

Annual Sustainability Report

October 2024



Committed to best-in-class
health, safety, environmental
and social management

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INTRODUCTION

Appian Capital Advisory LLP ('Appian') is committed to meeting high standards of responsible environmental, social and safety management practices in our investments.

Appian is a leading investor in the metals, mining and infrastructure sector focused on creating value for small to medium-sized assets and companies. We invest through the capital structure including equity, credit and royalties.

Our current portfolio consists of 11 investments at varying levels of development across geographies and commodities. Appian views social, environmental and governance ('ESG') standards as essential components of all investment opportunities and is dedicated to ensuring that its portfolio companies adhere to relevant international best practices.

As part of Appian's 360° due diligence process, the team conducts a thorough review of social and environmental factors linked to potential investments. This includes a meticulous assessment of existing environmental impact and mitigation strategies, rehabilitation and closure plans, compliance with local legislation and permitting requirements, as well as engagement with local communities and the broader operational landscape in the region.

In 2024 Appian is finalizing an approach to include within its suite of pre-investment diligence protocols a human rights due diligence assessment, grounded in the UN Guiding Principles on Business and Human Rights and the Voluntary Principles on Security and Human Rights.

Successful mining projects depend on the collaboration of all stakeholders to advance development, delivering significant social and financial benefits to isolated communities and governments. Appian has found success in its community relations approach and has been publicly recognized for its innovative community engagement strategy, which moves beyond traditional methods to introduce a unique paradigm that Appian refers to as *Social Integration*. Being integrated within the local socio-economic environment means becoming an integral part of the community where the mine operates. The goal behind Social Integration is to foster a sense of belonging both for the mining company and the local communities. The focus is on transcending transactional relationships to build trustful and collaborative partnerships whereby engagement is rooted in a genuine concern for the well-being of the community and the development of the local area.



Appian's 360° due diligence process

INTRODUCTION

CONTINUED

A key element of Appian’s due diligence process is the thorough assessment of safety practices and operating procedures, aimed at ensuring high standards, thereby safeguarding the reputation of both Appian and our limited partners. Achieving long-term investment success requires consistent operational excellence, which is fundamentally built on a strong health and safety culture. Appian collaborates closely with portfolio companies to develop and enhance health and safety strategies post-investment, aligning with global best practices in the mining industry. With the expertise of our investment team and third-party specialist consultants, we strive to align with best practice standards such as those set out in the International Finance Corporation (IFC) Performance Standards.

This year’s edition of Appian’s Annual Sustainability Report provides an updated overview of our firm-level approach to ESG as well as highlights from the progress and performance of our investments, along with the latest developments and achievements from the Appian Way Charitable Foundation (AWCF).

The report covers activities and data from July 2023 to June 2024, unless otherwise noted.

Our operations



As a long-term value investor, Appian focuses on generating significant returns by investing in down-side protected assets within the metals and mining sector. Our team collaborates closely with the management teams of our portfolio companies to help them realize their full potential.

Each company within our portfolio upholds a robust program encompassing health, safety, environmental stewardship and community engagement. In addition to creating nearly 5,000 direct employment and training opportunities² for remote communities, with thousands more indirectly, our portfolio companies actively lead a range of community initiatives.



Forging a key role in the Energy Transition

As a specialist in the metals and mining industry, Appian sees unprecedented opportunity for our participation in the energy transition and in recent years we have made the strategic decision to expand our focus to other parts of the supply chain for materials critical to this pivotal transition.

Appian announced the following two significant investments in Q4 2023:

- A strategic investment and Joint Development Agreement (JDA) with Urbix, a US-based specialist in graphite processing technology
- A US\$230 million financing commitment for US Strategic Metals, a provider of critical battery minerals using feedstocks from its own domestic mining operation and from its used battery recycling operation

Alongside our traditional mining assets, these investments will allow us to remain at the forefront of the industry while contributing to the fortification and security of the North American supply chain for materials that are vital to powering the energy transition.

In recent years, we have also begun to make strategic investments in renewable energy infrastructure to improve resource efficiency within our operations and to translate our commitment to advancing the energy transition from intention to action. While these efforts primarily enhance our own operations, they also represent our contribution to the energy transition of the broader industry.



One of Omnigen's solar power plants

Notes:

1. Data reflects total local procurement in USD from January 2019 to June 2024

2. Data as of June 2024

ABOUT APPIAN

CONTINUED

Fostering positive outcomes for local communities

This year, our portfolio invested over US\$700k in community development related activities³. Appian's policies emphasize local hiring and procurement to strengthen the local economies in which our projects are situated. Our operating assets directly support ~5,000 jobs through portfolio company activities, with an additional 11,000 jobs created indirectly.

In addition to prioritizing local hiring, Appian's portfolio companies actively invest in initiatives designed to deliver enduring, long-term benefits to the communities they serve. Some of the initiatives are:

- **Environmental Education Program at Atlantic Nickel**, which aims to promote environmental preservation, with a particular focus on combating plastic pollution
- **Installation of a Water Treatment Plant** for community residents near **Graphcoa**, aimed at providing the community with access to quality potable water
- **Women Entrepreneurs Project at MVV**, focused on creating economic opportunities by training women to produce and market agricultural products, which not only helps increase family income, but also empowers women from historically oppressed backgrounds. Originally, the program was centered on serving primarily the community near MVV, but over time, the scope has expanded significantly. Today, they serve the broader region as well as continuing to serve MVV, exemplifying how the program fosters economic activities that extend beyond the traditional mining value chain. As part of this project, a digital media training session was conducted in 2024 to enhance the image and sales of the products at the Emporium Store



Participants of the Women Entrepreneurs Project at MVV

- **Sponsorship of teacher STEM training initiatives at Atlantic Nickel and MVV**: In collaboration with the NGO Educando, this ongoing investment strengthens local communities by fostering problem-solving abilities, nurturing entrepreneurial thinking and creating pathways to higher education and professional careers, thereby advancing social mobility and resilience
- **Cocoa cultivation project at Atlantic Nickel**, rooted in cooperativism and focused on generating income through the processing of cocoa. By fostering collaboration among local farmers, the project not only enhances economic opportunities but also promotes environmentally responsible agricultural practices within the community. Notably, the cocoa is cultivated in an environmental protection area, demonstrating that both activities can coexist harmoniously without impacting the area's ecological integrity



Cocoa Project at Atlantic Nickel

You will find more detailed information about these and other initiatives undertaken by our portfolio companies, later in this report.

Notes:

3. Investments were made at Gippsland Critical Minerals, Rosh Pinah Zinc, Mineração Vale Verde, Atlantic Nickel, Graphcoa and Atlantic Strategic Minerals

4. Data as of June 2024

CEO MESSAGE

APPIAN'S FOUNDER AND CHIEF EXECUTIVE OFFICER



“As we advance toward a low-carbon economy, mining is increasingly recognized as an essential procurement arm of the energy transition. By responsibly extracting the minerals and metals crucial for green technologies, we not only support low-carbon energy solutions but also contribute to positive socioeconomic outcomes in the communities in which we operate.”

At Appian, we are excited about the role we can play in contributing to the transition to a low-carbon economy through strategic investments and innovative partnerships.

The mining sector has a pivotal role in advancing the energy transition. It must supply essential metals for green technologies while also committing to its own decarbonization and energy transition efforts. With our expertise in the mining and metals sector, Appian is strategically positioned to contribute meaningfully to this transition. While a number of our portfolio companies focus on materials that are key to the decarbonization of various industries, we also actively explore opportunities to reduce the carbon footprint of our own operations.

In recent years, we have strategically expanded our focus to encompass different segments of the critical materials supply chain that are essential for the energy transition. In 2023, we announced two significant investments to further align with this evolving landscape. One of these investments, a joint development agreement with Urbix, represents a significant step forward in creating a vertically integrated graphite enterprise in the Americas. Another investment, in US Strategic Metals (USSM), will finance the expansion of mining operations at one of the largest cobalt reserves in North America, as well as advance the development of the first major fully integrated recycling and processing facility of battery metals for electric vehicle supply chains in the US. This investment highlights Appian's continued success in credit and royalties investments, as well as our expertise in upstream mining and related sectors, enabling us to capture a greater share of the commodity value chain.

Aligned with Appian's commitment to the energy transition, we are thrilled that Omnigen Energy secured favorable financing terms of R\$250 million from Itaú BBA to finalize the development of its portfolio of 20 small-scale solar power plants with a total capacity of 62.4MWp, located in Minas Gerais, Brazil. It is anticipated that full capacity of the plants will be attained by Q2 2025.

The development of these low-risk solar power plants is expected to indirectly mitigate carbon energy price volatility within the Brazil portfolio, offering attractive, risk-adjusted returns. This project is a key component of Appian's clean energy and mining adjacent ambitions, which support the business's efforts to decarbonize its portfolio while also optimizing margins.

Over the past few years, Appian has made significant strides in formalizing our ESG policies and procedures. This ongoing effort has enabled us to embody our values and consistently apply best practices across our operating assets. Rolling out our “Blue Book” of ESG policies across all operating assets has been insightful so far. This framework reflects our thoughtful approach to integrating ESG considerations into every aspect of our asset management.

We are thrilled to present the 2023-2024 edition of our annual sustainability report. In these pages, you will find a comprehensive overview of our approach to ESG, along with the rigorous standards we uphold across our portfolio. We hope you will find inspiration in our achievements and in our unwavering dedication to continual improvement. While challenges remain, we are motivated more than ever to embrace the opportunities ahead with the same passion and commitment that have guided us thus far.

Thank you for your continued support.

Michael W. Scherb
Founder and CEO
Appian Capital Advisory LLP

MESSAGE FROM SILVIO LIMA

APPIAN'S HEAD OF CORPORATE AFFAIRS, ESG AND COMMUNITY ENGAGEMENT



“What I find most fulfilling is that the scope of my work extends beyond myself, my team, and even the corporation I work for. The outcomes of our efforts in the industry have the potential to drive societal change and make a significant difference to the local communities. This ability to break cycles of generational vulnerability not only reinforces my commitment to our mission but also aligns with a greater vision of sustainable and equitable progress. It brings a profound sense of purpose and motivation to everything I do.”

Appian is deeply committed to achieving high standards of performance, including supporting its portfolio investments to meet top-tier environmental, health and safety, social and governance criteria. We view adherence to Appian's internal ESG standards and to relevant industry best practices as essential during all phases of our investment lifecycle.

Hand in hand with striving for operational excellence and a zero-harm culture, Appian recognizes the potential for the mining and metals sector to contribute to positive and lasting socioeconomic change in the communities in which we operate. Since 2019, the Appian Way Charitable Foundation (AWCF), the philanthropic vehicle of Appian has prioritized educational training and environmental initiatives in the communities adjacent to our operations. Appian's approach to Social Integration is closely aligned with our overall business strategy. By deeply embedding ourselves within the local socio-economic environment, we contribute to a stable operational environment that not only supports our business objectives but also builds a legacy of excellence and positive change for nearby communities. True Social Integration means becoming an integral part of the local territory, much like any other member of the community or stakeholder.

Appian is very proud to have expanded the reach of the Foundation to Namibia, where we have been fostering initiatives on local education, capacity building and income generation through the OBIB training center in Rosh Pinah. The Foundation has been actively involved in youth development projects aimed at improving employability within the community. We continue to observe encouraging results in terms of participants reached in various income generation projects at MVV and Atlantic Nickel. The SESI TEC initiative at MVV, aimed at improving the quality of municipal basic education by fostering a digital and technological environment, continues to have a positive impact on students, teachers and the management staff. As we reflect on our progress, I want to particularly acknowledge the tremendous work done by our team and the Foundation in driving community initiatives, from youth development and poultry farming to economic empowerment projects for women. Initiatives that are not just about supporting communities, but building a resilient future aligned with our core values.

At the same time, we are making strides in standardizing ESG-related strategies across our portfolio companies, ensuring consistency and accountability in our practices. By tracking and highlighting key metrics, we can better measure our outcomes and refine our approach, driving continuous improvement in our ESG performance.

In 2024, Appian has made significant strides in enhancing its commitment to responsible and transparent practices. We have adopted an anti-greenwashing policy aligned with FCA's Sustainability Disclosure Requirements, ensuring that all our disclosures are accurate and well-substantiated. Additionally, we have developed a comprehensive Human Rights Due Diligence approach, which is aligned with the UN Guiding Principles on Business and Human Rights (UNGPs) and the Voluntary Principles on Security and Human Rights (VPSHR). The findings of this due diligence will be integrated into our investment committee and credit committee discussions. This diligence process will be effective for all new investments starting from July 2024.

We are also enhancing ESG integration practices in our fund management activities. We have initiated the process of reporting in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) for our operating assets. These actions demonstrate our commitment to maintaining rigorous practices and promoting thoroughness and accountability in all aspects of our operations.

This report also highlights the remarkable efforts our portfolio companies have made over the past year to positively uplift the communities in which they operate. Additionally, it underscores our commitment to integrating ESG considerations into our decision-making process by consistently tracking and measuring relevant metrics year over year. These efforts are essential for making informed and impactful decisions that drive our long-term success.

Looking ahead, I am confident that our commitment to these principles will enable us to overcome challenges and foster a legacy of positive, long-lasting change. Together, through our collective efforts and shared vision, we are setting new standards for excellence within our industry and beyond.

Silvio Lima

Head of Corporate Affairs, ESG and Community Engagement
Appian Capital Advisory LLP

MESSAGE FROM NELSON SILVA

APPIAN'S SENIOR SAFETY AND SOCIAL PERFORMANCE ADVISOR



“ESG considerations are central to every investment decision we make. Our commitment extends beyond mere compliance; we prioritize employee safety, empower local communities and cultivate a culture of responsibility. On the social front, our commitment to social integration remains steadfast. Appian’s approach focuses on building collaborative partnerships with all stakeholders to develop tailored solutions that address unique community needs, rather than relying on generic or transactional methods. I am honored to serve as a trustee of the Foundation, furthering our commitment to impactful community engagement.”

Our dedication to rigorous health and safety protocols, combined with proactive community engagement, highlights our commitment to creating a secure and safe environment.

At Appian, safety is a pre-condition to everything we do. Our operations have maintained a strong safety record with no fatalities and have achieved safety Key Performance Indicators (KPIs) that surpass industry standards. For instance, both Mineração Vale Verde (MVV) and Atlantic Nickel recorded a Lost Time Incident Frequency Rate (LTIFR) of 0.0 during the reporting period from July 2023 to June 2024. We have enacted best practice safety standards across our portfolio and our companies consistently exhibit best-in-class operations on par with or exceeding that of many of the world’s largest mining companies⁵. Our in-house safety experts work alongside management to implement robust procedures in every operation. Some of the procedures include the alignment of KPIs with ICMM standards, proactive management of leading and lagging indicators to prevent safety risks, inclusion of safety KPIs in 100% of the Performance Contracts, Visible Felt Leadership initiative at all operating sites and the implementation of our Safety Golden Rules.

With respect to our Social Integration programs, we are truly proud that Atlantic Nickel is leading a transformative teaching project in the communities where they operate. This STEM initiative empowers teachers through innovative methodologies to promote high-quality education. The project’s goal is to enhance educational outcomes by integrating innovation, technology, creativity and practical projects into the official science and mathematics curriculum. This effort stems from recognizing the need for improvements in Ipiaú and Itagibá’s public education system and has benefited 2,200 students as of Q2 2024.

As we continue to implement and monitor ESG strategies throughout the project lifecycle, it is essential that we prioritize the expectations of the surrounding communities. Our approach involves fostering a deep understanding of ESG strategy among our management teams and formally integrating social considerations into business practices of each asset. The management teams review, refine and agree on how relevant ESG strategies and aspirations can be effectively implemented, always with a long-term vision to leave a positive environmental and social legacy post-exit and post-closure.

Our goal is to lead the industry and be recognized as such. We are committed to innovative ESG initiatives, embracing out-of-the-box thinking and embedding ESG principles and best practices into our culture, office operations and beyond, from the very start.

Nelson Luiz Costa Silva
Senior Safety and Social Performance Advisor
Appian Capital Advisory LLP

Notes:
5. As compared with 2023 averages for ICMM's 25 member companies (TRIFR=2.59, FFR=0.013)

APPIAN'S APPROACH TO ESG

Appian seeks to integrate environmental stewardship, social responsibility and rigorous governance standards to ensure we operate as a well-rounded, intentionally designed program with awareness of all stakeholders.

Operating in the mining sector demands high accountability, respect for local communities and prioritized risk management. We seek to minimize our operational risks while promoting socioeconomic benefits and supporting the transition to a global low-carbon economy. As such, we have sought out guidance and alignment with the following industry standards and internationally recognized frameworks as we develop and enhance our approach, while maintaining extensive transparency for stakeholders.



ESG Data Convergence Initiative (EDCI): Appian joined EDCI in 2022. Through a standardized set of ESG metrics and mechanisms, Appian supports easy comparative reporting for the benefit of stakeholders across private markets.

Equator Principles: Appian commits to working with our portfolio companies to address potential or actual adverse risks and impacts identified during the project development lifecycle, following the 10 Equator Principles.

Principles for Responsible Investment (UN PRI): As signatories since 2014, we support the six responsible investment principles outlined by the UN PRI. These principles guide our investment processes to ensure alignment with internationally recognized best practices.

Responsible Sourcing Coalition (RESCO): As a partner of RESCO since 2021, Appian has collaborated with the organization in support of a mineral value chain free from inequality that supports community values and prioritizes long-term value creation.

International Finance Corporation's Performance Standards for Environmental and Social Sustainability (IFC PS): Appian requires operating portfolio companies to adhere to the performance standards, providing companies with guidance for project environmental and social performance.

Our commitment, as exhibited by our active involvement with these various organizations, is to seek best-in-class operations for the benefit of all potential stakeholders. We will ceaselessly seek out opportunities to improve, upholding our fiduciary responsibilities while optimizing the ESG performance of our investments.

ESG review is a key component of our 360° due diligence process conducted for every potential investment opportunity. The Appian 360° diligence process encompasses the technical, financial and qualitative aspects of the investment opportunity. ESG aspects fall under the qualitative review, with the process involving a comprehensive review of existing environmental plans, mine rehabilitation and closure strategies, local regulatory frameworks and permitting requirements, baseline characteristics of local communities and information on other operating mines in the region.

APPIAN'S APPROACH TO ESG

ESG POLICY AND BLUE BOOK

Appian prioritizes high standards of operations from the outset of each investment opportunity, as defined by our ESG and Sustainability Policies.

We maintain a Blue Book of proprietary policies and guidelines, first published in 2020, that allows us to clearly communicate the standard of operational excellence we expect our operating assets to follow on topics including Safety, Tailings Management, Governance, ESG, Clean Energy and Stakeholder Engagement.

The ESG Section of our Blue Book framework lays out the key phases each asset goes through in establishing its ESG strategy and roadmap, which are customized to meet individual company needs and capabilities.

1

Review Current Stage of the Asset

- Development of an ESG strategy and governance plan taking into account the current stage of the asset, the country- and region-specific regulatory framework and alignment with the overall Corporate Governance Plan
- Establishment of a clear ESG vision, direction and metrics, along with a defined accountability structure in order to empower and incentivize employees to achieve such vision
- Formalization of a standard set of policies and procedures including ESG Policy, Environmental Policy and Procedures, Safety Policy and Procedures, Social Investment Policy, Grievance Mechanism

2

ESG Strategy and Aspirations

- Participation of all disciplines in setting the asset's ESG aspirations and goals
- Integration of a long-term view aimed at leaving a positive environmental and social legacy post exit
- Incorporation of Social Integration concept into day-to-day business practice
- Broad, consistent and ongoing stakeholder engagement

3

Review ESG Material Topics

- Development of a materiality assessment which takes external stakeholder input into account; the materiality assessment is revisited on an annual basis to identify any updates required
- Expectation for material ESG topics to evolve over the lifetime of the asset

4

Continuous Improvement

- Establishment of clear and transparent methods for data collection
- Alignment of data collection and reporting with recommended frameworks including the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the ESG Data Convergence Initiative (EDCI) indicators
- Purposeful dissemination and use of data to evaluate effectiveness and efficiency of development initiatives, and to inform field teams' engagement and consultation processes

APPIAN'S APPROACH TO ESG

ESG POLICY AND BLUE BOOK

While these four stages are critical to successful implementation of our policies, we rely heavily on the people and culture of each company for execution, adhering to the following principles:

- The entire management team must be held accountable for the ESG results. Business scorecards must include ESG KPIs and firmwide variable compensation must be factored by ESG performance
- A culture should be fostered whereby all employees are given a responsibility to help implement the ESG actions and initiatives and provided with a mechanism to provide feedback and suggestions into the ESG efforts to drive continuous improvement
- All employees should be upskilled on general environmental and social sustainability awareness to empower employees to have the confidence and knowledge to talk to external stakeholders and help foster a strong culture of sustainability
- A network of sustainability champions can support the site ESG team on monitoring, reporting and delivering
- We share the main takeaways of socioeconomic assessments with internal strategic functions to disseminate each asset's ESG initiatives and turn each employee into an ambassador

APPIAN'S APPROACH TO ESG

SOCIAL INTEGRATION

Appian is a strong proponent of the concept of *Social Integration* – whereby we see ourselves as just like any other community member or stakeholder in the territories in which we operate, with an equal interest in promoting long-term environmental, social and economic well-being.

Successful Social Integration necessitates the development of trustful, respectful, long-term relationships with local stakeholders. Finding that the transactional mindset that often characterizes the mining industry's traditional stakeholder engagement approach did not align well with Appian's values and business strategy, we began applying the concept of *Social Integration* to our Appian Capital Brazil (ACB) assets, Atlantic Nickel (ATN) and Mineração Vale Verde (MVV), in 2020. Within the context of these projects we recognized that different community stakeholder groups will have a range of priorities and interests, meaning that it can be a challenge to find understanding, alignment or compromise. Therefore, ACB's view was that spending the time and effort to build relationships with strong foundations of trust and mutual respect in the ATN and MVV communities was the obvious choice to promote a stable operating environment and meaningful, beneficial outcomes in the community. This requires an intentional, transparent approach to engagement, not shying away from challenging topics and being ready to participate in healthy debate when needed.

With the successes we witnessed at ATN and MVV, we saw the value of Social Integration as a standard approach. We adopted it as a concept to be applied across our portfolio and have not looked back since. We understand that achieving Social Integration requires significant commitment, effort, time, patience, consistency and the right skills. While the journey is challenging and there are no quick fixes, we have seen how these efforts pay off, for both our business and the communities we serve. While statistics cannot capture the nuances of our ongoing journey, we believe that these indicators from our operating assets are an indication of some of our successes and a testament to our values and philosophy. More information on our Social Integration activities at each of our operating assets is presented in the Section on ESG progress at our portfolio companies (page 25 onwards).

Key Performance Indicator (July 2023 to June 2024)	Asset	
% of goods and services procured locally	Atlantic Nickel	2.1%
	Mineração Vale Verde	12.1%
	Rosh Pinah Zinc	27.0%
% of employees hired locally ¹	Atlantic Nickel	82.5%
	Mineração Vale Verde	80.6%
	Rosh Pinah Zinc	93.8%
# of active community engagement partnerships with local organizations	Atlantic Nickel	12
	Mineração Vale Verde	12
	Rosh Pinah Zinc	6
# of active community engagement projects	Atlantic Nickel	9
	Mineração Vale Verde	5
	Rosh Pinah Zinc	11

Note:

1. Local definitions are as follows for each company: Atlantic Nickel and MVV: workers residing within the state where the asset is located. Rosh Pinah: workers who are Namibian citizens

APPIAN'S APPROACH TO ESG

DIVERSITY, EQUITY & INCLUSION

At Appian, we rely on our expertise developed across a diversity of backgrounds and depths of experience in and adjacent to the mining and metals sector.



All Appian employees during the annual strategic offsite event in July 2024

Both within the technical and financial teams at Appian, people with a wide array of specialties and backgrounds are essential to successful delivery across the various stages of our process from exploration, transaction, management and sale.

The geographic spread of our assets also makes diversity critical to our success. With 11 portfolio companies across four continents and five countries, having a diverse team is essential to maintain our value-add and efficiently operate globally across jurisdictions with different regulatory and cultural contexts.

This section of our ESG report is a testament to our ongoing efforts and achievements in embracing diversity, equity and inclusion (DE&I). We recognize diversity goes beyond demographics, equity goes beyond fair treatment and inclusion transcends representation. Central to our commitment to fostering a diverse, equitable and inclusive workplace is our Equal Opportunities, Diversity & Inclusion Policy. This Policy reflects our unwavering belief that embracing differences, providing equal opportunities and cultivating an inclusive environment are fundamental to our success.

Our Equal Opportunities, Diversity & Inclusion Policy outlines clear guidelines and actionable strategies that guide our decisions, practices and interactions across the organization. By embedding these principles into our core operations, we create a work culture that not only respects and celebrates diversity, but actively seeks to dismantle barriers and promote fairness. Appian offers training days by engaging with third-party consultants and runs monthly *Lunch and Learn* sessions to provide opportunities for our employees to engage with one another on important topics.

As we navigate the complexities of the business landscape, our Equal Opportunities, Diversity & Inclusion Policy serves as a compass, guiding us toward a future where everyone's unique experiences and perspectives are not only valued, but contribute to our collective growth. In the following pages, we invite you to explore the concrete measures and initiatives that Appian has undertaken to engage our portfolio companies and the community at large to be a part of this commitment.

We track key diversity metrics across our workforce, including gender, race and ethnicity disaggregated by job functions. These metrics provide insights on the composition of our team, enabling us to identify areas for improvement and to celebrate progress. We present some key statistics that highlight our ongoing recognition of the importance of diverse perspectives, including gender diversity, within the organization. We remain committed to fostering an inclusive environment where all team members can contribute to our success, particularly within our investment and executive management teams.

Our commitment to diversity and inclusion is vividly reflected in our London office. With pride, we share that our London team encompasses a remarkable blend of cultures, with employees from 20 distinct nationalities and conversing in 15 different languages. This mosaic of backgrounds not only enhances our global perspective but also fosters an environment in which unique insights and collaborations flourish.

APPIAN'S APPROACH TO ESG

DIVERSITY, EQUITY & INCLUSION

Representation of key underrepresented demographic groups at Appian, by career level, as of June 2024

	Women (%)	Racial/ethnic minority (%)
Executive Management	12.5%	50.0%
Investment Professionals	8.0%	48.0%
All other employees	31.3%	35.3%

DE&I in our portfolio

The mining industry remains predominantly male dominated, presenting a significant challenge when attracting and retaining women. A 2022 study by EY found that 12% of the global metals and mining workforce were women. Our commitment to Equal Opportunities, Diversity and Inclusion extends to our portfolio and we support our portfolio companies in addressing this gender imbalance wherever we can.

The data below show the gender representation within our direct employee base at each of our operating assets.

	Percentage of women in workforce		
	Atlantic Nickel	Mineracao Vale Verde	Rosh Pinah Zinc
Senior management	0.0%	0.0%	25.0%
Salaried	33.7%	30.4%	9.0%
Hourly (technical and production)	9.4%	14.7%	30.4%
Total	15.9%	20.4%	15.5%

Appian Capital Brazil worked with a third party in 2022 to conduct strategic planning and establish an action plan dedicated to advancing diversity and inclusion. This inclusive approach involved a Strengths, Weaknesses, Opportunities and Threats (SWOT) analysis, individual interviews and a DE&I census, leading to the formulation of guidelines that underpin our strategic planning and objectives.

To ensure comprehensiveness and alignment with global sustainability benchmarks, the process drew upon international frameworks like the UNSDGs, UN Women WEPs, UN Global Compact, Corporate Sustainability Index and B Corp.

The resulting strategy centered on six goals for implementation between 2023-2024:

1. Engagement and development of the leadership team
2. Build a culture of inclusion and diversity
3. Review processes and define metrics
4. Establish a Diversity and Inclusion Committee
5. Empower marginalized groups
6. Clear communication with internal and external stakeholders

These six goals are further supported by specific and well-defined action items to guide their successful implementation at the Appian Capital Brazil sites.

In 2021, employees at MVV piloted the initiative "Roda com Elas", which began as a discussion group providing a safe space for women employees to share experiences, reflect on challenges and successes, and offer support and mentorship. The group's responsibilities have evolved to include creating awareness campaigns and events that foster understanding and empathy in the workplace, as well as receiving feedback and proposing initiatives to improve MVV's internal procedures toward gender equality and fairness. Following the success of the pilot, we are rolling the program out at Atlantic Nickel in September 2024, with plans to also implement the program at Graphcoa.

"The fact that we have a space to report and reflect on our progress and challenges in terms of sustainability allows us to create a more conscious and responsible corporate culture, both in terms of the environment and people. The Roda Com Elas Committee creates a safe and welcoming environment for women employees to share their experiences and discuss relevant topics, such as female leadership, equal opportunities and challenges in the workplace. Each meeting strengthens the sense of belonging and promotes reflection on our role within MVV."

*Isabela Eurides Cristovão,
Continuous Improvement Analyst at MVV and Roda Com Elas participant*



APPIAN'S APPROACH TO ESG

CONTINUED

The third quarter of 2024 also saw the launch of a new DE&I initiative at our Brazilian sites called "Programa Conectar Famílias Atípicas". The program aims to support employees who are parents of children with syndromes, disabilities, disorders and/or rare diseases through the provision of a safe and welcoming forum for discussion and development of a strong support network.

Topics that are explored include the challenges of atypical parenting, rights and responsibilities of parents, inclusive education and promotion of self-care for participants and their children.



"I have never felt as welcomed and a part of MVV as I do now because it involves the most precious thing in the world to me: my son. The emotional and health support being provided by our company is incredible."

Altobelly Santos, Surveyor at MVV and Programa Conectar Participant

Financed emissions

As an asset manager specializing in the mining and metals industry, Appian recognizes the direct and indirect impacts of climate change on its business activities and investments, as well as the potential longer-term implications of the transition to a low-carbon economy.

As described in later sections, we have begun to collect a range of ESG metrics from our operating assets on an annual basis including Scope 1, 2 and 3 greenhouse gas emissions, in order to develop a clear picture of our Scope 3 financed emissions, which make up the largest part of Appian's overall carbon footprint.

Unlike other metrics and information presented in this report, we calculate, verify and disclose our financed emissions for our ACB operating assets (Atlantic Nickel and Mineração Vale Verde) by calendar year in keeping with the GHG Protocol's verification process. Emissions for our Rosh Pinah Zinc asset are calculated for the reporting year July 2023 to June 2024. Using calendar year 2023 data for Atlantic Nickel and Mineração Vale Verde and 2023-2024 data for Rosh Pinah Zinc, Appian calculated financed emissions for 31.1% of its AUM, which totaled 176,620.4 MtCO₂e. The calculation of financed emissions has been conducted in accordance with the Greenhouse Gas (GHG) Accounting and Reporting Standard for the Financial Industry.

The reporting is in line with the Sustainability Accounting Standards Board (SASB) for Asset Management and Custody Activities. The emissions for Scope 1 and 2 were determined based on the principle of operational control, which focuses on the entities that have authority over the operational activities within the reporting boundaries. The categories included within the portfolio companies' measurement of Scope 3 categories as described in the GHG Protocol Corporate Value Chain were upstream transportation and distribution, waste generated in operations, business travel and employee commuting.

Absolute Gross Financed Emissions, disaggregated by Scope 1, 2 and 3¹

Scope 1	81,516.5 MtCO ₂ e
Scope 2	16,792.0 MtCO ₂ e
Scope 3	78,311.9 MtCO ₂ e

Note:

1. Includes the following portfolio companies: Atlantic Nickel, Mineração Vale Verde and Rosh Pinah Zinc. A methodological limitation is that emissions for the Rosh Pinah Zinc asset cover a different period (July 2023-June 2024, rather than calendar year 2023)

KEY ESG INITIATIVES DURING THE REPORTING YEAR

At Appian, we integrate ESG considerations into both our investment lifecycle as well as our firm operations. We believe that these considerations are important to not only be a responsible corporate citizen but are also aligned with our fiduciary duty to create long-term value for our investors.

From investments in renewable energy to philanthropic activities through our charitable foundation and implementing standardized policies and procedures throughout our portfolio, we've made substantial progress in our ESG-related activities in the past year. We're very excited to share with you some of our key accomplishments during our reporting period of July 2023 through June 2024.



Community Sports Fun Day at Rosh Pinah Zinc

KEY ESG INITIATIVES DURING THE REPORTING YEAR

Investing in renewable energy

Understanding the importance of reducing greenhouse gas emissions, Appian is committed to seeking investment opportunities in renewable energy throughout the portfolio. In 2024, Appian partnered with Itaú BBA to secure BRL250 million in financing for the portfolio company Omnigen Energy. The financing is intended to complete the portfolio of 20 small-scale solar power plants in Minas Gerais, Brazil, with a capacity of 62.4MWp and an estimated annual generation of over 126.4MWh.



Omnigen solar panels

As of June 2024, the construction of the solar plants is over 75% complete, with expected completion in April 2025. Since other Appian operations cannot use the generation due to their high-voltage requirements, Omnigen has engaged in contract negotiations to commercialize the energy production with local off-takers and for sale to the grid.

Strategic investments and leadership in the critical minerals space

Appian marked an exciting milestone in the final quarter of 2023 – our decisive entry into other segments of the critical materials value chain with our investments in Urbix and US Strategic Metals.

Urbix is an advanced materials development company based in the United States with a focus on the manufacture of battery-grade Coated Spheroidized Purified Graphite (CSPG), a key input for lithium-ion batteries. Appian and Urbix announced Appian's strategic investment in, and Joint Development Agreement (JDA) with Urbix which will allow for the joint development, construction and operation of a commercial-scale CSPG production facility using the natural graphite concentrate sourced from Appian's investment in Graphcoa. This will ultimately establish a fully integrated graphite anode supply chain in the Americas and contribute to securing the supply chain for North American battery gigafactories.

US Strategic Metals (USSM) is a US-based company focused on recycling essential metals from used lithium-ion batteries at its facility outside of St. Louis, MO, and operating an underground cobalt, nickel and copper mine in Fredericktown. USSM's pilot plant has been operating since 2020 and is on track to begin full-scale production after completion of construction in the second half of 2024.

The facility will produce critical minerals including cobalt, nickel, lithium and copper from multiple feedstocks, including concentrate from its own commercial mine. Appian has provided a financing package that will allow for the expansion of the mining, recycling and processing operations. With the advancement of this project, USSM will be able to provide US automakers with a domestic supply of cobalt for vehicle batteries.

On the heels of these investments, in early 2024 we also announced the forging of a new partnership with SAFE, a leading nonpartisan organization which unites military and business leaders to develop and advocate for policies that improve America's energy security. Appian and SAFE's Center for Critical Minerals Strategy have formed a Sub-Committee on Opportunities and Risks in the Critical Mineral Sector (SCOR), which will generate insights and research to advise governments and policymakers on considerations for successful critical minerals operations. The partnership solidifies Appian's role as a thought leader in the critical minerals space and provides us a key opportunity to leverage our expertise toward high standards of transparency, resilience and security in the development of the US's critical minerals supply chains.

Independent Tailings Review Board (ITRB) update

At Appian, we remain dedicated to responsible tailings facility management, ensuring that we adhere to the highest standards throughout the mining lifecycle. As part of our roadmap, our portfolio companies are working to align with the Global Industry Standard on Tailings Management (GISTM), which seeks to integrate social performance, governance accountability and public transparency into tailings management decisions.

Many of the requirements of the GISTM have already been implemented by Appian portfolio companies through the application of guidelines from the Canadian Dam Association (CDA) and the Mining Association of Canada (MAC), which have formed the basis of our standards of practice for several years.

We have also made significant progress toward establishing an Independent Tailings Review Board (ITRB). This initiative is essential for enhancing the safety and performance of tailings facilities classified as "Very High" or "Extreme" in terms of consequence. Over the past year, we have developed a comprehensive scope of work and budget estimate for the implementation of the ITRB, which has undergone thorough review by Appian's Technical COO. The next phase involves the selection of board members, chosen for their expertise in tailings management, safety and environmental stewardship. The ITRBs will be operational by 2025, ensuring robust, independent oversight.

KEY ESG INITIATIVES DURING THE REPORTING YEAR

CONTINUED

As part of our GISTM implementation, we are also focusing on:

- Assigning accountable roles, including an Accountable Executive and Responsible Tailings Facility Engineer
- Advancing systems and procedures that support safe facility management and transparency
- Engaging meaningfully with communities of interest and other stakeholders

In addition to progressing toward GISTM conformance at our existing portfolio companies, we consider the application of tailings management best practices as part of our due diligence process when evaluating potential investments or acquisitions.

By progressing towards full GISTM conformance and establishing the ITRBs, Appian reinforces its commitment to transparency, community safety and environmental responsibility. These efforts not only safeguard the environment but also strengthen our tailings management practices, ensuring long-term sustainability and risk mitigation across our portfolio.

Update on the roll-out of Appian's Blue Book

A key initiative for 2023 and 2024 is the roll-out of Appian's Blue Book to its portfolio companies. The Blue Book consolidates Appian's proprietary policies and guidelines, industry best-in-class operating practices and ESG recommendations in one document, allowing Appian to clearly define expectations and support the rapid implementation of improved practices with its portfolio companies. The Blue Book was developed by Appian's experts and is based on operational expertise and success in operating mines. Leveraging 11 different Sections, the Blue Book provides an introduction to Appian's culture, principles and values, communicates expected reporting guidelines and operating standards and provides a collection of best practices on general company management, with an emphasis on providing direction to early-stage portfolio companies. We consider the first 100 days of a portfolio company's entry into Appian's portfolio as a critical period to introduce and realize the value of the Blue Book.

In Q2 2024, Appian completed its first Blue Book audit across all assets. Through this audit, we identified opportunities for alignment and new best practices to be implemented at each asset. The audits are shared and discussed with each site's ESG Lead, and are a component of quarterly reviews. Not unexpectedly, the audit found that operating assets tend to be more advanced in their implementation of the Blue Book. We expect that assets in earlier phases will organically implement additional Blue Book elements as they advance to later development and operational phases.

Our Blue Book will continue to evolve as our experience deepens, and we strive to share our lessons learned across the portfolio. We are currently developing a quantitative scoring system to support specific key performance indicators (KPIs) which will be utilized during the quarterly reviews. We will continue to provide updates on the progress achieved and changes made to the framework.

Update on ESIA and ESMP standardization across our portfolio

Over the past year, Appian has made significant progress in its commitment to implementing standardized Environmental and Social Impact Assessments (ESIA) and Environmental and Social Management Plans (ESMP) across all portfolio companies, as outlined in last year's sustainability report.

True to our pledge, we have gone beyond local regulatory requirements by aligning our ESIA's with the International Finance Corporation (IFC) Performance Standards and the Equator Principles, reinforcing our dedication to environmental and social responsibility.

A notable achievement has been the development of an ESIA for the transition of Atlantic Nickel from open pit to underground operations. This ESIA addressed a range of critical factors such as biodiversity, water management and community engagement. In addition to fulfilling Brazilian regulatory requirements, the assessment was conducted with a clear focus on aligning with global best practices, particularly the IFC Performance Standards, demonstrating Appian's leadership in responsible mining.

The contemplated transition to underground operations, which would have a reduced environmental footprint when compared with open pit mining, also underscores Atlantic Nickel's and Appian's dedication to responsible practice.

Additionally, we have prepared an ESIA for the expansion of Graphcoa, our graphite asset. This project's ESIA, like the others, reflects our ongoing commitment to mitigating environmental impacts while fostering positive social outcomes always in line with international best practices.

These efforts illustrate our unwavering dedication to advancing responsible mining practices across our portfolio. Through robust environmental and social assessments, we continue to uphold our ESG values and contribute meaningfully to the communities and environments in which we operate.

KEY ESG INITIATIVES DURING THE REPORTING YEAR

CONTINUED

Establishment of firm-level human rights policy

In 2024 Appian adopted a human rights policy outlining our commitment to upholding human rights across our own and our portfolio companies' operations. The policy sets out our efforts to prevent human rights abuses and to promote ethical practices in the mining and metals industry.

It applies not only to Appian and its employees but also to our portfolio companies, contractors, suppliers and business partners and covers our direct operations as well as our supply chains.

The principles upheld by our human rights policy are:

1. Respect for internationally recognized human rights as outlined in the Universal Declaration on Human Rights and core conventions of the International Labour Organization (ILO).
2. Zero tolerance for modern slavery and human trafficking, whereby we are dedicated to avoiding any instances of forced labor, involuntary labor or child labor within our supply chain, and are prohibited from doing business with any organization that does not adhere to the same level of human rights standards.
3. Promotion of ethical practices whereby we promote work environments free from discrimination, harassment and exploitation, promote dignity for all, treat employees and contractors fairly and respect the rights of human rights defenders.
4. Stakeholder engagement and community relations grounded in transparency and open dialogue, including regular communication and consultation with Indigenous Peoples and local communities that ensures their participation in decisions affecting their lands and resources.
5. Collaboration with government to support and enhance the protection of human rights within our operating areas.

6. Implementation of grievance mechanisms that are accessible, confidential and culturally appropriate to each of our operating areas. We encourage the use of our whistleblowing hotline to report any suspected violations of human rights, ensuring anonymity and protection for whistleblowers.
7. Continuous monitoring and improvement via regular human rights monitoring at our assets to identify the potential for human rights impacts and mitigate such risks accordingly.

Expansion of whistleblower requirements to all operational assets

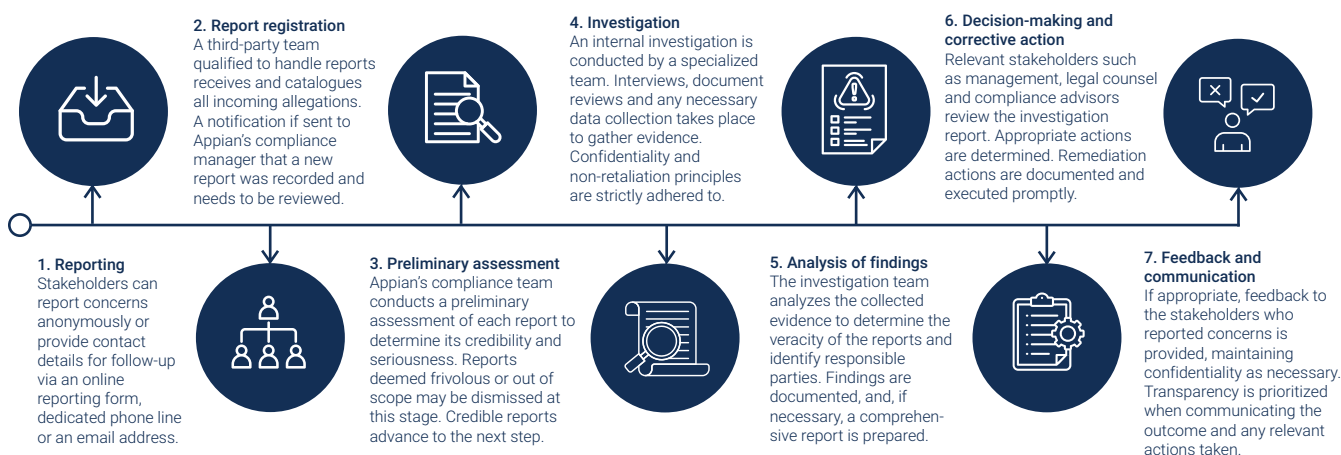
Appian is committed to fostering a culture of transparency and integrity across our direct operations and our portfolio companies. As such, we view whistleblowing as a positive and valuable act that is essential to upholding transparency and promoting accountability and continuous improvement.

Appian's firmwide Whistleblower Policy provides avenues for employees to report any breaches in a confidential and anonymous manner, allowing them to raise concerns about our operations without fear of retaliation. Our whistleblower process follows a 7-step integrity framework outlined in the figure below.

Appian's Whistleblower Policy also outlines expectations for its portfolio companies to establish a robust whistleblower system including policy, platform allowing for confidential and anonymous reporting avenues, structured reporting process and mechanisms to ensure accessibility.

A formal whistleblower mechanism modeled on Appian Capital Advisory's process has been rolled out at Appian Capital Brazil's operating assets since 2022. Whistleblower report data for the reporting period of July 2023-June 2024 is provided below for Atlantic Nickel and Mineração Vale Verde.

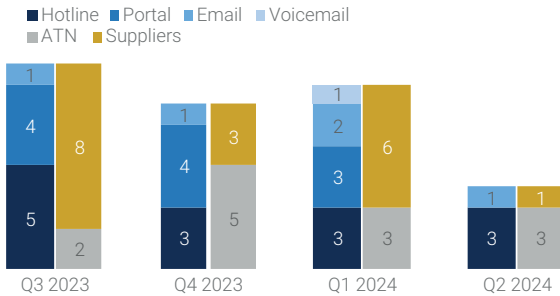
Appian's 7-step whistleblower process



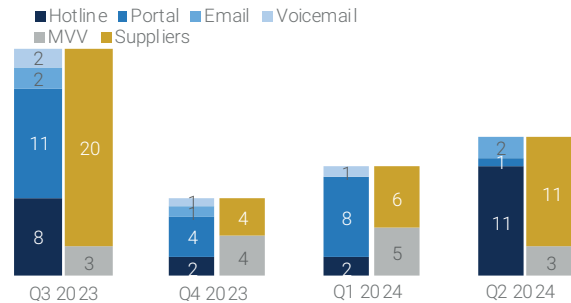
KEY ESG INITIATIVES DURING THE REPORTING YEAR

CONTINUED

Quarterly whistleblower reports



Quarterly Whistleblower Reports, by communication channel and by stakeholder group for Atlantic Nickel, Jul-23 to Jun-24 (Q3 2023 to Q2 2024)

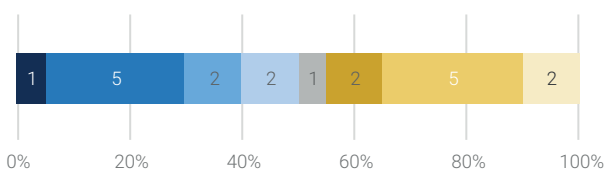
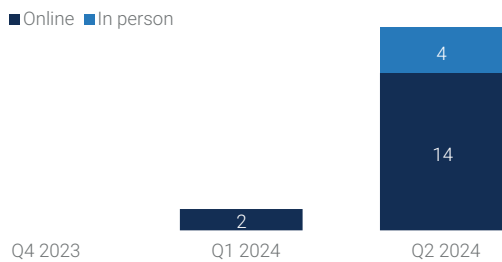


Quarterly Whistleblower Reports, by communication channel and by stakeholder group for MVV, Jul-23 to Jun-24 (Q3 2023 to Q2 2024)

Comprehensive investigations were carried out on all reports as necessary. In some cases, independent investigations were commissioned, involving external advisors to ensure objectivity. The vast majority of the reports centered around behavioral issues and interpersonal conflicts, which management tackled through targeted human resources initiatives. These efforts included training programs designed to enhance the overall work environment. Notably, during this reporting period, none of the cases led to employee terminations.

In Namibia, Rosh Pinah Zinc adopted an Anti-Corruption and Bribery ("ABC") Policy and Code of Conduct and launched a whistleblower mechanism in November 2023. The whistleblower mechanism provides confidential and anonymous avenues for employees to report violations of the ABC policy or other ethical breaches and follows the same 7-step process utilized by Appian Capital Advisory and Appian Capital Brazil.

Quarterly Whistleblower Reports, by communication channel and by stakeholder group for Rosh Pinah Zinc (Q4 2023 to Q2 2024)



Rosh Pinah Zinc's whistleblower program is still in a developmental stage and in the process of becoming fully formalized. Rosh Pinah's internal audit department has promoted awareness of the mechanism and emphasized thorough investigations of all allegations, underpinned by integrity and independence to establish stakeholder trust. Measures have been taken to fully investigate reported allegations, with remedial actions taken as appropriate based on investigation results. A majority of reports were related to interpersonal conflicts which were addressed via the human resources department. In some cases mutual separation agreements resulted.

A total of 20 reports were received since the whistleblower mechanism was launched in Q4 2023 and are summarized in the figures below.

Portfolio company ESG reporting structure

At Appian, we recognize the importance of transparency and risk management in the mining sector and the critical role they play in ensuring the long-term success of an asset. In 2022, Appian became a member of the ESG Data Convergence Initiative, a consortium of investors with the goal of creating a standardized set of ESG metrics for private markets. As a member, we annually report the required ESG-related data from each of our operating assets (Atlantic Nickel, MVV and Rosh Pinah Zinc), including Scope 1 and 2 emissions, employee health and safety metrics and overall energy consumption.



To further ensure transparency and accountability, we go beyond the EDCI framework criteria to pursue third-party verification on greenhouse gas emissions data. The two Brazilian assets (MVV and Atlantic Nickel) received the Gold Seal in the Brazilian GHG Protocol Program (Programa Brasileiro GHG Protocol) for 2020, 2021, 2022 and 2023, demonstrating the highest standard of practice in greenhouse gas emissions accounting and disclosure.

KEY ESG INITIATIVES DURING THE REPORTING YEAR

CONTINUED

In addition, we believe mining companies, in particular, have a responsibility of increased transparency related to climate-related risk due to the potential significant environmental impacts of their operations. As such, we require our operating assets to report against the Taskforce on Climate-Related Financial Disclosures (TCFD) recommendations (shown below).

Through these disclosures, we provide clear, consistent and comprehensive insights into the risks and opportunities impacting our investments. By aligning our portfolio companies with the TCFD framework, we aim to ensure that climate-related risks have been identified, assessed and managed. At this time, our operating assets are in the process of developing their TCFD reports.

Recommendations and supporting recommended disclosures

<h3>Governance</h3> <p>Disclose the organisation's governance around climate-related risks and opportunities</p>	<h3>Strategy</h3> <p>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's business, strategy and financial planning where such information is material</p>	<h3>Risk management</h3> <p>Disclose how the organization identifies, assesses and manages climate-related risks</p>	<h3>Metrics & targets</h3> <p>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material</p>
<p>Recommended disclosures</p> <ul style="list-style-type: none">Describe the board's oversight of climate-related risks and opportunitiesDescribe management's role in assessing and managing climate-related risks and opportunities	<p>Recommended disclosures</p> <ul style="list-style-type: none">Describe the climate-related risks and opportunities the organization has identified over the short, medium and long termDescribe the impact of climate-related risks and opportunities on the organization's business, strategy and financial planningDescribe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	<p>Recommended disclosures</p> <ul style="list-style-type: none">Describe the organization's processes for identifying and assessing climate-related risksDescribe the organization's processes for managing climate-related risksDescribe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	<p>Recommended disclosures</p> <ul style="list-style-type: none">Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management processDisclose Scope 1, SScope 2 and if appropriate Scope 3 greenhouse gas (GHG) emissions and the related risksDescribe the targets used by the organization to manage climate-related risks and opportunities and performance against targets

Source: TCFD, 2017



THE APPIAN WAY CHARITABLE FOUNDATION HIGHLIGHTS (2023-2024)

The Apian Way Charitable Foundation (AWCF) was established in 2019 to contribute to the local communities and economies in which Appian invests. The Foundation is focused on supporting programs that benefit women, children and the disenfranchised. Project themes can range from education to local employment and entrepreneurship to ecosystem rehabilitation.

Each year the AWCF approves a dedicated social and community budget for Appian portfolio companies. This year the foundation supported 34 projects across five assets (Gippsland Critical Minerals, Rosh Pinah Zinc, Mineração Vale Verde, Graphcoa and Atlantic Nickel) and is evaluating two projects at Atlantic Strategic Minerals. Projects are selected in close consultation with local stakeholders, in alignment with our Social Integration approach. Here we highlight some of our 2023-2024 initiatives, with additional information provided in our asset-specific profiles in later sections of this report.



Smart Screen installed at the Rosh Pinah Junior Primary and Secondary School

Computer Science Introduction (Rosh Pinah Zinc)

Recognizing the increasing demand for technological skills, the AWCF is supporting a Computer Science education program at the Rosh Pinah Junior Primary and Secondary School. The program is intended to promote the development of both computer and critical thinking skills, addressing the gap in quality technology education in the region and providing students with the necessary foundation for a range of careers. The course is to become a standard part of the eighth-grade curriculum and will be offered to 120 students annually.

This investment in local education aligns with Appian's and Rosh Pinah's long-term goals to increase local employment at the mine with the aim of increasing local economic benefits for the region.

In addition to funding the development of the course material, the AWCF also supports the program by providing teachers with materials to facilitate the course. For example, a smart screen was recently installed at the school to enhance the course by allowing interactive and hands-on education.

Environmental Education Program (MVV)

At MVV, the AWCF has chosen to support eight projects, one being the Environmental Education Program at the Environmental Education Center (CEA). The program is designed to enhance the local community's and employees' knowledge of regional ecosystems and promote more sustainable development. It aims to empower local students by developing useful skills through educational workshops and field activities, promoting environmental conservation. Participants learn about the unique characteristics of the Caatinga Biome, where the community is located, and gain insight into how human activities impact nature. The program offers hands on activities, like seedling plantings, to promote environmental practices within the community and encourage sustainable behaviors in their daily lives to ensure the conservation of the local ecosystem. During the reporting period, 310 employees and 881 local community members participated in activities through this program.



Local students participating in the Environmental Education Program at the CEA

Reciclarte (Atlantic Nickel)

Informed by the success of the local women entrepreneurship project at MVV, the AWCF has established Reciclarte at Atlantic Nickel. The project encourages female entrepreneurship to generate employment and income for local women. Through the project, local mines, including Atlantic Nickel, donate their old and unused uniforms and local seamstresses transform the fabric into new items such as: women’s bags, toiletry bags, ecobags, backpacks and jewelry boxes, to be sold at the local market.



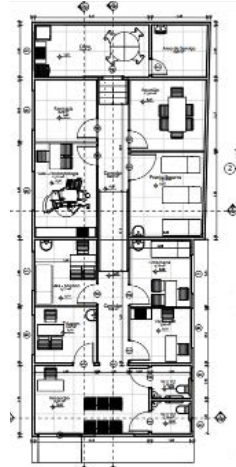
“... With the environment in mind, we’ve managed to reduce the waste of fabric ... what was disposable, we turn into quality ... fashion ... I’m grateful to this project and to everyone involved in Reciclarte.”

Jéfta Carvalho – Member of Reciclarte Project

In 2024 the seamstresses also had the opportunity to sell their products and expand their network of customers at a local seminar held by Atlantic Nickel as well as at events held by the City Hall, such as the city’s anniversary event.

The project currently employs 10 seamstresses, offering a platform for these women to contribute economically to their households and broader communities. Additionally, through the support of Atlantic Nickel, the project has engaged a consultant to improve their products and increase their social media presence to boost sales.

Health Care Center renovation (Graphcoa)



Plans for the new Health Center

At Graphcoa, the AWCF funded four projects in the 2023-2024 cycle, including the renovation of the local União Baiana healthcare center. Local community leaders expressed the need for renovation and expansion of the center to improve the public services in the district. Residents have often expressed concern about the inadequate conditions of the current center – its size and layout impeded privacy during treatment and the center’s capacity for care. Through the AWCF, Graphcoa has partnered with the local municipal government to engage with community members to understand the criteria for services at the new center. Graphcoa will purchase and renovate a new property to be donated to the municipality and serve as a haven for local healthcare distribution.

The renovation is a critical initiative designed to enhance the quality of healthcare services available to the community. The existing facility has long been a source of concern for residents due to its insufficient infrastructure. The new facility will increase the center’s capacity and ability to provide care in an individualized, organized and healthy way. In addition to having a screening room and a medical room, the new center will have a dedicated vaccination room, emergency room, dental room, pharmacy and meeting room. The renovation is expected to directly benefit 800 people in the local community by addressing the critical need for better healthcare services, enhancing the overall wellbeing and long-term health of the population.



Local leaders involved in the renovation project

A LOOK AT OUR GOALS FOR 2024-2025

While we have made great strides in our ESG initiatives in the past year, we know the work is never fully complete. We are constantly looking to the future to develop ambitious plans and goals to continue driving meaningful progress and fostering long-term growth. In this next section, we provide a glimpse into our plans for the coming year.

A roadmap for emissions management

In the coming year, we are committed to advancing emissions management across our operating assets. Our initiatives will include the development of a comprehensive roadmap for emissions reduction, positioning us to effectively adapt to both regulatory changes and market dynamics. As part of this effort, we will incorporate Life Cycle Assessments (LCA) for energy transition materials to identify environmental impacts from cradle to grave.

This roadmap will enable us to establish realistic and meaningful CO₂ reduction targets, including through investments in energy-efficiency technologies ensuring a long-term, robust and strategic approach to managing our emissions.

At the fund level, we intend to integrate carbon shadow pricing into our financial models, allowing us to better anticipate the costs and requirements associated with both current and future assets. This approach will help us to align our financial planning with our broader environmental goals and regulatory expectations.

Product stages considered in life cycle assessment



ESG PROGRESS AT OUR PORTFOLIO COMPANIES

MINERAÇÃO VALE VERDE

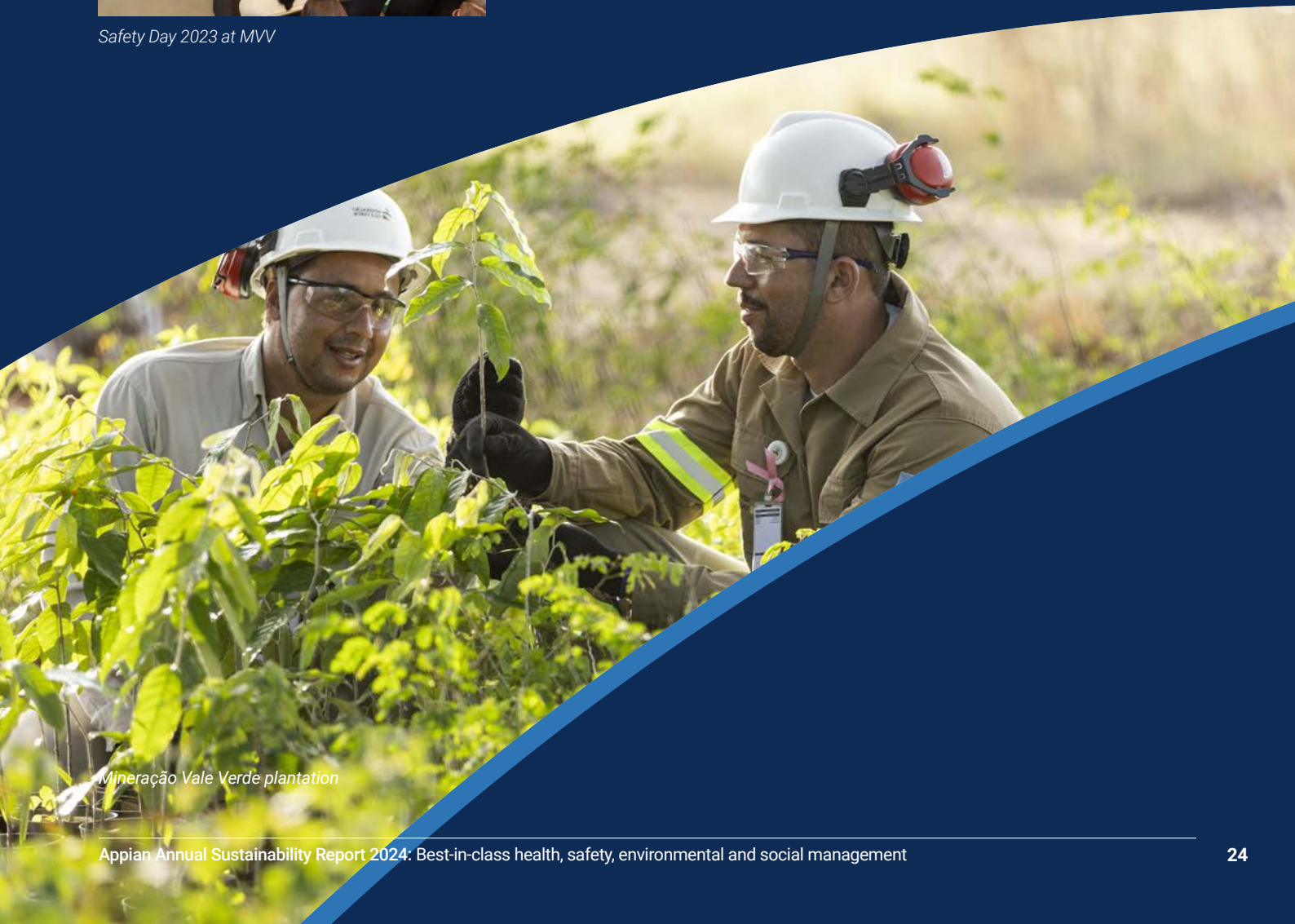
COPPER-GOLD, BRAZIL

Located in Alagoas, Brazil, Mineração Vale Verde (MVV) operates the Serrote project, a copper-gold producing open pit mine that began operations in 2021.

Utilizing a substantial local labor force and having access to power, water and the nearby Maceió port, MVV has implemented a lean design and high-margin operation to produce high-grade copper concentrate.



Safety Day 2023 at MVV



Mineração Vale Verde plantation







The Serrote mine is located in Craíbas municipality in the state of Alagoas, in close proximity to the Arapiraca municipality, one of the main urban centers in the state. As such, the project benefits from a large local labor force, ready access to power and water and to nearby logistics infrastructure including the Maceió port. MVV has been present in the region since 2007 and began its operations in 2021.

Copper plays a pivotal role in the transition to a lower carbon economy. As a highly conductive material, it is integral to numerous green technologies. By producing high-quality copper, MVV helps to meet the rising demand for this metal that plays a key role in the advancement of renewable energy technologies and the broader efforts to achieve a lower-carbon future.



Daily safety briefing at MVV

Selected operational metrics

 <p>20,968 tonnes copper produced</p>	 <p>Workforce: 1,189 (343 direct employees and 846 contractors)</p>	 <p>80.6% employees hired locally</p>	 <p>11.9% women in the workforce</p>
 <p>745,300 GJ energy consumption (100% from grid; renewable makes up 83% of Brazilian grid)</p>	 <p>Reuse or recycle of 85.5% of total water consumed</p>	 <p>58.4% of waste generated diverted from disposal</p>	 <p>2023 recipient of GHG Protocol Gold Seal</p>

MVV's supply chain comprises an estimated total of 648 suppliers, categorized into 56 first-tier, 126 second-tier and 466 third-tier suppliers. This structure is designed to optimize the procurement, production and distribution of goods and services to meet customer demands effectively. Upholding responsible and ethical standards, the supply chain incorporates a diverse array of suppliers, each playing a crucial role in various operational facets. These include equipment suppliers, consumables, logistic contractors, wholesalers and distributors, energy suppliers and service providers. Each supplier uniquely reinforces MVV's mission, ensuring a responsible and resilient supply chain. According to the Blue Book, MVV's suppliers must adhere to human rights standards and uphold a zero-tolerance policy towards modern slavery, regardless of the inherent complexities involved in mining supply chains.

Climate Risk Management

MVV has begun to develop a climate management framework to promote a systematic approach to identifying, assessing and managing its climate-related risks and opportunities. Per Appian's guidance, the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) have been considered in the design of MVV's approach and framework. As the framework continues to evolve, the following information is shared across the four key pillars recommended by the TCFD:

1. Governance

MVV's board of directors closely monitors the company's climate strategy, while senior management is tasked with executing it.

MVV's risk management department utilizes technical tools to assess and visually represent the critical elements of various events, including those related to climate, workplace safety, maintenance and the environment. This risk assessment process involves several stages to identify, analyze and control risks associated with critical events. Once risks are identified, the responsible parties collaborate with the risk management team to manage these risks. If a risk is likely to occur, proactive mitigation actions are developed. Major risks are included in weekly reports and communicated to the executive directors. Furthermore, any risks identified by different sectors within the company are forwarded to the risk management department for further analysis by corporate management.

2. Strategy

MVV has not identified any specific climate-related risks or opportunities at this time. However, it has a biodiversity management plan aimed at maintaining a healthy ecosystem, which can indirectly help to mitigate the impact of extreme weather events and support water management efforts. Specific initiatives include the use of a hydro-seeding system, monitoring of water and atmospheric resources and proper disposal of domestic and industrial solid waste.

3. Risk Management

MVV's risk management department oversees the identification, analysis, management and integration of all risks, utilizing technical risk assessment tools. This process is applied across the entire business, ensuring that climate-related risks are considered in the risk matrix in terms of environmental impacts. The 5*5 risk matrix assesses impact against probability. Impact levels include insignificant, minor, moderate, major and catastrophic, while probability ranges from almost certain, probable, possible, unlikely to rare. MVV follows Appian's guidance through the implementation of standardized Environmental and Social Impact Assessments (ESIA) for new projects. These assessments identify environmental, social and climate-related impacts and associated mitigation strategies, which are implemented through Environmental and Social Management Plans (ESMPs).

4. Metrics & Targets

MVV collects a range of climate-related metrics to monitor year-over-year changes. It currently tracks Scope 1, 2, and 3 emissions, energy consumption and water consumption metrics, water reuse and recycling and biodiversity management impacts. However, specific reduction targets have not yet been established. There are no defined goals for reducing CO₂ emissions at the moment.

Category (1 July 2023 to 30 June 2024, unless otherwise stated)	
Scope 1 (GHG Emissions, CO ₂ e, tons), CY2023	27,300.6
Scope 2 (GHG Emissions, CO ₂ e, tons), CY2023	4,753.1
Scope 3 (GHG Emissions, CO ₂ e, tons), CY2023	25,909.7
Total energy consumed (gigajoules, GJ)	745,300.0
Percentage of energy consumed that is renewable (%) ²	83.0%

Based on production metrics for the reporting period and emissions metrics for calendar year 2023, MVV's Scope 1 and 2 emissions intensity per tonne of copper produced is 1.53 MtCO₂e/t, less than half the industry average reported by the International Energy Agency (IEA).

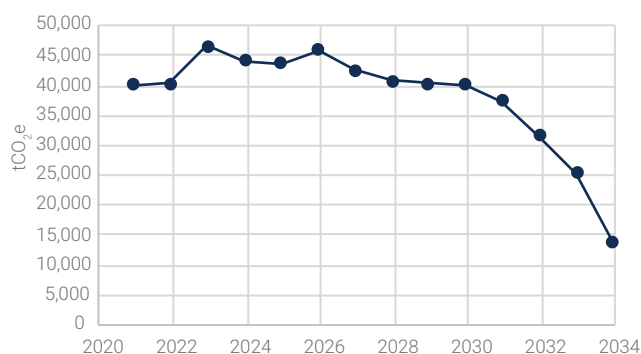


MVV's combined Scope 1 and 2 emissions intensity per tonne of produced copper compared with IEA average³

Notes:

- 2. The reported % of renewable energy consumption reflects the energy mix of Brazil's national grid. Although the company utilizes 100% grid electricity, the grid electricity comprises 83% renewable energy sources, according to the International Trade Administration.
- 3. IEA. 2021. Average GHG emissions intensity for production of selected commodities
- 4. The assessment methodology is informed by standards such as the Brazilian Association of Technical Standards, NBR ISO 14064 standard, the Greenhouse Gas (GHG) Protocol, the World Resources Institute (WRI) and the Brazilian GHG Protocol program. The organizational boundary used to establish the GHG inventory for the Serrote Project is based on the operational control approach

MVV's forecasted Scope 1 and 2 emissions over the life of the Serrote mine are shown in the graph top right. These projections continue to be updated as new information on mining activity becomes available, with this assessment being conducted on an annual basis⁴. In 2023, emissions related to land use changes saw a substantial decrease due to the mine entering its operational phase. This led to fewer instances of vegetation clearance, resulting in a reduction of emissions within Scope 1 category compared to the 2022 inventory.



MVV's forecasted combined Scope 1 and 2 emissions over the life of the Serrote mine

MVV has a favorable emissions footprint due to its sourcing of power from the Brazilian grid, which is comprised of 83% renewable sources. Beyond tapping into the benefits of operating in a locale with a relatively clean electricity grid, Appian continues to identify means to reduce operational emissions onsite and to further contribute to clean energy development in Brazil.



Environmental Education Session for Children

Biodiversity Management Plan

Biodiversity management carried out by MVV is functioning effectively, integrating all necessary elements to ensure adherence to ongoing actions. This approach involves continuous ecosystem monitoring, the implementation of sustainable management practices and the adoption of preventative measures to minimize environmental impacts, thereby preserving local biodiversity and meeting established commitments.

MVV's environmental plans and programs are developed internally by experts and shared with relevant governmental environmental agencies.

The biodiversity management plan, implemented at active sites, includes a wide range of measures to ensure environmental stewardship. These measures encompass the preservation of legal reserve areas, monitoring local fauna and flora, planting forest species seedlings, controlling areas of natural flora regeneration and conducting environmental education programs. Additionally, the plan features a hydroseeding system, monitoring water and atmospheric resources, proper disposal of domestic and industrial solid waste and treatment of sanitary and industry effluents. This comprehensive plan applies to all lifecycle stages, including exploration, appraisal, site development and production.

Health & Safety

Safety is a fundamental value for MVV, emphasizing the priority of ensuring that every team member returns home safely. MVV has implemented a thorough safety program that utilizes both leading and lagging indicators to foster ongoing improvement. By November 2023, MVV achieved a milestone of 3 million man-hours worked without any work-related accidents resulting in lost time, since operations began in 2021⁵. With approximately 1,000 employees, this achievement reflects both MVV's and Appian's commitment to safety through various proactive measures. Daily safety practices extend beyond incident record reviews, involving both employees and third parties who exhibit a high level of awareness in accident prevention. Additionally, Appian has developed a robust risk management policy to oversee critical activities and ensure effective controls. The program to prevent alcohol and drug use, thereby promoting employee health and reducing the risk of accidents has also been instrumental in achieving this milestone.

Note:

5. This figure is calculated by multiplying the number of employees by their individual hours worked each month

A central element of our safety program is the Visible Felt Leadership (VFL) review process. This involves a safety-focused peer review conducted by individuals or groups not directly involved in the daily work activity being reviewed. This approach provides a fresh perspective on the performance of the activity. Utilizing this method is one of the ways we ensure continuous learning, improvement and diverse viewpoints on our performance. MVV's commitment to achieving Zero Harm, Zero Repeats, along with the establishment of robust whistleblower policies, have led to exceptional health and safety performance, with a record of zero fatalities in our operational history.

Key Performance Indicator (July 2023 to June 2024)	
Safety, Health and Environment (SHE) training (average hours per person)	14.5 (direct employees) 35.4 (contractors)
# of Visible Felt Leadership Reviews	3,108
# of Lost Time Incidents (LTI)	0
# of Restricted Work Cases (RWC)	2
# of Medical Treatment Cases (MTC)	2
# of Total Recordable Incidents (TRI)	4
# of First Aid Cases (FAC)	14
# of person-hours worked	1.868 million
# of LTI-free hours	1.868 million

Cultural transformation plan for the "Proativação" Safety Program



The safety program was developed using the *Hearts and Minds* methodology, with an emphasis on maintaining a 'calculated score'. The *Hearts and Minds* methodology is a behavioral safety toolkit aimed at driving cultural change within an organization to enhance safety behaviors and performance. This approach focused on transforming safety practices by addressing the underlying cultural and behavioral aspects. The program at MVV encompassed actions targeting human factors, proactive tools, environmental conditions and management systems. The accident rate involving time off remained at 0% across over 1.868 million hours worked, with the last LTI occurring in December 2021. The legal HSE training management achieved full compliance, delivering over 1,000 HSE training sessions and maintaining an average of 1.4% per employee in HSE training. This included the introduction of virtual training through videos and online tests. Notably, the implementation of an integrated management system created a unified platform for managing training KPIs, inspections and emergency procedures.

(continued)

Stringent controls were put in place for critical activities, achieving 96% adherence over the past 12 months. Periodic contractor assessments also saw a 95% compliance rate with legal requirements. Proactive tools, including the Right to Refuse, Visible Felt Leadership (VFLs), Preliminary Risk Analysis and Daily Safety Dialogue, were integrated into the processes. Group VFLs were conducted every Thursday.

Furthermore, a blood donation and H1N1 vaccination program was launched for both employees and contractors. Risk Management Program, Occupational Health Medical Control Program and Technical Report on Environmental Working Conditions safety programs have been transitioned to a digital platform, allowing for real-time monitoring and continuous risk updates as field measurements are taken.

RODA COM ELAS: Advancing DE&I at MVV



Roda Com Elas: Women Leading Change, Inspiring Inclusivity

Formation and purpose

“Roda” signifies a roundtable format where participants sit in a circle to hold meetings, symbolizing a collective and inclusive effort. The phrase “Roda Com Elas” embodies the vision of women joining together to reflect and act in unison to champion gender equality and empowerment. Emerging from a common aspiration, this group serves as a catalyst for creating a more inclusive and fair work environment, inspired by their collective experiences and commitment to meaningful change.

Activities and initiatives

The group convenes regularly throughout the year to discuss demands and strategic actions in alignment with MVV’s policies. These meetings offer members the chance to share experiences, propose solutions and develop initiatives aimed at cultural transformation and enhancing the role of women in the workplace.

Achievements and responsibilities

With 17 active members, the group has made notable strides in addressing gender diversity and promoting the health and well-being of female employees. Key responsibilities of this group include monitoring the group’s proposed initiatives, running awareness campaigns and organizing events to foster dialogue and empathy in workplace interactions. The group also focuses on educating teams, handling complaints and suggesting improvements to internal procedures. The group’s efforts are continuously refined through active listening to women’s needs and by adopting best practices from the market.

The committee’s goals are:

- Welcoming ideas and experiences: Actively seeks and integrates input from female employees
- Integrating with MVV’s strategies: Aligns group initiatives with overall company goals
- Ensuring gender demands in decision-making: Incorporates gender considerations into decision-making processes



Raising awareness around domestic violence

- Advocating for gender equality and raising awareness: Champions causes related to gender equality and educate leaders and teams on significance of gender diversity
- Supporting female leadership: Encourages the development of female leaders at all levels
- Cultural transformation: Drives cultural change by promoting new attitudes for gender equality

The success of Roda Com Elas at MVV has led to plans to roll the program out at Atlantic Nickel in September 2024, and subsequently at Graphcoa.



Tailings Storage Facility (TSF) Emergency Drill: A collaborative success

As part of Appian's commitment to the highest standards of safety and environmental stewardship, for the third time MVV conducted a comprehensive emergency drill for the Serrote Tailings Storage Facility (TSF) on April 6, 2024. This drill, which is conducted annually and is aligned with the Global Industry Standard on Tailings Management (GISTM), highlighted Appian's and MVV's ongoing dedication to the safety of the communities surrounding our assets. The exercise, executed in coordination with 13 public entities, including the Civil Defense, Military Police, Brazilian Army and other emergency services, underscored the complexity of managing such high-stakes scenarios.



Community Participation in MVV's 2024 TSF Emergency Drill

The participation of local communities was particularly impressive, with 29 out of 36 residents from the Self-Rescue Zone (ZAS) taking part, along with an additional 202 local participants who joined voluntarily. This level of involvement from both community members and public authorities illustrates the depth of coordination required to ensure readiness for any potential incidents.

The exercise's success is not only a testament to the collaboration between MVV and local stakeholders but also serves as an additional layer of defense in ensuring the preparedness of all involved.

The relevance of this drill extends beyond compliance as it reflects Appian's overarching governance and operational framework for managing TSFs. Our tailings facilities are planned, constructed and monitored according to international best practices, adhering to both local and global regulations. This proactive approach ensures that MVV minimizes societal, environmental and economic risks, safeguarding the surrounding communities and ecosystems.

The positive feedback from the community—where 100% of participants rated the drill as "highly relevant"—highlights the importance of these efforts in maintaining trust and ensuring safety. As Appian continues to refine our TSF management practices, MVV's governance structure, including emergency preparedness drills, will remain a key pillar in the strategy to prevent catastrophic events and uphold the safety and well-being of those living near our operations.



Community Participation in MVV's 2024 TSF Emergency Drill

Local community participation and decision-making

MVV's operations are routinely monitored by the Mining Participatory Social Committee (CSPM), consisting of representatives from each of the 14 communities around the Direct Influence Area of the Serrote Mine. CSPM was established by MVV and it includes members that are selected by the community themselves and may include formal community leaders (such as association presidents), informal leaders (such as elders with influence and seniority within their communities), or MVV employees (or its contractors) who can effectively disseminate information to the community.



Engaging with the Community: Committee Member Consulting with a Local Resident



Mining Participatory Social Committee (CSPM)

The formation and ongoing activities of CSPM, which involves monthly meetings, take inspiration from leading ESG practices for the social management of industrial projects with significant environmental impacts. For instance, the International Council on Mining and Metals (ICMM) highlights the importance of involving local communities in decision-making as part of its 10 fundamental principles. Likewise, the IFC's Performance Standard 1 (PS1) stresses the necessity of ongoing engagement with stakeholders, including those affected by the operations. These principles are consistently followed as the Committee makes crucial decisions within the context of the Serrote Mine operations.

Two examples of such decisions include:

- Restriction of truck circulation hours for transporting copper concentrate to the Port of Maceió to avoid school times, a measure recommended by the Committee and supported by MVV
- Creation of reports detailing each controlled detonation event, ensuring community members are informed and that environmental indicators stay within legal limits

These practices, though not always affecting broader business metrics, demonstrate ongoing community engagement, strongly reflect the trust between the community and MVV as well as support Appian's vision of Social Integration.

Social Integration initiatives

As part of our commitment to Social Integration, MVV continues to work with communities in the state of Alagoas to promote education, culture, entrepreneurship and socioeconomic mobility, particularly for the most vulnerable subpopulations. During the reporting period, MVV worked with local partners and community members on five active projects, some of which have been highlighted earlier in this report:

- Poultry Project
- Environmental Educational Program
- Knowledge Industry (SESI TEC)
- Women's Entrepreneurship Project
- STEM Project

POULTRY PROJECT

The Poultry Project was established in 2020 to boost family income by tapping into the community's latent potential following resettlement. In collaboration with SEBRAE, a private non-profit organization, MVV initiated this project by offering courses, conducting technical missions for knowledge transfer and donations to help newly trained producers gain a solid understanding of entrepreneurship. The program was expanded in 2022 due to increased interest, with a total of 30 participants and a focus on identifying and opening new markets.

The project has entered its third phase in 2024. With production more mature in terms of both quality and quantity, the project has formed connections with other MVV projects, especially in the realm of associativism. Goals include obtaining a sanitary inspection seal for egg products, in collaboration with Craíbas City Hall's Food Acquisition Program (PAA) and the federal government's National School Food Program (PNAE). MVV is supporting the construction of an egg processing facility and an industrial kitchen in pursuit of these goals, as well as providing food safety training required by the government's Health Regulatory Agency (ANVISA). Over Phase 3, which is from 2024 to 2025, the participant producers are expected to double compared to the 2022 figures.



Poultry Farming Project

ATLANTIC NICKEL

NICKEL-COPPER-COBALT, BRAZIL

Appian acquired Atlantic Nickel in 2018. Atlantic Nickel is active across exploration, mining, beneficiation and marketing of nickel concentrate produced from its wholly owned Santa Rita nickel mine in Bahia, northeast Brazil.

The Santa Rita mine is located in the Itagibá municipality of Bahia state in northeast Brazil with Atlantic Nickel's corporate office located in the city of Belo Horizonte, Minas Gerais, the birthplace of mining activities in Brazil.



The quality control laboratory at Atlantic Nickel



Atlantic Nickel Santa Rita employee

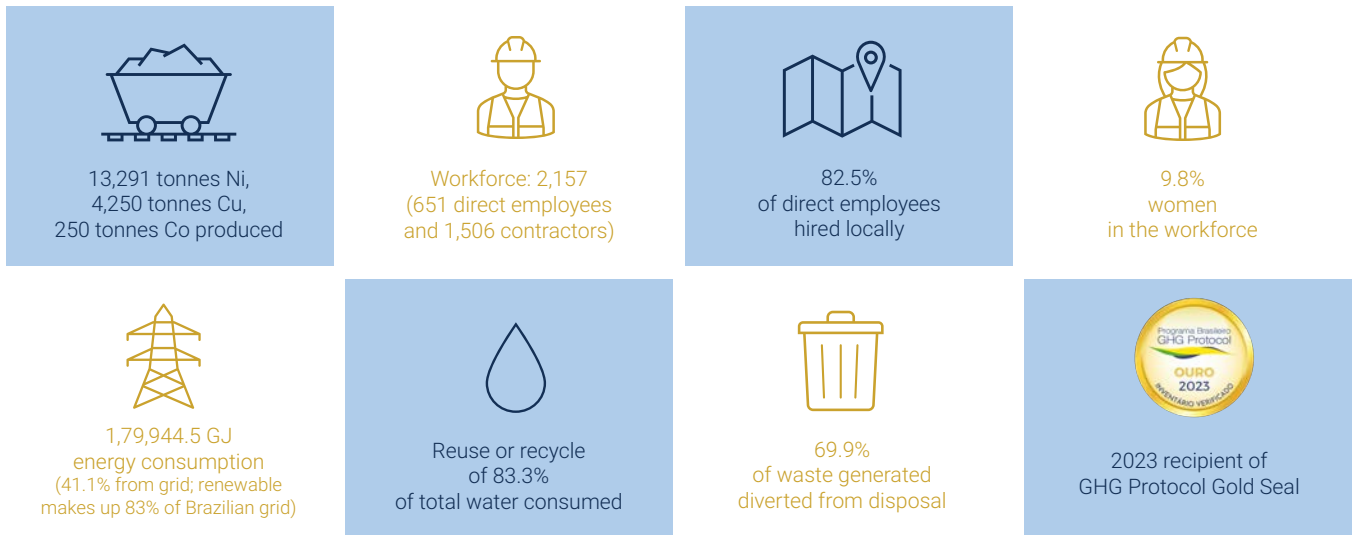
The Atlantic Nickel team works closely with Appian, pursuing a highly technical and detailed approach to the entire Santa Rita project, identifying and mitigating key operational risks and pursuing growth opportunities. The operation consists of a simple and low-cost open pit and benefits from existing permits and infrastructure, including energy, water and paved roads to site. Atlantic Nickel has identified a 25+ year life of mine operation based on the existing open pit ore reserves and the underground potential.

Atlantic Nickel invests heavily in health, safety, environment and social initiatives that contribute to enhancing the quality of life within the surrounding area. An Environmental and Social Impact Assessment (ESIA) was conducted recently for plans to transition the Santa Rita mine from open pit to underground operations. The contemplated transition would reduce the mine's environmental footprint.



Atlantic Nickel ore being transported across the mine site

Selected operational metrics



Climate risk management

Atlantic Nickel has begun to develop a climate management framework to promote a systematic approach to identifying, assessing and managing its climate-related risks and opportunities. Per Appian's guidance, the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) have been considered in the design of Atlantic Nickel's approach and framework. As the framework continues to evolve, the following information is shared across the four keypillars recommended by the TCFD:

1. Governance

Atlantic Nickel's team of executive directors manage climate-related risks and opportunities as a component of their responsibilities. The executive directors are supported by the Risk Management sector, which actively identifies and assesses risks including climate, health & safety, maintenance and various environmentally related considerations. The Risk Management sector is comprised of the ESG and People Director, with implementation support from the ESG Corporate Manager and reports to the executive directors on a weekly basis.

2. Strategy

A key consideration in Atlantic Nickel's assessment of climate-related risks and opportunities include considerations of resource reliance. Atlantic Nickel's operations utilize water during the processing of nickel, thus water sensitivity has been identified as a key climate-related risk to the organization. This chronic physical risk has the potential to disrupt Atlantic Nickel's direct operations through downtime of the processing facilities, potentially impacting output of processed nickel. As further illustrated below in the Risk Management section, Atlantic Nickel has identified an opportunity to utilize a closed-loop circuit to reuse high proportions of water and has taken steps to increase water pumping capacity of the on-site reservoir.

3. Risk Management

Atlantic Nickel's Risk Management sector oversees the identification, analysis and reporting of key business risks to the executive directors, who oversee key decisions on mitigation efforts, where appropriate. This structure increases collaboration across business units and ensures various perspectives are considered during evaluation.

Climate-specific considerations are one component of the overall risk management framework that supports Atlantic Nickel's tactical and strategic vision.

Atlantic Nickel follows Appian's guidance through the implementation of standardized Environmental and Social Impact Assessments (ESIA) for new projects. These assessments include the identification of environment, social and climate change-related impacts and associated mitigation strategies that are carried through to Environmental and Social Management Plans (ESMPs). Through this process, Atlantic Nickel has identified climate-related risks, specifically water scarcity. Upon identification of key risks, further assessment is conducted by the Risk Management sector to evaluate, monitor and identify mitigation actions, run effectiveness analysis and ultimately do maintenance. Each specific risk is addressed for cost-effective and long-lasting solutions, such as the approach to water management.

4. Metrics and targets

Atlantic Nickel is committed to transparency and accountability in managing climate-related risks and opportunities. The Company currently tracks and discloses Scope 1, 2 and 3 emissions, energy consumption metrics and water consumption metrics, providing a clear and comprehensive understanding of our carbon footprint and other climate-related considerations. Emissions reporting is completed following the GHG Protocol methodology, with third-party audits on its data. Atlantic Nickel has received the GHG Protocol's Gold Seal for four consecutive years, from 2020-2023. While we continue to monitor and disclose these emissions, specific targets for reduction have not yet been identified. Atlantic Nickel is in the process of commissioning an energy-related study to better understand sources of emissions and opportunities for reduction.

Category (1 July 2023 to 30 June 2024)	
Scope 1 (GHG Emissions, CO ₂ e, tons)	62,564.7
Scope 2 (GHG Emissions, CO ₂ e, tons)	7,925.6
Scope 3 (GHG Emissions, CO ₂ e, tons)	14,814.1
Total energy consumed (gigajoules, GJ)	1,793,944.5
Percentage of energy consumed that is renewable (%) ²	83.0%
Total volume of water consumed (000s of liters)	6,905,203.6
Reused and/or recycled water as a percentage of total water consumed (%)	83.3%
Water withdrawn in locations with high or extremely high baseline water stress (000s of cubic meters)	0.0

Notes:

5. The study to estimate Atlantic Nickel's emissions projections was prepared in accordance with the criteria of ISO 14.064-1: Greenhouse gases – Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals. The methodology of the Brazilian GHG Protocol program was followed, leveraging emission factors from the National Interconnected System (SIN) of the Brazilian electricity grid.

Water management

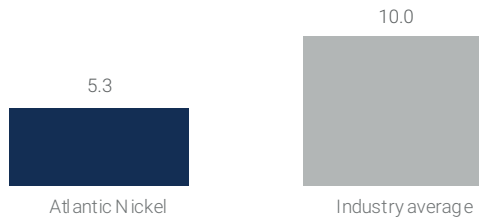


To mitigate risks associated with water scarcity, Atlantic Nickel utilizes a closed-loop circuit that returns 90% of water to the production process, reusing water from pits, piles, processing plants and adjacent areas. Atlantic Nickel also utilizes a water treatment plant with a treatment capacity of 15 m³/h, supplying treated water to all company employees. The physical-chemical treatment consists of a flocculation, coagulation and filtration system, making it possible to obtain an average efficiency of 95% in removing impurities. In total, 83.3% of the total water consumed from the processing pipeline circuit during the reporting period was recycled and/or reused, up from 75.8% in the previous reporting year.



Water treatment plant at Atlantic Nickel

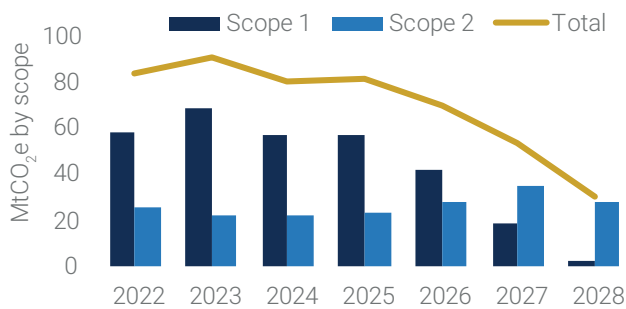
Based on production metrics for the reporting period and emissions metrics for calendar year 2023, Atlantic Nickel's Scope 1 and 2 emissions intensity per tonne of copper produced is 5.26 MtCO₂e/t, lower than the industry average reported by the International Energy Agency (IEA).



Atlantic Nickel's Scope 1 and Scope 2 emissions intensity per tonne of produced nickel sulfide compared with IEA average⁶

Atlantic Nickel has estimated its greenhouse gas emissions to 2028, taking into account expected changes to its operational activities over this period⁷. These projections continue to be updated as new information on mining activity becomes available or changes, and will be used to inform emissions management plans that will be developed in the coming years.

GHG emissions yearly estimates (MtCO₂e by scope)



As at June 2024

Biodiversity Management

Atlantic Nickel owns 542 hectares of Permanent Preservation Area (APP) and Legal Reserve land in the State of Bahia.

	June 2023 to July 2024	2009 to 2024
Wild fauna individuals	111	1,801
Species	57	357
Wildlife sightings	232	1,478
Animals rescued in operational areas	0	20

Atlantic Nickel has a policy to protect and preserve wild fauna found in the project area and support recovery of the area's flora. Fauna species are monitored, providing information about the dynamics of species in forest fragments over time, such as: habitat, movement in search of food or looking for reproductive partners.

Among the animals monitored in the area are: the black-tufted marmoset (*Callithrix penicillate*), common tapeti (*Sylvilagus brasiliensis*), big-eared possum (*Didelphis aurita*), collared peccary (*Pecari tajacu*), giant armadillo (*Euphractus sexcintus*) and tayra (*Eira Barbara*).



Black-tufted marmoset observed near Atlantic Nickel



Seedling planting near Atlantic Nickel.

Data from the wildlife monitoring program are summarized below, indicating cumulative sightings and rescues since 2009, as well as during the reporting period.

Atlantic Nickel is located in an area of the Atlantic Forest Biome, with notable floristic diversity and a considerable degree of preservation. In the area we find tree species of high ecological value such as: Brazilwood (*Caesalpinia echinata*), Brazilian rosewood (*Dalbergia nigra*), canafistula (*Senna multijuga*), *Helicostylis tomentosa*, and white embaúba (*Cecropia hololeuca*), among others. These species are preserved within forest fragments.

The Santa Rita Mine Revegetation Program has reforested a total of 308.6 hectares since 2008, consisting of 236,341 seedlings. During the reporting period of July 2023-June 2024, a total of 46.5 hectares were reforested with 41,758 seedlings planted.

Additional mitigation activities and efforts are conducted in the operational areas of the Santa Rita mine, including seismographic, air quality and environmental noise monitoring. These efforts are conducted to ensure the impact on the local environment and surrounding communities is well understood and mitigation efforts can be directed where most appropriate.

Note:

6. This figure is calculated by multiplying the number of employees by their individual hours worked each month

Health & Safety

Since the implementation of a new safety strategy in 2018, Atlantic Nickel has shown significant improvement. Continuing from 2023, the Company continues to operate without any Lost Time Incidents (LTI). The Company promotes a “Zero Harm, Zero Repeats” culture through appropriate goal setting and resource allocation and is supported by high standards with accountability from internal leaders.

Key Performance Indicator (July 2023 to June 2024)	
SHE training (% of hours compared to total person-hours worked)	2.0%
# of Visible Felt Leadership Reviews	5,822
# of Lost Time Incidents (LTI)	0
# of Restricted Work Cases (RWC)	4
# of Medical Treatment Cases (MTC)	4
# of Total Recordable Incidents (TRI) <i>Rate of work-related injuries: 0.280</i>	8
# of First Aid Cases (FAC)	6
# of person-hours worked	5.708 million
# of LTI-free hours	5.708 million

Building on these successes and aspiring to even greater levels of maturity in its safety program, in 2023 Atlantic Nickel launched “Proativação”, a behavior-based safety culture program grounded in the Hearts and Minds methodology. According to the program methodology, Atlantic Nickel’s maturity level increased from “reactive” to “calculating” in 12 months. Atlantic Nickel’s aim is the eventual attainment of the level “resilient”, whereby safety considerations pervade the company in daily practice and at all levels of the organization, and safety incidents as a result of inattention or recklessness no longer occur.



2023 Safety Day Celebrations at Atlantic Nickel

Since implementation of the program, the Company’s actions have focused on human aspects, proactive tools, physical conditions and the management system, resulting in a 0% rate of accidents with lost time over 5.7 million hours worked across 12 months. An Integrated Management System (IMS) was also implemented to manage training, KPIs, inspections, permits, legal documents, monitoring, incidents and emergencies. The system helped achieve 97% adherence in critical activities and 95% adherence in the evaluation of contractors in HSE. The results include 100% compliance in HSE legal training, with more than 4,000 training sessions carried out and an average of 2% of training hours per employee. Virtual training (EAD) with videos and online tests was also implemented. The continued cultural evolution is driven by Consequence Management and Recognition for 2,200 employees and by proactive tools such as Right of Refusal, PARE, Visible Felt Leadership (VFL) and Daily Safety Dialogue (DDS).



2023 Safety Day Celebrations at Atlantic Nickel

Atlantic Nickel continued its tradition of hosting a Safety Day again in 2023, for the fourth time. The 2023 theme of “This is Our Way of Operating” aimed to raise awareness about preventive practices that prioritize safety. Safety Day creates opportunities for employees to engage with leaders at the company on the topic of safety.

Tailings Storage Facility (TSF) emergency drill: a collaborative success

At Atlantic Nickel, safeguarding the environment and local communities is paramount, particularly in relation to the management of the Tailings Storage Facility (TSF) at the Santa Rita Mine. On 19 April 2024, for the third time Atlantic Nickel successfully conducted their annual TSF emergency drill, in close collaboration with local and state civil defense authorities. This exercise was designed to test the mine’s Emergency Action Plan for Mining Dams (PAEBM), reinforcing the preparedness of both Atlantic Nickel teams and the surrounding communities for any unlikely emergencies.

The TSF emergency drill included the coordinated efforts of over 70 participants, including Atlantic Nickel employees, government entities such as the Bahia Civil Defense and first responders from organizations like the Fire Department, SAMU and State Military Police. During the drill, around 200 residents from Itagibá and Gongogi were safely evacuated. The exercise simulated a dam break scenario, with real-time testing of sirens, evacuation routes and meeting points—critical elements in ensuring the safety of local populations.

This drill was not only a regulatory compliance exercise but also a significant step toward alignment with the Global Industry Standard on Tailings Management (GISTM). The social performance requirements under GISTM emphasize the need for community engagement, transparency and rigorous preparedness in tailings management. Proactively involving local communities, testing the mine's alert systems and refining evacuation processes ensures that every stakeholder is well prepared in case of an unlikely emergency. Strong participation from the affected communities highlights the trust and cooperation Atlantic Nickel has fostered over the years.



Stakeholder Participation in Atlantic Nickel's 2024 TSF Emergency Drill

Atlantic Nickel's commitment to tailings management extends beyond emergency preparedness. Its Tailings Storage Facility is designed, monitored and managed according to international best practices, ensuring the highest levels of safety and compliance with national regulations. Atlantic Nickel maintains a comprehensive governance framework around our TSF to prevent catastrophic events, with ongoing risk assessments, monitoring and improvement. Feedback from participants, including local leaders, underscores the confidence these drills instill in the community, further reinforcing the company's role as a responsible operator.



Stakeholder Participation in Atlantic Nickel's 2024 TSF Emergency Drill

Social Integration initiatives

Capacity Building for Civil Society Organizations (CSOs)

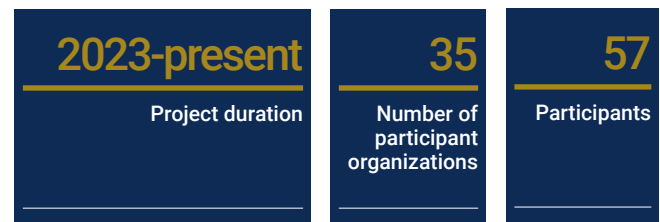
Initiated in 2023, the Capacity Building Program for Civil Society Organizations supports local groups such as the Councils for the Rights of the Elderly (CMDPI) and Council for Children and Adolescents (CMDCA), as well as Social Projects in the municipalities of Ipiaú, Itagibá, and Gongogi.

The group was created with the objective of assisting these entities in complying with legal regularization requirements, facilitating resource mobilization and strengthening public policies in the company's direct areas of influence.

The Program involves conducting in-person and online workshops, organized into thematic modules that contribute to structuring these organizations.

As a result of the training conducted in 2023, the Councils for the Rights of the Elderly, Children and Adolescents in Ipiaú and Itagibá were able to regularize and reactivate their activities, including policy work and investments in local cities to promote the protection of rights for various groups. The entities also succeeded in their regularization and improved their management processes, enabling them to participate in public and private bids at the municipal, state and federal levels.

Aligned with the company's emphasis on regional development, Phase 2 of the Acceleration Program with Organizations and Social Projects continued in 2024. Workshops for this phase began in August and will run until December. A significant outcome of this new stage was the creation of the CSO Forum by the participating organizations.



Environmental Education Program (PEA)

In 2024, the actions of the Environmental Education Program (PEA) were concentrated in the Direct Area of Influence (AID), with the goal of promoting environmental preservation and highlighting the fight against plastic pollution as a central theme.

During Environment Week, Atlantic Nickel reaffirmed its commitment to responsible environmental management through a partnership with the municipalities of Ipiaú and Itagibá. The event's program included a series of activities involving employees, communities and local partners, such as:

- **Donation and planting of seedlings:** A total of 1,500 seedlings were donated to the municipalities of Itagibá, Ipiaú and Gongogi, accompanied by joint actions for planting these seedlings
- **Lectures:** Held in schools addressing environmental themes
- **Atlantic Nickel Tour:** A rewarding experience that allowed participants to closely observe the various stages of the company's production process, as well as environmental preservation initiatives, such as: the native plant nursery, the Waste Sorting Center (CTR), biodigesters, composting and organic fertilizer production

- **Cultural Environmental Contest:** Under the theme "Restoring the Earth to Cultivate Life," the contest involved public schools in Ipiaú, Itagibá and Gongogi, encouraging students to express their creativity and environmental awareness
- **Bird Catalog**



Environment Week lecture at a local school

The main objective of these activities was to disseminate information and promote environmental practices within the community and civil society, aiming to enhance the population's environmental awareness.

STEM: Teacher Training Program in Science, Technology, Engineering and Mathematics

The STEM project began in 2022 with the aim of training public school teachers in technology, science, mathematics and engineering to provide a complementary perspective to the current educational system. Five public elementary schools, two in Ipiaú and three in Itagibá, were included in this project, concluding in 2024.



The program included kick-off meetings with Atlantic Nickel, meetings with the Education Departments of the involved municipalities, online meetings with School Managers/Directors to present STEM Brazil, online training for teachers, school diagnostics and online support for teachers, in addition to in-person training. As the program cycle closed, a STEM Science and Mathematics Fair was held, displaying 25 projects and attended by 350 participants.



STEM Science and Mathematics Fair at Raimundo Santiago school in Itagibá

Cocoa Project

Atlantic Nickel decided to continue its social investment in the cocoa project in 2023 and 2024. Initiated in 2016, the project seeks to strengthen cocoa cultivation in the Direct Area of Influence of the Santa Rita Mine by supporting farmers with cooperativism and capacity-building to enhance income generation.



To encourage the farmers and to increase the project's visibility, the brand was redesigned to improve the appearance of clothing and PPE used in the project. Thus, shirts and protective hats suitable for work in the fields were created and a container was provided for storing equipment, aiming for efficient organization of these resources and providing a well-structured support point.



Cocoa Project participants wearing rebranded Project shirts

In addition, there is currently an ongoing negotiation to establish a partnership with an agricultural school, aiming at exchanging knowledge between the academic field and the practical experience of the farmers. This collaboration strives to both enrich the project and also contribute to producing the first chocolate bars, as the school has the necessary infrastructure for processing this product.

Currently, the project involves four families – directly impacting about 16 people – with an estimated monthly income of 1,000 reais. In the second half of 2024, an updated action plan will be implemented to restructure part of the productive areas, following recent adverse weather conditions. Depending on the results of the agroecological methodology adopted by the consultancy, the farmers may expand their activities to the most affected areas, to support reaching the previously established goals and objectives of the project.

This new cycle of technical training aims to increase the farmers' knowledge, with the expectation of increasing the project beneficiaries' income generation.

Social Projects at SEMBA

Atlantic Nickel was chosen to host the 6th Bahia Mining Seminar (SEMBA) in August 2024. The primary objective of SEMBA is to create a dynamic forum for presenting and discussing mining in the State, focusing on large projects and enterprises. This event aims to share studies, experiences and knowledge acquired in the implementation and management of mining-industrial enterprises, providing a rich space for exchanging valuable information.

To make the seminar more meaningful, the Atlantic Nickel invited some of the social projects it supports to participate. The opening featured cultural presentations from the Promart and Proj'Art projects, which serve children and adolescents aged 7 to 17 and aim to support and assist vulnerable children and adolescents through institutional care, as well as the Boi Estrela and Mulinha de Ouro projects, which include a group of elderly people depicting a cultural movement from the region.



New storage container for use by Project participants

Additionally, the Banana and Reciclarte projects, focused on entrepreneurship, job creation and income generation, participated in the seminar. Farmers and seamstresses involved in these initiatives had a stand at the event where they sold their products and expanded their networks. Together, these five social initiatives benefit approximately 200 people, reflecting Atlantic Nickel's commitment to community development and the strengthening of local culture.

By promoting this seminar, the aim was not only to enhance society's understanding of mining activities in the regions where these operations occur but also to foster the exchange of technological innovations and ethical values. This exchange of knowledge is essential for training students and professionals in the sector, contributing to responsible mining development in Bahia.

ROSH PINAH ZINC

ZINC-LEAD, NAMIBIA

Rosh Pinah Zinc is an operating underground zinc-lead mine, located in Rosh Pinah in southwestern Namibia. Acquired by Appian in June 2023, the mine has been in operation since 1969.

Through stakeholder engagement, a robust health and safety program and cutting-edge innovation, the mine aims to responsibly extract minerals while providing positive social and economic benefits to the local community.



Staff address at the Rosh Pinah site



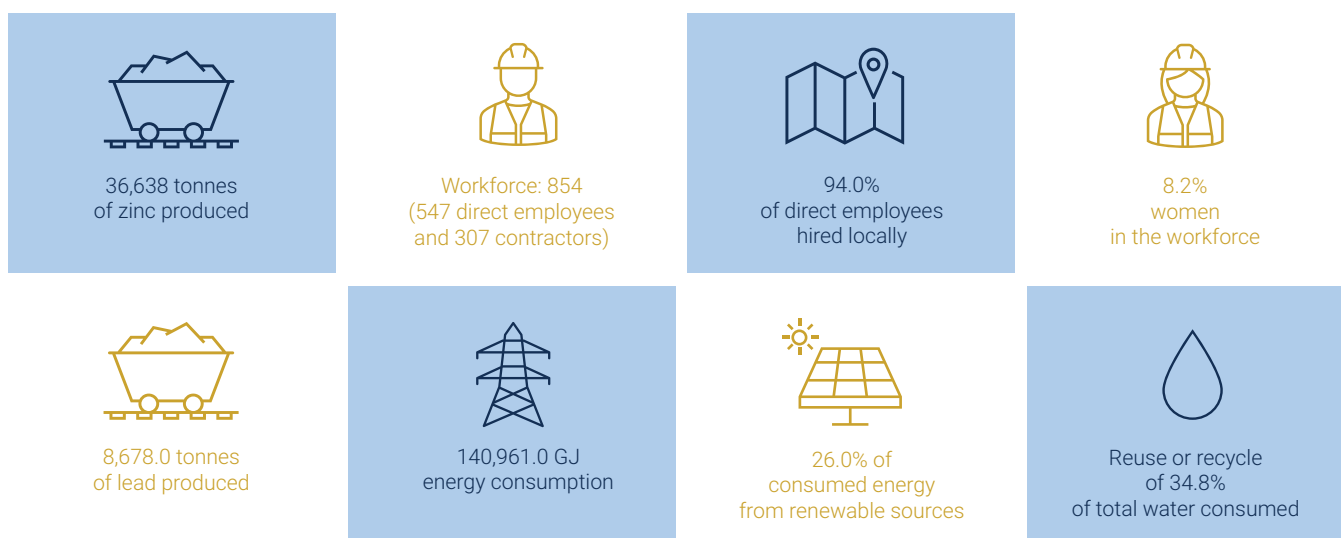
Rosh Pinah Zinc's expansion works

Rosh Pinah Zinc is a zinc-lead mine that produced over 36,600 tonnes of zinc and 8,600 tonnes of lead in 2023. As integral inputs to clean energy technologies, demand for these metals is increasing as society transitions to a clean energy economy. Among other uses, zinc plays a critical role for both solar and wind technologies, used as a coating to protect panels and turbines from natural elements and prevent rust, improving the longevity of devices, particularly for offshore wind projects. Lead is a crucial component of the batteries that are used for energy storage, capturing and storing energy to be used during periods of peak demand or low generation.

Located in southwestern Namibia, about 900km from the capital of Windhoek, the Rosh Pinah mine is part of the Succulent Karoo Biome, a global biodiversity hotspot. The site is ISO 14001 (Environmental Management System) and ISO 45001 (Health and Safety) certified.

Through the Rosh Pinah Expansion Project (RP 2.0), Appian has begun to expand the capabilities and operations of the mine. With construction restarting in Q3 2023, the expansion is expected to be complete by July 2026, with the goal of increasing processing capabilities, expanding the tailings storage facility and improving the overall efficiency of the mine.

Selected operational metrics



Climate Risk Management

Rosh Pinah Zinc has begun to develop a climate management framework to promote a systematic approach to identifying, assessing and managing its climate-related risks and opportunities. Per Appian's guidance, the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) have been considered in the design of Rosh Pinah's approach and framework. As the framework continues to evolve, the following information is shared across the four key pillars recommended by the TCFD:

1. Governance

At Rosh Pinah Zinc, the Board of Directors has ultimate oversight of the company's climate strategy. As the strategy is developed and formalized, the management team is responsible for ensuring complete and continuous implementation.

Rosh Pinah Zinc also holds an ISO 14001 certification for its environmental management system (EMS). The EMS is designed to provide the organization with a systematic approach to respond to the changing conditions of the environment in balance with social and economic considerations.

2. Strategy

Rosh Pinah understands the significant impact that the changing climate can have on its business operations. Through an environmental and social assessment conducted in 2022 associated with the development of RP2.0, the company identified a number of key climate-related risks and opportunities.

Risks include those related to both the physical impacts of climate change, such as water scarcity and warming temperatures and the transition to a lower carbon economy, such as carbon pricing, increased insurance costs, technological and equipment changes, and reputational risks. The company has also noted the increased demand for zinc and lead for clean energy technologies and its current investments in renewable energy as opportunities.

The company has identified water scarcity and warming temperatures as high-priority risks at this time. The zinc and lead mining processes are dependent upon water as an input so if the region were to experience drought conditions or government regulations on water usage, business operations could be at risk. Warming temperatures also create risks for operations in terms of employee health concerns related to dehydration, heat stroke and communicable diseases, higher energy costs and increased risks of wildfires.

Aligned with the company's EMS and Appian's guidelines, Rosh Pinah Zinc will conduct Environmental and Social Impact Assessments (ESIA) during the planning phase of new projects or material expansions. Through the ESIA, the company will gain insight into potential climate-related risks and can develop Environmental and Social Management Plans (ESMP) to determine mitigation techniques.

3. Risk Management

By understanding climate-related risks, Rosh Pinah Zinc has begun to implement various mitigation measures to reduce potential negative impacts. At this time, the company has identified mitigation measures for both water scarcity and warming temperatures.

4. Metrics and targets

To understand its environmental footprint, Rosh Pinah Zinc tracks various climate-related metrics including GHG Emissions, energy consumption and water reuse. With this information, the company will be able to determine initiatives to improve the resource efficiency of its operations and plan for impacts that may occur related to climate change.

Key Performance Indicator (1 July 2023 to 30 June 2024)	
Zinc Scope 1 (GHG Emissions, CO ₂ e, tons)	6,753.5
Zinc Scope 2 (GHG Emissions, CO ₂ e, tons)	5,013.0
Zinc Scope 3 (GHG Emissions, CO ₂ e, tons)	47,393.7
Lead Scope 1 (GHG Emissions, CO ₂ e, tons)	1,579.3
Lead Scope 2 (GHG Emissions, CO ₂ e, tons)	1,172.3
Lead Scope 3 (GHG Emissions, CO ₂ e, tons)	11,082.9
Total energy consumed (gigajoules, GJ)	140,961.0
Percentage of energy consumed that is renewable (%)	26.0%
Total volume of water consumed (000s of liters)	838,279
Reused and/or recycled water as a percentage of total water consumed (%)	34.8%
Water withdrawn in locations with high or extremely high baseline water stress (000s of cubic meters)	1,384.8

According to a 2024 lifecycle assessment conducted for Rosh Pinah Zinc by Minviro, the Scope 1, 2 and 3 emissions intensity per tonne of zinc concentrate produced is 0.67 MtCO₂e /t, lower than the industry average reported by the International Zinc Association.

Water management



New water treatment plant under construction

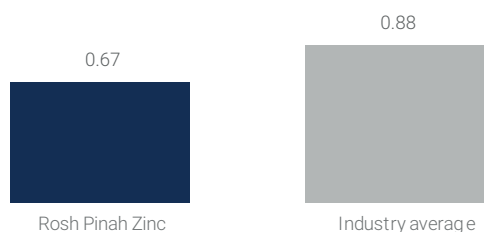
Water for Rosh Pinah Zinc's operations is sourced from the nearby Orange River as well as from groundwater underneath the mine, supplemented by water purchased from NamWater, the state water utility.

Rosh Pinah Zinc operations already integrate water conservation and water management measures into its mining processes, aligned with Appian's mission to operate as a responsible steward. For example, the mine has implemented water reuse measures throughout operations, resulting in no water discharges from the mine. As part of the RP 2.0 expansion project, Rosh Pinah Zinc also plans to develop a number of additional initiatives to mitigate water scarcity risks. The expanded project site plans to reuse water and ensure the mine remains a zero-discharge facility. In addition, the company is developing an onsite water treatment plant and adding a reverse osmosis plant, which will reduce its reliance on the Orange River and clean water consumption, improving the operation's resiliency.

Employee Health & Safety

Rosh Pinah Zinc has identified the increasingly warming temperatures as a potential risk for employee health and safety – hotter temperatures increase instances of dehydration and heat stroke and can create favorable conditions for communicable diseases. To mitigate the potential impacts to employees the company has implemented various measures:

- Providing beverages to employees to prevent dehydration
- Hiring Ventilation Officers to monitor underground temperatures and prevent unsafe working conditions
- Instituting a medical surveillance program



Rosh Pinah Zinc's Scope 1, Scope 2 and Scope 3 emissions intensity per tonne of produced zinc concentrate compared with IEA average⁸

Renewable energy

Rosh Pinah Zinc is committed to utilizing renewable energy in its operations to reduce its carbon footprint. Since 2023, the company has purchased up to 30% of its energy consumption from a nearby solar power plant through a Power Purchase Agreement (PPA) in place with EMESCO, the electric utility company. Namibian regulations limit the total percentage of renewable energy a company can use to 30% so Appian has engaged with the Namibian government to explore different options that would allow the Rosh Pinah mine to increase its solar power usage to at least 50%.

Calendar year electricity use metrics



Solar plant at Rosh Pinah

Commitment to local procurement

Appian is committed to fostering economic development in the local communities where our mining operations are located. During the reporting period, 67% of procurement spend was with vendors located in Namibia, of which 27% was with vendors in //Karas, the region local to the mine. We look forward to continuing these relationships and working with more local vendors.

Note:

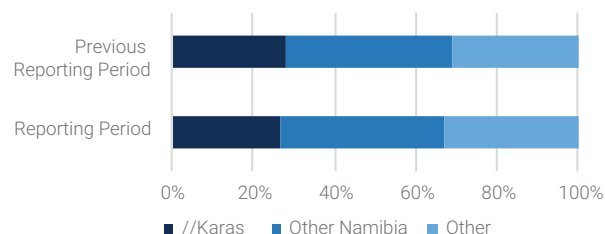
8. Minviro 2024 Rosh Pinah Study Results

TRIR: Number of Total Recordable Incidents (TRI), divided by the total number of person-hours worked, multiplied by 200,000.

LTIR: Number of Lost Time Incidents (LTI), divided by the total number of person-hours worked, multiplied by 200,000.

Local procurement

Procurement spend breakdown during the reporting period



Employee Health & Safety

Rosh Pinah Zinc is committed to meeting the highest standards of Employee Health and Safety, striving to extract minerals in both a safe and innovative way. As part of Appian's Blue Book requirements, the mine has implemented Health & Safety Policies that provide mining-specific guidelines to employees. The company also requires training for related topics including self-rescue, safety card, at-risk observation, refuge chamber and fire suppression systems, to ensure that employees are aware of the risks associated with their roles and are equipped with measures to take in the event of a safety-related emergency.

The company also regularly reviews the day-to-day safety procedures of its operations to understand where there may be the need for adjustments in practices. Recent measures include:

- Conducting an Illumination Screening to evaluate and ensure sufficient lighting in all working areas
- Providing new overalls with bigger reflective strips for employees to improve visibility
- Emphasizing fatigue management procedures to reduce potential safety incidents
- Training employees on the fall arrest equipment to ensure proper usage

Because of the policies, procedures and measures that the mine has implemented, Rosh Pinah Zinc has high safety performance indicators, exceeding targets set by Appian for fatality and Lost Time Injury Rate.

Key Performance Indicator (July 2023 to June 2024)	
Number of fatalities	0
Number of person-hours worked	1,327,007
Number of Total Recordable Incidents (TRI)	18
Total Recordable Injury Rate	2.71
Number of Lost Time Incidents (LTI)	7
Lost Time Injury Rate (LTIR)	1.06

Community engagement

Rosh Pinah Zinc is dedicated to supporting the local community through various uplifting initiatives, including providing job opportunities for non-mining projects and investing in local sports clubs for youths.

The Obib Training Centre, founded by Rosh Pinah Zinc, supports four projects that develop skills and create job opportunities for the local community. Originally started as a training opportunity, the Karakul Carpets Making Project, funded entirely by the mine, currently operates as a semi-self-sustaining business. It maintains a team of seven full-time employees to produce high-quality carpets and rugs from locally sourced Karakul wool. In addition to selling products locally, the project has two shops, one in the capital city, Windhoek, and the other in Klein Aus Vista in Aus, and ships products abroad as far as Canada.



Photos of carpets made by graduates of Obib Training Program

The Centre also supports local small and medium business enterprises by providing rental space to companies at minimal and below market rental rates. Currently, the center rents out ten of these units and gives priority to graduates of the training program courses to start their own businesses. Through this project, Rosh Pinah Zinc not only empowers local entrepreneurs but also creates new jobs for the community.

Rosh Pinah Zinc also aims to provide character development opportunities for local children by investing in local sports clubs. In the past year, the mine sponsored two local soccer clubs and a karate academy to help them procure new gear. The mine has also paid for transportation fees for athletes to attend soccer, rugby, netball, chess and dart leagues and tournaments. Rosh Pinah Zinc hopes that by investing in local sports, the youths can learn discipline and stay engaged in productive activities as well as identify potential career opportunities as many local children have joined regional or national teams.



Local children enjoying sporting activities supported by funding from RPZ

GRAPHCOA

GRAPHITE, BRAZIL

Graphcoa is a graphite development company focused on high-quality, advanced spherical (natural) graphite sourced from mineral assets in the heart of Brazil's graphite producing region.

Construction of Graphcoa's demonstration plant in União Baiana has continued to progress and is on track for completion at the end of 2024. A commissioning team has been on-site since September to begin verification of equipment and systems and start-up is anticipated for December.

Exploration activities have also been ongoing. Exploration of Area A was concluded in October 2023 with the completion of a detailed drilling campaign. Next steps are the assessment of the reserves and development of a mine plan. Exploration in Area C, near the community of Pouso Alegre, is currently in process and scheduled for completion in December 2024.



Graphcoa demo plant construction site



Graphcoa employees planting native tree species

With its investment in Graphcoa, Appian has gained exposure to the rapidly growing graphite market, driven by increased electric vehicle (“EV”) adoption. Graphite is an integral component of EV battery anodes and has been designated as a critical mineral in the United States. Graphcoa is positioned to be one of the first Western graphite producers, capable of supplying North American and European battery gigafactories. Graphite concentrate produced by Graphcoa is destined to supply a commercial scale coated spherical purified graphite (“CSPG”) facility in the US, currently under joint development by Urbix, Inc. and Appian. With pilot production set to begin by the end of 2024, it is anticipated that Graphcoa will achieve full-scale operational status within the subsequent two years.

Community engagement

In line with Appian’s commitment to Social Integration, Graphcoa established regular monthly meetings with the Participatory Committee of União Baiana beginning in 2023, providing a platform for two-way communication between community stakeholders and the company. These meetings have led to meaningful conversations around the company’s operational impacts, as well as the identification of community development needs to promote stability and well-being, which are selected using a participatory socio-diagnostic process. Graphcoa’s “Open Doors” program also allows for visits by community members to the construction site.



Visit with the Mayor of Itagimirim



Cultural Heritage Study in the União Baiana Area



Establishment of a tree canopy around Graphcoa periphery

Health & Safety

Graphcoa’s unwavering commitment to safety is supported by robust on-site first aid infrastructure including an ambulance, medical facility and specialized team. We conduct weekly tracking of safety KPIs for both direct employees and contractors. In the reporting period Graphcoa maintained Lost Time Incident and Total Recordable Incident rates of zero. Implementation of safety tools including Visible Felt Leadership (VFL), Safety Dialogues and PARE (See and Act) have also reinforced Graphcoa’s commitment to a proactive and participatory safety culture.

VFL has been integrated into day-to-day operations, enabling leaders to actively demonstrate their commitment to workplace safety and positively influence company culture and employee behaviors from the top down. Safety Dialogues have also been established as a common practice to promote open and regular discussions on safety.

Key Performance Indicator (July 2023 to June 2024)	
Number of fatalities	0
Number of person-hours worked	421,994
Number of Total Recordable Incidents (TRI)	2
Total Recordable Injury Rate	0.95
Number of Lost Time Incidents (LTI)	1
Lost Time Injury Rate (LTIR)	0.48

TRIR: Number of Total Recordable Incidents (TRI), divided by the total number of person-hours worked, multiplied by 200,000.

LTIR: Number of Lost Time Incidents (LTI), divided by the total number of person-hours worked, multiplied by 200,000.

Graphcoa celebrated Appian’s 2023 Global Safety Day on November 28. The theme was “*This is Our Way of Operating*”, which aimed to spread awareness among employees regarding best practices for injury prevention and reinforce safety as a top priority. The event included discussion groups about the importance of safety in the workplace.

Social Integration Initiatives

Workforce Training Program

Graphcoa's operations are located in the União Baiana District, municipality of Itagimirim in southern Bahia. In order to optimize potential for local employment, professional training of residents has been crucial to develop the local job market. Beginning in 2023 Graphcoa has partnered with the National Industrial Learning Service (SENAI) to deliver training and skills development that will enable local residents to enter the industrial job market.

In the first half of 2024, courses were developed for rebar workers, construction carpenters, scaffolders, industrial plumbers and low-voltage building electricians. A total of one hundred individuals enrolled, with 20 students per class. Each course had a duration of 160 hours. A total of 71 participants successfully completed the course (23 women and 48 men), ranging in age between 30 and 50 years.

2023-present
Project duration

71
Individuals completing training to date



Workforce Training Course at Graphcoa

Water Treatment Plant Construction in União Baiana

Graphcoa has made a social investment related to the installation of a new water treatment plant (WTP) with the aim of improving access to quality potable water for the residents of União Baiana District. The WTP will have a filtration capacity of 10m³/h and will remove contaminants from the water, reducing the risk of waterborne diseases and thereby promoting public health and well-being of the population. Graphcoa will be responsible for the operation and maintenance of the WTP for 24 months, after which time the Itagimirim Municipality will assume this responsibility. Municipal employees will be appropriately trained in the operations and maintenance of the plant.



New Water Treatment Plant in União Baiana

PINE POINT MINING

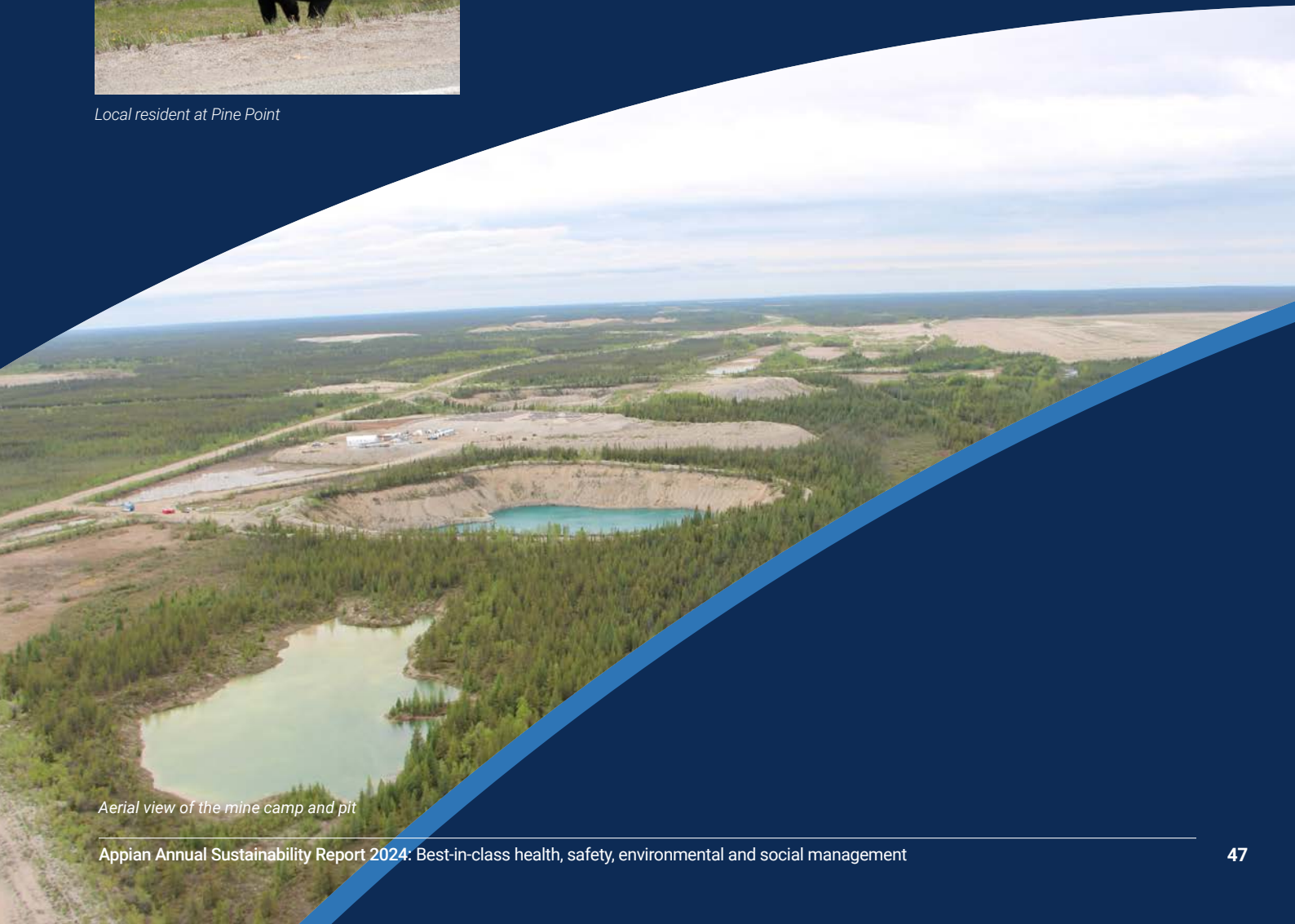
ZINC-LEAD, CANADA

Pine Point Mining Limited (PPML) is a joint venture between Appian and Osisko Metals, managing the Pine Point project in the Northwest Territories (“NWT”) of Canada.

It is a zinc-lead mining project with significant potential for resource development. The project benefits from its strategic Canadian location, favorable concentrate qualities and access to international markets via high-quality infrastructure, including Class I rail access.



Local resident at Pine Point



Aerial view of the mine camp and pit

Critical Metals in the Clean Energy Economy

Zinc and lead are critical metals that play vital roles in the global economy, particularly in the infrastructure, automotive and construction sectors. Zinc is essential for galvanizing steel, providing corrosion resistance that extends the lifespan of structures and vehicles. Lead is used in batteries, particularly for EVs and renewable energy storage systems. As the world shifts towards cleaner energy solutions, the demand for these metals is expected to grow significantly. The demand for zinc in renewable energy sectors could reach around 360,000 tons annually by 2030, a significant rise from an estimated 110,000 tons in 2020. Similarly, the global market for lead is projected to expand from approximately 17.9 million metric tons in 2023 to around 28.1 million metric tonnes by 2030, reflecting a compound annual growth rate of 6.6%. Pine Point Mining Limited (PPML) is strategically positioned to emerge as a primary base metal developer in North America, capitalizing fully on this opportunity.

Environmental Assessments

PPML's teams were active on site in 2023, making significant progress on environmental assessments. Ongoing baseline studies included wildlife surveys for species such as moose and whooping cranes, the installation and monitoring of wildlife cameras, birdsong recordings, desktop archaeology and water quality testing alongside fish and invertebrate sampling from previously sampled areas.

Employee Health & Safety

Pine Point maintains a strong commitment to employee health and safety, achieving a six-month average (as of August 2024) of zero time lost and modified work injuries per 200,000 hours worked. Similarly, the average for fatal accidents over the same period has also been zero. To support these outcomes, Pine Point conducts weekly contractor safety meetings, daily toolbox talks and rigorous daily drill and site-pad inspections. Additionally, monthly inspections are carried out by the government of Northwest Territories (NWT) for land and environmental compliance, alongside regular safety and environmental audits.

Indigenous and Community Partnerships

PPML is dedicated to fostering mutually beneficial relationships with indigenous and local communities. It recognizes the significance of respectfully engaging with these communities and is committed to continuously enhancing these relationships.

Jeff Hussey, CEO of PPML, participated in the NWT Indigenous Leaders' Economic Forum, where he spoke on a panel about Pine Point's commitment to creating opportunities for all communities impacted by its operations. He emphasized the importance of collaborating with Indigenous communities by evaluating business opportunities related to the project and exploring innovative ways to build and enhance capacity in Indigenous communities located on the south side of Great Slave Lake. In 2023, Pine Point actively engaged with Deninu Kųę First Nation (DKFN), K'at'l'odeeche First Nation (KFN), Northwest Territories Métis Nation (NWTMN), West Point First Nation (WPFN) and the North Slave Métis Alliance (NSMA) on critical topics such as Impact Benefit Agreements (IBAs), Indigenous Knowledge reporting, the exploration project and the proposed mining project.

These engagements included face-to-face meetings with community members and other project stakeholders and involved collaborative discussion, planning and implementation of various topics and initiatives as follows:

- **Impact Benefit Agreements (IBAs):** By 2023, IBA negotiations had progressed with a working framework in place. The primary groups involved were DKFN, KFN and NWTMN, who have the strongest traditional claims to the project area.
- **Indigenous Knowledge and Community Knowledge:** Pine Point collaborated with indigenous communities, including elders and knowledge holders, to document their insights about culturally significant lands, which is essential for environmental assessment reporting. Additionally, indigenous knowledge holders were engaged to support camp operations, clear drill sites, and conduct environmental baseline studies.
- **Site Visits:** In July 2023, members of the Fort Resolution Métis Government, part of NWTMN, participated in a site visit, followed by DKFN community members in August 2023. These visits enabled the community members to observe operations firsthand and share their feedback. Pine Point presented details on the mine plan, in-pit disposal, infrastructure, and environmental considerations. Overall, the feedback was positive, and additional engagement is planned for 2024.
- **Field Programs and Surveys:** Members of DKFN and KFN participated in several field activities, such as observing the Aerial Moose survey in March 2023. One of DKFN members assisted in placing wildfire cameras and Autonomous Recording Units (ARUs).

Collaboration with NWTMN

In 2023, NWTMN managed and replaced passive samplers at meteorological stations.



Field surveys being done by members of DKFN and KFN

ATLANTIC STRATEGIC MINERALS

MINERAL SANDS, USA

Atlantic Strategic Minerals (ASM) is an emerging critical minerals producer based in Virginia, USA.

The company will produce high-quality minerals using low-impact mining and processing methods, while striving to meet best-in-class standards of environmental and social responsibility.



Preparation ground works at the mine site



*Concord Concentrator Plant
near Stony Creek, Virginia*

Located in Petersburg, Virginia, USA, Atlantic Strategic Minerals (ASM) is an emerging critical minerals producer. The company will produce high-quality ilmenite, zircon and monazite, which have a number of downstream applications that can include clean energy technologies such as solar cells, turbine blades and nuclear generation.

ASM plans to revitalize Virginia’s existing mining and mineral processing infrastructure with a number of proposed projects located throughout the state. The company plans to invest over US\$50 million to restore processing facilities in Dinwiddie and Sussex Counties, bringing economic and social benefits to the local communities.



Millrun Mine, a known high-grade deposit that ASM intends to develop

Environmental Considerations

ASM is currently in the process of preparing for mining operations. The company is receiving regulatory approvals and proper environmental permitting and establishing the necessary policies and procedures to minimize its environmental footprint. This includes developing and collecting data for a Groundwater Protection Plan and an Adjacent Hydrology Plan. In addition, the company is developing environmental related trainings for its employees that address the unique characteristics of its mines, including:

- Water discharge procedures
- Universal waste
- River water withdrawal procedures
- Fuel tank inspections
- Air permit training

The company is also developing its climate change risk management strategy. It has conducted assessments to identify climate-related risks that may have impacts on the business. Similar to other Appian portfolio companies, ASM’s mining processes will be dependent upon water and, therefore, the company has identified water scarcity as a material risk in the long term. As the company continues to prepare for mining operations to begin, it will continue to understand the environmental, social and financial implications related to this risk and develop mitigation measures accordingly.



ASM mine site preparation

Employee Health & Safety

In addition to preparing to minimize the environmental footprint of its mining operations, ASM is also preparing to ensure the company meets industry best practices and Appian guidelines related to employee health and safety. The employee training process has already begun: eight employees attended classes in preparation for the Surface Foreman Certification. The training covers gas detection, first aid and other safety-related topics. ASM has also provided training for employees and contractors on Mobile Equipment and Traffic Management and Surface Mobile Equipment Safety. The company is developing tracking capabilities to report key health & safety related metrics to meet Appian guidelines.

GIPPSLAND CRITICAL MINERALS

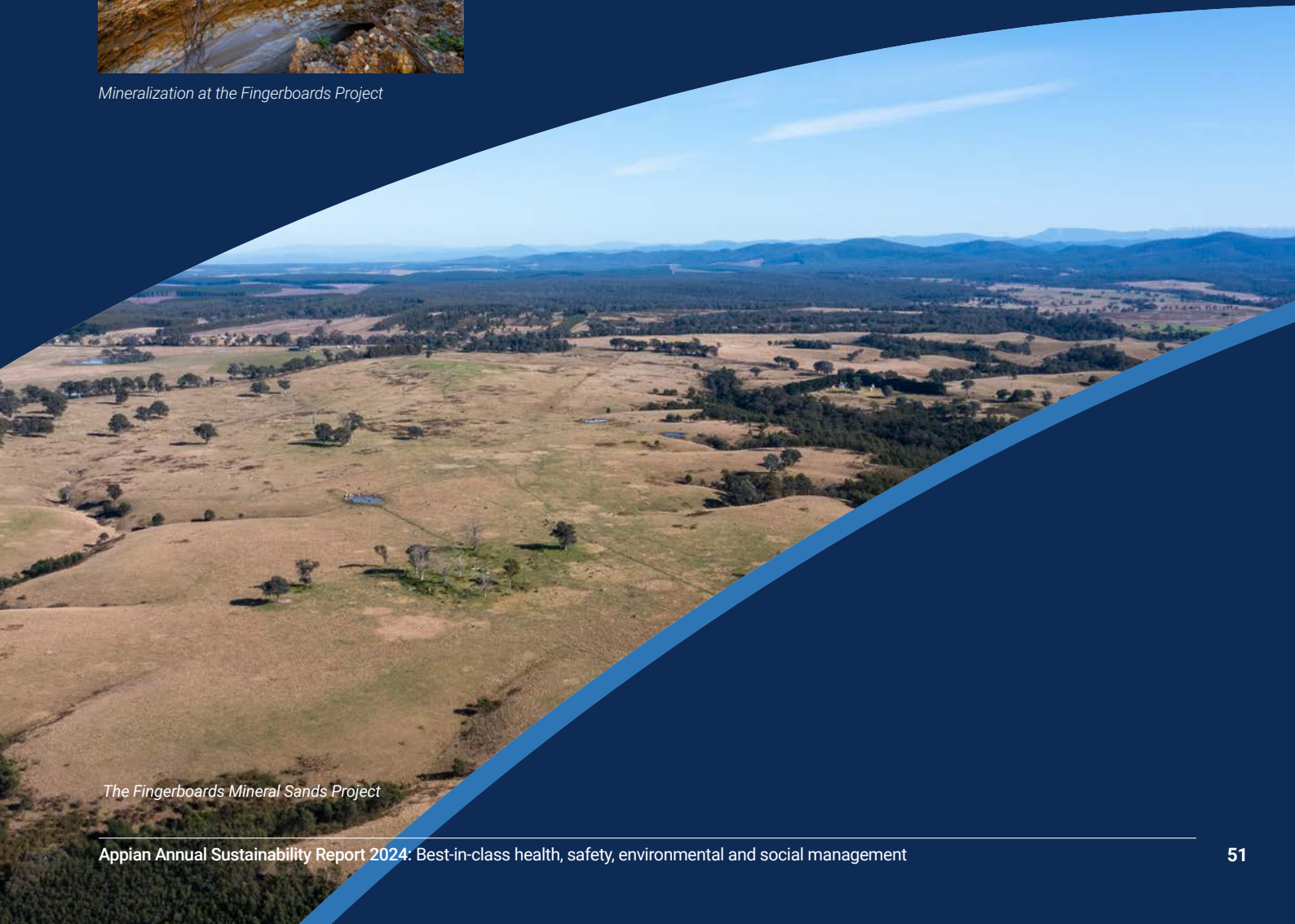
MINERAL SANDS, AUSTRALIA

Gippsland Critical Minerals (GCM) is a future focused company seeking to develop a high-grade critical minerals site in the Glenaladale deposit in East Gippsland, Victoria. The project would be one of the world's major producers of rare earth metals, zircon, ilmenite and rutile, which are minerals essential to various applications, including renewable energy technologies.

The Fingerboards Critical Minerals Project proposed by GCM would involve the extraction of approximately 170 million tonnes of ore to produce approximately 8 million tonnes of heavy mineral concentrate (HMC) over 15-20 years.



Mineralization at the Fingerboards Project



The Fingerboards Mineral Sands Project

Environmental Management

GCM is dedicated to implementing best practices for environmental management and community and stakeholder engagement in order to understand potentially harmful effects of its operations and put in place measures to prevent, minimize, mitigate and/or remediate such impacts. As part of its pre-permitting activities GCM has been conducting environmental monitoring studies to understand baseline air quality, noise and vibration, and groundwater quality. This will assist in identifying, assessing and mitigating potential operational impacts. In addition, as part of its preparation for an environmentally responsible approach, GCM has been propagating a large seed collection of native grasses, shrubs and trees that will be used to re-establish ecological regions of native flora as sections of the site are progressively rehabilitated.



Native grass crops established at GCM's seed facility

Community engagement

GCM respects the rights held by private and public landowners in the area surrounding the Fingerboards site and acknowledges the traditional owners of the land, the Gunai-Kurnai people. GCM is committed to honest, transparent two-way discussion in order to arrive at agreements that take into account stakeholder concerns and provide opportunities for community involvement and benefits. The project has a strict local procurement policy that gives preference to local business for supplies and services and which also commits to assisting local businesses in starting, scaling up or building capacity to serve both the project and a wider customer base.

GCM has established the Fingerboards Community Reference Group (FCRG), which will serve as a key point of connection and a forum for discussion between the Fingerboards Project and the local community. Members of the group include community members, local landowners, representatives of GCM and representatives from local water authorities, agricultural associations, chambers of commerce, among others.

In line with Appian's commitment to Social Integration, GCM is an active participant in the East Gippsland community and seeks to support community organizations and initiatives. It has established a Community Grants Program that offers funding to projects within the Environmental, Educational, Recreational and Social arenas that enhance quality of life, heritage, recreation and cultural opportunities. A\$2,000 grants are awarded on a quarterly basis, with a clear application process and progress report requirements.

URBIX, INC

COATED SPHERICAL PURIFIED GRAPHITE (CSPG) PRODUCTION, USA

Urbix is a specialist in the graphite value chain, using proprietary technology in the manufacture of various graphite products including battery-grade Coated Spheroidized Purified Graphite (CSPG), a key input for lithium-ion batteries.

Urbix is currently in process of constructing a pilot plant, with commercial-scale production to be achieved from 2027.



Urbix lab technician



Urbix operators at the pilot plant



Graphite is designated as a critical material in the United States due to its supply chain vulnerability as well as its role as a crucial input to industries that are key to US economic well-being and national security. Appian and Urbix announced a Joint Development Agreement (JDA) in October 2023, along with a significant investment from funds managed by Appian. The investment and JDA will allow for the advancement of a commercial-scale Coated Spherical Purified Graphite (CSPG) processing facility, to be jointly developed, constructed and operated using the natural graphite concentrate sourced from Appian's Graphcoa asset. This integrated business model not only assures Urbix's supply of graphite feedstock, but also allows for greater product quality control. The facility will be strategically located for proximity to a number of battery gigafactories.



Urbix pilot production facility construction

In 2024 the US Department of Energy selected Urbix to enter into award negotiation for US\$125 million of funding provided under the US government's Bipartisan Infrastructure Law, which aims to expand domestic manufacturing of lithium-ion batteries. Urbix and Appian intend to position the facility to be eligible for further US investment and production tax credits under the Inflation Reduction Act.

It is envisioned that the Facility will serve as a model for the development of additional future production facilities located throughout the US and beyond. The investment is also expected to progress Urbix's Research & Development on advanced processing technologies for graphite and other critical materials.



Urbix pilot production facility construction

Cleaner technology

Urbix's proprietary CSPG production process demonstrates cost, environmental, and efficiency benefits over traditional production processes. Its low-temperature, non-oxidative purification technique not only avoids the use of hydrofluoric acid and lowers energy input requirements, yielding lower environmental impacts than traditional processing methods, but also produces yields that surpass industry standards.

US STRATEGIC METALS

NICKEL-LITHIUM-COBALT-COPPER, USA

US Strategic Metals (USSM), a US-based company, focuses on recycling essential metals from old lithium-ion batteries and extracting cobalt, nickel and copper. The company manages one of the largest cobalt reserves in North America, located near the Madison Mine in Missouri, and holds nearly 18 years of mineral supply on an 1,800-acre site with an additional 2,000 acres of nearby mining rights.

Appian's investment in USSM is a strong fit due to the company's status as a fully integrated primary producer and recycler of materials critical to the US battery supply chain. USSM benefits from strategic ownership of feedstock supply through its underground cobalt-nickel mine and a black mass feedstock supply contract. The company is poised for near-term production, supported by significant capital investments in site cleanup, engineering, pilot plant and civil work.



New crystallization site



Processing plant under construction

USSM diverts end-of-life lithium batteries from landfill to resource recovery, recovering metals from the batteries to prepare them for new power sources through proprietary technology. At their Fredericktown mine site, they extract cobalt, nickel and copper, serving as a viable source of concentrate for renewables. Their hydrometallurgical facility is designed to process enough critical metals to produce 735,000 EVs annually.

Environmental stewardship

As part of its environmental stewardship, USSM has integrated its proprietary Metalox technology, designed to reduce CO₂ emissions in battery materials processing. Metalox is expected to lower CO₂ emissions by 61% for cobalt and 45% for nickel compared to industry standards. USSM is helping to decrease America's carbon footprint and lessen reliance on fossil fuels by embracing and powering renewable energy sources.



Mine entrance at USSM Madison mine site

Strategic location and economic impact

USSM's facility, located near US gigafactories and automakers, ensures a readily accessible market for its battery metals. At its flagship facility in Madison County, MO, the company is not only conducting significant environmental remediation but also revitalizing a previously dormant site. This effort is contributing to the growth of the green economy by generating stable, long-term job opportunities in a rural and economically challenged area. USSM further aims to boost economic vitality in Southeast Missouri by creating high paying jobs and partnering with local businesses, educational institutions and giving back to the local community.

ESG impact and supply chain benefits

USSM seeks to align its operations with environmental, social and governance principles, particularly in the areas of ethical sourcing, reducing environmental impacts and promoting transparency in the supply chain. By recycling metals from used batteries, USSM minimizes the need to mine new resources.

The company is playing a role in addressing the critical need for ethically sourced battery metals by developing a reliable and domestic supply chain. With significant domestic reserves, including an estimated 50,000 tonnes of recoverable cobalt, 90,000 tonnes of recoverable copper, and 80,000 tonnes of recoverable nickel, USSM aims to reduce reliance on global supply chains. This shift is crucial as current leading suppliers, including countries in Asia and Africa, face scrutiny for their mining practices, which are associated with ESG risks. USSM's efforts align with recent US legislation, including the Bipartisan Infrastructure Law and the Inflation Reduction Act, which support domestic production of critical minerals. By working with the Department of Defense and the Department of Energy, USSM seeks to leverage federal funding to enhance its capacity and competitiveness, ensuring a transparent and ethical supply chain for both US and global markets.

OMNIGEN ENERGY

SOLAR PARKS, BRAZIL

Omnigen Energy is a global solar energy supplier, headquartered in Minas Gerais, Brazil. The company operates a portfolio of small-scale solar power plants across the country and is expanding its development efforts internationally.

Backed by global institutional investors, the company specializes in the installation and management of solar parks. Committed to reducing environmental impact, Omnigen aligns its mission with clean energy solutions to address the growing demand for renewable energy. Appian's partnership with Omnigen for the development of a portfolio of 20 solar power plants in Minas Gerais, the top mining state in Brazil, is a key initiative to mitigate energy price risks and reduce the carbon footprint of the sector, making it a model for responsible investment in the energy transition.



Pouring concrete at the Porterinha site



Aerial view of solar panels at Omnigen's project site

Omnigen Energy and Appian secured a financing of R\$250 million (US\$45 million) from Itaú BBA to complete a portfolio of 20 small-scale solar power plants, with a total installed capacity of 62.2MWp and an estimated annual generation of 126.4 MWh. This partnership will not only support Appian's long-term clean energy aspirations but also offer risk-adjusted returns to investors.

Project highlights

- Once fully operational (anticipated April 2025), the solar plants will reduce over 14,611 tons of CO₂ emissions annually, equivalent to planting 20,000 trees
- The project is currently on track, on budget, and progressing with its engineering, procurement and construction (EPC) program
- Minas Gerais, which has high solar irradiation, offers substantial fiscal benefits and government incentives, including a 1-to-1 tax rebate for each megawatt sold
- The Minas Gerais region boasts the largest distributed generation market with 15GW of potential customers and 25GWp of installed capacity, offering a stable, regulated market with promising growth prospects



Project Site - Igarapé 04 and 05

Project status and achievements

The construction of the plant began in 2023 and by June 2024 had reached 76.8% completion. It is expected to be concluded in April 2025, with most of the sites in place by November 2024. Omnigen is pushing forward with multiple workstreams in parallel, advancing its engineering, procurement and construction phases. Omnigen is negotiating offtake agreements with two potential buyers for the energy produced.



Battery energy storage facility being placed at project site

Strengthening compliance and operational efficiency

Various strategic tools were introduced to enhance legal compliance and operational security at Omnigen:

- An Emergency Response Plan (PAE) was established to meet legal requirements and ensure comprehensive coverage for all farms, enabling efficient emergency response
- A reporting channel was implemented to address harassment issues, fostering a safe and inclusive work environment for all employees
- Monthly contractor evaluations were instituted to monitor and ensure the quality of services provided, promoting a culture of continuous improvement
- Preliminary Risk Analysis (APR) and Work Permits (PPT) were introduced to enhance operational safety. Checklists for mobile equipment and the PARE tool were implemented in the units to reinforce risk control

WESTERN POTASH CORP

MURIATE OF POTASH (MOP), CANADA

Western Potash Corp, a subsidiary of Western Resources Corp based in Regina, Saskatchewan, aims to be a competitive and environmentally responsible potash producer.

Using selective solution mining, the company plans to produce 146,000 tonnes of potash annually from the Milestone field. The Phase I model will expand into Phase II, increasing production to 150,000 to 250,000 tonnes per year, demonstrating the project's economics and scalability. Phases III and IV will further raise total production to approximately 3 million tonnes annually, positioning Western Potash as the 7th largest potash producer globally. In 2023, the company received Ministerial Approval from the Ministry of Environment to extend the Milestone Potash Phase I Project's mine life to 40 years.



The iconic ponds at Western Potash



The Milestone Project

Appian's investment in Western Potash Corp highlights strong fundamentals, including its strategic location in a tier-1 jurisdiction with near-term production potential expected to commence in Q2 2025 and reach full run-rate production approximately one year later, enabling it to leverage favorable potash market dynamics.

The Phase I development will produce 146,000 tonnes per annum of MOP and has a 40-year mine life, with potential for expansion through Phase II to approximately double production. The project employs a horizontal solution mining method that requires less water compared with traditional solution mining methods and avoids surface salt tailings. Furthermore, Western Potash has secured a long-term off-take agreement for 100% of the potash production from Milestone Phase I.

The Milestone Project is strategically situated in Saskatchewan, 35km southeast of Regina, with convenient access via both paved and gravel roads. Saskatchewan is renowned as one of the largest potash-producing regions globally, benefiting from strong local government and community support.



Heating exchange setup at the Milestone Project

Health & Safety

Western Potash Corp is dedicated to maintaining top standards in health, safety and environmental practices. Recently, the company has undertaken projects to improve safety and environmental conditions at their site and have hired a new Health, Safety & Environment (HSE) supervisor who will focus on guiding and supporting the team to ensure a safe and environmentally friendly work environment.

APPIAN'S COMMITMENT

UPHOLDING TRANSPARENCY AND ETHICAL BUSINESS PRACTICE

Appian's commitment to transparency and high ethical standards starts at the top. We recognize that holding ourselves to these high standards is fundamental to fostering trust and long-term success within our industry and that in order to expect excellence in these areas from our portfolio companies, we must lead by example.

Appian underscores its commitment to compliance by conducting mandatory annual training for all employees on essential topics including market manipulation, antitrust and malpractice. These efforts have contributed to our record of zero monetary losses from legal proceedings related to marketing and communication, or to fraud, insider trading, antitrust, market manipulation, malpractice, or other financial industry violations.

In accordance with our commitment to transparency and integrity, in 2024 Appian adopted an anti-greenwashing policy in line with the FCA's Sustainability Disclosure Requirements (SDR). Appian is proud to share information on its ESG progress and achievements with its various stakeholders and the aim of our anti-greenwashing policy is to promote clear, fair and accurate disclosures about our funds and advisory services, drawing upon the FCA's guiding principles.

ANNEX 1: ALIGNMENT WITH SUSTAINABILITY REPORTING STANDARDS

As part of its commitment to align with best practice standards, Appian has worked with its operating assets to begin collecting ESG metrics recommended by the Global Reporting Initiative (GRI) Sector Standard for Mining.

In addition, Appian has aligned this report with the reporting standards for the Sustainability Accounting Standards Board (SASB)'s reporting standard for the Asset Management & Custody Activities Industry. The index below provides readers with responses or reference locations within the report where these recommended disclosures can be found.

SASB Standards Index – Asset Management & Custody Activities

Code	Accounting metric	Category	Response / Location in report
Transparent Information & Fair Advice for Customers			
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 1	Quantitative	During the reporting year July 2023-June 2024, out of our 85 professionals, none faced investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings.
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 2	Quantitative	Upholding transparency and ethical business practice, page 61.
FN-AC-270a.3	Description of approach to informing customers about products and services	Discussion and analysis	Appian issues our Private Placement Memoranda (PPMs) and any subsequent Supplements to our customers, a selected group of eligible investors. The PPMs provide information about a given investment opportunity and provide a detailed description of each product's investment strategy, investment process, management, ownership structure and risk factors, as well as an overview of the performance of Appian's past similar funds.
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	Quantitative	Appian's Approach to ESG – Diversity, Equity & Inclusion, page 13.
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	Quantitative	(1) 100% of our AUM is subject to ESG integration (2), (3) 0% of our AUM is subject to sustainability themed investing and screening

ANNEX 1: ALIGNMENT WITH SUSTAINABILITY REPORTING STANDARDS

CONTINUED

Code	Accounting metric	Category	Response / Location in report
FN-AC-410a.2	Description of approach to incorporation of environmental, social and governance (ESG) factors in investment or wealth management processes and strategies	Discussion and analysis	Appian's Approach to ESG, pages 8-11.
FN-AC-410a.3	Description of investee engagement policies and procedures	Discussion and analysis	Appian's Approach to ESG, pages 9-10; Key ESG initiatives during the reporting year, pages 17-19.
Financed emissions			
FN-AC-410b.1	Absolute gross financed emissions, disaggregated by Scope 1, Scope 2, and Scope 3	Quantitative	Appian's Approach to ESG – Financed Emissions, page 14.
FN-AC-410b.2	Total amount of assets under management (AUM) included in the financed emissions disclosure	Quantitative	Appian's Approach to ESG – Financed Emissions, page 14.
FN-AC-410b.3	Percentage of total assets under management included in financed emissions calculation	Quantitative	Appian's Approach to ESG – Financed Emissions, page 14.
FN-AC-410b.4	Description of the methodology used to calculate financed emissions	Discussion and Analysis	Appian's Approach to ESG – Financed Emissions, page 14.
Business ethics			
FN-AC-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, antitrust, anticompetitive behaviour, market manipulation, malpractice, or other related financial industry laws or regulations	Quantitative	Upholding transparency and ethical business practice, page 61.
FN-AC-510a.2	Description of whistleblower policies and procedures	Discussion and Analysis	Key Initiatives in the Reporting Period – Expansion of Whistleblower Requirements to All Operational Sites, page 18.
Activity metric			
FN-AC-000.A	Total assets under management (AUM)	Quantitative	3417.6M
FN-AC-000.B	Total assets under custody and supervision	Quantitative	N/A

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