

Human Rights Statement

Purpose

The purpose of this statement is to confirm our commitment to human rights and to the prevention of child labour, forced labour, and exploitative conditions throughout our supply chain. Flint Group is committed to honest, ethical and legal business conduct. Our work environment is inclusive, supportive, and respectful to all stakeholders.

This statement is guided by the Flint Group Human Rights Policy, which outlines detailed principles and due diligence practices in line with international human rights frameworks.

Guidance

Flint Group is committed to upholding the human rights of workers and to treating them with dignity and respect. Flint Group supports all United Nations conventions, including the Universal Declaration of Human Rights, the Export Controls and Human Rights Initiative, and all labour standards defined by the International Labor Organization's (ILO), including the Declaration on Fundamental Principles and Rights at Work. We strive to adhere to the principles set forth in these standards, as aligned with those aspects that apply to Flint Group, and we comply with all applicable laws in the countries where we operate.

We condemn forced or compulsory labour and strictly prohibit any involvement in forced labour, child labour or human trafficking.

Flint Group recognises the rights of every child to be protected from economic exploitation, and we comply with the minimum legal hiring age in every country where we operate. It is a violation of this statement for any colleague to participate in, enable, or cause the employment of any individual under the legal working age. Beyond this, Flint Group abides by the UN Convention on the Rights of the Child at all times: [https:// www.unicef.org/child-rights-convention/convention-text](https://www.unicef.org/child-rights-convention/convention-text).

Our business partners (suppliers, third party intermediaries) are required to comply with our Supplier Code of Conduct or our Code of Conduct and uphold our human rights standards.

We conduct proactive human rights due diligence to identify, assess and mitigate potential risks across our internal operations and global value chain.

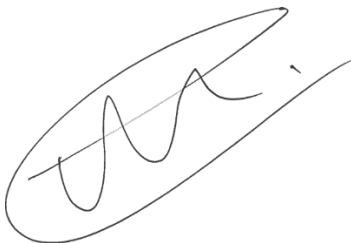
Monitoring and working conditions

Flint Group monitors our sales for exports of dual use goods, software, or technologies that could be used for serious human rights violations or abuses.

With respect to working conditions, Flint Group also follows strict anti-discrimination practices. We recognise each employee's right to a workplace free from harassment, abuse or corporal punishment. Business decisions related to hiring, compensation or career advancement are based solely on merit and the employee's ability to do the job. Our employees will receive fair wages for their services. Everyone has the right to work, to free choice of employment, and to equal pay for equal work. Flint Group will not tolerate any discrimination based on the race, creed, disability, gender, maternity status, religion beliefs, political beliefs, age, or sexual orientation.

Questions or concerns

As outlined in Flint Group's Code of Conduct, every employee or external stakeholder has the right to address ethical concerns in good faith without fear of retaliation. Our zero tolerance policy on retaliation goes hand in hand with our belief that speaking up is always the right thing to do.

A handwritten signature in black ink, consisting of a series of loops and a long horizontal stroke, enclosed within an oval shape.

Pepyn Dinandt
Chief Executive Officer
May 2025