



PetraDiamonds

**PETRA DIAMONDS LIMITED
GRI AND SASB REPORT 2025**

GRI Report 2025

ABOUT THIS REPORT

This report covers Petra Diamonds' sustainability performance for the 12 months to end 30 June 2025 (FY 2025) and is prepared in reference to the Global Reporting Initiative (GRI) Standards 2021.

This report supports and augments Petra's Annual Report 2025, which was produced in compliance with the UK Companies Act 2006, and contains the Strategic Report, Corporate Governance, Annual Financial Statements and the Notice of Meeting.

General disclosures

2-1 Organisational details

Petra is the world's third largest producer of rough diamonds by value. An independent diamond mining group, the company is committed to responsibly sourcing and supplying gem quality rough diamonds to the international market.

Our strategy is to focus on value rather than volume production, which ensures we deliver superior quality diamonds to the highest ethical standards. Focusing on the highest margin section of the diamond pipeline – the upstream – our business involves the mining, processing, sorting and sale of rough diamonds.

We believe that diamonds carry a precious legacy that continues to generate tangible value for all our stakeholders through our contributions to the economy, investors, business partners, employees and host communities.

Petra is listed on the Main Market of the London Stock Exchange under the ticker 'PDL'. For more information, see our Annual Report 2025 or visit www.petradiamonds.com.

2-2 Entities included in the organization's sustainability reporting

Petra's portfolio incorporates interests in two underground mines in South Africa with collective resources of ca. 214 million carats. The Cullinan Mine and Finsch Mine are operated by Petra, which holds a 74% interest in the assets. The remaining stakes are held by Kago Diamonds (14%) and the Itumeleng Petra Employee Trust (12%).

 Refer to our Annual Report 2025 for details on our operational performance.

2-3 Reporting period, frequency and contact point

Petra reports annually for the 12 months ended 30 June 2025 and previous reports, along with historical data, are available on our website at www.petradiamonds.com.

We welcome stakeholder feedback on our reporting and any queries regarding our reports and their contents should be directed to investorrelations@petradiamonds.com.

2-4 Restatements of information

All sustainability figures for FY 2025 exclude Williamson and Koffiefontein, bar the safety figures that include these two assets up to their point of sale (November 2024 and May 2025 respectively). All sustainability figures up to and including FY 2024 include Williamson and Koffiefontein.

2-5 External assurance

 AR 2025: Independent Auditor's Report, pages 111-115

2-6 Activities, value chain and other business relationships

Petra operates primarily within the upstream segment of the diamond value chain with its activities encompassing mining, processing, sorting and sales. Petra's client base comprises predominantly international rough diamond traders and manufacturers, based in key diamond centres including Antwerp, India, Israel, Hong Kong and the US. We occasionally sell directly to vertically integrated retailers with their own manufacturing capabilities.

 Please refer to our business model on page 3 of our Annual Report 2025 for additional detail.

2-7 Employees

In FY 2025, we employed 4,043 people (FY 2024: 5,461 people) in South Africa and the United Kingdom.

2-8 Workers who are not employees

Our workforce is made up of 1,911 permanent employees (FY 2024: 3,006) and 2,132 contractors (FY 2024: 2,445), representing 47% and 53% of the total respectively.

2-9 Governance structure and composition

 AR 2025: Corporate Governance, page 65

The Terms of Reference for each of the Board Committees is available at <https://www.petradiamonds.com/about-us/corporate-governance/>

2-10 Nomination and selection of the highest governance body

 AR 2025: Nomination Committee, pages 91-93

2-11 Chair of the highest governance body

The Board has ultimate accountability for sustainability matters and monitors progress against Petra's strategy while providing oversight of risk processes and related controls. This is primarily done through sub-committees.

Petra's Terms of Reference for the Safety, Health & Sustainability Committee outlines its responsibility for group-wide environmental matters. The Committee Chair, Lerato Molebatsi, is designated as the non-executive director with primary responsibility for sustainability matters.

2-12 Role of the highest governance body in overseeing management impacts

The Board is responsible for Petra's long-term success and sets the Group's strategic aims, monitoring management's performance against these objectives. As part of this, it oversees risk management, including the management of material issues at Petra. The Board is kept apprised of material developments, including sustainability.

Petra's CEO has primary responsibility for implementing the strategy and is assisted in this task by Joint Interim CEOs and Exco. Each Exco member is responsible and accountable for overseeing the management of all risks that fall within their remit.

The Safety, Health and Sustainability Committee receives quarterly updates on Petra's progress against our targets and KPIs while the Group's sustainability function, which reports to the HR and Public Affairs Executive, is responsible for leading the integration of sustainability and associated risk management across the business. The sustainability function works closely with our operations and Group functions, including Risk, Assurance and Compliance.

Each part of the business evaluates sustainability-related risks and opportunities as part of an ongoing risk cycle. Petra's performance management system assesses performance against KPIs biannually.

2-13 Delegation of responsibility for managing impacts



AR 2025: Report of the Safety, Health and Sustainability Committee, page 94-96

2-14 Role of the highest governance body in sustainability reporting

Petra's Board holds ultimate accountability for Petra's sustainability journey and its progress. The Chair is designated as the non-executive director with overall responsibility for sustainability matters.

2-15 Conflicts of interest



AR 2025: Corporate Governance, page 65

AR 2025: Sustainability Review, page 24-32

2-16 Communication of critical concerns

Petra continuously engages with government, especially the Department of Mineral and Petroleum Resources (DMPR), local government (municipalities), communities, business forums, NGOs, NPOs and organised labour on matters of mutual benefit and interest.

Stakeholders and stakeholder engagement opportunities are consistently identified, captured, profiled, scheduled and managed. Our grievance mechanisms enable employees and other stakeholders to raise any concerns.

FY 2025 stakeholder engagement KPIs:

- 57 external stakeholder engagements (FY 2024: 366)
- 7 grievances lodged in South Africa (operational) (FY 2024: 21)

2-17 Collective knowledge of the highest governance body

Petra's Board has the necessary combination of skills, experience and knowledge to guide and oversee the progress of the Group.

Our Board of seven members has experience in a variety of fields, including mining and sustainability.

Expertise	Number of Board members
Mining industry	6
Capital Markets	5
Accounting and finance	6
Sustainability (including health and safety)	3
Africa	7
Diamond marketing	3
Executive management	6

2-18 Evaluation of the performance of the highest governance body



AR 2025: Corporate Governance Statement, page 69

2-19 Remuneration policies



AR 2025: Directors' Remuneration Report, page 99-109

2-20 Process to determine remuneration



AR 2025: Report of the Safety, Health and Sustainability Committee, page 99-118

This report covers the remuneration committee and new proposed remuneration policy.

2-21 Annual total compensation ratio

Not available

2-22 Statement on sustainable development strategy

We have embedded sustainability into every aspect of our business. Doing so enables us to create and sustain value for the Company and our stakeholders. It also ensures that we have a safe and healthy work environment that supports a diverse, talented workforce with access to training and development opportunities. For communities close to our operations, our focus on sustainability means helping to create alternative local economic development that lasts beyond the lives of our mines.

Sustainability Framework

Our Sustainability Framework supports our business strategy, guides our actions and helps us hold ourselves accountable in our commitment to our stakeholders.

Since its development in FY 2022, we have been integrating the Sustainability Framework across the Group, from organisational design to performance management. The framework is underpinned by our Petra Culture Code, ethical behaviour, robust governance practices, and constructive and transparent stakeholder engagement processes.

The framework provides structure and guides the integration of sustainability into our strategy and is fully embedded in our business. We are committed to ethical and responsible business practices, good governance and constructive, transparent stakeholder engagement.

We implemented the framework based on the four pillars structured approach:

- Valuing our people
- Respecting our planet
- Driving shared value partnerships
- Delivering reliable production

Petra supports all 17 UN SDGs, focusing particularly on five, which the business contributes to most.

These are:



The business has specific focus areas to help ensure short, medium and long-term improvement, each of these aspects have commitments or areas for improvement.

Petra has put set targets and KPIs in place for each focus area to monitor ongoing progress.

A dedicated Exco member drives the framework's initiatives to help insure the ongoing commitment and necessary support for each aspect at Group and operational level.

All pillars, targets, focus areas and initiatives are reviewed annually by Petra's Exco and Safety, Health and Sustainability Committee. This ensures that the Board is kept apprised of annual progress and that any changes or concerns are identified timeously.

We track our sustainability performance using the following non-financial KPIs considered most appropriate by management. These sustainability measures make up 30% of the Group scorecard KPIs, which are used to determine part of the bonus awards for Exco and Senior Management.

Visit <https://www.petradiamonds.com/sustainability/our-sustainability-framework/> for additional detail on the Sustainability Framework.

2-23 Policy commitments



AR 2025: Non-financial and sustainability information disclosures, page 44

2-24 Embedding policy commitments



AR 2025: 2025 Performance highlights, page 1

AR 2025: Delivering on our commitments, page 38

2-25 Processes to remediate negative impacts



AR 2025: Risk management, page 54

2-26 Mechanisms for seeking advice and raising concerns

We seek to ensure that our decisions and actions are inclusive, responsive and transparent. Stakeholders are encouraged to participate in decisions that affect them and to help to co-create outcomes. Our Section 172 Statement, on page 45 of our Annual Report 2025, describes how the interests of our stakeholders have been considered in both Board discussions and decision-making.

Concerns can also be raised via our Independent Grievance Mechanism, a non-judicial process that has the capacity to investigate and resolve complaints.

2-27 Compliance with laws and regulations

There are no significant fines or instances of non-compliance to report.

2-28 Membership associations

Petra is a member of the Kimberley Process, which unites administrations, civil societies and industry to reduce the flow of conflict diamonds and is a founding member of the Natural Diamond Council, a global advocacy entity that promotes the value and benefits of natural diamonds and reassures consumers that these diamonds are ethically sourced.

We support and recognise the:

- Extractive Industries Transparency Initiative
- International Council of Minerals and Metals Mining
- Voluntary Principles on Security and Human Rights
- United Nations Declaration on the Rights of Indigenous Peoples
- United Nations Guiding Principles on Business and Human Rights

2-29 Approach to stakeholder engagement

Petra's Group Stakeholder Engagement and Management Policy commits us to meaningful engagement with our stakeholders. We are also guided by the Organisation for Economic Co-operation and Development's Due Diligence Guidance for Meaningful Stakeholder Engagement in the Extractive Sector and our stakeholder identification process draws on AccountAbility's AA1000 Stakeholder Engagement Standard and the International Finance Corporation Stakeholder Engagement Handbook.

Each mine carries out stakeholder engagement processes that are guided and informed by Petra's standardised stakeholder engagement process and platform, and by our site-specific social impact assessments (SIAs).

Our process entails three inter-related and circular phases: planning and preparation, implementation, and review and improvement:

- In **planning and preparing** for our engagements with stakeholders, we seek to align the purpose of the engagements with our business strategy and aims, as well as with specific stakeholder interests.
- In the **implementation** phase, we seek to ensure that stakeholders are prepared and capacitated for engagement. This includes the provision of documents in different languages. We prepare action plans following engagement and communicate these to stakeholders and track progress.
- In the final step, we review the process and outcomes of our engagement and identify possible **improvements** by monitoring and evaluating our engagements and their quality, participation, feedback and outcomes.

2-30 Collective bargaining agreements

Union representation

	FY 2025	FY 2024	FY 2023
No union	16%	21%	24%
Union	84%	79%	76%

Representation by union

	FY 2025	FY 2024	FY 2023
NUM	92%	93%	93%
NUMSA	0%	0%	0%
UASA	8%	7%	7%
Solidarity	0%	0%	0%

Material topics

3-1 Process to determine material topics



AR 2025: Sustainability review – Material issues, page 25

3-2 List of material topics



AR 2025: Sustainability review – Material issues, page 25

3-3 Management of material topics

Material topics are integrated into Petra's risk management and governance structure and overseen by the Board, Executive Committee, Audit and Risk Committee, Internal Audit and the Safety, Health and Sustainability Committee. Continuous risk monitoring is augmented by our policies and practices that include strict governance, transparency and ethical sourcing throughout our supply chain.

Petra's adoption of an integrated and strategic sustainability process has helped us to focus on outcomes and impact, the delivery of which is measured using performance against our sustainability targets and, on a management level, KPIs.



Refer to our AR 2025: Risk management and principal risks, page 54



Economic performance

GRI 203: Indirect economic impacts

203-1 Infrastructure investments and services supported

Petra's direct economic impact is measured by the value we share with our stakeholders. We create local employment, pay taxes and royalties, procure from local suppliers and invest in our corporate social investment projects and initiatives.

In FY 2025, we contributed US\$179.8 million (FY 2024: US\$253.5 million) to wealth distribution, which was distributed to different stakeholders.

We prioritise community development where we have continued to invest in health and water infrastructure. Our local economic development (LED) projects are identified through engagement with community structures and site-specific social impact assessments and are developed in alignment with local municipalities' Integrated Development Plans (IDPs), in consultation with local government leadership. The final selection of projects is approved by the South African Department of Resources and Energy (DRE) as part of the five-year Social and Labour Plan (SLP) cycle.

SLPs are stipulated in the Mineral and Petroleum Resources Development Act (MPRDA) and aimed at promoting the employment and advancement of the social and economic welfare of all South Africans whilst ensuring economic growth and socio-economic development.

Social expenditure decreased to US\$0.8 million in FY 2025 (FY 2024: US\$1.5 million). This was largely due to delays related to the approval of our revised SLP for 2023-2028.

The community investment budget for this period amounts to US\$1.1 million.

Our Enterprise and Supplier Development community fund, which helps local businesses gain access to financing and markets, has approved 498 SMME loans valued at US\$3.2 million since its inception in 2015. This has created 2,805 jobs and supported 202 local businesses.

Group discretionary procurement spend was US\$169.9 million in FY 2025 (FY 2024: US\$215.3 million) with 95% of our total procurement in South Africa going towards local supplier procurement.

Community training and development programmes, aimed at developing local talent and driving socio-economic development, totalled US\$0.2 million in FY 2025 (FY 2024: US\$0.2 million).



For additional detail, visit our AR 2025: Sustainability review – Driving shared value partnerships, page 30.

203-2 Significant indirect economic impacts

We are committed to making a positive contribution to the regions and countries in which we operate by creating shared value through our activities and direct and indirect socio-economic impact.

We recognise that Petra plays an important role in the communities which reside near our operations. Many areas around our Cullinan Mine and Finsch rely on our business as a primary source of economic activity. Many residents turn to Petra for employment and procurement opportunities.

Our aim is to continue supporting these communities by creating sustainable economic opportunities through employment, skills enhancement and support for small and local businesses.

GRI 204: Procurement practices

204-1 Proportion of spending on local suppliers

We strive to responsibly source most goods and services from the countries in which our operations are located. In instances where we source goods and services from international companies, we try to make these purchases through third party suppliers operating in those particular countries. Our approach is in line with our goal to foster local economic development and community empowerment.

Petra aims to invest 1% of net profit after tax (NPAT), at an asset level, on social expenditure. Giving preference to suppliers close to our operations as far as possible, total Group discretionary expenditure was US\$169.9 million (FY 2024: US\$215.3 million) in FY 2025. This represents 100% of the Group's total procurement spend.

The supply chain supporting our mining operations is extensive, comprising 1,287 suppliers to the South African operations. Of these 236 are community-based suppliers.

GRI 205: Anti-corruption

205-1 Operations assessed for risks related to corruption

Petra has a zero tolerance stance towards bribery, fraud and corruption. Our approach is embedded in our Code of Ethical Conduct, supported by fit-for-purpose policies and procedures, and managed through regular risk assessments, third-party due diligence and training.

We actively assess our operations for corruption risks using our comprehensive risk management framework that includes identifying, analysing, evaluating, treating and managing the impact of risks, including corruption. This framework is based on ISO 31000.

As part of our Ethics and Compliance Programme, we have also rolled out a Supplier Compliance Due Diligence Procedure and Due Diligence Evaluation Guidelines. This process aims to identify bribery and corruption, financial crime, human rights and labour conditions, sanctions and trade restrictions risks before we enter into contracts with suppliers.

Petra's Whistleblowing Policy provides all Petra employees, contractors and suppliers, as well as members of the public, with the opportunity to report, independently and anonymously, conduct that contravenes our Code of Ethical Conduct or our anti-bribery and corruption policies. Concerns may be raised via our confidential Tip-Offs Hotline, which is managed by Deloitte, an independent third party.

Petra is a founding member of the Natural Diamond Council (NDC), a not-for-profit organization dedicated to promoting and protecting the integrity of the natural diamond industry worldwide. The natural diamond industry abides by rigorous ethical, social, and environmental requirements to ensure it does business in an ethical and responsible way.

These requirements include applying guidelines offered in the UN Convention Against Corruption.

205-2 Communication and training about anti-corruption policies and procedures

Our zero tolerance policy towards bribery and corruption is communicated through training for employees and suppliers, the provision of a whistleblowing hotline, supplier agreements and stakeholder engagement.

We require management-level employees to attend annual training on the Code of Ethical Conduct and in FY 2025, 328 managers attended this training. During the year, we continued to hold dedicated workshops on the Code of Ethical Conduct, anti-bribery and corruption, money laundering and whistleblowing policies for suppliers at our Cullinan and Finsch mines.

Managers who completed the refresher training and certification in FY 2025

	Target	Actual	Percentage completed
Group	72	69	95.83%
UK head office	3	3	100.00%
Cullinan Diamond Mine	150	150	100.00%
Finsch Diamond Mine	106	106	100.00%
Total	331	328	99.09%

205-3 Confirmed incidents of corruption and actions taken

In FY 2025, Petra received 22 tip-off reports (FY 2024: 22) alleging irregularities that required investigation. Of these reports, 17 in AR were resolved and closed; two required further action; five remain under investigation; nine cases were found to have substance and appropriate actions were taken in four cases. The table below provides a breakdown of the different tip-off allegations reported and the actions taken by Petra.

Tip-off allegation	Classification	Number	Unfounded	Action taken	Further action	In progress
Nepotism	Minor	1	1			
Fraud	Minor	2			1	1
Job scam	Minor	5	4			1
Misconduct	Minor	3	1			2
Non compliance with Group policies	Minor	2	1	1		
Misleading information	Minor	1		1		
Alleged theft	Minor	1	1			
Unethical behaviour	Minor	1		1		
Bribery, kickbacks	Minor	1				1
Procurement irregularities	Minor	3	1	1	1	
Total	Minor	20	9	4	2	5



Environmental performance

GRI 302: Energy

302-1 Energy consumption within the organisation



AR 2025: Sustainability review – Climate change, energy efficiency and carbon emissions, page 29

ESG Performance Data 2025: Energy consumption

302-2 Energy consumption outside of the organisation



AR 2025: Sustainability review – Climate change, energy efficiency and carbon emissions, page 29

302-3 Energy intensity



AR 2025: Sustainability review – Climate change, energy efficiency and carbon emissions, page 29

ESG Performance Data 2025: Energy efficiency

302-4 Reduction of energy consumption



AR 2025: Sustainability review – Climate change, energy efficiency and carbon emissions, page 29

Long-term Power Purchase Agreements with Etana Energy for the procurement of wheeled renewable energy for our Cullinan and Finsch Mines was entered into in FY 2024. As a result, renewable energy will account for between 36-72% of these mine's energy requirements from FY 2026.

302-5 Reductions in energy requirements of products and services

Petra is committed to adopting energy-efficient processes to reduce its carbon footprint, integrate renewable energy into its operations, audit its energy use and identify opportunities for energy savings and share energy with local communities.

We, along with other members of the NDC, promote renewable energy development within the mining industry and invest in carbon offsetting projects to reduce the sector's carbon footprint. Member companies are committed to managing their environmental impact by developing renewable energy sources, conserving water, and implementing recycling and waste reduction programs. This initiative aligns with global climate targets to decarbonise the industry, improve sustainability, and ensure the responsible management of resources.

GRI 303: Water and effluents

303-1 Interactions with water as a shared resource



AR 2025: Sustainability review – Water stewardship, page 29

ESG Performance Data 2025: Water by source

303-2 Management of water discharge-related impacts

Acknowledging the environmental concerns and risks related to the impact of water discharge and effluents for local communities and

downstream ecosystems, particularly in water-scarce areas, Petra is committed to minimising and responsibly managing any discharge through its water management strategy.

303-3 Water withdrawal



AR 2025: Sustainability review – Water stewardship, page 29

ESG Performance Data 2025: Water consumption by source

303-4 Water discharge

Water discharge information not available.

303-5 Water consumption

ESG Performance Data 2025: Water consumption by source

In FY 2025, Petra's total water consumption was 36.2 million m³ (FY 2024: 8.2 million m³). Around 87% (FY 2024: 86%) of this water was recycled.

GRI 305: Emissions

305-1 Direct (Scope 1) GHG emissions



AR 2025: Sustainability review – Climate change, energy efficiency and carbon emissions, page 29

ESG Performance Data 2025: Carbon footprint

305-2 Energy indirect (Scope 2) GHG



AR 2025: Sustainability review – Climate change, energy efficiency and carbon emissions, page 29

ESG Performance Data 2025: Carbon footprint

305-3 Other indirect (Scope 3) GHG emissions



AR 2025: Sustainability review – Climate change, energy efficiency and carbon emissions, page 29

ESG Performance Data 2025: Carbon footprint

305-4 GHG emissions intensity

ESG Performance Data 2025: Carbon footprint

305-5 Reduction of GHG emissions

While Petra's GHG emissions impact is small, it is committed to making a positive contribution to climate change. This work involves implementing renewable energy solutions to reduce its reliance on carbon-based electricity, supporting carbon off-set projects for emissions that cannot be eliminated through reduction activities, and engaging with its suppliers to identify and determine the contribution of Scope 3 GHG emissions to its footprint.

Petra is committed to achieving net zero Scope 1 and 2 GHG emissions by 2050. Its ambition is to achieve this milestone by 2040, and it is on track to realise its shorter-term target of reducing Scope 1 and 2 emissions by 35 to 40% by 2030 (from a 2019 baseline). Please see our TCFD disclosures on page 49 of our AR 2025.

305-6 Emissions of ozone-depleting substances

ESG Performance Data 2025: Ozone depleting substances

305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

Production processes used at our operations do not involve the emission of any of these pollutants apart from CO generated by mine trucks and equipment using fossil fuels.

Non-point sources of dust and particulates (i.e. environmental drop-out dust and particulate matter measures) as a result of surface activities are strictly regulated. Dust levels at our operations average well below the allowable limit of 1,200mg/m²/day.



Social performance

GRI 403: Occupational health and safety

403-1 Occupational health and safety management system

Petra's approach to safety and health is guided by its health, safety and environmental (HSE) risk-based management process, which helps anticipate and prevent safety and health risks involving people, equipment and the environment. The HSE management system ensures regulatory compliance as a minimum and is aligned with international performance requirements and industry body guidelines.

South African operations are ISO 45001:2018 certified. The ISO 45001 is an international standard that specifies requirements for an occupational health and safety management system, providing a framework for organisations to manage risks and improve occupational health and safety performance.

Our ongoing emphasis on remedial actions and behaviour-based intervention programmes continues to bear fruit and there were once again no fatalities in FY 2025. This marked eight consecutive years without a fatality and a remarkable 15 million fatality-free shifts across our operations.

403-2 Hazard identification, risk assessment, and incident investigation

Adopting a risk-based management approach starts with the assessment of all risks and hazards and the implementation of controls set out in Group codes, policies, procedures and management instructions. It is followed by:

- Identification of critical controls for all significant hazards
- Analysis, prioritisation and implementation of remedial action plans
- Detailed investigations on all accidents and high potential incidents
- Provision of personal protective equipment (PPE) and training on its use

Petra's occupational health programme aims to manage and decrease workplace exposures to occupational diseases. Through this programme it identifies sources of and exposures to health hazards, profiles the associated risks, and prevents the release of hazards through workplace controls.

Occupational health, hygiene and wellness programmes focus on sustaining a healthy and productive lifestyle for all employees and contractors, as well as improving employee mental wellness.

The Company's health strategy addresses the following three focus areas:

- Managing occupational health risks to prevent harm
- Building partnerships with external health service providers to strengthen health systems
- Implementing employee health and wellbeing programmes

403-3 Occupational health services

Petra's occupational health services centre on medical examinations and performance monitoring. In FY 2025, a total of 6,345 (FY 2024: 7,649) medical examinations were carried out. These examinations include TB and hearing-loss screening. Refer to AR 2025: Sustainability review – Safety, health and wellbeing, page Climate change, energy efficiency and carbon emissions, page 26.

403-4 Worker participation, consultation, and communication on occupational health and safety

Petra encourages active employee participation in a positive safety and health culture. It focuses on integrating industry best practices around health and safety and through its Petra Culture Code, places considerable focus on key initiatives to enhance safety performance and promote a healthy and safe working environment. All employees and contractors are provided with extensive training in eliminating, controlling and minimising workplace hazards and risks.

Safety and health awareness is communicated via:

- Workplace meetings
- Internal committees
- Employee briefs
- Publications
- Notice boards
- Whistleblowing hotline
- Union forums and representation
- Employee engagement with the Board
- Social media
- SMS

403-5 Worker training on occupational health and safety

All employees and contractors are provided with extensive training in eliminating, controlling and minimising workplace hazards and risks.

403-6 Promotion of worker health

Chronic disease monitoring is an integral part of Petra's approach to safety, health and wellbeing. Operations focus on chronic diseases such as hypertension and monitor for diabetes, epilepsy, TB and HIV.

To assist employees and contractors in managing their condition, the business:

- Uses access control systems to direct employees on any of the chronic disease programmes to medical staff for scheduled appointments

- Administers and dispenses medication to ensure treatment compliance
- Promotes wellness through awareness programmes, focus topics and campaigns

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

Petra requires its suppliers and partners to provide occupational health and safety criteria and certifications as part of its screening process. Potential suppliers and partners are required to submit a Compensation for Occupational Injuries and Diseases Act (COIDA) certification or CODIA letter of good standing as part of their applications.

Furnished by the South African Department of Employment and Labour, the CODIA certification and letter of good standing confirm that a company is registered under the CODIA Act, is compliant with CODIA and is up-to-date with its contributions to the compensation fund.

403-8 Workers covered by an occupational health and safety management system

100% of employees and contractors.

403-9 Work-related injuries



AR 2025: Sustainability review – Safety, health and wellbeing, page 26

ESG Performance Data 2025: LTIs

403-10 Work-related ill health

Petra continues to aspire to achieve elimination of noise-related hearing loss and in FY 2025, we successfully rolled out the Mining Industry Occupational Safety and Health's (MOSH) Industry Buy and Maintain Quiet Initiative (IBMQI) at our operations.

An industry-wide initiative, the IBMQI encourages mining companies to purchase new equipment and maintain existing equipment to meet specific noise emission requirements, effectively eliminating noise hazards at the source. Petra continues to limit noise exposure to 105 dB(A), which is aligned with the South African Mine Health and Safety threshold to be achieved by 2034.

Employees are monitored for chronic diseases and all employees and contractors have access to voluntary testing for HIV/AIDS

every year. In FY 2025, 2,374 employees or 71% of the workforce (FY 2024: 2,995 or 66%) opted for voluntary testing and 58 (FY 2024: 103) employees enrolled in an HIV wellness programme.

GRI 405: Diversity and equal opportunity

405-1 Diversity of governance bodies and employees



AR 2025: Sustainability overview – Attracting, developing and retaining talent, page 28

- ESG Performance Data 2025: Employee breakdown
- ESG Performance Data 2025: Recruitment by gender

405-2 Ratio of basic salary and remuneration of women to men

Information is not available.

GRI 407: Freedom of association and collective bargaining

407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk



AR 2025: Sustainability overview – Labour relations, page 27

GRI 413: Local communities

413-1 Operations with local community engagement, impact assessments, and development programs



AR 2025: Sustainability overview – Labour relations, page 27

413-2 Operations with significant actual and potential negative impacts on local communities



AR 2025: Our principal risks: Licence to operate – regulatory and social impact and community relations, page 56

AR 2025: Our principal risks: Environment, page 60

AR 2025: Our principal risks: Climate change, page 60

GRI 415: Public policy

415-1 Political contributions

None.

SASB Report 2025

ABOUT THIS REPORT

This report covers Petra Diamonds' sustainability performance for the 12 months to end 30 June 2025 (FY 2025). The Sustainable Accounting Standards Board (SASB) Metals & Mining: Sustainability Accounting Standard Version 2023 – 12 has been used to compile this report.

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SASB Topic



Greenhouse Gas Emissions

EM-MM-110a.1:

Gross global Scope 1 emissions, percentage covered under emissions limiting regulations



AR 2025: Sustainability review – Climate change, energy efficiency and carbon emissions, page 29

AR 2025: Petra's response to climate change: TCFD recommended disclosures, page 47-53

ESG Performance Data 2025: Carbon footprint

EM-MM-110a.2:

Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets



AR 2025: Petra's response to climate change: TCFD recommended disclosures, page 47-53



Air Quality

EM-MM-120a.1:

Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N₂O), (3) SOx, (4) particulate matter (PM₁₀), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)

Production processes used at our operations do not involve the emission of any of these pollutants apart from CO generated by mine trucks and equipment using fossil fuels.

Non-point sources of dust and particulates (i.e. environmental drop-out dust and particulate matter measures) as a result of surface activities are strictly regulated. Dust levels at our operations average well below the allowable limit of 1,200mg/m²/day. See our ESG performance data on dust monitoring for related data.



Energy Management

EM-MM-130a.1.

(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable



AR 2025: Sustainability review – Climate change, energy efficiency and carbon emissions, page 29

ESG Performance Data 2025: Energy consumption



Water Management

EM-MM-140a.1.

(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress



AR 2025: Sustainability review – Water stewardship, page 29

ESG Performance Data 2025: Water consumption by source

EM-MM-140a.2.

Number of incidents of non-compliance associated with water quality permits, standards and regulations

Zero. There were no incidences of non compliance associated with water quality permits, standards and regulations in FY 2025.



Waste & Hazardous Materials Management

EM-MM-150a.4.

Total weight of non-mineral waste generated

- ESG Performance Data 2025: Waste generated
- ESG Performance Data 2025: Business waste and waste recycling

EM-MM-150a.5.

Total weight of tailings produced



AR 2025: Sustainability review – Progress towards GITSM compliance, page 29

EM-MM-150a.6.

Total weight of waste rock generated

ESG Performance Data 2025: Mine waste generated

EM-MM-150a.7.

Total weight of hazardous waste generated

ESG Performance Data 2025: Business waste and waste recycling

EM-MM-150a.8.

Total weight of hazardous waste recycled

ESG Performance Data 2025: Business waste and waste recycling

EM-MM-150a.9.

Number of significant incidents associated with hazardous materials and waste management

Zero. There were no significant incidents associated with hazardous materials and waste management in FY 2025.

EM-MM-150a.10.

Description of waste and hazardous materials management policies and procedures for active and inactive operations

Management of waste and hazardous waste materials is covered at a high level within our Environmental Policy Statement (<https://wp-petra-diamonds-2023.s3.eu-west-2.amazonaws.com/media/2023/10/Environmental-Policy.pdf>). This policy commits us to the prevention of pollution through continuous reduction of the environmental impact of our operations as it relates to resource consumption and waste disposal practices.

Petra is pursuing a zero-waste future by prioritising the reduction, reuse, and recycling of waste materials, thereby minimising environmental impact, and improving its sustainability performance.

Our priority is to avoid and reduce waste at source (by working with suppliers to manage and reduce their waste) and reducing the volume of waste generated on site. We seek to re-use waste materials if possible and to recycle by reprocessing waste materials.

Increasingly, we are involving communities to transform waste into value. Where the generation of waste is unavoidable, and recycling or repurposing is not possible, we dispose of waste responsibly.



Biodiversity Impacts

EM-MM-160a.1.

Description of environmental management policies and practices for active sites

We protect and manage our biodiversity and reinstate ecological services through rehabilitation. We also increase the socio-economic production potential of mine impacted land through the implementation of an integrated rehabilitation and mine closure strategy.

Standards and guidelines we follow

- SO 14001: 2015 Environmental Management System
- CDP Forestry
- Endangered Wildlife Trust of South Africa's Best Practice Guidelines
- IFC's Performance Standard 6 (PS6): Biodiversity Conservation and Sustainable Management of Living Natural Resource

See our ESG performance data for further information on the area of land under our care.

EM-MM-160a.2.

Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation

Not applicable



Security, Human Rights & Rights of Indigenous Peoples

EM-MM-210a.1.

Percentage of (1) proved and (2) probable reserves in or near areas of conflict

None of our operations are located in or near areas of conflict.

EM-MM-210a.2.

Percentage of (1) proved and (2) probable reserves in or near indigenous land

None of our operations are located in or near indigenous land.

EM-MM-210a.3.

Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict

Petra has zero tolerance for illegal or unethical behaviour and will not do business with sanctioned entities and individuals or those involved in modern slavery, child labour or human rights violations. We will also not sell rough diamonds sourced from areas of conflict.

We recognise and support the Voluntary Principles on Security and Human Rights, the UN Declaration on the Rights of Indigenous Peoples and apply the UN Guiding Principles on Business and Human Rights. As a member of the Kimberley Process, we also work with administrations and civil societies to reduce the flow of conflict diamonds.

Our Human Rights Policy Statement sets out our commitment to conduct our business in a manner which respects the human rights and dignity of all people and in a way which is honest, fair and lawful. Our Modern Slavery Transparency Statement outlines the steps which Petra has taken to address modern slavery and human trafficking risks throughout its supply chain.

As part of our Ethics and Compliance Programme, we have also rolled out a Supplier Compliance Due Diligence Procedure and Due Diligence Evaluation Guidelines. This process aims to identify governance and security risks before we enter into contracts with suppliers.



Community Relations

EM-MM-210b.1.

Discussion of process to manage risks and opportunities associated with community rights and interests



AR 2025: Sustainability review – Driving shared value partnerships, page 30.

AR 2025: Section 172 – the impact of the Company's operations on the community and the environment, page 45

AR 2025: Principal Risks and Uncertainties - Licence to operate, regulatory and social impact and community relations, page 54

EM-MM-210b.2.

(1) Number and (2) duration of non-technical delays

Zero

**Labour Practices****EM-MM-310a.1.**

Percentage of active workforce employed under collective agreements



AR 2025: Sustainability overview – Labour relations, page 27

Union representation

	FY 2025	FY 2024	FY 2023
No union	16%	21%	24%
Union	84%	79%	76%

EM-MM-310a.2.

(1) Number and (2) duration of strikes and lockouts

Zero

**Workforce Health & Safety****EM-MM-320a.1.**

(1) All-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) direct employees and (b) contract employees



AR 2025: Sustainability review – Safety, health and wellbeing, page 26

AR 2025: Principal risks and uncertainties – safety, page 54

ESG performance data 2025: Group safety data

**Business Ethics & Transparency****EM-MM-510a.1.**

Description of the management system for prevention of corruption and bribery throughout the value chain



AR 2025: Corporate governance, page 65

AR 2025: UK Corporate Governance Code compliance, page 71

EM-MM-510a.2.

Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index

Not applicable to our country of operation (South Africa)

**Tailings Storage Facilities Management****EM-MM-540a.1.**

Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP



AR 2025: Sustainability review – Progress towards GISTM compliance, page 29

Our goal is to safely and effectively plan, operate and maintain all our mineral waste deposits, including our tailings storage facilities (TSFs) in accordance with our Tailings Management Policy, which includes the adoption of the Global Industry Standard on Tailings Management (GISTM).

At Finsch, there are five fine residue deposits (FRDs). Four of the facilities are located on the eastern side of the mining area. Three are active and one was decommissioned as current deposition rates do not require it to be used. A further facility is located on the western side of the mining area and is also active. At Cullinan Mine, there is only one FRD, referred to as the No.7 dam

A table summarising key features of each of our tailings storage facilities can be found on our website: <https://wp-petra-diamonds-2023.s3.eu-west-2.amazonaws.com/media/2025/08/GISTM-Petrastailings-storage-facilities-FY2025-final.pdf>

For tailings facilities with “extreme” or “very high” GISTM consequence classifications, we have published detailed disclosures that comply with Principle 15 of the standard. These disclosures provide information on the implementation status and summaries of our tailings management processes.

GISTM tailings facility disclosure Cullinan Diamond Mine No. 7 Dam

GISTM consequence classification: Extreme

Tailings facility status: Operational

<https://wp-petra-diamonds-2023.s3.eu-west-2.amazonaws.com/media/2025/08/GISTM-CDM-FY2025.pdf>

GISTM tailings facility disclosure Finsch Diamond Mine No. 1 FRD

GISTM consequence classification: Very High

Tailings facility status: Operational

<https://wp-petra-diamonds-2023.s3.eu-west-2.amazonaws.com/media/2025/08/GISTM-FDM-FY2025.pdf>

EM-MM-540a.2. Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities

AR 2025: Sustainability review – Progress towards GISTM compliance, page 29

Tailings management and compliance is overseen by the Safety, Health and Sustainability Committee, which regularly reviews the Group's alignment with the GISTM.

The Tailings Management Policy sets out our commitment to continually improving the health, safety and environmental performance of our tailings storage facilities with the goal to minimise impact. The policy solidifies the principles and performance objectives for sound management of the tailings facilities in line with international best practice and applicable legislation. The policy guides the design, construction, operation and closure of TSFs through systematic risk management, continuous improvement, and transparency, including annual independent audits and adherence to relevant legislation.

We also comply with the risk-based mandatory Codes of Practice (COP) for mine residue deposits, which provide directives through the life cycle of facilities from design to closure.

These South African-specific guidelines are supplemented by additional internal compliance, assurance and performance audits. They also include third party assurance in the form of external audits conducted annually according to the ISO 45001:2018 and ISO 14001 management standards. Tailings facilities are part of the scope of these audits.

EM-MM-540a.3.

Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities

Petra ensures that environmental emergency preparedness controls and plans are developed, implemented and regularly reviewed and tested at each working area. As part of GISTM requirements, site-specific emergency and response plans are developed. Site-specific forums were established to improve stakeholder preparedness and co-operation to minimise the consequence of an unlikely failure event.



Activity Metrics

EM-MM-000.A.

Production of (1) metal ores and (2) finished metal products



AR 2025: 2025 Performance Highlights, page 1

AR 2025: 2025 At a glance, page 2

Metric modified to suit product – diamond production is measured in millions of carats (Mcts).

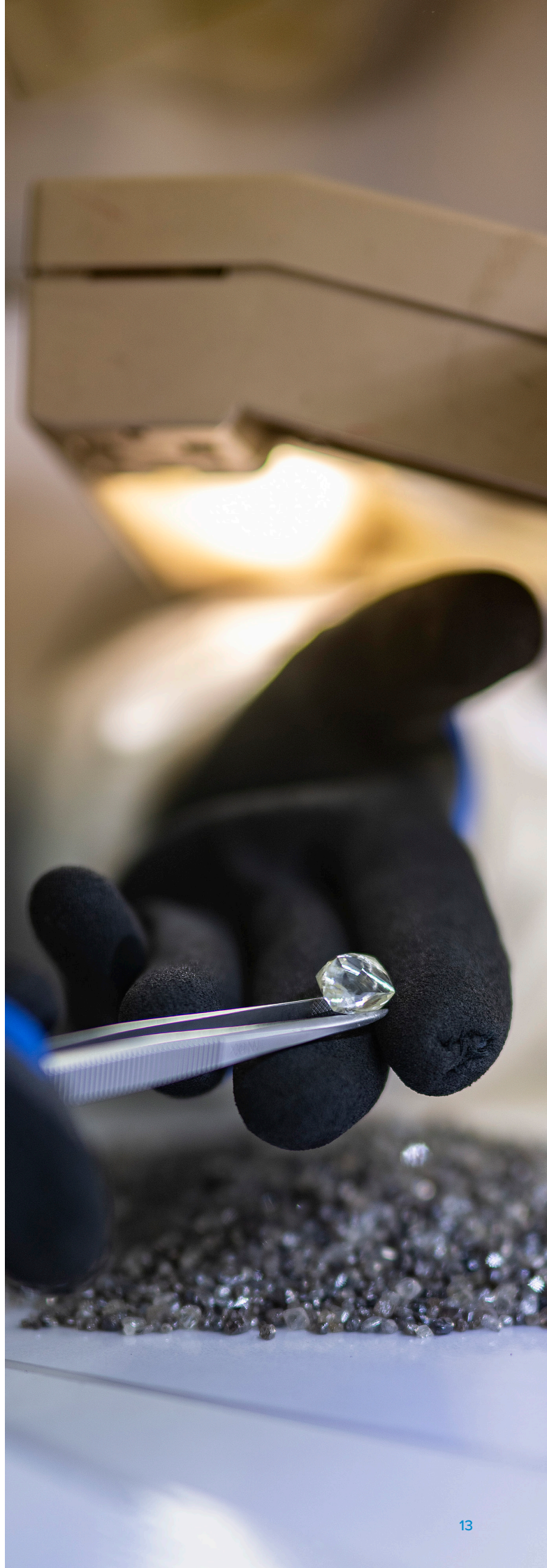
EM-MM-000.B.

Total number of employees, percentage contractors



AR 2025: Sustainability overview – Labour relations, page 27

AR 2025: Operational review, page 14 and 16





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