

Corporate Social Responsibility Policy

Xcalibur is committed to operating ethically, contributing positively to society, prioritising environmental sustainability, and adhering to good governance principles across its business operations and corporate strategies. Its CSR policy endeavours to make a meaningful impact on the communities within its operational scope, while simultaneously driving sustainable value for all stakeholders. Moreover, it takes accountability for its decisions and activities, ensuring ethical practices that acknowledge societal and environmental impacts.

In coherence with prevailing ethical and sustainability initiatives embedded in the corporate framework, the CSR policy complements rather than displaces them. This alignment reflects its steadfast commitment to its core values of integrity, innovation, respect, collaboration, safety, and excellence. This CSR policy is a dynamic document, reflecting an ongoing commitment to improvement. As Xcalibur understanding of CSR issues deepens and external circumstances evolve, this policy will adapt to ensure that it remains at the forefront of responsible business practices.

To further the commitments outlined in this policy, Xcalibur will:

- Respect and uphold universal human rights and social responsibility principles, acting with ethics, integrity, accountability, and transparency, and operating responsibly and sustainably;
- Advocate for labour rights and principles, committing to continual improvement in its labour policies and ensuring a dignified, safe, and healthy working environment for its employees where they can flourish;
- Champion equity and diversity within its workforce and beyond organisational boundaries by promoting gender equality, empowering women, supporting the integration of underrepresented populations, and ensuring fair treatment and opportunities for all;
- Contribute to environmental stewardship by reducing its environmental footprint, conserving natural resources, and minimising its impact on climate change by integrating sound environmental practices. This includes, but is not limited to, adopting sustainable energy solutions, optimising resource efficiency, and implementing responsible waste disposal methods;
- Foster active engagement with local communities and vulnerable groups in operational regions through philanthropic contributions, volunteerism, employee-driven initiatives, and other endeavours that positively impact their welfare, including socio-educational projects facilitated in partnership with Xcalibur Foundation;
- Take into consideration the expectations of its stakeholders, while facilitating open dialogue and participatory decision-making; and,
- Support research and development projects in the field of geoscience to advance environmental sustainability and scientific knowledge.

A handwritten signature in blue ink, appearing to read 'A. Blanco', is positioned above the name of the CEO.

Andrés Blanco, CEO