

Sexual Harassment Policy

INTRODUCTION

As a responsible exploration and mining company, Osino Gold Exploration and Mining (Pty) Ltd (Osino) is committed to creating a work environment free from sexual harassment.

Osino defines sexual harassment as any direct or indirect harassment of a sexual nature that makes, or is meant to make, the victim feel upset, scared, offended or humiliated. This policy complies with the Namibian Labour Act (2007).

We maintain a strict zero-tolerance approach, engaging proactively and acting decisively as active bystanders where abuse is suspected. This policy sets clear expectations, outlines reporting and investigation processes for all business activities, and assures every stakeholder that grievances will be treated with seriousness, confidentiality, and impartiality.

APPLICABILITY

This Policy is mandatory and applies to Osino employees, vendors (contractors, service providers, and suppliers), and other stakeholders who interact with our personnel. Further, it applies to all workplace interactions, including both on-site and off-site environments, emails and within any other digital platforms.

COMMITMENTS

To uphold Osino's zero-tolerance approach to sexual harassment, we make the following commitments:

Communication and dissemination of governance documentation

Osino commits to implementing and maintaining effective communication processes to ensure that all employees, vendors, and other relevant stakeholders are informed of Osino's position prohibiting sexual harassment in all areas of our operations. Additionally, we are committed to:

- Training employees and contractors to recognise, prevent, and address sexual harassment
- Promoting awareness of this policy
- Providing access to support services, including counselling and guidance from relevant NGOs
- Ensuring that all reported incidents of sexual harassment are investigated and resolved promptly, confidentially and impartially

Compliance and enforcement

These commitments are implemented and monitored by:

- Ensuring compliance with this policy across all our on-site and off-site activities

- Reserving the right to conduct due diligence exercises within our supply chain to assess compliance with this policy
- Providing regular training and awareness programmes for our workforce and encouraging our vendors and other relevant stakeholders to do likewise
- Gathering and evaluating key metrics, including incident reports, training sessions conducted, and outcomes of investigations

Reporting mechanisms

Osino commits to having confidential and non-retaliatory mechanisms in place for reporting sexual harassment incidents. Reports can be made using:

- Public complaints: Public Grievance Mechanism (available on our website)
- Employment-related grievances: Employee Grievance Mechanism

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

Osino is committed to protecting the anonymity of reporting parties involved in sexual harassment incidents and will ensure that they are not prejudged. Prejudicial action may include 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 that were 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 respect of their service or position, including employment opportunities and work security

VIOLATIONS AND REPORTING

Any violations of the Policy may result in contract termination, reporting to authorities and further legal action. Any deliberately false or malicious allegations will be subject to disciplinary action, up to and including termination of employment or legal consequences. Involvement in or failure to report sexual harassment incidents 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