

BROCKMAN

BROCKMAN MINING LIMITED

布萊克萬礦業有限公司*

SUSTAINABILITY POLICY

Introduction

The Company has a comprehensive system of governance, which it considers essential to the ongoing operation of the Company, and balancing the interests of various stakeholders, including shareholders, suppliers, Governments and the various communities in which the Company operates.

Purpose

The Company will:

- (a) Comply with environmental laws, regulations, and other relevant requirements.
- (b) Work within the legal approval framework and operate in accordance with our environmental management systems,
- (c) Identify, monitor, measure, evaluate and minimise our impact on the surrounding environment,
- (d) Give environmental aspects due consideration in all phases of the Group's projects, and
- (e) Act systematically to improve the planning, execution and monitoring of its environmental performance.

Objectives

1. Employment and labour practices

We are committed to:

- (i) Compliance with laws, rules and regulations,
- (ii) Recognition and commitment to protecting the rights of its employees providing equal opportunities, implementing fair and transparent recruitment practices, fair remuneration and disciplinary decisions, offering benefits without regard to gender, age, family status, or ethnicity and other personal characteristics.
- (iii) Committed to providing a healthy and safe workplace while safeguarding employees from occupational hazards.
- (iv) Investing in training and professional development of our employees.
- (v) Preventing and addressing child and forced labour.

2. Business integrity

We are committed to:

- (i) Conduct activities in accordance with all applicable laws and regulations.
- (ii) Maintain open and transparent relationships with regulators and industry groups.
- (iii) Implement practices relating to observing and protecting intellectual property rights.
- (iv) Implement practices relating to data protection and privacy policies.
- (v) Prevent bribery, corruption, fraud and extortion.
- (vi) Ensuring integrity in the supply chain.

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3. Environment

We are committed to:

- (i) Comply with all relevant laws and regulations and strive to exceed their requirements.
- (ii) Prevent and/or minimise greenhouse gas emissions, discharges into water, and the generation of hazardous and non-hazardous waste.
- (iii) Make efficient use of resources, including energy, water and other raw materials.
- (iv) Minimise the impact of the Company's activities on the environment and natural resources.
- (v) Promote environmentally sustainable business activities and continually assess their environmental impact.
- (vi) Identify and mitigate significant climate-related issues that have impacted or may impact the Company.

4. Community

The Company is committed to making a positive contribution to the communities where we operate:

- (i) Fully acknowledges the rights, cultures, customs, and values of communities affected by the development and exploitation of mineral resources.
- (ii) Protect the environment surrounding its activities.

Responsibilities

The Board is responsible for the overall Environmental Social and Governance ('ESG') management of the Group and for ensuring compliance with environmental laws, regulations and other relevant requirements.

The Board delegates the responsibility of assessing and managing the ESG to the Health, Safety, Environment and Sustainability Committee ('Committee').

Monitoring and evaluation

The Board will conduct an annual review of the Group's strategic planning and performance. The outcome of these reviews will inform the setting of ESG goals and targets, based on relevant KPIs, for the next reporting period.

Reporting

The Board will include in the Management and Discussion Analysis within the Annual Report each year:

- (i) The environmental performance,
- (ii) The compliance with environmental laws, regulations and other requirements

Review of policy

This policy will be reviewed, revised and re-published where necessary, and at least annually, to ensure that it remains relevant and appropriate to the Company's activities.

Adoption date

17 September 2025