentage of employees receiving regular performance and career development reviews
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs
	413-2 Operations with significant actual and potential negative impacts communities



**Investing
Beyond Mining**

