

RIFT VALLEY RESOURCES PLC

Mining East Africa's Future

Sustainability *Report 2025*

Climate, Water, Biodiversity, People & Prosperity

Eight nations · Nineteen sites · 4,200+ employees

PUBLISHED

October 2025

REPORTING PERIOD

1 July 2024 – 30 June 2025

FRAMEWORK

GRI · SASB · TCFD

LEADERSHIP MESSAGE

Letter from our Chief Executive

FY2025 was a year defined by discipline, resilience and conviction. Across our nineteen operating sites in eight African nations, our 4,200 colleagues delivered another year of zero-fatality production while advancing the long-life mineral assets that will shape East Africa's contribution to the global energy transition.

We produced 218,400 ounces of gold-equivalent metal — a 7.4% increase year-on-year — at an all-in sustaining cost of US\$1,420 per ounce, comfortably below the peer-group average. We commissioned 28 megawatts of new grid-tied solar capacity, reducing scope-2 emissions by 19% and meaningfully lowering our exposure to grid-tariff volatility. We moved Geita and Barberton to net-positive water balance through expanded reuse and treatment programmes.

Beyond the numbers, FY2025 was the year the Beyond Compliance framework matured. Every host district we operate in now has a fully-funded community trust with elected local governance. We invested US\$11.4 million in healthcare, education and SME development — more than triple our statutory royalty obligation in three of our host countries.

We do not see sustainability as a constraint on our licence to operate. We see it as the foundation of a multi-decade business. The pages that follow set out — transparently, and with the assurance of independent third-party verifiers — exactly how we delivered against every commitment we made twelve months ago.

Dr. Naledi M. Khumalo

Chief Executive Officer

Nairobi, October 2025

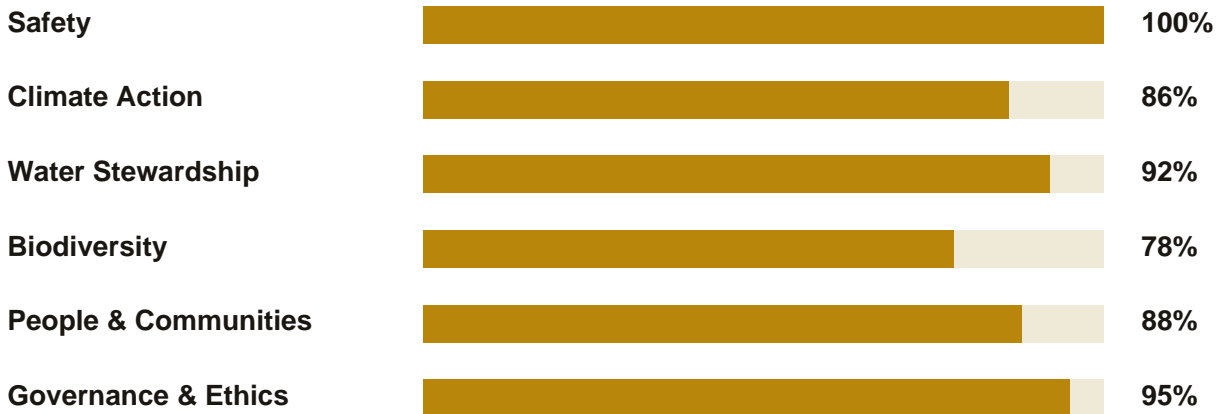
FY2025 AT A GLANCE

The year in numbers

Headline performance against our six sustainability pillars. All figures are independently verified by Bureau Veritas in accordance with ISAE 3000.

0 Workplace fatalities	0.21 TRIFR per million hours	19%↓ Scope-2 emissions vs FY24	28 MW New solar commissioned
78% Workforce from host communities	41% Female managers (target: 45%)	\$11.4M Community investment	US\$340M Free cash flow
4.2 GL Water recycled	96% Tailings audit pass-rate	740 ha Land rehabilitated	1.8M Indigenous trees planted

Progress against our six pillars



PILLAR 01 · CLIMATE ACTION

Decarbonising a heavy industry

Our 2030 ambition is a 50% absolute reduction in scope-1 and scope-2 emissions against a FY2020 baseline. In FY2025 we delivered the largest single-year emissions reduction in company history.

Highlights

- 28 MW solar PV commissioned at Geita and Barberton, with grid-tied storage
- Diesel fleet electrification programme launched at three open-pit operations
- First green-bond issuance of US\$120 million, oversubscribed by 2.4x
- TCFD-aligned scenario analysis published for 1.5°C and 4°C pathways

Emissions intensity (kg CO₂e / oz gold-equivalent)



PILLAR 02 · WATER STEWARDSHIP

Stewards of every catchment

Water is the most contested resource in every district where we operate. We treat catchment health as a precondition for our social licence — not a downstream consequence of mining.

FY2025 deliverables

- Geita and Barberton operations achieved net-positive water balance
- 4.2 gigalitres of process water recycled — equivalent to 1,680 Olympic pools
- Zero category-1 environmental incidents for the fourth consecutive year
- US\$3.1M invested in clean-water boreholes serving 47 host-community villages

PILLAR 03 · BIODIVERSITY

Net-positive land legacy

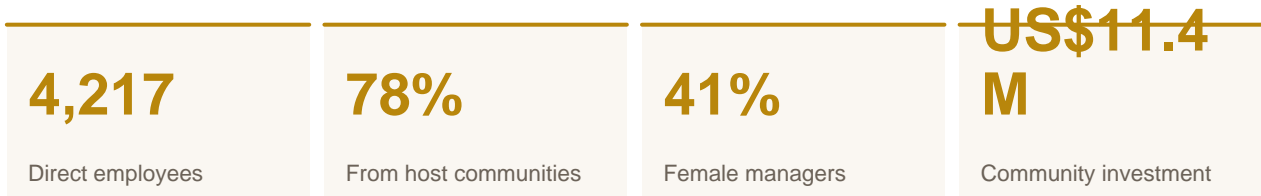
Progressive rehabilitation is embedded in every mine plan from feasibility onwards. We aim to leave each host landscape measurably more biodiverse than we found it — independently verified by the African Wildlife Foundation.

- 740 hectares of mined land rehabilitated to indigenous-vegetation standard
- 1.8 million native tree seedlings raised in our four community nurseries
- 12 new biodiversity offset agreements with national parks authorities
- Critical-habitat assessments completed at all greenfield exploration sites

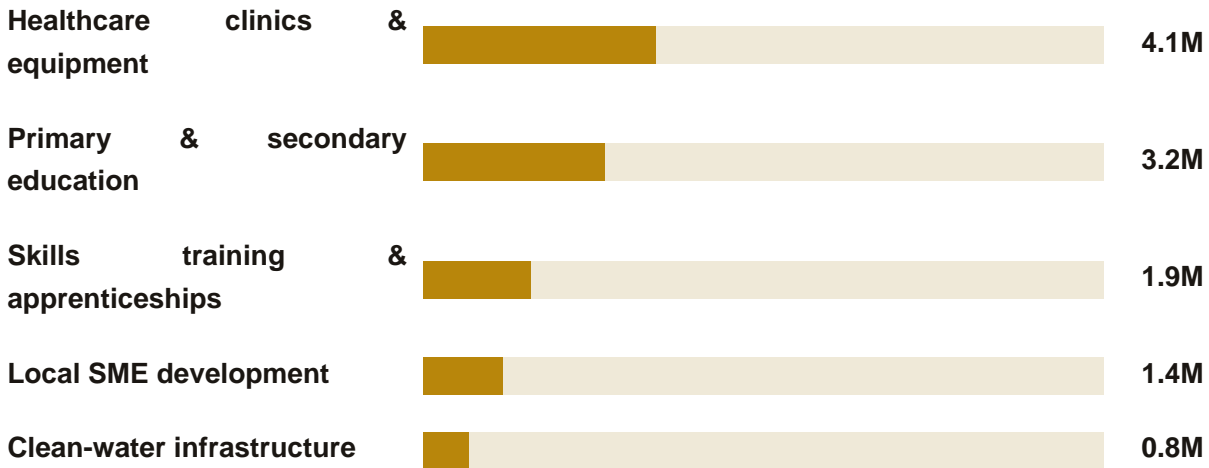
PILLAR 04 · PEOPLE & COMMUNITIES

4,200 careers. Six host nations.

Our employees and host communities are the foundation of everything we do. 78% of our workforce is drawn from the districts where we mine, and our procurement strategy prioritises local SMEs at every tier of the supply chain.



Where the community spend went

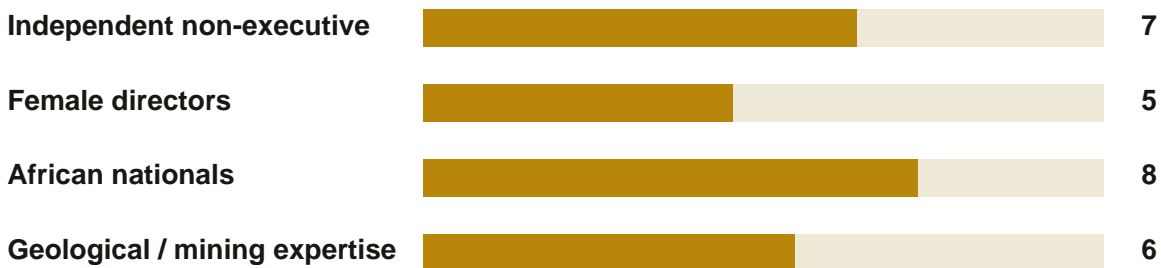


PILLAR 05 & 06 · GOVERNANCE & ETHICS

Trust, earned every quarter

Integrity is the precondition for everything else in this report. Our governance framework is built on three pillars: independent board oversight, independent assurance of every non-financial metric, and zero tolerance for corruption — verified through a third-party whistleblower hotline reviewed quarterly by the Audit Committee.

Board composition (FY2025)



Independent assurance

Bureau Veritas has provided limited assurance over all FY2025 sustainability metrics in accordance with ISAE 3000 (Revised) and ISAE 3410. The full assurance statement is available on our investor centre.

Reporting frameworks applied: GRI Universal Standards 2021, SASB Metals & Mining 2018, TCFD 2017 recommendations, and the ICMM Mining Principles. We support the UN Sustainable Development Goals — particularly SDG 6, 7, 8, 12, 13 and 15.

FY2026 COMMITMENTS

What we'll deliver next

Sustainability targets only mean something when they are time-bound, measurable, and publicly disclosed. The commitments below will be tracked quarterly on our investor centre and verified again in our FY2026 report.

#	Commitment	Target	Owner
01	Maintain zero-fatality performance	FY2026	COO
02	Reduce scope-2 emissions vs FY2025	-22%	Chief Sustainability Officer
03	Commission additional solar capacity	+45 MW	Head of Energy
04	Female managers as % of total	>45%	CHRO
05	Local procurement spend	>US\$310M	CFO
06	Community investment	>US\$13M	Head of Communities
07	Land rehabilitated	+880 ha	Head of Environment
08	Net-positive water at all surface ops	FY2026	Head of Water

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