

SUSTAINABILITY POLICY

1. PURPOSE

- 1.1 Capital Limited (“Capital” or the “Company”)’s Sustainability Policy (the “Policy”) sets out its commitment to the long-term sustainability of the organization and ensures it remains relevant to the markets in which it operates by effectively managing both direct and indirect impacts. Capital needs to understand and effectively respond to the global pressures influencing its clients, communities, business development and ultimately shareholder value.
- 1.2 To imbed sustainability thinking into daily business practice and key business decisions.
- 1.3 To protect Capital against possible reputational, regulatory and operational risk and liability associated with environmental and social mismanagement.
- 1.4 This Policy underpins our *purpose*: to deliver safe, professional and reliable services and solutions to our customers, while providing solid long-term returns to our investors; and reflects our values:

Safety

Unity

Excellence

Sustainability

Integrity

Respect

2. SCOPE AND APPLICATION

- 2.1 This Policy applies to all Capital activities and representatives, including without limitation:
 - a. directors, employees and any third-party workers, business partners or visitors (collectively, “Responsible Persons”) of Capital’s business and operations; and
 - b. all sites and all business activities, including offices, exploration sites, producing mine sites and laboratories.

3. RESPONSIBILITIES

- 3.1 Our Board of Directors, with guidance from the Sustainability Committee, are responsible for providing the strategic direction for the effective management of sustainability risks and impacts and to review the performance of the company. The implementation of this Policy is the joint responsibility of the Executive Leadership Team (“ELT”) and respective operational-level managers.
- 3.2 Management across all levels of the organisation is responsible for providing visible sustainability leadership through capacity building, communication, instruction and enforcement, and actively supporting a culture that values sustainability.
- 3.3 The Sustainability Committee is responsible for verifying progress against objectives and targets; significant improvements in ESG performance; and demonstrate commitment to continual improvement using annual improvement plans.

- 3.4 The Sustainability Committee ensures that the Sustainability policy and procedures are clearly communicated internally and externally by management.
- 3.5 All responsible people are required to uphold Company values and have a duty of care to:
- a. Comply with applicable legal requirements, the Company's policies, management standards and critical hazard controls;
 - b. Report all hazards, risks and incidents; and
 - c. Co-operate with co-workers, supervisors and managers on these matters and identify areas for improvement.

4. POLICY STATEMENT

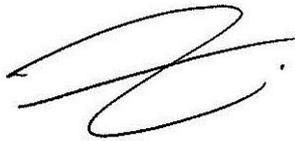
4.1 Capital is committed to:

- a. contributing to sustainable development in the countries in which it operates through ethical and responsible business practice through unlocking value for its stakeholders;
- b. the obligation to manage the environmental and social aspects and impacts that the Group's activities and solutions have on society and to respond strategically to the risks which environmental and social pressures have on its ability to create sustainable value for its stakeholders;
- c. the development of systems to maintain and support effective risk and opportunity identification, and the management of performance improvement in line with best practice and the level of risk maturity of the organization;
- d. the Group partnering with other stakeholders (where situations permit) on global issues that impact its business as a corporate citizen. These include but are not limited to gender inequality, decent working conditions and climate change;
- e. maintain a Code of Conduct to make clear the standards we expect of our employees, and those with whom we do business, to comply. We will actively promote awareness of our Code and implement systems to monitor and ensure compliance;
- f. Integrate ESG management, solutions, and services, into its daily business processes on a continuous improvement basis;
- g. continue to develop and formalise its data collection practices across its operations and align its risk control management procedures;
- h. encourage associates, business partners, suppliers, , customers, and other stakeholders to follow good Sustainability Practices and assist the Group in giving effect to this policy;
- i. report regularly and transparently on its material ESG aspects and impacts in verified corporate reports and other media as appropriate;

- j. work towards ensuring that all levels of the company are trained and engaged – multiple units and workers as well as managers; ESG staff have implementation authority; and that management commitment is reflected in resources devoted to sustainability management and training;
- k. to keep abreast of any technological advancements that may reduce our environmental and social footprint or enhance sustainability benefits; and
- l. to ensure ensure compliance with applicable legal requirements, and where appropriate, International Standards that pertain to the sustainability.

5. REVIEW

- 5.1 This Policy will be reviewed and revised annually, to ensure it remains current with business needs. Any changes to the Policy will be presented to the Sustainability Committee for review and the subsequent approval of the Board.
- 5.2 This Policy was last approved by the Board on 24 March 2025.



Jamie Boyton
Executive Chair