

For personal use only

Our team

</

SENIOR MANAGEMENT



Peet van Coller
Chief Financial
Officer

23 years of experience: Finance executive across mining, manufacturing and commercial operations

Qualifications:
BCom (Accounting), University of Potchefstroom;
BCom (Hons) (Accounting), University of South Africa;
CA (South Africa)

Peet is a Chartered Accountant who completed his Articles of Clerkship at Ernst & Young. He has held senior finance and commercial roles at Jubilee Metals Group, Murray & Roberts, Master Drilling, Samancor Chrome, Anglo American Platinum and the ARM-Norilsk Nkomati Nickel Mine joint venture.



Marcus Birch
Executive:
Sustainability and
Business Support

35 years of experience: Geologist and executive in mining, exploration and sustainability

Qualifications:
BSc (Hons) Geology, University of Exeter;
BCom in Economics, Accounting and Business Management, University of South Africa

Marcus began his career as a geologist with Anglovaal in the South African gold mining sector and has since built experience across mineral exploration, business support and operational leadership. He has held roles with AngloGold Ashanti, Clarity Minerals and High Power Exploration, including senior general management positions in the junior exploration sector.



Martin Bouwmeester
Company Secretary

30 years of experience: Mining finance executive across exploration, development and operations

Qualifications:
Fellow Certified Practising Accountant (FCPA)

Martin has worked with mining companies to assess opportunities, structure development and funding strategies, and support project execution. He previously served as Chief Financial Officer, Business Development Manager and Company Secretary of Perseverance Corporation, where he was a key member of the executive team that developed the Fosterville Gold Mine.



Andre Bergh
General Manager:
Prieska Copper Zinc
Mine

Over 27 years of experience: Mine development and operations leader across Africa

Qualifications:
Mechanical Engineering;
Engineer's Certificate of Competency for Mines and Works

Andre started his career with De Beers in Namibia and later held mining and operational roles across Namibia, Ghana, Tanzania and South Africa before joining Orion Minerals. His experience spans opencast and underground operations across multiple commodities, with more than 10 years at senior management level.



John Paul Hunt
Executive: Exploration

Over 30 years of experience: Economic geologist with exploration and resource evaluation expertise

Qualifications:
MSc in Economic Geology, University of the Witwatersrand (Wits);
Graduate Diploma in Engineering (Resource Evaluation), Wits;
Citation Program in Applied Geostatistics, University of Alberta

John Paul has built experience across sub-Saharan Africa and northern Europe, where he has built and led exploration teams and has worked across project design, technical reviews, feasibility studies and the execution of exploration programs. His career includes positions with Norilsk Nickel Africa, Newgenco Exploration, the Council for Geoscience and SRK Exploration Services.



Avishkar Nagaser
Executive: Corporate
Communications and
Investor Relations

20 years of experience: Mining communications and capital markets executive

Qualifications:
Bachelor of Business Science in Finance and Economics, University of KwaZulu-Natal

Avishkar was Executive Vice President: Investor Relations and Corporate Affairs at Gold Fields from 2015 to 2023. He previously worked as a mining research analyst at Bank of America, Merrill Lynch and Macquarie First South Securities, where he gained experience in mining, capital markets and investor engagement.



Johan van Dyk
Project Director

40 years of experience: Coal, base metals, major projects and operational leadership

Qualifications:
MBA, University of Cumbria;
South African Government Certificate of Competency

Before joining Orion Minerals, Johan spent 26 years at Palabora Mining Company and previously worked at ISCOR, Sasol and Rio Tinto's Northparkes Mines in New South Wales, Australia. He has held senior roles, including General Manager: Operations, General Manager: Projects and Auxiliary Services and General Manager: SHEQ.

How we operate

During the year, we continued to define how Orion will operate as we progress towards becoming South Africa's next significant copper producer. We are creating an organisation centred on experienced people, accountability, practical systems and adaptability.

As a junior mining company developing complex projects with finite resources, we need to be deliberate about our priorities. Trust is built through delivery: Doing what we say, communicating openly and ensuring that employees, communities, partners and investors understand the opportunities and constraints.

CONFIDENCE FROM OUR STRATEGIC PARTNERS

"We are excited to be part of the restart of copper mining in South Africa's Northern Cape and look forward to a long future of working together."

Toby Spittle, Copper Marketing, Glencore
(Refer ASX/JSE release 9 February 2026)

Glencore is the provider of US\$250 million prepayment facility

"Orion demonstrated a clear and well-supported geological concept, with potential in a future-facing commodity. Their technical approach, combined with the capability of their team and their commitment to disciplined testing, make them a strong addition to this year's cohort."

Tim O'Connor, BHP Group Exploration Officer
(Refer ASX/JSE release 2 February 2026)

Orion is one of 11 participants in the 2026 BHP Xplor program

"IDC's conversion to equity in Orion aligns with our strategic objective to invest in the critical minerals value chain. This decision also demonstrates our long-standing commitment to the development of a project that will significantly facilitate the creation of economic and employment opportunities in the Northern Cape."

Rian Coetzee, IDC Executive: Industry Planning and Project Development
(Refer ASX/JSE release 29 May 2026)

The IDC is a strategic equity partner and project-level investor in Prieska

Operating discipline

During the year, we improved our processes ahead of construction. Teams have worked on value engineering, procurement planning, recruitment, systems integration, contractor readiness, and the sequencing of mining, plant construction, and production. This has allowed us to refine the plan to bring Prieska into production while maintaining the targeted timetable.

Safety and operational readiness

Our operating and project teams have completed risk assessments, developed mitigation measures and embedded safety requirements into construction, commissioning and operating plans. Weekly safety discussions are already embedded on site, while competency requirements and structured onboarding will support consistent standards as the workforce expands. During the construction phase, 350 employees will be on site, in addition to contractors.

Zero Harm is at the heart of the safety culture we are building. It is about giving individuals and teams the tools, training and confidence to start safe, work safe and end the day safe, while empowering them to speak up. This leadership-driven program is being rolled out across the business and will form part of contractor requirements as activity increases.

Hours worked at our Areachap and Okiep Copper Projects (South Africa)

Category of Work	Hours Worked	
	FY2025 Total	FY2026 Total
Exploration	37,170	18,720
Surface	74,020	33,423
Underground	26,967	6,981
Contractors	160,182	69,453
Total	298,339	128,577

Accountability and delivery

The Board provides strategic direction and oversight, safeguards the interests of shareholders and key stakeholders, monitors executive performance and ensures the resources are in place to deliver our strategy and business plans. Refer to the *Chairman's message*.

At project level, the governance framework establishes clear accountabilities and delivery priorities. Performance is managed across five key areas through the project lifecycle:

1. Zero Harm in Health, Safety and Environment
2. Cost
3. Schedule
4. Quality
5. Sustainability

The focus on accountability is particularly important as historic delays have affected stakeholder and investor confidence. We recognise that credibility is built through visible progress.



Our three-pillar strategy

Our strategy provides a pathway from first production at Prieska to a multi-asset copper and base metals business, combining near-term execution with the development of Okiep and a longer-term pipeline of exploration opportunities across the Northern Cape.

PILLAR 1: FOUNDATION

Prieska establishes Orion as a producer

Current activity:

- Our flagship asset and near-term focus:
- The Uppers and Deeps sections are moving towards development.
 - Glencore has signed a binding prepayment agreement to fund the Uppers development, subject to the satisfaction of applicable conditions precedent.
 - First production is targeted for Q3 2027.

ACTIONS

Execute the project

Move the project from development into production, beginning with the Uppers section before scaling into the Deeps.

Why it matters: Prieska is the clearest route to first production and future cash generation.

Proof points: **31Mt resource** | **US\$250m** Glencore prepayment financing facility

Build a low-cost operating base

Position the project as a low-cost producer, supported by zinc by-product credits and staged development.

Why it matters: A lower cost position supports resilience through copper price cycles.

Proof points: **US\$0.94/lb AISC*** | **Lowest-cost** quartile globally

* All-in sustaining costs

PILLAR 2: GROWTH

Expansion through development of the existing asset base

Medium term: Okiep Flat Mines Project

Drilling and optimisation underway:

- Ongoing drilling is extending known high-grade copper mineralisation.
- Optimisation work supports the future development strategy.

ACTIONS

Develop the project as the second hub

Optimise Flat Mines and prepare the project to become our next production platform.

Why it matters: A second hub reduces reliance on a single project and supports multi-asset growth.

Proof points: **10Mt resource** | **132kt contained copper** | **A\$75m NPV***
| Production targeted from **2028**

* Pre optimisation net present value (post-tax)

PILLAR 3: FUTURE OPPORTUNITY

Exploration and longer-term growth potential

Medium to long term: Building a pipeline

- Leveraging our participation in the 2026 BHP Xplor program.
- Assessing the potential of our tenements.

ACTIONS

Grow the Northern Cape pipeline

Use our large land position to build a pipeline of future copper and base metals opportunities.

Why it matters: Exploration creates long-term optionality beyond current project plans.

Proof points: **3,400km² footprint** | Including **~70%** of exposed Areachap Belt | **~75%** of exposed Okiep District | Copper-focused polymetallic opportunities

ENABLERS ACROSS THE THREE PILLARS

1 Build relationships to accelerate delivery

Leverage funding and expertise with Glencore, BHP Xplor, the IDC and Triple Flag.

Proof points: **Glencore finance agreement**

| **US\$500k BHP** Xplor equity-free funding and access to exploration expertise and a global network

2 Prepare the business for operations

Build the systems, culture, governance, safety and people processes needed for production.

Proof point: **12-month focus** includes construction, safety and health processes and embedding purpose and values.

3 Embed ESG into delivery

Embed ESG priorities in execution, readiness and decision-making.

Proof points: **Community Participation Framework**

| Host-community skills development | Local procurement and contractor development | Environmental and water

Directors' Report <

