



RESOURCE  
CAPITAL FUNDS

14 Si Silicon	13 Al Aluminium	26 Fe Iron
47 Ag Silver	29 Cu Copper	28 Ni Nickel

Mining is not a choice. How we mine is.

RESOURCE CAPITAL FUNDS

# 2025 ESG ANNUAL REPORT

Year Ending December 31, 2024



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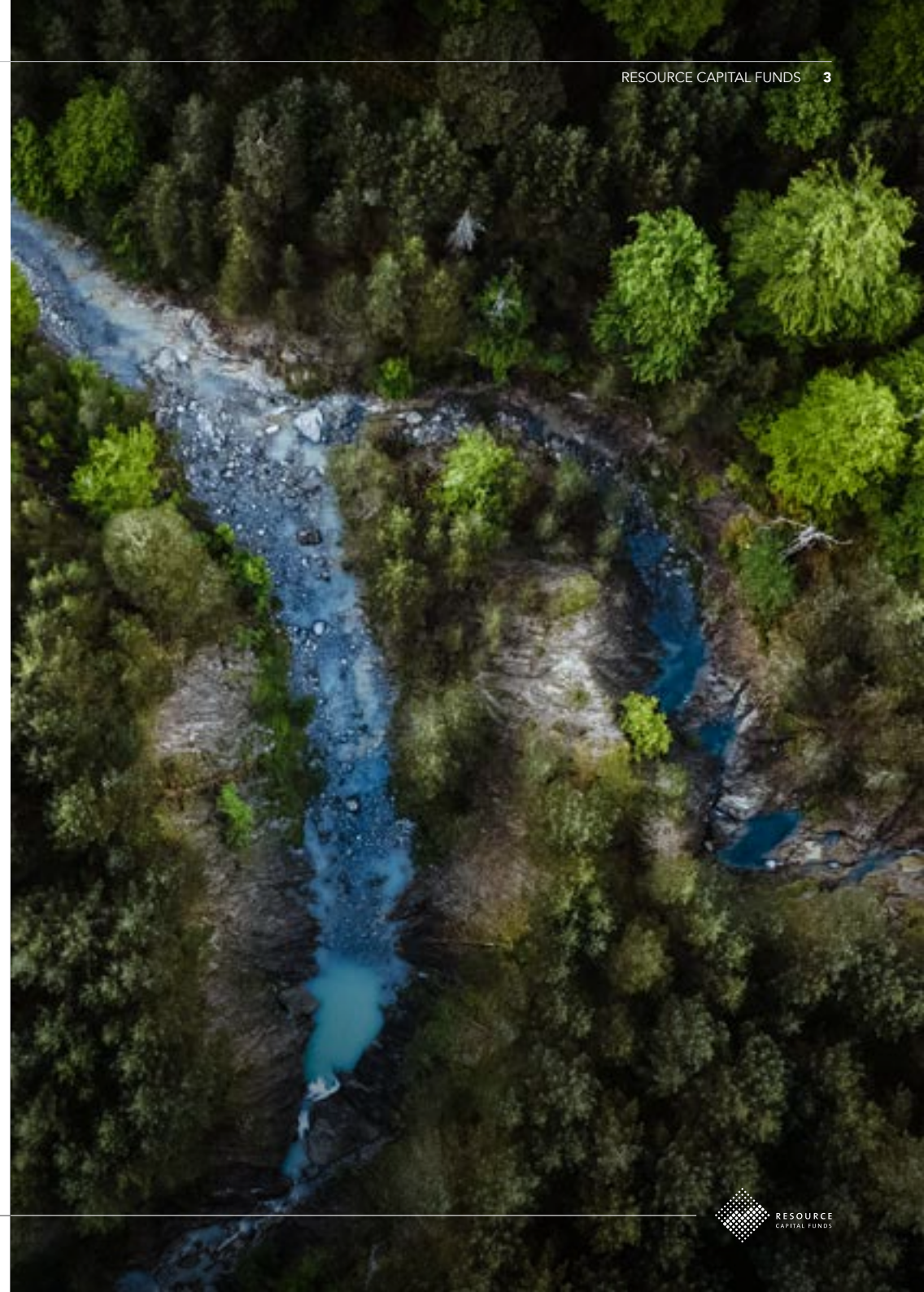
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# ACKNOWLEDGEMENT

Resource Capital Funds (RCF) recognizes and shows its respect to the Indigenous, Traditional, and Tribal Peoples of the lands, waters, and territories where RCF and its Portfolio Companies operate globally. RCF holds deep respect for the distinct cultural and spiritual connections that Indigenous, Traditional, and Tribal Peoples have to these lands, waters, and territories, and their valuable contributions to society.

RCF is committed to encouraging its Portfolio Companies to consider how their operations interact with and affect Indigenous communities and to make long-term decisions which respect and value Indigenous culture.



## ABOUT THIS REPORT

Scope and key issues contained in this report.



RCF's 2025 ESG report provides an overview of its approach and performance in environmental, social and governance (ESG) issues across its business and Portfolio Companies for the year ended December 31, 2024, unless a different time period is noted. In addition to 2024 activities, the report also includes progress and planned activities for 2025, where applicable.

To enhance transparency in its reporting, RCF is pleased to disclose ESG performance data aligned to certain leading sustainability reporting frameworks including the Sustainability Accounting Standards Board (SASB) Asset Management and Custody Activities Standard, Task Force on Climate-related Financial Disclosures (TCFD) and the Institutional Limited Partners Association ESG Data Convergence Initiative (EDCI).

This is RCF's fifth ESG report.



# ABOUT RCF

## A PIONEER IN PRIVATE EQUITY MINING

For over 25 years Resource Capital Funds (RCF) has partnered with investors, innovators, and operators to mobilize capital into critical minerals, metals, and mining. RCF is a global, specialist investor aiming to produce superior returns for all stakeholders. RCF's investments support continued advancements in energy, security, technology, and industrialization across the globe.

Mining is an essential global industry for the world of today and the future. With paradigm shifts in demand driven by decarbonization and other global factors, RCF has the investment experience, technical knowledge, commercial creativity, and global networks necessary to invest throughout commodity cycles.

### 25+

Years of  
mining  
investing  
experience

### 235+

Portfolio  
Company  
investments

### 185+

Fully realized  
investments

### 115+

Cumulative  
board seat  
appointments

### 55+

Countries  
invested in

### 35+

Commodities  
invested in

### 25+

Mines  
brought into  
production

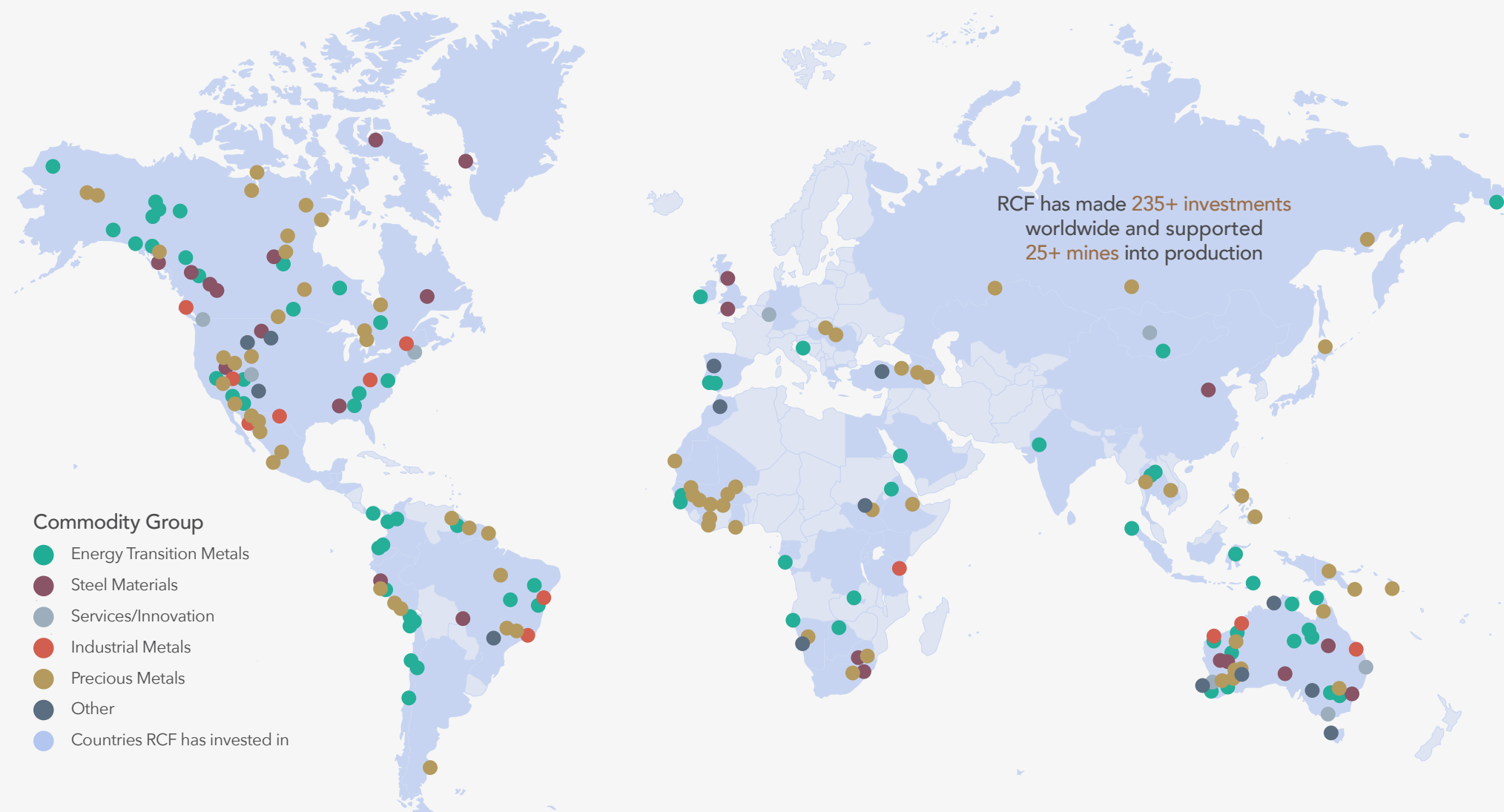
### 15+

Innovation  
Portfolio  
Company  
investments

As of August 2025



# GLOBAL NETWORK OF LOCAL INVESTORS IN KEY MINING JURISDICTIONS



# A DIVERSIFIED PLATFORM OF MINING-SPECIFIC STRATEGIES



## RCF PRIVATE EQUITY

The RCF Private Equity strategy seeks to achieve significant returns from investments in the mining industry. It is founded on the belief that the world is undergoing a paradigm shift in the demand for metals and minerals. The RCF Private Equity strategy seeks a leading role in advancing projects to cash flow through a focus on late-stage assets in strong mining jurisdictions.



## RCF OPPORTUNITIES

The RCF Opportunities strategy rests on the belief that meeting the planet's surging demand for metals, driven by technological innovation, changing demographics, and global electrification and decarbonization objectives, relies on new discoveries and project advancement. To offset the natural risk of early-stage exploration, the RCF Opportunities Strategy pursues a diversified and relatively unconstrained approach that seeks to lower volatility, flatten the j-curve, and generate realizations during and after the investment period.



## RCF INNOVATION

The RCF Innovation strategy is a growth private equity investor focused exclusively on the mining innovation sector. It invests in companies that are aiming to make mining safer, cleaner, and more efficient. The energy transition, ESG requirements, and the declining quality and remoteness of mineral reserves are forcing the mining industry to transform itself. The RCF Innovation strategy seeks to establish equity positions with significant control and influence to enable successful scale up and position innovative firms for high value exits.

## MULTI-DISCIPLINARY, IN-HOUSE EXPERTISE

RCF has a platform of in-house, global experts providing research, local knowledge, technical, operating, and transaction support to deal teams. Technical specialists include geology, metallurgy, mining engineering, mining operations and ESG. They support a strong focus on economic, efficient, and safe execution across all stages of mining.

### Commodity Strategy

Analyzing global markets, economies, research and data required to forecast commodities and predict economic outcomes and manage risk.



### Technical Team

Understanding the science behind the Earth's composition and the extraction of metals from ores through various processes.

### Talent

Recruiting and developing senior executives for operating Portfolio Companies from across the global mining ecosystem.



### ESG

Assessing the environmental and social impacts, risks and opportunities of mining activities.



## AUTHENTICITY MATTERS

RCF's enduring values of passion, discipline, integrity, respect, and teamwork guide the firm's engagement with all stakeholders, decision-making processes, and commitment to investment excellence. These values drive actions and enable RCF teams to build long-term relationships with investors and the wider mining community.

Responsible investment is at the forefront of the RCF approach to value creation. Critical to this is maintaining a culture of ethical behavior, transparency, and responsibility in investment processes and ownership practices. The identification and management of ESG impacts, risks and opportunities is deeply embedded within investment decisions and investment management processes.

### Vision

Build **successful, innovative** and **sustainable** businesses that strive to produce superior outcomes to all stakeholders.



### Mission

Act as a **transparent** and **trusted fiduciary**, delivering value to limited partners.

Be a **long-term partner** to the mining companies and projects in which we invest.

Provide a **challenging, engaging, inclusive** and **rewarding environment** for employees to work.



### Values

**Passion**

**Discipline**

**Integrity**

**Respect**

**Teamwork**



## RCF BELIEVES

### Mining is Essential

Almost everything society needs is either **grown** or **mined**. A growing population, continued urbanization, emerging market economies and the need for critical inputs for technology in the energy transition drive demand.



### Value-Add

RCF invests in **growth-oriented mining** companies where its **capital, expertise** and **capabilities** can help **create value**. RCF has the ability to invest thoughtfully anywhere in the mining ecosystem.



### Partnering

RCF has a **dedicated co-investment program**. We have the resources to introduce a broad range of additional investors to Portfolio Companies.



### Responsible Investment

RCF supports **sustainable business practices** and **active management** of environment, social and governance issues to enhance the benefits mining can bring to society and local communities.



## RCF LOOKS FOR

### Motivated Management Teams

RCF looks to partner with **motivated** management teams that have a track record of developing **profitable, sustainable** and **successful** minerals assets.



### Innovation and Emerging Technologies

RCF partners with companies that promote and harness **innovation** and **emerging** technologies to achieve efficiencies over their competition.



### Sustainable Practices

RCF partners with companies that are serious about **responsible mining**. RCF believes everyone has to take responsibility for the environmental, social and governance risks and impacts of mining.



### Quality Mineral Assets

RCF's in-house team of technical and investment experts scour the globe for **technically** and **economically** attractive mineral assets. RCF seeks out commodities that are **strategic** and in attractive stages of the market cycle.





# A LETTER FROM RCF'S ESG COMMITTEE

Resource Capital Funds (RCF) is a leading private investor in mining, mining innovation, and associated infrastructure, with a strong commitment to responsible investment and stewardship. Critical minerals and metals underpin virtually every aspect of modern life and sustainable development. They are foundational to growth, innovation, infrastructure, and security around the world. From manufacturing to the military, AI datacentres, decarbonization, to the digital economy, access to responsibly produced mineral commodities has never been more important than it is today.

The 2025 ESG report demonstrates how RCF has strengthened responsible practices across its portfolio through due diligence, active ownership, governance, and transparency.

## RCF's Approach to ESG

RCF's approach to ESG is informed by over 25 years of experience, with investments in more than 235 companies across 55 countries and 35 commodities. This expertise enables advanced management of ESG risks and impacts while creating value through engagement and stewardship. RCF actively works with Portfolio Companies, aiming to ensure transparent ESG reporting and environmental, social, and governance performance.

## Transparency and Performance

In 2025, RCF advanced ESG transparency through its ESG Data Governance Project. Around 70% of its assets under management now report ESG performance data, Assets Under Management (AUM), aligned with frameworks including the ESG Data Convergence Initiative (EDCI), Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI), International Council on Mining and Metals (ICMM), IFRS ISSB Standards S1 and S2, and the Sustainable Finance Disclosure Regulation (SFDR). Metrics cover health and safety, human rights, community engagement, biodiversity, water and waste management, greenhouse gas emissions, and cybersecurity.

For the third consecutive year, RCF participated in the ILPA ESG Data Convergence Initiative, submitting mandatory metrics for approximately 62% of its AUM. For the first time, ESG performance data for the RCF Innovation and RCF Opportunities Funds was disclosed in its ESG report, reinforcing RCF's commitment to transparency and continuous improvement.

RCF aligns its investments with leading global ESG frameworks, including the International Council on Mining and Metals (ICMM), Global Reporting Initiative (GRI), International Sustainability Standards Board (ISSB), IFC Performance Standards, Equator Principles, and the Principles for Responsible Investment (PRI), (signatory since 2013). RCF is committed to proactively responding to evolving stakeholder expectations, continuously strengthening its understanding of ESG risks, and integrating these insights to drive responsible, sustainable investment outcomes.

Following completion of its 2023 ESG roadmap, this year RCF reset its 2025 to 2027 roadmap, focusing on sustainable value creation through Portfolio Company engagement, ESG performance monitoring, and decarbonization initiatives. Achievements from the prior roadmap include embedding ESG governance, stewardship, and establishing climate and diversity, equity, and strategies for belonging.

## Climate Change Management

RCF has made significant progress on climate change. Climate risk analysis is fully integrated into its Investment Decision-Making processes, and Scope 3 Financed Emissions have been calculated for 60% of its AUM. Physical climate risk screening using scenario analysis has been completed across key investment locations. RCF is actively supporting Portfolio Companies in developing decarbonization strategies, with many already advancing emissions reduction plans.

## Industry Decarbonization

Private equity plays a pivotal role in sustainable mining, and RCF leverages its capital to advance responsible practices, innovation, and decarbonization. Its collaborations with Australia's Clean Energy Finance Corporation (CEFC) exemplify this commitment. In December 2024, the CEFC committed AU \$117 million to RCF's flagship private equity fund, building on its earlier AU \$22.5 million investment in RCF's Jolimont Mining Innovation Fund II in 2022. Together, these investments strengthen RCF's ability to accelerate sustainable mining projects, particularly in critical minerals essential to the energy transition, while supporting the development of innovative solutions to reduce emissions in hard-to-abate mining operations. These partnerships demonstrate the impact of strategic investment in fostering decarbonization, advancing low-carbon technologies, and enabling a cleaner, more sustainable mining sector.

## The RCF Foundation

RCF is committed to creating social value and leaving a positive legacy, alongside financial returns. Through the RCF Foundation, approximately US \$220,000 was distributed in 2024 to charitable projects across Australia, the USA, Brazil, Latvia, Kazakhstan, and Africa. RCF is proud that its Foundation has distributed around US \$1.8 million since its 2008 inception, supporting advancement of the United Nations Sustainable Development Goals.

## Looking Forward

Looking ahead, RCF aims to enhance stewardship, drive sustainable value creation, and empower Portfolio Companies to deliver measurable ESG performance and decarbonization. By combining rigorous ESG standards and transparency, active engagement, and strategic investment, RCF seeks to play a leadership role to shape a mining sector that is responsible, resilient, and aligned with a sustainable, low-carbon future.

## ESG LEADERSHIP



**Jessica Jones**  
Director, ESG

## ESG COMMITTEE



**Jacqueline Murray**  
Partner, Head of Fund



**Richard Brereton**  
Partner, Global Head of Investor Relations



**Jasper Bertisen**  
Consultant, Commercial

# ESG AT RCF

Responsible mining for a sustainable future.

13 <b>Al</b> Aluminium	14 <b>Si</b> Silicon	24 <b>Cr</b> Chromium
25 <b>Mn</b> Manganese	26 <b>Fe</b> Iron	28 <b>Ni</b> Nickel





# ESG AT RCF

Responsible investment is a critical factor in RCF's approach to value creation. Through years of experience, RCF has witnessed first-hand the symbiotic relationship between effective ESG performance and strong, resilient financial performance.

This relationship continues to be recognized and demonstrated across the globe. ESG issues continuously rate as some of the highest business risks and opportunities for mining and metals companies globally, including environmental stewardship, license to operate and climate change<sup>1</sup>. A 2021 study found that mining companies with high ESG ratings provided 10% higher shareholder returns during the COVID-19 pandemic<sup>2</sup>.

Since becoming a signatory to the United Nations-supported Principals for Responsible Investment (PRI), RCF has worked continuously to strengthen and improve its responsible investing practices and ESG performance. Today, the understanding and management of ESG impacts, risks, and opportunities is deeply embedded within RCF's investment strategies.

Further details of how RCF embeds ESG into its business processes are provided in this report.

## RCF'S RESPONSIBLE INVESTMENT POLICY

First implemented in 2012, RCF's Responsible Investment Policy (the Policy) codifies its commitment and approach to integrating the PRI and ESG into investment analysis and decision-making, stewardship and engagement, governance and responsibilities, and disclosure and standards.

The Policy is updated every two to three years in line with RCF's key risks, opportunities, and stakeholder expectations. The current version of RCF's Responsible Investment Policy can be viewed at this link.

All investment actions at RCF are guided by its Responsible Investment Policy, overseen by RCF's Managing Partner and Executive Management, and supported by its ESG Committee.

The RCF ESG Committee is responsible for governing the development and implementation of responsible investment practices, and monitoring effectiveness and performance. Further details of accountabilities for ESG at RCF are provided on page 16.



1. [https://www.ey.com/en\\_au/insights/energy-resources/risks-opportunities](https://www.ey.com/en_au/insights/energy-resources/risks-opportunities)  
 2. <https://www.pwc.com/gx/en/news-room/press-releases/2021/mine-2021-report.html>

## OUR ESG GUIDING PRINCIPLES

RCF has been a signatory of the PRI since 2013. The PRI is an international reporting framework that promotes the incorporation of ESG factors into investment practices across asset classes. It provides a common language and industry standard for reporting responsible investment practices. By implementing the principles, signatories contribute to the development of a more sustainable global financial system.



## PRINCIPLES OF RESPONSIBLE INVESTMENT

Consistent with RCF's fiduciary responsibilities, RCF is committed to the following six Principles of Responsible Investment:

RCF has implemented these Principles around three Key Focus Areas:

- 1 Incorporation of ESG issues into investment analysis and decision-making processes.
- 2 Active ownership and incorporation of ESG issues into ownership policies and practices.
- 3 Seek appropriate disclosure on ESG issues from Portfolio Companies.
- 4 Promote acceptance and implementation of the Principles within the investment industry.
- 5 Work together to enhance effectiveness in implementing the Principles.
- 6 Report on activities and progress towards implementing the Principles.

### Sustainable Value Creation

Manage ESG impacts and risks and amplify opportunities to maximize financial returns and societal value of RCF's business and investment for all stakeholders.

### Advocacy

Work with groups in both the mining and private equity/finance industry to promote and advance the Principles of Responsible Investment, specifically in the mining sector.

### Transparency

Review and report on progress towards responsible investment, and RCF's impacts, success and challenges.



# PRI REPORTING AND ASSESSMENT

PRI reporting is the largest global reporting project on responsible investment. It was developed with investors, for investors. Signatories are required to routinely report on their responsible investment activities against a range of criteria.

The PRI launched a hybrid reporting model in 2024 as a strategic transition step to balance accountability and reduce reporting burden. Only signatories who did not report in 2023 or didn't meet the minimum standards were required to report in 2024. The remaining companies could opt in to report on a voluntary basis.

Given RCF performed relatively well in the 2023 reporting cycle and met the standards in all categories, RCF opted not to report in 2024. Instead, the reporting effort for the year was a focus on improving ESG data governance. More information on RCF's ESG Data Governance project is provided on page 34. RCF's last PRI reporting scorecard from 2023 is provided opposite.

RCF has provided an update to the PRI for the 2024 reporting cycle. RCF will publish its assessment results on its website at this [link](#) when it is received in late 2025, and also in its 2026 ESG Report.

## RCF'S PRI SUMMARY SCORECARD



Module Score Star Score	AUM Coverage	☆☆☆☆☆ (0<=25%)	☆☆☆☆☆ (<25<=40%)	☆☆☆☆☆ (>40<=65%)	☆☆☆☆☆ (>65<=90%)	☆☆☆☆☆ (>90%)
Policy Governance and Strategy ☆☆☆☆☆					74	
Direct - Listed Equity - Active Fundamental ☆☆☆☆☆	>=10 and <=50%			59		
Direct - Private Equity ☆☆☆☆☆	>50%			63		
Direct - Fixed Income - Private Debt N/R	<10%					
Confidence Building Measures ☆☆☆☆☆				60		

■ PRI Median ■ Module Score

RCF's scores reflect its efforts to continuously align its responsible investment approach with the rising and evolving bar of best practice. RCF was pleased to achieve above average scores for its "Policy Governance and Strategy" module and overall achieved a year-on-year improvement in its score. Key areas RCF is focusing on in its ESG program to more closely align with PRI principles include incorporating scenario analysis into assessment of climate change risks, setting ESG Key Performance Indicators, and clearer articulation of responsible investment commitments and engagement with stakeholders.

DISCLAIMER: Source: UNPRI. Scores are disclosed for all modules where RCF received a score for the 2023 reporting cycle. Signatories report on their responsible investment activities by responding to asset-specific modules in the Reporting Framework. Each module includes a variety of indicators that address specific topics of responsible investment. Assessment scores are based on information provided directly to the PRI by RCF in the 2023 reporting cycle. The information has not been audited by the PRI or any other company acting on its behalf.

# ACCOUNTABILITIES AND RESPONSIBILITIES

Level

1

## RCF Managing Partner & Business Unit Heads

- ◆ Oversight and approval of RCF's Investment Decision-Making Process (IDMP) and Responsible Investment Policy.
- ◆ Oversight and alignment between RCF's Investment strategy and ESG/Responsible Investment.

## ESG Committee

- ◆ Partners, advisors, staff with the relevant experience and the Director ESG.
- ◆ Provides non-executive governance of RCF's Responsible Investment strategy and monitoring performance.

Level

2

## Director ESG

- ◆ Accountable for design and implementation of RCF's overall ESG and Responsible Investment strategy and disclosure, including training and ESG subject matter expertise.
- ◆ Reports to the Chief Investment Officer and seek guidance from the ESG Committee.
- ◆ Lead ESG and Responsible Investment stewardship throughout the holding period through detailed due diligence, proactive ESG governance and stewardship.

## Legal & Compliance

- ◆ Responsible for legal, compliance, and regulatory oversight with respect to ESG.
- ◆ Oversight of the Proxy Voting policy.

Level

3

## Investment Team Leaders

- ◆ Collaboration with ESG Practitioners over approach and depth of ESG due diligence.
- ◆ Recommend investment decisions taking into account advice from ESG and other (technical, legal, human resources, etc.) teams.
- ◆ Monitor ESG performance and Responsible Investment stewardship.
- ◆ Leading implementation of the Proxy Voting policy.

## Technical Team

- ◆ Collaborates with the Director ESG and provides subject matter expertise on specific ESG-related issues for due diligence and Portfolio Company stewardship to investment teams.

RCF maintains a clearly articulated and comprehensive approach to ESG accountability across the organization.

Accountabilities for ESG at RCF are summarized in the graphic opposite.



# MATERIAL ESG ISSUES

RCF has defined and prioritized the ESG issues that are generally most material to the performance of the companies in which RCF invests, as well as those that relate to RCF as a management company. Issues identified reflect the nature of RCF's business and ESG strategy, views of broader industry stakeholders, and the evolving investment landscape.

Materiality of certain issues varies significantly between RCF's investments, reflecting the global nature of its strategy and ability to invest at all stages in the mining lifecycle and across the mining ecosystem. For example, for a mining project, water stewardship may be of a lower materiality in a geography that has plentiful water for all users, and security and human rights may be more material in countries that have challenges protecting and respecting human rights. Integrated mine closure may become more material as mining operations reach maturity and progress towards end of life.

RCF will continue to review materiality and update its ratings, adjusting its approach as issues and expectations evolve.

## RCF's ESG Material Issues

Category	Material Topic	Definition	Materiality of Issue in RCF's Mining Investments	Materiality of Issue to RCF Firm and Business Strategy
Environment	Biodiversity and Habitat Conservation	Protection or enhancement of legally protected areas, critical habitats, key biodiversity areas, valued ecosystem components, endangered and threatened species, and ecosystem services.	Primary Issue	Issue Not Material
	Climate Change and Energy	Climate-related physical and transition risks and opportunities, including adaption, resilience, governance, strategy, and reduction of greenhouse gas emissions. Disclosure in line with the TCFD (Task Force on Climate-Related Financial Disclosures).	Primary Issue	Secondary Issue
	Waste and Hazardous Materials	Contamination risks to human health, operations, communities and the environment, managing waste in line with the mitigation hierarchy.	Secondary Issue	Issue Not Material
	Water Management and Stewardship	Water stewardship to manage the impacts and risks of operational water requirements, and to water resources shared with communities and the environment, including water quality and quantity.	Primary Issue	Issue Not Material
	Tailings Management	Design, construction, operation and decommissioning of Tailings Storage Facilities (TSFs) to ensure structural integrity. Effective governance of tailings and TSFs to industry-recognized standards is critical for maintaining their integrity.	Primary Issue	Issue Not Material
Social, People and Communities	Employee Welfare, Engagement and Talent Development	Optimization of human resources, including engagement, commitment and capability, talent development, succession planning and competition for skilled workers.	Secondary Issue	Primary Issue
	Occupational Health and Safety	Commitment to the health, safety and wellbeing of workers and their families, local communities and wider society. Workplace practice and critical controls must be in place to prevent fatalities, minimize injuries and eliminate occupational diseases towards a goal of zero harm.	Primary Issue	Primary Issue
	Integrated Mine Closure	Planning and design for mine closure to manage ESG risks and opportunities in consultation with relevant authorities and stakeholders and appropriate financial provisioning to fund agreed closure and post-closure commitments.	Secondary Issue	Issue Not Material

## RCF's ESG Material Issues

Category	Material Topic	Definition	Materiality of Issue in RCF's Mining Investments	Materiality of Issue to RCF Firm and Business Strategy
<b>Social, People and Communities</b>	Stakeholders and Community	Approach to working with local and Indigenous communities, achieving a 'social license to operate' and creating social value through employment, enterprise and economic contribution. Managing risks and opportunities associated with cultural heritage, in-migration, resettlement, artisanal and small-scale mining, vulnerable groups and community health and safety.	Primary Issue	Secondary Issue
	Security	Security of workers and communities, respecting human rights associated with security activities, aligned with the Voluntary Principles of Security and Human Rights.	Secondary Issue	Issue Not Material
	Human Rights and Labor Rights	Respect for human rights and the interests, cultures, customs and values of workers and communities, guided by the United Nations (UN) Guiding Principles on Business and Human Rights.	Primary Issue	Issue Not Material
	Diversity, Equity, Inclusion, and Belonging	Fair treatment of all workers and a culture of workplace diversity, equity and inclusion.	Secondary Issue	Primary Issue
<b>Governance</b>	Risk Management	Approach to assessing and treating risk based on risk appetite, within the context of stakeholder expectations and the risk environment.	Primary Issue	Primary Issue
	Board Composition and Competency	Accountability, oversight and reporting of ESG issues at Executive and Board level, including ESG expertise and capability, diversity, equity and inclusion.	Primary Issue	Issue Not Material
	Ethical Business	The corporate governance and transparency that supports ESG performance, including compliance with legal and other requirements, Code of Conduct, anti-bribery and corruption, revenue transparency and disclosure of ESG performance in line with accepted reporting frameworks.	Primary Issue	Primary Issue
	Cybersecurity and Data Privacy	Protection of secure, critical or sensitive data.	Secondary Issue	Primary Issue
	Business Continuity	Organization's ability to continue to operate in the face of disruptive events, reducing the impact of these events on the environment, society and governance factors.	Primary Issue	Primary Issue

# ESG INTEGRATION INTO INVESTMENT ANALYSIS AND DECISION-MAKING

ESG impacts, risks and opportunities are considered at all stages in RCF's Investment Decision Making Process (IDMP)<sup>1</sup>, with the aim of creating better investment outcomes for all stakeholders. RCF's relationships with Portfolio Companies, which often begin at the early stages of exploration and/or project development, support this approach.

First and foremost, RCF ensures its investment practices comply with regulatory requirements and the companies in which RCF invests are expected to adhere to all applicable host country laws and regulations, at a minimum.

## Application of RCF's ESG Risk and Opportunity Assessment through the Investment Lifecycle

	Screening	Due Diligence	Investment Decision	Ownership	Exit
<b>RCF's ESG Objectives</b>	Identify and assess show-stopping or extremely compelling ESG risks and opportunities, and their potential impact on the value of the investment.	Identify and assess material ESG risks and opportunities, and their potential impact on value of the investment.  Determine if and how risks can be managed before or during the holding period.  Identify mitigating actions.	Investment paper includes ESG Stewardship priorities during the holding period.	Work with Portfolio Company management to improve ESG risk profile or further leverage opportunities.  Identify and implement ESG data/reporting for performance monitoring.	Address material ESG risks and opportunities in relation to the exit and new owner.
<b>RCF's ESG Deliverables</b>	ESG Screening Advice	ESG Due Diligence Paper	ESG Investment Committee Paper	ESG Performance & Governance Data ESG Action Plan	Exit ESG Assessment

1. As consistent with and subject to fiduciary duties and legal, regulatory or contractual requirements.

# SCREENING AND DUE DILIGENCE

Fundamental to RCF's investment is an emphasis on screening and due diligence. For ESG matters, this is led by RCF's in-house Director, ESG. Screening and due diligence is based on specialized research and key information collected from Portfolio Companies, which is cross-referenced against applicable legal requirements and relevant international mining-specific good international industry practice standards.

As a first step at the pre-investment stage, to the extent information is available, RCF uses ESG impact, risk and opportunity assessment to screen whether projects meet the "risk appetite" of RCF funds, alongside attractive financial returns. In recent years, RCF has enhanced its ESG due diligence to focus on material issues and ESG opportunities in relation to the UN SDGs.

The extent of ESG due diligence varies based on factors like investment scale, project size, location, and stage in the mining lifecycle. Site visits may be conducted to aid understanding of ESG aspects and other risks and opportunities during due diligence.

When significant ESG risks arise, RCF either refrains from investment or recommends actions for risk management.



# OWNERSHIP

## STEWARDSHIP

In a responsible investment context, stewardship refers to the use of investor rights and influence by investors to protect and enhance overall long-term value - including the value of common economic, social, and environmental assets - on which returns and clients' and beneficiaries' interests depend<sup>1</sup>.

Although RCF has varying levels of operational control and influence over Portfolio Companies, RCF is uniquely placed to support achievement of these outcomes through ongoing influence and engagement.

Establishing and growing influence where needed is a critical part of RCF's ESG strategy to maximize the long-term value of investments. RCF seeks to gain influence through building collaborative and trusted relationships, providing technical advice, advocacy, focused engagement, and Board representation.

### ENGAGEMENT

RCF's ownership activities are guided by ESG Action Plans, which aim to mitigate risk where possible and to leverage opportunities. The Action Plans are based on due diligence recommendations and may vary in application. They can include reviewing technical reports, supporting the business to enhance the ESG capability of its Board, performance and risk management improvement programs, or more direct engagement by sitting on executive committees within the company to directly provide ESG technical expertise.

### PERFORMANCE MONITORING

In 2022, RCF adopted the ILPA EDCI framework to enhance the consistency, verification, and usability of ESG data for its Limited Partners. Building on this foundation, RCF launched an ESG Data Governance Project in 2024 to strengthen ESG monitoring and reporting across its portfolio. The initiative improved the quality and scope of ESG information provided by Portfolio Companies, encompassing both quarterly and annual performance metrics as well as an annual governance review.

### EXIT

Management of ESG risks can add value to the exit process, and businesses that can demonstrate they are effectively managing ESG risks are likely more attractive to buyers. Throughout the holding period, where material, RCF seeks to ensure that effective ESG risk management practices are established with a view to an eventual planned exit, and as best as possible, ensure the ability for continued performance under new ownership.

1. <https://www.unpri.org/investment-tools/stewardship>

## ALIGNMENT TO GLOBAL ESG INITIATIVES

Disclosure, engagement, and collaboration with leading industry frameworks, associations and initiatives enables RCF to continue to lift ESG performance and transparency, in line with its risk and opportunity profile and stakeholder expectations.

Following are some of the key frameworks and organizations RCF is an affiliate of or seeks to align to.



### United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) are a universal call-to-action to end poverty, protect the environment, and ensure all people enjoy peace, prosperity and equality by 2030 (Agenda 2030).

Adopted by 193 countries, the SDGs took effect in January 2016. Agenda 2030 has five overarching themes known as the 'Five Ps': People, Planet, Prosperity, Peace and Partnerships which span the 17 Sustainable Development Goals.



RCF is guided by the belief that when done responsibly and sustainably, mining can deliver strong returns to investors and at the same time, play a key role in the sustainable development of emerging economies.

RCF believes that society understands that decarbonizing the global economy, meeting the Paris Agreement climate targets, and the realising of the SDGs will result in a sustained demand for metals and minerals over the coming decades.

RCF assesses the potential positive and negative impacts of its investments on the SDGs and considers ways in which negative impacts can be mitigated. RCF also aligns its RCF Foundation grants to the SDGs.



### Principles for Responsible Investment

The Principles for Responsible Investment (PRI) recognizes that ESG issues can affect the performance of investment companies and seeks to apply principles that better align investors and broader societal objectives.

RCF integrates ESG factors in line with the PRI to enhance its investment and ownership decisions and amplify influence through stewardship efforts. Further details are provided in RCF's latest PRI Report (see page 15).



### Sustainability Accounting Standards Board

The Sustainability Accounting Standards Board (SASB) is a reporting framework that sets standards for the disclosure of financially material sustainability information from companies to their investors.

The 2021 ESG Report was RCF's first reporting effort aligned with the SASB Asset Management and Custody Activities Standard framework. RCF has continued this reporting in its subsequent ESG Reports. RCF will continue to extend this reporting for material issues in future ESG Reports in alignment with the SASB Mining and Metals Standard and other evolving ESG reporting frameworks.



### Institutional Limited Partner Association (ILPA) ESG Data Convergence Initiative (EDCI)

The EDCI aims to create and release ESG private market benchmarks which can be leveraged to help translate high-level ESG objectives into material and tangible impact.

In 2024, more than 500 General and Limited Partners representing around US \$38 trillion in Assets Under Management (AUM) globally contributed to the initiative, with 6,200 Portfolio Companies included in the benchmark.

See page 30 for further information on RCF's work in 2024 in relation to the EDCI.



### Task Force on Climate-Related Financial Disclosures

Created in 2015 by the Financial Stability Board (FSB), the Task Force on Climate-Related Disclosures (TCFD) is a voluntary reporting framework that aims to promote a more consistent approach to addressing and disclosing climate-related financial risks and opportunities. The widely accepted framework is grouped into four pillars - governance, strategy, risk management, and metrics and targets.

Refer to page 37 for RCF's TCFD report.



## RCF'S APPROACH TO GOOD INTERNATIONAL INDUSTRY PRACTICE

RCF seeks to adopt accepted mining and finance industry-related good international industry practices to inform risk and opportunity assessments during its investment analysis and decision-making process, particularly where performance beyond legal requirements is needed to effectively manage an ESG risk or opportunity.

## INFORMING RCF'S APPROACH TO ESG



**The International Council on Mining and Metals (ICMM)** is an industry leadership organization working for a safe, just, and sustainable world that is enabled by responsibly produced minerals and metals. This includes defining good practice ESG requirements of members. The ICMM Performance Expectations are widely recognized as the metals and mining industry's good international industry practice framework for ESG.



**The International Finance Corporation Performance Standards (IFC)** and Environmental and Social Sustainability Framework are a set of social and environmental guidelines that define risks and impact management expectations for projects funded by the IFC (the private sector arm of the World Bank). The standards are designed to promote sustainable development and responsible business, and have become widely adopted as good international industry practice.



**The Equator Principles** are a voluntary framework adopted by financial institutions to assess and manage the social and environmental risks associated with project financing. They are a set of guidelines that help banks and financial institutions determine, evaluate, and manage the potential environmental and social impacts of projects they consider for financing.

# STAKEHOLDER ENGAGEMENT

Collaboration and advocacy are essential to tackling the biggest issues in mining and maximizing the value of investments - engaging on ESG good practices can enhance standards across the industry.

RCF engages with stakeholders, including Portfolio Companies, Limited Partners, and employees to fulfill its responsible investment commitments and lead to better ESG outcomes. Engagement is focused on specific ESG performance areas and material issues.

A summary of why and how RCF engages with each of its stakeholder groups is provided in the table to the right.

## RCF'S STAKEHOLDER ENGAGEMENT APPROACH

Stakeholder Group	Why RCF Engages	How RCF Engages	Example of Engagement in 2024
<b>Portfolio Companies</b>	Stewardship to deliver value creation during the hold period, to be realized at exit and beyond. RCF focuses on improving a Portfolio Company's material ESG impact, risk, and opportunity management, which may require performance above regulatory compliance.	<p>Direct ongoing engagement with management and ESG teams.</p> <p>Active monitoring of ESG data and performance reporting.</p> <p>Site visits.</p> <p>Participation on ESG Committees.</p> <p>Taking Board positions or actively adding ESG capability to Board or management.</p> <p>Active focus on material issues and collaboration to build trust and influence.</p>	<p>In 2024, RCF directly engaged on ESG issues with the Portfolio Companies across its funds. RCF also either chaired and/or participated in formal ESG committees/working groups of selected Portfolio Companies.</p> <p>Several site visits were completed relating to prospective or existing investments.</p>
<b>Limited Partners</b>	<p>To understand RCF Limited Partners (LPs) strategic ESG priorities and ensure RCF meets their evolving expectations.</p> <p>Foster understanding of RCF's approach to ESG and associated impacts, risks, and opportunities.</p>	<p>Direct one-on-one meetings.</p> <p>RCF thought leadership and position statements on material ESG issues.</p> <p>Investor forums and roadshows.</p> <p>Annual General Meeting (AGM), presentations, and quarterly and annual reports.</p> <p>Responding to investor questionnaires.</p> <p>ESG Report.</p>	<p>During 2024, RCF held around 300 meetings with LPs.</p> <p>RCF also provided responses to ESG-related questionnaires submitted by its investors and presented on ESG at its AGM.</p> <p>In response to increased demand from LPs for transparent ESG data, RCF published its 4th ESG report, including reporting against international frameworks.</p> <p>RCF reported 2024 ESG performance data for a subset of investments from RCF Private Equity Fund I (formerly Resource Capital Fund VII), RCF Opportunities Fund, prior RCF Private Equity vintages, and RCF Jolimont II in alignment with ILPA EDCI, a partnership of private equity stakeholders aiming to generate useful, performance based, comparable ESG data for LP's. RCF also enhanced ESG data reporting from these Portfolio Companies, in line with industry ESG reporting frameworks (refer page 34 for further information).</p>

## RCF'S STAKEHOLDERS AND ENGAGEMENT APPROACH

Stakeholder Group	Why RCF Engages	How RCF Engages	Example of Engagement in 2024
<b>Industry</b>	<p>Promote the acceptance and implementation of the PRI across the industry.</p> <p>Share and receive technical knowledge to enhance RCF's effectiveness in responsible investment and ESG performance.</p> <p>Promote RCF's ESG performance and approach.</p>	<p>Conference and panel participation.</p> <p>Authoring news and thought leadership articles.</p> <p>Participation in publications and guidance development working groups.</p> <p>Alignment to ESG frameworks and membership to organizations.</p> <p>Social media announcements of company events and news.</p>	<p>In 2024, RCF continued to make ESG-related conference contributions and LinkedIn posts.</p> <p>RCF maintains professional relationships with the leadership of the ICMM, World Gold Council, and Mining Association of Canada.</p> <p>Participation in Women in Mining Chapters at various global mining regions.</p>
<b>Employees</b>	<p>Align the business around RCF's values, strategy, and positioning.</p> <p>Maximize employee engagement and a sense of community and care.</p> <p>Leverage RCF's deep technical and investment knowledge across its global teams.</p> <p>Share ideas to improve decision-making.</p>	<p>Opportunities for employee ownership.</p> <p>Employee surveys.</p> <p>Performance reviews.</p> <p>Town Halls, All Hands meetings.</p> <p>Internal communications, C.O.R.E intranet platform and an employee-led community.</p> <p>In-office noticeboards.</p> <p>Site visit reports.</p>	<p>Town Halls to update staff on the performance of the firm.</p> <p>Company-wide sharing of annual partner strategy alignment workshop information and outcomes.</p> <p>Sharing of site visit reports by technical and deal teams following site visits to facilitate due diligence and stewardship.</p> <p>Around 40% of employees have some ownership of RCF Management Company.</p>
<b>Communities</b>	<p>Support social value creation and promote sustainable development in the local and Indigenous communities proximal to Portfolio Company operations.</p> <p>Monitor RCF's Portfolio Companies' "social license" and approach to community engagement, grievance management, strategic social investment, local employment and procurement, and overall social performance.</p>	<p>Indirect engagement through its Portfolio Company stewardship.</p> <p>Visiting Portfolio Companies communities during site trips.</p> <p>Philanthropy through the RCF Foundation via employee and Portfolio Company grant applications.</p>	<p>RCF Management Company (RCFM) community outreach programs through the RCF Foundation.</p>





# ESG PERFORMANCE

Measuring and evaluating practices to meet RCF's ESG strategy.

13 <b>Al</b> Aluminium	22 <b>Ti</b> Titanium	24 <b>Cr</b> Chromium
25 <b>Mn</b> Manganese	26 <b>Fe</b> Iron	28 <b>Ni</b> Nickel



# 2024 ESG PERFORMANCE SUMMARY

## Investment Process

# 3

New Portfolio Company  
investments.

# 24

ESG due diligence  
processes completed  
(including desktop  
and advanced due  
diligence).

# 4

Portfolio Company  
ESG Committees  
participated in.

# 9

Exited investments.

## Environment



Reported climate change risk and opportunities in line with the Task Force on Climate-Related Disclosures.

Calculated the Scope 1, 2 and material Scope 3 emissions for around 62% of AUM of financed emissions.



Received a commitment of AU \$117 million from Australia's Clean Energy Finance Corporation (CEFC) to RCF's flagship private equity fund. This follows the CEFC's 2022 AU \$22.5 million investment in the Jolimont Mining Innovation Fund II. These investments enhance RCF's capacity to advance sustainable mining, critical minerals for the energy transition, and innovative emissions-reduction solutions in hard-to-abate operations.



# 2024 ESG PERFORMANCE SUMMARY

## Advocacy

RCF experts authored 19 ESG-related LinkedIn publications and made several ESG-related conference contributions.



## Governance



**ESG Data  
Convergence  
Initiative**

Collected key ESG performance data for around 70% of RCF's AUM, and disclosed this data for RCF Private Equity Fund I (formerly Resource Capital Fund VII) Portfolio Companies, in line with the ILPA EDCI.

Drafted updates to Responsible Investment Policy, Climate Change Policy, developed a new Human Rights Policy and new guidelines on RCF's ESG Performance Expectations.

## Social

**44%**

of Executive, Non-Executive Management and Professionals in RCF are women, up from 34% in 2023.

**49%**

of all employees are female.

**Around US \$220,000**

distributed by the RCF Foundation to charitable projects in Australia, USA, Brazil, Latvia, Kazakhstan and Africa.

RCF employees continued to directly volunteer with several non-profit organizations that aim to help support under-represented groups including International Women in Mining and their local chapters, and the Australian Institute of Company Directors Director Pipeline Project, mentoring women on programs to achieve their first board roles.

RCF employees also directly volunteer as Board members of not-for-profit organizations, such as the US Denver Scholarship Foundation and the Australian Starlight Children's Foundation.



# PORTFOLIO COMPANY 2024 ESG AWARDS & RECOGNITION

## RCF Innovation



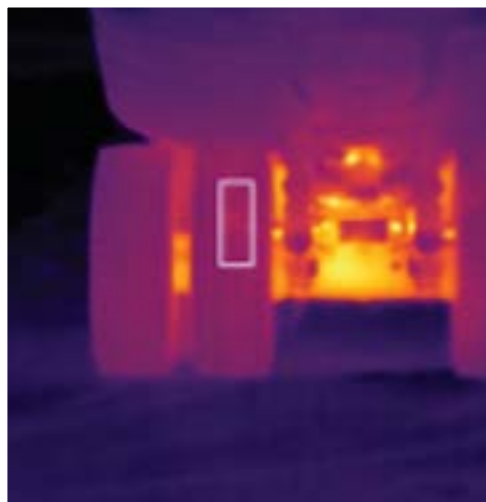
Phibion was honored with a Gold Award at Australian Manufacturing Week 2025, recognizing its innovative contributions to sustainable mining and tailings management. This accolade highlights Phibion's commitment to environmental stewardship through technologies like the MudMaster® and Accelerated Mechanical Consolidation (AMC®) process.



ADR was recognized as one of the Top 50 robotics companies globally by the Robotics Business Review. The acknowledgment was for its environmental innovations, including deploying robots to inspect hazardous environments and assess vulnerable bat colonies.



Pitcrew AI was featured in the 2024 CORE Innovation Hot 30 Awards, celebrating its solar-powered, AI-driven tyre inspection system. This technology enhances safety and reduces carbon emissions in mining operations, aligning with sustainability goals.



## RCF Private Equity



Two Ausenco leaders, María Paz Núñez and Carolina Vargas, were recognized among Chile's "100 Inspirational Women in Mining". This recognition highlights the company's commitment to promoting diversity and inclusion in the mining sector.



GAM was declared conformant to the Minerals Due Diligence Audit Standard for fourteen consecutive years, reflecting its commitment to responsible sourcing and ESG practices.



## EDCI DATA CONVERGENCE INITIATIVE

The Institutional Limited Partner Association's ESG Data Convergence Initiative (EDCI) is a global partnership of private market stakeholders committed to streamlining the industry's historically fragmented approach to collecting and reporting ESG data. Their mission is to create a critical mass of meaningful, performance-based, and comparable private company sustainability data. Participating GPs agree to report on a core set of sustainability metrics drawn from existing frameworks and utilizing a standardized format. This data is then validated and aggregated into an anonymized benchmark by Boston Consulting Group (BGC), before shared with LPs. The data is intended to enable GPs and their Portfolio Companies to streamline data collection, understand and benchmark performance and better understand how sustainability drives commercial value creation, while promoting greater transparency and more comparable portfolio information for LPs. As of January 2024, the EDCI's membership include over 500 GPs and LPs, representing ~US \$59 trillion in Assets Under Management (AUM), and ~6,200 Portfolio Companies included in the benchmark.

ESG data collected through the EDCI covers seven categories, including greenhouse gas emissions and net-zero strategies, energy, diversity, safety, employee numbers and engagement.

RCF joined the EDCI in 2022, so far participating in three annual reporting cycles. The number of Portfolio Companies RCF has reported has grown each year, starting in 2022 with three years of data (2020 to 2022) representing 100% AUM of

Resource RCF Private Equity Fund I (formerly Resource Capital Fund VII L.P.) (20% of RCF's total AUM). In 2023 and 2024, RCF submitted data for RCF Private Equity Fund I, plus a subset of Portfolio Companies from RCF's Opportunities, Mature and Jolimont Innovation Funds. The data submitted represented around 60% of RCF's total AUM in 2023 and 2024. RCF look forward to further building on this in future years, supported by continued development of its ESG Data Governance Project (refer page 34).

Selected data is shown on page 31. 2024 performance for RCF Private Equity Fund I were generally comparable to prior years with improvements over time evident for Board gender diversity and number of injuries. No workplace fatalities occurred in 2024. Other performance in 2024, such as net new hires, greenhouse gas emissions and energy use, generally reflected the evolution of mining projects from construction to stable operations.



**GHG Emissions**



**Net Zero**



**Renewable Energy**



**Diversity**



**Work-Related Accidents**



**Net New Hires**



**Employee Engagement**

# EDCI DATA CONVERGENCE INITIATIVE - FUND DATA

## RCF Private Equity Fund I (formerly Resource Capital Fund VII)

### Data Representation

Year	Number of Companies Represented	Number of Commodities Represented	Number of Countries	Percent of RCF Private Equity Fund I Represented	Percentage of Total RCF AUM Represented
2022	7	6	6	100	~20
2023	7	4	6	~67	~24
2024	5	3	5	~89	~32

### Work-Related Injuries (Total Across Fund)

Year	Injuries	Days Lost Due to Injury <sup>1</sup>	Work-Related Fatalities
2022	170	1,734	3
2023	132	152	0
2024	60	712	0

### Employment (Total Across Fund)

Year	Total Full-Time Equivalent Employees
2022	5,863
2023	6,426
2024	7,884

### Gender Diversity

Year	Women on Board (Average % Women Across Fund)	Women in C-Suite (Average % Women Across Fund)
2022	21	Not collected
2023	24	Not collected
2024	24	17

### Greenhouse Gas (GHG) Emissions (Metric Tonnes CO<sub>2</sub>e) and Energy Use (kWh) (Total Across Fund)

Year	GHG Scope 1	GHG Scope 2	Total Energy Consumption	Renewable Energy Consumption
2022	616,842	185,555	3,197,681,471	28,101,530
2023	642,526	350,385	2,573,326,512	24,570,353
2024	542,531	194,260	2,208,394,296	21,798,180

As per the EDCI guidance, all data are 100% figures from the Portfolio Companies and have not been adjusted for RCF's equity ownership. Data was subject to internal validation. The data has not been externally assured, is indicative in nature and may be subject to change.

1. Defined as number of days for which the employee is incapable of performing the "normal duties of work" as a result of an occupational injury.

## RCF Jolimont Fund

Year	Number of Companies Represented	Number of Countries	Percent of Fund Represented	Percentage of Total RCF AUM Represented
2024	7	2	81	4

Board Gender Diversity (Average % Women)	11
Women in C-Suite (% Women)	8
Full-Time Equivalent Employees (Total Across Fund)	294
Work-Related Injuries (Total Across Fund)	14
Days Lost Due to Injury (Total Across Fund)	7
Work-Related Fatalities (Total Across Fund)	0
Greenhouse Gas Emissions - Scope 1 (Metric Tonnes CO <sub>2</sub> e)	6,789
Greenhouse Gas Emissions - Scope 2 (Metric Tonnes CO <sub>2</sub> e)	144
Energy Use (kWh)	116,370
Renewable Energy Use (kWh)	17,000 (12%)

## RCF Opportunities Fund

Year	Number of Companies Represented	Number of Commodities Represented	Number of Countries	Percent of RCF Opportunities Fund I and II L.P. Represented	Percentage of Total RCF AUM Represented
2024	12	8	6	61	2

Board Gender Diversity (Average % Women)	27
Women in C-Suite (% Women)	8
Full-Time Equivalent Employees (Total Across Fund)	4,956
Work-Related Injuries (Total Across Fund)	9
Days Lost Due to Injury (Total Across Fund)	4
Work-Related Fatalities (Total Across Fund)	0



## RCF'S ESG ROADMAP

RCF's 2023 ESG Roadmap, first introduced and tracked in the previous year's ESG Report, has now been successfully completed. The Roadmap guided key initiatives and progress across the firm's ESG priorities. Notable achievements include:

- **Strengthened ESG Governance:** Refinement and integration of RCF's ESG Strategic Framework, embedding ESG governance across core business functions.
- **Total Portfolio Stewardship:** Implementation of ESG training across the organization and enhanced oversight of material ESG issues within selected Portfolio Companies.
- **Climate Strategy Established:** Development of a comprehensive climate change strategy, including assessment of climate-related risks and opportunities, supported by relevant disclosures.
- **Integration of ESG into Investment Decisions:** Incorporation of United Nations Sustainable Development Goals (UN SDG) assessments into investment due diligence and ownership practices, where material. ESG considerations were also integrated into exit strategies.
- **Diversity, Equity, Inclusion and Belonging (DEIB):** Introduction of a multi-year DEIB strategy to foster an inclusive and equitable workplace.
- **Enhanced ESG Performance Reporting:** Improved ESG data collection and reporting across Portfolio Companies, aligned with leading industry ESG reporting frameworks, to strengthen performance monitoring and governance.

An updated Roadmap from 2025 to 2027 (inclusive) was established in 2024 in consultation with the RCF ESG Committee. In line with RCF's ESG Principles, the focus of the updated Roadmap is to ensure RCF remains aligned with investor expectations, and assesses and maintains close oversight over material ESG risks and opportunities in its portfolio.

A summary of the Roadmap is provided on the following page. RCF will report progress on this Roadmap each year in its future ESG reports.



# RCF'S ESG ROADMAP 2025 TO 2027

## Principle 1: Sustainable Value Creation

**Objective:** Manage ESG risks and opportunities to maximize RCF's value and returns for stakeholders.

### Actions

#### Governance

Maintain and update RCF's ESG policies and processes to reflect evolving expectations from the Principles for Responsible Investment (PRI), investors, and other key stakeholders.

#### ESG Data Management

Collect and report ESG performance data covering at least 80% of RCF's Assets Under Management (AUM), incorporating metrics from the ESG Data Convergence Initiative (EDCI) and selected indicators from leading industry frameworks such as the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB).

#### Greenhouse Gas Emissions

Partner with selected Portfolio Companies to make commercially reasonable efforts to:

- Develop decarbonization strategies, including setting a target year for achieving net-zero Scope 1 and Scope 2 emissions.
- Measure material Scope 3 emissions categories and establish a corresponding reduction strategy.
- Support selected Portfolio Companies in implementing commercially viable emissions reduction opportunities.

#### ESG Performance Management

Assess ESG maturity and risk of selected Portfolio Companies against RCF's ESG Performance Expectations, drawing on reported data and engagement insights.

Develop tailored ESG Action Plans for Portfolio Companies identified as having material ESG risks.

Set Key Performance Indicators (KPIs) and targets in key areas - such as safety, greenhouse gas emissions, and workforce diversity - for selected Portfolio Companies.

## Principle 2: Advocacy

**Objective:** Work with groups in both the mining and private equity/finance industry to promote and advance the Principles of Responsible Investment in the mining sector.

### Actions

#### ESG Data and Performance

Contribute to industry advancement by sharing RCF's approach to ESG performance data reporting, portfolio stewardship, and the resulting impact on ESG outcomes.

#### Greenhouse Gas Emissions

Promote broader decarbonization efforts by sharing insights from RCF's climate strategy, including practical approaches to emissions reduction and targets.

## Principle 3: Transparency

**Objective:** Review and report on RCF's progress towards responsible investment, including transparency about RCF's impacts success and challenges.

### Actions

#### ESG Performance Reporting

Publish RCF's Annual ESG Report, with a commitment to continuously enhancing transparency year-on-year. The report will focus on ESG performance data, stewardship practices, and progress on greenhouse gas emissions reduction and decarbonization pathways.

#### Industry Reporting

Submit annual disclosures to the Principles for Responsible Investment (PRI) and the ESG Data Convergence Initiative (EDCI), reinforcing RCF's commitment to alignment with global best practices and data standardization.

# ESG DATA GOVERNANCE

RCF began collecting ESG data from its Portfolio Companies in 2018, including selected metrics from the SASB and Global Reporting Initiative (GRI) related to workplace health and safety, energy use and greenhouse gas emissions, social and environmental performance and people metrics. RCF has historically used this data to monitor Portfolio Company performance and support its disclosures.

The rapid evolution of ESG disclosure standards and an ever-increasingly complex universe of ESG and industry reporting and performance frameworks triggered RCF to establish the ESG Data Governance Project throughout 2023 and 2024.

The purpose of the project is to lift the precision and oversight of RCF's ESG performance monitoring and stewardship of Portfolio Companies, enhance RCF's ability to add value to its investments through building ESG capability in its Portfolio Companies and enhancing risk and opportunity management. The enhanced ESG data also supports RCF's ESG disclosures and reporting for its investors and other stakeholders.

The ESG Data Governance project was rolled out in stages across 2023 and 2024, which included:

- **Identify the risks and opportunities:** Review current data and Portfolio Company material ESG issues.
- **Identify most relevant reporting frameworks:** Review of financial and mining industry reporting frameworks to select those that are most relevant to RCF's activities, stakeholders and ESG objectives. The EDCI, SASB and TCFD were identified as primary frameworks. Selected metrics were also chosen from the SASB Metals and Mining Standard, GRI, and the EU's Sustainable Finance Disclosure Regulation (SFDR) Principal Adverse Impact Indicators.
- **Establish ESG databook and metadata:** Define a list of ESG data metrics and their cadence for collection, as well as applicability across different funds, mining project development stages and innovation companies.
- **Integration into RCF's existing performance monitoring reporting framework via EFront Invest™:** Integrate the ESG databook into RCF's EFront Invest™ system, a web-based, end-to-end software solution that streamlines investment management, from operational and portfolio management to performance evaluation and reporting.
- **Portfolio Company engagement:** Work with Portfolio Companies to deliver on the enhanced ESG data reporting, including coaching and data verification.
- **Establishing internal reporting:** Dashboards and internal reporting tools and processes were established to ensure ESG performance can be clearly tracked alongside financial performance.
- **Monitoring and review:** Refining and improving the process through its first year of functioning to ensure the outcome efficiently and effectively achieves its objectives. The data process will be reviewed every two years or in the event of a material change.

This project was completed in early 2025 and monitoring, review and refinement is well underway.

The primary challenge of this project was to establish a reporting framework that is effective across RCF's diverse portfolio and investment strategies. Key to addressing this has been establishing a set of criteria which determine what companies and metrics will be monitored within each fund and investment stage.

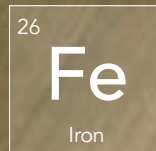
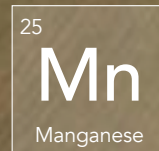
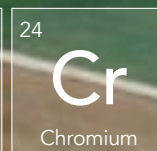
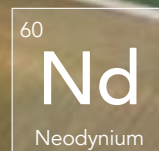
RCF looks forward to providing information and insights from this data in its future ESG Reports, after the monitoring and review phase will be complete.





# CLIMATE CHANGE

Responsibly supporting the energy transition.





## ADDRESSING CLIMATE CHANGE RESPONSIBLY

Climate change is a pressing global challenge. The inextricable links between climate change, water issues, biodiversity, and socioeconomic development mean action in line with the Paris Agreement is critical to achieving the UN Sustainable Development Goals.

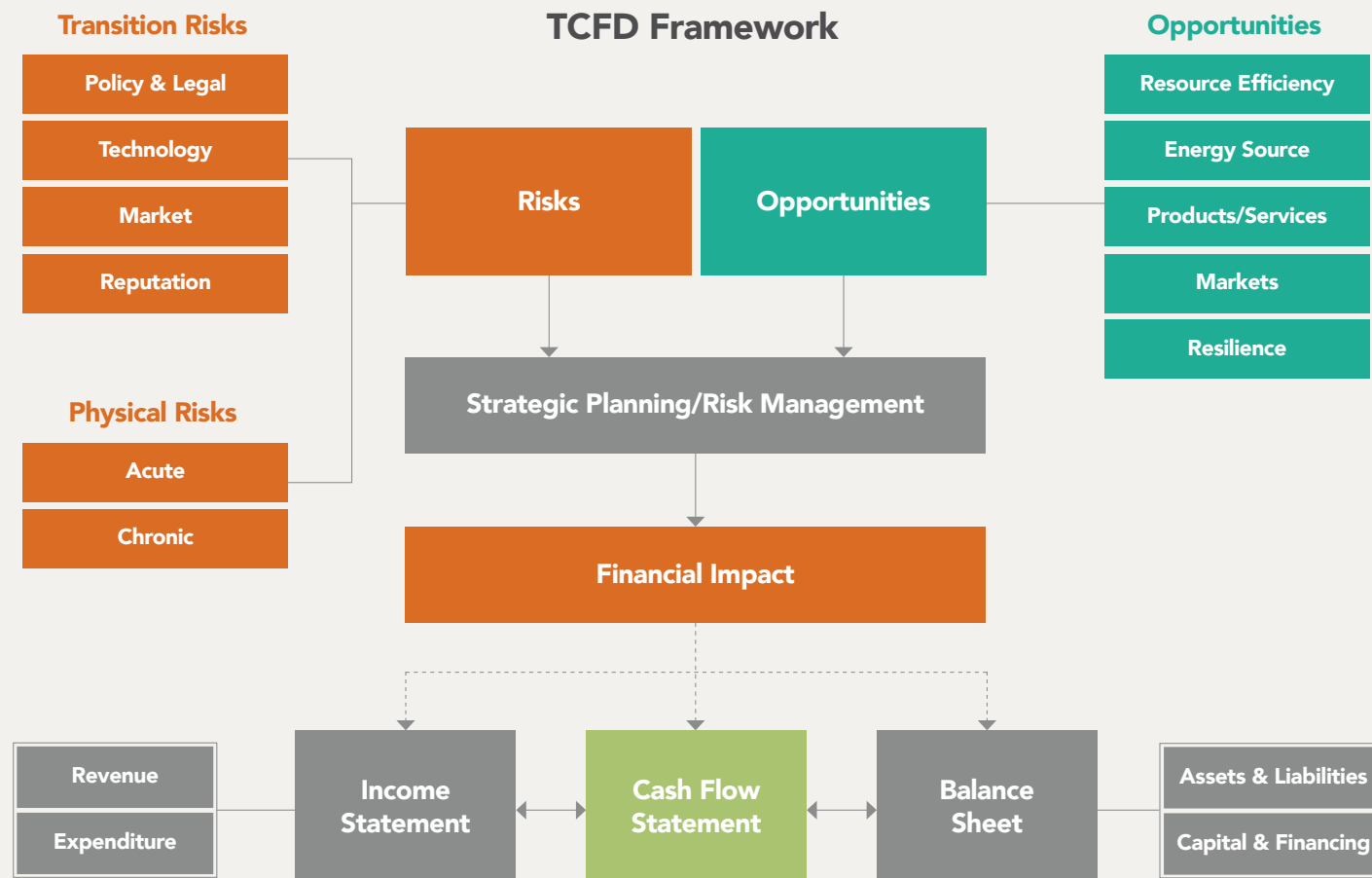
The mining and metals sector's role in meeting this challenge is both through the production of minerals needed for the transition to a low carbon economy, and reduction in the emissions from the energy required for the extraction and subsequent treatment of mined products into forms that can be used in downstream applications and products.





The physical impacts of climate change and the transition to a low carbon economy presents a range of financial risks and opportunities. Created in 2015 by the Financial Stability Board (FSB), the Task Force on Climate-Related Disclosures (TCFD) aims to promote a more consistent approach to addressing and disclosing climate-related financial risks and opportunities. The widely accepted framework is grouped into four pillars - Governance, Strategy, Risk Management, and Metrics and Targets (see figure opposite).

RCF provided its initial disclosure aligned with the TCFD framework in its 2021 ESG Report. RCF is committed to continuous improvement of both performance and disclosure. The following sections demonstrate RCF's continued advancement towards TCFD reporting on relevant climate-related risks and opportunities, and extends the disclosure of RCF's firm and Portfolio Company (invested) emissions.



Source: Recommendations of the Task Force on Climate-Related Financial Disclosures.



## GOVERNANCE AND OVERSIGHT

As with all of RCF's responsible investment actions, RCF's senior leadership strives to oversee management of climate-related risks and opportunities. Accountabilities for responsible investment governance at RCF, which includes climate change, are summarized on page 16. Further detail about RCF's over-arching governance processes is provided on page 68.

RCF's senior leadership, through the ESG Committee, provides oversight of RCF's Climate Change Policy. This policy outlines its approach to evaluating climate-related risks and opportunities, including considering climate risk in due diligence and ongoing Portfolio Company engagement.

RCF's investment teams working in partnership with the Director, ESG are responsible for identifying, assessing and managing climate-related risks, with guidance from the ESG Committee. Each Fund's Investment Committee makes decisions on where to deploy capital, considering material ESG issues, including the findings from climate-related analysis.

In 2024, RCF's ESG Committee reviewed a range of climate-related matters, including progress against the firm's climate change strategy and its forthcoming update. Discussions also covered the results of a physical climate risk assessment, Portfolio Company performance and governance in relation to climate change, and enhancements to data quality and disclosure. The Committee also endorsed updates to RCF's Climate Change Policy, which can be viewed [here](#).

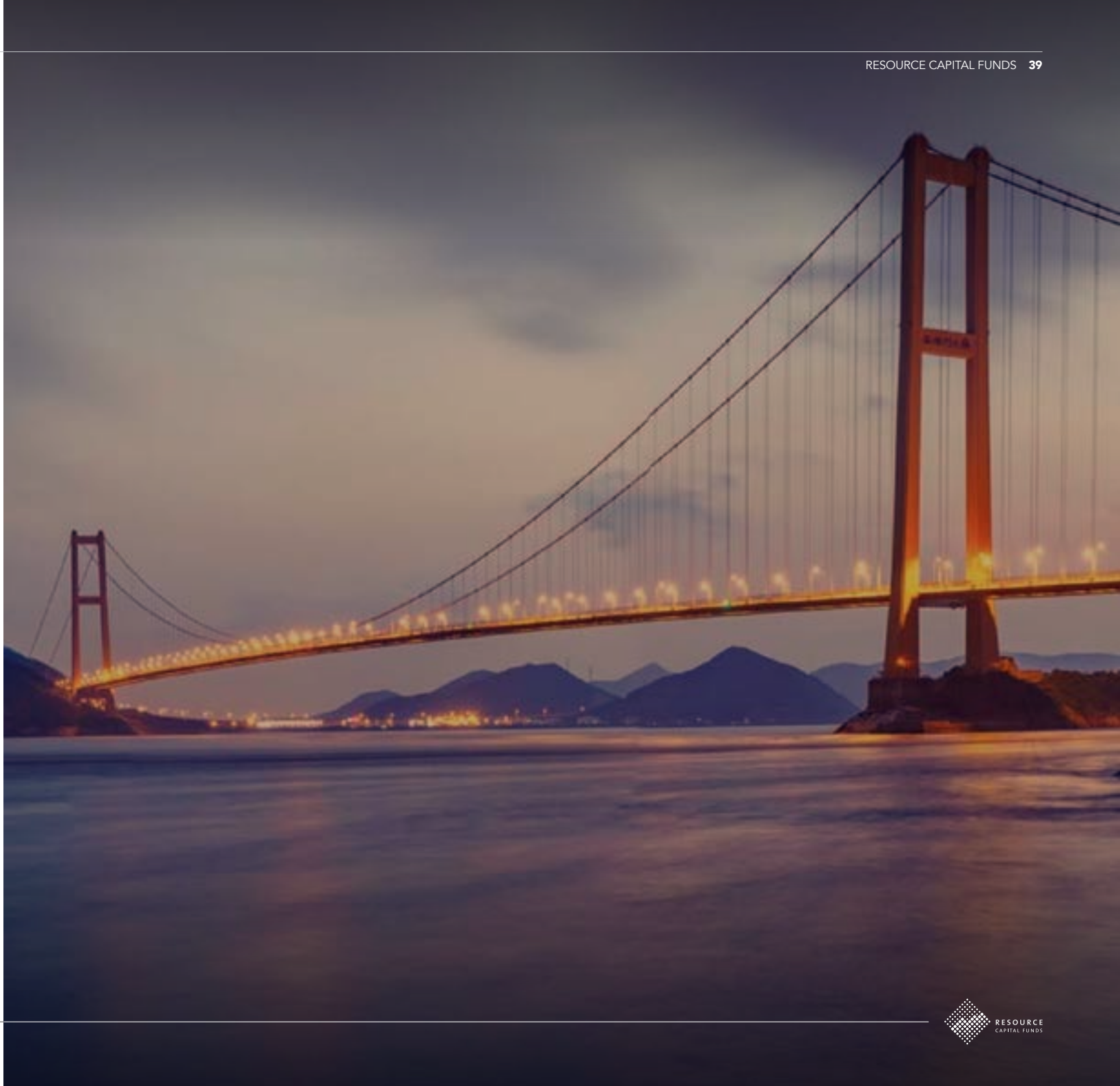




## STRATEGY

RCF acknowledges that a changing climate and the energy transition represent both risks and opportunities to the mining and metals sector which may affect RCF's strategy, investments and returns. Given the scale of RCF's invested (Scope 3) emissions relative to RCF's own business, its investment portfolio is the primary focus of RCF's climate strategy.

RCF has identified climate-related risks and opportunities which it expects will impact Portfolio Companies over the short (one to three years), medium (three to six years) and long-term (more than six years). RCF's initial approach to identifying, assessing and managing these risks and opportunities is described in the following pages.



# CLIMATE-RELATED INVESTMENT RISKS AND OPPORTUNITIES

## PHYSICAL RISKS

Physical risks resulting from climate change can be event-driven (acute) or longer-term shifts (chronic) in climate patterns. Mining projects are often located in harsh climates. More frequent and intense weather events may increase the physical challenges to mining operations, such as direct damage to mine infrastructure, disruptions to operations and indirect impacts from their supply chain. Examples of physical risks are detailed in the table below.

Physical Risk	Potential Mining Industry Impacts <sup>1</sup>
<b>ACUTE: Event Driven</b>	<p>More frequent droughts, forest fires, and floods may alter the supply of water and other key inputs to mine sites and disrupt development or operations.</p> <p>Flooding from extreme rains can also cause operational disruptions, including mine closure, washed-out roads, and unsafe water levels in tailing dams.</p>
<b>CHRONIC: Longer-Term Shifts in Climate Patterns</b>	<p>Changing climatic patterns can result in an increase in rainfall and flooding events leading to operational disruptions.</p> <p>Significant global metals resources are in water-stressed and arid areas and (depending on the change in climatic pattern) this could lead to vulnerability of operational water supply, increased competition for shared water resources and increased costs.</p> <p>Extreme heat in already hot places - particularly Australia and parts of North and West Africa - can decrease worker productivity and raise cooling costs. It can also put workers' health (and sometimes their lives) at risk.</p>

1. <https://www.mckinsey.com/capabilities/sustainability/our-insights/climate-risk-and-decarbonization-what-every-mining-ceo-needs-to-know>

## TRANSITION RISKS AND OPPORTUNITIES OF CLIMATE CHANGE IN THE METALS AND MINING INDUSTRY

### TRANSITION RISKS

Transitioning to a lower-carbon economy will require extensive policy, legal, technology, and market changes to address mitigation and adaptation requirements related to climate change. Depending on the nature, speed, and focus of these changes, transition risks may pose varying levels of financial and reputational risk but also opportunity to RCF and its Portfolio Companies. Transition risks and opportunities are detailed in the table on the right.

Physical Risk	Potential Risks	Potential Opportunities
<b>Policy and Legal</b>	<p>Increased carbon taxes, carbon pricing and cap and trade programs could increase costs for mining companies and/or require companies to make investments to reduce emissions from operations.</p> <p>Portfolio Companies may face increased climate-related litigation risk from potential non-compliances or the perception that they are not acting quickly enough to mitigate climate risks.</p>	The need to secure mineral inputs critical to decarbonization has led many governments to implement Critical Minerals strategies which may include significant incentives to bring new projects into construction.
<b>Technology Changes</b>	<p>Disruptive new low emissions technologies may change demand for commodities, positively or negatively depending on whether commodities are inputs in new or displaced technology (e.g., new battery technology may change the market fundamentals for certain metals that RCF invests in, including nickel, lithium, vanadium, Platinum Group Metals (PGMs) and graphite).</p> <p>Portfolio Companies may experience challenges adopting new technologies necessary to support emissions reduction targets. The cost and unproven nature of new technology could reduce RCF's investments' productivity and profit margins.</p>	Mining Equipment, Technology and Services Sector (METS) companies that are innovating to reduce industry emissions, (e.g., autonomous and electric vehicles, and advanced sensors and monitoring systems) may improve their competitive position.
<b>Market</b>	As metals play a vital role in the transition to cleaner energy production, demand for some commodities may be reduced, influenced by different climate transition pathways.	<p>Companies that proactively seek opportunities in higher-demand commodities may be able to diversify and better position themselves for the transition to a lower-carbon economy.</p> <p>Relatively low emissions mining operations may develop a competitive advantage, provide better access to capital, or enhance their ability to secure attractive offtake agreements.</p>
<b>Portfolio and Strategy</b>	Climate change may enhance pollution concerns or scarcity pressures in mining areas, resulting in stricter environmental regulation. This may impact on RCF's investment's costs of, or access to, key inputs such as water, and/or the ability to secure land approvals for new developments.	As demand for transition metals grow, so will government incentives to support mining projects and initiatives that provide the critical resources. Environmental regulation could become faster and more efficient for these investments.
<b>Reputation</b>	Negative stakeholder impressions of the mining industry's contribution to climate change could cause reputational damage, decrease investor confidence, create challenges in maintaining positive community relations and pose additional obstacles to companies' ability to develop projects, which may result in a material adverse impact on their financial position.	Portfolio Companies that demonstrate leadership and innovation to address climate change while also maintaining their financial performance will enhance their reputation with all stakeholders and improve investor confidence.



# PORTFOLIO SCREENING OF THE PHYSICAL IMPACTS OF CLIMATE CHANGE

RCF completed work in 2024 to assess the physical risks of climate change in its portfolio using scenario analysis, partnering with ERM, a multinational consultancy firm which focuses on sustainability and the environment. The objective of this work was to provide RCF insight into the risk exposure of its investments to the physical effects of climate change which can reasonably be predicted now. The outputs are intended to support RCF's climate adaptation planning and alignment with the Taskforce on Climate-Related Financial Disclosures recommendations for assessment of climate-related risks and opportunities.

The work utilized ERM's proprietary Climate Impact Platform ('CIP'). CIP is an automated climate event analysis tool which is underpinned by ERM's Global Climate Database, ERM's knowledge of different asset types, and a range of climate projections. This was supported by GIS-based analysis of a selection of high-priority climate hazards.

Climate hazard screening was conducted for 15 of RCF's longer life mining/mineral processing investments located in Australia, the United States of America,

Canada, Finland, Brazil, Kazakhstan and Chile, selected to ensure representation of geographical and climatic variation.

The investments were stress-tested at a 4.4° Celsius temperature rise aligned with the Intergovernmental Panel on Climate Change Shared Socioeconomic Pathways 8.5 2100 scenario (SSP5-8.5) for a 2030 and 2050-time horizon. SSP5-8.5 specifically describes a "high emission" or "worst-case" scenario. It represents a future where there is high economic growth driven by fossil fuels (oil, coal, and gas), leading to high levels of greenhouse gas emissions. The "8.5" refers to the radiative forcing level (measured in watts per square meter) that the Earth's atmosphere could experience by 2100 if this scenario unfolds, leading to severe climate warming.

Risks assessed at each investment include extreme heat/cold, flooding, extreme rain, coastal flooding, cyclones, wildfire, landslides and water stress/drought.

The table to the right provides a summary of the output of this work.

## Top Seven Assets by Baseline Risk Rating



Risk Ranking	Asset Reference Number	Location	Risk Score	Risk Rating
1	Asset 1	North-Western Australia	2.58	Moderate
2	Asset 2	North-Western Australia	2.46	Moderate
3	Asset 3	North-Western Australia	2.35	Moderate
4	Asset 4	North-Central Chile	2.16	Moderate
5	Asset 5	Arizona, USA	2.15	Moderate
6	Asset 6	North-Eastern Burkina Faso	2.04	Moderate
7	Asset 7	South-Eastern Brazil	1.77	Low

## Top 7 Assets by Risk Rating for the SSP5-8.5 Scenario

Risk Ranking	Asset Reference Number	Location	Risk Score	Risk Rating	Key Hazards
1	Asset 2	North-Western Australia	3.16	High	Water stress and drought; Wildfires; Rainfall-induced landslides
2	Asset 1	North-Western Australia	2.79	Moderate	Water stress and drought; Wildfires; Extreme heat
3	Asset 5	Arizona, USA	2.63	Moderate	Wildfires; Rainfall-induced landslides; Extreme heat
4	Asset 8	Idaho, USA	2.57	Moderate	Rainfall-induced landslides; Extreme heat; Wildfires
5	Asset 3	North-Western Australia	2.47	Moderate	Water stress and drought; Wildfires; Extreme heat
6	Asset 4	North-Central Chile	2.43	Moderate	Wildfires; Extreme heat; Extreme winds and storms
7	Asset 9	Northern Kazakhstan	2.22	Moderate	Water stress and drought; Extreme heat; Extreme cold (baseline)

This analysis provided RCF with valuable insights into the potential long-term climate changes across its common investment geographies. Where physical risks and climate impacts are material to RCF's investments, they will be incorporated into ongoing due diligence and stewardship processes to guide risk management and investment decisions.

# RISK MANAGEMENT

As with other ESG issues, RCF strives to take a materiality-based approach to integrating climate-related risk and opportunity management into RCF's strategic planning and investment processes. RCF's management response to climate change continues to develop, but currently spans key areas detailed below.

## Commodity and Diversification Focus

RCF recognizes that transition risks and opportunities will have significant impacts on demand for metals and minerals. As such, it continually monitors global market trends to ensure that as far as possible, RCF funds are positioned to withstand and benefit from these structural trends. For example, this includes the assessment of government climate targets and related demand for renewable energy infrastructure, which in turn impacts demand for certain metals. Senior investment professionals meet semi-annually to review RCF's Private Equity and Opportunity Funds positioning in response to changes.

RCF aims to diversify its Private Equity and Opportunity Fund portfolios in terms of commodity and jurisdiction, which may mitigate the risk of exposure to climate-related risks in any single region or market. By focusing on high-quality assets, RCF aims to select Portfolio Companies able to withstand fluctuations in commodity price and other risks, including potential increased costs resulting from the transition to a low-carbon economy.

## Climate-Related Due Diligence and Stewardship

RCF's due diligence process is the main method for attempting to identify any material climate-related risks and opportunities, as well as for assessing how companies are preparing for climate change impacts. Where assessed as material, RCF takes into consideration government policies and compliance with applicable jurisdictional emission limits (in line with Nationally Determined Contributions), current and evolving carbon trading regulations and offset requirements, as well as any regional reporting obligations. RCF continues to enhance its approach to understanding the relative greenhouse gas emissions intensity of investments. Where data is available, RCF considers the potential impact of regulated carbon prices on future financial returns and asset and portfolio values and monitors these through the holding period if they are material.

## Scenario Analysis

RCF periodically conducts a high-level review of the resilience of its portfolio of mining projects or companies against the physical impacts of climate change under a variety of recognized climate scenarios.

RCF calculates its current and future Scope 3 Financed Emissions exposure (Portfolio Company Scope 1 and 2 emissions) from many of its investments where data is available or can reasonably be calculated, with calculated emissions disclosed in its Annual ESG Report. RCF encourages its Portfolio Companies to measure their own material categories of Scope 3 emissions, and mining companies to report their position on the global emissions intensity curve for the company or project primary commodity.

RCF calculates current and sometimes future Scope 3 Financed Emissions exposure from its investments, with 2024 emissions disclosed on pages 45 and 74 of this report.

## Reporting and Engagement

RCF seeks to actively engage with its investors and the market to ensure it remains in line with their expectations for climate action and disclosure. RCF published its Climate Change Policy and position statement in 2015, and its first TCFD aligned report in its 2021 ESG report, including disclosure of RCFM Scope 1 and 2 emissions, and selected categories of Scope 3 emissions. RCF has extended this reporting each year by more specifically articulating its climate-related risks and opportunities, and advancing its Scope 3 calculation, including a sub-set of its financed emissions (for around 62% of its AUM).

RCF believes that collaboration is essential to achieving global decarbonization targets in a sustainable way. RCF actively participates in industry initiatives to promote ethical and sustainable mining practices and to share knowledge on climate change and decarbonization across the mining and investment sectors.

# METRICS

RCF started calculating a portion of its greenhouse gas emissions in 2021, which has been continued and expanded across each year. RCF is aiming to calculate a complete view of its greenhouse gas emissions across Scopes 1, 2 and 3 by the end of 2025. RCF's progress towards these targets is detailed below.

## Scope 1 and 2 Greenhouse Gas Emissions

RCF first calculated and disclosed its RCFM Scope 1 and 2 emissions in its 2021 ESG report using the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (Greenhouse Gas Protocol) and updated this in its 2022 ESG Report.

As an office-based company, RCF has no Scope 1 emissions. RCF's Scope 2 emissions relate to its energy usage at its leased office premises. Given RCF's Scope 1 and 2 emissions are relatively low, activity levels have not materially changed from 2022, and the resources required to conduct the update, RCF has not updated its Scope 1 and 2 emissions calculation for 2024. Going forward, RCF will update its Scope 1 and 2 emissions every three years or following material changes in activity level, whichever is sooner.

## Scope 3 Greenhouse Gas Emissions

In 2021 RCF commenced calculation of its Scope 3 emissions baseline using organizational reporting boundaries in accordance with the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

In 2021 RCF calculated and disclosed its Scope 3 Category 6 (Business Travel) emissions. In 2022 RCF updated these metrics and extended its Scope 3 calculation to cover other material Scope 3 categories (see page 45).

Given the scale of RCF's investment activities compared to its footprint as an office-based company, Scope 3 Category 15 (Financed Emissions) represents the most material source of emissions for RCF. In 2022 RCF calculated the Scope 1 and 2 emissions of Portfolio Companies in its most recent flagship fund, RCF Private Equity Fund I (formerly Resource Capital Fund VII) (refer page 45) for 2020 to 2022 and part of Fund VI. These calculations represented around 50% of RCF's Assets Under Management (AUM) in 2022.

In 2024, RCF extended these calculations to a subset of Portfolio Companies in RCF Opportunities and Innovation Funds, increasing Scope 3 emissions calculated and reported to around 60% of RCF's Assets Under Management.

In line with its climate change targets (see page 46), RCF will continue to build its Scope 3 Category 15 (Financed Emissions) calculations to provide a full account of emissions by the end of 2025.

A summary of emissions RCF has calculated is provided in the table on the next page.

# SUMMARY OF RCF GREENHOUSE GAS EMISSIONS<sup>1</sup>

		2024		2023		2022	
		2024 Emissions (metric tonnes of carbon dioxide)	Proportion of 2024 Emissions (%)	2023 Emissions (metric tonnes of carbon dioxide)	Proportion of 2023 Emissions (%)	2022 Emissions (metric tonnes of carbon dioxide)	Proportion of 2022 Emissions (%)
<b>Scope 1</b>	Direct Emissions			0.0	0.0	0	0.0
<b>Scope 2</b>	Indirect Emissions	Not calculated in 2024, no material change in RCFM activity from 2022		Not calculated in 2023, no material change in RCFM activity from 2022		227	0.4
<b>Scope 3</b>	Category 1: Upstream Goods and Services					2,144	4.0
	Category 2: Upstream Capital Goods					40	0.1
	Category 3: Upstream Fuel and Energy Related Activities					14.5	0.0
	Category 6: Business Travel					2,014	3.8
	Category 8: Upstream Leased Assets					127	0.2
	Category 15: Financed Emissions <sup>2</sup>	123,983	>95	135,601 <sup>2</sup>	>95	53,063 <sup>2</sup>	91.4

1. Metric tonnes CO<sub>2</sub>e

2. Financed emissions have been disclosed for a subset of Portfolio Companies/Investments Scope 1 and 2 emissions, which in 2022 represented around 50% of RCF's AUM. The calculation was expanded to a greater number of Portfolio Companies/Investments in 2023 and 2024, representing around 60% of RCF's AUM. RCF intend to expand this calculation further in future years.



# TARGETS

As part of RCF's climate change strategy, RCF has set qualitative targets focused on enhancing RCF's climate change governance, risk assessments, and disclosure.

## Climate Change and Decision-Making

Update RCF's climate change policy and governance through due diligence, stewardship, engagement, and disclosure processes to ensure climate change risks and opportunities are fully embedded in business decision-making.

This has been completed and RCF's updated Climate Change Policy can be viewed at [this link](#).

## Physical Risk Analysis

Conduct broad scenario analysis to identify global locations of RCF's investments that would be most at risk from the physical impacts of climate change. This has been completed, refer page 42.

## Greenhouse Gas Emissions

RCF is committed to continuing to advance its calculation of its Scope 3 Financed Emissions. RCF will apply the Greenhouse Gas Protocol definitions of organizational boundaries and materiality to expand its Scope 3 financed emissions calculations in 2025 to provide a full account of emissions in its 2026 ESG Report.

## Emissions Reduction

RCF is actively implementing its climate change strategy, with a focus on assessing opportunities for setting measurable emissions reduction targets across its most material emissions source, Scope 3 Financed Emissions category.

RCF is committed to accelerating the transition to net-zero emissions and uses commercially reasonable efforts to support its Portfolio Companies to:

- Develop decarbonization strategies, including a target date to achieve net-zero Scope 1 and 2 emissions, and establish strategies for targeted reductions of material categories of Scope 3 emissions; and
- Identify and implement commercially viable emissions reduction opportunities.

RCF's climate change strategy includes review of these strategies and tracking their evolution and progress over time.

# PORTFOLIO COMPANY DECARBONIZATION SURVEY

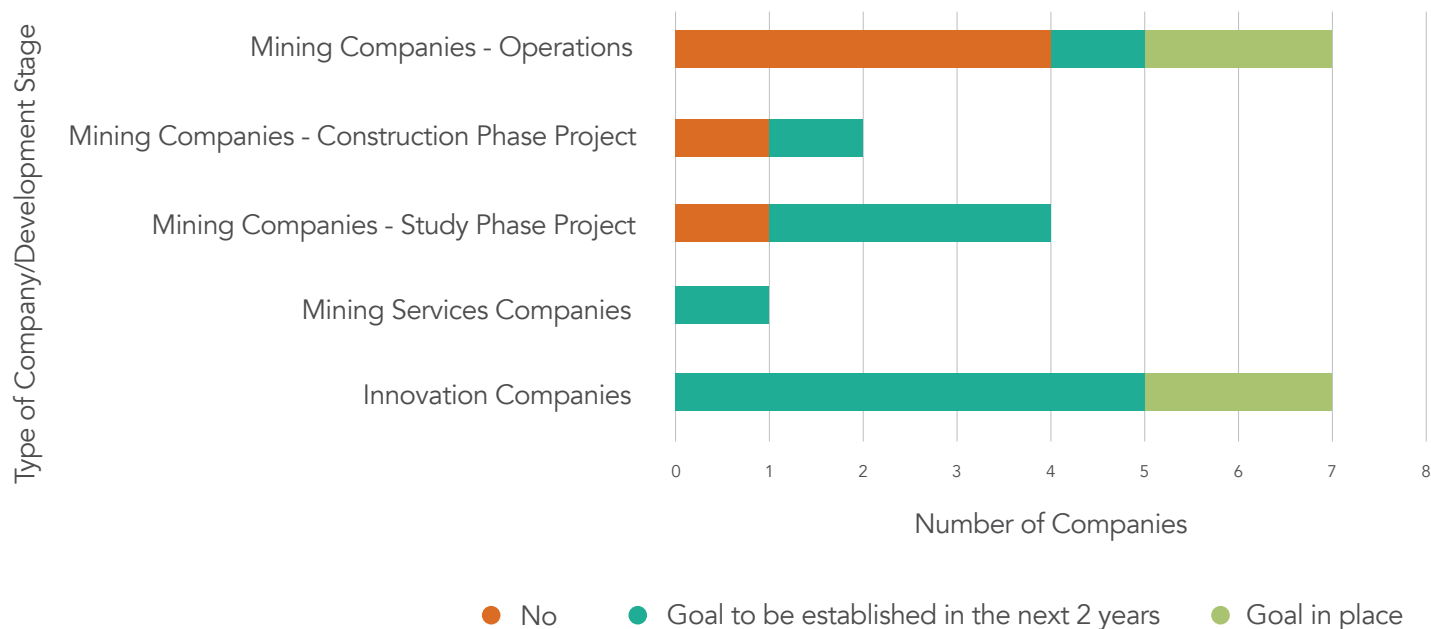
In 2023 and 2024, RCF conducted a targeted survey of 21 Portfolio Companies across its RCF VI, RCF Private Equity Fund I (formerly Resource Capital Fund VII L.P), Opportunities, and Innovation Funds, representing approximately 70% of assets under management (AUM) as of 2024. The survey focused on three key data points aligned with EDCI decarbonization metrics and was designed to assess the status and maturity of decarbonization strategies within the portfolio.

Exploration-stage companies were excluded from the survey, as it was deemed premature for these companies to have formal decarbonization strategies in place.

The survey findings are summarized to the right. Overall, approximately half of the companies surveyed had already made tangible progress in implementing their decarbonization strategies. An additional quarter indicated they expect to make significant progress within the next two years.

Of the 21 companies surveyed, eight have a decarbonization strategy in place, with seven of the companies setting short-term targets to support these plans. Four of the companies have committed to achieving net-zero emissions by 2050 or sooner, and a further eleven intend to set a net-zero goal within the next two years.

**Net Zero Goal by Type of Company/Development Stage (n=21)**



# RCF INNOVATION II: SUPPORTING MINING DECARBONIZATION



RCF Jolimont Mining Innovation Fund II and II-A LP (RCF Innovation II or the Fund) invests in high-growth companies that seek to make mining safer, cleaner and more efficient. By supporting companies to apply innovation and technology to tackle some of the mining industry's biggest ESG challenges, the Fund aims to improve mining sustainability while delivering returns to investors.

RCF Innovation II supports companies that directly address key ESG issues in mining, including:

- **Decarbonization:** electrifying mining fleets and haulage, and reducing greenhouse gas emissions (GHG).
- **Water stewardship:** improving water recovery to reduce the reliance and impact on external water sources.
- **Tailings management:** improving the safety, stability and environmental performance of tailings storage facilities, while reducing long-term risks to communities and ecosystems.
- **Operational efficiency:** deploying process control and monitoring systems that improve recovery, reduce waste and enhance safety.

The Fund is proud to partner with the Clean Energy Finance Corporation (CEFC) - the Australian government's specialist climate investor - which committed ~AU \$22.5 million to RCF Innovation II. Together, RCF and the CEFC are supporting technologies that aim to deliver measurable benefits while strengthening mining's long-term license to operate.

In 2024, the Fund continued to prioritize the decarbonization potential of emerging technologies as a core criterion in investment decisions. Through the strategic deployment of advanced solutions, the Fund actively supported the mining sector's transition toward net-zero emissions.

It continued working closely with its Portfolio Companies to establish greenhouse gas emissions baselines and develop tailored decarbonization strategies, which included:

- Identification of the most material sources of emissions for each Company.
- Quantification of material emissions reduction opportunities (emissions, capital cost, and value).
- Implementation and tracking of decarbonization strategies.




## RCF Innovation II: 2024 Scope 1 and 2 Greenhouse Gas Emissions

Portfolio Company <sup>1</sup>	Technology	Scope 1 <sup>2</sup>	Scope 2 <sup>2</sup>	Total Scope 1+2
PHIBION	Provides Accelerated Mechanical Consolidation technology to extract and recover water and reduce the capacity required in tailings dams.	6,696	18	6,714
RTi REAL TIME INSTRUMENTS	Developing a world-leading suite of elemental analyzers and moisture analyzers that empower customers with accurate, immediate and targeted visibility over bulk material operations.	29	41	70
RAILVEYOR SMART MOVE	Innovation to design and manufacture ingenious, fully autonomous, emissions and battery-free material hauling systems for underground and surface mining. Railveyor is the lowest operating cost and lowest CO <sub>2</sub> emitter for ore haulage.	21	2	23

1. Visit <https://resourcecapitalfunds.com/strategies/innovation/esg-and-rcf-innovation-ii/> for further information.

2. See glossary for definitions.

## RCF INNOVATION II: SUPPORTING MINING DECARBONIZATION

Portfolio Company <sup>1</sup>	Technology	Scope 1 <sup>2</sup>	Scope 2 <sup>2</sup>	Total Scope 1+2
	Integrating systems to bring electric light vehicles to mining.	12	20	32
	Australian technology company specialising in autonomous, real-time inspection systems for heavy mining vehicles. Their primary focus is on enhancing safety, reducing operational downtime and extending the lifespan of off-the-road (OTR) tires through advanced AI-driven monitoring solutions.	29	63	92
	Australian-based robotics and artificial intelligence company specialising in developing autonomous systems for hazardous environments, particularly within the mining industry.	0	10	10

1. Visit <https://resourcecapitalfunds.com/strategies/innovation/esg-and-rcf-innovation-ii/> for further information.

2. See Glossary for definitions.





## RCF INNOVATION II CASE STUDY: PHIBION'S PATHWAY TO NET ZERO

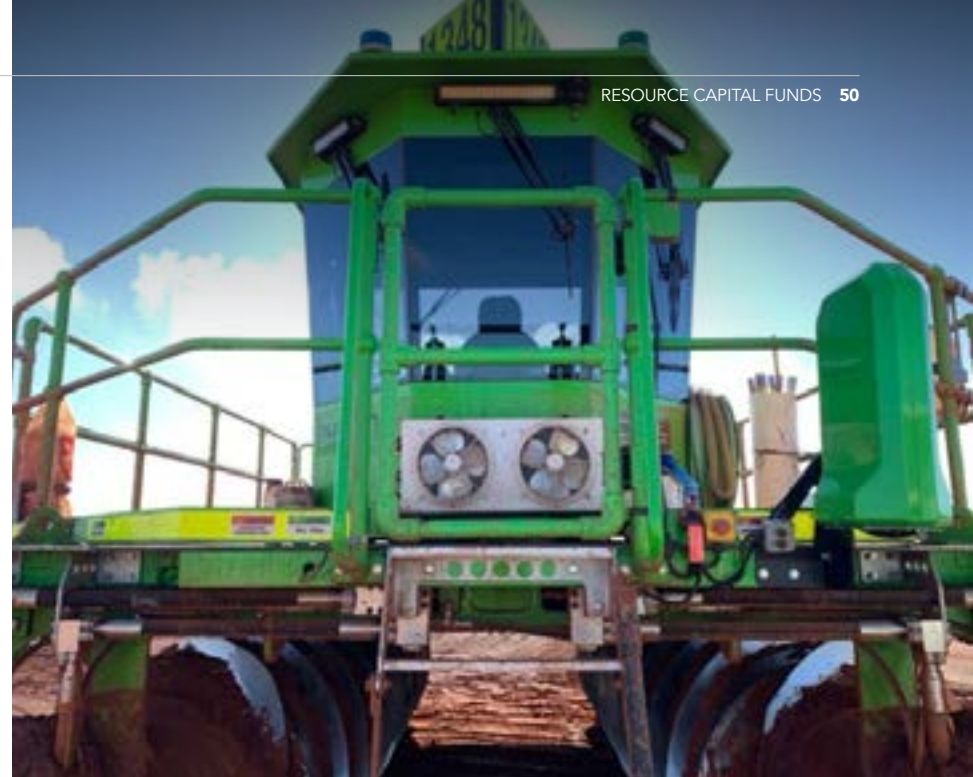
Phibion is an Australian-based mining technology company specializing in tailings management. Their flagship solution, the MudMaster®, utilizes Accelerated Mechanical Consolidation (AMC) to help their clients recover more water, reduce tailings dam footprints, and cut greenhouse gas (GHG) emissions.

RCF's Jolimont Mining Innovation Fund II invested in Phibion in 2021, aiming to accelerate Phibion's global expansion, enhance its manufacturing capabilities and operational reach to meet the increasing demand for sustainable tailings management solutions.

A University of Queensland study found that Phibion's AMC technology can cut Tailings Storage Facility (TSF) GHG emissions by 48 to 60%, equivalent to over 161,000 tCO<sub>2</sub>e across the two mine sites studied. The reductions come from:

- Avoided vegetation clearance due to smaller tailings footprints.
- Lower electricity use from efficient de-watering.
- Reforestation after closure increasing carbon sequestration.

These benefits are already reducing client Scope 3 emissions, directly supporting their decarbonization targets.



**"Our mission is simple - help our clients operate more safely and sustainably, while driving down emissions in every project we touch."**

Jacques Janse, Phibion CEO





# ENVIRONMENTAL PERFORMANCE

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Opportunity mined responsibly.

14 Si Silicon	13 Al Aluminium	26 Fe Iron
47 Ag Silver	29 Cu Copper	28 Ni Nickel



## RISKS & IMPACTS

Mining relies on acquiring and preserving rights to collectively owned resources derived from nature, such as land and water. However, the mining industry can also generate environmental risks and impacts. The escalating effects of climate change and the ongoing decline in biodiversity have intensified strain on the Earth's natural systems along with competition for environmental resources.

RCF conducts due diligence on a wide range of environmental issues facing its Portfolio Companies to better understand how these may affect performance. Post initial investment, RCF seeks to regularly review its Portfolio Companies' environmental performance, for example, by collecting and reviewing performance data on material environmental issues and reviewing environmental management practices. This includes monitoring leading and lagging indicators to ensure that appropriate investigations have been initiated, and corrective and/or preventative action plans put into place.

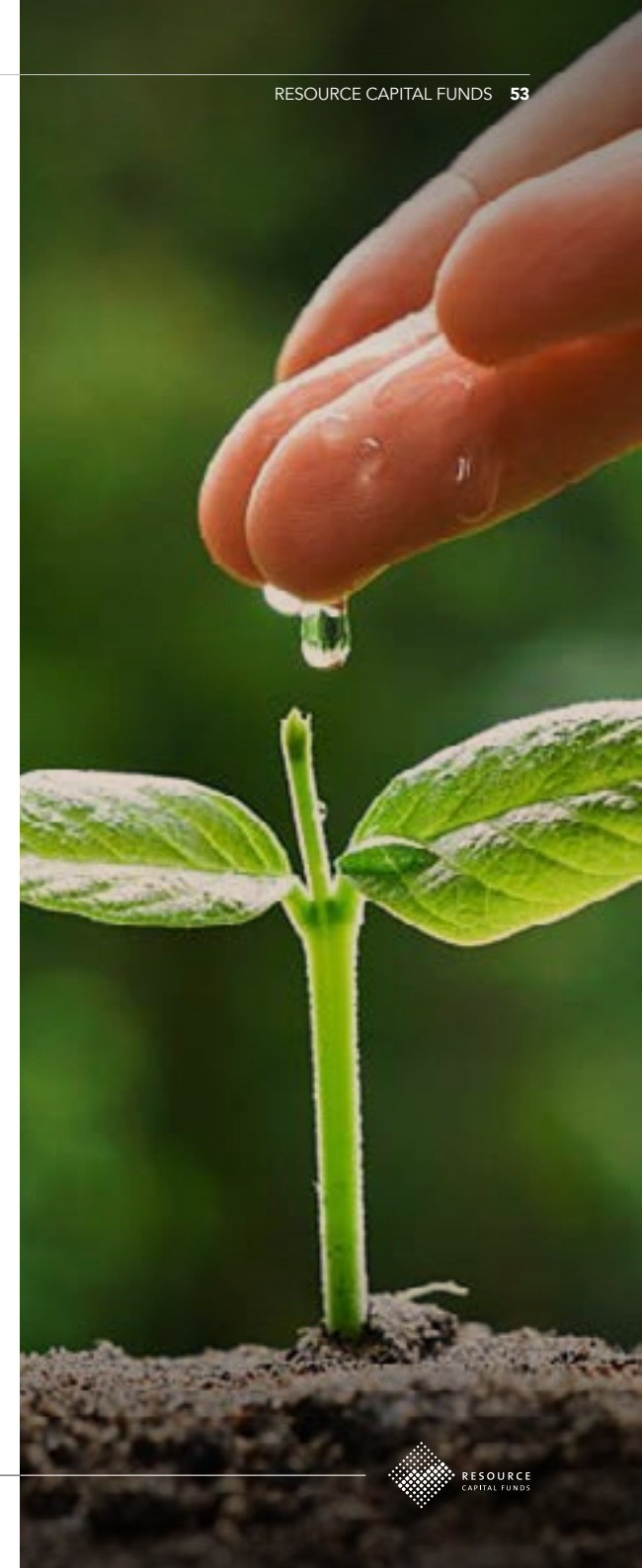
RCF may also engage external specialists to conduct specific environmental assessments and, where necessary, work with Portfolio Companies to develop performance improvement plans.



# MANAGEMENT OF MATERIAL ENVIRONMENTAL ISSUES

A summary of RCF's approach to managing its most material environmental issues is provided in the table below, along with examples of associated key management actions taken in 2024 and issues for future focus. Additional detail is also provided on RCF's progress in managing Tailings Storage Facility (TSF) risk. Climate Change is discussed in detail on page 35.

Material Issue	Approach to Due Diligence and Stewardship	Key Actions in 2024	Future Focus
<b>Biodiversity and Habitat Conservation</b>	Protection or enhancement of legally protected areas, critical habitats, key biodiversity areas, valued ecosystem components, endangered and threatened species, and ecosystem services.	Completed biodiversity-related expectations for future investments. Commenced tracking of metrics related to progress alignment with the Taskforce on Nature-related Financial Disclosures.	Validate and embed biodiversity expectations and metrics for selected Portfolio Companies.
<b>Water Management and Stewardship</b>	Water stewardship to manage the impacts and risks of operational water needs, and for water resources shared with communities and the environment, including water quality and quantity.	Completed water stewardship-related expectations for future investments and commenced tracking of metrics for water stewardship.	Validate and embed water stewardship expectations and water metrics for selected Portfolio Companies.
<b>Tailings Storage Facility (TSF) Management</b>	Design, construction, operation, and decommissioning of TSFs to ensure structural integrity (refer to page 55 for further details). Effective governance of tailings and TSFs to industry, recognized standards is critical for maintaining their integrity.	Further collected data on Portfolio Companies TSFs in line with Church of England Pensions Board and the Council on Ethics Swedish National Pension Funds (COE/SNP) reporting categories. Continued to work with RCF Private Equity Fund I companies to bring TSF management in line with international standards in relation to cyanide management.	Again disclosed details of Very High rated risk consequence TSFs in RCF's portfolio in line with COE/SNP reporting categories.





## RCF PRIVATE EQUITY FUND I

## EL ESPINO PROJECT - RESTORING NATURE'S BALANCE IN CENTRAL CHILE

RCF invested in Punta del Cobre Company (PuCobre) El Espino copper and gold project in Chile in 2023 as a minority partner with PuCobre's subsidiary company, El Espino SpA. The US \$700M project is currently under construction and will deliver 26,000 tonnes of fine copper concentrates and 13,000 ounces of gold per year. Commissioning is scheduled for 2026.

Nestled within a landscape of delicate habitats, in Chile's central region, El Espino is located in the Coquimbo Region of central/northern Chile. It is home to ecosystems such as the Luma native forest and other native preservation forests - habitats scarce in this arid region.

Early biodiversity surveys revealed that several plant species of both local and international conservation concern exist in the project area, including Canelo (*Drimys winteri*), Uvillo (*Monttea chilensis*), and Guayacán (*Porlieria chilensis*). These findings highlight the project's critical responsibility to safeguard and restore the area's valuable ecosystems.

In alignment with its regulatory commitments, El Espino has launched a comprehensive restoration and rehabilitation program to recover land disturbed by project construction and to offset vegetation loss. In addition to the El Espino project footprint, many of these areas had suffered degradation from previous farming and grazing activities. The program's goal is to return these lands to their natural state, nurturing resilience and biodiversity.

Although the project area covers 116 hectares of native forest, the restoration plan focuses on a much larger area, improving flora density across 208 hectares, relocating plants that were present in the project area across 350 hectares and creating 389 hectares of new native forest through reforestation. To support this, an on-site nursery has been established to grow 25 native species, with replanting underway in protected, fenced zones to shield young plants from grazing pressures.

Guided by ongoing monitoring and adaptive management, the project is confronting challenges such as drought to ensure species survival and ecosystem recovery. With approximately 20% of the restoration complete, early results are promising, demonstrating thriving plant communities under careful stewardship. El Espino is committed to moving beyond mere offsetting; it seeks to build a lasting positive legacy for biodiversity. Over the next five to seven years, these efforts will aim to rejuvenate local native forests and foster vibrant wildlife habitats - creating a richer, healthier environment that will endure for generations to come.

Canelo (*Drimys winteri*) in fruit

**"Restoring these native forests is about more than planting trees - it's about reviving an entire ecosystem. Every seed we nurture in the nursery represents a step toward bringing back the natural balance that supports local wildlife and preserves our region's unique biodiversity for the future."**

Sebastian Mardini, El Espino's Senior Environmental Engineer

# TAILINGS MANAGEMENT

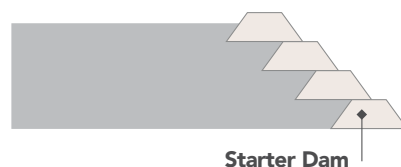
Tailings are the residual, slurry-like material left after metals are extracted from ore, consisting of fine rock and soil particles, water, and residual processing, and are stored in a Tailings Storage Facility (TSF).

Tailings and TSFs can pose potential human health and safety risks, and adverse impacts on the environment. Responsible tailings management is critical to minimizing and mitigating these risks. The primary risk of TSFs is loss of tailings containment into the surrounding environment, either during operation or after TSF closure. The impact of a TSF loss of containment ranges from minor land and water contamination with low environmental and social impacts and minimal operational disturbance, to a catastrophic event resulting in multiple casualties, severe impacts on livelihoods, and significant environmental damage.

There are three main tailings dam construction types based on the design of the main dam embankment - upstream, downstream and centerline (refer figure below). The design is chosen based on factors like dam siting, geology, seismicity, climate, construction methods, and tailings characteristics.

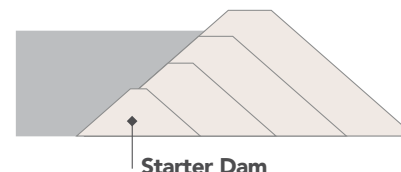
Studies show that if a main TSF embankment is constructed by an upstream method, instability issues are twice as likely to occur than from a dam constructed from other methods such as downstream or centerline<sup>1</sup> (refer to the figure below).

## Upstream Construction



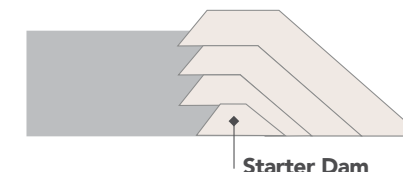
The stability of the facility depends on the integrity of the tailings. Although this method has a history of successful use spanning decades, its design demands more consistent operational control and management effort compared to downstream construction.

## Downstream Construction



The construction technique isn't dependent on tailings stability and offers greater operational versatility.

## Centerline Construction



This construction approach is valuable when the dam's overall footprint faces physical limitations. While the facility's stability still depends on tailings integrity, to a lesser degree than upstream construction, it necessitates heightened operational control, management diligence, and thorough review compared to downstream construction.

RCF's due diligence process and stewardship includes assessments of planned or existing TSF construction methodologies, design and operational management standards, material risks, and TSF governance and oversight. In 2022 RCF aligned selected requirements of the 2019 Investor Mining and Tailings Initiative and the Global Industry Standard on Tailings Management to its due diligence process.

Across RCF's Portfolio Companies at the end of 2024, there were a total of ten TSFs, five active, three closed or inactive. There are also two new TSFs under construction<sup>2</sup>. The main embankments of the active dams and their subsequent raises have been either downstream or centerline construction. Based on the assessment of the consequences of dam failure, three dams currently operated by RCF Portfolio Companies have been classified as High or Extreme Risk under their respective operating standards.

None of these dams have upstream construction methods for their main embankment, significantly reducing their likelihood of failure.

In 2024, RCF strengthened its oversight of tailings storage facility (TSF) management across its portfolio, aligning with the principles of the 2019 Investor Mining and Tailings Safety Initiative, led by the Church of England Pensions Board and the Swedish Council on Ethics. A comprehensive TSF register was developed, capturing key information such as location, construction method, height, volume, risk classification, and other technical attributes. For the majority of High and Extreme Risk-rated TSFs, RCF is now systematically tracking the specific data points recommended under the Initiative.

RCF also commenced portfolio-wide collection of TSF performance and governance data, including the monitoring of any reported integrity or failure events and the timing of technical reviews. These efforts reflect RCF's commitment to enhanced transparency, risk management, and responsible stewardship of tailings facilities.

1. Franks, D.M., Stringer, M., Torres-Cruz, L.A., et al. (2021). Tailings facility disclosures reveal stability risks. Scientific Reports, 11, 5353. <https://doi.org/10.1038/s41598-021-84897-0>

2. Excludes tailings dams owned and operated by Portfolio Companies exited by RCF in 2024.



# SOCIAL PERFORMANCE

Managing social risks, community impacts, and stakeholder relationships.

13 <b>Al</b> Aluminium	27 <b>Co</b> Cobalt	24 <b>Cr</b> Chromium
25 <b>Mn</b> Manganese	29 <b>Cu</b> Copper	79 <b>Au</b> Gold



## COMMITTED ENGAGEMENT

Social performance is the outcome of a company's engagement, activities, and commitments that directly and indirectly impact stakeholders - or affect the quality of relationships with those stakeholders.

RCF focuses on key aspects of social performance across its Portfolio Companies, including the health, safety, and wellbeing of workers and communities; effective grievance management; proactive engagement with stakeholders, particularly local and Indigenous communities; the protection of human and labor rights; and the promotion of diversity, equity, inclusion, and belonging (DEIB).



## STEWARDSHIP AND ENHANCING SOCIAL VALUE

RCF aims to pursue continual improvement in social performance, and support opportunities to contribute to the social, economic, and institutional development of host countries and local and Indigenous communities. In addition to global international good industry practices to guide its approach to social performance (refer to page 23), RCF also refers to the UN Guiding Principles on Business and Human Rights, and the Voluntary Principles of Security and Human Rights.

RCF has collected social performance data from its Portfolio Companies since 2018. To more effectively evaluate performance and provide standardized data to investors and other stakeholders, RCF is monitoring and reporting data points for health and safety, human resources, and Board diversity in alignment with the EDCI ESG Data Convergence Initiative (refer to page 30) for RCF Private Equity Fund I (formerly Resource Capital Fund VII) and selected Opportunities and Innovation Fund Portfolio Companies. In 2024, RCF broadened its monitoring framework to capture additional data points related to social investment and human rights.

RCF's focus for social performance within its Management Company (RCFM) includes:

- **Labor rights:** Definition of working hours and protection of privacy and confidential information, in line with RCF's Compliance Manual and Code of Ethics.
- **Health and Safety:** RCF is committed to maintaining a safe workplace free of bullying and harassment, and discrimination, and to keeping its people safe in daily activities in line with its Safe and Secure Travel Policy and Occupational Health and Safety Policy.
- **Grievance Mechanisms:** RCF is committed to providing avenues for affected individuals to come forward with grievances, and taking appropriate remediation steps where RCF has caused, contributed to, or is directly linked to an adverse impact. RCF's Whistleblower Policy sets out the procedures and avenues available for reporting adverse human rights impacts, via confidential reporting to the Chief Compliance Officer and a policy of non-retaliation with respect to the whistleblower.

# MANAGEMENT OF MATERIAL SOCIAL PERFORMANCE ISSUES

Material Issue	Approach to Due Diligence and Stewardship	Key Actions in 2024	Future Focus
<b>Health, Safety and Wellbeing</b>	Commitment to the health and safety of workers and their families, local communities, and wider society. Workplace practices and critical controls are in place to prevent fatalities, minimize injuries and eliminate occupational diseases, towards a goal of zero harm.	<p>Collected key safety performance metrics for a subset of Portfolio Companies from RCF VI, RCF Private Equity Fund I, Opportunities and Innovation Funds and reported to the EDCI for benchmarking. Monitored performance against ICMM benchmark data. Developed and implemented health and safety performance expectations and metrics for Portfolio Companies, and calculated industry standard key performance indicators.</p> <p>Completed site visits to assist establishing whether Portfolio Companies are adhering to safe working practices in line with RCF's expectations.</p> <p>Continued to work closely with one RCF Private Equity Fund I Portfolio Company to implement a safety performance improvement plan.</p> <p>Due diligence and Portfolio Company monitoring, including review of health and safety management capability, policies and performance.</p>	<p>Validate and embed RCF health and safety performance expectations and performance monitoring for selected Portfolio Companies, and track against global benchmarks.</p> <p>Implement safety improvement plans where Portfolio Company performance does not meet RCF expectations.</p>
<b>Stakeholder and Communities</b>	<p>Working with local and indigenous communities, achieving a license to operate, and creating social value through employment, enterprise, and economic contribution. Managing risks and opportunities associated with cultural heritage, in migration, resettlement, artisanal and small-scale mining, Indigenous People and vulnerable groups, and community health and safety.</p> <p>Supporting philanthropic initiatives through the RCF Foundation.</p>	<p>Participation in Portfolio Company ESG Committees, which review strategy and social performance.</p> <p>Developed and implemented RCF social performance expectations and metrics for future investments.</p> <p>Around US \$220,000 distributed by the RCF Foundation to charitable projects in Australia, USA, Brazil, Latvia, Kazakhstan and Africa.</p>	<p>Validate and embed routine social performance data reporting for Portfolio Companies and monitor and track performance. Implement improvement plans where Portfolio Company performance does not meet RCF expectations.</p> <p>Continue to focus RCF Foundation grants to benefit the communities where RCF's portfolio companies operate.</p>





## MANAGEMENT OF MATERIAL SOCIAL PERFORMANCE ISSUES (CONTINUED)

Material Issue	Approach to Due Diligence and Stewardship	Key Actions in 2024	Future Focus
<b>Human and Labor Rights</b>	Respect human rights and the interests, cultures, customs and values of workers and communities, guided by the UN Guiding Principles on Business and Human Rights and the Voluntary Principles of Security and Human Rights.	Developed draft RCF Human Rights Policy.	Finalise, roll-out and implement RCF's Human Rights Policy.
<b>Diversity, Equity, Inclusion &amp; Belonging (DEIB)</b>	Fair treatment of all workers and a culture of workplace diversity, equity, inclusion, and belonging.	<p>Collected Board and C-Suite diversity data for a subset of RCF VI, RCF Private Equity Fund I, Opportunities and Innovation Funds and collected employee data (for around 70% AUM). Reviewed Board diversity against global benchmarks.</p> <p>Continued to work closely with companies to identify diverse candidates for Board roles.</p> <p>Updated policies to reflect best practice in unconscious bias, psychological safety and intercultural intelligence and communication.</p> <p>Completed review to minimize bias and discrimination in talent acquisition, retention and promotion.</p> <p>Established employee mentorship program.</p> <p>Progressed current state inclusivity assessment.</p>	<p>Continue to further develop and implement RCFM DEIB Strategy.</p> <p>Validate and embed metrics and performance indicators to track and report progress.</p>



# DIVERSITY, EQUITY, INCLUSION AND BELONGING (DEIB)

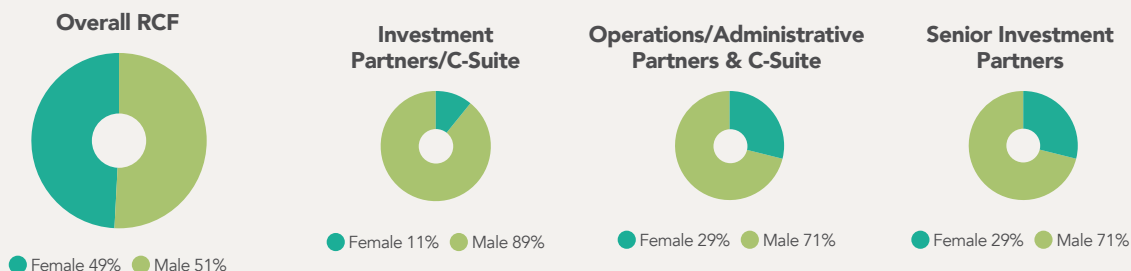
RCF believes that having a workforce comprising individuals who bring diversity in gender, age, ethnicity, cultural background, and sexual orientation leads to creativity, innovation, and ultimately, better decision-making. RCF strives to promote diversity, ensure equity, foster inclusion, and cultivate a sense of belonging within its organization. RCF has visible and consistent commitment from top leadership to drive DEIB initiatives, with regular communication around the importance of DEIB throughout the organization and modelling inclusive behaviors. RCF is committed to creating an environment where every team member feels valued, respected, and empowered to contribute their best.

To ensure that everyone at RCF understands their rights and expectations of their colleagues, RCF requires all employees to complete DEIB training. This training supports a culture of open dialogue, where employees feel comfortable discussing DEIB topics and providing feedback.

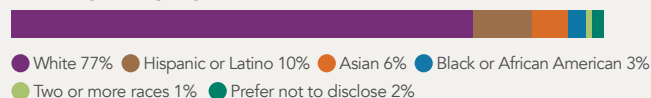
Within its Portfolio Companies, RCF evaluates Board of Directors' composition from a diversity perspective. Recognizing that there are significant challenges in the mining sector regarding all forms of diversity, RCF engages with its Portfolio Companies on a regular basis to discuss and influence board changes when necessary.

Going forward, RCF will be assessing its DEIB policies and training with the aim of updating its programs to reflect best practices in unconscious bias awareness, psychological safety, and intercultural intelligence and communication. RCF is also working towards ensuring that its talent acquisition, retention, and promotion practices are free from discrimination of any kind, and RCF is developing metrics and key performance indicators to measure, track, and report its progress. RCF looks forward to sharing updates on DEIB in future ESG reports.

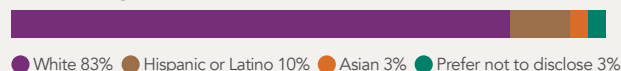
## One third of RCF's new hires in 2024 were women and/or diverse in ethnicity.



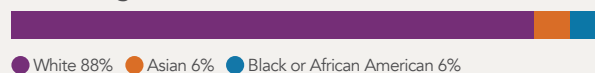
### Ethnicity Company-Wide



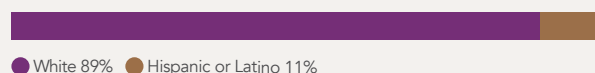
### RCF Management (Male)



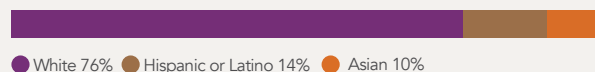
### RCF Management (Female)



### Investment Partners/C-Suite



### Senior Investment Professionals



## Collaborating with Global DEIB Initiatives

**RCF supports several DEIB initiatives both within and outside of the mining and private equity industries.**

For many years, RCF has been a key and founding sponsor of the Australian Institute of Company Directors Director Pipeline Project, mentoring women on programs to achieve their first Board roles.

RCF employees are involved in International Women in Mining (WIM) and their local chapters, an international non-profit that pursues gender equality and promotes women's voices, access to opportunities and leadership in the mining sector.

## CASE STUDY

# ADVANCING WORKFORCE DIVERSITY AT RCF

Over the past three years, RCF has increased the proportion of women in its workforce from 40% to 50%, driven by targeted initiatives across recruitment, learning and development, and promotions. Recruitment efforts have expanded to include outreach to universities, professional associations, and diversity-focused job networks, while job descriptions have been reviewed for inclusive language and structured interview processes introduced to reduce bias.

In parallel, RCF has launched leadership development programs for women in mid-career stages, sponsored professional certifications and technical training, and introduced mentoring circles connecting senior leaders with high-potential female employees. Transparent promotion criteria, equitable talent reviews, and succession planning with diverse pipelines have further supported career progression.

RCF has also taken steps to improve representation of ethnically diverse candidates, including partnerships with specialist recruitment agencies and active participation in industry diversity forums to raise awareness of opportunities in private equity and mining. While progress has been gradual - reflecting broader sector demographics - RCF remains committed to building a stronger pipeline over the long-term. By combining immediate actions with sustained relationship building, RCF aims to foster a workforce that better reflects the diverse communities in which it operates.



## RCF PRIVATE EQUITY FUND I CASE STUDY: RG GOLD – EMBEDDING A CULTURE OF SAFETY EXCELLENCE

### About RG Gold

RG Gold is a Kazakh gold mining company operating the RayGorodok mine, one of the country's largest deposits with over 7 million ounces of resources. Located in the Burabay district of Akmola Oblast, the operation employs more than 1,600 staff and contractors across its two open pits. In 2018, Resource Capital Funds (RCF) acquired a 35% stake in RG Gold, partnering with Verny Capital, supporting the company's transformation from a heap leach operation into a world-class gold producer. With RCF's involvement, a US \$420 million, five million tonnes per annum carbon-in-pulp (CIP) plant was commissioned in 2022, successfully producing around 600,000 ounces of gold so far (as at 31 August 2025).

### Safety as a Core Pillar

Safety has become a cornerstone of RG Gold's operational culture. During the commissioning of its new processing plant, RG Gold and RCF worked in close partnership to identify key safety challenges and design a targeted improvement plan. This led the company to reconfigure its approach, embedding safety leadership at the executive level and cascading accountability through supervisors to operators. To support this shift, RG Gold tripled the size of its safety team within a year, strengthening capacity to guide, train, and mentor frontline leaders, while also engaging international expertise. A comprehensive gap analysis against global standards, combined with benchmarking visits abroad - including to Australia - provided the foundation for a clear and actionable roadmap for continuous improvement.

### Cultural Transformation in Reporting

One of the most impactful shifts has been decoupling incident reporting from punitive KPI measures. Previously, employees were reluctant to report hazards or near-misses. Today, reporting is encouraged and celebrated. This transparency has fostered a culture where safety is seen as everyone's responsibility.

### Contractor Safety and Local Partnerships

RG Gold's commitment extends beyond its direct workforce. With most services outsourced to local providers, the company is embedding safety standards into contractor engagement, progressing consistency across mining services, SMEs, and community-based suppliers. This approach both strengthens local economic opportunities and reinforces trust with surrounding villages. For specialist activities, RG Gold partners with international experts such as SGS SA to maintain global standards.

### Outcomes and Continuous Improvement

Since implementing these initiatives, RG Gold has seen measurable improvements:

- A progressive culture where staff at all levels take ownership of safety.
- Increased incident and near-miss reporting.
- Stronger compliance across construction and operations.
- Greater integration of safety practices into local contractor activities.
- The Total Recordable Injury Frequency rate has been maintained to well within benchmarks for global mining operations.



### Conclusion

Through strategic investment, partnership, and cultural transformation, RG Gold has embedded safety as a central pillar of its operations. The company's approach - linking workforce development, local partnerships, and international standards - demonstrates how responsible ESG practices can both safeguard people and enhance long-term business performance.





# RCF FOUNDATION

The Resource Capital Funds Foundation (the Foundation) was established in 2008 with a mission to support social change and promote sustainable development on a global scale. The Foundation supports philanthropic initiatives in communities where RCF's Portfolio Companies operate, and where its employees are located. RCF evaluates funding applications based on each initiative's ability to help achieve UN Sustainable Development Goals (SDGs), and all applicants must clearly demonstrate how Foundation funding will contribute to one or more of the 17 goals. Grant review and project selection are conducted by the RCF Foundation's Board of Directors. Funding applications may be initiated by RCF's employees (including on behalf of Portfolio Companies) or by its Portfolio Companies directly. The Resource Capital Funds Foundation Annual Report provides a summary of the grants and details on the financial position of the Foundation. The Foundation also provides funding for RCF's employee matched giving program for contributions up to US \$250 annually to registered charitable institutions.

The broad mandate of the Foundation has resulted in the support of a wide variety of charitable causes reflecting both geographic and demographic diversity. RCF is proud to be making a positive impact across the globe.

Since inception, the RCF Foundation has disbursed nearly \$2 million in grants and contributions to nearly 230 organizations globally. In 2024, the RCF Foundation distributed around US \$220,000 to charitable projects in Australia, USA, Brazil, Latvia, Kazakhstan and Africa.

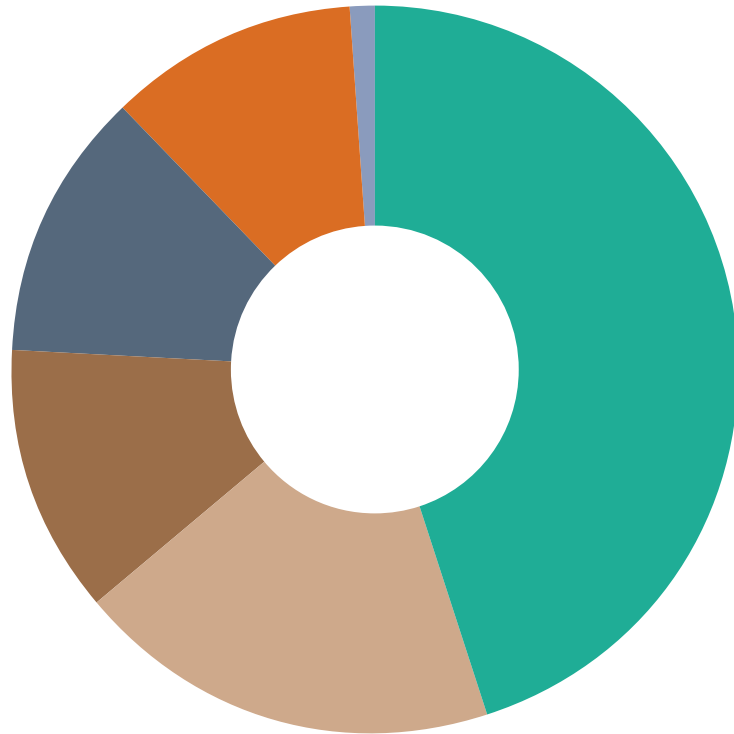
RCF's Foundation continues to focus on increasing the proportion of grants to benefit the communities where its Portfolio Companies operate, and broadening its geographic impact in non-OECD jurisdictions where RCF believe its dollars will have greatest social impact.

A summary of RCF Foundation beneficiaries in 2024 is provided below.

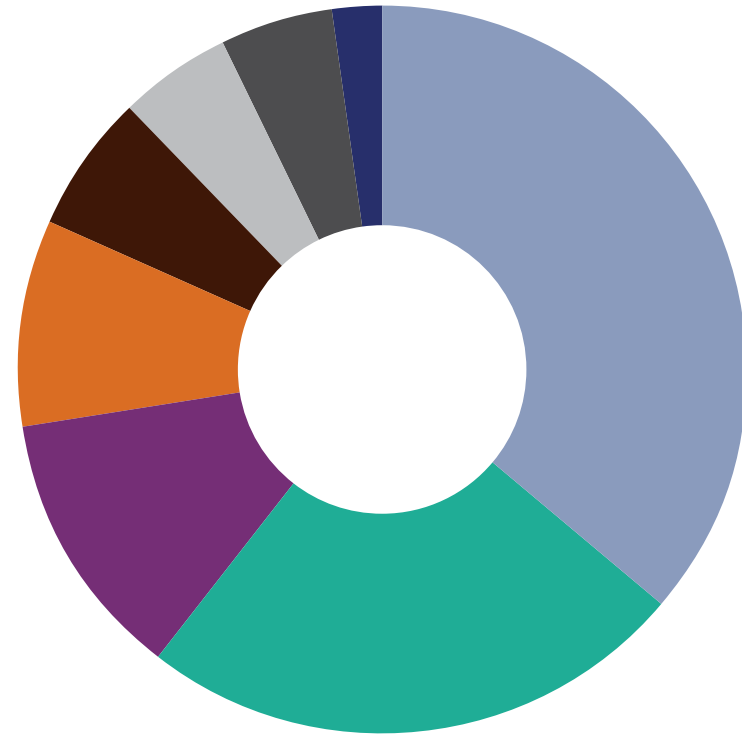
Relevant SDG	Beneficiaries	Geographic Location
 2 ZERO HUNGER	Catholic Organization for Development and Solidarity (OCADES CARITAS BURKINA)	Burkina Faso
 3 GOOD HEALTH AND WELL-BEING	Associação Esportiva e Recreativa de Serra Pelada Green Heritage Public Association Centrs Elizabete Hawaiian Ride for Youth/Youth Focus Project C.U.R.E	Brazil Kazakstan Latvija Australia Burkina Faso
 4 QUALITY EDUCATION	CoRE Learning Foundation Bridges to Learning Colorado Mining Association Education Foundation	Australia Vietnam USA
 5 GENDER EQUALITY	Girls Rock	USA
 10 REDUCED INEQUALITIES	Binar Futures Denver Scholarship Foundation Polar Cubs Childcare Centre	Australia USA USA
 15 LIFE ON LAND	Idaho State University	USA

# RCF FOUNDATION BENEFICIARIES IN CALENDAR YEAR 2024

Proportion of Funds  
Distribution Per UN SDG



Geographical  
Distribution of Funds



- Zero Hunger
- Good Health and Wellbeing
- Gender Equality
- Quality Education
- Reduced Inequalities
- Life on Land

- Burkina Faso
- Brazil
- Kazakhstan
- Latvia
- Australia
- Vietnam
- Canada
- USA

## RCF PRIVATE EQUITY FUND I CASE STUDY: FOUNDATION – RCF AND IAMGOLD SUPPORTING PROJECT C.U.R.E IN BURKINA FASO

### Delivering Hope and Healthcare Where It's Needed Most

Access to basic healthcare remains out of reach for more than 400 million people worldwide, with the toll of preventable and treatable illnesses claiming lives every day. In low-income regions and in the wake of disasters or conflict, hospitals and clinics often lack even the most essential equipment and supplies to provide adequate care. The human cost is staggering - every two seconds, someone aged 30 to 70 dies from a non-communicable disease such as heart disease, respiratory illness, diabetes, or cancer, often without the benefit of early detection or treatment<sup>1</sup>.

Project C.U.R.E. (Commission on Urgent Relief and Equipment) is a US-based non-profit that collects donated medical supplies and equipment from hospitals, manufacturers, and individuals, and delivers them to under-resourced healthcare facilities in more than 135 countries.

Founded in 1987, it's now the world's largest distributor of donated medical relief, with a mission to strengthen healthcare systems in developing countries by providing life-saving tools and training. Their model includes on-site needs assessments, targeted supply shipments (often in large 40-foot containers), and follow-up evaluations to measure impact.

### Strengthening Healthcare Access in Burkina Faso

In early 2024, RCF Foundation partnered with Project C.U.R.E. and IAMGOLD to deliver urgently needed medical resources to rural health facilities in Burkina Faso. IAMGOLD is a Canadian-based mid-tier gold mining company operating primarily in Canada, Suriname, and Burkina Faso. RCF Private Equity Fund I invested in IAMGOLD in 2021. Burkina Faso faces prolonged socio-political instability and one of the world's highest maternal mortality rates. An in-person assessment, conducted in collaboration with local

healthcare providers, revealed critical shortages in equipment and supplies, particularly in maternity, emergency, surgical, and laboratory services. These gaps directly impact the country's ability to combat leading causes of death such as malaria, respiratory infections, and preventable complications in childbirth.

### Delivering Life-Changing Medical Resources

Based on the assessment, the partnership committed to shipping four 40-foot containers of donated medical supplies and equipment. RCF partially sponsored one container bound for CMA Gorom Gorom, with IAMGOLD initially pledging another for CSPS Essakane. Valued at nearly US \$800,000, these shipments include essential resources to improve patient care, expand service capacity, and strengthen the resilience of local healthcare systems. Recognizing the initiative's potential, IAMGOLD have now doubled its original pledge, funding two additional containers to multiply the project's long-term impact.

### A Lasting Contribution to Community Wellbeing

By equipping health facilities with the tools to deliver higher-quality care, this collaboration is creating meaningful, measurable change for vulnerable communities. The medical resources will directly improve maternal and infant health outcomes, enhance emergency response capabilities, and support the treatment of infectious and non-communicable diseases. Project C.U.R.E. will conduct follow-up impact assessments 4 to 6 months after delivery to capture outcomes and ensure sustainability. This initiative underscores how strategic partnerships can turn targeted investments into enduring improvements in public health for those most in need.

1. World Health Organization, Invisible numbers: The true extent of noncommunicable diseases and what to do about them, 15 September 2022, p. iii. Available at: <https://www.who.int/publications/i/item/9789240057661>



**IAMGOLD**  
CORPORATION





## RCF PRIVATE EQUITY FUND I CASE STUDY: EL ESPINO - TURNING RELOCATION INTO RENEWAL

In 2018, to make way for commencement of construction of the El Espino project, Pucobre led one of Chile's few large-scale community resettlements in the mining sector. Pucobre worked together with 38 families from Quebrada Grande, Ravanales, Yunqueñ, and La Yesera to face the challenge of leaving their long-time homes and livelihoods as livestock herders.

### New Beginnings for the Families of El Espino

Guided by IFC Performance Standard 5 (PS5) on Land Acquisition and Involuntary Resettlement, Pucobre worked with the communities to design a comprehensive Resettlement Plan (RP). Instead of a one-size-fits-all solution, Pucobre worked closely with each family to create a tailored Resettlement Plan that respected their traditions, restored their livelihoods, and supported a fresh start. Fourteen rural families moved to Las Cañas, a village south of Illapel, where they received new homes, farmland, and training to become self-sustaining in agriculture and livestock production. The remaining families received improved housing solutions and support for economic integration into existing communities of their choice.

### Building Skills and Opportunity

Beyond relocation, the project focused on building long-term resilience. Families gained technical training, subsidies during the transition, and access to new economic opportunities. It is hoped that partnerships with local schools and suppliers should help to create jobs and strengthen the region's economy. An additional support plan, extending to 2026, and ongoing close monitoring, will aim to ensure no family is left behind as they adapt to their new lives.

### Honoring Culture and Heritage

El Espino also placed strong importance on preserving community identity. As part of the Resettlement, El Espino is working to construct a medical center, a community center, improve facilities at a chapel, and protect archaeological treasures, including ancient rock art.

By combining economic opportunity with cultural preservation, El Espino is striving to ensure that this chapter of change is not just about moving homes - it's about creating lasting foundations that sustain future generations.



**"This relocation was never just about moving people - it was about rebuilding livelihoods, preserving heritage, and creating lasting opportunity. Through the generous and patient collaboration of the communities, we have paved the way for the El Espino project, bringing much-needed jobs and enterprise to the Coquimbo region while improving the lives of those most directly affected. This achievement has laid the foundation for a long-term partnership as El Espino moves forward, ensuring that benefits are shared and sustainable."**

Sebastian Rios, Pucobre CEO



# GOVERNANCE

Strong governance is the foundation of successful ESG practices.

23 V Vanadium	14 Si Silicon	24 Cr Chromium	
74 W Tungsten	82 Pb Lead	29 Cu Copper	



# GOOD GOVERNANCE

The ESG space is constantly evolving. One thing that has remained unchanged, however, is RCF's commitment to the principle of good governance as the foundation of successful performance. Good governance and practice can facilitate everything from risk management, permit approval, securing a robust 'social license to operate', and access to capital.

## RCF'S APPROACH

RCF's approach to investment includes thorough due diligence on a company's governance structure, policies and practices. This involves assessing board composition, conflicts of interest, anti-bribery and corruption measures, legal risks, transparency, and jurisdictional governance capacity. RCF refrains from investing in jurisdictions with excessive sovereign risk or legal constraints.

In Portfolio Companies where RCF has significant influence, it exercises this through board appointments and subcommittees. Even in less influential investments, like its Opportunities Funds, RCF engages with management on material risks.

Internally, RCF aligns its governance with stakeholder expectations and regulations. As an SEC-registered investment advisor, RCF takes fiduciary responsibilities seriously and strives to create a strong culture of compliance. Its Code of Ethics emphasizes the importance of ethical conduct and the prevention or mitigation of conflicts of interest<sup>1</sup>.

RCF's governance is overseen by a diverse 8-member Partner group, all with ownership stakes. This group reflects a mix of longstanding and new members. Each RCF Fund has an Investment Committee (IC), comprising Partners, investment team members, and often external experts, to review and consider investment proposals. Comprehensive investment committee papers summarizing risks and opportunities, including ESG factors, are prepared for each investment, and IC members monitor the portfolios progress.

1. Registration under the Investment Advisers Act of 1940 does not imply a certain level of skill or training.



# MATERIAL GOVERNANCE ISSUES

RCF's approach to material governance issues is detailed in the tables shown below.

Material Issue	Approach to Due Diligence and Stewardship	Key Actions in 2024	Future Focus
<b>Risk Management</b>	<p>RCF's approach to assessing and treating risk based on risk appetite, within the context of stakeholder expectations and the risk environment.</p> <p>Over RCF's 25-year history it has developed a robust and tested Investment Decision Making Process (IDMP) that incorporates learning from RCF's previous investments. The IDMP is comprised of multiple due diligence phases within a structure that is followed for each investment opportunity and includes the review of ESG, technical, financial, marketing, management, and legal aspects.</p>	Established the collection of ESG governance 'health-check' data for 70% of RCF's AUM.	Validate and embed ESG governance 'health check' information for Portfolio Companies.
<b>Board Composition and Competency</b>	<p>Accountability, oversight and reporting of ESG issues at Executive and Board level, including ESG expense and capability, diversity, equity and inclusion.</p> <p>RCF evaluates and monitors the composition of an investment company's Board of Directors against a Board Matrix. This Matrix includes a range of criteria (including decision-making, operational experience, marketing, strategy, past industry and geographical experience) as well as diversity in age, gender, ethnicity and other forms of diversity.</p> <p>RCF advocates and supports companies to make changes where necessary to set them up for future success.</p>	<p>Established Board-level ESG Committees as part of investment basis to newly invested Portfolio Companies.</p> <p>Maintained ESG operational and finance expertise on Boards to ensure effective oversight and appropriate influence into investments.</p>	<p>Continue to advocate for Board-level ESG Committees alongside operational and financial expertise to ensure effective oversight and appropriate influence to investments.</p> <p>Deepen and broaden the diversity of Board candidates across all aspects of diversity.</p>
<b>Ethical Business: Anti-bribery and Corruption</b>	<p>Corruption can take place at any stage of the mining process and encompasses a broad range of behaviors and activities, ranging from legal non-compliance, unethical behavior, through to bribery.</p> <p>RCF expects its Portfolio Companies to fully comply with all relevant laws and regulations.</p> <p>RCF expects anti-corruption and bribery policies to be in place, enforced, and communicated to key stakeholders, including relevant training.</p> <p>RCF has in place a robust Code of Ethics to ensure the highest standards of ethical conduct and fulfillment of its fiduciary duty in line with the US Investment Advisors Act.</p>	<p>Completed review of RCF's current Anti-Bribery, Anti-Money Laundering and Sanctions Screening Policy and Program to determine what enhancements will be needed to comply with the new FinCEN AML/CFT rule that will apply to registered investment advisers that was to be effective January 1, 2026. In July 2025, FinCEN announced that it is revisiting the scope of the rule, including delaying the effective date to January 1, 2028, so any changes will await further word from FinCEN.</p> <p>Collected compliance, Code of Conduct and Anti-Bribery and Corruption data from Portfolio Companies, representing 70% of RCF's AUM.</p>	<p>Firm-wide compliance training.</p> <p>Validate and embed performance data from Portfolio Companies.</p>

Material Issue	Approach to Due Diligence and Stewardship	Key Actions in 2024	Future Focus
<b>Ethical Business: Conflicts of Interest</b>	RCF's policies and procedures aim to identify and disclose, mitigate and/or eliminate conflicts of interest. RCF has a duty to act solely in the best interests of its investors and to make full and fair disclosure of all material facts, particularly where RCF's interests conflict with an investor. In certain instances, disclosure to and consent of an investor may be facilitated through the Limited Partner Advisory Committee or another independent committee to the extent required by the client's governing documents. The Limited Partner Advisory Committee, which comprises a group of LPs, makes decisions and addresses conflicts on behalf of all the LPs.	Conducted an annual compliance review of policies and made no material updates.	Conduct firm-wide compliance training. Review whether new investment strategies or vehicles will trigger potential conflicts with RCFM or its Clients and whether updated disclosures, procedures, and policies will be required.
<b>Ethical Business: Proxy Voting</b>	RCF's Proxy Voting Policy codifies its approach to voting as stewards of its investors best interests, consistent with proxy voting agreements and investment mandates. It covers voting procedures, conflicts of interest, disclosure, and governance.	Conducted firm-wide compliance training, including the updated Proxy Voting Policy.  This included recommended guidelines for investment teams to consider when voting on corporate governance and environmental and social issues, promoting a consistent approach to the firm's proxy voting practices.	Monitor to ensure that the investment teams adhere to the updated policy and vote all proxy votes in the best interest of clients.
<b>Cybersecurity and Data Privacy</b>	Protection of secure, critical or sensitive data. RCF's cybersecurity design provides multiple layers of cybersecurity tools that work in a series, including perimeter defence, secure internet browsing, multiple spam filters, endpoint detect and response tools, enforced operating system and applications updates, and in-house account creation and removal. Logs from these tools are aggregated and monitored for anomalous activity and RCF is immediately notified when any anomalous activity is detected. Security is reviewed annually at a minimum through vulnerability testing, penetration testing, a desktop exercise, risk assessment, and policy review. In case of an incident, RCF use redundant systems, backup cloud locally (logically separated from the rest of the network) and local to the cloud and has an incident response and Business Continuity Policy.	Implemented a Zero Trust network architecture with full VLAN and port isolation, ensuring all access flows vertically with no horizontal traversal across the local network for both wired and Wi-Fi connections.  Rolled out Single Sign-On (SSO) across all applications where supported, streamlining access and strengthening security.  Established third-party monitoring across all endpoints and network access points for continuous visibility and protection.  Restricted resource access exclusively to approved, authorized devices.  Successfully achieved SOC 2 Type II attestation, validating security and compliance practices.  Deployed full cloud-based authentication through Microsoft Entra ID, providing centralized and secure identity management.	Enhance data loss prevention by strengthening monitoring and control of all data leaving the organization.  Enforce stricter endpoint security by limiting access to only approved and managed mobile devices.  Review and update the Business Continuity Plan (BCP) and Disaster Recovery (DR) Plan to ensure resilience against evolving risks.  Maintain and demonstrate compliance with SOC 2 Type II requirements through continuous monitoring and process improvements.
<b>Business Continuity</b>	RCF's ability to continue to operate in the face of disruptive events reduces their impact on environment, social and governance factors.  RCF has in place a Business Continuity Plan to ensure it can continue operating or quickly resume critical functions during and after a disruption.	Review and update of Business Continuity Plan as required. No material updates were required in 2024.	Review and update the Business Continuity Plan as deemed appropriate after the annual review.

# PROXY VOTING

As active owners, proxy voting is a key part of RCF's approach to responsible investment. Exercising voting rights on management/shareholder resolutions ensures RCF acts as a steward of its investors' best interests, consistent with proxy voting agreements and investment mandates. Voting also provides clear and transparent feedback to investee companies, complementing ongoing stewardship with management teams and/or Board members on material business, ESG, and compensation issues. RCF votes all proxies in a prudent manner, considering the prevailing circumstances.

RCF's approach to proxy voting is codified in its Proxy Voting Policy. The policy covers voting procedures, conflicts of interest, disclosure, and governance. ESG-relevant subject matter considerations included in the policy include company management tenure, skills, diversity and performance, executive compensation, and sustainability risks and opportunities, with a focus on delivering long-term sustainable value. The Policy complies with the requirements of Rule 206(4)-6 and Rule 204-2(c)(2) under the US Investment Advisers Act of 1940.

RCF last updated its Proxy Voting Policy in 2023 to enhance its focus on Portfolio Company governance and ensure RCF votes consistently in line with its business objectives and commitment to act in the best interests of its clients and investors.





# APPENDIX I

<b>Active Ownership</b>	An approach where shareholders or investors take a proactive and engaged role in influencing the behavior and designs of the companies in which they have invested.
<b>Artisanal Small-Scale Mining</b>	Informal mining activities carried out by individuals or small groups, often with limited mechanization and equipment.
<b>Biodiversity</b>	The variety of life on Earth including the richness and variability of living organisms and their diversity of genetics, species, ecosystems and ecological processes.
<b>Business Continuity</b>	Organizational ability to continue to operate in the face of disruptive events, reducing the impact of these events on the environment, society and governance factors.
<b>Critical Minerals</b>	Natural resources that are of strategic importance to an economy, security and technological advancement due to their essential role in various industries, including manufacturing, energy, and defence. Energy transition critical minerals are a subset of critical minerals that play a particularly crucial role in the global transition toward a more sustainable and lower carbon energy system.
<b>Cultural Heritage</b>	The collective legacy of tangible and intangible artifacts, traditions, knowledge, and practices passed down through generations within a society or community.
<b>Decarbonization</b>	The process of reducing or eliminating the greenhouse gas emissions produced by human activities, particularly those associated with the burning of fossil fuels such as coal, oil, and natural gas.
<b>Due Diligence</b>	A systematic process to collect and interpret information about a prospective investment, which includes both technical and financial due diligence.
<b>Energy Transition</b>	The global energy sector's shift from fossil based systems of energy production and consumption of - including oil, natural gas and coal - to renewable energy sources like wind and solar, as well as lithium-ion batteries.
<b>Engagement</b>	Process through which entities interact and communicate with individuals, groups, or organizations that have a vested interest in their activities, decisions, or outcomes.
<b>Environmental and Social</b>	A systematic process to evaluate and understand the potential environmental and social risks and impacts of a proposed project before it is implemented.
<b>ESG</b>	ESG stands for Environmental, Social, and Governance. It is a framework used to evaluate and measure the sustainability and ethical impact of a company or organization's activities.
<b>ESG Integration</b>	Including ESG factors in investment analysis and decisions to better manage risks and improve returns. It is often used in combination with screening and thematic investing.
<b>Exit</b>	The process of selling or divesting an investment, typically with the aim of realizing financial gains.

<b>Financed Emissions</b>	The greenhouse gas emissions that are associated with the funding, investment, or financial support provided to activities, projects, or organizations that produce emissions. These emissions are often accounted for by equity ownership or contribution.
<b>General Partner</b>	Responsible for a Private Equity Fund's administration, management and operation.
<b>Good International Industry Practice</b>	A set of globally recognized standards, guidelines, and best practices that are widely accepted and followed within the mining industry. RCF particularly focuses on the International Council of Mining and Metals Performance Expectations, International Finance Corporation Performance Standards, and the Equator Principles.
<b>Governance</b>	The processes and structures through which organizations and entities are directed, controlled, and managed. Governance is a critical aspect of ensuring that an organization operates effectively, ethically, and in alignment with its objectives and values.
<b>Greenhouse Gas Emissions</b>	Release of certain gases into the Earth's atmosphere that trap heat and contribute to the greenhouse effect, which leads to global warming and climate change. Gases include carbon dioxide (CO <sub>2</sub> ), methane (CH <sub>4</sub> ), nitrous oxide (N <sub>2</sub> O) and Ordinated gases.
<b>Human Rights</b>	A set of inherent and universal rights and freedoms that are regarded as essential to all individuals, regardless of their nationality, ethnicity, gender, religion, or any other characteristic.
<b>Indigenous Peoples</b>	People that have historical continuity with pre-colonial societies that developed on their territories, and who consider themselves distinct from other sectors of the societies now prevailing on those territories, or parts of them. Indigenous Peoples have social, cultural, economic, and political traditions that stand apart from the dominant societies that surround them. They usually have a deep spiritual and cultural connection to the land and water.
<b>In-Migration</b>	In a mining context, the movement of people into a specific geographic area or region for the purpose of participating in mining activities or seeking employment within the mining industry.
<b>Investment Analysis</b>	The process of evaluating an investment opportunity or asset to determine its potential for generating financial returns and achieving specific investment goals.
<b>Investment Committee</b>	A decision-making body that oversees and advises management on an organization's investment assets. This committee usually has the primary responsibility for investment strategies, objectives, processes and investment decisions.
<b>Investment Decision</b>	Research, analysis, and other steps that lead to a decision to make, maintain, or modify an investment (e.g., to buy, sell, or hold a security), or commit capital to a fund or other asset.
<b>Limited Partner</b>	Investors in a pooled fund that do not take part in its active management. Limited partners/clients can include institutional investors, sovereign and endowment funds, family offices, and high-net worth individuals.
<b>Material ESG Issue</b>	ESG issue with potential to have a significant impact on the current and future financial, economic, reputational and legal prospects of an issuer, security, investment or asset class.

# APPENDIX I

<b>Mitigation Hierarchy</b>	A structured framework used in environmental and land use planning to guide decision-making and actions related to the avoidance, reduction and offsetting of environmental impacts.
<b>Net New Hires</b>	Human resources metric which calculates the number of new employees who have been hired by an organization after accounting for the number of employees who have left or been separated from the company during a specific period.
<b>Paris Agreement</b>	An agreement between countries party to the United Nations Framework Convention on Climate Change (UNFCCC) to strengthen efforts to combat climate change and adapt to its effects by limiting global warming to well below 2 degrees Celsius (3.6 degrees Fahrenheit) above pre-industrial levels, with efforts to limit the increase to 1.5 degrees Celsius.
<b>Portfolio Company</b>	A company that is held within the investment portfolio of a private equity firm, venture capital fund, or other types of investment entities.
<b>Proxy Voting</b>	The exercise of voting rights on management and/or shareholder resolutions to formally express approval, or disapproval, on relevant matters.
<b>Resettlement</b>	The process of moving individuals or communities from their current home or land to a new location, due to development projects. Resettlement can be voluntary or involuntary.
<b>Responsible Investment</b>	An investment approach that considers environmental, social, and governance (ESG) factors in addition to traditional financial criteria when making investment decisions.
<b>Scope 1, 2 and 3 Emissions Greenhouse Gas (GHG) Emissions</b>	Greenhouse gas (GHG) emissions are emissions of gases that trap heat in the atmosphere and are typically split into three categories. Scope 1 emissions are direct emissions from sources owned or controlled by an entity. Scope 2 emissions are indirect emissions, generated by purchased energy. Scope 3 emissions are indirect emissions, not included in Scope 2 emissions, that occur in the value chain of the entity. These include both 'upstream' and 'downstream' emissions. For RCF, Scope 3 emissions are primarily emissions resulting from our investments (invested emissions, calculated on an equity basis).
<b>Screening</b>	Applying filters to securities, issuers, investments, sectors or other financial instruments to rule investments in or out, based on pre-specified criteria.
<b>Social License to Operate</b>	The acceptance, trust, and approval granted by a community, stakeholders, or the broader public to a company, organization, or project, allowing it to conduct its activities in a specific location or within a particular industry.
<b>Social Performance</b>	The extent to which an entity achieves its social and societal objectives and responsibilities. It assesses the organization's management of impacts and risks on society, its interactions with stakeholders, contributions to the wellbeing of communities, and adherence to ethical and social values.
<b>Social Value</b>	The positive impact that an organization or project has on society and the wellbeing of individuals and communities beyond its financial or economic performance.

<b>Stakeholder</b>	An individual, group, organization, or entity that has an interest or concern in a particular project, organization, or system and can affect or be affected by its actions, decisions, or outcomes.
<b>Stewardship</b>	The use of influence by investors to maximize overall long-term value, including the value of common economic social and environmental assets, on which returns, and client and beneficiary interests depend.
<b>Sustainability</b>	Sustainability in mining context means conducting operations that minimize environmental, social, and economic harm while maximizing long-term benefits and resource efficiency.
<b>Tailings Storage Facility (TSF)</b>	A structure used in the mining industry to store and manage the waste materials generated during the mining and mineral extraction process. These waste materials consist of finely ground rock particles, water, and residual chemicals used in the mining process.
<b>Transparency</b>	The extent to which investors and other stakeholders have open and easily understand able access to required information about a company's financial and ESG performance.
<b>Water Stewardship</b>	A holistic and collaborative approach to the management and conservation of water resources to ensure their long-term sustainability, availability, and quality.
<b>Work-Related Accidents</b>	Incidents that are directly associated with the work or workplace and result in unintended harm. injury, or damage to employees, visitors, or property.

## ACRONYMS

<b>AUM</b>	Assets Under Management	<b>METS</b>	Mining Equipment, Technology and Services
<b>BNI</b>	Canadian Black North Initiative	<b>OEM</b>	Original Equipment Manufacturers
<b>CEFC</b>	Clean Energy Finance Corporation	<b>PGM</b>	Platinum Group Metals
<b>DiS</b>	Diversity in Sustainability	<b>SASB</b>	Sustainability Accounting Standards Board
<b>EDCI</b>	ESG Data Convergence Initiative	<b>SDG</b>	Sustainable Development Goals
<b>ESG</b>	Environment, Social Governance	<b>TCFD</b>	Taskforce on Climate Related Disclosures
<b>FSB</b>	Financial Stability Board	<b>TSF</b>	Tailings Storage Facility
<b>FTE</b>	Full Time Equivalent Employee	<b>TSM</b>	Towards Sustainable Mining
<b>GRI</b>	Global Reporting Initiative	<b>UN</b>	United Nations
<b>ICMM</b>	International Council on Mining & Metals	<b>WIM</b>	Women in Mining
<b>IDMP</b>	Investment Decision Making Process		
<b>IFC</b>	International Finance Corporation		
<b>ILPA</b>	Institute of Limited Partners Association		
<b>IWIM</b>	International Women in Mining		

# APPENDIX II

## SASB Asset Management and Custody Activities

Topic	Metric	RCF Reference
<b>Transparent Information &amp; Fair Advice for Customers</b>	FN-AC-270a.1  (1) Number and (2) percentage of licensed employees and identified decision-makers with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings.	RCF does not have any employees who fall under the definition of "licensed employees and identified decision-makers" under the FINRA rules. Therefore, this item is not applicable.
	FN-AC-270a.2  Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of financial product related information to new and returning customers.	RCF did not sustain any monetary losses in 2024 due to legal proceedings associated with fraud, insider trading, antitrust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations. RCF must promptly amend its SEC regulatory filings in the event of material events, including legal proceedings and related monetary losses or sanctions. RCF will deliver interim amendments to certain filings to clients as deemed warranted.
	FN-AC-270a.3  Description of approach to informing customers about products and services.	<p>Around 89% of RCF's LPs are located in the US (based on tax status) and range from university endowments, foundations and philanthropic trusts to family trusts and pension funds.</p> <p>RCF has an integrated approach to informing potential and existing LPs about RCF's capabilities to address their needs and meet their particular investment goals. This approach includes detailed policies and procedures to ensure that all marketing materials comply with relevant SEC regulation. Any performance data distributed by the Company and its Supervised Persons to prospective or existing Investors or Clients is subject to the provisions of Rule 206(4)-1 and Rule 206(4)-8 under the Advisers Act.</p> <p>To fulfill RCF's commitment of being a transparent and trusted fiduciary, RCF regularly engages with its LPs, providing quarterly reports and holding an annual general meeting.</p> <p>Refer to page 24 of this report for more detail on how RCF engages, communicates and collaborates with RCF's Investors.</p> <p><b>Form ADV</b></p> <p>As a registered investment advisor, RCF is required to file a Uniform Application for Investment Adviser Registration on Form ADV ("Form ADV") with the SEC. Parts 1 and 2A of the Company's Form ADV are available for review by the SEC, applicable state regulatory authorities and the public via the SEC website.</p> <p>As per regulatory requirements, RCF's policy is to deliver the Form ADV Parts 2A and 2B to each prospective LP, prior to entering into a binding subscription agreement.</p>



## SASB Asset Management and Custody Activities (Continued)

Topic	Metric	RCF Reference							
Employee Diversity & Inclusion	FN-AC-330a.1  Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) professionals, and (d) all other employees	%		Female		Male			
		Executive Management		19		81			
		Non-Executive Management		45		55			
		Professional		52		48			
		All Other Employees		100		0			
		Grand Total		49		51			
		%		Asian	Black or African American	Latin American	White	Two or More Races	Prefer Not To Disclose
		Executive Management		0	0	6	94	0	0
		Non-Executive Management		7	3	7	79	3	0
		Professional		10	5	12	78	2	2
		All Other Employees		0	0	22	69	0	0
		Overall		6	3	10	78	2	1
		Refer to page 60 of this report for more detail on RCF's diversity, equity, inclusion and belonging initiatives fostering equitable employee representation.							
		Incorporation of Environmental, Social, and Governance Factors in Investment Management & Advisory	FN-AC-410a.1  Amount of assets under management, by asset class, that employ (1) integration of environmental, social and governance ("ESG") issues, (2) sustainability themed investing, and (3) screening.	ESG Integration					
RCF believes in the importance of investing responsibly and that ESG management is as important as a project's technical characteristics or market conditions. As part of its investment analysis and risk management strategy, every investment team at RCF considers ESG factors in their investment processes. RCF believes that this contributes to the improvement of long-term returns and more sustainable businesses.  95% AUM generally employ ESG integration.									

**SASB Asset Management and Custody Activities (Cont.)**

Topic	Metric	RCF Reference
<b>Incorporation of Environmental, Social, and Governance Factors in Investment Management &amp; Advisory</b>	FN-AC-410a.1  Amount of assets under management, by asset class, that employ (1) integration of environmental, social, and governance (ESG) issues, (2) sustainability themed investing, and (3) screening.	<b>Screening</b>  Due diligence incorporates screening drawing from relevant international standards to assess Portfolio Company performance and to identify areas where performance does not satisfy RCF's minimum standards.  100% assets under management employ ESG screening.  <b>Sustainability-Themed Investing</b>  RCF does not have assets under management which have a specific mandate to be invested in sustainability assets.
	FN-AC-410a.2  Description of approach to incorporation of environmental, social, and governance (ESG) factors in investments or wealth management processes and strategies.	Refer to the main body of this ESG report (pages 13 to 71) for comprehensive discussion on RCF's approach to the incorporation of ESG factors in its investment processes and strategies.
	FN-AC-410A.3  Description of proxy voting and investee engagement policies and procedures.	<b>Proxy Voting</b>  The majority of investments made by the private investment funds to which RCF provides its advisory service ("Clients") are private companies. Where publicly listed equity positions are held, RCF has adopted policies and procedures to comply with the requirements of Rule 206(4)-6 and Rule 204-2(c)(2) under the Advisers Act.  RCF monitors the performance, activities and events related to each investment. When exercising its voting authority with respect to securities held by its funds, it considers such information, evaluates other issues that could have an impact on the value of the security and votes with a view toward maximizing overall value. RCF votes all proxies in a prudent manner, considering the prevailing circumstances at such time and RCF's fiduciary duty to its Clients.  In accordance with Rule 204-2 of the Advisers Act, RCF maintains appropriate books and records in connection with proxy voting.  <b>Responsible Investment Policy</b>  RCF's investee engagement procedures are governed by its Responsible Investment Policy. The level of engagement with Portfolio Companies is based on the materiality of issues and its size of the ownership stake.  Refer to page 20 and 24 of this report for more detail on RCF's engagement strategy.

**SASB Asset Management and Custody Activities (Cont.)**

Topic	Metric	RCF Reference
<b>Financed Emissions</b>	Absolute gross financed emissions, disaggregated by (1) Scope 1, (2) Scope 2 and (3) Scope 3.	Scope 1: 58,290 tCO <sub>2</sub> e Scope 2: 65,693 tCO <sub>2</sub> e Scope 3: Not calculated
	Total amount of assets under management (AUM) included in the financed emissions disclosure.	Approximately US \$1.8 billion
	Percentage of total assets under management (AUM) included in the financed emissions calculation.	Approximately 62% of total AUM
	Description of the methodology used to calculate financed emissions.	Scope 1: Primarily activity-based Scope 2: Primarily location-based
<b>Business Ethics</b>	FN-AC-510a.1  Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations.	RCF did not sustain any monetary losses in 2024 as a result of legal proceedings associated with its marketing and communications of financial product related information to new and returning customers.  RCF reports all such matters that are material to RCF in its filings with the SEC.
	FN-AC-510a.2  Description of whistleblower policies and procedures	RCF's Whistleblower Policy encourages employees to bring good faith claims of violations of applicable laws to the attention of the Chief Compliance Officer. The policy includes a non-retaliation measure and does not limit the rights of employees under applicable whistleblower, laws and regulation to report violations of any such laws or regulations.
<b>Activity Metrics</b>	FN-AC-000-A  Total assets under management ("AUM")	(1) RCF's total registered AUM was approximately US \$0 as of December 31, 2024.  (2) RCF's total unregistered AUM was US \$1.8 billion as of December 31, 2024.
	FN-AC-000.B  Total assets under custody and supervision.	As an alternative asset manager, total AUM is a more relevant activity metric for RCF. As per FN-AC-000. A, as of December 31, 2024, RCF had US \$1.8 billion AUM.



**RCF Private Equity Fund I (formerly Resource Capital Fund VII): ILPA EDCI Metrics and Mapping to Other Relevant ESG Frameworks**

Topic	Metric	2024	2023	2022
<b>Data Representation</b>	Number of Companies Represented	5	7	7
	Number of Commodities Represented	3	4	6
	Number of Countries	5	6	6
	% of Fund Represented	89%	67	100
	% of RCF AUM Represented	32%	24	20

Topic	Metric	Related Frameworks	2024	2023	2022
<b>Greenhouse Gas Emissions (metric tonnes CO<sub>2</sub>e)</b>	Scope 1	GRI: 305-1 SASB: EM-MM-11 0 a.1 CDP: C6.1 TCFD: Metrics and Targets GHG Protocol World Economic Forum (WEF): Climate Change	542,531	642,526	616,842
	Scope 2	GRI: 305.2 CDP: C6.3 TCFD: Metrics and Targets GHG Protocol WEF: Climate Change	194,260	350,385	185,555

**RCF Private Equity Fund I (formerly Resource Capital Fund VII): ILPA EDCI Metrics and Mapping to Other Relevant ESG Frameworks (continued)**

Topic	Metric	Related Frameworks	2024	2023	2022
<b>Energy Consumption</b>	Total Energy Consumption (kWh)	GRI 302-1 CDP: C8.2&2a SASB: EM-MM-130 a.1	2,208,394,296	2,573,326,512	3,197,681,471
	Renewable Energy Consumption (kWh)	CDP: C8.2&2a SASB: EM-MM,130a.1	21,798,180	24,570,353	28,101,530
	Renewable Energy Consumption (%)	SASB: EM-MM,130 a.1	1	1	1
<b>Diversity</b>	Women on Board (%)	GRI: 405-1 WEF: Dignity & Equality	24	21	21
	Women in C-Suite (%)	GRI: 405-1 WEF: Dignity & Equality	17	14	Not calculated
<b>Work-Related Injuries</b>	Work-related fatalities (#)	GRI:403-9a&b SASB: EM-MM-320 a.1	0	0	3
	Work-related injuries (#)	GRI:2018 403-9a&b SASB: EM-MM-320 a.1 WEF: Health and Wellbeing	60	132	170
	Days lost due to injury (# day)	WEF: Health and Wellbeing US Occupational Safety and Health Administration (OSHA)	712	152	1,734
<b>Employee Numbers</b>	Total FTEs (#)	GRI: 401-1 SASB: EM-MM-000.B WEF: Employment and Wealth Generation	7,884	6,426	5,863
<b>Employee Engagement Survey Completed (%)</b>	Employee survey completed (% of companies)	N/A	40	14	29
	Employee survey response (average %)	N/A	67	86	71

## Principal Global Offices

### NORTH AMERICA

RCF Management LLC  
1400 Wewatta Street, Suite 850  
Denver CO 80202 USA

### AUSTRALIA

Resource Capital Funds Management Pty Ltd  
24 Kings Park Road, Level 1  
West Perth WA 6005 Australia

**EMAIL:** [enquiries@rcflp.com](mailto:enquiries@rcflp.com)

**VISIT:** [resourcecapitalfunds.com](https://resourcecapitalfunds.com)

## Important Information

This Resource Capital Funds 2025 Environmental, Social and Governance (“ESG”) Report (the “Report”) has been prepared by RCF Management L.L.C (“RCF” or “Resource Capital Funds”) to provide information to our Limited Partners and prospective Portfolio Companies about the ESG processes and expectations of RCF. It is presented for informational purposes only. The report is based on information available at the end of the year for which the Report has been published, which may be superseded by subsequent market events or for other reasons, and RCF assumes no obligation to update the information herein. It will not be updated to reflect new information or subsequent changes until the subsequent annual report. Nothing contained herein constitutes investment, legal, tax, or other advice and it is not to be relied on in making an investment or other decision.

This report discusses examples of ESG programs at certain Portfolio Companies of RCF managed funds. The companies discussed and the descriptions provided are for information purposes only and should not be considered a recommendation for or against any company, commodity or ESG program. The sample Portfolio Companies discussed do not represent all investments made, sold, or recommended to funds managed by RCF. It should not be assumed that any of the Portfolio Companies discussed were or will be profitable.

Certain information contained herein relating to any goals, targets, intentions, or expectations, including with respect to ESG targeted and related timelines, is subject to change, and no assurance can be given that such goals, targets, intentions, or expectations will be met. There can be no assurance that RCF's ESG policies and procedures as described in this report, including policies and procedures related to responsible investment or the application of ESG – related criteria or reviews to the investment process will continue; such policies and procedures could change, even materially, or may not be applied to a particular Investment. RCF is permitted to determine in its discretion that it is not feasible or practical to implement or complete certain of its ESG initiatives, policies and procedures based on cost, timing, or other considerations. Statements about ESG initiatives or practices related to Portfolio Companies do not apply in every instance and depend on factors including, but not limited to, the relevance or implementation status of an ESG initiative to or within the Portfolio Company; the nature and/or the extent of investment in, ownership of or, control or influence exercised by RCF with respect to the Portfolio Company; and other factors as determined by investment teams, corporate groups, asset management teams, portfolio operations teams, companies, investments, and/or businesses on a case-by-case basis. ESG factors are only some of the many factors RCF considers in making an investment, and there is no guarantee that RCF will make investments in companies that create positive ESG impact or that consideration of ESG factors will enhance long-term value and financial returns for limited partners. The United Nations Sustainable Development Goals (SDGs) are aspirational in nature. The analysis involved in determining whether and how certain initiatives may contribute to the SDGs is inherently subjective and dependent on a number of factors. There can be no assurance that reasonable parties will agree on a decision as to whether certain projects or investments contribute to a particular SDG. Accordingly, investors should not place undue reliance on RCF's application of the SDGs, as such application is subject to change at any time and in RCF's sole discretion.

To the extent RCF engages with Portfolio Companies on ESG-related practices and potential enhancements thereto, there is no guarantee that such engagements will improve the financial or ESG performance of the investment. In addition, the act of selecting and evaluating material ESG factors is subjective by nature, and there is no guarantee that the criteria utilized, or judgment exercised by RCF will reflect on the beliefs or values, internal policies or preferred practices of investors, other asset managers or market trends.

This report includes information obtained from published and unpublished third-party sources that RCF believes to be reliable; this information has not been independently verified by RCF. This report includes forward-looking statements. Such forward-looking statements are inherently unreliable as they are based on estimates and assumptions about events and conditions that have not yet occurred and any of which may prove to be incorrect. In addition, the accuracy of such statements is subject to uncertainties and changes (including changes in economic, operational, political, or other circumstances or the management of the particular Portfolio Company), all of which are beyond RCF's control. There can be no assurance that any such expectations and projections will be attained. RCF undertakes no obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise. This Report is not an offer to sell or solicitation to purchase any securities in any company or in any fund managed by RCF or any of its affiliates. All information is as December 31, 2024, unless otherwise stated.