

Annual Report

2025

**A coalition
for action**

Together, let's make
mica value chains fair,
responsible, sustainable
and free of child labor

Table of contents

3 Message from the President

4 About mica

- 4 Mica: a critical mineral in everyday products
- 5 Behind the supply chain: social and economic realities of mica

6 2025 Highlights by the numbers

8 Strategic accomplishments

- 8 Our 2030 strategy
- 8 Fulfilling global mandates: RMI's role in responsible mica sourcing
- 10 Pillar 1 - Promoting transparency & responsible workplace practices
- 16 Pillar 2 - Fostering governance and an enabling legal environment
- 18 Pillar 3 - Empowering workers & communities
- 22 Addressing social risks associated with mica in new markets

24 Looking ahead to 2026

26 About the Responsible Mica Initiative

- 26 A coalition for action to build responsible mica supply chains
- 27 RMI's global impact since its formation
- 27 Transparent and inclusive governance
- 28 Recognizing our key partners
- 29 Unveiling RMI's new visual identity

30 Membership

- 30 Member engagement in 2025
- 31 Focus on annual key reports for members

32 Financials

34 Glossary

35 Acknowledgments

Message from the President

Dear Readers,

The global need for mica continues to grow due to increasing demand in the cosmetics and automotive coatings industries as well as the increased utilization of mica in battery technologies for e-mobility vehicles. The growth in mica end-markets has intensified extraction in established regions and spurred the need to tap new sourcing countries. The increasingly complex supply chains carrying mica from mines to products has heightened the imperative for due diligence programs that can provide a sustainable and ethical mica supply chain. Though challenges inevitably remain, I'm excited to report that our collective efforts have achieved tangible progress.

Expanding Our Reach and Impact

This past year the Responsible Mica Initiative has substantially expanded its field programs in India and Madagascar. Through dedicated community empowerment initiatives and the fortification of audit systems, we have driven meaningful change.

Community Empowerment

We successfully expanded our well-established programs to 50 new villages and mica communities in India and five in Madagascar, bringing the total to 235 villages and 114,000 beneficiaries, including more than 50,725 children. Programs launched in Madagascar also mark an important step in the geographic diversification of RMI work.

Strengthened Assurance

RMI has professionalized and strengthened crucial operational areas. We have seen increased engagement from our members and have significantly enhanced our third-party audit assurance processes. These include implementing clearer audit cycles, defining a more rigorous scoring system for processing facilities, and establishing a robust accreditation process for external auditors.

These achievements would not have been possible without the unwavering support and engagement of our members. We welcomed 23 new members in 2025, bringing our total membership to 113. The expansion of our coalition underscores a shared commitment to sustaining a responsible industry. We were also excited to receive significant financial and program support from both the European Union and the United Nations Development Programme for projects in India and Madagascar, respectively.

As we look to 2026 and beyond, we will continue to transform theory into practice, building on success but also addressing on-going challenges. Key priorities include establishing fair living wages and incomes, enhancing transparency, accountability and reducing traceability data gaps throughout the entire supply chain, advocating for responsible purchasing practices as a core enabler of upstream trust, and aiming at full material traceability back to the mine. We will also sustain our advocacy work while navigating political uncertainty affecting our programs in Madagascar and continuing to press for formalization of the mica sector in India.

Mica is a versatile material which offers fascinating and diverse properties that benefit society – from electrical and heat insulation to optical effects. We invite members of all mica-dependent industries to join us in a shared vision for a more sustainable mica supply chain. Everyone is welcome to contribute to the exciting work that is still ahead of us.

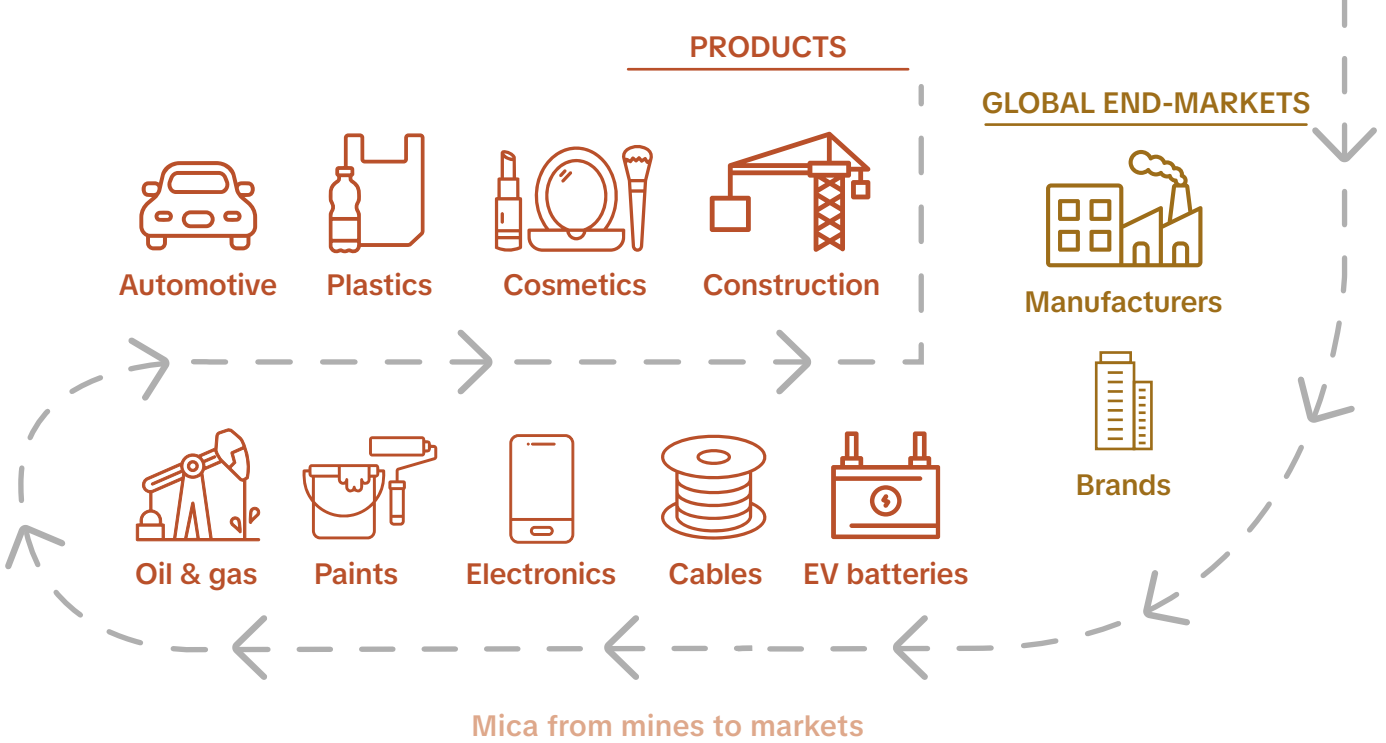
Dr. Karsten Mueller
President – Responsible Mica Initiative



About mica

Mica: a critical mineral in everyday products

Mica is a naturally occurring mineral valued for its unique physical properties, including heat resistance, electrical insulation, flexibility, chemical stability and optical effects. These characteristics make mica an essential input across a wide range of industries. It is commonly used in electronics and electrical equipment, automotive components including batteries, construction materials, plastics, paints and coatings, and cosmetics. Global demand for mica remains strong, driven most recently by its role in emerging technologies associated with batteries used for a wide range of electric vehicles and other energy storage applications.



Behind the supply chain: social and economic realities of mica

As global demand for clean energy and sustainable materials transforms and grows, the need for responsibly procured mica continues to rise, expanding beyond India and Madagascar to additional sourcing countries including Brazil, Malaysia, Nigeria, Tanzania and Malawi. Mica mining regions in these countries are often marked by poverty, limited infrastructure, and weak regulatory oversight. As a result, mica is often mined under informal and artisanal conditions, providing critical income for impoverished communities but also exposing vulnerable workers to unsafe conditions, low and unstable earnings, and social risks. Child labor is a common feature as are inadequate health and safety measures, limited access to education, healthcare and other social services as well as insufficient enforcement of labor and mining laws that may exist. Increased mica

volumes from more countries lead, in turn, to increased scrutiny and the need for traceability, due diligence, and responsible sourcing.

Synthetic mica has emerged as an alternative to natural mica for certain applications in which consistency and ethical considerations are increasingly important. However, its purportedly “better” social impact when compared to mica has not been demonstrated. Synthetic mica uses other mined minerals as inputs and the environmental impact of synthetic mica is significantly higher than that of natural mica due to energy used for its manufacturing.

As well, there is a significant social cost to synthetic mica that adversely affects communities dependent on natural mica for income. Mica is often the sole source of household income in those communities. As a result, improving conditions in natural mica supply chains continues to be critical. Addressing these challenges requires the coordinated actions across the supply chain and are the reason RMI was created.



2025 Highlights by the numbers

3

auditors accredited and 8 third-party audits conducted on the global workplace standard at processing sites

30

individual and 6 collective capacity building sessions provided to processors

6

mining associations formalized of which 3 obtained a formal license to operate thanks to RMI support

10

ASM* mines identified by 5 processor members of RMI to implement the Mica CRAFT Code

20

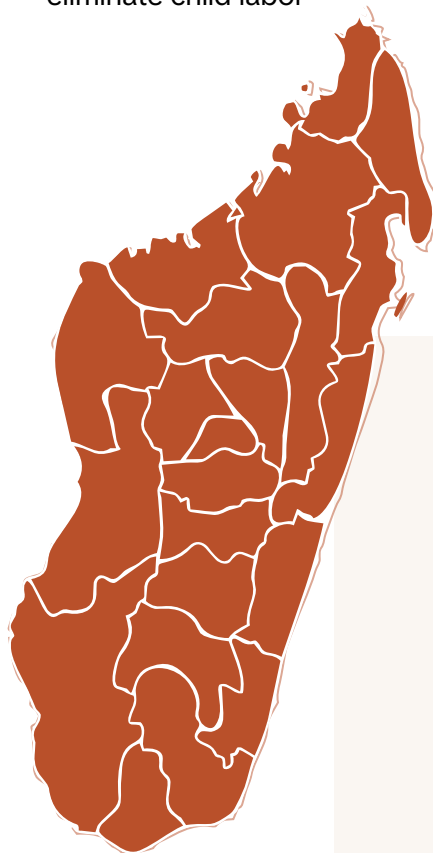
Occupational Health and Safety training sessions presented at ASM mines

300

Personal Protective Equipment kits distributed at ASM mines

2,400

members of mining community took part in participatory awareness sessions on the need to eliminate child labor



314

miners attended literacy training sessions

2

schools built benefiting 855 children

2,077

direct beneficiaries of RMI Community Empowerment interventions

4

water wells drilled and pumps installed; 1 pump repaired

Madagascar

Responsible Mica Initiative (RMI) active since 2022

Estimated mica production: 70,000 tons per year

Main type of mica: Phlogopite

Main client industries:

Automotive, Electronics

Estimated child labor in mica extraction: 50% of workforce

Sources: UN Comtrade, SOMO, Terre des Hommes Netherlands

India

Responsible Mica Initiative (RMI) active since 2017

Estimated mica production:

130,000 tons per year

Main type of mica: Muscovite

Main client industries:

Pigments for cosmetics, paints and printing

Inks; Automotive; Electronics

Estimated child labor in mica extraction: 10% of workforce

Sources: UN Comtrade, SOMO, Terre des Hommes Netherlands

289 teachers trained on activity-based learning, **Teaching Learning Materials**, and self-learning materials through 34 training sessions

386 stakeholders (teachers, parents, government officials) participated in 9 district and block level meetings to promote **quality education**

655 participants completed advanced **training in agriculture and livestock** management through 19 training sessions

5,660 livestock treated through 26 veterinary clinics benefiting 1,064 households

1,968 individuals received **financial literacy training** covered through 50 sessions

923 vulnerable households trained on **social security and livelihood programs** through 25 awareness and linkage camps

1,270 beneficiaries supported through the establishment of 50 Jan Suwidha Kendras centers for the delivery of **essential public utility services**

6 Jan Suwidha Kiosks set up improving proximity and **access to public services** and government social support services for 167 beneficiaries

50 students received **scholarship** to avoid dropping out

427 children ages 1-5 enrolled across 18 **Balwadi Centers***

369 adolescents 12-18 years of age trained as peer educators on **life skills**

231 beneficiaries trained on preventive health measures with a focus on **water, sanitation and hygiene** through 10 training sessions

4,833

children engaged in 50 **Bal Manch** or child participation platforms

300

households supported through **kitchen garden** training and seed kit distribution

11

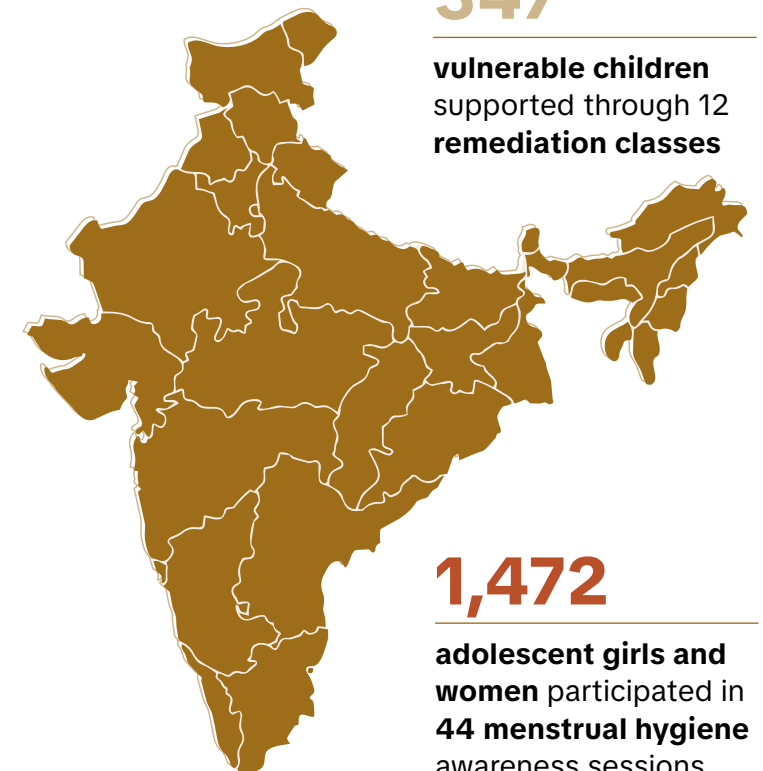
auditors accredited and **13 third-party audits** conducted at processing sites using RMI global workplace standard (GWS-Processors*)

860

participants engaged in 44 capacity building sessions of **School Management Committees**

347

vulnerable children supported through 12 **remediation classes**



1,472

adolescent girls and women participated in **44 menstrual hygiene awareness sessions**

66

training sessions organized for processors

Mica reinstated as a Major Mineral

by India government, bringing it back under Central Government control

1,525

individuals benefited from 12 village cluster-level **health camps**

298

beneficiaries reached through 12 village-level **nutrition camps**

*See Glossary for full name.

Strategic accomplishments

Our 2030 strategy

RMI 3 Pillars' - 2030 Targets & Success Outcomes			
	Promoting Transparency & Responsible Workplace Practices 	Fostering Governance and an Enabling Legal Environment 	Empowering Workers and Communities 
2030 TARGETS*	Members reach full traceability in their upstream value chains and compliance with Responsible Workplace Standards	Mica workers part of members' upstream value chains benefit from a clear and enforced legal framework	Workers & mining communities part of members' upstream value chains have improved their quality of life and meet their basic needs, without recourse to child labor
SUCCESS OUTCOMES	1.1 RMI members have full traceability on their upstream value chains 1.2 Working conditions at processor level are compliant with Workplace Standards, including no child labor 1.3 Working conditions at mine level are compliant with Workplace Standards, including no child labor 1.4 The mica upstream value chain actors are equipped and know how to make meaningful changes to improve the working conditions in value chain	2.1 Supranational bodies and international governments adopt legal frameworks that promote responsible sourcing practices 2.2 Sourcing regions benefit from a clear and enforced legal framework enabling responsible mica production 2.3 ASM mining groups are formalized and have adequate governance structures in place that allow them to be part of formal trade	3.1 Children do not work in the mines any longer and are regularly attending school or educational facilities 3.2 Workers and miners receive at least a living income or wage 3.3 Miners and mining communities' quality of life has improved
* Acknowledging that targets' achievement must be adjusted according to an organization's membership date and/or the country of intervention.			

* Acknowledging that targets' achievement must be adjusted according to an organization's membership date and/or the country of intervention.

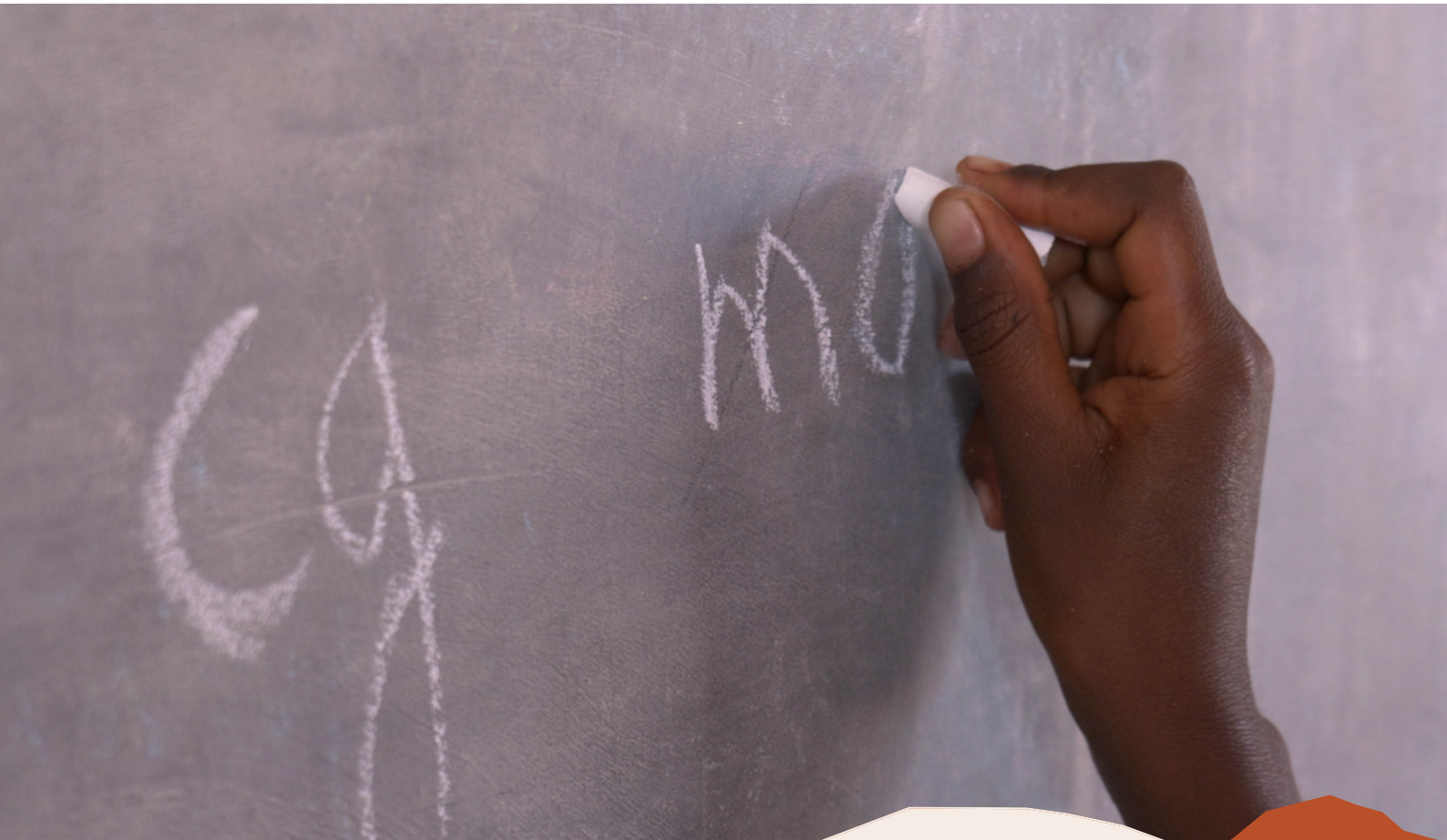
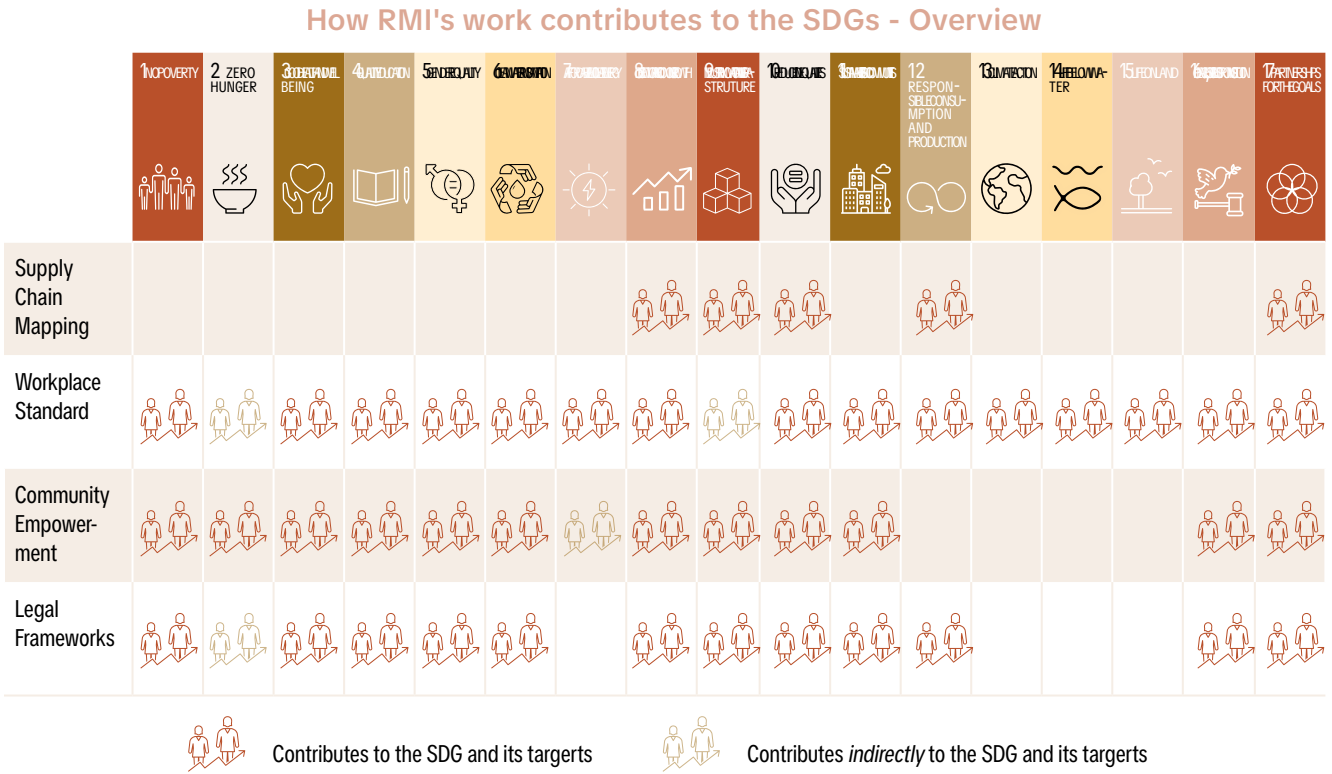
Fulfilling global mandates: RMI's role in responsible mica sourcing

Three pillars have defined the work of the Responsible Mica Initiative since we were created in 2017. Every year since then RMI has developed and expanded programs with support from a growing network of partners

to put our commitments into practice and articulate an ever more clear understanding of what success means to our members, partners and the communities we touch.

The goals and credibility of many of our programs do not operate in isolation. RMI's work aligns with leading international conventions, human rights frameworks, and due diligence guidelines including the **OECD Due Diligence Guidance for Responsible Business Conduct**, the **UN**

Guiding Principles on Business and Human Rights (UNGPs), and key **International Labor Organization (ILO) conventions**, among others. Together, these organizations provide RMI with valuable inputs to our program content and strategies to achieve our shared vision for a better future for the communities we serve. RMI programs also contribute to many **UN Sustainable Development Goals (SDGs)** which, in turn, helps member companies meet their expectations for responsible and sustainable mica sourcing.



European Union and UNDP Support

In recognition of RMI's capacity to drive change through the application of globally recognized goals and strategies, RMI was proud to receive substantial programming and financial support from the European Union and the UN Development Programme.

In 2025, RMI began a three-year partnership with the **European Union** which provided a generous €890,000 donation to be disbursed over three years and will cover 50% of a €1.7million project supporting RMI work across all three pillars. Projects supported by the EU grant will include implementation of **Community Empowerment Programs in 50 villages that will directly benefit 5,815 families** and adoption of responsible workplace standards at 10 processors and three mining sites. The project will also engage government authorities and industry members to strengthen legal frameworks, improve policy enforcement, and support responsible sourcing, traceability, and due diligence across the global mica supply chain.

Last year, RMI strengthened its initiatives in Madagascar through a landmark partnership with the **United Nations Development Program (UNDP)** which included a grant of **€50,000**. The collaboration aims to foster sustainable mica supply chains by improving sector governance, reducing child labor risks, and supporting artisanal miners through the use of the **Mica CRAFT Code**. Interventions included galvanizing individual miners through the formation of mining associations and providing training, safety equipment and technical guidance for mines, as well as by facilitating fair trade and fair incomes through commercial contracts and links with international buyers.

01 Pillar 1 - Promoting transparency & responsible workplace practices

Enhancing mica traceability along the supply chain

Participation in RMI's supply chain traceability program is a membership requirement and last year 100% of RMI members submitted data and reported mica flows across 39 countries. Members declared 371 suppliers and 1,277 transactions, a significant expansion in global traceability over the year before. The 2025 Data Collection Campaign (covering 2024 transactions) revealed significant progress, providing both added participation and visibility across the supply chain as well as meaningful improvements in the traceability platform itself.

Upstream reporting also improved, with 87 mines declared, principally in Madagascar, and to a less extent in India, reflecting strong engagement and legal frameworks in Madagascar and, in contrast, the persistent structural and legal shortcomings affecting mine-level visibility in India. A key collective challenge for 2026 will be to address visibility limitations that remain in both countries and currently stop at the processor level, particularly in India.

Audit results, including compliance scores and findings across all performance categories, of mica processors were also added to the traceability platform in 2025, giving members quick access to and an overview of their supply chain performance against workplace standards, as well as progress over time.



Participation by non-RMI members

In an effort to gain more traceability insights, starting in 2024 (covering 2023 data) RMI has enabled non-RMI suppliers to validate transactions without use of the RMI traceability software platform. In 2025, 29 non-RMI suppliers confirmed at least one transaction, resulting in 43 confirmed links, five times more than last year, and opening visibility into additional member trees that were previously concealed.

The data collected through the 2025 campaign helped identify priority sourcing regions, key intermediaries, and structural blind spots, guiding where RMI and its members should concentrate supplier engagement, community empowerment efforts, and dialogue with local stakeholders. Strengthening traceability through this exercise will continue to be a necessary condition for sustaining and scaling RMI's impact on working conditions and child labor risks upstream.

Despite challenges, 2025 showed clear momentum, providing more confirmed links, wider geographic coverage, and better insight into how mica from India and Madagascar feeds multiple sectors and end-markets. RMI also held significantly more data-verification discussions with members in 2025 to address inconsistencies and strengthen supply-chain accountability. In 2026, RMI will build on this progress, with a focus on strengthening mine-level visibility in India and supporting members in supplier engagement to further enhance collective transparency and obtaining actionable data.

Advancing responsible mica mining: launch of the Mica CRAFT Code and new standard for semi-mechanized mines

In 2025, the Responsible Mica Initiative strengthened its commitment to supporting responsible mica mining with the launch of the **Mica CRAFT Code** as well as development of

the [Global Workplace Standard for Small to Medium Semi-Mechanized Mica Mines](#) (GWS-Mines) to be launched early 2026. RMI continued to promote and support implementation of the [Global Workplace ESG and Due Diligence Standard for Mica Processors](#) (GWS-Processors) which was released in 2022 and contains provisions to audit processors for compliance.

The **Mica Code of Risk-Mitigation for ASM Engaging in Formal Trade** (Mica CRAFT Code) was released in January 2025 in partnership with the [Alliance for Responsible Mining](#) (ARM). It is a voluntary standard tailored specifically for artisanal and small-scale mica mines (ASM) that acknowledges their unique challenges and provides entry level, and then successively more rigorous criteria, to support their journey toward responsible sourcing. Key features of the code include promotion of better working conditions and livelihoods for mica miners as well as environmental practices and social improvements for communities associated with mica production. The Code enables vulnerable ASM producers to align with responsible mining benchmarks, including the OECD Minerals Guidance, and support downstream expectations for due diligence efforts, promoting transparency and sustainability across mica supply chains.

Complementing the Mica CRAFT Code, RMI initiated the development of its **Global Workplace Standard for Small to Medium Semi-Mechanized Mica Mines** (GWS-Mines) which was introduced early 2026. This new standard is designed for small to mid-sized mining operations and fills a gap between standards adapted to artisanal mining, like the Mica CRAFT Code, and those developed for large-scale mines. The standard offers a practical framework for safe, fair, and environmentally responsible operations fostering continuous improvement and responsible sourcing across the mica value chain. The standard applies a range of auditable ESG and OECD due diligence criteria covering workplace safety, environmental management, social impacts, and governance.

Strengthening RMI's assurance systems and processes around standards

Audited performance is essential for assuring compliance and driving improvement associated with codes and standards designed to promote responsible operations. In 2025, RMI strengthened the GWS-Processor's auditing guidelines to ensure the competence, independence, integrity, and consistency of all auditors conducting assessments against RMI standards. The strengthened guidelines provide a process for auditor accreditation, training, oversight, and continuous improvement, as well as mechanisms for quality control, grievance handling, and disciplinary action. The enhanced guidelines are designed to improve the credibility and reliability of RMI's audit-based due diligence and align RMI's assurance system with international good practice, including requirements of the globally recognized **ISEAL Codes** for voluntary compliance and the **EU Corporate Sustainability Due Diligence Directive** (CSDDD).

Auditor Training

In 2025, RMI trained and accredited a total of 14 auditors from SGS and KPMG, 11 in India and three in Madagascar, to conduct audits against Global Workplace ESG and Due Diligence Standard for Mica Processors (GWS-Processors). All the auditors participated in extensive two-day auditor training programs conducted by the RMI team. Following the training, 13 audits were conducted in India, including both RMI members and non-members, and eight audits in Madagascar, all of which were completed in a systematic, transparent, and professional manner.

Audit Grading System for Mica Processors

To further strengthen the audit program, RMI introduced a four-tier audit grading system to provide a top-line score to make it easy for participants and other value chain members to know how mica processors performed and where improvements are needed. The top-line scores are based on more detailed compliance findings in each of five performance categories. More clearly defined auditing cycles were also implemented so participants could better plan for improvements. Processor members of RMI in India and Madagascar are expected to reach

the "Performing" level two years after joining RMI and to obtain "Advanced" level status after three to four years of membership.

Grading System Tiers

Advanced:
Overall Compliance score of 90% - 100% with no Zero Tolerances (ZT) for non-compliances

Performing:
Overall Compliance score of 70% - 89% with no ZT

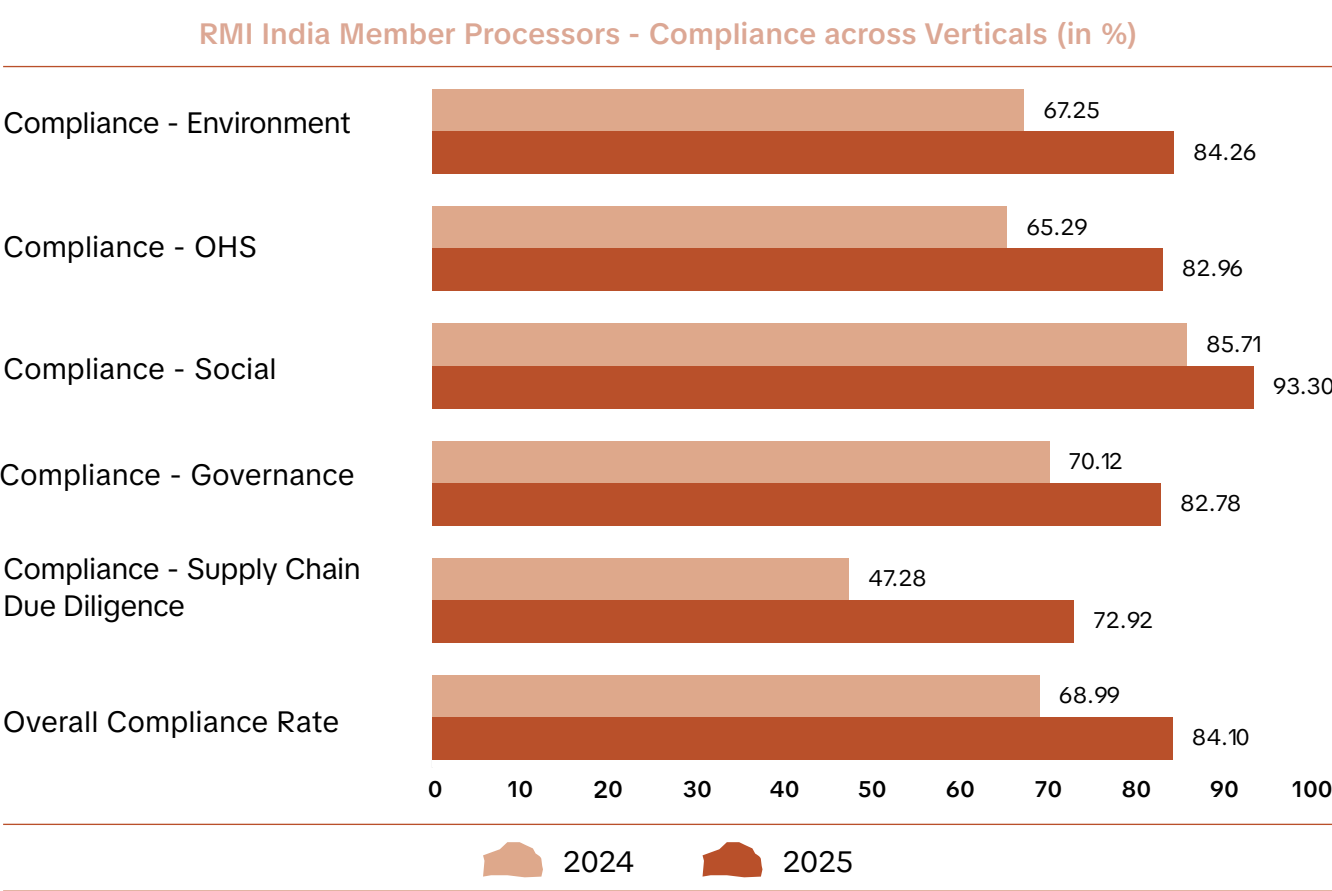
Intermediate:
Overall Compliance score of 70% - 100% with ZT

Insufficient:
Overall Compliance score of under 70%

India Audit Findings of Mica Processors

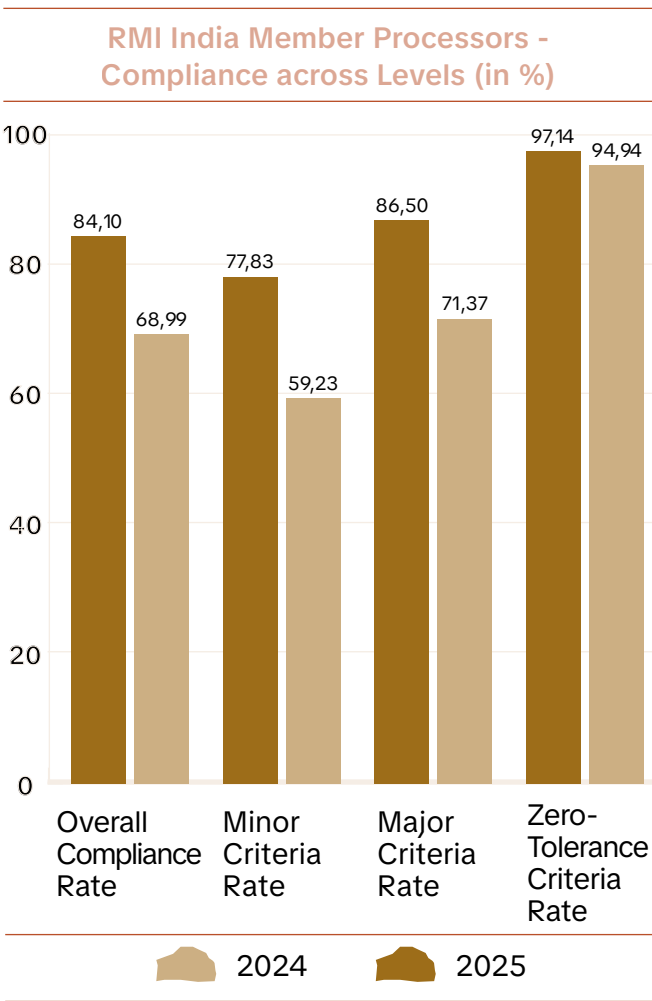
The GWS-Processors audit results among India-based processor members improved across all five key performance categories between 2024 and 2025. In addition, over the past three years there has been a strong and consistent improvement in overall compliance at several sites that have moved from low or moderate baseline scores in 2022 to high compliance levels in 2025, with a strong overall average improvement rate of 32%.

The data show consistent and significant improvement in GWS-Processors compliance scores in each performance category at most processing sites between 2024 and 2025. The average year-over-year **improvement rate of more than 13%** confirms that identification of non-conformances and remediation efforts are translating into measurable improvements due to the effectiveness of structured corrective action plans, regular follow-up visits, and close engagement between the RMI team and member processors. In 2025, RMI member processors demonstrated clear improvement in compliance across three criticality metrics compared to 2024. The three levels measure aggregate performance by degree of the severity of the type of incident.



Compliance with zero-tolerance criteria, the most rigorous criterion for performance, exceeded the 2024 high score, confirming strong management control over the most critical workplace requirements. Significant gains were also observed in major and minor criteria, indicating improved management of non-conformances and more effective corrective actions. As a result, the overall compliance rate rose substantially, reflecting a maturing and more consistent compliance performance across the membership, while minor criteria remain an area for continued focus.

Out of the 10 RMI member processing sites in India audited in 2025, four achieved an "Advanced" grade, one processor was graded "Performing," and four processors were graded as "Intermediate." One processing site was graded "Insufficient" in 2025 but this was its first audit, and a remediation plan is being implemented.



Key 2025 non-conformance results

Based on the 2025 audits, four key performance areas require continued attention and improvement:



Living Wage

Gaps remained in the assessment, documentation, and progressive implementation of living wage requirements across several processing unit sites.



Records Compliance
on Bank Transactions and Pay Slips

Inconsistent record-keeping related to wage payments, bank transfers, and pay slip documentation continued to be a recurring non-conformance area.



Fire Licenses and Regulatory Approvals

Delays in obtaining, renewing, or maintaining valid fire safety licenses were observed, indicating the need for stronger compliance tracking and follow-up.



Due diligence

Insufficient mica sourcing documentation, verification of approved supplier lists, and access to mica sourcing locations were generally observed across processors.

Capacity building for processors
& community members

In partnership with Abhivyakti Foundation, RMI organized a **two-day certifying training program on First Aid and Fire Fighting** in August 2025 in Giridih, Jharkhand to strengthen the capacity of rural volunteers and industrial workers to respond effectively and prevent accidents, injuries, and fire hazards. The training brought together approximately **85 participants**, including 21 people representing 14 local RMI member processors as well as rural volunteers and community members, ensuring that both community-level and workplace safety perspectives were addressed. Expert trainers conducted interactive sessions on basic first aid, response to snake bites, control of bleeding, treatment of burns, management of fainting and unconsciousness, cardiopulmonary resuscitation, and fire safety and firefighting techniques. Emphasis was placed on the importance of timely and correct intervention, particularly in remote areas with limited access to medical facilities.

Madagascar Audit Findings
of Mica Processors

Expanding the application of workplace standards

In Madagascar, RMI expanded workplace compliance programs that were introduced in 2024. Efforts included a comprehensive program of capacity building, auditing, and technical support on GWS implementation at member processing sites.

RMI conducted GWS-Processor training sessions on zero-tolerance and major compliance criteria which include strengthening understanding of fundamental labor rights, environmental compliance, and governance requirements. In tandem, and in partnership with the Third Civil Protection Unit of Fort Dauphin, RMI conducted first-aid and fire awareness training at seven processing sites, **reaching 75 workers and supervisors**. The curriculum was designed to improve OHS practices and foster a preventive

safety culture. RMI also delivered **online training on grievance mechanisms** with a focus on accessibility, confidentiality, and non-retaliation.

Processors also received weekly support to facilitate the use of compliance-related tools, understand implementation challenges, and identify practical resources for action. Topics included audit preparation, formalization of management systems, development of policies, contractual and financial considerations, management organization, and supply chain due diligence.

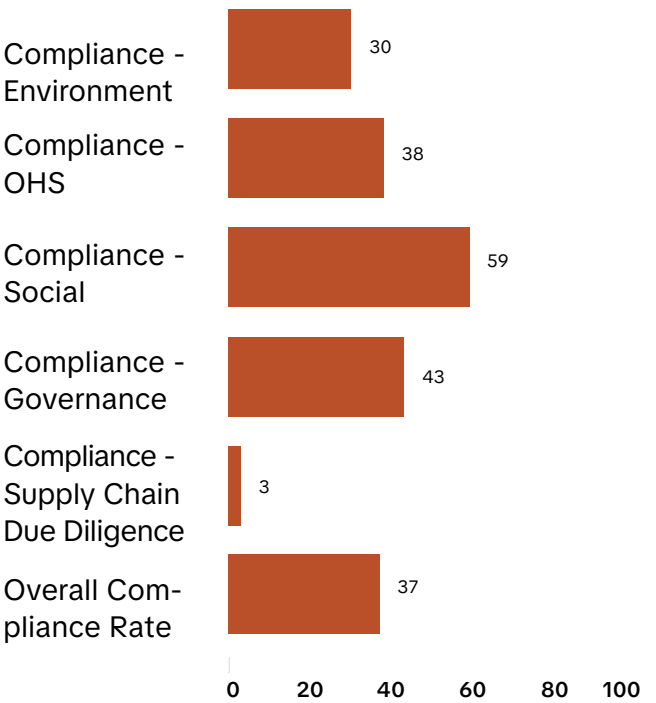
Initial RMI member processor audits results

For the first time, three newly accredited auditors from SGS audited eight processor sites in Madagascar providing a sound benchmark with which to track progress and identify areas for improvement. Overall findings along the five performance categories indicated that processors were making tangible efforts to meet both legal and voluntary GWS-Processor requirements. The findings also revealed the need to strengthen capacities in management systems and technical areas such as ergonomics and worker posture and environmental performance, as well as the importance of dedicating adequate human resources to compliance functions.

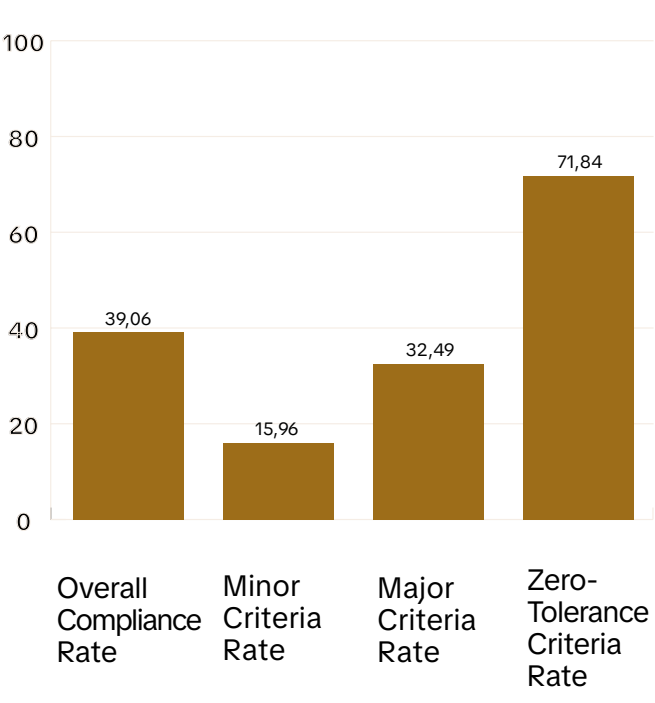
The best scores were for social compliance (59%), reflecting practices related to working conditions and contract formalization. Governance and occupational health and safety showed intermediate performance, indicating that efforts have been made, especially on provision of PPE, but are still insufficient to fully meet the requirements. Challenges persist, particularly regarding employment formalization of workers' contracts, largely due to associated costs. Both environmental compliance and supply chain due diligence scores were also weak and present a major challenge, particularly related to traceability and supplier risk management.

For a first audit and after only one year of using the GWS, processors achieved a fair compliance score on zero tolerance criteria, reflecting their prioritization of the most critical requirements. However, performance was lower on major and minor criteria which will require extra efforts to address. The results also suggest structural gaps in processor implementation of GWS requirements. For example, the low level of compliance with the minor criteria highlights a need for systematization of implementation practices and more complete integration of requirements into management systems.

RMI Malagasy Member Processors -
Compliance across Verticals (in %)



RMI Malagasy Member Processors -
Compliance across Levels (in %)



Supporting miner and processor use of the new Mica CRAFT Code

The application of the newly developed Mica CRAFT Code was RMI's focus in Madagascar last year. As a first step, the code was officially launched through a multi-stakeholder workshop bringing together authorities, processors, mica miners, civil society organizations, and partners to secure endorsement and initiate implementation in Madagascar.

Following the workshop, processors and national authorities received training on the Code, including a Train-the-Trainer course for one of the processors to enable them to work directly with miners. With the support of a new, dedicated CRAFT Committee, an initial set of training and field implementation tools on mining association management and risk assessment were jointly developed. Mining associations began to be formed during 2025 to enable individual miners who work small plots to collaborate on programs such as RMI's CRAFT Code training and implementation strategies.

To further support implementation, processors were encouraged to map their supply chains to identify the mines they relied on. Five processors each selected two mines, for a total of 10 ASM mines, to join a pilot on implementation of the Code. Participants were trained on mining association management systems, best practices for conducting site-level risk assessments, and OHS procedures.

Continued outreach at the pilot sites resulted in the formalization of six mining associations three of which received Artisanal Mining Operating Authorization (AMEA*) by Le Bureau du Cadastre Minier de Madagascar which operates under the supervision of the Ministry of Mines. As well, 180 pieces of mining equipment and 300 extraction and personal protective equipment (PPE) kits were distributed to the six mining associations. Some **66 miners received training** on PPE use, mine gallery ventilation, and the installation of OHS awareness and safety signage.

UNDP Support for Mica CRAFT Code

In 2025, RMI strengthened its impact in Madagascar through a landmark partnership with the United Nations Development Program

(UNDP) including a grant of €50,000. This collaboration aims to foster sustainable mica supply chains by improving sector governance, reducing child labor risks, and supporting artisanal miners in adopting the Mica CRAFT Code. Interventions include formalizing mining groups, providing training, safety equipment, and technical guidance, as well as facilitating fair trade and decent incomes through commercial contracts and links with international buyers.

01 Pillar 2 - Fostering governance and an enabling legal environment

Efforts in India

Mica is a naturally occurring mineral valued for its unique physical properties, including heat resistance, electrical insulation, flexibility, chemical stability and optical effects. These characteristics make mica an essential input across a wide range of industries. It is commonly used in electronics and electrical equipment, automotive components including batteries, construction materials, plastics, paints and coatings, and cosmetics. Global demand for mica remains strong, driven most recently by its role in emerging technologies associated with batteries used for a wide range of electric vehicles and other energy storage applications.

In 2025, RMI advanced a structured advocacy program in India to strengthen the policy and governance framework for sustainable mica mining. At the beginning of the year, RMI focused outreach on the government of Jharkhand to advance implementation of the Dhibra policy with preparations for high-level political engagement, including discussions with the Chief Minister's office in Ranchi which were supposed to be held in February 2025. However, a major change occurred with the reclassification of mica from a minor to a major mineral, bringing it back under Central Government regulations. Following this development, RMI engaged with the Central Government and relevant agencies including the Indian Bureau of Mines and Niti Aayog, a high-level public policy think-

tank of the government of India, to deepen its understanding of stakeholder dynamics, assess the evolving legal and regulatory landscape relevant to mica sector reform, and make a case for mica formalization. This would include identification of mica-rich sites and issuance of associated new mining leases, as well as recognition of the Dhibra policy which was prepared in 2022, but not implemented, and designed to legalize and formalize collection and sales of dhibra (mica scrap).

In June, with the support of the specialized public affairs agency FTI Consulting, RMI facilitated a multi-stakeholder workshop bringing together a critical number of Central and state government representatives, as well as local industry stakeholders. The workshop aimed to build consensus around the establishment of a sustainable mica mining development plan and to initiate the creation of a joint public-private taskforce to support implementation. The implementation of this request is still pending, requiring prior alignment and a joint commitment from the Central Government and mica-producing state authorities.

Looking ahead, RMI will continue to engage with the Central Government, as well as renew high-level engagement with the Jharkhand and Bihar Chief Minister's Offices and the Department of Mines and Geology, including efforts to secure in-person meetings and a request for state representation in the proposed taskforce.

Efforts in Madagascar

In 2025, RMI stepped up engagement with national authorities in Madagascar. Under the auspices of the Minister of Mines, the year began with the official launch of the Mica CRAFT Code. In September, international members of RMI met with the Minister of Mines. Unfortunately, shortly thereafter the country experienced large-scale protests in the capital city of Antananarivo and in the country's major university cities, which led to a change of government toward the end of the year. A provisional government was formed and a new Minister of Mines has been appointed. For RMI, 2026 will consist of analyzing the policies of the new government and raising awareness among national authorities about RMI pillars and programs.



01

02

03

Pillar 3 - Empowering workers & communities

Focus on India

Community Empowerment Programs

In 2025, RMI completed its eighth year of Community Empowerment Programs (CEP) with the addition of 50 new villages in India joining the program with the support of a unified consortium of partners. This latest development has enabled us to expand our activities to 26,444 beneficiaries, including 10,865 children. Through **targeted investments in education, health and nutrition, livelihoods, and resources that provide access to government social programs**, RMI's well-tested CEP approach helps prevent child labor, strengthen household resilience, and contribute to measurable, long-term risk mitigation at the community level. Our six NGO partners have coordinated on the ground delivery of encouraging results, adding new program elements such as first aid and occupational health and safety training which are relevant in everyday situations as well as in mica mining. Funds from the first installment of the EU's three-year grant to RMI further supported CEP programs last year.

We also tested a new partnership to extend support to communities by benefiting from expertise that our NGO partners do not have internally. RMI partnered with the [Essilor Luxottica Foundation](#) and SESA Palamu to create [2-Eyes Check-Up Camps](#). The project provided 461 adults with free eye check-ups and eye glasses were donated to 224 participants who could not afford them.

The breadth and impact of RMI's 2025 CEP program in India – building on year-over-year momentum – are reflected in the accomplishments listed in the Highlights section at the beginning of this report.

Recognizing CEP in India

Last year, RMI completed our eighth year of Community Empowerment Programs in India. From the start, our goal was to reach the people and help transform the communities most directly affected by the hardships caused by mica mining. We knew that doing so would help them. We hoped as well that their stories would motivate others to join us and empower RMI to succeed. The success of our early CEP work in India and the awareness it raised enabled us to advance work on our other program pillars and to reach new countries. The section on India's CEP program in this Annual Report is relatively small compared to earlier reports and largely called out in the Highlights. But it is small only because we have so much to say about the many other RMI programs underway. Those accomplishments and the breadth of our work today are in no small measure due to the extraordinary people and organizations who joined our initial CEP work, committing their time and resources to our young coalition to change lives in the disenfranchised mica-dependent communities of India.

Living Wage

In July 2025, RMI signed a partnership with [New Foresight](#) to define an industry-wide living wage and income delivery mechanism and an associated pilot plan for operational value transfer in the cosmetic industry in India. The goal is to improve ways that upstream members of the cosmetics value chain share in the value created by end-market brands. New Foresight specializes in building sustainable economies in different sectors and ensuring that workers receive a living wage.

Building on previous work by RMI and its members advocating for living wages and incomes for workers in upstream mica supply chains, the collaboration with New Foresight aims to re-assess living wage and income gaps in the mica value chain. The project will (i) generate credible, reliable and representative data, (ii) propose and validate living wage and income delivery mechanism(s) that would maximize impact, be scalable, be cost-effective and enable performance monitoring, and (iii) prepare for pilot implementation.

Inspiring testimony – Mukul Modi,

Managing Partner at Modi Mica Enterprises, Koderma, Jharkhand.



Living wages are not recognized by the state of Jharkhand, as they are not supported by any state or central legislation. The main difficulty in implementing living wages is that once we raise the bar in our wage structure, if there is no continued business from our existing clients, implementation becomes very challenging. What we therefore require is long-term contractual commitment and sustained business from our existing clients.



Focus on Madagascar

Community Empowerment Program (CEP)

In Madagascar, RMI launched CEP activities in 2025, and the results have been very positive. Despite the isolation of mining sites and the poor condition of roads, we successfully launched our education program to build community awareness about the risks associated with child labor and alternatives that are available, a cornerstone of the fight against child labor. Through a partnership with the NGO Faravehivavy, **855 children from mining communities were able to return to school** instead of continuously working at mining sites. Two school buildings were constructed using concrete, enabling those children to learn in formal and permanent educational facilities. Pre-school age attendance reached 82% and school age children's attendance reached 97%.

Adult literacy classes were begun to address the immense challenge posed by the fact that most miners are unable to read and write. As a result, 314 men and women have learned how to read, write, and do basic arithmetic.

In addition, **four waterwell boreholes were dug and pumps installed** in villages surrounding RMI-supported mining sites with the service provider APC Mining. The NGO Fifarafia supported the effort by repairing water infrastructure on a site where it had been damaged. Overall, interventions enabled a total of 2,077 community members in four villages to gain access to safe drinking water within 500 meters of their villages.

Finally, a **large-scale awareness-raising campaign on child labor was carried out with the support of ABRA**, a local NGO, reaching **2,400 mining community members**. The campaign relied on the efforts of 25 young people, drawn from their communities, who were engaged to contribute in various street theater-style plays to sensitize audiences in their communities about child labor. The objective of these campaigns was to convey key messages, such as the importance of ensuring that children, pregnant women, and elderly people do not work at mica mining sites, and to reaffirm children's rights through participatory shows, games, and songs performed in the local dialect.

Inspiring testimony – Mendrika Andriatsara, Teacher in a school built by RMI in Befasy.

Previously, we held classes in open fields or under trees, and I noticed that children were often frustrated: when it rained, classes had to stop, and when it was very hot, the conditions became difficult for them. This was one of the reasons some children stopped attending. Now that the school has been built, classes are held indoors. I have noticed a significant change: children are motivated and happy to come to school.

Inspiring testimony – Adult participant in the RMI literacy program in Befasy.

In our village, everyone was illiterate. Personally, I only knew how to count to 20. Now I understand how much money I have left. Thank you very much for this program.



Living wage

In 2025, RMI initiated discussions among supply chain members to develop a plan to secure living wages and incomes in the mica sector. The discussions led to the preparation of a productivity study that generated an average productivity benchmark. The study surveyed mica volumes processed per hour from more than 400 workers employed in multiple Malagasy mica processor sites. The study considered a range of contextual and operational factors, including the type and origin of mica, the volume of mica that was processed, availability of tools and equipment, and site-specific constraints such as infrastructure conditions, local climatic factors, and geographic location. The productivity benchmark will serve as a reference point for the development in 2026 of task-based and/or hourly remuneration frameworks that would ensure the payment of a living wage to mica workers.

Addressing social risks associated with mica in new markets

Exploring social risks in smaller-volume sourcing geographies: Brazil & Malaysia

RMI efforts last year continued to focus on India and Madagascar, the two leading exporting countries by volume of mica scraps and sheets. However, mica is also mined, processed, or traded in other regions where information about the impacts of the sector is limited but where vulnerable populations are known to be at risk. Although these mica sourcing areas remain relatively small in terms of volume produced, because they remain unmonitored there is significant risk that exploitative practices may go undetected and therefore not mitigated.

To address these concerns, in 2025 RMI commissioned the human rights consultancy [Embody to conduct preliminary desk-based assessments in Brazil and Malaysia](#). Their analyses provide an initial overview of social, health and safety risks prevalent in these mica-producing regions and form a foundation for future field investigations.

In **Brazil**, [preliminary findings](#) show that mica production is largely small-scale and often a byproduct of the extraction of other minerals extracted nearby. Key concerns revealed in assessment include unsafe working conditions, exposure to dust and toxic substances, limited use of personal protective equipment, and weak enforcement of labor laws. Communities face health and sanitation risks, land conflicts, and structural vulnerabilities, and child labor remains a potential risk due to informality and poverty.

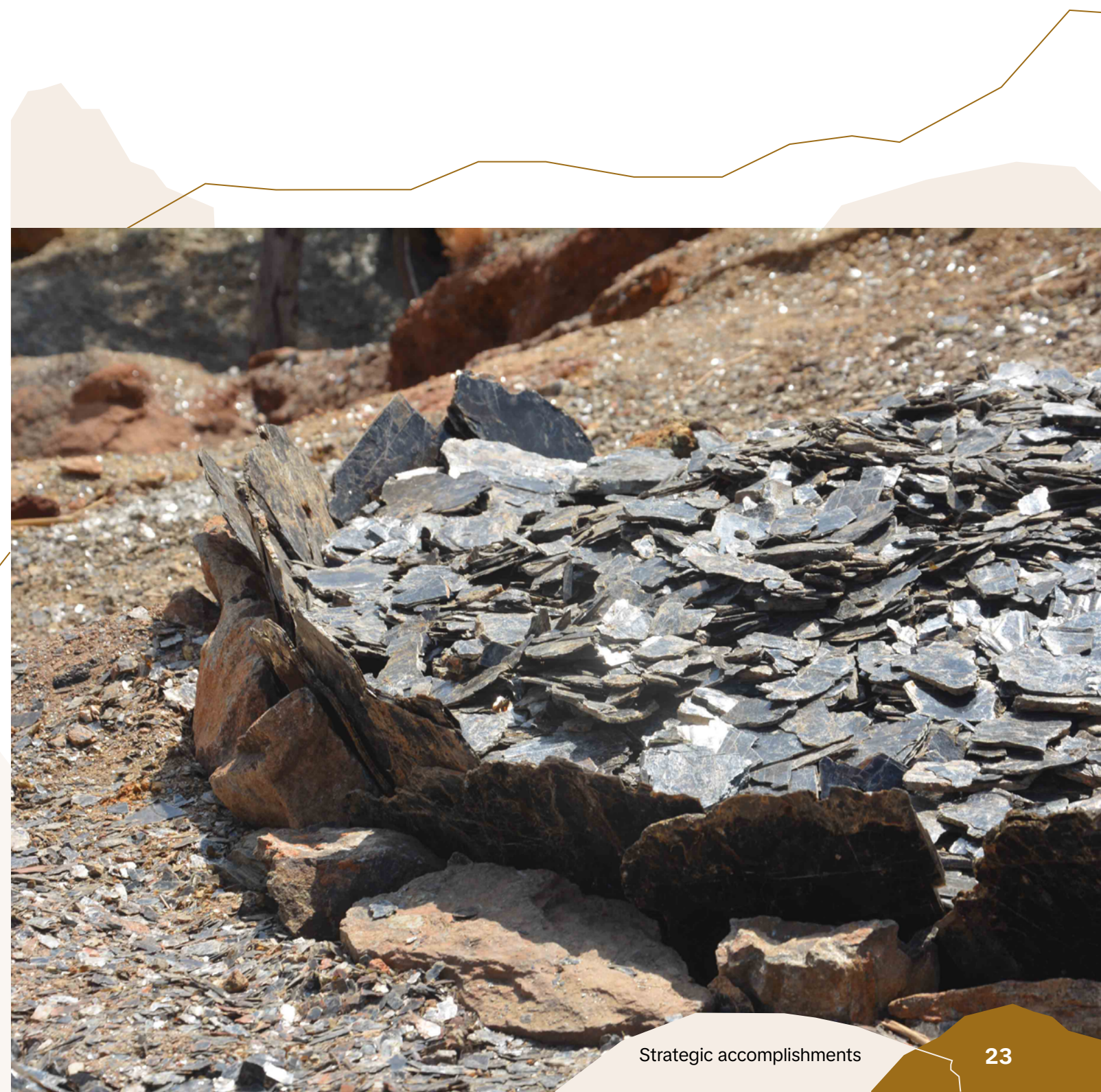
In **Malaysia**, [preliminary findings](#) show that mica mining is largely associated with small-scale or informal operations. Workers and surrounding communities face health risks, environmental degradation, and land disputes. Although verified cases of child labor and forced labor in mica-specific operations were not found, vulnerabilities in the informal mining sector suggest potential risks.

These preliminary assessments highlight critical social risks to workers and communities in both countries, underscoring the importance of extending RMI's research and, potentially, programs as well. Next steps will include field visits to mica extraction areas in both countries in 2026 to conduct targeted supply chain assessments and engage stakeholders, ensuring evidence-based, inclusive, and actionable insights.

Supporting China-based members as pivotal actors in mica value chains

In October 2025, RMI conducted **site visits in China** to its member company operations, prospective members and partners, and other key industry actors. China plays a pivotal role in the global mica supply chain. It is both a leading exporter and importer of mica, serving as a major manufacturing and trading hub connecting mica sourcing countries to international markets. In addition, Chinese players import mica primarily

from India and Madagascar. Raising awareness about responsible sourcing, traceability, and engagement with potential China-based members and partners is essential to getting their support in strengthening due diligence across the entire global mica value chain. The goal of the first visit among many to come was to deepen mutual understanding, listen to expectations and strengthen collaboration so that, together, we can accelerate progress toward our shared vision of responsible, fair and sustainable mica supply chains.



Looking ahead to 2026

The past year saw the intersection of significant developments affecting the global mica sector that will require vigilance for RMI's on-going work. Driven principally by the growth of energy transition related products, the demand for mica is continuing to rise worldwide and lead to an increase in the search for alternative sources, especially in African markets including Nigeria, Tanzania and Malawi. At the same time, human rights and environmental due diligence regulations have been weakened or implementation postponed in some countries. In parallel, broad economic

factors and supply chain instability during 2025 have led to contradictory or confusing injunctions, which could lead to commercial and purchasing practices, including geographical disengagement, that are not conducive to upstream supply chain improvements, and which could perpetuate or worsen child labor and other vulnerabilities in mica-dependent communities. However, in spite of these obstacles – and perhaps specifically to overcome them – commitments to support responsible sourcing and supply chains continue to be needed.

In response to these developments, RMI focus in 2026 will:



Continue to support mica communities and especially children

Child labor prevention is core to RMI's mission, and we must keep bringing it to the fore. Every tool, standard, audit, and community intervention must ultimately contribute toward eliminating child labor, as much as improving workplace conditions for mica workers. Establishing a living wage and income will be a vital strategy to support this goal.



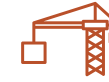
Reinforce supply chain traceability, transparency and trust

Traceability, transparency and trust remain both our biggest challenge and our greatest opportunity. These principles are the cornerstone needed to overcome misunderstanding, inconsistent information, and fears that prevent open and honest dialogue across the value chain, a prerequisite for driving change. While transparency greatly improved in 2025, particularly thanks to our traceability tool, we can certainly go further by providing even more robust information and stronger governance to ensure the integrity of all data.



Promote responsible purchasing practices, accountability and a living wage

Responsible purchasing practices must become a lever for change. Purchasing behaviors have the power to enable - or block - progress not only on enhancing transparency and trust but also other RMI goals such as promoting living wages and workplace standards. Responsible purchasing practices, starting with longer-term commitments and shared accountability, can have a positive domino effect on upstream sustainability in the supply chain which we want to further explore in 2026.



Equip members for sourcing in all geographies, while continuing to focus field efforts on India and Madagascar.

Conscious of new mica sourcing geographies while not diluting efforts in India and Madagascar, we will ensure that all RMI tools are geographically agnostic, equipping our members with resources that will be effective in multiple geographies. The Social Risks Assessments conducted in Brazil and Malaysia in 2025 will continue in 2026 with on-site visits or pilot audits to ensure that codes, standards and audit tools are suited to these markets.



Advocate for formalizing the mica sector in India

Finally, RMI will reinforce its India team and revisit the approach to support policy enforcement in the key mica-rich states of India to unblock the granting of new mica mining licenses as quickly as possible. Licensing would then pave the way for the formalization of artisanal mines and workers, giving them official recognition and thus provide access to better pay and safer workplaces. Legitimization of the artisanal mica sector would also reduce the possible loss of business to countries that have more formalized mica sectors.

As we approach the tenth anniversary of RMI, we can be proud of the progress made and the impact achieved so far, while remaining aware that we are still on our road toward meeting our 2030 goals by implementing a multi-stakeholder, holistic and impact-oriented approach.



About the Responsible Mica Initiative

A coalition for action to build responsible mica supply chains

✂ The Responsible Mica Initiative aims to transform the mica sector by fostering supply chains that are fair, responsible, and sustainable while eliminating child labor and upholding human rights. At the core of RMI's mission is the belief that lasting change can only be achieved through collective action and a holistic approach.

Mica supply chains are complex and deeply rooted in social and economic realities. Addressing their challenges requires collaboration across industries, governments, civil society organizations, and local communities. RMI focuses on tackling the root causes of child labor and poor working conditions in key mica-producing regions, including poverty, lack of access to education, weak governance, and limited economic alternatives. Rather than offering a certification, RMI provides a platform for coordinated action, enabling its members to work together toward continuous improvement. Membership signals a shared commitment to responsible sourcing, transparency, and long-term engagement.

RMI aligns its work with global responsible sourcing and due diligence frameworks, supporting companies in meeting international expectations for corporate accountability while contributing to broader efforts to strengthen human rights across mineral supply chains.

The Initiative was born from a shared realization at the 2016 Delhi Mica Summit, where industry actors, NGOs, and public authorities acknowledged that isolated efforts were insufficient to address the systemic challenges facing the mica sector. This collective commitment led to the formal launch of RMI in January 2017. By uniting diverse stakeholders around a common vision, RMI has established itself as a Coalition for Action, working to drive meaningful, scalable, and lasting change for mica-producing communities and the global supply chains that depend on their work.



RMI's global impact since its formation

Since the Responsible Mica Initiative (RMI) was founded in January 2017, the movement for fair, safe, and sustainable mica supply chains has continued to grow - and so has its impact. Below is what we have achieved together so far:

 **50,000+ children** supported through different community empowerment programs, including access to quality education, scholarships, health check-ups, nutrition camps, and government social services

 **3,574 children** found their way back to school or other educational facilities

 **114,000+ households** in 235 villages supported through CEPs that strengthen livelihoods and long-term resilience

 **63 safe-drinking water units** installed, benefitting 4,433 households

 **45 mica processing sites** assessed and enabled to meet workplace standards that improve safety and transparency

 **215 training sessions** provided to mica processors and **47 third party audits** organized. In India, the average rate of improved compliance from first audits carried out in 2022/2023 and the audits in 2025 is 32%

 **6 mining associations established, three with licenses, in Madagascar**, registered and supported with RMI's improved workplace practice codes, standards and training

 **113 members** from companies to civil society organizations have joined RMI, united around a shared mission for responsible mica

These numbers reflect **lives changed, communities strengthened, and a global coalition that believes responsible sourcing is both possible and necessary.**

Transparent and inclusive governance

The Responsible Mica Initiative operates under a transparent and inclusive governance model that ensures accountability and balanced representation across the mica value chain. RMI's General Assembly, composed of all members, defines the Initiative's strategic direction, approves priorities, and oversees long-term objectives.

Implementation and oversight are entrusted to the Board of Directors, elected by the General Assembly for two-year terms. The Board reflects RMI's multi-stakeholder approach, bringing together representatives from industry and civil society to monitor effective implementation of members-agreed strategy, programs and budgets, and oversee membership governance. The Board meets monthly and provides continuous direction to RMI's Executive Team, which manages day-to-day operations and program delivery. At the end of 2025, RMI's team included 12 professionals on staff.

Board of Directors elected in November 2025:

President: Karsten Mueller (Susonity)

Vice-President: Ines Del Real (Terre des Hommes Netherlands)

Secretary: Omar Jatlaoui (BMW Group)

Treasurer: Terry Hughes (Elmelin)

Administrator: Riaz Zaman (World Coatings Council)

Administrator: Mia Tucker (L'Oréal S.A.)

Administrator: Giuliano D'Antonio (ICEA)

Administrator: Solo Marcellin Ranaivoarisoa (Hnoor Group)

Administrator: Manu Bhartia (Alpha International)

Administrator: Minke Smidt (Kuncai)

Administrator: Verena Aichele (DM)

Recognizing our key partners

The Responsible Mica Initiative relies on the collaboration and expertise of a diverse network of partners to advance its work. From NGOs to experts and institutions, each partner plays a critical role in driving impact, sharing knowledge, and supporting sustainable practices. We extend our sincere thanks to all our partners for their commitment, collaboration, and shared vision for a mica sector that is fair, safe, and sustainable.

✦ In India, we worked closely with [FTI Consulting](#), our public affairs partner, [Improve](#) on CEP Impact Assessment, [NewForesight Consultancy](#), our international expert on living wage and living income strategy, as well as with six NGO partners that implement our Community Empowerment Program.

✦ [Abhivyakti Foundation \(AVF\)](#) actively involves local communities in participatory process for their own development.

✦ [Bhartiya Jan Utthan Parishad \(BJUP\)](#) aims to address the challenges faced by disadvantaged communities, including but not limited to poverty, discrimination, lack of access to education, healthcare, and basic human rights.

✦ [Samajik Parivartan Sansthan \(SPS\)](#) works on providing access to education and nutrition for children, women empowerment and enhanced livelihood.

• [Rashtriya Jharkhand Seva Sansthan \(RJSS\)](#), a Koderma based NGO, works on promotion of sustainable development.

✦ [Srijan Mahila Vikas Manch \(SMVM\)](#) efforts focus on empowering socially and economically marginalized groups and enhance their well-being.

✦ [Samarpan](#)'s projects strive to empower marginalized, mica-dependent communities by ensuring access to health, nutrition, entitlements, and sustainable livelihoods.

✦  RMI is grateful for a [three-year €890,000 grant from the European Union](#). The donation will cover 50% of the cost of a €1.7 million, three-year project in India to support all three RMI program pillars. The much-welcomed grant recognizes

RMI's efforts to eradicate child labor, improve working conditions, and strengthen corporate due diligence in India's mica sector.

In Madagascar, we work with two committed local NGOs.

• [Faravehivavy](#) is a Malagasy NGO comprised of women who implement literacy programs for adults and young people in mining communities as well as educational programs for children in these communities.

• [ABRA](#) is a Malagasy NGO made up of young adults from the sub-region who take an anthropological approach to community engagement and support us in raising awareness about child labor and changing social norms in communities.



For the first time, RMI and the **United Nations Development Programme (UNDP)** have signed a [€50,000 partnership agreement](#) to strengthen sector governance, support mica mining communities, and help reduce child labor risks in Madagascar.

We also work regularly with partners who provide valuable engineering and construction services:

• [APC Mining](#) drilled water wells in four mining communities.

• [PEP's](#) Infrastructure built four schools in mining communities.

• [FIRAFIA](#) is a social enterprise that provided services and repaired the water infrastructure at a mining site.

Global partnerships supported RMI programs related to traceability, living wage, and workplace standard implementation:

• [Tilkal](#) has been our partner for developing and managing our traceability platform.

• [SLR Consulting](#) supported the development of the GWS-Mines standard.

• The [Alliance for Responsible Mining \(ARM\)](#) has collaborated on the development and implementation of the Mica CRAFT Code.

• [Social Declik](#) has been our communication partner in developing the new RMI visual identity and website.

• [Matthew Winokur](#) is a communications, ESG/ sustainability and public affairs advisor who understands RMI's programs and has supported RMI pro bono for years.

Unveiling RMI new visual identity

Toward the end of 2025, RMI reevaluated its visual identity to best reflect the work of the Initiative and our eight years of programs and progress since we were established in 2017. The work was carried out in close collaboration with members of Social Declik, a communications network that has helped RMI better convey our mission and strengthen our visibility, credibility, and impact.

The result is a new visual identity for RMI that is built around a central concept: "*Fragments of truth.*" The fragmented shapes symbolize both the mica mineral itself and the many individual human stories touched by our work, conveying a message of responsibility and hope. These fragments, like pieces of a puzzle, also symbolize and reflect the collaboration of multiple stakeholders and activities that come together to achieve the mission of RMI. The color palette has also evolved, with mineral-inspired ochre tones and warm accents that recall mica and its natural setting.

The textured and crackled appearance of the new RMI "M" logo continues the metaphor of the fragmented background to evoke both mica mining and processing. It also reinforces RMI's singular focus on mica and the responsibility that RMI has taken on to address the social and environmental challenges linked to the mica sector which, as the fractured M suggests, still needs to be formalized and operate under a coherent system of programs and standards.

The typography reinforces this message: the font used for "Responsible Mica" is bold, steady, and solid, conveying reliability and structure, while the italics treatment of "Initiative" introduces a sense of movement and action moving forward.

Together, these elements express RMI as a collective movement for responsible mica. The new identity will be rolled out across all RMI materials, starting with this Annual Report and relaunched website.



RESPONSIBLE
MICA INITIATIVE

Membership

RMI's work is driven and sustained by its members. At the end of 2025, RMI was comprised of **113 active members** engaged in commerce across the mica supply chain, from processors, intermediaries and exporters to manufacturers and global end-market brands.

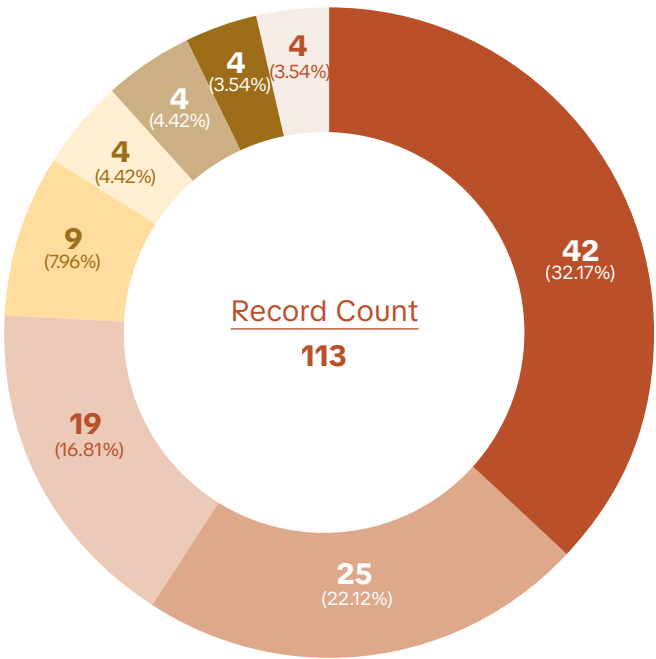
RMI's membership is **global and diverse**, spanning **19 countries**. The largest share of members operate in the **pigment and ingredient (32%)** intermediates sectors, while mica processors **account for 22%** of the membership. Industrial applications, including battery parts, is a smaller though growing sector. A significant share of members is in **India and Madagascar (28%)**, where RMI implements its field programs. Membership in **China continues to grow (24%)**, reflecting the country's role as a key processing and transformation hub in global mica supply chains.

Membership in RMI goes beyond financial support. Members commit to **collective action**, including data sharing, reporting on progress, supplier engagement, traceability initiatives, and alignment with RMI's standards and long-term strategies. Through their **annual dues**, which form the main source of RMI's funding, members directly enable and facilitate both on-the-ground programs and strategic work on traceability, standards, and advocacy. RMI is deeply grateful for members' continued commitment and support.

Member engagement in 2025

Throughout 2025, RMI maintained on-going dialogue with members through bi-monthly update meetings, two General Assemblies, regular meetings of Thematic Task Forces and targeted exchanges on priority topics. These sessions allowed the RMI team to report back on progress, share challenges, hear members' expectations and collect feedback

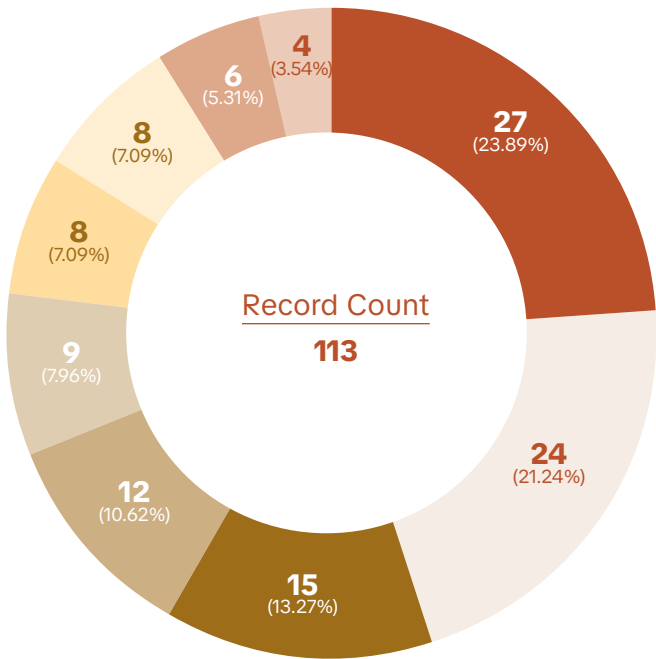
Members per College



RMI colleges



Members per Country



Country



to continuously refine tools, standards, and field interventions. In addition, RMI convened members around key strategic themes, including Responsible Purchasing Practices and Living Wages and Incomes and facilitated field visits in India, Madagascar, and China to strengthen shared understanding of supply-chain realities and foster supply chain dialog.

RMI hosted its Annual Conference on the 19th of June 2025 entitled "Responsible Purchasing Practices - From Policy to Real Impact." The forum gathered expert speakers and invited them to share and discuss the key forces that affect upstream supply chains and how to promote greater sustainability. The event

welcomed 125 participants, with attendees from across procurement, sustainability or legal teams drawn from companies and NGOs as well as international and government entities. The agenda focused on the ways that purchasing practices can improve wages, working conditions, child labor prevention, and supply-chain resilience in the mica sector.

Focus on annual key reports for members

Each year, RMI members contribute to the Annual Supply Chain Transparency Reporting exercise using a platform developed by Tilkal, a leading supply chain transparency provider, and the Members' Report on Progress, two core tools that translate commitments into collective visibility, progress and learning.

In 2025, member engagement remained high, with **84 members** contributing to **Annual Supply Chain Transparency Reporting** exercise, revealing **1,277 mica transactions across 39 countries**. This collective effort expanded global visibility and confirmed tangible progress, including significantly **improved reporting at the mine level in Madagascar**, where **80 mines were declared**. At the same time, the results highlighted **structural challenges** that continue to shape RMI's work, notably **limited mine-level visibility in India**, and the difficulty of extending transparency beyond direct business relationships in complex, multi-tier supply chains.

The 2025 edition of our **Members' Report on Progress** provides a shared, anonymized picture of how members are advancing responsible sourcing in practice. The findings confirm that **progress is real, but uneven**, and reinforce a core message of RMI: lasting change requires shared accountability, sustained supplier engagement, and purchasing practices that actively support transparency, decent working conditions, and child labor prevention.

Both reporting exercises are mandatory membership commitments. Organizations that did not submit their information for the reporting cycles after several reminders and offers of support to help them submit their data saw their membership terminated.

Financials

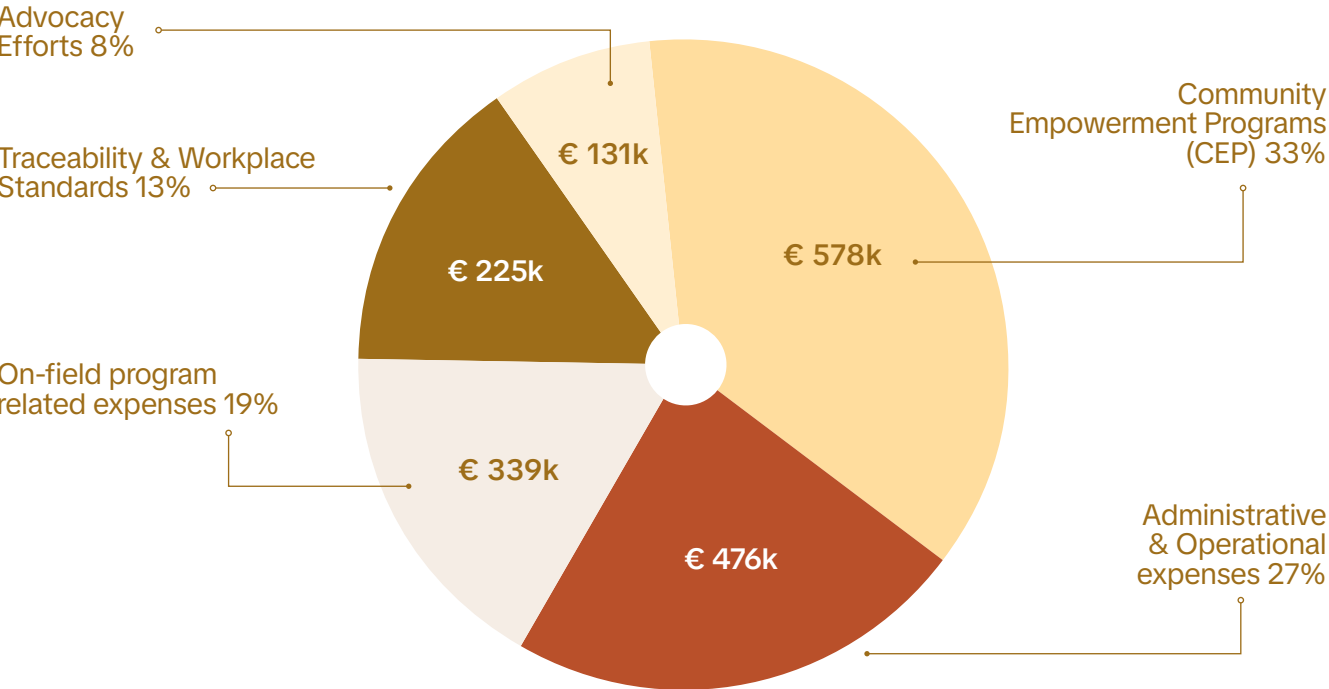
2025 Budget & Result

RMI's sources of funds in 2025 jumped to €2.010 million, a 28% increase compared to 2024 dues and donations of €1.571 million. The increase was due to a more than 13% growth in membership and combined donations of €346,952, mainly from the EU and UN Development Programme.

In 2025, program and administrative expenses were €1.689 million, below 2025 sources of funds and resulting in a €320,688 operating benefit for the year. Overall, RMI's financial health remains good and, after nine years of operations, the year closed with reserves of €1.013 million building on a €692,351 carryover from 2024.

2025 Allocation of Expenses

In 2025, 73% of overall expenses were dedicated to the development and implementation of RMI programs in India and Madagascar, with Community Empowerment Programs continuing to represent the largest share of expenses in the field (33%). The remaining 27% of the budget was allocated to management, administrative, communication, and travel costs.



Membership dues

Dues are assessed based on member company annual revenues with a cap that is intended not to disproportionately charge larger companies. Special consideration is afforded to industry associations, whose own members may be dues-paying RMI members, non-profit NGOs, and small upstream suppliers in India and Madagascar who may be assuming the main costs associated with adopting RMI's workplace standards.

Turnover	Member annual dues (k€/member)
> 10 Bn€	60
> 3 Bn€	50
> 1 Bn€	33
> 500 M€	22
> 50 M€	11
> 3 M€	8
< 3 M€	4
Associations	5.5
Mica processors, traders and mine owners	0.5



Glossary

The RMI multistakeholder and holistic approach engages many organizations, tools, and concepts. We provide this glossary to enable readers to readily decipher their acronyms and understand the roles they play in supporting RMI.

A -		
ASM	Artisanal and Small-Scale Mining	
B -		
Bal Manch	Child participation platforms in India	
Balwadi Centers	Centers providing pre-schooling, daycare and nutrition for children ages 1 to 5 years in India	
C -		
CEP	Community Empowerment Programs	
CRAFT	Code of Risk mitigation for ASM engaging in Formal Trade	
D -		
DD	Due Diligence	
E -		
ESG	Environment, Social, Governance	
EU	European Union	

G -		
GWS-Processors	Global Workplace ESG and Due Diligence Standard for Mica Processors	
GWS-Mines	Global Workplace ESG and Due Diligence Standard for Small to Medium Semi-Mechanized Mica Mines	
H -		
HRDD	Human Rights Due Diligence	
I -		
ILO	International Labour Organization	
N -		
NGO	Non-Governmental Organization	
O -		
OECD	Organization for Economic Co-operation and Development	
OHS	Occupational Health & Safety	
R -		
RMI	Responsible Mica Initiative	
S -		
SMC	School Management Committee	
U -		
UNDP	United Nations Development Program	
W -		
WASH	Water, sanitation and hygiene	

Acknowledgments

RMI's work would not be possible without the commitment and support of its members. Through their engagement, collaboration, and financial contributions, members enable RMI to carry out its programs, strengthen responsible mica sourcing practices, and advance collective action across the mica supply chain. We sincerely thank all RMI members for their continued trust, support, and dedication to RMI's mission.

Processors, Exporters, & Traders



Pigments

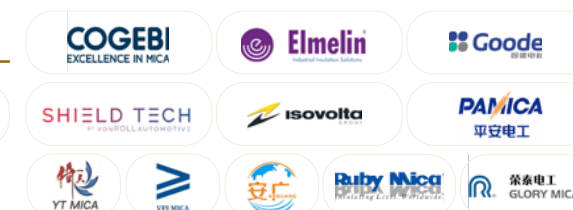


Automotive

Cosmetics



Construction & Industrial Applications



NGOs & Federations



Coatings





RESPONSIBLE
MICA *INITIATIVE*

Annual Report 2025

RMI — Responsible Mica Initiative
<https://responsible-mica-initiative.com>