

GROUP POLICY STATEMENT

STAKEHOLDER RELATIONSHIP AND ENGAGEMENT

Stakeholders are an integral part of Andrada Mining's business, representing a wide range of interests that both influence and are impacted by our business and operations. Consistent with our values of Integrity, Respect, and Collaboration, we develop relationships with our stakeholders built on open, transparent, and constructive engagement. This engagement aims to build trust and allows for participative and informed decision-making, by striving to balance the interests, needs and expectations of our stakeholders with the best interest of Andrada.

At Andrada Mining we are committed to:

- Adhering to all applicable laws and regulations as well as the Andrada Mining Code of Conduct;
- Undertaking stakeholder mapping to develop and implement site-specific Stakeholder Engagement Management Plans for all our operations;
- Regularly updating our stakeholder database to ensure that stakeholders are kept adequately informed about our activities;
- Respectful and culturally appropriate engagement;
- Understanding and managing the actual and potential impacts, risks, and opportunities arising from our business on our stakeholders, and their actual and potential impacts, risks, and opportunities on Andrada;
- Fostering a culture of proactive, continuous, and meaningful engagement and communication with our stakeholders;
- Creating appropriate platforms for open and participative engagement;
- Implementing formal management, reporting, and measurement systems in respect of our engagement activities;
- Implementing appropriate grievance registers and systems to ensure matters affecting our stakeholders are sufficiently addressed;
- Providing high quality disclosure and transparency regarding Andrada's activities;
- Capacitating Andrada stakeholder representatives; and
- Conducting continuous review and improvement processes.

The following are regarded as Andrada's material stakeholders, across the Group:

- Employees;
- Host communities;
- Financial market participants (shareholders, investors, capital providers, analysts)
- Governments (national, regional, and local) and regulators;
- Industry associations and mining peers;
- Non-governmental and community-based organisations;
- Organised labour;
- Third parties (business partners, consultants, contractors, and suppliers); and
- Traditional authorities.

The workforce of Andrada plays an active role in achieving these commitments by:

- Identifying and engaging stakeholders who influence and are impacted by our business and seeking regular feedback from them;

- Integrating proactive, continuous, and meaningful engagement into business processes and exploring opportunities to review and improve them;
- Implementing formal engagement and communication systems; and
- Reporting key stakeholder issues, and potential impacts, risks, and opportunities to management, the Board, and where appropriate, external stakeholders.



Anthony Viljoen
Chief Executive Officer

17/02/2023

Date