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Modern Slavery Statement

Tharisa plc and Subsidiaries

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MODERN SLAVERY STATEMENT

THARISA PLC
(Incorporated in the Republic of Cyprus with registration number HE223412)
JSE share code: THA | LSE share code: THS

Financial Year Ending: 30 September 2026

Item	Detail
Statement Custodian	Company Secretary
Approved by	Board of Directors of Tharisa plc
Date of Approval	October 2026
Period Covered	Financial year ending 30 September 2026
Date of Next Review	Annually, on publication of the statement for the following financial year

1. INTRODUCTION

Tharisa plc (the 'Company') is a holding company incorporated in Cyprus with a primary listing on the Johannesburg Stock Exchange ('JSE') and a secondary listing on the London Stock Exchange ('LSE') in the Equity Shares (Transition) category.

The Company holds investments in operating subsidiaries (together with the Company, the 'Group') and through its subsidiaries, the Group conducts mining, beneficiation, logistics, marketing, technology, research and development activities, principally in South Africa, Zimbabwe, Cyprus and Germany.

This Modern Slavery Statement (the 'Statement') is published voluntarily for the financial year ending 30 September 2026 and sets out the steps taken by the Group to identify and address the risks of modern slavery and human trafficking in its operations and supply chains. Modern slavery — encompassing slavery, servitude, forced and compulsory labour and human trafficking — is contrary to the Group's values and will not be tolerated.

2. OUR BUSINESS AND SUPPLY CHAINS

The Group is an integrated resource group that co-produces Platinum Group Metals ('PGMs') and chrome concentrates. Its principal operating asset is the Tharisa Mine on the western limb of the Bushveld Complex in South Africa, with the Karo Platinum development project on the Great Dyke in Zimbabwe. Its activities span mining, processing, beneficiation, logistics, marketing and sales.

The Group employs a workforce across its operating jurisdictions and procures goods and services from a range of suppliers and contractors, including labour, mining equipment, protective equipment, chemicals, fuel, construction and transport. Consistent with the mining sector generally, the Group considers that its most significant modern slavery risk lies in its supply chain rather than in its direct workforce.

3. POLICIES

The Group maintains a suite of policies that together reflect its commitment to ethical conduct and the prevention of modern slavery and human trafficking, including, amongst others:

- the Human Rights Policy Statement, which affirms the Group's respect for human rights, including the prohibition of forced and child labour
- the Anti-Bribery, Anti-Corruption, Anti-Money Laundering, Sanctions and Counter-Terrorist Financing Policy, which addresses conduct that may be associated with exploitation and trafficking
- the Code of Business Ethics and Conduct, which sets out the standards of behaviour expected of all employees, directors and those acting on behalf of the Group and
- the Whistleblowing Policy, under which concerns may be raised confidentially and without fear of retaliation

These policies are approved by the Board and communicated to relevant persons across the Group. Suppliers and contractors are expected to uphold standards consistent with these policies.

4. DUE DILIGENCE AND RISK ASSESSMENT

The Group applies risk-based due diligence to modern slavery and human trafficking across its operations and supply chains, as described in the Human Rights Policy Statement. Within its own operations this includes, in particular:

- Verifying the lawful employment status of workers and the absence of coercion or debt bondage in recruitment
- Maintaining grievance mechanisms through which employees and others may raise concerns safely and confidentially

In assessing risk, the Group has regard to the jurisdictions in which it operates (noting that South Africa and Zimbabwe carry elevated labour rights risk profiles), the nature of mining, which can involve vulnerable workers, labour brokers and contractors, and the profile of its supply chain. The Group considers the risk of modern slavery within its own workforce to be low and actively managed, while recognising that supply chain risk requires continued vigilance.

5. TRAINING, AWARENESS AND GRIEVANCE MECHANISMS

The Group raises awareness of modern slavery risks among its employees and relevant personnel and communicates its zero tolerance position. Its grievance and whistleblowing channels are made known to employees as a means of reporting concerns, including those relating to modern slavery or forced labour.

Any person who suspects or becomes aware of an actual or potential instance of modern slavery or human trafficking connected to the Group's operations or supply chains is encouraged to report it promptly through:

- Their line manager or Head of Department
- The Company Secretary
- The Head of Internal Audit
- The chairmen of the Social and Ethics Committee or the Audit Committee or
- The Group's confidential and anonymous Whistleblowing Hotline

Persons reporting concerns in good faith are protected from retaliation in accordance with the Whistleblowing Policy.

6. ASSESSING EFFECTIVENESS

The Group monitors the effectiveness of its approach through indicators including the number of concerns reported through its grievance and whistleblowing channels, completion of relevant awareness activities, and the maintenance of accurate and up-to-date employment records. No incidents of modern slavery or human trafficking were identified within the Group's own operations during the reporting period.

7. BOARD APPROVAL

This Statement has been approved by the Board of Directors of Tharisa plc and reflects the Group's voluntary commitment to transparency in relation to modern slavery and human trafficking for the financial year ending 30 September 2026.

Approved by the Board of Directors of Tharisa plc on 20 October 2026.

Signed on behalf of the Board:

Phoevos Pouroulis

Chief Executive Officer