2025 SUSTAINABILITY REPORT

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The 2025 Sustainability Report outlines the progress we have made in strengthening environmental performance, enhancing workforce safety, deepening community partnerships, and reinforcing governance excellence across our operations. Throughout the year, we continued to integrate sustainability metrics into operational planning, capital allocation, and executive oversight. This integrated approach ensures that growth and responsibility advance together.

As global demand for responsibly sourced metals continues to grow, we remain committed to operating with integrity, resilience, and foresight. **"Mining Today, Sustaining Tomorrow"** is more than a slogan, it is our commitment to ensuring that the value we generate today contributes to a sustainable legacy for generations to come.

"2025 was a defining year for Mashwa Minerals Ltd. As global demand for responsibly sourced precious metals continued to accelerate, we remained steadfast in our commitment to operational excellence, environmental stewardship, and meaningful engagement with our stakeholders. Sustainability is not a parallel strategy to our business, it is integrated into every decision we make."

MR. PHILIP WATERMAN
Founder & Director of Projects
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2025 HIGHLIGHTS

Water Management

Water management remains critical to responsible mining operations. In 2025, 87% of process water was recycled across operations and zero reportable environmental discharge incidents occurred.

Land Management

Responsible tailings management continues to be a top priority. During 2025, all tailings facilities passed independent structural audits and updated emergency preparedness protocols were implemented

Health & Safety

Safety is foundational to operational integrity. 2025 Safety Highlights include Lost Time Injury Frequency Rate (LTIFR) reduced by 14% year-on-year, Zero fatalities, and Expanded behavioural safety training across all operational sites

Community Engagement & Social Impact

We recognize that long-term mining success depends on strong host-community relationships. In 2025:

1. CAD $6.2 million invested in local community initiatives
2. Scholarships awarded to 47 students in mining-related disciplines
3. Infrastructure support projects completed in three host communities
4. Expanded Indigenous partnership agreements at two project sites

Community consultation processes were formalized through updated stakeholder engagement frameworks, ensuring earlier and more transparent dialogue during exploration and development phases.

LOOKING AHEAD
(2026 GOALS)

As we move forward, Mashwa Minerals' sustainability roadmap enters a more advanced phase focused on measurable transformation rather than incremental improvement. We also aim to deepen Indigenous and local community participation in project planning and economic development initiatives. Long-term social licence depends on genuine partnership, transparency, and shared value creation.

Climate Transition & Decarbonisation

Beginning in 2026, Mashwa will formalize a 2030 Carbon Intensity Reduction Target, supported by clear interim milestones and site-level accountability. Key initiatives will include:

1. Deployment of hybrid and fully electric light-duty vehicle fleets across all sites by 2028.
2. Phased electrification of heavy haul trucks, beginning with pilot projects in 2026.
3. Renewable microgrid integration at remote operations, reducing diesel dependency.
4. Advanced energy management systems utilizing predictive analytics for efficiency optimization

Safety Innovation & Workforce Wellbeing

While we have reduced incident rates significantly over the past three years, our ambition is zero harm. Our 2026–2030 roadmap includes:

1. Expanded automation in high-risk operational zones
2. AI-assisted predictive maintenance to reduce mechanical failure risks
3. Enhanced mental health and wellbeing programs for remote-site employees
4. Leadership safety certification for all site supervisors

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