

Statement

April 17, 2023

CMOC has noted the recent article by Raid.

CMOC attaches great importance to environmental, social and governance (ESG) related areas. We have established management systems from the Group to the operational levels and regularly disclose our ESG performance and continuously improve transparency.

We are committed to providing a safe, healthy and decent working environment for all employees, and attach great importance to the protection of their rights. CMOC's Code of Business Conduct and Human Rights Policy prohibit all forms of harassment or discrimination. Management systems are in place to ensure the policies are implemented.

In terms of labor relations, we are committed to complying with ILO conventions and domestic labor laws and regulations. We have established a fair employment mechanism. All employees enjoy the right to freedom of association and collective bargaining. At Tenke Fungurume Mining (TFM) in the DRC, all Congolese employees are unionized and covered by a collective bargaining agreement, which provides for working hours, wages and benefits in accordance with legal requirements and based on market standards.

In terms of occupational health and safety, TFM is audited and certified annually to ISO 45001 standard. All personnel entering the mine site, including our own employees and contractors, are required to undergo induction training before they are allowed to start work. The training includes modules on safety, human rights and grievance system to ensure that all employees and contractors have the appropriate knowledge and skills, understand and comply with TFM's "zero tolerance rules". We treat employees and contractors equally, and all safety records include contractors data. Our contracts with suppliers/contractors also include ESG clauses such as Supplier Code of Conduct, HSE, Human Rights and Community, and encourage suppliers and contractors to provide living wage to their employees.

CMOC values communication with its workforce. The grievance system of the Group and at each operating site are open to all employees and contractors, and we encourage their participation and feedback. We disclose the information about grievances received every year by operating site and category.

As the majority of our workforce comes from local communities, they benefit directly from our community development programs. These programs are directed at building capacity to address existing economic drivers, such as agriculture and local business development, and promoting economic diversification. TFM's *Scope Statement for Community Development* commits to invest US\$31 million from 2021 to 2025, targeting eight priority needs: health, education, economic development, roads and bridges, electricity, sports, infrastructure, and telecommunications. In addition, TFM donates every year 0.3% of net revenue in the Social Community Fund, which responds directly to community priorities in the areas of infrastructure, education, health, and income generation.

For information on employee and contractor management, collective bargaining, OHS, safety records (contractors included), grievances, employee training, and community, please refer to the "Employees" and "Community" sections of our latest *2022 ESG report* published in March 2023. Our annual ESG report receives independent assurance every year. TFM's product stewardship and ESG management systems have been included in the assurance scope since our first ESG report in 2017. In addition, TFM also receives third party audit in ESG areas. CMOC and its operations continue to welcome monitoring from all stakeholders.

For more information on our ESG management framework, please refer to the company's policies and ESG reports published on CMOC's official website: <https://en.cmoc.com/html/SustainableDevelopment/PolicyReports/>

If you have further questions, please contact CMOC's ESG team at 603993@cmoc.com.