

## Community Investment Policy

The Community Investment Policy provides specific guidance with respect to contributions or actions by subsidiaries in our areas of operation that address the economic and social development priorities of affected communities, and leverage opportunities created by private investment in ways that are self-sustaining, locally managed, aligned with local and national government planning priorities and aligned with the Company's objectives for strategic community investment.

This Policy is aligned with our Code of Business Conduct and Ethics, Anti-Bribery and Anti-Corruption Policy, Human Rights Policy, Sustainability Policy, and supports our commitment to be a responsible mining company that makes positive, long-term, sustainable impacts in the communities in which we conduct our business activities at all stages of the project cycle.

### STRATEGIC COMMUNITY INVESTMENT OBJECTIVES

Our definition of 'strategic' is aligned with the International Finance Corporation, in that Community investment activities should be designed to:

- Flow from well-defined objectives and criteria, supported by risk and opportunity assessments
- Address shorter-term as well as longer-term objectives
- Maintain focus on specific topic areas for greatest impact
- Look beyond financial resources; also integrating expertise, advocacy, and leveraging relationships to benefit local communities
- Be monitored, reviewed, and improved on a regular basis to evolve with the changing stages of a project cycle

The objectives of the EAU Mining Community Investment Policy are to ensure that:

- All sites have a Community Investment Plan and Program in place that is responsive to development priorities of communities and stakeholders identified through stakeholder engagement activities and existing local and national government priorities;
- All sites ensure that resources (human and financial capital) are made available to support the efforts required to understand, manage, and maintain an annual Community Investment Plan and Program;
- All sites incorporate relevant aspects of their stakeholder engagement activities, specifically stakeholder mapping, stakeholder perceptions, and results of any risk and opportunity assessment exercises, to ground and inform the respective Community Investment Plan; and
- Employees and contractors are aware of the EAU Mining commitment to strategic community investment and sustainable development, and how this affects stakeholder engagement requirements and inclusion in operational decision making.

At the corporate level, EAU Mining will:

- Support a workplace culture, management systems, and integrated decision-making processes that reflect our commitment to providing lasting benefits to affected local communities through capacity-building initiatives and self-sustaining programs which contribute to the economic and social development of host countries;
- Assign senior management responsibility to support the development and maintenance of strategic community investment initiatives and sustainable social development objectives;
- Ensure our subsidiaries allocate sufficient financial and human capital resources (including trained staffing or competent consulting expertise) to support and fulfill this Policy commitment at our operations and/or project sites;
- Review Community Investment information from sites on a quarterly and annual basis and provide feedback if requested or necessary;
- Proactively communicate the composition and contributions of community investment and social development programs, including: dollars spent, in-kind contribution values, community benefits and impacts to our internal and external stakeholders, during ongoing engagement with ESG stakeholders and through our annual sustainability reporting process; and,
- Periodically review this policy and its implementation with a view to continuous improvement.

Each operation or project site will:

- Ensure that community investment resources are allocated each fiscal year;
- Support community relations employees and provide guidance where necessary;
- Actively, inclusively, and continuously engage with affected communities and local and the national governments to identify, prioritize, and implement community investment plans and programs;
- Develop a Community Investment Plan and implement a Community Investment Program based on strategic community investment eligibility criteria and participation with affected communities that builds local capacity, contributes to the economic development and social well-being of the local community;
- Prioritize investment areas that affected local communities have identified as important, where both the company and community benefits, and where EAU Mining can have a meaningful impact without creating dependency;
- Document all community investment initiatives, including a clear link between community consultation, community investment, and the long-term strategic business goals of EAU Mining; and
- Submit community investment reports on a quarterly and annual basis to the Sustainability department at EAU Mining.

A Community Investment Plan will be required by each site and will be based on alignment with EAU Mining's Strategic Community Investment Objectives (above) as well as contain details and documentation for the additional following components; further detail for which is provided in the companion Community Investment Procedure:

- 1) Community Investment Priorities – Eligible Thematic Investment Categories Will Broadly:
  - Support health and wellbeing and encourage youth activity
  - Promote education
  - Create opportunities for economic and social development
  - Protect and rehabilitate the environment
  - Preserve cultural heritage and local traditions
- 2) Annual Community Investment Budget Allocation
- 3) Prioritization Procedure for Community Investment Opportunities
- 4) Monitoring, Tracking, and Reporting
- 5) Continuous Improvement and Evaluation

A Community Investment Program will be required by each site and will be guided by the Community Investment Plan and aligned with the eligibility criteria and parameters contained within the Community Investment Procedure.