

Sustainability Policy

1. Purpose

The purpose of this policy is to outline the commitment of Centaurus Metals Limited and its subsidiaries (Centaurus or the Company) to conduct operations in a responsible, ethical, and sustainable manner. The policy establishes the principles and expectations that guide the Company's approach to environmental stewardship, social responsibility, and strong corporate governance.

It provides a framework for integrating sustainability considerations into business decisions, managing environmental and social impacts, complying with applicable laws and standards, and creating long-term value for stakeholders while supporting the wellbeing of communities and protecting the environment for future generations.

2. Scope

This policy applies to all personnel, subsidiaries and controlled entities of Centaurus Metals Limited across all the jurisdictions in which it operates.

3. Introduction

Centaurus recognises that delivering long-term value for stakeholders is fundamental to operating as a sustainable organisation. The Company is committed to conducting its operations in accordance with the principles of sustainable development which ensure that the present needs of stakeholders are met while safeguarding the ability of future generations to meet their own needs.

Centaurus integrates environmental, social, and governance (ESG) considerations into its strategy, planning, and operational decision-making to ensure responsible and sustainable business practices.

4. Environment

Centaurus acknowledges its responsibility to protect and manage the natural environment. Environmental stewardship within the Company is guided by the following principles:

- applying a conservative approach when assessing environmental risks
- protecting and maintaining biodiversity
- minimising waste generation and promoting efficient resource use

4.1. Mine Closure

Centaurus works with stakeholders to ensure that, where reasonably possible, the legacy of mining activities is positive and sustainable. Planning for mine closure aims to restore environmental value and supports long-term land use outcomes. The Company considers potential climate change impacts in its planning processes and seeks to restore ecological functions while ensuring that landforms are safe and stable after mining operations cease.

4.2. Waste Management

Centaurus supports responsible and efficient consumption and production practices. The Company manages waste and hazardous substances throughout their lifecycle, including storage, handling, use, disposal and where appropriate, recycling.

4.3. Climate Change

Centaurus recognises climate change as a significant global challenge and supports international efforts to address it. Centaurus works to reduce emissions associated with its operations by identifying opportunities to avoid, reduce, and where necessary offset greenhouse gas emissions.

4.4. Biodiversity and Rehabilitation

Centaurus commits to undertaking exploration, development and mining activities in a manner that:

- minimises unavoidable impacts;
- ensures rehabilitation of disturbed areas;
- offsets or compensates for residual impacts where appropriate; and
- avoids environmental impacts.

4.5. Water Management

Centaurus recognises water as a valuable resource and manages it carefully across all stages of mining operations. Water management practices consider:

- water withdrawal and discharge;
- water quality protection; and
- efficient water usage.

Centaurus also strives to ensure that its water use does not adversely affect municipal, agricultural, or local community water requirements.

5. Social

Centaurus recognises that responsible business operations require a strong commitment to the wellbeing of employees, communities, and other stakeholders.

5.1. Health and Safety

Centaurus is committed to providing a safe and healthy workplace for employees and contractors. The Company promotes a culture of consultation, communication, and collaboration to prevent workplace injuries and illness while supporting positive mental health and wellbeing.

Safety leadership is encouraged at all organisational levels. Centaurus aims to continually improve safety systems and risk management practices to prevent incidents that may harm workers or the community.

5.2. Employment Practices

The Company:

- supports fair working conditions;
- prohibits forced labour and child labour; and
- recognises the right to collective bargaining.

Centaurus promotes a diverse and inclusive workplace where all employees are treated fairly and respectfully. Employment decisions relating to recruitment, promotion, and career development are based on merit and are free from discrimination.

5.3. Community Engagement

Centaurus seeks to build long-term, respectful relationships with the communities in which it operates. The Company promotes social and economic development in local communities through:

- Education, training and prioritisation of local people and companies including assistance with local supplier training
- Partnership programmes focused on critical areas such as education, safety and infrastructure
- Social media channels through which local residents can obtain information and express their views.

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5.4. Human Rights

Centaurus recognises the inherent rights of all individuals to dignity, freedom, and equality. The Company is committed to identifying, preventing, and addressing potential human rights risks within its operations and supply chains, including risks related to modern slavery.

6. Governance

Centaurus maintains strong governance practices to promote ethical conduct, transparency, and accountability across its business operations.

6.1. Tax Transparency

Centaurus is committed to paying taxes and royalties in a timely and transparent manner. The Company complies with both the letter and the spirit of tax laws and does not engage in practices designed to avoid tax through secrecy jurisdictions or tax havens.

6.2. Anti-Bribery and Anti-Corruption

Centaurus maintains a zero-tolerance approach to bribery and corruption. All employees, contractors, and business partners are required to act with integrity and conduct business ethically in accordance with the Company's Anti-Bribery and Corruption Policy.

6.3. Privacy

Centaurus protects personal information by maintaining appropriate physical, technical, and administrative safeguards. Access to personal data is restricted to authorised personnel, and information is retained only for as long as necessary to fulfil legitimate business or legal requirements.

6.4. Whistleblower Policy

Centaurus promotes a culture of transparency and accountability by supporting the reporting of unethical, illegal, or improper conduct. The Company provides mechanisms for individuals to raise concerns confidentially and without fear of retaliation.

6.5. Board of Directors

Centaurus is committed to maintaining an effective and independent Board of Directors. Board members collectively possess a diverse mix of experience, expertise, and perspectives relevant to the Company's operations. This diversity supports effective oversight, governance, and strategic decision-making.

7. Reporting

Centaurus reports on climate-related matters through its annual Sustainability Report. It aligns its reporting with recognised frameworks, including the Towards Sustainable Mining (TSM) initiative and the ASX Corporate Governance Principles and Recommendations. The Company will also adopt alignment with the Australian Sustainability Reporting Standards.

8. Policy Review

This policy will be reviewed by the Board at least every three years to ensure it continues to reflect Centaurus's commitments to environmental protection, social responsibility, and strong governance practices.

30 March 2026