

# Diversity, Equity and Inclusion Policy

## INTRODUCTION

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As a responsible exploration and mining company, Osino Gold Exploration and Mining (Pty) Ltd (Osino) is dedicated to fostering an inclusive, diverse, and representative workforce that reflects Namibia's demographics and addresses systemic inequities. Osino recognises that a diverse and inclusive workforce enhances innovation and strengthens decision-making.

This Policy promotes diversity by valuing unique backgrounds; equity by removing barriers to fair opportunity; and inclusion by fostering a supportive, respectful workplace. Specific matters include (but are not limited to) gender equality, multigenerational inclusion, equitable recruitment practices, and equal pay and wage equity.

This Diversity, Equity and Inclusion (DEI) Policy complies with Namibian legislation and is aligned with the UN Convention on the Rights of Persons with Disabilities. This Policy guides all Osino employees, vendors, and stakeholders across all operations, particularly the Twin Hills Gold Project, in our commitment to diversity, equity and inclusion.

## APPLICABILITY

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This policy applies to all Osino employees, vendors (contractors, service providers and suppliers) and other third parties or stakeholders acting on their behalf, as well as site visitors. Compliance with this Policy is mandatory, and all stakeholders must acknowledge receipt and adherence to the requirements of this Policy.

## COMMITMENTS

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### Communication

To raise awareness and understanding of DEI by:

- Conducting training on unconscious biases, cultural competencies, and anti-discrimination
- Disseminating this policy and related procedures to all internal and relevant external stakeholders
- Promote DEI principles through internal communications and induction programmes

### Implementation and monitoring

Osino implements and monitors DEI commitments by:

- Developing inclusive recruitment processes that align with the Affirmative Action Act
- Setting measurable goals for diversity and equity, including representation in leadership
- Auditing employment equity practices and addressing gaps proactively
- Providing reasonable accommodations for persons with disabilities
- Enhancing DEI through inclusive policies and practices

**Confidentiality and anonymity**

Osino will treat all reports with the utmost confidentiality. The reporting party may choose to report anonymously. Identities will only be disclosed with the individual's consent or as required by law. The reporting party and witnesses will be protected from reprisal.

**Protection from prejudicial action**

In addition to protecting the anonymity of the reporting party, Osino ensures they are not prejudged for reporting instances of DEI policy infringement, such as being:

- Subjected to disciplinary action
- Dismissed, suspended, harassed, intimidated or demoted
- Transferred involuntarily
- Refused a transfer or promotion
- Subjected to conditions of employment or retirement changed to their disadvantage
- Refused a reference or given an adverse reference
- Denied an appointment to any service or position
- Threatened with any of the above actions
- Otherwise adversely affected in their service or position, including employment opportunities and work security

**VIOLATIONS AND REPORTING**

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Any violations of this Policy may result in contract termination, reporting to the authorities and legal action. Employees, vendors, and other third parties must report concerns relating to diversity, equity and inclusion using one of the following:

- The Public Grievance Mechanism (see our website)
- The Whistleblower Mechanism (see our website)
- By contacting senior management

**MONITORING AND REVIEWING**

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Progress against these commitments will be monitored and reported annually to management. This Policy will be reviewed as necessary to reflect changes in legislation, regulatory requirements or related best practices. Osino reserves the right to amend or update this Policy as required.

Osino reserves the right to conduct audits and investigations where diversity, equity and inclusion concerns arise.

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**Tianhang Zhang**

Chief Executive Officer (CEO)

29 September 2025