

**TRINITY METALS LIMITED
SUPPLY CHAIN
SOLE SUPPLIER MOTIVATION / BID WAIVER FORM**

In compliance to FIN 01: DELEGATION OF AUTHORITIES POLICY

- All Purchase Orders >\$ 500 must be supported by 3 quotes obtained through the tender process by the Supply Chain Department.
- All exceptions to the tender 3 quote Procurement process will be subject to a written Deviation Request, being in the form of a Bid Waiver Motivation/Sole Supplier Motivation.
- A Bid Waiver Motivation should be completed in instances where there are other potential suppliers, but sound reasons exist not to go out on tender to multiple potential bidders, before selecting the final supplier.
- A Sole Supplier Motivation shall be used only in instances where there is no other supplier providing the required product(s) and/or service(s).

SOLE SUPPLIER MOTIVATION

BID WAIVER MOTIVATION

(Tick the appropriate box)

Discipline/Department:

Group

Contact person: Tel. no.:

Shane Ryan

+250 79 557 5129

(Approved document to be attached to the Purchase Requisition)

Product(s) or service(s) required	Recruitment Specialist
Background information	<p>Trinity Metals are seeking to partner with a specialist recruitment agency that possesses deep expertise in sourcing highly qualified professionals from mature and well-established mining industries across, Africa and Australia. Trinity is entering a critical phase of growth, seeking international investors, and we require talent with not only technical proficiency but also proven leadership experience in complex, large-scale mining operations.</p> <p>In particular, we are looking for a recruitment partner with broad international reach and the ability to identify candidates who have worked across diverse geographies and cultural contexts. Exposure to global mining practices, regulatory environments, and cross-border project management is essential to ensure that our team is equipped to operate at an internationally competitive level.</p> <p>By engaging with a recruitment agency that combines industry-specific knowledge with global networks, we aim to strengthen our professionalism, enhance operational excellence, and position ourselves as a truly international organization capable of meeting the highest standards in the mining sector.</p> <p>The current roles seeking immediate attention are provided below but may be revised as the need arises:</p> <p>Group Exploration Manager – 10 years’ experience from mature mining and exploration global regions with demonstrable track record.</p> <p>Group Mine Planner – 8 years’ experience from mature mining regions</p> <p>Group Mining Engineer – 15 years’ experience from mature mining regions</p>
Scope of service(s) or product(s) required	Recruitment Agency for Specialized and Experience Hires
Details of recommended supplier	Discovery Group Recruitment Pty Ltd

<p>Motivation for recommending this supplier</p>	<p>In the course of our recent recruitment efforts, we engaged with several agencies to assess their capabilities and suitability for our organizational needs. Throughout this process, and particularly during the interview stages, we recognized the critical importance of relationship building and collaboration when selecting the right recruitment partner. It became evident that successful recruitment is not simply about filling positions, but about establishing a trusted partnership that understands our business, culture, and long-term objectives.</p> <p>Among the agencies we approached, this company distinguished itself by demonstrating a strong commitment to teamwork and by investing the time to truly understand our requirements. They went beyond transactional interactions, fostering a genuine sense of partnership that reassured us of their ability to deliver not only highly qualified candidates but also individuals who align with our values and strategic direction. Importantly, they have shown a clear alignment with our company ethos, ensuring that the professionals they source will contribute positively to our culture and uphold the principles that define our organization.</p> <p>This experience reinforced our belief that effective recruitment is built on trust, collaboration, and shared vision. By working with an agency that prioritizes these principles and aligns with our ethos, we are confident in our ability to attract the right talent, strengthen our organizational capabilities, and position ourselves for sustainable growth in both domestic and international markets.</p> <p>As we expand and position ourselves for international competitiveness, we seek to engage a Discovery Group with whom we have an established relationship and who possess a deep understanding of our business. Their familiarity with our organizational needs, combined with their proven expertise in sourcing talent from mature industries, positions them as a trusted partner in supporting our continued growth and international development.</p> <p>By partnering Discovery Group, we expect to experience a significant reduction in the time required to source suitable candidates. Their efficiency and targeted approach will streamline the recruitment process, enabling us to secure high-quality talent more quickly. This improvement has not only enhanced our operational effectiveness but has also delivered a clear cost benefit, reinforcing the value of working with a recruitment partner who understands our business and aligns with our strategic objectives.</p>
<p>Estimated</p>	<p>\$50,000</p>

Value/Budget and Cost	
What other Mine/Mines are using this service(s)/ product(s)?	All Three Operations
Additional information	N/A


We the undersigned do hereby declare that:

Neither I, nor any members of my family are directly or indirectly employed; directors of the company; members of close corporation or share in partnership or joint venture with the supplier referred to in this motivation.

All Sole Supplier Motivations/ Bid Waiver Motivations must be signed off in terms of the Delegation of Authority (DOA).

Summary Table of Authorisation – Budgeted Requisitions

Value	Authorisation
\$500 to \$500 000	Manager, General Manager
\$50 001 to \$100 000	Manager, General Manager, COO
\$100 001 to \$250 000	Manager, General Manager, COO & CFO
\$250 001 to \$400 000	Manager, General Manager, COO, CFO & CEO
>\$400 001	Manager, General Manager, COO, CFO, CEO and Board

Shane Ryan	Justin Uwiringiyimana
Name	Name
COO	GM - Nyakabingo
Designation	Designation
	
Signature	Signature
27 January 2025	28/01/2026

Date

David De Lange

Name

CFO

Designation

Signature

Date

Motivation supported

Joseph

Group Procurement Superintendent

Date

28/07/2026

Date

Name

Designation

Signature

Date

Ni Alexis

Group Supply Chain Manager

Date

28/01/2026