

Human Rights Policy

INTRODUCTION

As a responsible exploration and mining company, the humane and fair treatment of all people is important to Osino Gold Exploration and Mining (Pty) Ltd (Osino). Recognising that mining projects have the potential to negatively impact human rights, Osino adopts a zero-tolerance approach to human rights abuses within our operations, our value chain and by anyone representing or working with us.

Our efforts focus on risk management, comprehensive training, engagement and training of third parties (where appropriate), accessible grievance mechanisms and if necessary, audits.

Our commitment to human rights across our operations and value chain is upheld through our sustainability and governance frameworks, employee induction and training, engagement and training of third parties (where appropriate), accessible grievance mechanisms, and, where necessary, audits.

This policy aligns with: Namibian legislation, the UN Universal Declaration of Human Rights; the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work; the UN Guiding Principles on Business and Human Rights; and the Voluntary Principles on Security and Human Rights.

This policy presents our human rights commitments and is relevant across all Osino's business activities, both in our operations, particularly the Twin Hills Gold Project (the Project), and within our value chain.

APPLICABILITY

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

Protecting and respecting human rights and remedying issues

Primarily, we aim to ensure that the human rights of all Osino stakeholders are upheld, with a specific focus on our operations, value chain and socio-economic development partners.

Our commitments include:

- Respecting human dignity
- Respecting property rights

- Prohibiting discrimination, harassment, slavery, servitude, human trafficking, and forced labour
- Recognising freedoms, including the freedom of association, collective bargaining, religion, conscience, cultural heritage, and expression
- Prohibiting hate speech and incitement
- Protecting against unjustified arrest or detention
- Prohibiting child labour
- Respecting the right of our employees and contractors to work in a clean, healthy and safe work environment
- Respecting the rights and customs of host communities'
- Respecting the livelihoods and health of communities impacted by our operational and developmental activities
- Addressing human rights abuses of the past through implementing affirmative action considerations which address historical disadvantages and provide equal opportunities for previously disadvantaged Namibians
- Respecting the rights of our workforce and host community stakeholders to nature-based ecological services, including clean air, fertile soil, and good-quality water
- Ensuring access to remedy in cases where Osino may have contributed to or caused human rights impacts, through:
 - Providing an operational grievance mechanism
 - Creating inclusive dialogue and engagement with stakeholders, and developing action plans to remedy issues
 - Cooperating with state-based judicial and non-judicial mechanisms

Compliance and enforcement

The above commitments are implemented and monitored by:

- Ensuring compliance with this policy and reporting on its implementation, which is a responsibility for all business units and departments
- Integrating human rights criteria in the selection process of our vendor and, where necessary, conducting human rights due diligence on them
- Providing training on human rights standards for our employees, ensuring vendor employees active on our sites receive similar training and, where applicable and relevant, encourage other vendors and stakeholders to uphold human rights standards
- Monitoring and reporting key performance indicators (KPIs) to track the effectiveness of this policy, including grievances received, training sessions conducted, vendor audits performed, and the outcomes of corrective actions taken
- Providing confidential and non-retaliatory channels for reporting and addressing human rights issues raised by our workforce and external stakeholders using our grievance mechanisms
- Ongoing and meaningful stakeholder engagement on human rights issues

VIOLATIONS AND REPORTING

Any violations of this Policy may result in contract termination, reporting to the authorities and legal action. Failure to report human rights violations or environmental incidents which impact human rights may result in disciplinary action, contract termination or legal prosecution.

Employees, vendors, and other third parties must report concerns 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

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.

Tianhang Zhang

Chief Executive Officer (CEO)

29 September 2025