



PEOPLE POLICY

At Lubambe Copper Mine Ltd, we believe our People are our most important asset.

As a business we acknowledge that we will be successful through the efforts and achievements of our workers.

We continually strive to build a strong team culture that is committed to open communications, safe work, high productivity and quality outcomes.

We are committed to -

- Manage the business within the framework of our Core Values and Code of Conduct.
- Treat all People equally, with respect and dignity, in a workplace free of harassment.
- Investigate all workplace complaints.
- Drive a culture of Zero Harm.
- Maximize the productivity and innovation of our people.
- A fair compensation system which rewards positive outcomes.

A handwritten signature in black ink, appearing to be "Yang Jisheng", is positioned above the printed name.

Yang Jisheng

Chief Executive Officer

August, 2026