

RJC Management Review Meeting & Annual Report

An annual management review meeting has been conducted at GEMASIA BV on November 4th, 2022

The following points were reviewed:

1. There are no changes observed in the section 'General Requirements'.
2. All our Business Partners are screened with regards to AML legislation and Bribery issues and no major risks have been assessed.
3. The Company has performed its Annual Human Rights Due Diligence and no adverse Human Rights impacts have been observed for the past year.
4. To date, we have received fully completed and signed Supply Chain Due Diligence forms from 95% of our suppliers. Based on these encouraging initial results, we will continue to solicit all remaining suppliers to comply with our Supply Chain Due Diligence as per our SCDD procedures with the aim of reaching 100% within 3 months.
5. No direct sourcing from artisanal and small-scale mining has occurred in the past year.
6. The security in our offices has been maintained at a satisfactory level and no security breaches have been observed.
7. We are completing the process to obtain written assurances from all our suppliers concerning provenance claims.
8. No violations to labour rights and working conditions have been observed.
9. There have been no Health & Safety occurrences in the period under review.
10. No breach of product integrity has been observed and all procedures have been followed

No new risks have been identified.

Any request for additional information and/or communication may be addressed at info@gemasiagroup.com, we assure a timely response in line with our communication procedures.

H.A.W.

Antwerp, November 4th, 2022

Mr. Shah Himanshu

Director GEMASIA BV