STATE MINING CORPORATION (STAMICO)

SUSTAINABILITY POLICY STATEMENT

JANUARY 2026

SUSTAINABILITY POLICY STATEMENT

1. Policy Commitment Statement

The State Mining Corporation (STAMICO) is committed to embedding Environmental, Social, and Governance (ESG) principles across all our mining and mineral development activities to ensure responsible resource stewardship, ethical business conduct, and sustainable socio-economic growth.

Our approach aligns with applicable laws and internationally recognized frameworks, including the Mining Act, Environmental Management Act, NBAA TP No. 1 of 2024, IFRS S1 and IFRS S2, Tanzania Vision 2050, the Sustainable Development Goals (SDGs), Agenda 2063, and the Paris Agreement.

2. Our Sustainability Commitments

Environmental Stewardship

We are committed to reducing our environmental footprint by:

a. Managing and disclosing greenhouse gas emissions and climate-related risks;
b. Protecting biodiversity and rehabilitating disturbed land;
c. Managing tailings, waste, wastewater, and hazardous materials responsibly;
d. Integrating **climate risk assessment** into exploration, mine design, operations, and closure planning;
e. Adopt resource - efficient technologies in energy, water use, and mineral processing; and
f. Enhancing sustainable procurement and environmental responsibility across our value chain.

Social Responsibility

We are committed to creating positive and lasting impacts to our community by:

a. Upholding human rights, labour rights, diversity, equity, and inclusion;
b. Maintaining a strong safety culture and pursuing a zero-harm workplace;
c. Engaging openly, respectfully, and transparently with host communities and stakeholders;
d. Supporting local employment, local content, and supplier development;
e. Motivating and facilitating staff through improved working conditions, health insurance cover and commuting respectively
f. Providing accessible and effective grievance solutions mechanisms;
g. Promoting gender equality and inclusive, including empowering women and youth in mining value chains; and
h. Supporting community-driven development projects aligned with SDGs and local priorities.

Good Governance

We are committed to conducting business with integrity by:

a. Upholding ethical conduct and maintaining zero tolerance for corruption, fraud, and bribery;
b. Strengthening accountability, internal controls, and ESG oversight;

c. Integrating ESG risks and opportunities into enterprise risk management and decision-making;
d. Promoting transparency in procurement, joint ventures, and business partnerships;
e. Ensuring reliable, timely, and transparent sustainability reporting;
f. Enhance Board and Executive capacity for ESG leadership, oversight, and compliance; and
g. Maintaining robust systems for ESG data quality, traceability, and assurance

3. Our Material ESG Topics

STAMICO prioritises the following material ESG topics in its strategy, operations, risk management, and sustainability reporting:

a. Climate change and greenhouse gas emissions.
b. Resource efficiency (energy, water, land, tailings, materials).
c. Biodiversity protection, land management, and mine rehabilitation.
d. Waste management (Solid, hazardous and liquid)
e. Occupational health, safety, and zero - harm performance.
f. Community development, local content, and social licence to operate.
g. Ethical conduct, anti-corruption, transparency, and responsible procurement
h. Sustainable supply chains and contractor performance
i. Mine closure planning and long - term environmental liabilities.
j. Human rights, diversity, gender equality, and inclusion
k. Artisanal & small - scale mining (ASM) impacts.
l. Economic value creation through employment, local procurement, and revenue generation

4. Implementation and shared responsibility

Every STAMICO employee, contractor, supplier, and business partner shares responsibility for advancing our sustainability commitments and maintaining our social licence to operate.

Together, we will foster a resilient, responsible, and sustainable mining sector that contributes to Tanzania's economic transformation and the well-being of present and future generations.

5. Approval

Approved By:

CPA (T), Dr. Venance Bahati Mwasse
Managing Director