

Sustainability Policy

INTRODUCTION

As a responsible exploration and mining company, Osino Gold Exploration and Mining (Pty) Ltd (Osino) is dedicated to integrating sustainability priorities across all business activities, decision-making processes, and stakeholder relationships.

This Policy presents Osino's commitment to sustainability and supports our risk-informed approach to managing and mitigating potential negative impacts, and highlights opportunities for positive sustainability outcomes through related management activities.

Where possible, sustainability outcomes align with the United Nations Sustainable Development Goals (UNSDGs) and aim to continuously improve performance. This Policy is aligned with Namibian legislation and regulations.

The sustainability commitments presented in this Policy are relevant across the lifecycle of all Osino activities, particularly our exploration activities and the Twin Hills Gold Project (the Project), which is being developed near Karibib in the Erongo Region of Namibia.

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.

COMMITMENTS

Our sustainability efforts are split across four key pillars, each with their own commitments:

Governance:

- Implement an integrated risk management framework
- Meet and exceed all Namibian compliance conditions
- Uphold the highest ethical and anti-corruption standards
- Align with relevant best-practice mining and mineral processing guidelines and standards
- Report against voluntary sustainability initiatives and frameworks
- Establish a supporting governance framework (i.e. policies and procedures) to support the implementation of these commitments
- Respect and uphold the rights of employees, communities, and other stakeholders
- Regularly monitor, evaluate, and improve our procedures and performance
- Offer confidential grievance mechanisms for internal and external stakeholders to raise concerns and grievances

Our People:

- Ensure high standards of occupational health and safety
- Uphold fair labour practices
- Promote employee well-being
- Support employee growth and development through education and training
- Foster positive employee relations
- Value diversity and create equal opportunities

Our communities (covering host communities and national stakeholders):

- Build strong, respectful relationships with stakeholders, particularly our host communities
- Respect the livelihoods, rights, and health of communities impacted by our operational and developmental activities
- Create employment opportunities in Namibia and our host communities
- Promote skills development
- Promote Namibian and host community procurement and supplier development
- Contribute to the socio-economic development of Namibia and our host communities

Environment:

- Practice responsible land and water management stewardship
- Protect ecosystem services (air, soil and water)
- Practice progressive rehabilitation (including during and post-mine closure)
- Ensure the transparent, safe and environmentally responsible management of tailings storage facilities, in line with the requirements of the Global Industry Standard on Tailings Management (GISTM)
- Promote the responsible use of resources and ensure good waste management
- Incorporate greenhouse gas (GHG) mitigation and climate change adaptation measures in mine design and operations
- Integrate circular economy practices into procurement, construction and operational activities by keeping materials in use for as long as possible through actions like reusing, repairing, recycling, and remanufacturing

Supporting management processes:

We manage sustainability by:

- Integrating sustainability risk and impact assessments into project planning, approvals, and operations
- Engaging stakeholders in activities that mitigate risks and promote socio-economic development through transparent and inclusive engagement
- Conducting training and awareness programmes for employees and contractors on sustainability principles and responsibilities

- Establishing confidential grievance mechanisms to address sustainability-related concerns from internal and external stakeholders

VIOLATIONS AND REPORTING

Any violations of this Policy may result in contract termination, reporting to the authorities and legal action. Failure to report violations or environmental 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