

# SUSTAINABILITY REPORT 2025



**Resolute**

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**About this Report**

Resolute Mining Limited's (Resolute or 'the company') 2025 Sustainability Report presents the environment, social and governance (ESG) performance of the company for the period from 1 January 2025 to 31 December 2025.

This Sustainability report provides a transparent account of how Resolute addressed its material ESG exposures in 2025 and details the company's efforts to deliver lasting value to stakeholders. This report accompanies Resolute's 2025 Annual Report, which presents the company's operational and financial results in accordance with statutory and regulatory reporting obligations.

Resolute's Board, Chief Executive Officer (CEO), Sustainability Committee have reviewed and endorsed the data and statements presented in this report.

**Scope**

All references to Resolute, the Company, we, us and our, refer to Resolute Mining Limited (ABN 39 097 088 689) and its subsidiaries. This Sustainability Report focusses on reporting the ESG

performance of Resolute's current operating mines over which we have management control. Where data is available, we will also report the performance or our development-stage projects. Our reporting does not include assets under care and maintenance, our exploration portfolio or investments, where these are judged to be immaterial to our ESG performance.

All dollar figures are in United States Dollar (USD) currency unless otherwise stated. All references to 2025 are for the 12-month period from 1 January 2025 to 31 December 2025 unless otherwise stated.

This Sustainability Report is prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards (Core Option), the G4 Mining and Metals Sector Disclosures and the Sustainability Accounting Standards Board (SASB) for the metals and mining industry.

**Assurance**

Resolute has elected to not seek external assurance for this Sustainability Report. However operations were externally

assured for 2025 against the requirements of the Responsible Gold Mining Principles, Conflict-Free Gold Standard, ISO 14001 and ISO 45001.

For more information, please contact: [sustainability@resolutemining.com](mailto:sustainability@resolutemining.com)

# CREATING VALUE FOR SHAREHOLDERS AND COMMUNITIES WHERE WE OPERATE.



# SUSTAINABILITY HIGHLIGHTS

## People and Culture



National Employment rate

**93.6%**

Number of nationals in leadership as a % of total leadership positions

**80%**

% female representation in workforce

**8%**

## Health, Safety and Wellbeing



Fatalities in the workplace

**Zero**

TRIFR ("total recordable injury frequency rate per 1 million hours")

**1.87**

HPIFR ("high potential incident frequency rate per 1 million hours")

**1.76**

## Environment Stewardship



Reportable environmental incidents (category 4 and 5 incidents)

**Zero**

Scope 1 & 2 GHG emissions (tCO<sub>2</sub>-e per Au ounce)

**1.24**

complete for climate-related risks and opportunities

**Scenario analysis**

Roadmap in place for conformance to the Global Industry Standard for Tailings Management

**GISTM**

## Social and Economic Partnerships



National procurement expenditure as a % of total expenditure at Syama

**55%**

National procurement expenditure as a % of total expenditure at Mako

**61%**

Community investment as a % of revenue

**0.5%**

Community complaints resolved within 30 days

**79%**

Reportable community incidents (category 4 and 5 incidents)

**Zero**



# COMPANY OVERVIEW



Company Overview  
continued

Company Overview  
Operations: Syama Mine  
Operations: Mako Mine  
Project: Doropo  
Exploration  
Our Purpose and Values  
From the Chief Executive Officer  
From the Chair of the Sustainability Committee

Diversification of asset base through acquisition of Doropo and recent award of the Mining Permit

Building and deepening stakeholder relationships following host government changes

Refreshed business mission and Company values

Advancement of feasibility studies for the Mako Life Extension Project

# COMPANY OVERVIEW

Resolute has a strong track record as an explorer, developer and operator of gold mines.

Resolute currently owns two producing gold mines, the Syama Gold Mine in Mali (Syama) and the Mako Gold Mine in Senegal (Mako).

In 2025, Resolute acquired the Doropo Gold Project in Côte d'Ivoire. The Company has received the Mining Permit and is advancing towards construction in H1 2026 to achieve first gold in H1 2028.

The Company's Global Mineral Resource of 17.6Moz is based on the most recent Ore Reserve and Mineral Resource update included in this report.

Syama is a keystone asset which is expected to produce between 195,000 - 210,000 ounces of gold in 2026.

Mako is currently processing stockpile material and is expected to produce between 55,000 - 65,000 ounces of gold in 2026.

The Company is also active in exploration with drilling underway across its African tenements in Mali, Senegal, Côte d'Ivoire and Guinea.

The Company trades on the Australian Securities Exchange (ASX) and the London Stock Exchange (LSE) under the ticker RSG.

## 2025 AT A GLANCE

Revenue  
**\$865.6 million**

EBITDA\*  
**\$391.7 million**

Operating Cash Flow  
**\$226.6 million**

Net Cash\*  
**\$209.1 million**

All-In-Sustaining-Cost  
**\$1,843/oz**

Gold Production  
**277,236oz**

\*These balances are non-IFRS information and have not been audited. 1. Earnings before interest, taxation, depreciation, and amortisation

Company Overview  
continued



Operations:

## Syama Mine

Located in the southwest of Mali, approximately 300km southeast of the capital Bamako, the Syama operations processed 3.0Mt and produced 176 koz in 2025.

### 2025 highlights



## 3.0Mt

Total ore mined

## 160,685oz

Sales

## 176,341oz

Gold production

## \$2,008/oz

AISC

### GROWTH POTENTIAL

Commissioning of the Sulphide Conversion Project to increase sulphide processing capacity to 4 Mtpa Progress optimisation studies to further increase Syama's throughput

## 3.9Mt at

1.7g/t and 78.4% recovery Processing

## \$9.1Moz at 2.6g/t

Resources

## 3.9Moz at 2.41g/t

Reserves

Syama is owned by a local subsidiary, Société des Mines de Syama S.A. (SOMISY) in which Resolute has an 80% interest and the Government of Mali holds the remaining 20%. The Tabakoroni complex, which is approximately 32km south of Syama, is 90% owned by Société des Mines de Finkolo S.A. (SOMIFI), and the Government of Mali holds the remaining 10%. Included within the SOMISY tenement holding is the processing facilities and camp infrastructure.

At Syama, the sulphide processing circuit comprises three-stage crushing, milling, flotation, roasting, calcine leaching and elution processes. Ore is sourced from the underground mine which has adopted sub-level caving as a sustainable mining method. The oxide processing circuit comprises conventional crushing, SAG milling and leaching, with ore sourced from a series of satellite open pit deposits.

### Syama Sulphide Operations

Gold production of 135.4koz was 18% lower than 2024 (163.4koz) due to lower head grades (2.25 g.t) and recovery rates (76%) at the sulphide plant. Tonnes milled in 2025 of 2.4Mt was similar to the prior year.

Production from the sub-level cave underground operation of 2.2Mt was 8% lower than 2024 due to disruption with the supply of explosives which impacted mining.

The full-year AISC at Syama Sulphide of \$1,956/oz for 2025 was 42% higher than in 2024. The increase in AISC in 2025 was attributable to increased royalty payments in the higher gold price environment and a decrease in gold poured compared to 2024.

### Syama Oxide Operations

Gold production from the Syama oxide operations for 2025 of 40.9koz was 22% lower than 2024 (52.6koz) due to a lower head grade of 0.98g/t (2024: 1.24g/t). This was a result of stockpile material making up a larger component of the mill blend in 2025.

In 2025 0.8Mt of oxide ore was mined from open pits, a similar level to 2024. as Oxide Ore Reserves, as expected, continue to decrease. The reduction in oxide ore is the key driver behind the Sulphide Conversion Project in order to replace oxide ounces with sulphides from Syama North.

### Sulphide Conversion Project

The project will increase overall sulphide processing capacity at Syama by 60% from 2.4Mtpa to 4.0Mtpa by modifying the oxide comminution circuit and upgrading the roaster.

Major advances in construction were made in 2025, with full commissioning due in Q2 2026.

Operations:

## Mako Mine

The Mako Gold Mine, was a high-quality open pit mine. It is now processing stockpiles and has potential mine life extension through several near-mine exploration opportunities. It is located in eastern Senegal, in an area of environmental sensitivity, adjacent to the UNESCO World Heritage listed Niokolo-Koba National Park and the Gambia River.

### 2025 highlights



## 1.2Mt

Total ore mined

## 97,859oz

Sales

## 100,895oz

Gold production

## \$1,269/oz

AISC

### GROWTH POTENTIAL

Potential for further discovery and additional mine life extensions with Ore Reserves at the Tomboronkoto prospect (348koz) and an initial Mineral Resource Estimate at the Bantaco prospect (365koz).

## 2.3Mt at

1.49g/t and 91.7% recovery Processing

## \$1,031koz at 1.2g/t

Resources

## 4.7koz at 1.1g/t

Reserves

Mako is owned and operated by Resolute's Senegalese subsidiary, Petowal Mining Company S.A. (Petowal). Resolute has a 90% interest in Petowal and the Government of Senegal holds the remaining 10%.

Open pit mining activities ended in June 2025 and since then the Mako operation has transitioned to stockpile processing. The carbon in leach processing plant has 2.1Mtpa of installed capacity and comprises a crushing circuit, SAG Mill and gold extraction circuit. Mako continues to deliver consistently strong results and cash flows. Satellite deposits within trucking distance of the mill, such as Tomboronkoto, have the potential to increase mine life – known as the Mako Life Extension Project.

### Operations Overview

In 2025, Mako poured 100.9koz of gold at an AISC of \$1,269/oz, compared to 123.9koz of gold at an AISC of \$1,244/oz in the year prior. AISC costs were marginally higher than in 2024 and attributed to increased royalty payments due to higher gold prices and lower gold production as the operation transitioned to stockpile processing.

Ore mined at Mako was 1.8Mt versus 3.1Mt in 2024 as open pit mining activities ended in June 2025. Tonnes processed was 2% higher than the prior year due to improvements in mill availability. Despite a reduction in feed grade the recovery rate of 92% was established.

Resolute respects and values the significance of the environmental sensitivities present in the areas surrounding Mako and seeks to ensure there is no net loss of critical habitat as a result of the development and management of the mine. An Environmental and Social Impact Assessment (ESIA) was initiated in 2024 to support the growing Mineral Resource at Tomboronkoto, which remains a key satellite deposit that has the potential to extend the life of Mako.

**Project: Doropo**  
Resolute announced the acquisition of the Doropo Gold Project on 1 May 2025.

**Exploration: Mali, Senegal and Côte d'Ivoire**  
Exploration programmes were undertaken in line with our priority to expand the Mineral Resources in the countries in which we operate.

Doropo is a development-stage project in the northeast of Côte d'Ivoire in the Bounkani region, 480 km north of the capital Abidjan and 50 km north of the city of Bouna. The project is expected to grow and diversify Resolute's operations in the broader West African region.

Northern Côte d'Ivoire features a forest-savannah landscape, with the Doropo Project area showing moderate to high disturbance from settlement, farming and grazing. The exploration licences are located just outside the eastern edge of the Comoé National Park (a UNESCO World Heritage Site), and the project has been designed to avoid direct impacts on the Park's ecological integrity.

The updated DFS, released on 15 December 2025, confirms Doropo as a long-life, high-margin asset capable of materially expanding Resolute's annual production base to over 500koz by the end of 2028. First gold is targeted for H1 2028, with construction expected to begin in H1 2026. The mining permit was received in February 2026 allowing resettlement and livelihood programs to advance.

In Mali, exploration continued on oxide drilling programs on all the granted exploitation permits, consistent with a strategy to assess and potentially expand oxide feed options.

In Senegal, we continued to prioritise satellite deposits capable of extending the life of the Mako operation, notably Tomboronkoto and Bantaco. The Bantaco permit is adjacent to the Tomboronkoto permit and is approximately 20km east of the Mako plant. An initial Mineral Resource Estimation (MRE) was completed and reported on the Bantaco South and Bantaco West prospects in July 2025.

In Côte d'Ivoire, the acquisition of the Doropo and ABC projects added a large exploration portfolio to Resolute. Also, in Côte d'Ivoire, exploration drilling at the La Debo Joint Venture led to the announcement of a MRE on the G3N and G3S prospects.

In Guinea, Resolute controls three exploration projects, the 100% owned Niagassola and Siguiri-Kouroussa projects and the Kourouba Joint Venture. As part of the May 2025 acquisition of the Doropo and ABC Projects, Resolute will transfer these permits to AngloGold Ashanti. This is in progress.

Company Overview  
continued

## OUR PURPOSE

We are a trusted and responsible gold miner, driven by excellence to create value for shareholders and the communities in which we operate.

### OUR VALUES



#### Respect

Recognising and nurturing everyone's unique value enables effective collaboration and confident contributions.



#### Agility

Our structure, culture and people empower us to act with considered speed and precision.



#### Integrity

Our words and actions follow our moral compass. This reinforces our credibility and continues our reputation.



#### Safety

Keeping everyone safe demands constant vigilance and discipline. We are committed to this.



#### Empowerment

Our people grow when we trust them with what they need to think and act independently

# FROM THE CHIEF EXECUTIVE OFFICER



I am pleased to present Resolute's 2025 Sustainability Report. This year marked an important period of consolidation and disciplined execution for the Company, as we strengthened our operational base, enhanced our balance sheet and progressed the next phase of growth.

Throughout this period, our commitment to responsible mining remained central to every decision we made. We continued to uphold the values that guide our business: placing safety first, acting responsibly and respectfully in our host communities, and maintaining high standards of governance, transparency and ethical conduct.

As highlighted in the Annual Report, both Syama and Mako delivered stable operations despite a challenging supply chain environment. That operational consistency allowed us to meet production guidance, generate strong cash flow and finish the year in a materially stronger financial position. Our sustainability performance underpinned the resilience we demonstrated across 2025.

## Safety, People and Culture

The safety and wellbeing of our employees and contractors remains of paramount importance. In 2025, we continued to strengthen leadership accountability, embed learning from incidents and elevate our focus on critical risk management. Our Total Recordable Injury Frequency Rate of 1.87 represents an improvement on the prior year; however, it remains above the levels we expect of ourselves. The safety reset initiated in the second half of the year is already contributing to improved performance and consistency across the business.

Our people strategy remained centred on developing national workforces, promoting inclusive employment practices and supporting long-term skills transfer. National employees accounted for almost 95% of our operational workforce, and we continued to invest in leadership development, succession planning and the mentoring.

## Environmental Stewardship and Climate Action

We maintained our ISO 14001 and ISO 45001 certifications through the year and recorded no significant environmental

incidents or non-compliances— a record we are determined to uphold. Our environmental teams continued to improve systems and implement preventative controls.

A notable milestone was the advancement of our climate-related disclosures through publication of our inaugural Climate Report which has been subject to independent assurance in accordance with the Australian Accounting Standards Board (AASB S2) requirements. This has strengthened our understanding of operational vulnerabilities, transition risks and mitigation opportunities.

## Community Partnerships and Local Content

Our relationships with our host communities and governments are fundamental to our licence to operate. Across 2025, we maintained constructive and transparent engagement with structured forums and grievance mechanisms supporting dialogue and trust. We recorded zero reportable community incidents, and the majority of grievances were resolved promptly and collaboratively.

We distributed US\$831.7 million in direct economic value across our host nations — including US\$276.5 million in taxes, royalties and government dividends — and US\$12.7 million in social investments and related payments to government. These investments spanned education, water and health infrastructure, livelihood development and institutional strengthening.

In parallel, we supported the implementation of new local content regulations in Mali and Senegal. By strengthening supplier onboarding, enhancing due diligence and helping build the capacity of local businesses, we are contributing to more resilient and inclusive national supply chains.

## ESG Performance and Governance

I believe strong governance is the foundation of responsible mining. Oversight by the Board's Sustainability Committee remained rigorous throughout the year, with ESG risks fully integrated into our enterprise-wide risk management

system. Continued enhancements in internal audit, assurance processes and disclosure have increased the credibility of our reporting, and our external ESG ratings reflect the progress we are making.

## Preparing for the Next Phase of Growth

We enter 2026 with a clear set of priorities. Construction at Doropo will commence in H1, marking an important step in reshaping Resolute's future production profile. Completion of the Syama Sulphide Conversion Project will support improved efficiency and processing flexibility. At Mako, we will continue to advance technical studies and permitting for potential satellite developments through the Mako Life Extension Project.

In all jurisdictions, sustainable development, transparent engagement and rigorous environmental and social assessment will continue to underpin our growth. We have worked hard to embed consistent standards across the Group, and I am proud of the way our teams have embraced the One Resolute culture.

## Looking Ahead

I remain confident in our path forward. We have the people, the assets and the financial capacity to deliver on our ambitions. We will continue to prioritise safety, strengthen our climate response, deepen our partnerships with host governments and communities, and ensure the benefits of our presence are shared.

I want to thank our employees across all operations for their professionalism, resilience and commitment, and to acknowledge the support of our communities, governments and shareholders. Together, we are building a stronger, safer and more sustainable Resolute.

**Chris Eger**  
Managing Director and  
Chief Executive Officer

# FROM THE CHAIR OF THE SUSTAINABILITY COMMITTEE



As Chair of the Sustainability Committee, I am pleased to present our 2025 Sustainability Report. This Report reflects the progress made and the maturity of the systems embedded across the business to ensure that environmental, social and governance ESG considerations remain integral to how we plan, operate and grow.

The Committee's oversight in 2025 took place against a backdrop of regulatory transition, political complexity and evolving stakeholder expectations across West Africa. In this context, it was essential that we exercised rigorous governance and active risk management. I am encouraged by the way the Company navigated these dynamics — maintaining operational stability, strengthening risk controls and upholding the trust of our host governments and communities.

## Strengthening Governance and ESG Integration

A key focus this year was reinforcing the governance structures that support responsible decision-making. We worked closely with the Board and Executives to ensure ESG remained central to strategic planning, major capital allocation and operational oversight.

The Committee continued to oversee the integration of sustainability risks into the Company's enterprise-wide risk management framework. This included ensuring executive accountability for risk ownership, strengthening internal audit functions, and improving reporting transparency. We refreshed the Committee Charter and the broader suite of ESG policies, including the introduction of a new Energy and Climate Change Policy.

## Safety, Security and Operational Stability

The Committee monitored closely the safety reset initiated in the second half of the year, which aimed to reinforce safety performance through a focus on workplace hazard identification, employee competency assessment and accountability, and visible leadership. The actions taken in 2025 lay essential groundwork to achieve our objective of Zero Harm.

Security remains a material risk and the Committee prioritised oversight

of site security arrangements, crisis preparedness, and alignment of our public and private security partners with the Voluntary Principles on Security and Human Rights. We commend the teams at Syama and Mako, who maintained operational continuity while navigating complex security environments.

## Tailings Management and GISTM Conformance

As an organisation operating multiple tailings storage facilities, we recognise the critical importance of ensuring these facilities are designed, constructed and operated to the highest standards of safety and environmental integrity.

During the year, we oversaw development and implementation of the Company's action plan toward conformance with the Global Industry Standard on Tailings Management (GISTM). Independent technical reviews were completed for each facility, confirming structural integrity and satisfying a key element of our GISTM conformance.

We were encouraged by the work undertaken at both Syama and Mako and will continue to monitor conformance efforts closely, recognising that strong governance, transparency and independent assurance are fundamental to building trust in tailings management.

## Responsible Environmental Management and Climate Disclosure

The Committee reviewed findings from external audits and regulatory inspections and was satisfied that environmental management systems remain robust.

The Committee oversaw the Company's efforts to enhance climate governance, conduct scenario analyses, and complete a climate related financial impact assessment assurance in accordance with the Australian Accounting Standards Board (AASB S2) requirements. This provides a strong foundation for future emissions reduction planning and target setting.

## Community Partnerships and National Development Contributions

The Company's relationships with host communities and governments are

vital to maintaining long-term stability. We oversaw the enhancement of engagement frameworks across Mali, Senegal and Côte d'Ivoire, ensuring transparent communication, accessible grievance mechanisms and regular consultation through established community committees.

Within our host jurisdictions, we have observed a shift towards a model of increased government regulation over the disbursement of community investment funds. We recognise the importance of government partnership during this transition, to sustain and maximise the benefit to local communities arising from our presence.

## Positioning for Responsible Growth

Looking ahead, the Committee recognises that Resolute is entering a period of strategically significant growth. Our priority is to ensure that the environmental and social foundations required for this growth remain strong, that risks are proactively managed, and that benefits flow equitably to host nations and communities.

We will continue to work closely with the Board and Executives to ensure responsible development frameworks, effective stakeholder engagement and strong governance accompany each stage of the project pipeline.

## Final Remarks

I would like to acknowledge the dedication of our people across all operating countries, whose professionalism and integrity underpin our sustainability performance. I also thank my fellow Committee members, the Executive team and our Board for their counsel and commitment throughout the year.

As we move into 2026, the Committee will remain focused on ensuring the Company maintains the highest standards of responsible mining and continues to create sustainable value for our shareholders, employees, communities and host countries.

**Sabina Shugg**  
Chair, Sustainability Committee

# OUR APPROACH TO SUSTAINABILITY



Our Approach to Sustainability continued

- Our Sustainability Performance Framework
- Sustainability Strategy
- Commitments and Standards
- Sustainability Governance
- Risk Management
- Stakeholder Engagement
- Transparency and Business Ethics

Conformance with the RGMPs and Conflict-Free Gold Standard

Enhanced governance for sustainability

Publication of inaugural Climate Report in line with the AASB S2

ISO 14001 and 45001 certification of management systems

### Our Sustainability Performance Framework

We operate our business responsibly, with careful consideration for the health, safety and wellbeing of our people, the communities in which we operate, and the environment. Our operating philosophy is that responsible mining practices result in improved business performance. We comply with all relevant government legislation, policies, and plans applicable to the jurisdictions in which we operate, and to go beyond compliance to align with leading practice at all our sites when feasible.

Our Sustainability Performance Framework highlights the approach taken by Resolute to ensure these considerations are systematically addressed across our operations throughout their lifecycle.

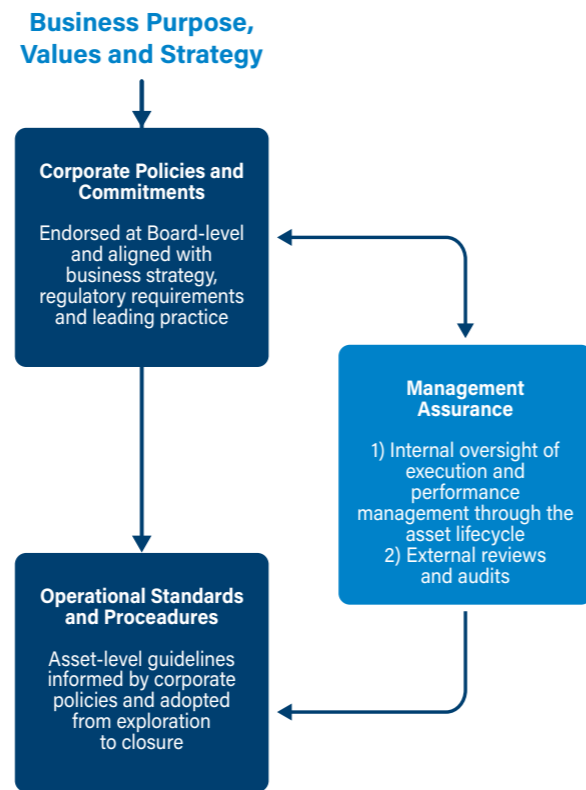
Our business purpose, values and strategy guide the focus of our Corporate Sustainability Policies and Commitments. These are operationalised at asset and project level through a suite of Operational Standards and Procedures. Management assurance for this operationalisation is delivered via oversight from the Corporate Sustainability Team and periodic external reviews and audits.

In 2025 external assurance included: environmental management systems, occupational health and safety management systems, tailings management, Scope 1 & 2 GHG emissions and climate related risks and opportunities, our alignment with the Responsible Gold Mining Principles (RGMPs) and Conflict-Free Gold Standard.

Anchored in our Sustainable Performance Framework, the below priorities outline the key areas where we focus our efforts to deliver meaningful, measurable sustainability outcomes, and remain clear and consistent across the business.

#### Our sustainability priorities

<b>Good Governance</b>	<ul style="list-style-type: none"> <li>Comply with all applicable laws, regulations and license conditions in the jurisdictions in which we operate</li> <li>Conduct business ethically, with integrity and uphold a zero-tolerance to bribery and corruption</li> <li>Rigorously assess the risk and impact of our business activities and implement measures that mitigate the adverse effects and enhance the benefits</li> <li>Assess our ESG performance and disclose information to relevant stakeholder groups including the publication of an annual sustainability report</li> </ul>
<b>People and Culture</b>	<ul style="list-style-type: none"> <li>Attract, develop and retain a skilled workforce equipped to deliver their best for the Company through a shared understanding of value, purpose and behavioural standards</li> <li>Foster an accountable, diverse, equitable and inclusive organisational culture that is free from all forms of harassment and discrimination</li> <li>Respect the internationally recognised human rights of our workers, host communities and other stakeholders affected by our business activities</li> </ul>
<b>Health, Safety and Wellbeing</b>	<ul style="list-style-type: none"> <li>Eliminate all occupational injuries and illness through a commitment to continual improvement in health and safety performance</li> <li>A culture that puts safety first through a focus on visible leadership accountability, behaviour and risk management</li> </ul>
<b>Local and Economic Partnerships</b>	<ul style="list-style-type: none"> <li>Support the development of a responsible and ethical domestic supply chain</li> <li>Ensure that host communities are offered meaningful opportunities to benefit from our presence through employment, training, procurement and investment that is aligned with their needs and aspirations</li> <li>Sustain broad-based support of our host communities through informed consultation and participation</li> <li>Establish effective grievance mechanisms where complaints related to our activities can be raised, investigated and resolved in a timely manner</li> </ul>
<b>Environment Stewardship</b>	<ul style="list-style-type: none"> <li>Assess nature-related risk and impact in the implementation of our operational plans, not limited to resource consumption, water use, land management, biodiversity conservation, waste disposal and emissions</li> <li>Enhance our tailings governance and management framework to fully conform with the GISTM</li> <li>Establish clear and ambitious commitments to reduce our contribution to climate change and build operational resilience to the effects of global warming</li> </ul>



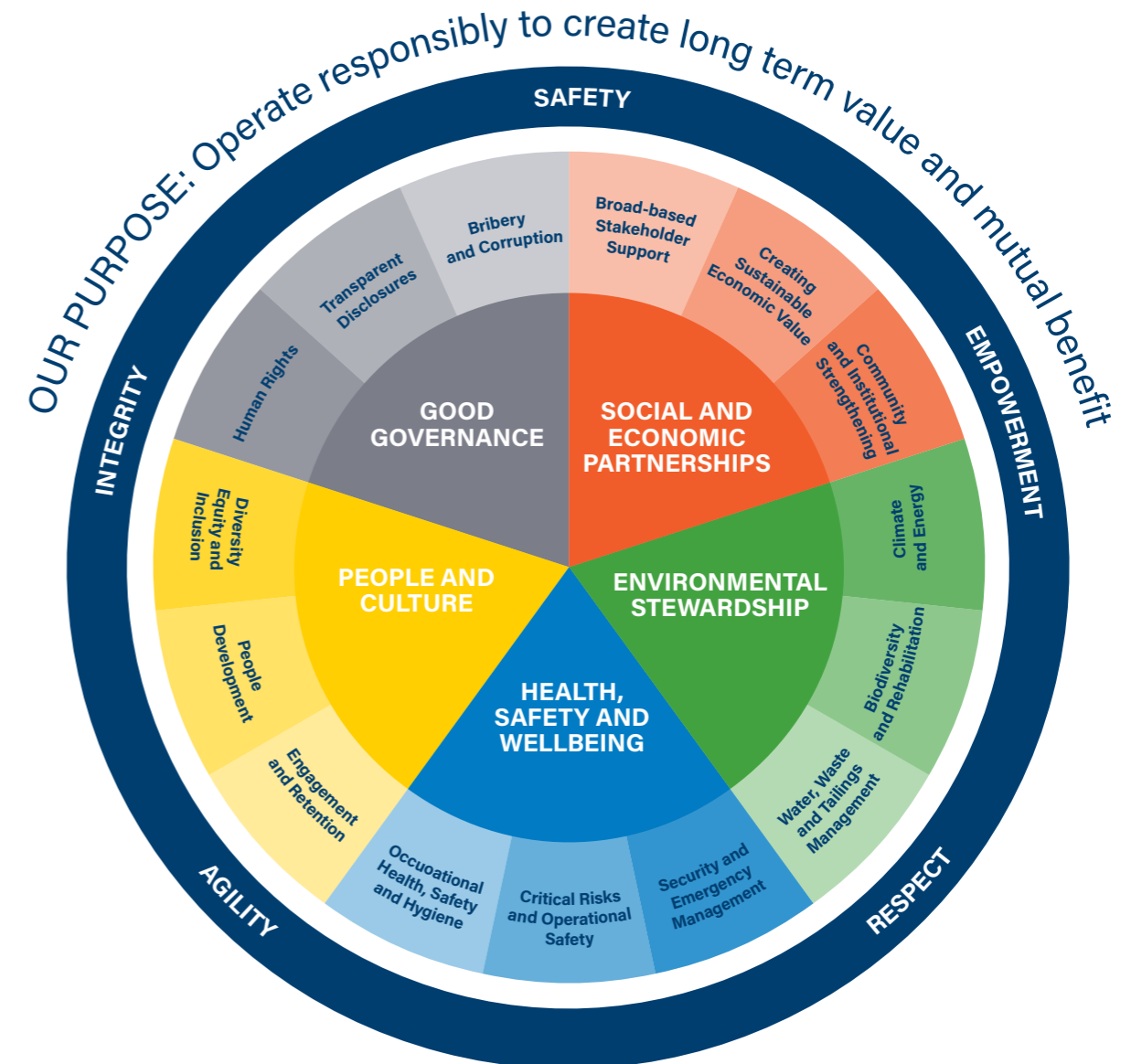
### Sustainability Strategy

Sustainability is central to our commitment to operate responsibly across all jurisdictions and developing resources in a way that empowers people, respects human rights, fosters socio-economic development and safeguards the environment. This commitment is integral to our business vision and mission.

Our strategy is our primary guide to prioritise sustainability efforts and to embed a culture of sustainability across the business. It is aligned with the Company mission and values which were

updated in 2025. During this update "Sustainability" as a core value evolved into "Safety" and "Accountability" into "Agility" to reflect the dynamic environment we operate in.

We strive to continuously strengthen our sustainability credentials to align with leading practice, whilst recognising that our assets are at varying levels of maturity. Multi-year priorities and targets are reviewed under five strategic pillars and we monitor and report our performance in accordance with ESG guidance relevant to the resources sector.



### Commitments and Standards

Resolute applies international environmental and social standards across our operations and draws upon the following relevant industry-relevant standards and guidelines.

#### We receive external assurance annually against

Responsible Gold Mining Principles (RGMPs)	World Gold Council Principles that set clear expectations of what constitutes responsible gold mining.
Conflict-Free Gold Standard	World Gold Council Standard providing assurance that gold is extracted in a manner that does not cause, support or benefit unlawful armed conflict; contribute to serious human rights abuses; or breach international humanitarian law.
International Organization for Standardization (ISO) 14001 Environmental Management Systems and 45001 Occupational Health and Safety Management Systems	Internationally recognised set of standards providing a systematic framework for identifying and managing risks, while focussing on continuous improvement.
Australian Sustainability Reporting Standards (ASRS) climate-related financial disclosures (AASB S2)	Standards requiring an entity to disclose information about climate-related risks and opportunities that could reasonably be expected to affect cash flows, its access to finance or cost of capital over the short, medium or long term.

#### We disclose annually against

Global Reporting Initiative (GRI)	Resolute has adopted the GRI Standards to guide its sustainability reporting, including initial adoption of the GRI Mining Sector Standard. support organisations to understand and report on sustainability performance.
Sustainability Accounting Standards Board (SASB)	International Sustainability Standards Board (ISSB), which is seeking to develop a global baseline for the disclosure of sustainability and climate-related information.
The Greenhouse Gas Protocol (GHG)	Provides guidance and accounting methodologies for calculating and reporting Scope 1,2 & 3 GHG emissions.
Task Force on Climate related Financial Disclosures (TCFD)	Resolute has followed the structure of disclosures proposed by TCFD, now incorporated within ISSB. This information assists investors and stakeholders with climate-related disclosures.
Global Industry Standard on Tailings Management (GISTM)	International standard for the safer management of tailings storage facilities.
Extractive Industry Transparency Initiative (EITI)	Global initiative that promotes open and accountable management of mineral resources, requiring disclosure of information including taxes and payment to governments.

#### Our approach is guided by

International Finance Corporation (IFC) Environmental and Social Performance Standards	Series of standards designed to ensure industry considers the risk and impacts posed by operations to communities, workforce and the environment. They help avoid, mitigate, and manage risks and impacts.
World Bank Sector (Mining) Environment, Health, and Safety Guidelines	Guidelines providing extractive companies with performance criteria to ensure risk associated with the environment, health, and safety of an operation are appropriately managed and mitigated.
International Council on Mining and Metals (ICMM) Sustainable Development Framework	Industry body outlined performance expectations to ensure operations are managed responsibly and in a sustainable manner.
United Nations Guiding Principles on Business and Human Rights	Guidance for companies to meet their respective duties and responsibilities to prevent, address and remedy if required human rights abuses.
United Nations Voluntary Principles on Security and Human Rights	Guidance for extractive and energy companies to maintain security operations while respecting human rights and international humanitarian law.
International Cyanide Management Code (ICMC)	Voluntary programme designed to improve the management and use of cyanide in all aspects including transport, storage and use in gold production, with the aim of protecting people and reducing environmental harm.
UN Global Compact (UNGC)	Series of universal principles on human rights, labour, environment and anti-corruption designed by the world's largest sustainability initiative.

### Sustainability Governance

#### Sustainability Committee

Our sustainability strategy and underpinning approach is guided by the Board with governance and oversight responsibility assigned to the Sustainability Committee ('the Committee').

The Committee has a specific focus on the following areas: occupational health and safety; security; learning and professional development; diversity and inclusion; human rights; water, biodiversity and nature-related risk; energy and climate-related risk; communities; waste and tailings management; emergency preparedness and response.

Through its remit, the Committee ensures that the Company has in place appropriate governance processes, policies, strategies, operating standards and personnel to achieve high standards of sustainability performance, including regulatory compliance, alignment with good industry practice, effective risk control, impact management and mitigation. The Committee reviews and approves the publication of our annual Sustainability Report, Climate Report and Tailings Governance Report.

Since 2025, the Committee is chaired by a non-executive director and is comprised of the CEO, the COO and 4 non-executive directors who each have diverse knowledge, skills, and experience. It is guided by the Sustainability Committee Charter which was also reviewed in 2025 to define the scope of various Committee oversight functions, elaborate governance arrangements, and identify principal areas of Committee expertise. The Charter is available at [www.rml.com.au/corporate-governance](http://www.rml.com.au/corporate-governance).

Resolute's executive team reports sustainability performance to the Committee at its meetings on a quarterly basis.

#### Other Key Governance Structures

The CEO has overall responsibility for Resolute's sustainability performance. Sustainability is managed at corporate level via two Heads of Environmental, Social and Governance focussing on providing oversight and support to: 1) operational assets and 2) projects in development, respectively. The corporate sustainability team is responsible for the operationalisation of corporate policies and commitments across the Group. They support site-level managers who lead the day-to-day activities at our mines and projects, in line with local regulatory requirements and company standards of practice.

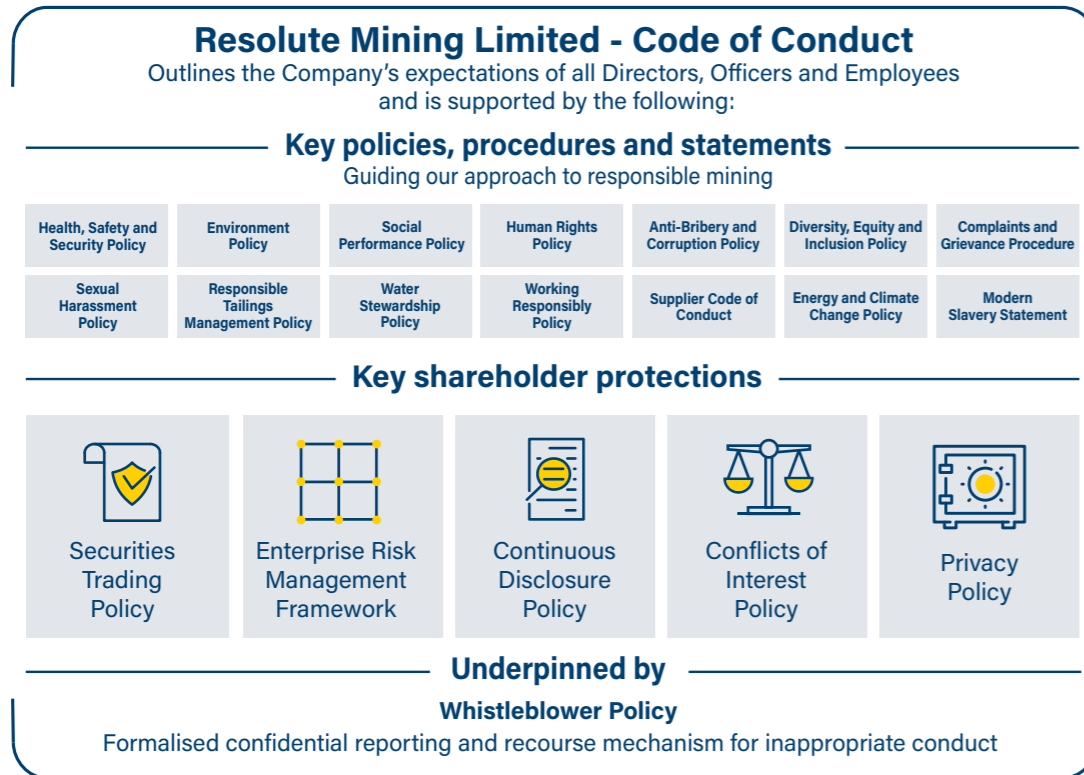
Performance is also assessed by an Internal Audit function, established in 2024, which verifies policy compliance, procedure adherence, risk identification and the assessment of controls. Safety considerations have been incorporated into short and long-term incentive plans and are linked to assessments of executive and company performance.



**Resolute Policies, Procedures and Statements**

In 2025, key group policies were reviewed and reissued. These are available on our website, disseminated to all employees through our intranet and contractors as per the terms of their contracts. Our group policies are published in English and French, reviewed annually and approved by the Board.

In 2025, we continued to strengthen our sustainability policy framework, publishing an Energy and Climate Change Policy. This policy further formalises our commitment to operating responsibly across current and emerging ESG risk areas in line with stakeholder expectations.



**Risk Management**

Resolute maintains a proactive and considered approach to risk and opportunity management across the Group.

Resolute's business, operations, financial results, and overall performance are subject to various risks and uncertainties, some of which are beyond its reasonable control.

To proactively address these risks, Resolute maintains a comprehensive Enterprise Risk Management (ERM) framework aligned with ISO 31000:2018 standards and guided by the ASX Corporate Governance Council Principles and Recommendations. This structured, forward-looking framework allows Resolute to systematically identify, assess, and mitigate risks while capitalising on opportunities that support its strategic objectives.

Risk appetite statements, established and overseen by Resolute's Board, clearly define the levels of risk the Company is willing to accept. These statements guide management decisions across the organisation, ensuring daily activities remain aligned with Resolute's long-term goals and uphold strict adherence to corporate ethics and governance standards.

At the governance level, the Audit and Risk Committee has a clear mandate from the Board to provide focused oversight across all material risk exposures. The Committee collaborates proactively

with Executive Management to continuously optimise Resolute's systems for risk identification, mitigation, management, assurance, and reporting.

Executive Management regularly updates the Committee on new and emerging risks and the effectiveness of related mitigation measures, enabling a dynamic and informed review process. This iterative and collaborative approach strengthens Resolute's internal control environment, enhances risk reporting, supports continuous improvement, and reinforces the organisation's commitment to robust governance and sustainable value creation.

The Group systematically identifies, documents, and monitors material risks, supported by the implementation of preventive and mitigating controls.

This framework outlines Resolute's enterprise-wide approach to risk management, under which the Board and Audit and Risk Committee set and oversee adherence to the Group's risk appetite, while Executive Management is responsible for identifying, assessing, managing, and reporting risks within that appetite. The framework is designed to support risk-informed decision making, effective governance, and the sustainable creation of long-term value.



**Sustainability Risks**

Sustainability risks that are assessed as being critical for the business are built into the Corporate Risk Register, which is reviewed annually. A comprehensive update of the register and

assigned risk ratings and available controls took place in 2025. The following table provides a high-level account of Group material exposures and current controls.

Risk Category	Risk Description	Existing Controls
<b>Health Risks</b>	Health Incidents Affecting Employee Well-being and Operational Continuity	<ul style="list-style-type: none"> <li>— Infectious and communicable diseases management plan</li> <li>— Health surveillance: Pre-employment / mobilisation medicals, annual occupational health assessments and exit medical examination</li> <li>— Hygiene inspection processes</li> <li>— Periodic water analysis</li> <li>— Microbiology Lab. for internal control of food safety</li> <li>— Onsite primary, occupational and emergency medical capability</li> <li>— Medical emergency evacuation protocols and overall Crisis and Emergency Management capability</li> <li>— Private medical cover for all employees</li> </ul>
<b>Safety Risks</b>	Work-Related Injuries or Fatalities	<ul style="list-style-type: none"> <li>— Internal audit process in place</li> <li>— Onsite medical and emergency evacuation capability</li> <li>— Training and induction systems / protocols</li> <li>— Monitoring and Reporting - Safety KPI's and increased safety focus with the contractors</li> <li>— Clear communication on the importance of the standards</li> <li>— Established HS leading and lagging indicators in place and tracked</li> <li>— Formalised policies and procedures</li> <li>— Weekly leadership meetings in place</li> <li>— Incident Management System in place</li> <li>— Investigation protocols inclusive of shared learnings</li> <li>— Weekly internal communication of HS performance</li> </ul>
<b>Human Capital Risks</b>	Challenges in Attracting, Retaining, and Developing Skilled Talent	<ul style="list-style-type: none"> <li>— Frontline supervisor training programme / Talent development programme</li> <li>— Performance reviews</li> <li>— Community and university engagement</li> <li>— Succession planning for key positions</li> <li>— Work-life balance / roster (ongoing improvement of the roster management)</li> </ul>
<b>Human Capital Risks</b>	Inability to Manage Labour Relations Leading to Recurring Strikes and Operations' Disruption	<ul style="list-style-type: none"> <li>— Thorough and regular review of existing collective agreements</li> <li>— Employee representation and involvement in accordance with labour laws and collective agreements: <ul style="list-style-type: none"> <li>— Clear identification of the roles of employee representation bodies</li> <li>— Organisation of staff delegates meetings, union meetings and mass meetings</li> <li>— Conflict management and negotiation procedures with unions and staff delegates</li> <li>— Consultation with the labour inspectors</li> <li>— Meeting tracking and distribution of minutes</li> </ul> </li> <li>— Clear grievance policy</li> </ul>
<b>Environmental and Sustainability Risks</b>	Exposure to Human Rights Risks in Business Operations	<ul style="list-style-type: none"> <li>— Labour law compliance for all employment practices</li> <li>— Workforce training and education on Code of Conduct</li> <li>— Training of public and private security personnel on the Voluntary Principles of Security and Human Rights</li> <li>— Supplier due diligence on regulatory compliance and Code of Conduct</li> <li>— Negotiated agreements with persons affected by land acquisition on adequate compensatory measures</li> <li>— Strong safety culture and safety management system conformance to ISO 45001</li> <li>— External audits/assurance covering human rights risks exposures</li> </ul>

Risk Category	Risk Description	Existing Controls
<b>Environmental and Sustainability Risks</b>	Failure of the Tailings Storage Facility (TSF)	<ul style="list-style-type: none"> <li>— Operations Maintenance and Surveillance (OMS) Manual in place and up to date for each facility</li> <li>— Trigger Action Response Protocols defined for all critical factors of operational safety</li> <li>— Routine monitoring performed for critical factors of safety</li> <li>— Suitably qualified professionals appointed to all critical safety roles (RTFE, EoR, DoR, AE, SITR)</li> <li>— Alignment of tailings management system with the Global Industry Standard on Tailings Management</li> <li>— Independent review of design, construction and operational practices</li> </ul>
<b>Environmental and Sustainability Risks</b>	Environmental Impacts from Climate Change, Water Usage, Waste Management, and Biodiversity Loss	<ul style="list-style-type: none"> <li>— Routine review of regulatory compliance and the effectiveness of existing controls</li> <li>— Regulatory approval and permitting obtained for all activities that are likely to have a significant environmental and social impact</li> <li>— Environmental and social management and monitoring plans in place for each operation</li> <li>— Informed consultation and participation with local communities on matters relating to project expansion and development of new assets</li> <li>— Public disclosure on ESG performance</li> </ul>
<b>Security Risks</b>	Security Threats to People Assets and Operations	<ul style="list-style-type: none"> <li>— Security risk assessments and associated action plans</li> <li>— Documented security management plans, including crisis and emergency management plans and emergency evacuation plans</li> <li>— Specialist security contractors embedded at SOMISI / SOMIFI / PMC</li> <li>— MOUs with the Governor of Sikasso and the Prefect of Kedougou for the provision of public security officers and Gendarme support</li> <li>— Regular security intelligence updates</li> <li>— Real-time intelligence availability through a third-party security platform.</li> <li>— Controlled access points at all processing plant entrances and exits, allowing searches of pedestrians and vehicles</li> <li>— Physical security measures and access controls for vulnerable areas.</li> <li>— Armed support from Public Security Forces throughout the shipment process, as per the MOUs</li> <li>— 24/7 security patrol capability</li> <li>— Continuous monitoring of the security situation</li> </ul>
<b>Technology and Cyber Risks</b>	Cybersecurity and Operational Technology Vulnerability Risk	<ul style="list-style-type: none"> <li>— Administrative controls: implementation of security policies, employee training, incident response plans, access control measures, and vendor risk management</li> <li>— Technical controls: deployment of firewalls, intrusion detection and prevention systems, antivirus software, encryption, multifactor authentication, patch management, Security Information and Event Management (SIEM), advanced email security, VPN access, and network access control</li> <li>— Physical controls: securing physical access to systems, safeguarding equipment from environmental hazards, and ensuring secure disposal of sensitive materials</li> <li>— User training and awareness: regular cybersecurity training programs to enhance employee resilience against cyber threats</li> <li>— Cybersecurity Framework developed and circulated among the Technology Teams. It outlines strategic controls, governance principles, and operational standards tailored to OT environments</li> </ul>

### Stakeholder Engagement

We engage with stakeholders throughout our assets' operational life cycles. Our processes encompass information sharing and consultation, participation, negotiation, and partnership. The frequency and method of engagement varies depending on stakeholder needs.

Our stakeholders are individuals or groups who are directly or indirectly affected by our business activities as well as those who may have the ability to influence company outcomes. The Company's approach to stakeholder engagement is founded on the following principles:

- Proactive early engagement to identify risk and opportunity.
- Idea generation and information sharing.
- Respect, trust, and mutual benefit.

Key stakeholder groups and our approach to engagement include:

Stakeholder Group	Engagement Method
<b>Host communities</b>	Weekly formal and courtesy meetings with community stakeholders, monthly multi-stakeholder forums, public consultations, community grievance mechanisms, community investment planning, awareness campaigns, social and cultural events, site visits, online news articles, radio and television.
<b>Governments of Senegal, Mali, Côte d'Ivoire and Guinea (at local, regional and national levels)</b>	In-person meetings with government agencies and regulators, inspections and audits, site visits, community investment planning, engagement through the Chamber of Mines, national or regional forums and roundtables.
<b>Employees</b>	Daily pre-shift meetings, weekly management meetings, monthly toolbox meetings, monthly employee representatives or union meetings, safety briefings, performance reviews, training and development programmes, grievance mechanism and whistleblower hotline, social and cultural events, intranet, internal newsletters and/or magazine.
<b>Suppliers and contractors</b>	Formal and informal meetings with contract owners and onsite management teams, contract process and compliance checks, safety briefings, training and site inspections, grievance mechanism and whistleblower hotline.
<b>Shareholders</b>	In-person and virtual meetings, investor conferences, annual general meetings, annual and quarterly reports, news releases, regulatory filings, and site visits.
<b>Non-governmental and civil society organisations</b>	In-person meetings, regular calls, email updates, national or international forums and roundtables, site visits and strategic partnerships.



### Materiality Assessment

Resolute reviews the materiality of its sustainability issues annually to make sure that the issues of greatest concern to internal and external stakeholders are focused on in this report.

In preparing the report, we aim to align with the Global Reporting Initiative (GRI) Principles for Determining Report Content – and hence consider materiality, stakeholder inclusiveness, the sustainability context, and completeness. Our materiality assessment process is a vital part of determining our report content.

Since 2024, we have aligned our materiality assessment process with the emerging concept of 'double materiality'. While our assessment already considered both internal and external stakeholder perspectives, we have made a better-integrated determination of financial impact by incorporating results from our enterprise risk management process.

### Materiality Assessment Process

Our process has involved the following steps:

- Undertaking research to assess whether new topics have emerged since the last assessment that have the potential to be material. In 2025, this has involved:
  - reviewing the materiality topics listed in relevant sustainability standards, including: the GRI Mining industry standard (GRI 14), the European Sustainability Reporting Standards, Sustainability Accounting Standard Board (SASB).

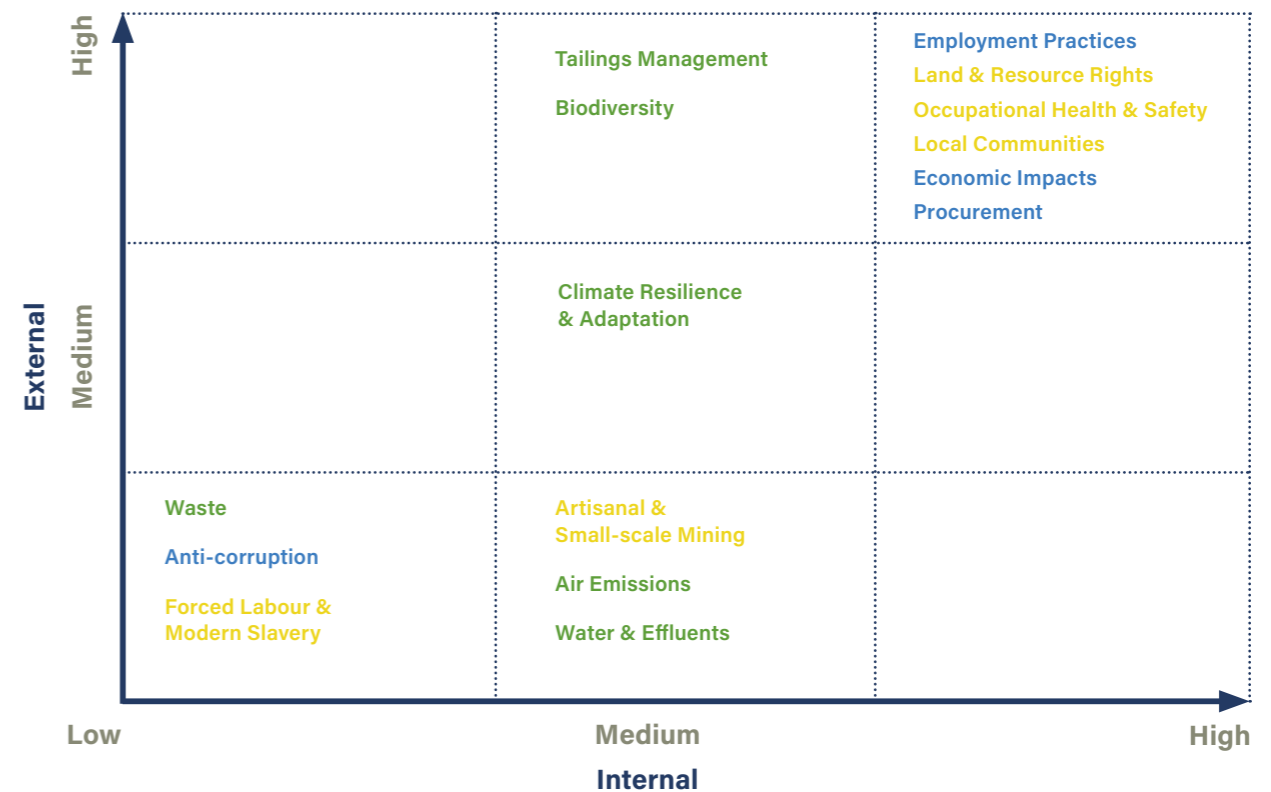
- reviewing trends and risks identified for the sector, including: the EY Risks and Opportunities for Mining and Metals in 2025 report, the ERM Annual Sustainability Trends report.
- reviewing the sustainability priorities of our top 20 shareholders.
- reviewing rating agency guidance on materiality to make sure our process aligned with their expectations.

- Reviewing sustainability priorities at Syama and Mako, and those issued from communication with our local stakeholders.
- Considering whether and how the topics identified have been incorporated in the Company's risk management assessment, which includes consideration of the potential financial impact of all identified risks.
- Assessing each topic identified and assigning a low, medium or high rating based on importance for external and internal stakeholders. The top 15 topics presented in this report were assessed as material.

### 2025 Materiality Assessment Outcome

Our list of material topics is in alignment with those listed in the GRI Mining sector standard and disclosed by industry peers. We have sought to make the additional sector-specific disclosures where possible, any omissions are stated in the GRI Index table at the end of this report.

The material topics are represented in the matrix below, showing their relative significance to the Company (financial) and to society (impact) – reflecting the views of our internal and external assessment. We set out our approach to managing these topics throughout the report.



Note: While several topics cut across different themes, the topics are broadly categorised and displayed as follows:

Governance topics Environmental topics Social topics

### Transparency and Business Ethics

Resolute’s commitment to maintaining the highest level of business ethics is conveyed to our people and stakeholders at all levels and communicated primarily through the Antibribery and Corruption Policy, Code of Conduct and Working Responsibly Policy.

As with all facets of our business, at a minimum we seek to comply with all applicable laws and regulations in our countries of operations. Resolute aspires to achieve best practice, creating opportunities for our business partners to assist both its stakeholders and communities, while operating openly, honestly, with integrity and responsibility and maintaining a strong sense of corporate social responsibility.

#### Anti bribery and corruption

At Resolute we are committed to maintaining the highest standards of ethics and integrity in all aspects of our operations. We strictly prohibit any form of bribery or corruption and recognise they pose serious risks to our business, our employees, and our host communities. We have implemented a robust and Anti-Bribery and Corruption Policy, Code of Conduct and Whistleblower Policy, to ensure our activities are conducted in an honest and ethical manner.

All employees, representatives and subcontractors are required to comply with applicable anti-bribery and anticorruption laws and regulations and to report any suspicious activities or concerns. We provide regular training to ensure that all employees and representatives understand their responsibilities. Resolute also conducts regular audits and monitoring to ensure compliance across our business. In 2025 we did not receive any fines for bribery and corruption.

#### Whistleblowing

At Resolute we are committed to fostering an environment of transparency, integrity, and accountability. We believe that whistleblowing plays a crucial role in identifying and addressing misconduct, ensuring that our business operations remain ethical and compliant with all applicable laws and regulations. To support this mission, we have established a comprehensive Whistleblower Policy (both in our corporate offices and in country at its mine sites).

This policy provides employees and all stakeholders a mechanism to raise concerns about unethical or illegal activities, including bribery and corruption, without fear of retaliation.

Resolute also provides various channels via Deloitte’s Whistleblower Service to report via confidential hotlines or an anonymous online reporting platform ([www.resoluteminingalert.deloitte.com.au](http://www.resoluteminingalert.deloitte.com.au)). All allegations received are treated very seriously and thoroughly investigated by designated members of the Executive team and external investigators when required, as provided in our Whistleblower Policy.

A report of each use of the whistleblower service is reported Resolute’s Disclosure Protection Officer within 24 hours. The investigation process includes an initial assessment, information gathering, and report preparation. Resolute provides regular training and awareness programs to ensure that all employees and stakeholders understand the importance of whistleblowing and the procedures for reporting concerns.

Resolute typically receives between two to four reports annually. In 2025, we received 4. All cases have been investigated and closed with disciplinary action taken in two instances.

#### Political Engagement and Trade/Industry Associations

Resolute does not provide any political or religious financial contributions of any kind and ensures host communities remain the beneficiaries of sustainable development efforts. In line with LSE Listing Rule requirements, Resolute publishes an annual report titled ‘Reports on Payments to Governments’.

In Senegal, we are members of the Chamber of Mines for which we pay an annual membership fee of \$16,500. During 2025, we pursued our commitment for compliance to the local content law by recruiting a senior local content coordinator. In addition, we are closely engaged with local communities through our community development program. Following the correspondence received in 2025 from the Ministry of Mines, the “Fonds d’Appui au Développement Local” (FADL) program is now active requiring PMC to allocate 100% of its community development fund for Tomboronkoto municipality through the Kédougou Treasury account rather than the department council.

Following discussions with the Government of Mali in 2024 regarding the long-term future of the operations in Mali, a Protocol was signed in relation to the migration of the Company’s assets in Mali to the 2023 Mining Code and new local content law. The Protocol signed with the government provided settlement for all outstanding claims by the Government against the Company, including those related to tax, customs levies, and maintenance up to 31 December 2023. Pursuant to the agreement, Resolute made payments totalling approximately \$160 million to the Government.

Despite the challenges faced, Resolute remains focused on continuing to deliver on the significant potential of the Syama Gold Mine and is committed to working collaboratively with the Malian Government together with all its stakeholders.

In both countries, we are members of the National Committees of the EITI and attend regular meetings.

To date, Resolute has not participated in external initiatives to combat corruption but remains open to considering all options going forward within its areas of operation. All charitable donations and in-kind assistance provided by the Company are recorded and reported monthly and the amounts are disclosed in the Community section of this report.

### Cybersecurity

Cybersecurity is and remains a growing threat for the mining sector, as for many other sectors, as cyber-attacks increase in frequency and sophistication.

Resolute takes an active approach to cybersecurity across its estate, keeping abreast of and responding to emerging threats and maintaining business continuity plans. Cybersecurity is managed by our senior Information Technology leadership team, which reports to the CFO and is underpinned by an Information Security Policy. We work in partnership with leading external specialists, who provide the Security Operation Center, security, incident and events management, and other security services.

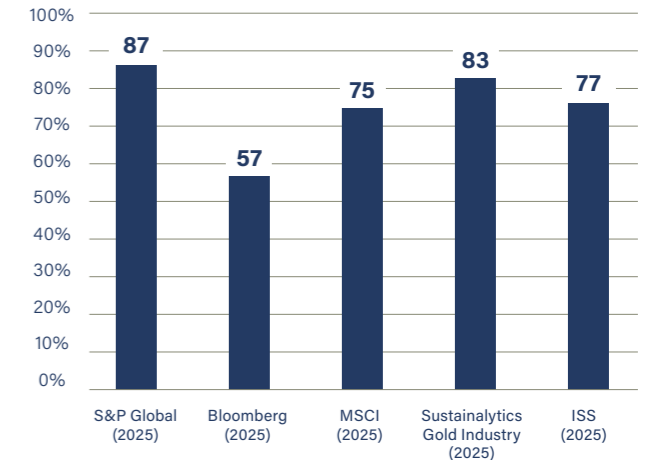
Resolute has developed a security roadmap with advanced Artificial Intelligence security combined with traditional security knowledge and processes tailored to our operations. In the course of 2025, we have continued to enhance our technical tools for identity and email protection and have undertaken extensive training and awareness raising for all members of staff who use our network. An escalation process is available for employees to report suspicious activity. We continuously tighten points of ingress and egress and monitor and audit these. Any incidents or material threats are reported to the Audit and Risk Committee.

We conduct regular internal audits and annual third-party penetration testing, carried out by independent third-party specialists in alignment with ISO 27001. These assessments help us to determine our priorities for enhancing controls. We have experienced no material breach in the last three years.

### External ESG ratings

We recognise the importance of disclosing our ESG metrics to the investment community to allow the benchmarking of sustainability performance across the mining sector. We are committed to disclosing material ESG matters and are pleased that our performance continues to rate highly amongst our peers. In 2025, we improved rating across most providers and continue to rate highly in transparency and disclosure.

#### Resolute Relative Performance on ESG Ratings



Percentile rankings are taken directly from published ESG reports. Where no ranking is disclosed, Resolute is assumed to sit at the midpoint of its score band for the purpose of calculating an estimated percentile.

Percentile ranking based on:

- S&P Global Corporate Sustainability Assessment (CSA) rating of 87, ranking in the 87th percentile for the Metals and Mining sector.
- Bloomberg rating of 5.08, sitting in the 57th percentile. This is a reduction from the 2024, where we were in the 74.7th percentile.
- MSCI rating of AA representing an estimated ranking in the 75th percentile assuming the midpoint of the AA group.
- Sustainalytics rating of 24.7 and ranking 19th out of 107 companies in the Precious Metals Industry Group, representing the 83rd percentile.
- ISS corporate rating of C+ in the Mining and integrated Production industry group, representing an estimated ranking in the 77th percentile assuming the midpoint of the C+ group.

**Human Rights and Modern Slavery**

We are committed to respecting all internationally recognised human rights, including those covered under the Universal Declaration of Human Rights and the International Labour Organisation. We are implementing internal processes to prevent, avoid, mitigate and remedy harmful human rights impacts at our operations and along our supply chains. We disclose our progress annually according to the requirements of Modern Slavery Acts in both the United Kingdom and Australia. Resolute's operations align with the Voluntary Principles on Security and Human Rights.

We commissioned a Human Rights Risk Assessment in 2023 to benchmark our management system against international good practices to identify gaps and obtain recommendations for strengthening our practices. The frameworks used were the ICMM Human Rights Due Diligence Matrix, The UN Guiding Principles' effectiveness criterion 31, The IFC Performance Standard 5: Land Acquisition and Involuntary Resettlement. In 2024, the

findings of the assessment were presented to the Board and Executive Committee. We are now focussing on implementing the recommendations and sourcing qualified external specialists to support this.

Our processes for identifying and assessing human rights risk have been strengthened through the appointment of a Head of Supply Chain and a Head of Internal Audit. Human rights risks are included in key enterprise-level risks in our risk management framework.

We have continued to roll out mandatory human rights training, conduct specialised training for both direct and contract security personnel on the Voluntary Principles on Security and Human Rights, and refined the incorporation of human rights considerations in supplier due diligence assessments.

Resolute's Human Rights Policy and Modern Slavery Statement are available at [www.rml.com.au/corporate-governance](http://www.rml.com.au/corporate-governance).

Risk Topic	Risk Description	Mitigation measures
<b>Security and Human Rights</b>	Risk of indirect human rights violations by security personnel on-site, particularly due to involvement with state forces	<ul style="list-style-type: none"> <li>Memorandum of Understanding outlining terms of engagement.</li> <li>Regular multi-stakeholder discussions.</li> <li>Joint training with internal security teams.</li> </ul>
<b>Labour Rights</b>	Direct impact on and off-site caused by contractors failing to meet Resolute's ethical standards due to limited corporate oversight.	<ul style="list-style-type: none"> <li>Supply chain due diligence.</li> <li>Audits of site contractors to ensure compliance with the code of conduct.</li> </ul>
<b>Community Rights</b>	Direct effect on the rights of both employees and local communities, especially regarding engagement and consent if the grievance mechanism is underused.	<ul style="list-style-type: none"> <li>Ongoing community engagement and grievance mechanism reviews.</li> <li>Informed Consultation and Participation (ICP) for all significant projects.</li> </ul>
<b>Environmental Rights</b>	Risk of environmental harm from noise, dust pollution contamination, or tailings incidents.	<ul style="list-style-type: none"> <li>Compliance with ESIA.</li> <li>Adherence to national and international environmental standards.</li> </ul>
<b>Economic Rights</b>	Impact on stakeholders affected by resettlement or economic displacement due to land acquisitions.	<ul style="list-style-type: none"> <li>Stakeholder engagement and grievance mechanism evaluation.</li> <li>Informed Participation and Consultation for all major development initiatives.</li> </ul>
<b>Land and Resource Rights</b>	Risk of inadequate monitoring affecting land and resource rights of displaced communities.	<ul style="list-style-type: none"> <li>Clear protocols for compensation distribution.</li> <li>Long-term impact monitoring.</li> </ul>
<b>Modern Slavery and Forced Labour</b>	Indirect risks to stakeholders, particularly external or off-site workers.	<ul style="list-style-type: none"> <li>Integration of strict controls in procedures.</li> <li>Supply chain due diligence.</li> <li>Contractor audits for compliance with ethical standards.</li> </ul>
<b>Discrimination and Gender Rights</b>	Direct and indirect risks to the health rights of stakeholders, influenced by potential gender biases in safety and health protocols.	<ul style="list-style-type: none"> <li>Dedicated hotline for women.</li> <li>Training on unconscious bias, diversity, equity, and inclusion.</li> </ul>
<b>Health</b>	Direct and indirect risks to the health rights of stakeholders, influenced by potential gender biases in safety and health protocols.	<ul style="list-style-type: none"> <li>Regular review of health and safety policies.</li> </ul>
<b>Education</b>	Direct and indirect risks to the health rights of stakeholders, influenced by potential gender biases in safety and health protocols.	<ul style="list-style-type: none"> <li>Reviewing the frequency and format of training on human rights and grievance mechanisms.</li> </ul>

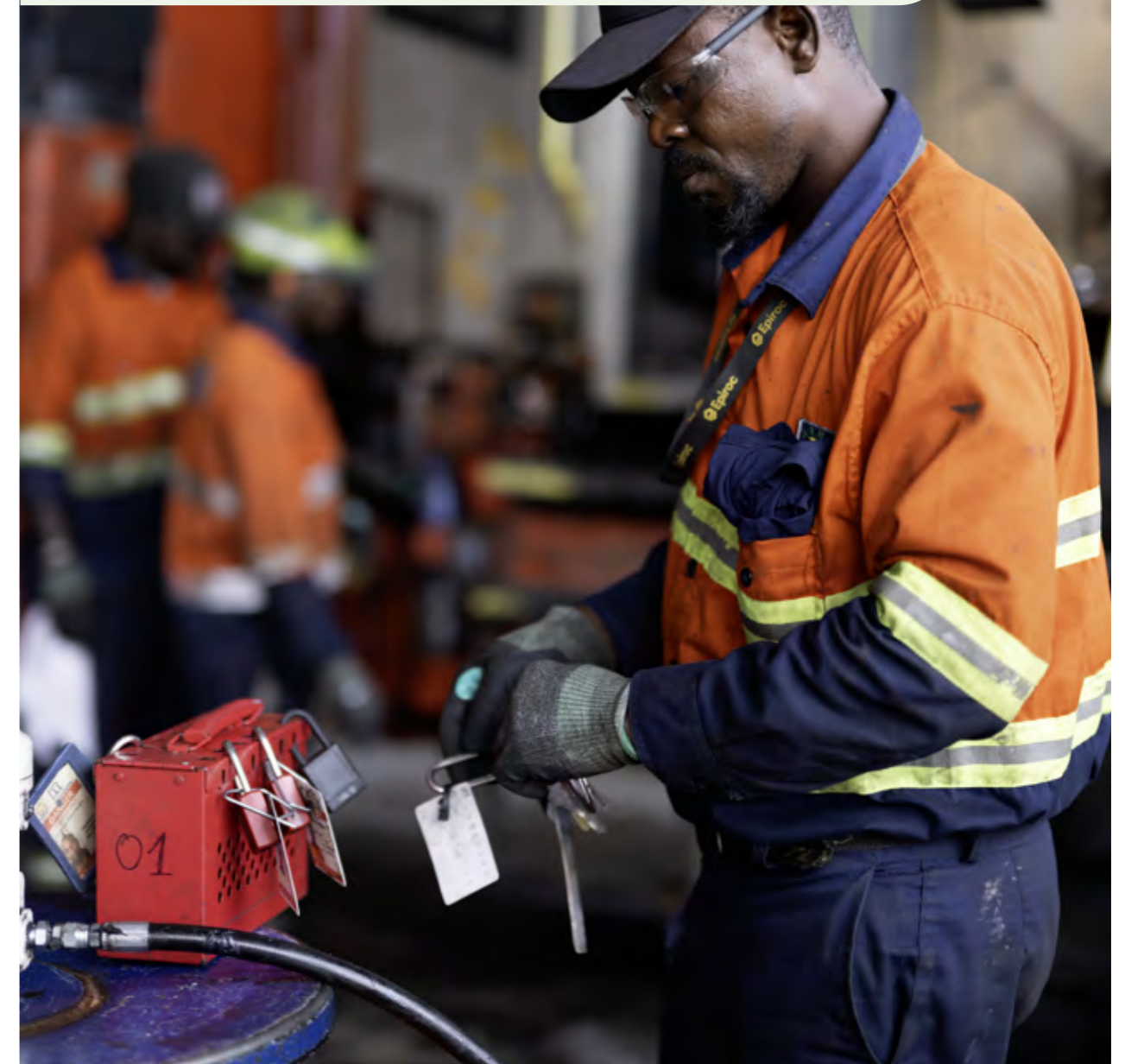
**In focus**

**Producing Responsible Gold**

Resolute has been a member of the World Gold Council since 2019, and as such aligns its operating practices with the Responsible Gold Mining Principles (RGMPs) and the Conflict-Free Gold Standard (CFGS).

The RGMPs provide a framework through which gold mining companies can provide confidence that their gold has been produced responsibly, while the CFGS helps companies to provide assurance that their gold is not contributing to unlawful armed conflict, serious human rights abuses and breaches in international humanitarian law. The CFGS has been integrated in the RGMPs as part of Principle 5.4. Our externally assured RGMPs and CFGS reports are available annually since 2020 in the Governance section of our website.

Resolute produces gold as dore bars, which require further refining before they can be used to produce gold items. Since 2020, Resolute refines all the gold it produces via the Perth Mint which is a certified member of the London Bullion Market Association (LBMA). As part of the Perth Mint supply chain, our operations have annual due diligence Responsible Gold Guidance assessments considering risks and implemented controls. We do not purchase externally produced gold.



# PEOPLE AND CULTURE



People and Culture continued

Our Management Approach  
Employment  
Labour Relations  
Diversity, Equity and Inclusion  
Training and Professional Development

National employees at operations  
**93.6%**

Annual turnover rate across the group  
**5%**

Management positions held by nationals at operations  
**80%**

Female representation in workforce  
**8%**

## Our Management Approach

At Resolute, our performance and long-term sustainability depend on the dedication, capability, and wellbeing of our workforce. We are committed to providing safe, healthy, and inclusive working environments, ensuring fair and responsible labour practices, respecting internationally recognised human rights, and upholding the rights, cultures, and interests of local communities in the areas where we operate.

Our commitments are reinforced through our people-related policies: Diversity, Equity and Inclusion; Health, Safety and Security; Human Rights; Sexual Harassment; Parental Leave; and Working Responsibly. These policies provide the foundation for consistent and transparent people management across operations.

In 2025 we released an updated group Whistleblower Policy for employees company-wide, ensuring a safe and fair way to raise concerns formally. In 2026 we will release a new Sexual Harassment Policy to entrench our commitment to preventing sexual harassment. As part of this we will undertake harassment risk assessments to ensure the safety and wellbeing of our employees.

Following the organisational restructuring implemented in late 2025, these commitments were strengthened through the adoption of a new People Policy and the implementation of the *One Resolute* approach. As part of this transition, the Company refreshed its core values: **Integrity, Empowerment, Safety, Agility, and Respect**, which now guide leadership behaviours, workforce management practices, and employee conduct.

Together, these frameworks set clear expectations, reinforce accountability, and support a consistent organisational culture aligned with business objectives.

Resolute is committed to maintaining an accountable, diverse, equitable, and inclusive organisational culture that is free from all forms of discrimination, harassment and forced or child labour. We seek to empower our people, respects their individual differences, and leverages their potential. These desired behaviours are reinforced by our senior leaders and onsite managers who have day-to-day responsibility for the health, safety and welfare of our people.

We aim to create a culture in which people can thrive, without any form of discrimination. We seek to provide fair wages and working hours, and support freedom of association and collective bargaining. We expand social protection coverage for workers beyond public programs and ensure employees are taking their paid annual leave entitlements. We support people in working to clear performance objectives. In empowering our people, we also hold them accountable to Resolute's expectations of the way we conduct our business and how our employees and contractors carry out their duties. We have grievance mechanisms in place so that people can freely raise concerns about any aspect of their working environment and experience.

Our Supplier Code of Conduct, introduced in 2024, provides a framework for the protection of labour rights and working conditions in our supply chain. It provides for core labour rights and the avoidance of risks such as child or forced labour and harassment or abusive behaviour.

## In focus

### The Doropo Project Employment Framework

The Doropo Project represents a significant multi-phase industrial development in the Bounkani region. Central to our Social Licence to Operate (SLO) is a structured employment strategy designed to mitigate operational risk, enhance regional stability, and maximise local value retention. By aligning our recruitment with the socio-economic development of the Doropo Department, we ensure a stable, motivated, and integrated workforce.

We have mapped human resourcing requirements across the project lifecycle to ensure scalability and operational continuity reaching at its peak, over 1550 people during the 21-month construction phase, and over 1,200 people during the operational phase.

To optimise the socio-economic impact and ensure project security, we are implementing a rigorous Local Employment Policy including:

- A formalised registry of project-area nationals to create a "ready-to-hire" pipeline, reducing recruitment lead times and ensuring alignment with local expectations.

- Preferential hiring of project-area nationals
- Transparent communication of recruitment criteria and processes to maintain community buy-in and prevent labour disputes
- Mandating that subcontractors adhere to our local hiring standards, ensuring that our ESG commitments are upheld throughout the entire value chain.

The targeted recruitment of local labour during the 21-month construction will contribute to poverty reduction and household income growth. Proactive local hiring also significantly reduces the risk of community-led project delay, and reduces mobilisation costs, contributing to successful project delivery.

As the project progresses, we will report on specific local hiring percentages ensuring full transparency for our stakeholders.



## Employment

At Resolute, our approach to employment is guided by the following principles:

- **People First:** We recognise our workforce as central to our operational resilience, safety performance and long-term sustainability
- **Just Transition:** We manage workforce change responsibly, ensuring respect for human dignity, fairness and equity as our operations evolve
- **Zero Harm and Safe Work:** We Operate under a Zero Harm philosophy, empowering employees with the right to refuse unsafe work and fostering a culture of psychological safety and wellbeing
- **Local Content and Skills Transfer:** We prioritise national and host community employment, skills development and succession planning to support economic participation
- **Fair and Inclusive Employment:** We uphold labour right, promote diversity and inclusion and regularly review remuneration practices, including gender pay equity
- **Strong Governance and Accountability:** our employment practices are governed by clear policies, leadership accountability and engagement mechanisms aligned with international standards.

Our total workforce comprised 3,692 people at the end of December 2025. Of these 1,165 were employees split across corporate offices in Perth (Western Australia), London (United Kingdom) and remote working locations, and our Africa operations. We engaged 2,527 contractors, predominantly based at our operations in Mali and Senegal, and project in Côte d'Ivoire. This is 5.5% lower than 2024. Key contract partners provided mining, blasting, and catering services.

Resolute's position on non-permanent employment is to focus on specific and temporary needs, such as during activity peaks to manage employees' workload and operational costs. Temporary contracts are more common at our Syama operation, and we comply with local legislation by offering the same overall conditions of employment as permanent employees. The temporary workers can be later considered for permanent positions as part of a recruitment process. We enable part-time work where this meets the needs of the business and the individual.

Gender breakdown of employees and contractors	Employees			Contractors		
	Total	Male	Female	Total	Male	Female
Group	1,165	1,068	97	2,527	2,405	122
Corporate	59	39	20	13	11	2
Mali	781	745	36	1,806	1,780	26
Senegal	250	226	24	289	233	56
Côte d'Ivoire	75	58	17	419	381	38

Age breakdown of employees	Aged under 30	Aged 30-50	Aged over 50
Group	98	875	192
Corporate	8	28	23
Mali	67	592	122
Senegal	21	193	362
Côte d'Ivoire	2	62	11

### Local workforce/host country workforce

Resolute's combined direct workforce at our Africa operations in 2025 consisted of 93.6% national employees – disaggregated into 93.1% at Syama, 96.04% at Mako and 89.33% at Doropo. The percentage of expatriates is higher in Doropo due to the project development phase, and lower at Mako due to the termination of mining activities.

The combination of our succession, nationalisation and development strategies are delivering positive results, and 6% of senior management and 21% of management personnel across our site operations are national employees. Our targeted succession and development plans identified talented people for coaching, mentoring and secondment opportunities. At the end of December 2024, new local content requirements were introduced in Mali, and Resolute responded by assessing national talent pipelines, and adopting a practice of prioritising national succession planning, advancement and recruitment.

In 2025, 56 new employees joined Resolute, of whom 62% were employed in the West Africa operations. Our local employment strategy reserves all entry level and semi-skilled roles for local and regional employees. Skilled professionals typically come from in or around the capital cities of the countries in which we operate.

The acquisition of the Doropo and ABC projects has led to increased hiring in the corporate project team as well as in Côte d'Ivoire, which is expected to ramp up in 2026.

National employees per category	Syama	Mako	Doropo
Senior management	6 %	3%	3%
Middle management	21 %	5%	24%
Non-managerial	67 %	89%	64%

## Staff Turnover

Turnover is monitored monthly and exit interviews help us understand opportunities to improve retention. We use a tracking system for exit interviews to understand themes in voluntary turnover and address them. In mid-2025 we carried out 'stay' interviews at Syama in departments experiencing higher attrition

due to the entry into force of a local content law and successfully acted on feedback. The group annual turnover rate was 5% in 2025, 3% in Syama and 4% at Mako. Involuntary turnover rate was 26% at corporate level due to structural changes in the London office and transfer of responsibilities to site teams.

Employee turnover	Annual turnover rate %	Voluntary %	Involuntary %	Other % (mutual agreement, retirement, death)
Group	5	2	2	2
Corporate	37	7	26	4
Mali	3	1	1	2
Senegal	4	4	0	0

### Retention Incentives

We consider the different jurisdictions in which we operate when designing our remuneration and benefits policies and adapt to the local markets expectations. Our range of employee benefits are regularly reviewed to ensure we continue to attract and retain talented people.

At Resolute, most employees are eligible to a variable performance-based pay: across the Group, senior level employees are eligible to a short-term incentive programme based on individual and company targets, and at our sites, team members and middle management are eligible to a monthly production bonus based on key local company objectives. Individual contributors (senior employees who are not primarily team managers) at our corporate offices only have a fixed pay as part of our current remuneration strategy.

In 2025 we expanded eligibility to our Short-Term Incentive Plan (STIP) to include all corporate employees, all site expats, all site heads of department and above (previously the STIP was limited to senior managers). With these changes, now all employees are eligible to an incentive programme. Sustainability is taken into account as part of the STIP KPIs.

Resolute provides private health insurance to all senior employees and their immediate families, in 2025 this was extended to include the families of senior expatriate employees. Additionally, we provide health insurance support to employees in non-senior roles.

Pensions and social security are available company-wide. Company funded pension schemes are in place for corporate employees in the UK and Australia. We offer our employees comprehensive healthcare insurance, including medical, dental, and eye cover, and annual medical assessments. At Mako and Syama we offer competitive benefits and incentives. Examples

include bonuses to employees when they marry and have their first child, benefits in-kind, including housing, water, electricity, food, telephone and education allowances.

Temporary and part-time employees receive the same benefits as permanent and full-time employees by law and collective agreements across the Company.

### Work-life balance

We currently offer flexible working arrangements. Respect for the fact that people have responsibilities outside work and supporting them in meeting those commitments is an integral part of our Working Responsibly policy. Corporate employees are supported with the option of hybrid working and part-time schedules to promote better work/life balance. At the sites, part-time working is not available, but other flexible working opportunities exist, including adaptability of roster schedules. We manage requests for long-term or special leave on a case-by-case basis.

We support parents with balancing work and family commitments. All employees, whether primary or secondary caregiver, are entitled to parental leave that goes beyond the minimum legislative requirements in the jurisdictions in which we operate. We support mothers returning to work. At our corporate offices they can take advantage of flexible working opportunities. On site, they can access flexible hours, time off for breastfeeding including break allowances and breastfeeding rooms. The introduction of the 'buddy system' also means that employees who take parental leave can stay connected to the workplace and are kept up to date with business developments during their leave, at their own pace.

There was a positive response to our Parental Leave Policy in 2025, with 210 employees across the Group taking parental and 95.6% returning to work afterwards. 96.7% of leave takers were male.

### Labour Relations

Resolute supports the right to freedom of association and collective bargaining.

In Mali and Senegal, Resolute's labour relations are founded on the respective national legal frameworks and guide the development of strategies to manage employee relations risk and opportunities.

#### Workforce Engagement

At Syama, we collaborate and consult with the trade union committee and staff delegates elected in mid-2024 for their three-year mandate. Regular training sessions ensure all representatives are aware of their rights and responsibilities as part of their elected role. Engagement with the Regional Labour Inspector enables our government stakeholders to interact with employees and for staff representatives and the broader workforce to better understand the Malian Labour Code and employee/employer obligations and responsibilities.

Staff representatives meet monthly with the SOMISY Managing Director and the People team to discuss safety, production update and employee-related issues to improve collaboration and understanding. The hygiene and health committee and the local recruitment committee at Syama engage with our stakeholders and consolidate our relationships with them.

Mako elected new staff delegates in early 2025 for a three-year mandate consistent with the Labour Code and the Establishment Agreement. They were trained on their roles and responsibilities in partnership with the Kedougou Labour Inspector and hold regular meetings with senior management and the People team to discuss and address matters that affect employees.

With these various engagement mechanisms in place, complemented by informal groups such as the women's network, we do not routinely conduct an annual employee survey but would do so if a particular need arose. Our culture is already characterised by open communication, and we actively encourage effective communication through the management line.

#### Restructuring and Operational Change

While there is no stipulated minimum notice period that Resolute is required to give employees for operational changes at its sites, such changes are made in line with the Company's values, following applicable legal frameworks and fairness tests. There are no formal policies on restructuring or other major changes, but when they arise, they are implemented following collaboration and consultation with trade union representatives and staff delegates. At Syama, the notice period and provisions for consultation and negotiation are specified in collective agreements.

All employees at Syama and Mako are covered by collective conventions. These agreements are negotiated between trade unions, government and industry representatives that determine workers' employment conditions and collective rights.

Employees in our corporate offices in Australia and the UK are engaged via individual employment contracts. In their cases, like at our sites, we carry out consultation processes with employees in the event of significant restructuring. Any restructuring that would result in meaningful changes to employees' terms and conditions would be agreed by both parties in writing.

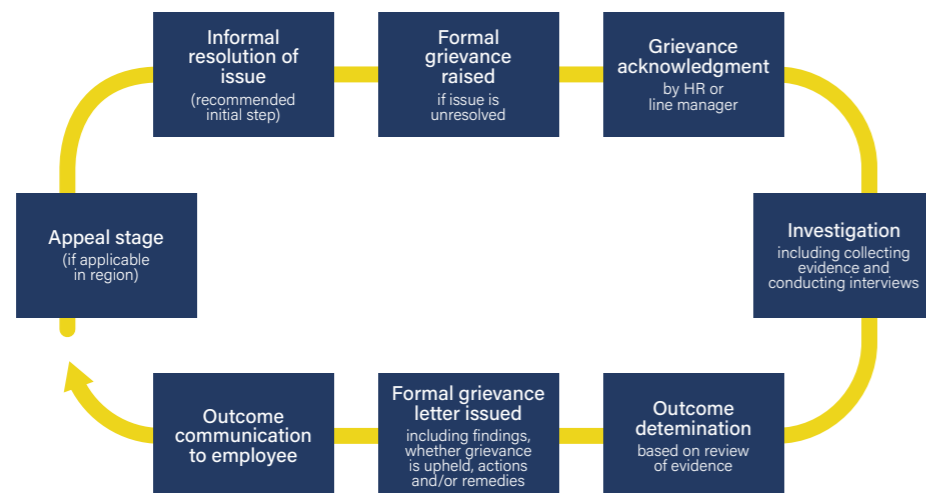
#### Employee Grievance Mechanism

The maintenance of an accessible and culturally appropriate grievance mechanism for employees, contractors and stakeholders forms part of our Working Responsibly policy. The details of the complaints / grievance procedure are set out in our Community and Local Stakeholder Complaints and Grievance Procedure.

As part of our accountability culture, on-site grievances are managed informally in the first instance between the employee and their manager. The culture is one of open communication, where most instances are resolved by managers, and the engagement of the People team or employee representatives happens where escalation is necessary. There were 5 claims raised by the employee union at Syama in 2025 that are ongoing. In early 2025 we launched an updated Group Employee Grievance Policy to ensure a fair and consistent approach to managing employee grievances across the group.

Good evidence of the positive working environment and the proper management of eventual grievances is that there were no strikes or industrial action in the last four years up to and including 2025 on site and no indication of such trends.

#### Employee Grievance Management Process



### Diversity, Equity and Inclusion

Resolute champions the diversity of our workforce and maintains a workplace built on the principles of equal opportunity, where all individuals are treated with respect and inclusivity. We recognise that certain legal frameworks and cultural norms in our operating jurisdictions can pose challenges to fulfilling gender diversity and equal opportunity commitments.

Our Diversity, Equity and Inclusion Policy guides how we recruit, reward and retain our workforce and create an inclusive environment where employees are encouraged to bring their full selves to work.

We believe a diverse and inclusive workplace enables improved decision making where different, creative, and novel viewpoints are considered, drawing on the multiple experiences and perspectives prevalent in people from diverse backgrounds. A diverse and inclusive workplace facilitates improved attraction and retention of high calibre people from diverse talent pools and helps to ensure Resolute remains representative of the jurisdictions and markets in which it operates.

Implementation of this policy is the responsibility of the Board, via the Sustainability committee. The CEO is responsible for establishing a diverse and inclusive organisational culture where all employees are treated equally and all forms of discrimination, victimisation and harassment are absent or removed from the workplace.

Resolute considers discrimination, victimisation and harassment, and their various forms, including sexual harassment, to be an affront to workplace diversity and inclusion. We have a zero-tolerance approach to any such behaviour exhibited in the workplace, at a work event, while working remotely or while travelling for business purposes.

Resolute requires all employees to behave in a manner consistent with Resolute's values, and other applicable policies, at all times. We provide training on our Code of Conduct to all employees when they begin work with us, and new employees and contractors are required to review the group Sexual Harassment Policy. Annual refresher training is run for all employees to reinforce these

behavioural expectations. In early 2026, we will release a significant update to our group Sexual Harassment Policy, outlining Resolute's commitment to maintaining a zero-tolerance approach to, as well as preventing, sexual harassment to bring it in line with UK law.

#### Recruitment and Progression

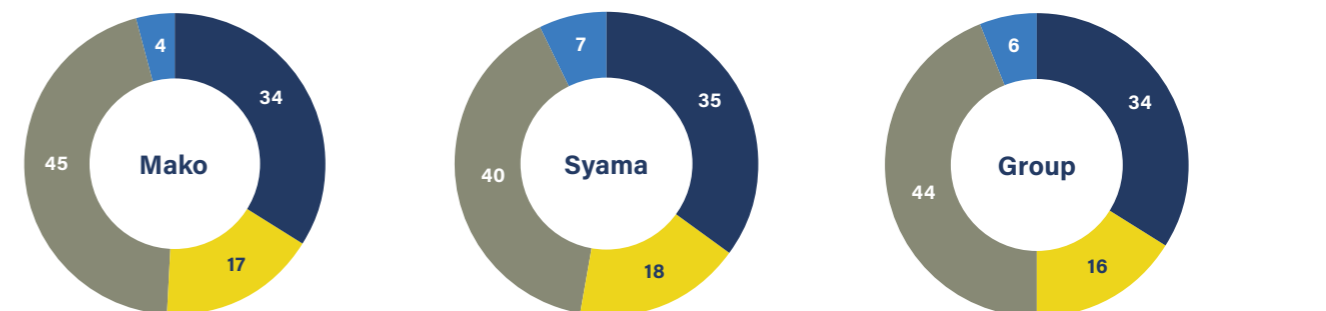
We recognise the value of recruiting from diverse talent pools.

Diversity considerations form part of the selection criteria in all recruitment processes. Standardised and transparent recruitment practices are maintained at Resolute to ensure the most suitably qualified candidates are selected. Conscious and unconscious bias evaluations are considered at each stage in the recruitment process so that candidates from diverse backgrounds are not precluded from selection.

Entry level and semi-skilled roles at Resolute's operating assets are reserved for members of the host / local communities. Local, regional and national employment are key asset-level diversity initiatives and are central to Resolute maintaining its license to operate. Workforce planning, succession planning and talent management initiatives link directly with diversity and inclusion considerations so that employees from diverse backgrounds are actively developed for, and appointed to, management and senior management roles across Resolute. Our performance appraisal framework includes methods to counter unconscious bias in performance appraisals and provide fair and consistent feedback and performance ratings for all employees in the Group.

We emphasise the coaching and mentoring of our national employees. We believe that effective mentoring can help people become more productive by developing skills and networks, can support diversity and inclusion, and improve staff retention. We continue to deploy a 'concentric circles' strategy to recruitment by looking within our host communities first before searching at regional, national and continental levels, before finally looking internationally.

National employee origin, 2025



Employees per location (%)	Syama	Mako	Group
Local	35.34%	34.40%	33.63%
Regional	17.41%	16.80%	16.18%
National	40.33%	45.20%	43.76%
Expatriate	6.91%	3.60%	6.42%

**Female Participation in the Workplace**

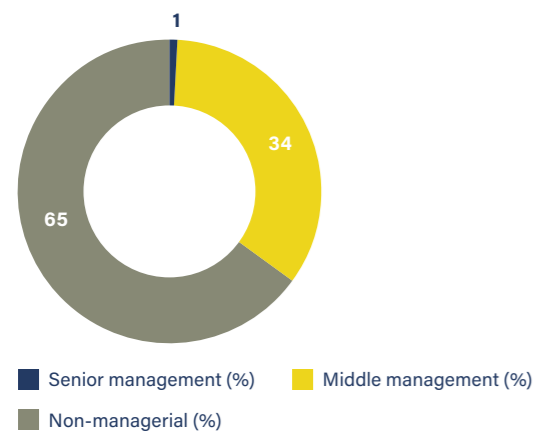
At group level 8% of our employees are female. Gender diversity at our corporate offices is higher, with 34% female, 42.8% of corporate executive positions are held by women, along with 33.3% of our Board positions. We recognise the need to improve gender diversity across all levels of the business, and especially at operations, whilst acknowledging the challenge of attracting and retaining female professionals in technical roles and in remote areas.

Resolute partners with recruiters who understand our diversity objectives. We have continuously worked with candidates from local communities and ensure female and male candidates are equally represented in traineeships and internships. To drive greater diversity in our external candidate pipelines, we use a variety of job boards, social media outlets and recruiters.

An area of focus is to develop our current female employees, ensuring equity in accessing development opportunities and supporting them in moving to management positions. At operations, 1% of the female workforce are in senior management role, 34% in management roles and the rest are in support function roles. At Syama 60 women received leadership training.

To support this, Resolute joined the International Women in Resources Mentoring Programme, a cross-company programme to promote and empower women to progress their careers, overcome professional challenges and build confidence for achievement and industry leadership. Resolute sponsors a mentee from our operations annually and up to 3 mentors.

**Female representation of national employees by level of work at operations, 2025**



**Gender Pay Equity**

We conduct a pay equity analysis across the Group on an annual basis to ensure fairness and consistency in remuneration, further contributing to our diversity, equity, and inclusion objectives. Identified anomalies are addressed immediately where possible or during the annual salary review process. Resolute participates in salary benchmarking surveys and amends its remuneration framework annually relative to market developments to remain fair and competitive.

We ensure male and female employees in like-for-like roles are remunerated equally. At a group level, any gender pay gap is due to the challenges we face in attracting women to operational/technical roles that are traditionally remunerated at a higher level than support functions. Similar challenges exist at our operations given the underrepresentation of women at our Syama and Mako mine sites which means there is a lack of data points to accurately assess the gender pay gap. When comparing like-for-like information in more granular details (by level of work and by function), the gender pay gap is significantly lower.

**Training and Professional Development**

Improving the rigour and scope of our training capability contributes to improving our health and safety, nationalisation, local employment and diversity and inclusion strategies and efforts.

We run compulsory training for all employees on a variety of topics including health and safety, anti-bribery and corruption, whistleblowing, human rights and cybersecurity.

In 2025, we continued to review, standardise and deliver training programmes in areas related to health and safety and compliance.

In 2025 we launched an executive coaching programme for senior leaders across the Company, including leaders at our operations. This provided 1:1 coaching sessions focused on increasing self-awareness, aligning vision with company strategy and develop leadership performance. The coaching included a 360 feedback for each participant.

**Learning Management**

Our Learning Management System is the primary platform for employees to complete mandatory training compliance and reporting, for employees who have access to online learning. Face-to-face or classroom training is provided to employees without online access. We do not set mandatory training targets, but there are aspects of training such as site induction and task-specific matters, which are required. All employees, contractors and visitors receive mandatory site inductions to ensure they are made aware of relevant policies, processes, and practices. Area-specific inductions are also provided.

At Syama and Mako, training for most employees is largely on-the-job, supplemented by mentoring and coaching from management and external service providers as required. Employees have access to training and skills development tailored to their needs and longer-term career aspirations through individual development plans that they build with their managers. At the corporate level, expenditure on formal training is low as capacity building happens organically through engagement with industry specialists.

Average amount spent or training and development for employees in USD	2023	2024	2025
Group	206	389	526
Mali	234	348	187
Senegal	149	586	588

**Apprenticeship, Traineeship and Scholarship Programmes**

Both our West Africa operations run apprenticeship and traineeship programmes annually to support the development of young people from local communities and provide opportunities and skills to develop livelihoods beyond mining.

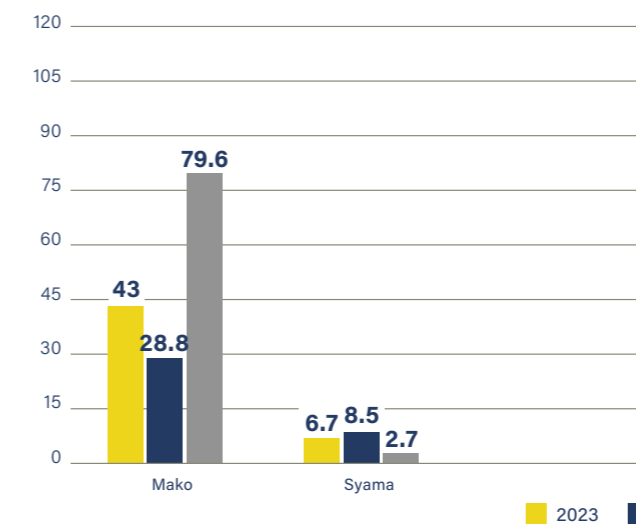
In Syama, we engaged 59 interns for three to six months work experience and 9 sponsored apprenticeship trainees as part of our long lasting partnership with the Jean Boscoe Vocational Training Centre in Sikasso. At Mako we had 23 interns and 15 apprentices throughout the year. Building on our training programmes, we launched the Mako Scholarship Programme in 2024 which supports promising young people in the Tomboronkoto commune in continuing their education. The scholarships are provided to students at elementary schools, one middle school and one high school. 29 scholarships were awarded in 2025.

**Performance Appraisals**

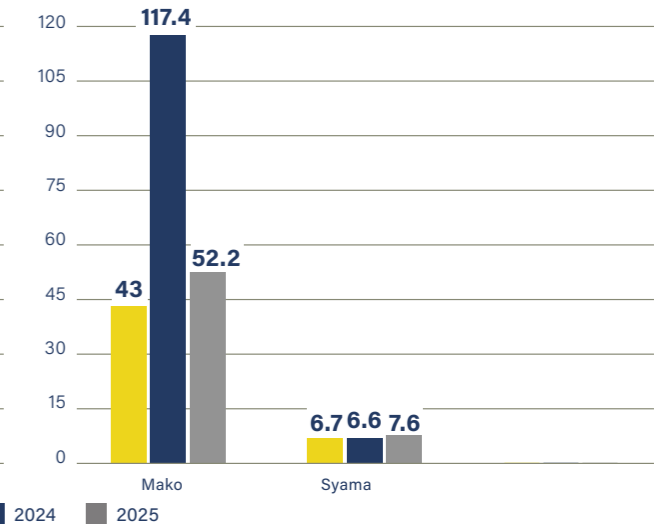
All our employees receive performance reviews as part of our annual performance and development review process, which provides a structured opportunity for employees across the group to receive feedback on their performance and discuss career and development opportunities.

We continually explore ways to improve the performance review process to ensure it remains fit for purpose. In 2025 we updated our performance appraisal process to emphasise the importance of safety in all employees' performance. We also updated performance measurement metrics to enable more consistent and clear appraisals. We use agile conversations throughout the year to provide feedback, alongside formal end of year performance reviews. Each employee has KPIs related to safety, values and behaviour, and development, as well as KPIs related to their department-specific activities. We also aim to ensure that nationalisation becomes a performance measure for expatriate employees and as such, have linked the obligation to coach and mentor national employees to variable remuneration where appropriate.

**Female average training hours per location, 2023-2025**



**Male average training hours by location, 2023-2025**



# HEALTH, SAFETY AND WELLBEING

Our Management Approach  
Safety Leadership  
Managing Risk  
Safety Performance  
Health and Wellbeing



Health, Safety And Wellbeing  
continued



Fatalities in the workplace  
**Zero**

HPIFR  
**1.76**  
per million hours worked

TRIFR  
**1.87**  
per million hours worked

Certification  
**ISO 45001**

## Our Management Approach

Our safety culture entails visible safety leadership and robust controls and training, empowering our workforce to be their own safety leaders. Our goal is for everyone to go home safe and healthy every day.

Our Health and Safety Policy defines principles and commitments to safeguard the wellbeing of persons impacted by our activities and to comply with all applicable legal and regulatory requirements.

The occupational health and safety management system comprises a series of critical risk standards, management plans and standard operating procedures. Execution of this management system is underpinned by the routine and regular assessment of risk, including hazard identification and the evaluation of control measures.

We have adopted tiered assurance of our health and safety systems comprising regular internal reviews, workplace inspections, management and Board oversight, and external ISO 45001 certification. In 2025 we maintained our ISO 45001 certification at the Syama and Mako operations

Health and safety performance is an integral part of performance for all personnel and is linked to annual remuneration.

## Safety Leadership

We expect without exception that leaders at all levels of the organisation advocate our Company Values, visibly promote and demonstrate a positive safety culture and be accountable for safety performance within their areas of responsibility.

### Leadership Walkabouts

Leadership workplace walkabouts are conducted regularly by senior management to demonstrate visible felt leadership and reinforce a strong safety and sustainability culture.

These area reviews provide an opportunity for leaders to engage directly with employees and contractors, observe work practices, assess critical risk and environmental controls, and listen to frontline feedback.

Outcomes from walkabouts are formally recorded, actions are prioritised based on risk, and progress is monitored to ensure timely close-out and continuous improvement.

### Planned Task Observation

Planned Task Observation (PTO) involves a structured approach to assessing a work activity, ensuring it is being performed in conformance with applicable standard operating procedures and that all hazards have been identified and adequately controlled. We are putting in place monthly targets for the performance of manager-led PTOs.

PTOs also provide an opportunity for the senior leadership group to engage with the workers and discuss any concerns or possible areas of improvement. Visible felt leadership is a key part of emphasising the importance of a safe work culture.

### Leadership Meetings

Every month, the senior operational leadership team representing all departments and contractors meet to discuss health and safety performance and concerns, review incidents and progress against performance targets; and ensure that there is consistent communication back to the workforce.

The meeting is led by senior leadership and supported by the Health and Safety Department.

The site leadership team conducts a weekly review to monitor and verify the closure of corrective actions arising from all safety events, incidents, inspections, audits, hazards, planned task observation and risk assessments. This forum provides leadership visibility on key risks, tracks progress on action implementation, and confirms the effectiveness of the controls introduced. The process reinforces accountability, supports the removal of systemic causes, and ensures that lessons learned translate into measurable safety and operational improvements across the site.

## In focus

### Safety Reset

In Q4 2025 we conducted a thorough investigation of safety incidents at our operational sites with the aim to identify root causes, including systemic and contributing factors.

Whilst performance against some safety indicators has improved, there are still instances of under-reporting notably associated with contracted services. For incidents that are investigated, there are cases where root causes are not rigorously identified which can result in repeat incidents.

Under the leadership of the COO and group-level safety manager, a 'back-to-basics' safety programme has been launched comprising four areas of focus:

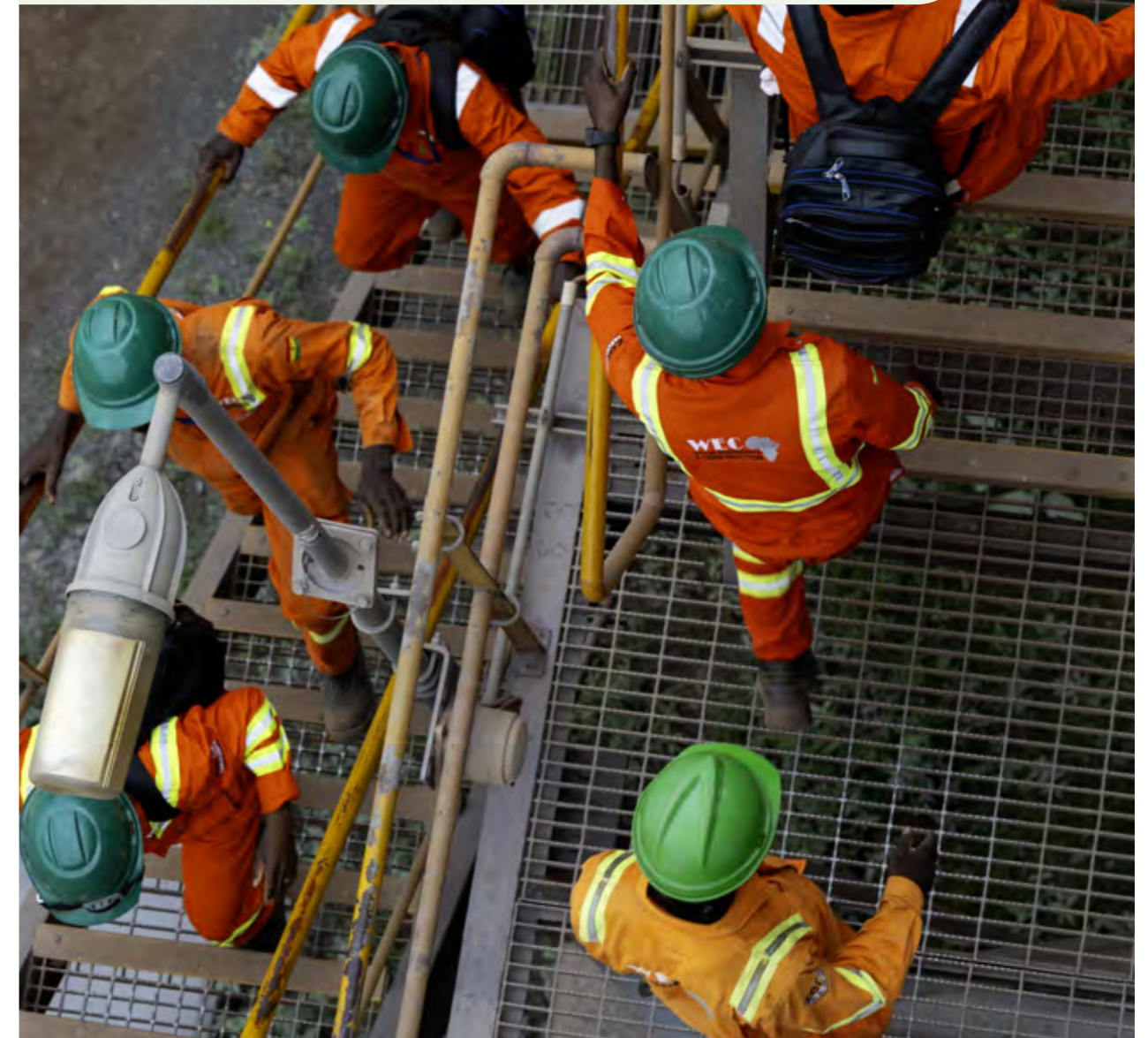
- Ensure every routine has a standard operating procedure

- Ensure that employees have been trained, assessed and deemed competent for each task they are expected to complete

- Improve incident reporting and investigation processes, identifying the root causes and ensure hierarchy of controls are in place

- Accountability and disciplinary action for employees that do not comply.

This is complemented by a reinforcement of leading indicators, not least, the introduction of targets for the conduct of Planned Task Observations by management personnel, hazard reporting and the close-out of corrective actions.



## Managing Risk

The most effective approach to prevent accidents and diseases from occurring in the workplace is to ensure that all hazards are identified or anticipated and that there are programmes in place to mitigate the risk to As Low As Reasonably Practical ("ALARP").

By following the Plan Do Check Act ("PDCA") cycle, we ensure that each asset is routinely risk assessed and that there are programmes in place that monitor evolving and developing risks as well as the effectiveness of current mitigations.

### Critical Risk Standards

Critical risks are defined as events that can cause grave damage to mine operation or result in worker fatality and are essential for control.

Critical Risk Standards has been developed by examining the causes of the majority of fatalities within the industry and with reference to good practice guidelines. For each critical risk, we ensure that appropriate controls have been identified and that the effectiveness of these controls are routinely and regularly reviewed to support our commitment to zero-harm.

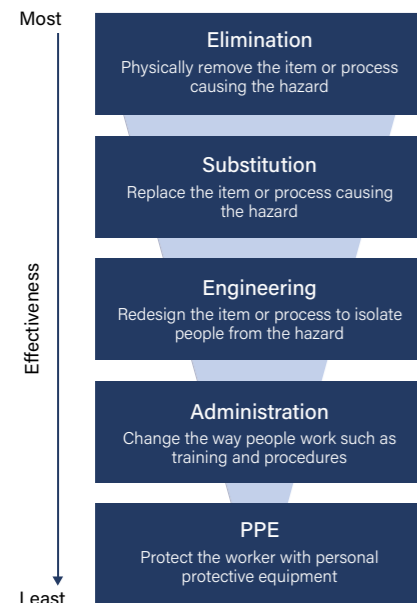
In 2026 the standards will be comprehensively reviewed by the site leadership group to ensure they are effectively integrated into our occupational health and safety management system and that responsibilities are clearly assigned.

### Hazard Identification and Reporting

All workers are trained in hazard recognition, avoidance and reporting. All hazards, regardless of the potential severity, are entered into a hazard register including the corrective and preventative actions.

No hazard identified may be left uncontrolled and the hazard register is updated and monitored on a daily basis to track the close-out of the corrective and preventative actions. Any action overdue its target date triggers a reporting process to the relevant level of authority.

In 2025 there has been a renewed focus on unsafe acts and behaviours.



### Hierarchy of Controls

We utilise a 'hierarchy of control' approach to managing hazards, prioritising the most effective forms of control. Once the controls are implemented, the risk is re-evaluated and should the risk rating remain above an acceptable limit, the hazard is escalated to more senior personnel for further management.

### Training

Education and training are a fundamental part of the health and safety management system, by ensuring all workers are equipped with the knowledge of the hazards they may encounter and how to manage these hazards. It is mandatory for all employees and contractors to attend safety training relevant to their role and the area in which they operate. Site visitors also receive a simplified induction to ensure their awareness of basic operational risks.

Training is provided by certified trainers and is delivered during normal working hours. Participants are assessed after each course and must demonstrate proficiency. Training compliance officers conduct random reviews of recently trained employees to ensure that learnings are being applied. The training content is reviewed regularly to ensure that the material remains relevant and employees and contractors are refreshed periodically.

In 2025, our employees received on average 9.7 hours of OHS-related training. This included mandatory OHS induction and annual refresher training.

### Communication and Employee Engagement

We routinely engage our workforce to ensure they understand the hazards they may encounter in the workplace and how these hazards can be effectively controlled. Key communication and engagement channels include:

- Monthly safety leadership meetings
- In-field visible leadership interactions
- Weekly inspections across all departments
- Daily department and pre-shift meetings including safety share
- Weekly operational meetings including safety review
- Weekly CEO update including safety message and update.

Further, each operation has in place a formal health and safety committee comprising workforce delegates that are empowered to engage with site management on health and safety matters.

In addition to above, regular health and safety bulletins and notices are displayed on noticeboards, circulated amongst the mail groups and discussed in the pre-shift meetings. The content of these notices includes topics such as updates or amendments to any policies or procedures, serious injuries or incidents and the controls implemented to prevent a reoccurrence, and a monthly update on safety performance against performance indicators.

### Vehicle Safety

The mobilisation of plant and equipment represents one of the critical risks to our operations. We also recognise the risks associated with worker fatigue and our responsibility in providing the necessary resources through policies, awareness, empowerment and tools to mitigate the risks and maintain productivity. We have implemented a range of advanced safety systems in our vehicle fleet to reduce human error.

The In-Vehicle Monitoring System (IVMS), including integrated fatigue-detection dash cameras, has been successfully installed across the entire fleet. The system provides real-time monitoring of driver behaviour, vehicle performance, and potential fatigue indicators. This implementation enhances our ability to proactively

manage road safety risks and strengthen overall fleet operational controls. All units have been tested and are fully operational, with data now being transmitted to the central monitoring platform for ongoing review and intervention as required. Vehicles are also GPS tracked, enabling the location and speed to be monitored in real-time.





### Fatigue Management

We recognise the risks associated with employee fatigue and our responsibility in providing the necessary resources through policies, awareness, empowerment and tools to mitigate the risks and maintain productivity.

Fatigue management procedures are in place that outline the responsibilities of all personnel as relevant to their positions and the actions to be followed to mitigate the risk of fatigue. The procedures guide employees' shifts, workhours and rest periods. These procedures are communicated to all employees through the site health and safety induction as well as regular internal media.

### Stop Look Assess Manage - SLAM

Prior to the commencement of any task, workers are required to stop and assess the job at hand to identify and control any potential hazards that may have not already been addressed. The assessment is guided by a SLAM checklist that must be completed before the job can start and assists in ensuring that all possible controls are in place. Controls may include additional personal protective equipment ("PPE"), additional training, or supervisor intervention.

-  **STOP:** Pause to reflect on the task. Engage your mind before your hands.
-  **LOOK:** Observe the work area for any potential hazards.
-  **ASSESS:** Identify the hazards and check if you have the necessary tools and competency to proceed safely.
-  **MANAGE:** Take appropriate actions to eliminate or minimise identified hazards and ensure a safe working environment

### Performance Indicators

We measure our safety performance through a combination of leading and lagging indicators. Leading indicators are used to proactively measure efforts to prevent an incident or injury, as opposed to lagging indicators which measure the outcome of an incident or injury. Our key health and safety leading indicators are listed below:

Leading indicator	Objective	Target
<b>Planned Task Observations</b>	Encourage visible safety leadership and employee engagement	One PTO per week completed by each person with management responsibility (Supervisors level and above)
<b>Contractor audits</b>	Reinforce contractor awareness of workplace hazards through active identification and control	At least one audit per quarter on each contractor
<b>Hazard and non-conformance reporting</b>	Actively identify and control hazards and non-conformances	Reduction in the average time taken to close corrective actions year-on-year Zero reported hazards left uncontrolled Zero corrective actions overdue
<b>OHS training compliance</b>	Reinforce awareness of workplace hazards and the skills to mitigate these risks	100% compliance with role specific OHS training requirements
<b>Incident investigation</b>	Identify the root causes of potential and actual incidents and implement corrective and preventative actions as soon as practicably possible	100% submitted within the specified time according to incident severity Zero overdue corrective actions
<b>Monthly safety leadership meeting</b>	Leadership accountability within their respective areas	Twelve annually

### Incident Investigation

It is mandatory for all employees and contractors to report incidents and near-misses for investigation. The level of investigation required is dependent on the actual severity or the potential severity of the incident. Any injury more serious than a first aid injury or high potential incident is investigated using the Incident Cause Analysis Method ("ICAM") and all corrective and preventative actions identified and tracked through to completion. On the completion of the ICAM investigation, the findings are shared for review at the monthly safety leadership meetings.

Where events are found to have occurred as a result of employee disregard for safety standards or negligence, remedial action may include additional training or disciplinary action such as suspension or dismissal depending on the severity of the incident.

Each incident is managed through an Incident Management System that allows for each incident to be tracked from the point of initial notification through to closure of the corrective actions.

### Emergency Preparedness and Response

We recognise that no matter how robust management systems may be, it is necessary to prepare for the failure of a system or control and ensure that there are plans and resources in place to reduce the consequences of such a failure. For this reason, emergency preparedness and response is an integral part of our operational health and safety management system.

Due to the remoteness of the site and the expected delay of receiving external support, our operations have a dedicated emergency response team which is equipped and trained to deal with any number of scenarios involving mine infrastructure and activities including fire, confined space, high angle, hazmat and motor vehicle-related emergency situations; as well as an ambulance furnished with advanced life support equipment. Testing of scenarios is carried out routinely through exercises and drills to identify any shortcomings in training, resources or processes and procedures that can be improved to minimise the impact of an emergency.

## Safety Performance

Monitoring and reporting safety indicators enables us to learn from short-comings and identify opportunities for continuous improvement. Our incident reporting standards are aligned to ICMM Health and Safety Performance Indicators Guidance (2021).

The Group Total Recordable Injury Frequency Rate (TRIFR) was 1.87 per million hours - this representing a 12% improvement on the safety performance in 2024 but a 26% decline against the three-year trailing average. The total man hours worked in 2025 was over 9.64 million.

At Syama the TRIFR was 2.52 per million hours versus 2.84 in 2024, and at Mako the TRIFR was 0.49 per million hours versus 0.78 in 2024.

Syama remains an area of safety focus in the medium-term. In 2025 a total of 9 Lost Time Injuries (LTIs) were recorded at Syama and zero at Mako. Following investigation of these incidents, the primary contributing factors were lack of training and competency gaps for critical tasks, inadequate standard operating procedures, and lack of supervision. Numerous initiatives were introduced in the second-half of 2025 to address these shortcomings.

Seventeen High Potential Incidents (HPIs) were recorded in 2025, of which 13 occurred at Syama. A High Potential Incident refers to an event that, under different circumstances, could have caused serious injury or harm, even if no actual injury or harm occurred.

All recorded incidents including HPIs are subject to a structured incident investigation designed to uncover the root causes and systemic factors behind workplace incidents, with the aim to improve safety and operational performance.

Workplace Incidents	Syama			Mako			Group*		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Workforce Manhours (#)	5,656,305	5,984,200	6,359,095	2,690,581	2,549,939	2,047,050	8,766,765	9,008,754	9,646,582
Number of fatalities (FR) (#)	-	-	-	-	-	-	-	-	-
Fatality Frequency Rate (FFR) per 1m hours	-	-	-	-	-	-	-	-	-
Total Recordable Injuries (TRI) (#)	11	17	16	4	2	1	15	19	18
Total Recordable Injury Frequency Rate (TRIFR) per 1m hours	1.94	2.84	2.52	1.49	0.78	0.49	2.65	2.11	1.87
Lost Time Injuries (LTI) (#)	0	1	9	0	1	0	0	2	10
Lost Time Injury Rate (LTIFR) per 1m hours	0.00	0.17	1.42	0.00	0.39	0.00	0.00	0.22	1.04
High Potential Incidents (HPI) (#)	3	14	13	3	2	2	6	18	17
High Potential Incident Rate (HPIFR) per 1m hours	0.53	2.34	2.04	1.12	0.78	0.98	0.68	2.00	1.76

\* Group = Aggregate performance data for all Group entities (operations, development stage projects and exploration)

## Health and Wellbeing

Under our Health and Safety Policy, we are committed to providing a safe workplace and promoting, educating and supporting our workers to maintain a healthy lifestyle.

### Occupational Health

Mining involves potential exposure to a number of occupational health hazards including dust, particulate and chemical inhalation, metal exposure and noise. If health hazards are not well controlled, workers may be at risk of developing related ill health.

We are committed to ensuring that occupational hazards are effectively identified and controlled. Where a hazard cannot be eliminated, controls are implemented to reduce the hazard level. The lowest form of control is the use of personal protective equipment to protect workers from exposure, such as dust masks, hearing protection, eye protection and chemical protection.

Personal exposure monitoring enables us to assess the effectiveness of these controls and ensure that workers are not exposed to hazards at levels that could be harmful to health. Workplace exposure limits are defined for each hazard, not limited to noise levels, ambient and personal dust exposure, heat stress, illumination, ambient gas levels for mining and power generation, employee biological and heavy metals exposure and food quality.

Our occupational health and hygiene surveillance comprises:

- A pre-employment medical assessment to ensure each employee is 'fit for task'; has no pre-existing medical condition that could impair their performance; and to establish a baseline of any pre-existing conditions
- Periodical examinations which may include a clinical examination; biological monitoring; and/or occupational screening involving spirometry and audiometry testing. The surveillance data is analysed to identify any trends or emerging patterns in workplace hazards and illnesses
- Rapid diagnostic tests to confirm the presence of prevalent infectious diseases, in particular malaria, and non-communicable diseases
- Workplace food and potable water testing.

We maintain on-site medical clinics that are equipped to perform health surveillance and emergency assistance. A total of 9,373 clinic cases were reported in 2025, with 37% being routine medical surveillance and the balance being walk-in cases.

Clinical Cases #	Syama	Mako
Pre-employment medicals	1,255	275
Annual medicals	1,484	354
Exit medicals	91	17
Walk-in cases	3,450	2,447
Work related	23	2
Non-work related	3,427	2,445

### Physical and Mental Wellbeing

We recognise that our operations are in relatively remote locations and the workplace psychosocial stressors associated with rosters, shift work and being isolated from family. We engage with our workforce to identify and evaluate potential mental and physical health risks and impacts and develop wellbeing programmes and the facilities to achieve, maintain and support optimal health.

We engage with workplace health and safety committees and elected delegates to develop health and wellbeing campaigns. These campaigns are regularly communicated and discussed through pre-shift meetings to promote awareness, management, and preventative measures. The range of topics covered are based on prevalent medical conditions and workplace stressors, and include task redesign, fatigue, heat stress, food nutrition, physical exercise, accommodation and mental wellbeing.

At our operational sites, we offer a range of recreational facilities and social committees organise a variety of events and activities to enhance social engagement and personal enrichment.

Via our employee assistance programme we offer free and confidential access to counsellors and telehealth psychologist that are available 24/7.

# ECONOMIC AND SOCIAL PARTNERSHIPS

Our Management Approach  
Economic Contributions  
Local Procurement  
Supply Chain Management  
Community Relations  
Risk and Impact Management  
Community Investment



Economic and Social Partnerships continued



Economic value distributed in Mali and Senegal  
**\$831.7 million**

Procurement expenditure in Mali and Senegal  
**\$249 million**

Direct community investments  
**\$4.1 million**

Reportable community incidents  
**Zero**

### Our Management Approach

We contribute to the wealth and prosperity of the countries, regions and communities where we operate by generating socio-economic value.

We recognise that our operations can be a significant driver for positive socio-economic development on several levels:

- Secure employment and skill development
- The economic value arising through local supply chains, job creation and developing manufacturing capacity
- Community investment, through partnership with local organisations to address local needs and build sustainable local economies
- The economic value added to a country through profit share, royalties and taxes

Fundamental to this success is the establishment of trusting partnerships with our stakeholders, good governance, ethical conduct and transparency.

Our economic contributions are disclosed in our 2025 Annual Report. Payments to government are disclosed in accordance with the UK Financial Conduct Authority's ("FCA") "Disclosure Guidance and Transparency Rules" enacted by DTR 4.3A that require oil, gas, mining and logging companies that have securities listed on UK-regulated markets to annually and publicly disclose

### Economic Contributions

We are committed to open and full disclosure of our economic contributions in all countries in which we do business.

Syama is owned and operated by local subsidiary Société des Mines de Syama S.A. (SOMISY) in which Resolute has an 80% interest and the Government of Mali holds the remaining 20%. The Tabakoroni complex, comprising a separate mineral licence proximal to Syama, is 90% owned by Société des Mines de Finkolo S.A. (SOMIFI), and the Government of Mali holds the remaining 10%.

Mako is owned and operated by Resolute's Senegalese subsidiary, Petowal Mining Company S.A., in which Resolute has a 90% interest and the Government of Senegal holds the remaining 10%.

any payments made to governments on a country-by-country and/or project-by-project basis. These rules apply to Resolute by virtue of its listing on the London Stock Exchange and Listing Rule 14.3.22R. We support the EITI in countries where we operate. All our tax filings are reviewed by external parties to ensure accuracy and compliance.

All our suppliers must meet quality, delivery, service and competitive pricing requirements. This includes compliance with applicable laws and the principles set out in our Supplier Code of Conduct which includes anti-bribery and corruption, human rights and health, safety, environment and social responsibility.

We continue to work collaboratively with our suppliers to address shortcomings and reduce gaps in local capacity.

We actively engage with our host communities and governments to obtain and maintain broad social acceptance based on trust and mutual respect. Our investment decisions, project designs and operational plans are informed by socio-economic baseline studies, impact assessment, participatory planning processes and robust stakeholder engagement.

We work with host communities to invest in programmes that can address socioeconomic challenges and catalyse long-term sustainable development through community investment.

In 2025, Resolute's direct economic contributions totalled US\$831.7 million, which included: US\$380.1 million in operating costs; US\$65.6 million in employee wages and benefits; US\$88.6 million in capital expenditure; US\$276.5 million in royalties, taxes and other payments to government; and US\$4.1 million in community investments. Of the total economic value distributed, 67% was attributed to Syama, 25% was to Mako, with the remaining 8% to exploration and development activities.

Resolute supports the activities of the Extractives Industry Transparency Initiative (EITI) to promote good governance and transparency in the mineral resource sector. We voluntarily disclose details on payments to government where requested by the EITI.

Breakdown of economic value generated and distributed (US\$ million)	Syama	Mako	Group Total <sup>1</sup>
Economic value generated: revenues <sup>2</sup>	539.1	326.5	865.6
Economic value distributed	557.5	208.6	831.7
Cash operating costs	246.7	84.0	380.1
Employee wages and benefits	37.8	11.5	65.6
Capital spend	80.9	7.7	88.6
Payments to capital providers <sup>3</sup>	4.9	12.0	16.8
Payments to government	192.4	80.5	276.5
Community investments	3.1	1.0	4.1
Economic value retained	(26.8)	129.9	37.5

<sup>1</sup> Group Total includes the aggregated economic value generated and distributed for all Resolute entities and assets.

<sup>2</sup> Revenues are presented on an accrual basis.

<sup>3</sup> Payment to capital providers includes interest on bank overdraft facilities and dividends paid to the Government of Senegal.

### Case study

#### Local Content targets

Consistent with policy, we have long recognised the importance of domestic sourcing, where goods and services meet our required quality, delivery, and operational standards. In 2025, we have focused on adapting our procurement practices to meet new local content regulatory requirements in both Mali and Senegal. Mali has introduced a dedicated Local Content Law focused on mandatory ownership thresholds, state equity participation, and immediate compliance requirements to increase national control. Senegal has adopted a comprehensive Local Content Framework emphasising workforce nationalisation, supplier development and inclusive procurement, supported by institutional and financial mechanisms aimed at long-term competitiveness.

Together, these reforms reflect a regional shift toward ensuring that extractive industries deliver measurable socio-economic benefits and deeper domestic value creation.

Both countries have introduced ambitious local content targets covering a variety of goods and services as applicable to the mining sector. All procurement activity is now hosted through a regulated online platform, where tenders are advertised and procurement decisions disclosed. All suppliers, national and international, must be registered through the platform to participate in procurement opportunities.

We are actively supporting our local suppliers register to the platform; and exploring new ways to localise elements of our supply chain that have historically been sourced from international suppliers.



### Local Procurement

From exploration to mine operation, Resolute procures a diverse range of goods and services that contribute to the economic and social prosperity of our host countries through supply chain growth, innovation and formalisation.

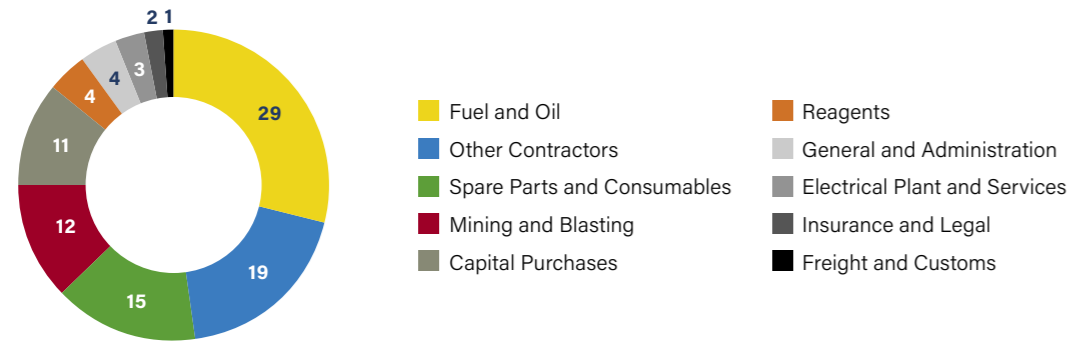
Of our Group-level cash operating costs, approximately 65% is associated with Syama and 22% with Mako, where the main types of procurement by value are fuel and oil, contractors, spare parts and general consumables and reagents.

The principal goods and services we source internationally include: reagents (cyanide, flotation reagents); other consumables (forged grinding media and accessories); Original Equipment Manufacturer ("OEM") plant and spares (power generation, other fixed and mobile equipment); communications hardware and software.

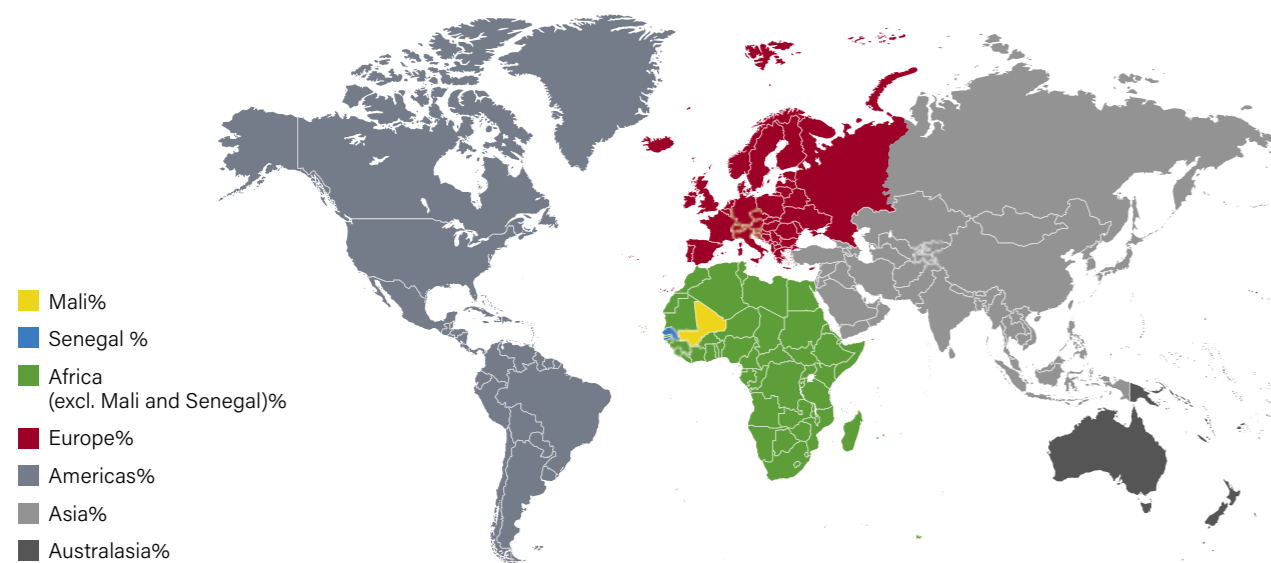
In 2025, global supply chains and international shipping routes, continue to be impacted by the ongoing conflict in Ukraine and Gaza. The security situation in Mali has also affected domestic road transport, notably for explosives and fuel supply. These instabilities highlight the importance of a diverse and collaborative supply chain to buffer our operations against shocks. To mitigate the potential impact on international supplies, we maintain increased levels of capital inventory for consumables and critical spares to accommodate delays in lead times and seek long-term agreement with suppliers to provide stock security and priority availability where feasible. National replacement of international suppliers is also an important mitigating factor.

In sourcing goods and services, preference is given to local businesses, provided they meet the minimum safety, quality, ethical and cost requirements. Resolute applies rigorous procedures to maximise the opportunity for local sourcing.

Group operating costs by type (%)



Group operating costs by country of origin (%)



Spending on national suppliers	Syama	Mako
Number of active suppliers – national	174	229
Value of procurement – national (US\$'000)	204,670	44,636
National procurement as % of total procurement	55%	61%
Number of active suppliers – host region	32	64
Value of procurement – host region (US\$'000)	10,975	3,075
Host region procurement as % of national procurement	5%	7%

\* For Syama and Mako, the host regions are Sikasso and Kedougou respectively.

In 2025, Resolute has supported the efforts of both the Malian and Senegalese authorities to reinforce and regulate local economic participation. This has included the introduction of performance targets for local content across the mine supply chain, transparency in public tender processes and reporting on progress.

Within the host regions proximal to our mine operations, the economy is largely absent of heavy industry and local economic participation remains relatively low. The goods and services procured locally principally comprise construction materials (sand, aggregate, gypsum and cement) and light industrial hardware (electrical, plumbing, cleaning). Locally sourced services include light construction, transport and accommodation.

At Syama, 55% of total procurement by value is sourced from Malian suppliers numbering approximately 174 companies; and 5% of total procurement by value is sourced from suppliers registered in the host region of Sikasso. Similarly at Mako, 61% of total procurement by value is sourced from Senegalese suppliers numbering approximately 229 companies; and 7% of total procurement by value is sourced from suppliers registered in the host region of Kedougou.

The above excludes the indirect economic impact arising from the presence of our workforce and suppliers in the local area, where they contribute to the growth of the local economy. We actively engage with local suppliers to help them meet our minimum safety, quality, ethical and cost requirements. To facilitate the onboarding and capacity of local suppliers, who are not familiar with our procurement standards, we provide levels of basic administrative assistance on matters covering tendering, business and tax registration, banking, credit terms and invoicing.

### Supply Chain Management

Resolute's Supplier Code of Conduct affirms our commitment to uphold high moral and ethical principles and specifies the basic norms of behaviour for employees and others conducting business on our behalf.

We expect our suppliers to apply standards to the same level as our own, or higher, in a manner that is appropriate and proportional to the nature and scale of their activities, the goods they supply and the services they perform. As a condition of doing business with Resolute, our suppliers are required to comply with applicable laws and meet the commitments and obligations under our Group policy framework, including:

- Anti-bribery and corruption
- Human rights
- Health, safety, environment and social responsibility

These requirements are stated in our standard terms and conditions of contract for suppliers of goods and services, to which is appended our Supplier Code of Conduct. We recognise that operating in environments with a multitude of different legal, cultural and business practices and requirements can be challenging – and we endeavour to support our suppliers in meeting the standards expected of them under our Supplier Code of Conduct.

In 2025 we introduced due diligence processes to verify that our suppliers meet our standards. We reserve the right to undertake due diligence to verify compliance to our Supplier Code of Conduct. If a reasonable risk of non-compliance is identified, we may suspend transacting business or terminate business relationships with a supplier.

We maintain a Conflicts of Interest Policy that covers avoidance and management of conflicts of interest that may arise between our employees and business activities. Our employees are required to declare any potential or perceived conflicts; it being their responsibility to act in the best interest of the Company.

## Community Relations

To obtain and maintain a robust licence to operate during all phases of the mine cycle, we build relationships based on trust and mutual respect with our host communities and governments.

The strength of these relationships is underpinned by:

- Engagement – proactively engage stakeholders based on inclusion, transparency and integrity
- Risk and impact management – integrate stakeholder considerations into managing risks to develop long-term, positive cumulative impacts
- Mutual value creation – collaborate to catalyse socio-economic development so communities can prosper during operations and after mining activities cease.

Syama and Mako are both located within a tropical savanna ecoregion that extends across West Africa, comprising forest savanna and grasslands where communities primarily subsist on wet season agriculture, livestock grazing, micro-enterprises and artisanal mining.

Syama is located in the administrative Commune of Fourou and Region of Sikasso, Mali. Eight villages are located in close proximity to the mine, comprising approximately 47,500 inhabitants.

Mako is located in the administrative Commune of Tomboronkoto and the Region of Kedougou, Senegal. Four villages are located in close proximity to the mine, comprising approximately 5,000 inhabitants.

Development of the Syama and Mako mines has not required the physical resettlement of populations, however land acquisition has impacted some agricultural and grazing land.

### Community Engagement

Strong lines of communication are maintained with our host communities to understand each other's needs and identify opportunities for long-term mutually beneficial outcomes.

Key local-level stakeholders include affected communities, local businesses, local officials and public authorities. We broadly characterise the interests and influence of these stakeholders in relation to our business activities, which in turn informs the method and frequency of engagement. Each of our operations maintains a stakeholder engagement plan.

We have established both permanent and ad hoc consultation structures to ensure that a broad base of stakeholders have accurate and timely access to relevant information. These include formal decision-making committees on matters including employment, procurement, development and planning, land acquisition and livelihoods, and security; supplemented by key informant meetings, focus group discussions, public forums. We also use noticeboards, letters and radio broadcasts to disseminate information. Through this engagement, we seek to understand local community perspectives and concerns, address feedback and complaints, and enable discussion in a culturally appropriate manner.

At Syama, a Technical Committee meets on a monthly basis and provides an overarching management structure that reviews mine operations, execution of the community development plan and grievance resolution. The Committee comprises representation from all affected villages (men, women, youth) and local authorities. In additional regular formal meetings are held with subject matter sub-committees in relation to employment and land acquisition. In total 60 meetings were held in 2025 by formal committees.

At Mako, 48 formal meetings were held with subject matter committees covering employment, procurement, local development and security.

### Grievances and Incidents

Grievance mechanisms are essential for addressing stakeholder concerns, preventing conflicts and fostering trust with our communities.

Resolute's community and local stakeholder complaints and grievance procedure provides a robust process for effectively identifying and resolving grievances. It is a legitimate, simple, accessible, equitable, rights-compatible, and culturally appropriate mechanism for the community and local stakeholders to raise concerns.

The majority of grievances are resolved quickly without incident through direct and informal engagement with the complainant. If the grievance is not resolved informally, it is recorded in the asset-level grievance register where it is escalated, investigated and corrective actions proposed for resolution.

We aim to have 75% of community grievances resolved within 14 days and 100% within 30 days. If, after all reasonable attempts have been made to resolve the matter, the complainant is not satisfied with the corrective actions proposed by the Company, then the matter may be referred to local leaders or authorities for independent mediation.

Upon investigation, a grievance may be classified as an incident. An incident is described as a deviation from standard operating procedures or any unplanned occurrence or event arising from our business activities that has resulted in, or has the potential to result in, adverse consequences to people, property, the environment, heritage, reputation, production, or a combination of these. Resolute assesses the severity of community incidents by applying the Company's risk management framework.

In 2025, Syama recorded 14 grievances primarily related to impacts on agricultural land, employment and dust nuisance. One of these grievances was recorded as a Level 3 incident.

At Mako, two grievances were recorded – one relating to local employment and the other procurement. There were zero community incidents.

All Category 4 and 5 incidents are internally escalated to Resolute's Chief Operating Officer. In 2025, Resolute recorded zero reportable community incidents.

Community Grievances	Syama*	Mako
Number of Grievances	14	2
Resolved within 14 days (#)	10	1
Resolved within 30 days (#)	1	1
Requiring independent mediation (%)	-	-

\* Three grievances were unresolved as of end of reporting period

Community Incidents	Syama	Mako
Level #1	-	-
Level #2	-	-
Level #3	1	-
Level #4	-	-
Level #5	-	-
Total Incidents	1	-

## Risk and Impact Management

Our assets are located in rural landscapes where there is a risk that mine development can impact land, natural resources and livelihoods on which local communities depend.

We obtain critical information about the environmental and social baseline conditions in our area of influence, as early as possible in the project cycle. In parallel, we conduct formal risk and impact assessment and integrate this information into subsequent phases of project design, construction and operation.

At Syama, there was no material change to the community risks nor impacts associated with the operation in 2025. Preliminary studies were initiated for the expansion of waste rock and tailings facilities which have the potential to result in future land acquisition. Following the assessment of options for a new tailings storage facility, we are planning to initiate feasibility design and formal ESIA studies in 2026.

At Mako, the conclusion of open pit mining in June 2025 as scheduled, and subsequent demobilisation of our mining contractor, resulted in a reduction in the size of the operational workforce and local economic impact arising from salaries and procurement. We have actively engaged with our local communities and supply chain to prepare them for this socio-economic transition.

Notably in 2025, we advanced feasibility studies including an environmental and social impact assessment (ESIA) and resettlement action plan (RAP) for the Tomboronkoto satellite deposit, a component of the Mako Life Extension Project. Subject to regulatory approval, this project would require the physical displacement of Tomboronkoto village comprising approximately 2,250 persons. Under the scope of the Mako Life Extension Project, we also initiated separate formal ESIA studies for the Bantaco satellite deposit and extension of Mako mine facilities.

In May 2025, Resolute acquired the Doropo Gold Project in north-east Côte d'Ivoire, published an updated the Definitive Feasibility Study and was awarded a Mining Permit in February 2026. In preparation for the commencement of construction in H1 2026, we initiated land acquisition planning within project affected areas.

### Land Acquisition, Resettlement and Livelihood Restoration

Land acquisition is an inevitable impact of mine development. However, to the extent practicable we aim to avoid the physical and economic displacement of communities through the rigorous assessment of alternate project designs. In cases where displacement is unavoidable, it is carefully and systematically planned from an early stage, with the informed participation of displaced persons and other relevant stakeholders, to minimise and fully compensate for the negative impacts. We work on the principle that no person shall be worse off as a consequence of our business activities.

To date, development of the Syama and Mako mines has not required either physical or economic resettlement of host communities. Instead, the loss of land, assets and livelihoods has been managed through either cash compensation and/or livelihood restoration measures implemented in areas outside the project footprint.

As a minimum, our land acquisition practices comply with national regulations, but we are also guided by international good practice, notably the IFC Performance Standards.

At Mako, the land acquisition and livelihood restoration agreement held between affected persons and the Company has been fully executed. We continue to monitor the success of the livelihood restoration programme which has included market gardening, the mechanisation of wet season agriculture, arboriculture and livestock management.

Subject to regulatory permitting and agreement with affected persons, the Mako Life Extension Project would require the physical displacement of Tomboronkoto village. A preliminary resettlement action plan has been drafted and a detailed inventory prepared of land, asset and livelihoods. Resettlement planning is overseen by a committee comprising village representatives, technical agencies and local authorities – with independent specialist advisory support.

### Artisanal and Small-scale Mining

Artisanal and small-scale mining ("ASM") is prevalent across a number of our mining and exploration permits in Mali, Senegal and Côte d'Ivoire; where the activity is unregulated and considered illegal by the national authorities. The ASM context is highly variable from site to site, requiring a range management responses that are sensitive to the regulatory and socio-economic context and the risk to our business activities.

We recognise that ASM and its value chain can provide an important source of economic subsistence for local communities. We generally accommodate the presence of ASM outside our active and controlled mining areas, where this activity is of low intensity and impact.

However, ASM can also pose significant security, safety and environmental risks. We distinguish illegal mining from ASM, where this involves wilful trespass into active and controlled mining areas with criminal intent.

In situations where the nature and extent of ASM presents an unacceptable risk to the safety and security of our workforce and the broader community, we actively work with local communities and public authorities to manage and mitigate these risks.

Our security teams, including our private and public security partners, are provided VPHSR training.

### Community Investment

Through social investment we aim to create shared value by catalysing long-term socio-economic development that is aligned to the needs and aspiration of our host communities.

Our group-wide Community Investment Strategy defines four investment pillars:

- Institutional strengthening
- Critical infrastructure
- Livelihood development
- Knowledge transfer

We recognise the need to strengthen the institutions that support local economies, and build the skills and capabilities that diversify economic activity. Where possible, we seek to leverage other development resources and sources of funding available through partnership with other actors.

We start community investment at early-stage exploration, from where the level of investment is scaled-up over time commensurate with the stage of asset development. Women are targeted to benefit from at least 50% of our investment funding.

At Syama, we contribute 0.75% of quarterly revenue to a local fund for community development; and at Mako, we contribute 0.5% of annual revenue to a regional fund for community development. In addition, we make various voluntary social contributions to our host communities.

In 2025, the total social investment expenditure and related payments to government was US\$12.7 million of which US\$4.1 million was allocated to the benefit of local communities.

We actively participate in administrative processes and structures that preside over the governance of these local development funds. At the level of both Syama and Mako, this includes participation in the monthly monitoring committee for local development.



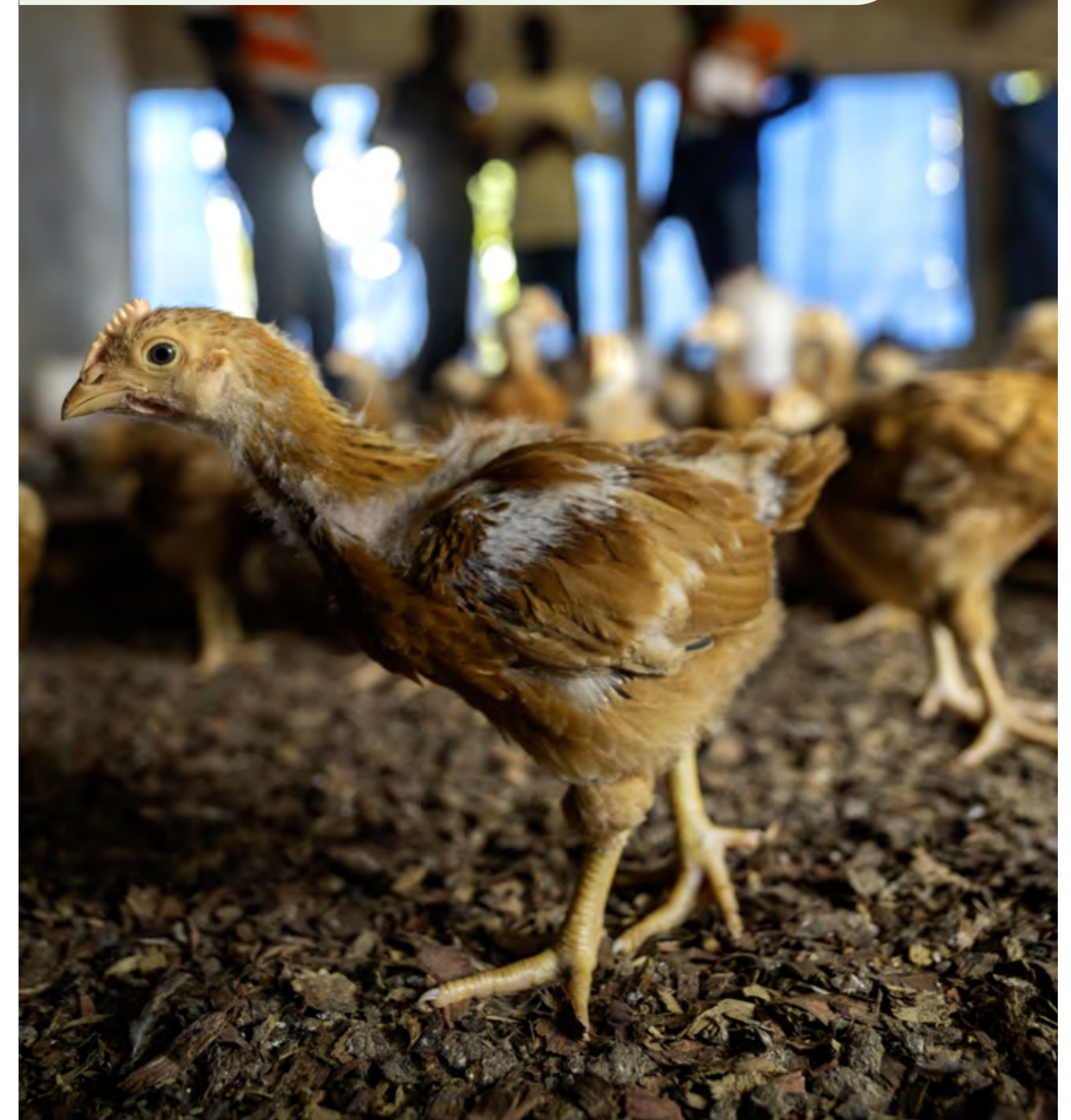
Community Investment	Syama	Mako
<b>Total Expenditure (US\$'000)</b>	US\$ 3,096	US\$ 984
<b>Institutional Strengthening</b>	Governance training to school evaluation committees Training to women's cooperatives to develop economic activity	Local government institutional support fund Training to youth and women groups to develop economic activity
<b>Knowledge Transfer</b>	Internship programme (28 trainees) Scholarship programme (4 participants)	Apprenticeship programme (16 apprenticeships) Community scholarship programme University bursary programme
<b>Critical Infrastructure</b>	Installation of 5x village drinking water boreholes (Fourou, Galamkourou, Piama, Tembleni, Sinti) Public road maintenance Hospital equipment (Sikasso) Rehabilitation of Fourou Commune administrative building	Auxiliary infrastructure for regional hospital Construction of a youth centre Construction of an office building for the Department Council Construction of a truck stop and auxiliary facilities (Mako) Provision of a community ambulance (Tomboronkoto) Public road maintenance
<b>Livelihood Development</b>	Market garden optimisation (Lolle, Syama, Dieou, Kamberke, Fouguele, Kafonina) Technical support to women's cooperatives for shea butter and soap production Technical support to apiculture cooperative	Installation of new market garden (Tomboronkoto) Construction of a chicken abattoir for regional cultivators Technical support to market gardening cooperative Technical support to women's cooperative for soap production

### Case Study

#### Doropo Project Optimisation

The Doropo Project is located in a rural area and is one of the least developed regions of Côte d'Ivoire. The economic benefits (both direct and indirect) accruing from this project have the potential to be significant for the region, including employment and skill development, infrastructure and services, institutional strengthening, royalties, procurement and community investment.

A key objective of the optimised DFS is to mitigate the risks and impacts of land acquisition on the numerous small settlements and agricultural lands located within and adjacent to the project area. This has included the sensitive design and placement of project infrastructure away from sensitive receptors. A key factor to project success will be the implementation of robust impact management and mitigation plans, addressing livelihood restoration, resettlement and progressive land rehabilitation.



# PROTECTING THE ENVIRONMENT



Protecting the Environment  
continued

- Our Management Approach
- Environmental Monitoring and Compliance
- Air Quality
- Water and Effluents
- Waste Management
- Tailings Management
- Energy and Climate Change
- Biodiversity
- Progressive Rehabilitation and Closure

Reportable environmental incidents  
**Zero**

Mapped for all assets  
**Climate risks**

Roadmap for conformance with the  
**GISTM**

Certification  
**ISO 45001**

### Our Management Approach

Resolute is committed to following international leading practice in the management of environmental impacts and risks. In our decision making, we apply the mitigation hierarchy, and we evaluate and consider technically and financially feasible alternatives. Our approach to environmental management is underpinned by Resolute’s Environment Policy, which was updated in 2025, and outlines our commitment to:

- Comply with all applicable laws, regulations and licence conditions
- Ensure environmental risk and opportunity are managed effectively
- Incorporate environmental impact assessment into all significant planning processes
- Implement measures to avoid, minimise or mitigate any business-related impacts
- Set company targets to drive accountability and improve environmental performance
- Disclose our environmental performance to relevant stakeholder groups

Our Environmental Policy and related management system documentation including our Water Stewardship Policy, Energy and Climate Change Policy, and Responsible Tailings Management Policy are available at <https://www.rml.com.au/about-us/corporate-governance>.

Corporate policies and standards are applied at the operations through a site level Environmental Management System (EMS), which takes account of site-specific environmental risks, opportunities and the local regulatory context. The EMS is comprised of an Environmental Management Plan and relevant Standard Operating Procedures, including mechanisms for monitoring, evaluation, and reporting. These define roles, responsibilities and accountabilities for employees and contractors. To ensure awareness of our environmental monitoring programmes we hold formal and informal community engagements throughout the year. These provide an opportunity to discuss our environmental performance and for any concerns to be raised.

In 2025, we maintained our ISO:14001 certification at Mako and are awaiting re-certification at Syama in Q2 2026. Our environmental performance was audited by several third parties, including respective governmental agencies, with no significant concerns identified at either operation.

We seek to work with suppliers who share our values, and whose activities are governed by an EMS that is compatible with ours. Our minimum expectations with regards to environmental matters are detailed in the Supplier Code of Conduct. We review supplier performance periodically and work with them to address areas where improvements can be made.



### Environmental Monitoring and Compliance

We routinely monitor and track our environmental performance against key performance indicators and commitments made in our Environmental and Social Impact Assessments (ESIAs). We monitor both lagging indicators, which provide an indication of performance at an operational level, as well as leading indicators, which to help assess the strength of our controls.

Our risk management framework provides guidance on the classification of environmental incidents based on the extent of impacts, non-compliance with regulatory requirements or operational commitments. Environmental incidents are reported internally through a software management system which supports transparency of corrective actions, responsibilities and progress. Our environment teams are trained in the industry-recognised ICAM (incident cause analysis method), which provides a structured framework to identify all the factors contributing to individual incidents. Investigations allow us to implement mitigation measures to prevent reoccurrence. Site level

environmental incident classifications are reviewed periodically to ensure that they align with the group risk framework and allow appropriate escalation to senior management, as necessary.

In 2025, Syama and Mako only reported minor incidents, the majority related to the management of surface water quality and hydrocarbon spills, with localised impacts. We recorded no significant environmental incidents or regulatory non-compliances.

To reduce the number of environmental incidents, both operational sites have established environmental training programmes for employees and contractors, alongside inspections of key operational areas, focused awareness raising, and continuous improvement initiatives. We build competency through the training of ISO14001 Champions within each business function, to provide support and guidance on environmental matters and assist with the tracking and implementation of corrective actions.

Environmental Incidents		2025	
		Syama	Mako
Minor	<i>Environmental impact:</i> small and/or localised impact (e.g. contained spill, incorrect waste disposal).	23	2
	<i>On-site:</i> can be remediated within one week		
	<i>Off-site:</i> can be remediated within one shift		
Moderate	<i>Compliance:</i> Single exceedance of regulatory requirement.		
	<i>Environmental impact:</i> substantial localised impact (e.g. unapproved clearing, disturbing heritage site).	0	0
	<i>On-site:</i> confined impact requiring medium-term recovery (1 month+)		
Significant	<i>Off-site:</i> can be remediated within one week		
	<i>Compliance:</i> management and control of the impact is the subject of regulatory inspection, corporate policy, however, it is unlikely that prosecution may result from non-compliance.		
	<i>Environmental impact:</i> serious environmental impact. May impact off lease areas (e.g. uncontrolled fire, destroying heritage site).	0	0
Critical	<i>On-site:</i> unconfined impact requiring long-term recovery (years)		
	<i>Off-site:</i> confined impact requiring medium-term recovery (1 month or more)		
	<i>Compliance:</i> management and control of the impact is required by legislation or statutory obligations and it is likely that prosecution may result from non-compliance.		
Critical	<i>Environmental impact:</i> disastrous and/or widespread impact (e.g. tailings dam breach).	0	0
	<i>On-site:</i> widespread unconfined and long-term recovery impact; major damage remains (years)		
	<i>Off-site:</i> unconfined and long-term recovery impacts; damage remains (years)		
	<i>Compliance:</i> prosecution will result in process halt and lost production time.		

## Air Quality

Our mining activities result in air emissions through power generation, processing, transport and the use of diesel-powered drilling, hauling and crushing equipment. These activities emit carbon dioxide (CO<sub>2</sub>), nitrogen dioxide (NO<sub>2</sub>), sulphur dioxide (SO<sub>2</sub>), particulate matter (PM) and also generate dust. Priority air quality issues for Resolute are SO<sub>2</sub> emissions and underground particulate matter emissions at Syama, and fugitive dust emissions at both Mako and Syama.

### Sulphur Dioxide Emissions

At Syama, the treatment of the refractory gold ore includes a high-temperature roasting process, which results in a SO<sub>2</sub> byproduct. Syama is required to monitor SO<sub>2</sub>, particulate matter (PM10) and dust concentrations at five Air Quality Monitoring Stations (AQMS) in communities surrounding the mine: Syama, Fourou, Tembleni, Bananso and N'Golopene.

There are currently no national ambient air quality standards in Mali, and monitoring is assessed against the World Bank guidelines as required by the relevant Syama ESIA's (2007, 2022 and 2023).

SO <sub>2</sub> emissions for the Syama Gold Mine				
Indicator	Unit	2023	2024	2025
Roaster Feed	t	169,533	168,126	154,988
Sulphide	%	23.85	25.4	24.5
SO <sub>2</sub> emitted*	t	78,356	85,282	76,350
Average daily emission (operating days)	t	215	234	209

Note: \*97% conversion of Sulphur-to-Sulphur Dioxide - SO<sub>2</sub>

Following a review of historic records and calculation methodology, previously reported SO<sub>2</sub> emitted figures for 2022 and 2023 have been amended.

### Air Quality Monitoring and Management

Due to the locations in which we operate, air quality monitoring programmes have been developed which assesses the air quality in our neighbouring villages. We hold formal and informal community engagements in which we regularly present our environmental monitoring programmes and performance to community stakeholders.

At Syama, fallout dust deposition monitoring was conducted at the villages of Fourou, Tembleni, Bananso and N'Golopene. Deposition rates were low during most of the year. However, weather conditions associated with the seasonal Harmattan from January to mid-April have resulted in elevated dust concentrations at N'Golopene, Tembleni, and Bananso. Isolated elevated dust readings at Syama are also associated with road traffic.

Mitigation measures for dust suppression at both sites include:

- Watering and maintaining unsealed road surfaces and heavily trafficked areas on a regular basis, which we increase during periods of high risk (e.g., commuter periods, or in dry and windy conditions).
- Applying gravel and paving on heavily trafficked unsealed project roads.
- Limiting vehicle speeds.

Historically, we have monitored SO<sub>2</sub> at Syama both actively and passively to ensure transparency of any environmental impacts at the AQMS. The monitoring network provides real-time air quality data for a range of gases including SO<sub>2</sub>.

In conjunction with monitoring, Syama implements a precautionary air quality management approach that uses modelled air quality parameters, supplemented by a forecasting model. The predictive forecast, called Cubic Conformal Atmospheric Measurement (CCAM), uses weather patterns with predicted SO<sub>2</sub> emission data to indicate potential localised elevations of SO<sub>2</sub>. This enables the operations to consider if action is needed at the processing facility. The commissioning of the newly installed SO<sub>2</sub> monitoring network and initial monitoring data supported a recalibration of the CCAM, which was completed in early 2024.

During the period, monitoring results were generally below the Syama ESIA 24-hour average guideline value of 500µg/m<sup>3</sup> and no local complaints were recorded from any of the surrounding communities relating to SO<sub>2</sub> emissions.

- Using low emission diesel engines and/or catalytic convertors for heavy vehicles, trucks, and excavators.
- Covering dusty material loads if passing through settlements.
- Trialling of dust suppressant products to reduce dust generation on high traffic areas in sensitive locations.

At Mako, we have established environmental dust monitoring locations at the villages of Tambanoumouya, Liguekoto, Niemenike and within the Niokolo-Koba National Park Buffer Zone (PNNK). These are routinely monitored in the dry season for PM10, PM2.5 and total dust. We compare results against IFC Air Emissions and Air Quality Guidelines (2007), WHO Air Quality Guidelines (2005), and national regulation conditions.

Like results at Syama, dust concentrations are impacted by regional weather conditions (as during Harmattan) which resulted in elevated dust concentrations during the dry season, when concentrations exceeded both National and WHO guidelines. The occurrence of exceedances is consistent with baseline conditions.

Our experience has shown that provided plant and equipment are appropriately operated and maintained, emissions from the diesel power station and the plant are unlikely to affect air quality in key sensitive areas such as surrounding villages and the PNNK.

## Water and Effluents

Water is essential to support mining activities, where it is used for ore processing, dust suppression and domestic use. Poor management can impact the quality and quantity of water available to other users. Resolute recognises access to water as a fundamental human right and implements robust management systems, practices, and standards to drive sustainable and responsible water management in the catchments in which it operates.

### Water Stewardship

Our approach to water management is driven by our corporate Water Stewardship Policy, which includes commitments to comply with applicable laws and licence conditions, to assess water security risks, and to avoid, minimise, mitigate or compensate for any adverse business-related impacts on communities and the environment. Where national legislation does not fully address a particular issue, we apply relevant international standards, including those established by the World Health Organization (WHO) and the International Finance Corporation (IFC), to ensure alignment with global best practice.

We have established water management teams at both sites, comprising operational, environmental, and social specialists, to provide strategic oversight of water consumption practices in accordance with our policies. We do not currently have operations in areas of high-water stress.

Water management procedures ensure that water is used efficiently, minimising the volumes abstracted, reusing water where possible and managing water discharges. We recognise the reliance which local communities have on the availability and quality of water, and maintain a comprehensive surface and groundwater monitoring programme.

Water balances were updated at both sites. Our aim is to achieve a 70% recycling rate, to align with industry leading practice. At Mako, adjustments to the processing plant in 2024 have converted gland water from fresh water to recycled tailings pond water. While the initiative will have incremental impact to the overall freshwater demand it demonstrates our commitment to continuous improvement.

In 2025, we conducted several water quality impact studies at studies at Syama to achieve improved water quality at Cashew pit and Beta pit, as well as an assessment to evaluate the impact of illegal artisanal mining activities on soil and surface water to the west of Beta pit.

Water withdrawal, reuse and discharge	Unit	2023		2024		2025	
		Syama	Mako	Syama	Mako	Syama	Mako
<b>Water withdrawn</b>	<b>ML</b>	1,530	2,125	2,154	2,468	5,041	1,369
Surface water	ML	1,418	1,056	2,034	653	2,487	779
Groundwater	ML	113	1069 <sup>1</sup>	120	1815 <sup>1</sup>	2272 <sup>1</sup>	544
Entrained water	ML	282	42	277	45	282	46
<b>Water reused</b>	<b>ML</b>	n/a	1,351	n/a	1,518	4,032	1,714
<b>Water reused</b>	<b>%</b>	0	63.5	0	61.5	34.0	38.5
<b>Total Water discharged</b>	<b>ML</b>	0	551	0	544*	0	44

<sup>1</sup> Accumulation of groundwater and rainwater

<sup>2</sup> Addendum from 2024 disclosures

No water quality issues, or incidents of regulatory non-compliance were recorded in 2025.

### Abstraction

In 2025, water abstraction at both sites was performed in accordance with regulatory requirements and abstractions were significantly below authorised annual allocations. Permitted abstraction points are monitored with installed flow meters to ensure accurate abstracted volumes.

At Mako, water is abstracted from the Gambia River during the wet season for dam storage and drawn down in the dry season. The mineral processing operation used 1.7 million m<sup>3</sup> of process water from the tailings storage facility for reuse in the processing plant, which significantly reduced the reliance on abstraction from the Gambia River. Abstraction volumes were just over 35% of the allocated annual volume year.

At Syama, surface water is abstracted from the Bago River, with permitted abstraction rates decreasing in the dry season. In 2025 we were granted a one-off authorisation by the government to abstract additional volumes from March-May. To minimise abstraction, we harvest a significant volume of rainwater which is stored in the northern satellite pits, draw on groundwater inflows abstracted from the underground mine, and recycle process water from the tailings storage facility for reuse in the processing plant. In 2025, the volume of water abstracted from the Bago River was below 47% of the allocated annual volume.

### Discharges

At Mako and Syama, the nature of mine development and localised changing weather conditions has required discharge applications to be requested and approved.

This typically relates to the discharge of water that collects within open pit mining operations during the wet season. At both operations, discharged water quality samples were within applicable effluent standards and ESIA guidelines.

At Syama, run-off from mine-affected areas is dispersed to three ephemeral creeks, before entering the larger catchments of the Bafini River to the north and the Bago River to the west. At Mako, stormwater run-off is diverted downstream of the operation into the minor tributaries of the Gambia River.

## Waste Management

Our operations generate a range of hazardous and non-hazardous waste throughout construction, commissioning, mining, ore processing, maintenance, administration, procurement, general camp maintenance and operational activities. Our largest waste streams include mined waste rock and processed ore bearing material, resulting in tailings. We manage the impacts associated with waste generated by maintaining robust policies and procedures that seek to minimise impacts on surface and ground water quality, land use and quality, biodiversity, and human health.

### Hazardous and Non-hazardous Waste

Our Environmental Policy includes provisions to introduce strategies that reduce waste disposal and resource consumption. Having deployed material efficiency programmes, recycling and pollution control, we commit to disposing of all residual waste, including hazardous waste, in accordance with our ESIA commitments. Detailed waste management plans provide a framework for managing waste in compliance with regulatory requirements and best-practice guidelines.

At operations, our waste management approach is to minimise production of waste (re-use), recycle, treat and dispose safely. Waste segregation is an integral component of our waste management strategy due to the relative isolation of the operations and the limited availability of off-site waste management services. Non-mineral waste streams are separated at source. Wastes awaiting further treatment, transport and/or

disposal are held at a designated waste management facility. We work with several licenced third-party waste contractors and regularly audit their performance.

At Syama, hazardous waste is disposed of on-site, mostly in an incinerator. Recyclable waste is collected by a certified waste contractors following periodic on-site auctions. All participating contractors provided required permits and authorisations, ensuring full compliance with environmental and operational regulations. In 2025, Syama implemented a strengthened integrated waste management strategy, successfully recycling 72.5% of non-hazardous waste.

At Mako, waste oil and grease are collected by an energy supply company for energy recovery and safe disposal. Hazardous waste is incinerated in a controlled environment. Certain waste products are temporarily stockpiled on site before being disposed via batched encapsulation and secure landfill.

At both sites, waste management requirements are incorporated into existing induction and awareness training programmes. In addition, 'housekeeping days' are held to raise awareness and improve waste management practices. A housekeeping award is presented monthly to the best performing business function and has contributed to improved employee participation and ownership of environmental stewardship.

We have had no significant incidents associated with hazardous materials and waste management in 2025.

Hazardous and non-hazardous waste disposal			2023		2024		2025	
Indicator	Sub-indicator	Unit	Syama	Mako	Syama	Mako	Syama	Mako
Total amount of waste disposed	Recycled	kg	961,554	1,157,589	912,180	627,778	1,039,600	791,326
	Composted	kg	36,200	0	39,889	0	36,600	0
	Recovery (including energy recovery)	l	0	564,950	0	495,000	0	270,000
	Incineration (mass burn)	kg	126,800	248,544	75,199	214,849	119,800	218,103
	Landfill	kg	266,200	5,096	285,781	1,675	275,900	1,502
	On-site storage	kg	0	0	0	0	0	49
Hazardous waste	Recycled	kg	410,154	2,825	231,758	21,817	212,000	3,460
	Recovery (including energy recovery)	l	0	564,950	0	495,000	0	270,000
	Incineration (mass burn)	kg	126,800	190,196	75,199	147,093	119,800	143,388
Non-hazardous waste	Recycled	kg	551,400	1,154,764	680,422	605,961	827,600	787,866
	Composted	kg	36,200	0	39,889	0	36,600	0
	Recovery (including energy recovery)	l	0	0	0	0	0	0
	Incineration (mass burn)	kg	0	58,348	0	67,756	0	74,715
	Landfill	kg	266,200	5,096	285,781	1,675	275,900	1,502
	On-site storage	kg	0	0	0	0	0	49

Note: "Hazardous" and "non-hazardous" waste are defined per legal or regulatory framework(s) applicable within the jurisdiction(s) where the waste is generated.

Other waste streams include waste rock generated from the extraction of ore during mining operations and tailings from mineral processing. Waste rock is the largest waste product

generated by volume and is stocked in designed waste rock dumps onsite. Both waste streams are managed within the project boundaries and in accordance with ESIA commitments.

Mining waste generated			2023		2024		2025	
Indicator	Sub-indicator	Unit	Syama	Mako	Syama	Mako	Syama	Mako
Total amount of waste disposed onsite	Non mineralised waste rock	Tonnes	11,570,945	24,481,611	6,502,099	15,740,006	10,182,595	854,256
	Processed Material	Tonnes	3,680,712	2,050,080	3,927,808	2,228,793	3,627,815	2,280,985

## Tailings Management

Ore processing produces a large quantity of tailings waste. Tailings contain residual quantities of chemicals and reagents such as cyanide and constitutes our largest hazardous waste stream. They are pumped into engineered impoundments called Tailings Storage Facilities (TSFs) which are managed and monitored to ensure structural stability and environmental safety.

We currently own and operate three TSFs, one at Mako and two at Syama. We do not manage any heap-leaching facilities. Additional information on our facilities and surrounding environment analysis is presented in our annual tailings disclosure published on the Resolute website.

### Governance and Management of Tailings Operations

Resolute maintains high standards for tailings management, taking action that supports the operation of safe tailings storage throughout all phases of the facilities' lifecycles. We implement robust management systems, practices, standards and safeguards with the objective to cause zero harm and the environment.

Our Responsible Tailings Management Policy provides clear asset-level guidance and mandates that TSF planning, design, construction, operation, closure, and rehabilitation are managed by a multi-disciplinary team to minimise all risks. They identify all design criteria and factors of safety appropriate to minimise risk for all credible failure modes across the facilities lifecycle.

Each TSF has successfully completed the necessary permitting and approvals processes, and is supported by an Operations, Maintenance, and Surveillance (OMS) manual, which clearly outlines the context and critical controls for safe operations. The OMS is reviewed and updated on an annual basis or in response to significant changes in management procedure.

Both assets have appointed an external Engineer of Record to ensure independent oversight and guide site activities in accordance with TSF design and operational requirements. We are committed to align with the Global Industry Standard on Tailings Management. In 2024, we appointed SRK as an Independent Senior Technical Reviewer to conduct supplementary site reviews, reporting observations directly to the Accountable Executive.

### Monitoring and Review

Our Responsible Tailings Management Policy commits us to developing, implementing and maintaining comprehensive monitoring systems to report, manage and address risks throughout the facilities lifecycle. It also includes the mechanisms for ensuring accountability, including regular reviews, internal audits and external assurance.

Each TSF's monitoring system verifies performance against critical safety factors and potential failure modes. Performance outside the expected ranges are addressed promptly through trigger action response plans (TARPs).

We ensure that annual external TSF audits are undertaken at each site to confirm the structural integrity of the TSFs and to confirm responsible management practices are being implemented. The latest external TSF audits were commissioned at Mako and Syama in October 2025. No fatal flaws were identified, and there have been no incidents relating to the structural integrity of tailings dams in the last six years.

Our conformance against the GISTM was subject to third-party review in 2025. We have in place an action plan to achieve GISTM conformance which is integrated into our asset-level budgeting and planning process. The Sustainability Committee routinely reviews progress against this action plan.

At Mako, the final TSF embankment raise was completed in 2025, and a feasibility level design study is ongoing for a future TSF to provide the capacity needed for a life-of-mine extension. At Syama, the deposition of tailings into the above-ground TSF has been reduced to a single cell designated for calcine storage. Oxide and sulphide tailings are now deposited in the Beta in-pit TSF, which has been developed further with the construction of retention embankment raised in Dec 2025. A feasibility study is ongoing for the development of a new above ground TSF to replace in-pit deposition and provide long-term capacity over the remaining life of mine.

Resolute is not currently closing or decommissioning any tailings storage facilities.

### Emergency Preparedness and Response

Both assets have procedures that enable effective management responses in the unlikely event of an emergency. We have engaged with relevant local stakeholders in the development of emergency preparedness and response plans (EPRPs) and long-term recovery strategies.

The EPRPs set out planned containment and mitigation measures in the event of a catastrophic release, and cover issues such as training and education, responsibilities, tests and drills, internal channels of communication, and engagement with the community and other stakeholders such as local authorities and responders. Emergency drills are conducted regularly at each site. We have also sought to make adequate resources available for recovery efforts.

### Cyanide Management

Cyanide is the primary reagent used in the production of gold and is a hazardous chemical that requires careful management.

Each site implements a Cyanide Management Procedure that defines the minimum requirements for the storage, handling, use and disposal of cyanide at our operations. Minimum training and verification of competency requirements are also stipulated as are risk and emergency management protocols. No employee is permitted to work with cyanide unless they are trained, competent and authorised.

We are guided by the principles of the International Cyanide Management Code (ICMC) and completed independent reviews of our operating practices against its principles. Whilst no material issues were identified, the complexity of mineral processing at Syama and infrastructure limitations require both engineering and operational improvements which are not currently assessed to be feasible. We are committed to improvements that reduce the use of cyanide. At Mako, as part of a continuous improvement and cost reduction initiative, the commissioning of the oxygen plant has significantly reduced cyanide demand in the process.

Extensive ground and surface water monitoring programmes are in place at both sites to ensure no adverse environmental and community impacts occur because of our cyanide use. In addition, Resolute only sources cyanide from suppliers who are signatories to the ICMC.

## Energy and Climate Change

We are committed to reduce our contribution to climate change, while also building operational resilience in the face of global warming. We acknowledge that gold mining is an energy and water intensive process, and that reducing energy and water consumption and associated costs are a key element to continued business success. This will require transformational changes in how we extract mineral resources and integrate climate-related risks and opportunities into our business strategy and financial planning.

Our approach to climate change is guided by our new Corporate Energy and Climate Change Policy (2025). We are committed to integrating climate-related considerations into our strategic business planning processes and investments. This includes identifying and assessing climate related risks and opportunities that may affect our business over short to long-term time horizons (using scenarios for different emissions pathways) and developing mitigation and adaptation strategies to address material risks. We will seek to establish a clear pathway for the reduction of Scope 1 and 2 GHG emissions, optimise energy and resource efficiency, and explore opportunities for innovation and adaptation.

The Board's Sustainability Committee has oversight of Resolute's climate change response. In addition, the Audit and Risk Committee reviews the Group's material risks, including those related to climate change. Implementation of climate mitigation and energy efficiency measures are led by the asset managers.

Resolute has dual listings in Australia and the UK, and as such comes under the regulatory framework of both countries. In 2024, The Corporations Act (AUS) 2001 was amended to introduce mandatory climate-related disclosure for the financial year beginning 1 January 2025, and requiring Resolute to produce audited climate disclosures prepared in accordance with Australian Sustainability Reporting Standards AASB S2 and the UK Listing Rule of the Financial Conduct Authority ('FCA'). Our

Operational energy	2023		2024		2025	
	Syama	Mako	Syama	Mako	Syama	Mako
Fuel type: Diesel (MWh)	11,884	84,467	8,385	87,062	14,269	83,640
Fuel type: Heavy Fuel Oil (MWh)	154,555	-	146,591	-	160,926	-
Grid (MWh)	36	25	15	35	37	51
Total Energy Generation (MWh)	166,475	84,492	154,991	87,097	175,232	83,691
% Grid Electricity	0.02%	0.03%	0.01%	0.04%	0.02%	0.06%
% Renewables Energy	<1%	<1%	<1%	<1%	<1%	<1%

Energy intensity	2023		2024		2025	
	Syama	Mako	Syama	Mako	Syama	Mako
Fixed plant energy consumption (MWh) per Au oz	1.389	0.705	0.718	0.703	0.99	0.829

### Greenhouse gas emissions

Resolute has been disclosing its Scope 1 and 2 GHG emissions since 2019, and Scope 3 emissions since 2020. These are calculated using the GHG Protocol Corporate Accounting and Reporting Standard.

Our Scope 1 and 2 emissions have decreased in the reporting period by approximately 30%. This is primarily due to a reduction in mobile diesel combustion at Mako resulting from depletion of open pit resources at Mako, and 11% and a reduction in land clearance activities at Syama.

detailed climate disclosures are presented in the 2025 Annual Report, including a declaration from the Board that the Company has taken reasonable steps to ensure regulatory conformance. These climate disclosures, including Scope 1 and 2 GHG inventory, were also subject to external assurance.

### Energy Use

At our operations, most greenhouse gas emissions are from fossil fuels (from the use of heavy fuel oil and diesel) used to produce electricity, for transportation and for mobile equipment uses.

At Mako, electricity is generated from an on-site diesel power station which comprises eleven 805kW generating units. At Syama, a hybrid power station was commissioned in 2021 including three thermal energy Modular Block generators, providing 30MW of energy to the operation, a heavy fuel oil facility and a 10MW battery storage system providing spinning reserve displacement, to counterbalance sudden variations in load. The Syama facility is operated and maintained by Aggreko, whose practices are ISO 50001 certified. Sites run awareness raising initiatives to promote the efficient use of energy and train operators on energy management actions.

At both Syama and Mako, there is no grid connection within the vicinity of the sites. There is limited potential for direct investment in material renewable energy infrastructure due to topography, land access, life of mine and other challenges. Resolute however, continues to engage with regional and local Governments to ensure any future opportunities are evaluated. We will continue to implement efficiencies where feasible. At Mako, for example, we reduced CO<sub>2</sub> emissions by recognising an in-pit backfilling opportunity and upgrading the power generation stationary plant to improve operational efficiency. At Syama a fuel tracking system was implemented to assist with the efficient use of mobile equipment and the regional office reduced its energy consumption requirements by two-thirds after the installation of solar panels.

Emissions intensity, the ratio of emissions to volume of gold produced, has been influenced at Mako by transitioning to stockpile processing in June 2025.

Total GHG emissions Scope 1 & 2*			2023		2024		2025	
Indicator	Sub-indicator	Unit	Syama	Mako	Syama	Mako	Syama	Mako
GHG emissions	Scope 1	tCO <sub>2</sub> e	216,712	114,144	380,874	103,411	265,275	78,310
	Scope 1 (non-biogenic)	tCO <sub>2</sub> e	140,594	111,016	145,041	102,024	142,037	77,543
	Scope 1 (land management and biogenic)	tCO <sub>2</sub> e	76,118	3,129	235,833	1,387	123,238	767
	Scope 2	tCO <sub>2</sub> e	26	17	10	24	16	31
Total Scope 1 & 2		tCO <sub>2</sub> e	216,738	114,162	380,884	103,436	265,292	78,342

\* Scope 1&2 GHG emission calculations for 2024 and 2023 have been corrected to take into account improvements in quantification methods

GHG emissions intensity*		2023		2024		2025	
Indicator	Unit	Syama	Mako	Syama	Mako	Syama	Mako
GHG emissions per ounce of gold produced	tCO <sub>2</sub> e per Au oz	1.03	0.95	1.76	0.83	1.50	0.78

\* Includes land management and biogenic emissions

Resolute calculates Scope 3 GHG emissions for 12 of the 15 Scope 3 emissions categories set out in the GHG Protocol Corporate Accounting and Reporting Standard. The remaining three categories have been determined to not be relevant to the

business. We have continued to work in partnership with industry specialists to calculate our spend-based emissions and validate our calculated activity-based emissions using their carbon accounting software.

Total GHG emissions Scope 3			2023		2024		2025	
Indicator	Sub-indicator	Unit	Syama	Mako	Syama	Mako	Syama	Mako
GHG emissions	Scope 3	tCO <sub>2</sub> e	150,900	105,800	150,589	65,339	149,090	55,023

### Our Approach to Climate-related Risks and Opportunities

Strong governance underpins our approach to managing climate risks and opportunities. Through review of the corporate risk register in 2025, climate-related effects were not prioritised by the Board as a stand-alone principal risk to the business. However, the Board retained climate as a contributing factor to an aggregated principal business risk 'Environmental impacts from climate change, water use, waste management and biodiversity loss', with a residual risk rating of 'high'.

We conduct scenario analyses to inform our annual assessment of physical and transition risks and opportunities, and a quantitative financial assessment of our most material issues. No material financial impacts have been observed during the 2025 reporting year.

Based on our current assessments, we consider our existing operations to be resilient to climate-related risk in the short-term. Whilst carbon pricing represents a potential material risk to the business in the future, we do not currently fall within the scope of such a mechanism in our host jurisdictions. The lack of net zero aligned regulatory frameworks increases the uncertainty around how and when carbon pricing mechanisms will be implemented. To address this uncertainty, we will continue to

monitor the development of international and national policy on carbon pricing. Due to the context of our operations, we recognise that sustained effort is needed to achieve significant carbon abatement.

In the short-term, we are focused on the identification and delivery of initiatives that will reduce our operational Scope 1 and 2 GHG emissions. Our programme for operational emissions reductions is based on:

- Energy efficiency: continuous work to optimise and improve the energy efficiency of all our processes;
- Low carbon power sources: switching to lower carbon fuels, together with electrification as an alternative to diesel use applications;
- Renewable electricity: sourcing clean power through the procurement and or development of renewable energy supply.

We have established a climate resilience action tracker, which identifies opportunities relating to (i) emission reduction initiatives and (ii) physical risk mitigation measures; and which will support future climate resilience planning, budgeting, and target setting and target setting. In 2026 we aim to develop a formal transition plan and evaluate the feasibility of climate related targets.

## Biodiversity

We are cognisant that mining activities can have a direct and indirect impact on biodiversity and ecosystem services due to landscape alteration, vegetation removal, soil erosion, pollution or the introduction of alien species. Resolute is proactive in managing biodiversity risks at all its sites with a focus on avoiding adverse impacts.

### Our Biodiversity Commitment

We are committed to addressing the risks and impacts to biodiversity and ecosystem services of our operations by implementing the mitigation hierarchy. When we cannot avoid adverse impacts, we put in place measures to minimise them and restore impacted areas. We offset any residual impacts.

Critical habitat is identified within baselines studies during the development phase of projects. When activities have potential to impact on critical habitat, we implement biodiversity management plans for the lifecycle of the project: from development to closure. Strict internal permitting procedure are operational to minimise land disturbance and prevent impact to wildlife.

Our aim is to achieve no net loss of critical habitat and, where possible, work with others to produce a net gain for biodiversity. We do not explore or seek to develop new mining operations in UNESCO World Heritage Sites.

### Biodiversity Sensitive Areas

The Mako mine is in an area of high ecological value, close to the Parc National Niokola-Koba (PNNK) (UNESCO World Heritage Site) and the Gambia River. Residual impacts on biodiversity exist in areas outside the PNNK including the habitats of the Western chimpanzees, hippopotamus, leopards and two restricted range plant species (Lepidagathis Capituliformis and Tephrosia Berhautiana). To mitigate these residual impacts, we carry out ecological monitoring surveys and have developed a biodiversity offset programme. We work in partnership with third party-stakeholders and independent experts and following internationally recognised good practice standards.

Whilst mining at Mako has currently stopped, the Tomborokoto Deposit, with probable reserves of 348oz\*, will extend the life of mine. Any residual impacts on biodiversity from this extension will be addressed using the existing biodiversity management frameworks.

Two protected areas occur within 20 km of the Doropo Project, including the Comoé National Park (UNESCO World Heritage Site), with no significant residual impacts anticipated if management controls are implemented.

\* as reported in 'Ore Reserves and Mineral Resource Statement' in the 2025 Annual Report'

### Ecological Monitoring

Mako undertakes annual ecological monitoring surveys, including the use of transect surveys and camera traps, to ensure the impacts to the habitat of priority species is consistent with those predicted in the ESIA. To date, there is no evidence of degradation to the PNNK or the Gambia River resulting from the Mako operations and priority species continue to be recorded within close proximity of the mine.

The 2025 transect surveys confirmed sightings of elephant, leopard, lion and chimpanzee. Whilst camera traps, which are downloaded monthly, reveal the continuous presence of a range of animal species within the project development area and around the PNNK buffer zone.

### The Petowal Biodiversity Offset Programme

The Petowal Biodiversity Offset Programme (PBOP) aims to achieve a 'net gain' in priority biodiversity features and offset the residual impacts of the Mako mine. It comprises landscape-level conservation management, covering an area in the southeast part of the PNNK and contiguous community lands in the Commune of Tomborokoto that are not currently formally protected.

- The **PNNK Component** of the PBOP was governed by an agreement between Direction of National Parks (DNP) and the international NGO Panthera and PMC. This component involved the implementation of a conservation programme in a 1,700km<sup>2</sup> intervention zone (equivalent to one-quarter of the park) through an effective system of forest patrols to better monitor and protect wildlife and its habitat. The programme contributed to decreases in poaching and other illegal activities in the intervention zone, and an increase in sighting frequency of large ungulates. Additional funding was attracted to the PNNK, leading to an increase in budget available for the park operations. The success of the programme was a contributing factor to the PNNK being delisted from the UNESCO Heritage Sites in Danger in 2024. Following this success, we are reviewing our approach and did not finance this component in 2025.
- The **Tomborokoto Commune Component** of the PBOP operates in partnership with the municipal council of Tomborokoto, 13 communities and the regional NGO ENDA. It focuses on conservation efforts outside the PNNK, but within the surrounding Biosphere Reserve. It established three conservation zones in the landscape, which are harmonised with the Commune land-use plan, to ensure the protection of community lands acting as wildlife corridors. The programme is supporting revenue generation opportunities in the adjacent communities, including the commercialisation of non-timber forest products, honey production and self-financing schemes. This programme is managed by a dedicated team under the oversight of PMC and the Commune Council.

The offset aligns with IFC Performance Standard 6 and the Business and Biodiversity Offset Programme's Standard on Biodiversity Offsets. It is guided by an independent advisory panel, with regional experience, who meets bi-annually to track and advise on the offsets progress.

## In focus

### The Tombo Programme – Integrating Biodiversity Conservation with Sustainable Livelihoods

The Tombo Programme is a multi-stakeholder initiative to protect biodiversity focused on community-led surveillance with economic empowerment through Non-Timber Forest Products (NTFPs) transformation and commercialisation. The programme demonstrates a successful model for sustainable development in the Tomborokoto region.

The programme has established three key conservation zones (ZC) covering over 2,300 ha. Conservation efforts are driven by local "community monitors" who conduct extensive patrols (1,944 km covered in 2025). This ecological monitoring confirmed the presence of chimpanzees, alongside other wildlife like hyenas and buffaloes. Active mapping of chimpanzee nests in all three zones serves as a key indicator of habitat health.

To combat habitat loss, the programme facilitated the planting of over 1,400 trees in the Tomborokoto commune.

The programme bridges the gap between conservation and poverty alleviation by professionalising value chains for NTFPs and apiculture. In 2025, the programme facilitated the collection of 500 kg of Madd, 400 litres of shea butter, and 450 litres of honey.

Over 100 women were trained in NTFP transformation (e.g. producing soaps, creams, and juices), and 40 apicultors were trained in modern hive construction. In addition, 50 village savings and credit associations were established, benefiting 1,280 women and 300 households. A solarised Village Business Centre is planned to serve as a hub for processing and marketing honey, shea, and Madd.

Success is underpinned by strong local governance and awareness: 14 Village Management Committees meet monthly to monitor threats like bushfires and illegal woodcutting, "Biodiversity Holidays" sensitised 170 students on chimpanzee ecology and environmental protection, and 43 sacred and historical sites were identified, linking conservation to local heritage.

Moving forward, the programme aims to validate and signpost identified biological corridors, develop partnerships to ensure long-term financial sustainability, conduct feasibility studies for ecotourism and explore "biodiversity labels" for local products.



### Progressive Rehabilitation and Closure

Our objective for mine closure is to prevent adverse long-term environmental, physical, social and economic impacts; to create stable landforms that provide self-sustaining natural ecosystems and leave a positive legacy. Mine closure plans are developed and approved as part of the ESIA, prior to mine development. We are committed to involving host communities and local stakeholders in closure planning to ensure their interests are duly considered. We carry out closure social impact assessments in the run up to closure and have closure related mitigation plans.

Both sites have mine closure plans, Mako's was updated in 2024 and Syama's in 2025. Liability assessments are updated annually, externally audited and disclosed within our Annual Report. The liability assessments methodology is based on first principles and assumptions from the latest versions of the closure plans to ensure they are reflective of the current knowledge base.

We do not currently have any assets that are closed or under care and maintenance.

#### Land Disturbed

We have measures in place to address and avoid environmental and landscape impacts, which includes a formal internal permitting process at Mako and Syama to control activities associated with mining, construction and exploration works that have potential to impact on land, property, flora and or fauna. Each site implements a land management procedure and there is a clear escalation process for the approval of any sensitive land disturbances. Where land disturbance is unavoidable, we seek to rehabilitate land to minimise harmful impacts and restore the land to productive use.

In 2025, land was cleared at Syama in Finkolo for exploration activities, new TSF sterilisation drilling progressive expansion of the Taba southwest pit, and a laterite burrow pit next to Beta TSF.

#### Land Rehabilitated

A key aspect of mine closure is undertaking progressive rehabilitation, which is the restoration of disturbed land during the mining process, rather than large-scale works at the end of a mine's life. Resolute is committed to incorporating closure objectives into life of mine planning and make financial and technical provisions for progressive rehabilitation.

Due to the design and configuration of the Mako mine, there is limited opportunity to conduct extensive progressive rehabilitation. As a result of these limitations, the focus for mine closure activity is on establishing field-based treatment options that can be implemented at closure. Trials have been set up to evaluate the performance of different surface treatment options, including varying configurations of waste dump slopes angles, surface treatments, seed application and sediment control. A total of 31.6ha of waste rock dump was rehabilitated in 2025, alongside 5.5ha for the old exploration camp.

At Syama, a total area of 11.9 hectares of waste rock dumps were rehabilitated at Cashew and Folona in 2025. Planned activities included repairing erosion gullies, reinforcing berms, and improving sediment control measures around the waste dumps. The assessment of trees planted in 2024 revealed a success rate in excess of 70%. The ongoing compensatory revegetation programme with the participation of the Sub-prefect of Fourou, focused on enrichment planting in the Kambéréké Forest. Additional seedlings were given to the villages of N'Glambere and Gouéné in support of their local reforestation campaign.

Total land disturbed	Unit	2023	2024	2025
Syama	ha	136.81	424.46	173.83
Mako	ha	11.80	5.24	0.25
Total	ha	148.61	429.70	174.08

Total land rehabilitated	Unit	2023	2024	2025
Syama	ha	15.7	22	11.9
Mako	ha	0	5.5	37.1
Total	ha	15.7	27.5	49

### In focus

#### Strategic Environmental Rehabilitation and Social Value Creation at the Mako Gold Mine

Following the cessation of mining operations at the Mako pit PMC transitioned into a critical phase of environmental and social restoration. The 2025 rehabilitation efforts focused on the waste rock dump and the decommissioned exploration camp.

To ensure effective restoration, PMC applied a 0.2m standard cover thickness of topsoil and transition materials across all rehabilitated zones. The technical framework focused on two primary interventions: Topographic Reprofilling: Stabilising slopes and reducing erosion, and Native Reforestation: Utilising indigenous species adapted to the Sudano-Sahelian climate to guarantee high survival rates and restore functional ecosystems.

The 2025 program achieved exceptional results, exceeding several thresholds established in the Mine Closure and Rehabilitation Plan (PCRFM):

- **Vegetation Success:** PMC achieved a 100% success rate for revegetation across all 28.25 hectares of treated surfaces.
- **Biodiversity Restoration:** The planting of 377 native trees, including Baobab (*Adansonia digitata*), Caïlcédrat (*Khaya senegalensis*), and

Fromager (*Ceiba pentandra*), has begun the process of restoring the regional canopy and fruit-bearing potential.

- **Geotechnical Stability:** Slope angles were successfully reduced from 37° to 24°, significantly mitigating the risk of hydric and wind erosion.
- **Site Decommissioning:** 100% of the 5.14-hectare former exploration camp was fully rehabilitated and reforested.
- **Community Partnership:** Reforestation events saw the active participation of village chiefs, the Deputy Mayor, and the Forest Service, strengthening the project's Social Licence to Operate and ensuring local ownership of the restored land.

The rehabilitation program serves as a vehicle for direct socio-economic development in the project area through direct job creation and indirect roles within local procurement chains.

By meeting and exceeding these regulatory and normative standards, PMC minimises long-term environmental liabilities while providing a model for sustainable mine closure that benefits both the ecosystem and the regional economy.



# ADDITIONAL INFORMATION



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<b>GRI 2: General Disclosures 2021</b>				
2--1	Organizational details			About this report, page 2 Company Overview, page 8-15
2--2	Entities included in the organization's sustainability reporting			Company Overview, page 8
2--3	Reporting period, frequency and contact point	EM-MM-000.A Production of (1) metal ores and (2) finished metal products		About this Report, page 2
2--4	Restatements of information			Waste Rock, page 66 GHG Emissions, Page 69 Water withdrawal, reuse and discharge, page 65
2--5	External assurance			About this report, page 2. Resolute has decided not to seek external assurance for this Sustainability Report
2--6	Activities, value chain and other business relationships	EM-MM-000.A Production of (1) metal ores and (2) finished metal products		Company Overview, page 8-15
2--7	Employees	EM-MM-000.B Total number of employees, percentage of contractors		Employment, page 36
2--8	Workers who are not employees			Employment, page 36
2--9	Governance structure and composition			Sustainability Governance, page 21
2--10	Nomination and selection of the highest governance body			Sustainability Governance, page 21 Risk Management, page 23
2--11	Chair of the highest governance body			Sustainability Governance, page 21
2--12	Role of the highest governance body in overseeing the management of impacts			Sustainability Governance, page 21
2--13	Delegation of responsibility for managing impacts			Risk Management, page 23
2--14	Role of the highest governance body in sustainability reporting			Sustainability Governance, page 21
2--15	Conflicts of interest			2025 Annual Report, Conflicts of Interest, page 70
2--16	Communication of critical concerns			Communication of Critical Concerns "Sustainability Committee, page 21"
2--17	Collective knowledge of the highest governance body			Sustainability Governance, page 21 2025 Annual Report, The Board, page 9-10
2--18	Evaluation of the performance of the highest governance body			Sustainability Governance, page 21
2--19	Remuneration policies			Retention Incentives, page 37 2025 Annual Report, Remunerations Report, page 77-92
2--20	Process to determine remuneration			Retention Incentives, page 37 2025 Annual Report, Remunerations Report, page 77-92
2--21	Annual total compensation ratio			Not applicable to Resolute's business.

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2--22	Statement on sustainable development strategy			Sustainability Strategy, page 19
2--23	Policy commitments			Resolute Policies, Procedures and Statements, page 22
2--24	Embedding policy commitments			Resolute Policies, Procedures and Statements, page 22
2--25	Processes to remediate negative impacts			Sustainability Risks, page 24
2--26	Mechanisms for seeking advice and raising concerns			Whistleblowing, page 28 About this report, page 2
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2--28	Membership associations			Political Engagement and Trade/Industry Associations, page 28
2--29	Approach to stakeholder engagement		2.2	Stakeholder Engagement, page 26
2--30	Collective bargaining agreements	EM-MM-310a. (1) Percentage of active workforce employed under collective agreements	6.4	Labour Relations, page 38
<b>GRI 3: Material topics</b>				
3--1	Process to determine material topics			Materiality Assessment, page 27
3--2	List of material topics			Materiality Assessment, page 27
3--3	Management of material topics			Materiality Assessment, page 27
<b>GRI 201: Economic Performance 2016</b>				
201-1	Direct economic value generated and distributed		7.3	Economic Contributions, page 52
201-2	Financial implications and other risks and opportunities due to climate change			2025 Annual Report, Climate Report, page 28
201-3	Defined benefit plan obligations and other retirement plans			Not applicable to Resolute's business.
201-4	Financial assistance received from government			We did not receive financial assistance from government
<i>Additional Sector Recommendation</i>	Community Investment by Mine Site			Economic Contributions, page 52
<b>GRI 202: Market Presence 2016</b>				
202-1	Ratios of standard entry level wage by gender compared to local minimum wage			Not available
202-2	Proportion of senior management hired from the local community		7.3	Proportion of senior management hired from host nation can be found on page 36. Proportion hired from local community not available
<b>GRI 203: Indirect economic impacts 2016</b>				
203-1	Infrastructure investments and services supported		7.3	Community Investment, page 58

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203-2	Significant indirect economic impacts			Not available
<b>GRI 204: Procurement Practices 2016</b>				
204-1	Proportion of spending on local suppliers		3.2	Local Procurement, page 55
<i>Additional Sector Recommendation</i>	Local Procurement by Site			Local Procurement, page 55
<b>GRI 205: Anti-corruption 2016</b>				
205-1	Operations assessed for risks related to corruption			Transparency and Business Ethics, page 28
205-2	Communication and training about anti-corruption policies and procedures		1.2, 1.3	Transparency and Business Ethics, page 28
		EM-MM-510a.1 Description of the management system for prevention of corruption and bribery throughout the value chain		Transparency and Business Ethics, page 28 Supply Chain Management, page 55
205-3	Confirmed incidents of corruption and actions taken		1.2, 1.3	Transparency and Business Ethics, page 28 (0 incidents)
		EM-MM-510a.2 Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index		Not applicable to Resolute's business. (no production in countries in the 20 lowest rankings in Transparency International's Corruption Perception Index)
<i>Additional Sector Recommendation</i>	Beneficial Owners			2025 Annual Report, Director's Report, page 73
<b>GRI 206: Anti-competitive Behaviour 2016</b>				
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices			Not applicable to Resolute's business. (0 legal actions)
<b>GRI 101: Biodiversity 2024</b>				
101-1	Policies to halt and reverse biodiversity loss		9.1, 9.2	Biodiversity, page 70-73
101-2	Management of biodiversity impacts		9.1	Biodiversity, page 70-73
101-3	Access and benefit-sharing		9.3	Biodiversity, page 70-73
101-4	Identification of biodiversity impacts		9.1	Biodiversity, page 70-73
101-5	Locations with biodiversity impacts			Biodiversity, page 70-73
101-6	Direct drivers of biodiversity loss			Biodiversity, page 70-73
101-7	Changes to the state of biodiversity		9.1	Biodiversity, page 70-73
101-8	Ecosystem services			Biodiversity, page 70-73
<i>Additional Sector Recommendation</i>	Engagement with stakeholders for closure planning		9.4	Progressive Rehabilitation and Closure, page 72

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<i>Additional Sector Recommendation</i>	Closure planning status by site		9.4	Progressive Rehabilitation and Closure, page 72
<i>Additional Sector Recommendation</i>	Land disturbed and rehabilitated			Progressive Rehabilitation and Closure, page 72
		EM-MM-160a.1 Description of environmental management policies and practices for active sites		EM-MM-160a.1: Our Management Approach, page 62
		EM-MM-160a.2 Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation		EM-MM-160a.2: 1) 0%, 2) 0%, 3) 0%
		EM-MM-160a.3 Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat		EM-MM-160a.3: Biodiversity, page 70
<b>GRI 302: Energy 2016</b>				
302-1	Energy consumption within the organization	EM-MM-130a.1 (1) Total energy consumed (GJ) (2) Percentage grid electricity (%) (3) Percentage renewable (%)	10.4	Energy and Climate Change, page 68
302-2	Energy consumption outside of the organization			Not available
302-3	Energy intensity		10.4	Energy and Climate Change, page 68
302-4	Reduction of energy consumption			Energy and Climate Change, page 68
302-5	Reductions in energy requirements of products and services			Not available
<b>GRI 303: Water and Effluents 2018</b>				
303-1	Interactions with water as a shared resource			Water and Effluents, Page 65
303-2	Management of water discharge-related impacts			Water and Effluents, Page 65
303-3	Water withdrawal	EM-MM-140a.1 (1) Total water withdrawn	10.1, 10.2	Water and Effluents, Page 65
303-4	Water discharge		10.2	Water and Effluents, Page 65
303-5	Water consumption	EM-MM-140a.1 (2) total water consumed	10.1, 10.2	Water and Effluents, Page 65
		EM-MM-140a.1 (3) percentage of each in regions with High or Extremely High Baseline Water Stress		EM-MM-140a.1: Water and Effluents, Page 65
		EM-MM-140a.2 Number of incidents of non-compliance associated with water quality permits, standards, and regulations		EM-MM-140a.2: Water and Effluents, Page 65
<i>Additional Sector Recommendation</i>	Water withdrawal by mine site			Water and Effluents, Page 65

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<i>Additional Sector Recommendation</i>	Water discharge by mine site			Water and Effluents, Page 65
<i>Additional Sector Recommendation</i>	Water consumption by mine site			Water and Effluents, Page 65
<b>GRI 305: Emissions 2016</b>				
305-1	Direct (Scope 1) GHG emissions	EM-MM-110a.1 Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	10.3, 10.4	Energy and Climate Change, page 69
305-2	Energy indirect (Scope 2) GHG emissions			Energy and Climate Change, page 69
305-3	Other indirect (Scope 3) GHG emissions			Energy and Climate Change, page 69
		EM-MM-110a.2 Discussion of short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets		Energy and Climate Change, page 69 EM-MM-110a.2: 2025 Annual Report, Climate Report, page 14-36
305-4	GHG emissions intensity		10.3, 10.4	Energy and Climate Change, page 69
305-5	Reduction of GHG emissions			Energy and Climate Change, page 69
305-6	Emissions of ozone-depleting substances (ODS)			Not applicable to Resolute's business.
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Air emissions of the following pollutants: (1) CO, (2) NOX(excluding N2O), (3) SOX, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	8.1, 8.5	Air Quality, page 64
<i>Additional Sector Recommendation</i>	Climate scenario analysis and adaptation plan			2025 Annual Report, Climate Report, page 23
<i>Additional Sector Recommendation</i>	Climate change impacts on operations, revenue, or expenditure			2025 Annual Report, Climate Report, page 23
<b>GRI 306: Effluents and waste 2016</b>				
306-3 (2016)	Significant spills			Environmental Monitoring and Compliance, page 63
<b>GRI 306: Waste 2020</b>				
306-1	Waste generation and significant waste-related impacts	EM-MM-150a.10 Description of waste and hazardous material management policies and procedures for active and inactive operations (Partial)	8.2, 8.3	Waste Management, page 66
306-2	Management of significant waste-related impacts			Waste Management, page 66

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306-3	Waste generated	"EM-MM-150a.4 Total weight of non-mineral waste generated EM-MM-150a.5 Total weight of tailings produced EM-MM-150a.6 Total weight of waste rock generated EM-MM-150a.7 Total weight of hazardous waste generated EM-MM-150a.8 Total weight of hazardous waste recycled"	8.2, 8.3	Waste Management, page 66
306-4	Waste diverted from disposal		8.2, 8.3	Waste Management, page 66
306-5	Waste directed to disposal		8.2, 8.3	Waste Management, page 66
		EM-MM-150a.9 Number of significant incidents associated with hazardous materials and waste management		Waste Management, page 66
		"EM-MM-540a.1 Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method (6) maximum permitted storage capacity (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP"		
		EM-MM-540a.2 Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities		Tailings Management, page 67
		EM-MM-540a.3 Approach to development of Emergency Preparedness and Response Plans ("EPRPs") for tailings storage facilities		Tailings Management, page 67
<i>Additional Sector Recommendation</i>	Commitment to comply with an international standard on tailings management			Tailings Management, page 67
<b>GRI 308: Supplier Environmental Assessment 2016</b>				
308-1	New suppliers that were screened using environmental criteria		3.1	Not available
308-2	Negative environmental impacts in the supply chain and actions taken			Not available
<b>GRI 401: Employment 2016</b>				
401-1	New employee hires and employee turnover			Staff Turnover, page 37. We did not report on new hires
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees			Retention Incentives, page 37
401-3	Parental leave			Work-life balance, page 37

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<b>GRI 402: Labour/Management Relations 2016</b>				
402-1	Minimum notice periods regarding operational changes			Restructuring and Operational change, page 38
<i>Additional Sector Recommendation</i>	Number of strikes and lockouts			Employee Grievance Mechanism, page 38
		EM-MM-310a.2 Number and duration of strikes and lockouts		Employee Grievance Mechanism, page 38
<b>GRI 403: Occupational Health and Safety 2018</b>				
403-1	Occupational health and safety management system		4.1, 4.2	Our Management Approach, page 44
403-2	Hazard identification, risk assessment, and incident investigation		4.1, 4.2	Managing Risk, page 46
403-3	Occupational health services		4.3	Health and Wellbeing, page 49
403-4	Worker participation, consultation, and communication on occupational health and safety		4.1, 4.2	Communication and Employee Engagement, page 46
403-5	Worker training on occupational health and safety			Training, page 46
403-6	Promotion of worker health		4.3	Health and Wellbeing, page 49
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		4.1, 4.2, 4.3	Safety Leadership, page 44 Supply Chain Management, page 55
403-8	Workers covered by an occupational health and safety management system			Our Management Approach, page 44
403-9	Work-related injuries			Safety Performance, page 48
403-10	Work-related ill health			Occupational Health, page 49
		EM-MM-320a.1 (1) MSHA all-incidence rate (2) Fatality rate (3) Near miss frequency rate (NMFR) (4) Average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	4.1, 4.2, 4.3	Occupational Health, page 49
<b>GRI 404: Training and Education 2016</b>				
404-1	Average hours of training per year per employee			Training and Professional Development, page 41
404-2	Programs for upgrading employee skills and transition assistance programs			Training and Professional Development, page 41
404-3	Percentage of employees receiving regular performance and career development reviews			Training and Professional Development, page 41
<b>GRI 405: Diversity and Equal Opportunity 2016</b>				
405-1	Diversity of governance bodies and employees		6.6	Diversity, Equity and Inclusion, page 39
405-2	Ratio of basic salary and remuneration of women to men			Gender pay equity, page 41

Additional Information  
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Ref	GRI Sustainability Reporting Standards Disclosure, Standard Version as of 2024	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2023-12	Alignment with the Responsible Gold Mining Principles (RGMPs)	Location
<i>Additional Sector Recommendation</i>	Senior management hired from local community by gender			Not available
<i>Additional Sector Recommendation</i>	Workers hired from local community by gender			Not available
<i>Additional Sector Recommendation</i>	Gender equality or equity plan and progress			Not available
<b>GRI 406: Non-discrimination 2016</b>				
406-1	Incidents of discrimination and corrective actions taken			Not available
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>				
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		6.4	Not available
<b>GRI 408: Child Labour 2016</b>				
408-1	Operations and suppliers at significant risk for incidents of child labour		6.3	Our Management Approach, page 34
<b>GRI 409: Forced or Compulsory Labor 2016</b>				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour		6.3	Our Management Approach, page 34
<b>GRI 410: Security Practices 2016</b>				
410-1	Security personnel trained in human rights policies or procedures		5.3	Human Rights and Modern Slavery, page 30
<b>GRI 411: Rights of Indigenous Peoples 2016</b>				
411-1	Incidents of violations involving rights of indigenous peoples		6.7, 7.1, 7.6	Not applicable to Resolute's business.
<b>GRI 413: Local Communities 2016</b>				
413-1	Operations with local community engagement, impact assessments, and development programs		2.4, 7.2	Community Engagement, page 56
		EM-MM-210a.1 Percentage of (1) proved and (2) probable reserves in or near areas of conflict (%)		Not applicable to Resolute's business.
		EM-MM-210a.2 Percentage of (1) proved reserves (2) probable reserves in or near Indigenous land (%)		Not applicable to Resolute's business.
		EM-MM-210a.3. Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict		Not applicable to Resolute's business.
		EM-MM-210b.1. Discussion of process to manage risks and opportunities associated with community rights and interests		EM-MM-210b.1.: Risk and Impact Management, page 57

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Ref	GRI Sustainability Reporting Standards Disclosure, Standard Version as of 2024	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2023-12	Alignment with the Responsible Gold Mining Principles (RGMPs)	Location
		<i>EM-MM-210b.2 Number and duration of non-technical delays (nontechnical factors include, and are not limited, to those resulting from pending regulatory permits or other political delays related to community concerns, community or stakeholder resistance or protest, and armed conflict)</i>		<i>Not applicable to Resolute's business.</i>
413-2	<i>Operations with significant actual and potential negative impacts on local communities</i>			<i>No operations with significant actual and potential negative impacts on local communities</i>
<i>Additional Sector Recommendation</i>	Approach to local community employment, procurement, and training			Local Procurement, page 54 Workforce Engagement, page 38 Community Investment, page 58
<i>Additional Sector Disclosure</i>	Local Community Grievances		6.7, 7.1, 7.6	Grievances and Incidents, page 56
<i>Additional Sector Disclosure</i>	Artisanal and Small-Scale Mining Proximity		3.3	Artisanal and Small-scale Mining, page 57
<b>GRI 414: Supplier Social Assessment 2016</b>				
414-1	New suppliers that were screened using social criteria		3.1	Not available
414-2	Negative social impacts in the supply chain and actions taken			Not available
<b>GRI 415: Public Policy 2016</b>				
415-1	Political contributions			Political Engagement and Trade/Industry Associations, page 26
<b>GRI 207: Tax 2019</b>				
207-1	Approach to tax			We are looking to improve on our disclosures in the coming years.
207-2	Tax governance, control, and risk management			We are looking to improve on our disclosures in the coming years.
207-3	Stakeholder engagement and management of concerns related to tax			We are looking to improve on our disclosures in the coming years.
207-4	Country-by-country reporting			We are looking to improve on our disclosures in the coming years.
<b>GRI 301: Materials 2016</b>				
301-1	Materials used by weight or volume			We are looking to improve on our disclosures in the coming years.
301-2	Recycled input materials used			We are looking to improve on our disclosures in the coming years.
301-3	Reclaimed products and their packaging materials			Not applicable to Resolute's business. to the mining industry.

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Ref	GRI Sustainability Reporting Standards Disclosure, Standard Version as of 2024	Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2023-12	Alignment with the Responsible Gold Mining Principles (RGMPs)	Location
<b>GRI 416: Customer Health and Safety 2016</b>				
416-1	Assessment of the health and safety impacts of product and service categories			Not applicable to Resolute's business. to the mining industry.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services			Not applicable to Resolute's business. to the mining industry.
<b>GRI 417: Marketing and Labelling 2016</b>				
417-1	Requirements for product and service information and labelling			Not applicable to Resolute's business. to the mining industry.
417-2	Incidents of non-compliance concerning product and service information and labelling			Not applicable to Resolute's business. to the mining industry.
417-3	Incidents of non-compliance concerning marketing communications			Not applicable to Resolute's business. to the mining industry.
<b>GRI 418: Customer Privacy 2016</b>				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data			Not applicable to Resolute's business. to Resolute's business.

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## Abbreviations

The table below lists and explains the abbreviations used in this report.

AISC	All In Sustaining Cost	ICMM	International Council on Mining and Metals
ANCOLD	Australian National Committee on Large Dams	IFC	International Finance Corporation
AQMS	Air Quality Monitoring Stations	IFRS	International Financial Reporting Standards
ASM	Artisanal and Small-scale Mining	ISO	International Organization for Standardization
ASRS	Australian Sustainability Reporting Standards (ASRS)	ISSB	International Sustainability Standards Board
AASB S2	Australian Sustainability Reporting Standards (ASRS) Climate-Related Financial Disclosures (AASB S2)	IZ	Intervention Zone
ASX	Australian Securities Exchange	LSE	London Stock Exchange
CCAM	Cubic Conformal Atmospheric Measurement	LSM	Large Scale Mining
CEO	Chief Executive Officer	LTIF(R)	Lost Time Injury (Rate)
CMT	Crisis Management Team	MRL	Metres Relative Level
CSA	Corporate Sustainability Assessment	MT	Million tonnes
EAP	Employee Assistance Programme	MTI	Medical Treatment Injury
EBITDA	Earnings before Interest, Taxation, Depreciation and Amortisation	NGO	Non-Governmental Organisation
EITI	Extractive Industry Transparency Initiative	OMS	Operations Maintenance and Surveillance
EMS	Environmental Management System	PBOP	Petowal Biodiversity Offset Programme
EPRP	Emergency Preparedness and Response Plan	PPE	Personal Protective Equipment
ERM	Enterprise Risk Management	PTO	Planned Task Observations
ERT	Emergency Response Team	PNNK	Nikolo-Koba National Park
ESG	Environment, Social and Governance	RGMPs	Responsible Gold Mining Principles
ESIA	Environmental and Social Impact Assessment	RWI	Restricted Work Injuries
FADL	Fonds d'Appui au Développement Local	SASB	Sustainability Accounting Standards Board
FCA	Financial Conduct Authority	SLO	Social License to Operate
FMCCC	Finkolo Mining Communities Consultative Committee	SMCCC	Syama Mining Communities Consultative Committee
FISE	Local Development Support Fund (in Senegal)	SOMIFI	Société des Mines de Finkolo S.A.
FR / FFR	Fatality (frequency) Rate	SOMISY	Société des Mines de Syama S.A.
GHG	Greenhouse gas	STIP	Short-Term Incentive Plan
GISTM	Global Tailings Standard on Tailings Management	TARP	Trigger Action Response Plan
GRI	Global Reporting Initiative	TCFD	Task Force on Climate-related Financial Disclosures
HFO	Heavy Fuel Oil	TRIF(R)	Total Recordable Injury Frequency (Rate)
HPIF(R)	High potential Incident (Rate)	TSF	Tailings Storage Facility
ICAM	Incident Cause Analysis Management	UNGPS	United Nations Guiding Principles on Business and Human Rights
ICMC	International Cyanide Management Code	VPSHR	Voluntary Principles on Security and Human Rights
ICP	Informed Consultation and Participation	WBCSD	World Business Council for Sustainable Development
ICMC	International Cyanide Management Code	WRI	World Resources Institute

Additional Information  
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Securities on Issue March 2026  
Ordinary Shares  
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### Website

Resolute maintains a website where all major announcements to the ASX/LSE are available:

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