

SOCIO-ECONOMIC CONTRIBUTIONS

Our management approach:

We believe socio-economic development is essential for the long-term sustainability of our operations. In line with our Community Policy, we prioritise transparency and aim to create meaningful lasting value in our host regions through local employment, procurement, tax contributions and social investment. We manage social risks through site-level Social Management Systems (SMS), aligned with IFC Performance Standards and CAML's Group Policies. These support a risk-based approach to identifying and addressing potential impacts on project-affected people.

Local employment

We prioritise hiring and developing project-affected people near our operations, creating job opportunities and building capacity in our host countries. We maintain almost exclusively local employment in North Macedonia and 100% in Kazakhstan. In North Macedonia, our approach is particularly important given high youth unemployment and emigration.

Our proactive hiring includes local careers pages, career development in schools, scholarships, and local and national recruitment firms. Both operations actively contribute to the local and national economy by engaging local contractors where possible. Read more in our Sustainability Report.

Local procurement

We prioritise local procurement as a strategic approach to driving economic growth, creating employment opportunities, and enhancing supply chain efficiency. By sourcing goods and services locally, we help to stimulate entrepreneurship, promote inclusive development, and reinforce trust with host governments. Through responsible procurement and community-driven initiatives, we help to build economic resilience, maintain good local relations and contribute to the sustainable growth of our host regions. See more information in our Supply Chain Factsheet.

Tax

Changes in tax laws, regulations and disputes can significantly affect our business, making tax a principal risk for CAML. To mitigate this, we work with Deloitte as CAML's global adviser and engage local tax advisers in our operating jurisdictions to ensure compliance with country-specific regulations. This helps the Group to navigate complex tax environments and maintain transparency in reporting. We maintain open channels of communication with tax authorities to address issues proactively.

Tax-related risks, including potential disputes and regulatory changes, are regularly reviewed as part of CAML's Risk Management Process, with support from global and local advisers. Material issues are escalated to the Group Risk Committee and the Board via the Audit Committee. We also have a clear framework for managing audits and disputes.

Our tax strategy is grounded in responsible, ethical compliance. We strictly oppose tax avoidance and follow OECD guidelines on base erosion and profit shifting (BEPS). We disclose tax payments to governments in our Annual Report and Sustainability Report, providing a transparent view of our contributions.

Social contributions

Our community development and philanthropic programmes are guided by impact assessments, as well as by direct feedback from local residents, to ensure initiatives are relevant and meaningful. Under our Community Policy, we conduct social impact assessments at the start of each project, with ongoing monitoring and reassessments throughout each operation's life cycle. Our site teams regularly engage with communities to identify and implement projects aligned with local needs. Both of the Group's operations have charitable foundations which provide structured support for targeted social investment. Although spending may vary year to year, committed funds remain in place to enable long-term planning. Recognising the importance of sustainable impacts, our foundations increasingly prioritise initiatives that promote long-term community development and environmental sustainability. By investing in infrastructure, capacity building and skills development, we help to ensure communities are equipped with the skills and resources for sustained growth.

Our social contributions focus on health, education, social support and environmental sustainability, with investments falling under one of our three pillars:

- Charitable donations to support vulnerable groups and build community resilience, including donations to causes that align with CAML's values.
- Infrastructure development that delivers lasting benefits .
- Capacity building and socio-economic growth to foster local skills, self-sufficiency and long-term development.

Why it matters?

We believe that our industry has the potential to create shared value and deliver clear benefits for stakeholders. By hiring locally, paying fair wages and benefits, supporting local suppliers, contributing to government revenues through taxes, permit fees, licences and import duties, and supporting local communities through our foundations, our operations help strengthen local economies and create shared value for all stakeholders. Through our foundations, we invest in local infrastructure, healthcare, education and capacity building to support long-term socio-economic development.

Our activities have a direct impact on the communities in which we operate. Although many of these impacts are positive, we recognise that mining can also contribute to environmental pressures and social challenges. We are mindful of these risks and work to manage them responsibly.

Where our impact occurs:

- Our local communities

Relevant Policies:

- Community Policy

Long-term targets:

- Work with local advisers and community leaders to generate long-term, sustainable development plans for the communities in which we operate.

Reporting Frameworks and Initiatives:

- GRI 413
- SASB EM-MM-210

Associated SDG's:



CREATING VALUE FOR OUR COMMUNITIES

We actively collaborate with local government and stakeholders to enhance our contributions and support long-term sustainable development. At Sasa this collaboration has led to the launch of a skills and business acceleration programme. At Kounrad, the Kounrad Foundation's strategic plan has identified three capacity-building projects, including the STEAM project, which commenced in 2024.

CAML and its subsidiaries strictly prohibit political donations. We have never made political contributions in either of our countries of operation, reinforcing our commitment to ethical business practices and genuine community development.

Ensuring an effective approach

CAML's approach to socio-economic contributions is guided by formal governance structures and internal guidance. Group-level Community Investment Guidelines define focus areas, and ensure contributions align with our Community Policy and are delivered transparently and fairly. Each operation's foundation is governed by a site-level management board comprising senior operational managers and CAML's Senior Sustainability Adviser. All contributions require Board approval, with larger donations reviewed by a Board of Trustees, made up of members of the Sustainability Committee. Each foundation operates under a charter which outlines its long-term goals and scope.

We assess the impact of our contributions through regular engagement with project partners and by tracking agreed performance indicators. Site teams request periodic updates, such as attendance records or quarterly reports, and we specify KPIs to help evaluate success. For capacity building programmes, we engage third-party consultants to monitor outcomes and inform future investment decisions.

Stakeholder Engagement Plans at both operations ensure structured engagement from exploration through to closure, with mechanisms to capture concerns and feedback. See our Community Engagement Factsheet for more information.

We also track broader social performance through internal reporting, including updates from each site. Indicators such as local employment, procurement expenditure and economic value distributed are disclosed in our Sustainability Report. Community-related KPIs are integrated into CAML's long-term incentive and bonus frameworks for Directors.

Responsibility and accountability

CAML's Board holds ultimate responsibility for community contributions, with oversight delegated to the Sustainability Committee. Both are regularly updated on community matters through two-way communication with the Senior Sustainability Adviser and Head of Sustainability, who are supported by on-site Social Affairs Co-ordinators and senior management teams. The Group's site-based general directors maintain regular communication with local mayors to support open, constructive engagement with local government.

Day-to-day community engagement is led by the Social Affairs Co-ordinators, who liaise with community members and escalate issues, concerns or requests as needed. CAML's communications team works closely with the Social Affairs Co-ordinators to promote operational and foundation activities, supporting transparency and helping to build trust in local communities.

Community contributions through the foundations

Each of the Group's foundations has a charter which outlines its long-term aims and sets clear boundaries for all contributions. A site-level management board oversees governance, with larger allocations requiring approval from a Board of Trustees, which includes members of CAML's Sustainability Committee.

Tax

The Board holds ultimate accountability for the Group's tax obligations. The CFO, supported by the Group Treasury and Commercial Director, oversees tax compliance, ensuring the Group's approach aligns with both local and international standards. At an operational level, site-based chief accountants work closely with local tax authorities to meet all tax requirements accurately and on time.

Recruitment

We are committed to local employment, as reflected in our long-term target to maintain 99% local employment across our operations. The Board has ultimate responsibility for the strategic direction of people management, supported by the Sustainability Committee and the CEO. The Head of People is responsible for implementing the People Policy and managing day-to-day HR activities.