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Enabling a Better Future.

From: Justin Uwiringiyimana <justin.uwiringiyimana@trinity-metals.com>
Sent: Wednesday, 29 October 2025 16:44
To: Peter Geleta <peter.geleta@trinity-metals.com>
Cc: Shane Ryan <shane.ryan@trinity-metals.com>; Tristan Minyati <tristan.minyati@trinity-metals.com>
Subject: End of year employee appreciation tradition

Hi Peter,

It has been a tradition at Nyakabingo that at the end of the year (Christmas eve) the management of Nyakabingo Mine makes an act of appreciation to its employees for their contribution to the organisation's achievements. This is done through giving out **5kgs of beef meat** to every employee. As we approach the end of the year, I would love to keep this valued tradition of appreciation to our employees for this year as well.

We have estimated the budget, considering what happened last year, we wanted to do it properly and in line with our supply chain processes. This time we would like to offer packaged meat rather than slaughtering on site which is associated with a number of risks, including hygiene or any other contaminations.

This initiative serves several important purposes:

- **Employee Appreciation:** Acknowledging the dedication and hard work of our team helps boost morale and reinforces a sense of belonging.
- **Cultural Relevance:** Sharing meat during the festive season is a meaningful tradition in our communities, symbolizing unity, generosity, and celebrating achievements over the past year.
- **Team Motivation:** Gestures like this motivate employees as we prepare for the year ahead.

We estimate the total cost of this initiative to be **Rwf 72,000,000**, covering approximately **1,800 employees**, each employee will receive **5 kilograms of meat**, based on an estimated retail price of **Rwf 8,000 per kilogram**.

Trinity Nyakabingo Mine Ltd

Estimated costs for the end of year employee meat distribution

Sn	No of employees	UoM	Qty/Person	Unit Price (Rwf)	Total Price (Rwf)
1	1,800	Kg	5	8,000	72,000,000

I believe the cost could go lower considering that we would be buying bulk.

Rogers Karangwa Bureshyo

From: Justin Uwiringiyimana
Sent: Thursday, October 30, 2025 12:54 PM
To: Rogers Karangwa Bureshyo; Jeome Sande
Subject: FW: End of year employee appreciation tradition

Hi Rogers,

The proposal was approved by the CEO. Please let us go ahead with the process.

Regards



Justin UWIRINGIYIMANA
General Manager
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From: Peter Geleta <peter.geleta@trinity-metals.com>
Sent: 30 October 2025 06:57
To: Justin Uwiringiyimana <justin.uwiringiyimana@trinity-metals.com>
Cc: Shane Ryan <shane.ryan@trinity-metals.com>; Tristan Minyati <tristan.minyati@trinity-metals.com>
Subject: Re: End of year employee appreciation tradition

Hi Justin

Yes we should continue with this practice. I think it is a very good gesture and highly appreciated by our employees at Christmas time. I approve.

Shane will be talking to all the GM's to discuss Christmas break and also the appreciation aspect you are asking for, we should try and standardise as best we can

Regards

Peter

Peter Geleta

Chief Executive Officer

Trinity Metals Group

If this receives your blessing, it would be a great support for me and the management of Nyakabingo particularly considering the big changes our employees have endured over this year. Should this be approved we will start the processes.

Best regards,



Justin UWIRINGIYIMANA
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