

ESG Commitment

We believe that a commitment to the standards and Good International Industry Practices (**GIIP**) of Environmental, Social and Governance (ESG) is in alignment of our Group business strategy and our corporate values as detailed in our Quality Health Safety and Environment Standards (**QHSE**).

Our policy is based on the following pillars:

- Drive sustainable and responsible business practices in a safe and efficient manner that minimizes our environmental impacts whilst ensuring a safe and secure working environment and enhance positive social impacts.
- Align with national and International Standards across the Group on ESG to maintain the Social License to operate in.
- Effective engagement with our mapped stakeholders including employees, customers, suppliers, shareholders, unions, local communities, Non-Governmental Organizations.
- Track and measure our performance and impact of ESG on the Group.

ESG Strategy

In developing our strategy and our ESG policy, we commit to continuously improve and support our engagement with internal and external stakeholders.

Our overall policy is divided into the following areas of ESG strategy:

Taking Care of People	Support and Develop Host Communities	Climate Action Initiatives	Excellent in & Wellbeing and Security	Minimising our Environmental Footprint	Enhancing our Positive Social Impacts
We are committed to:	SOMIKA Group is committed to:	SOMIKA Group aims at:	We are committed to:	We aim to:	We aim at:
<ul style="list-style-type: none"> ✓ Decent work in diversity, Equity and Inclusion ✓ Anti slavery, anti child labour and anti trafficking within SOMIKA Group ✓ Labour, Human Rights Compliance and Global recognized Rights ✓ Equal code of ethics and conduct applicable to everyone within SOMIKA Group 	<ul style="list-style-type: none"> ✓ Sustainable Development Agreement Plan and execution with host communities ✓ Capacity building of local communities towards sustainable development ✓ Ownership of community development projects 	<ul style="list-style-type: none"> ✓ Reducing Green House Gases emissions and Supporting low carbon development infrastructure ✓ Reducing non-renewable energy usage ✓ Implementing Green House Gases and Energy Management Plan ✓ Managing Climate Risks and Opportunities ✓ Air Quality Management and Monitoring 	<ul style="list-style-type: none"> ✓ The health and wellbeing of people ✓ Safe working areas and safety of people, communities within the Group as well as in the host communities in SOMIKA Group footprint projects areas. ✓ Supplier code of conduct and ethics ✓ Anti corruption 	<ul style="list-style-type: none"> ✓ Minimise our impact on the environment ✓ Manage efficiently all types of waste by re-using, reducing and recycling ✓ Efficient water management through surface and water management plan development and effluents ✓ Management and monitoring of Noise, Top soil, Biodiversity (Vegetation, fauna and Flora), Erosion and Sediment Control 	<ul style="list-style-type: none"> ✓ Designing the Stakeholder Engagement Plan to International Standards ✓ Being Catalyst of Social and Economic Development ✓ Boosting positive impacts through local employment, local contracting and subcontracting services ✓ Responsible corporate finance and Governance through the payment of various taxes to Government

ESG Monitoring Oversight

We routinely monitor our ESG performance to identify opportunities to improve performance.

ESG Performance Management

ESG performance management is led by SOMIKA Group ESG Manager. We seek to engage all Group team in improving our ESG performance.

ESG Disclosure

We are transparent on our ESG performance and are committed to communicating with our stakeholders on our ESG strategy and performance.

We will report our ESG Performance annually as part of our Annual Report

Lubumbashi, 22nd January 2024