

SolGold

1 December 2025

To the employees of SolGold plc ("SolGold")

We are required by the City Code on Takeovers and Mergers to send you this announcement

Dear Colleague,

Announcement of a possible offer for SolGold

On 28 November 2025, SolGold made an announcement (the "Announcement") under Rule 2.4 of the City Code on Takeovers and Mergers (the "Code") that it had received a preliminary and conditional non-binding proposal from Jiangxi Copper Company Limited ("JCC") in relation to a possible cash offer for the entire issued and to be issued share capital of SolGold at a price of 26 pence per ordinary share (the "Possible Offer").

As required by Rule 2.11 of the Code, I enclose a copy of the Announcement. A copy of this letter and the Announcement can also be found on SolGold's website at <https://solgold.com/investors/possible-offer-terms/> and may be viewed free of charge (subject to any applicable restrictions in your jurisdiction).

This letter is not a summary of the information in the Announcement and should not be regarded as a substitute for reading the Announcement in full. For the avoidance of doubt, the content of SolGold's website is not incorporated into, and does not form part of, this letter.

Although the Announcement has put SolGold into what is known as an "offer period" under the Code, there can be no certainty that the Possible Offer or any other offer for SolGold will ultimately be made.

SolGold employees have a right under Rule 25.9 of the Code to have published, at SolGold's cost, a separate opinion on the effects of the Possible Offer on employment. Any such opinion will be appended to any circular on the Possible Offer that may be published by SolGold in accordance with the requirements of Rule 25.9 of the Code. SolGold will be responsible for the costs reasonably incurred in obtaining advice required for the verification of the information contained in that opinion.

Further information will be available in due course.

Yours faithfully,



Dan Vujcic, CEO

SolGold plc

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Important information

Please note that, as stated, this letter is being sent to you in your capacity as an employee in connection with the Possible Offer. If you are also a shareholder of SolGold, you will receive a separate letter from me pursuant to Rule 2.11 of the Code also attaching a copy of the Announcement together with certain other information that I am required by the Code to include.

The directors of SolGold accept responsibility for the information contained in this document (including any expressions of opinion) and to the best of their knowledge and belief (having taken all reasonable care to ensure that such is the case), the information in this document is in accordance with the facts and does not omit anything likely to affect the import of such information.

Please be aware that addresses, electronic addresses and certain other information provided by you for the receipt of communications from SolGold may be provided to JCC during the offer period as required under Section 4 of Appendix 4 of the Code.

Disclosure requirements of the Code

Under Rule 8.3(a) of the Code, any person who is interested in one per cent. or more of any class of relevant securities of an offeree company or of any securities exchange offeror (being any offeror other than an offeror in respect of which it has been announced that its offer is, or is likely to be, solely in cash) must make an Opening Position Disclosure following the commencement of the offer period and, if later, following the announcement in which any securities exchange offeror is first identified.

An Opening Position Disclosure must contain details of the person's interests and short positions in, and rights to subscribe for, any relevant securities of each of (i) the offeree company and (ii) any securities exchange offeror(s). An Opening Position Disclosure by a person to whom Rule 8.3(a) applies must be made by no later than 3.30 pm (London time) on the 10th Business Day following the commencement of the offer period and, if appropriate, by no later than 3.30 pm (London time) on the 10th Business Day following the announcement in which any securities exchange offeror is first identified. Relevant persons who deal in the relevant securities of the offeree company or of a securities exchange offeror prior to the deadline for making an Opening Position Disclosure must instead make a Dealing Disclosure.

Under Rule 8.3(b) of the Code, any person who is, or becomes, interested in one per cent. or more of any class of relevant securities of the offeree company or of any securities exchange offeror must make a Dealing Disclosure if the person deals in any relevant securities of the offeree company or of any securities exchange offeror. A Dealing Disclosure must contain details of the dealing concerned and of the person's interests and short positions in, and rights to subscribe for, any relevant securities of each of (i) the offeree company and (ii) any securities exchange offeror, save to the extent that these details have previously been disclosed under Rule 8. A Dealing Disclosure by a person to whom Rule 8.3(b) applies must be made by no later than 3.30 pm (London time) on the Business Day following the date of the relevant dealing.

If two or more persons act together pursuant to an agreement or understanding, whether formal or informal, to acquire or control an interest in relevant securities of an offeree company or a securities exchange offeror, they will be deemed to be a single person for the purpose of Rule 8.3. Opening Position Disclosures must also be made by the offeree company and by any offeror and Dealing Disclosures must also be made by the offeree company, by any offeror and by any persons acting in concert with any of them (see Rules 8.1, 8.2 and 8.4).

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Details of the offeree and offeror companies in respect of whose relevant securities Opening Position Disclosures and Dealing Disclosures must be made can be found in the Disclosure Table on the Panel's website at www.thetakeoverpanel.org.uk, including details of the number of relevant securities in issue, when the offer period commenced and when any offeror was first identified. You should contact the Panel's Market Surveillance Unit on +44 (0)20 7638 0129 if you are in any doubt as to whether you are required to make an Opening Position Disclosure or a Dealing Disclosure.