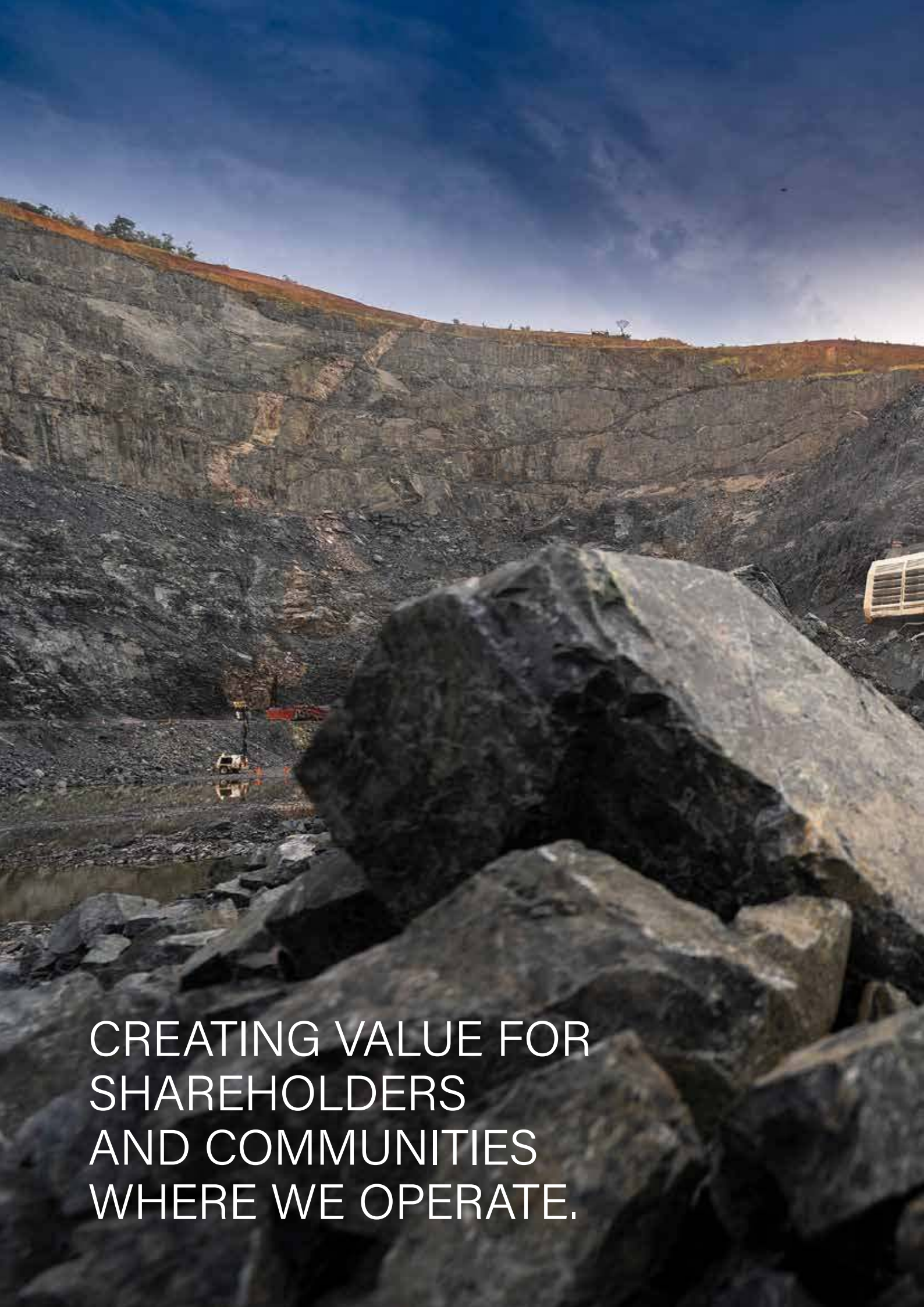
Resolute

2024 SUSTAINABILITY REPORT



CREATING VALUE FOR SHAREHOLDERS AND COMMUNITIES WHERE WE OPERATE.

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About this Report

Resolute Mining Limited's (Resolute or 'the company') 2024 Sustainability Report presents the environment, social and governance (ESG) performance of the company for the period from 1 January 2024 to 31 December 2024 and has been prepared for Resolute's stakeholders.

Resolute is a successful gold focused mining company which has adopted sustainability as one of its company values.

This Sustainability report provides a transparent account of how Resolute addressed its material ESG exposures in 2024 and details the company's efforts to deliver lasting value to stakeholders. This report is complemented by Resolute's 2024 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 and asset-level General Managers 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. It does not currently include assets under care and maintenance, our exploration portfolio or investments.

All dollar figures are in United States Dollar (USD) currency unless otherwise stated. All references to 2024 are for the 12-month period from 1 January 2024 to 31 December 2024 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. In addition, this report is aligned with the Responsible Gold Mining Principles, the International Council on Mining and Metals Mining Principles, and the UN Global Compact Principles and the Task Force on Climate-Related Financial Disclosures (TCFD).

Assurance

Resolute has elected to not seek external assurance for this Sustainability Report. However operations were externally assured in 2024 against the requirements of the Responsible Gold Mining Principles, Conflict-Free Gold Standard, ISO 14001 and ISO 45001.

For more information, please contact:

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2024

SUSTAINABILITY HIGHLIGHTS

ECONOMIC

$779 million
Economic value distributed in Mali and Senegal

$344 million
Procurement expenditure in Mali and Senegal

$4.1 million
Local procurement expenditure in communities around our mines

SOCIAL

$2.2 million
Spent in Community Investment

Initial Actions Taken
to implement the group-wide Human Rights risk assessment

GOVERNANCE

96%
National Employment

Continued conformance
with the RGMPs and the Conflict-Free Gold Standard

ISO 14001 and 45001 certification
Maintained

ENVIRONMENT

Zero Significant
Environmental incidents

Climate Change Financial Modelling
Completed

Biodiversity Offset Programme
Contribution recognised

Continued alignment
with Global Industry Standard on Tailings Management

SAFETY

TRIFR of 2.11
Per million hours worked

RESOLUTE MINING: OVERVIEW

In this section:

- Our Operations: Syama
- Our Operations: Mako
- Our purpose
- Our values
- 2024 operational highlights
- From the Chief Executive Officer
- Our approach to Environment, Social and Governance matters
- 2024 Sustainability highlights
- Our commitments
- Stakeholder engagement
- Annual materiality assessment

RESOLUTE MINING: OVERVIEW

With more than 30 years' experience of building and operating mines, Resolute has the skills and expertise to maximise the potential of its two producing gold mines in Africa: the Syama Mine in Mali (Syama) and the Mako Mine in Senegal (Mako).

During 2024, Resolute continued its drive on productivity improvements and operational efficiency at both Syama and Mako. There was a key focus on organic growth with construction progressing on the Sulphide Conversion Project at Syama as well as the increase in mineral resources in Senegal and Guinea.

In 2024, Resolute poured 339,869oz of gold at an AISC of $1,476/oz, compared to 330,992oz at an AISC of $1,469/oz in the prior year.

Our operations

Syama and Mako mined approximately 6.3 million tonnes (Mt) of ore with the processing plants milling approximately 6.2 Mt of ore at a grade of 2.01 grams per tonne of gold (g/t).

The Syama sulphide operation performed strongly in 2024 benefiting from the improvements that were put in place over the last several years. In the second half of 2024, the Syama oxide operation and Mako were impacted by production challenges including mining accessibility during the rainy season. These were remedied during the fourth quarter of 2024 with mining production levels returning to design levels. At Mako lower ore grades were encountered in the final areas of the pit with mining scheduled to cease at the end of June 2025.

Resolute continued several initiatives to improve operational performance and reduce costs at both sites. At Syama this included a focus on inventory management, strict reviews on capital projects and continuous optimising of mine scheduling. At Mako recoveries continued to benefit from the oxygen plant commissioned in the prior year.

During 2024, major progress was made on the construction of the Sulphide Conversion Project at Syama (SSCP). The project is underpinned by the large sulphide resource at Syama and will increase overall sulphide processing capacity by 60% from 2.4Mtpa to 4.0Mtpa by modifying the oxide comminution circuit and upgrading the roaster. The project is important for the long-term future of Syama as oxide resources deplete and the ore sources become predominantly sulphide. Importantly, the SSCP will retain operational flexibility by maintaining the ability to switch back to treat oxide ore.

In Senegal, major progress was made on the possible extension of the Mako mine through the potential addition of a satellite deposit. At this stage the most advanced satellite deposit is Tomboronkoto which has a Mineral Resource Estimate of 7.0 Mt grading 1.7 g/t for 377 koz of contained gold at a 0.7 g/t cut-off grade.

Corporate office

Resolute's registered office is in Perth, Western Australia. During 2024 some back-office support functions were moved from Perth, to London, UK aligning them with the same time zone as the mining operations in West Africa.

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

OUR OPERATIONS

OUR OPERATIONS: SYAMA

Located in the southwest of Mali, approximately 300km southeast of the capital Bamako, the Syama operations processed 3.9Mt and produced 215 koz in 2024.

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 163.4 koz was 8% higher than 2023 (151.3 koz) due to higher utilisation and throughput at the sulphide plant. Tonnes milled in 2024 of 2.4 Mt was 6% higher than 2023 (2.26 Mt). Head grade remained similar at 2.64 g/t for the year.

The sub-level cave underground operation achieved a similar production level to 2023 of 2.4 Mt of ore mining as it continued to benefit from productivity improvements from truck fill and loader operations that were implemented in 2023.

The full-year AISC at Syama of $1,497/oz for 2024 was 3% higher than in 2023. The increase in AISC in 2024 was partly attributable to royalty payments as the base rate increased from August as the gold price exceeded $2,500/oz.

Syama Oxide operations

Gold production from the Syama oxide operations for 2024 of 52.6 koz was 12% lower than 2023 (59.9koz) due to a lower head grade of 1.24 g/t (2023: 1.42 g/t). This was a result of stockpile material making up a larger component of the mill blend in 2024.

In 2024 0.8 Mt of oxide ore was mined from open pits. This was approximately 1 Mt less than 2023 (1.8 Mt mined) as the quantity of the Oxide Ore Reserves, as expected, has been diminishing. The reduction in oxide ore is the rationale for the Sulphide Conversion Project 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.

Construction activities progressed well in 2024 with the project remaining on budget and on track based on the new schedule.

GOLD PRODUCTION

215,934oz

AISC

$1,497/oz

PROCESSING

3.9Mt at 2.10g/t and 81.3% recovery

RESOURCES

10.0Moz at 2.5g/t

RESERVES

4.1Moz at 2.4g/t

OUR OPERATIONS: MAKO

The Mako Gold Mine, which is a high quality, open pit mine with potential mine life extension through several near-mine exploration opportunities, 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.

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%.

Mako is a conventional drill and blast, truck and shovel operation with mining services undertaken by an established contractor. The carbon in leach processing plant has 2.1 Mtpa of installed capacity and comprises a crushing circuit, SAG Mill and gold extraction circuit. Mako continues to deliver consistently strong results and cash flows. Consistent ore grades and metallurgical characteristics support reliable production rates. Satellite deposits within trucking distance of the mill, such as Tomboronkoto, have the potential to increase mine life.

Operations overview

In 2024, Mako poured 123.9koz of gold at an AISC of $1,244/oz, compared to 119.8koz of gold at an AISC of $1,373/oz in the year prior. AISC costs were 9% lower on the prior year due to lower mining and processing costs. Gold production was below guidance due to lower-than-expected grades and disruption to mining operations as the pit flooded during the abnormally heavy rainy season.

Ore mined at Mako increased by 29% from 2023. During the year 3.1Mt of ore was mined (2023: 2.4Mt) due to a lower strip ratio and accelerated mining in order to complete open pit mining in June 2025.

Tonnes processed was 6% higher than the prior year due to improvements in mill availability which increased from 93% in the first half of 2024 to 97% in the second half. The recovery rate increased from 92% to 93% as the operation continues to benefit from the oxygen plant.

Capital expenditure at Mako in 2024 was 45% lower than in 2023 primarily due to significantly less waste stripping. Expenditure included critical parts for the power generator, pumping equipment that will be transferred to Syama, and the final Tailings Management Facility raise.

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.

GOLD PRODUCTION

123,935oz

AISC

$1,244/oz

PROCESSING

2.1Mt at 1.86g/t and 92.8% recovery

RESOURCES

730koz at 1.4g/t

RESERVES

227koz at 1.1g/t

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

We respect each other and the countries and communities in which we operate

Accountability

We own our actions and deliver on our commitments

Integrity

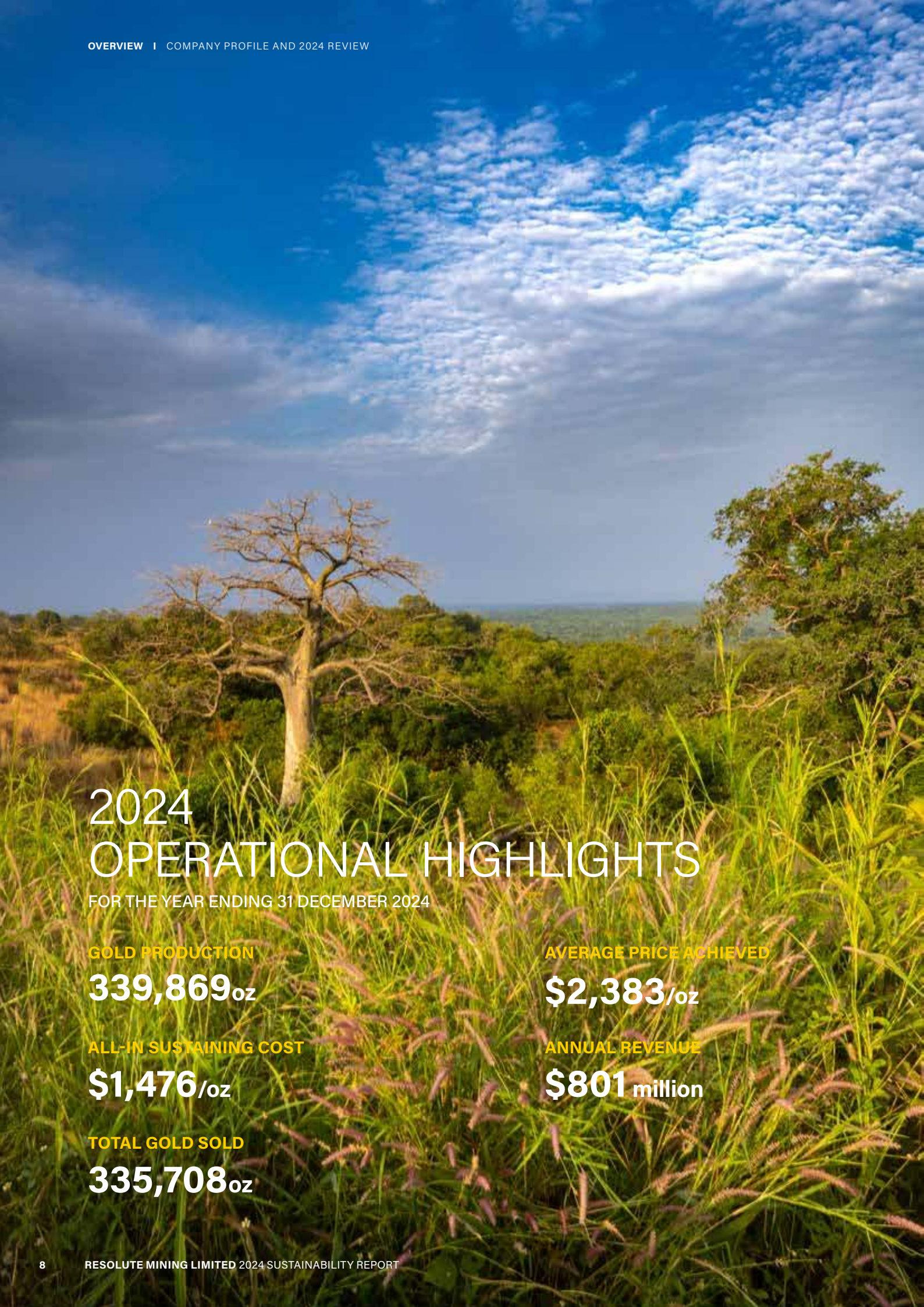
We are ethical, open and honest

Sustainability

We prioritise health, safety and environment, operating responsibly to manage risk and opportunity

Empowerment

We set ambitious goals, foster high performance and support our people to generate new ideas



2024 OPERATIONAL HIGHLIGHTS

FOR THE YEAR ENDING 31 DECEMBER 2024

GOLD PRODUCTION

339,869oz

ALL-IN SUSTAINING COST

$1,476/oz

TOTAL GOLD SOLD

335,708oz

AVERAGE PRICE ACHIEVED

$2,383/oz

ANNUAL REVENUE

$801 million

FROM THE CEO

I am pleased to present Resolute's 2024 Sustainability Report, which sets out our key sustainability achievements during the year along with our continued commitment to addressing material sustainability risks and opportunities for our business and the communities where we operate.

CHRIS EGER, MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER

Reflecting on our progress in 2024

It is with great satisfaction that we share the significant progress achieved throughout 2024. This year marked an important period of consolidation for our company, with extensive efforts dedicated to increasing our financial health and enhancing operational efficiencies — all in alignment with our core commitment to sustainability.

Key leadership and management team transitions took place in 2024, including changes within the Sustainability Committee, as we continued to embed sustainability into our operations at both the site and corporate levels.

Responsible operations

This year, we achieved continued conformance with the World Gold Council's Responsible Gold Mining Principles (RGMP) and Conflict-Free Gold Standard. These achievements affirm that our gold production meets high ethical standards and does not contribute to unlawful armed conflicts. We remain committed to continuous improvement across these areas.

Additionally, in 2024, we maintained our group-wide certifications for ISO 14001 and ISO 45001. Important actions included the establishment of an internal audit function and the creation of a new whistleblower hotline. We continued to enhance our environmental monitoring and reporting systems and are pleased to report that, once again, no significant environmental incidents or non-compliances occurred during the year.

Health and Safety

The safety and well-being of our workforce remains our highest priority. In 2024, we introduced a new Incident Reporting Standard, which has improved the accuracy of reporting and incident classification. This amended approach has led to more accurate reporting which in turn has led to an increase in our recordable injury frequency rate to 2.11. However, this figure remains significantly better than the industry average.

Community engagement

Resolute continues to cultivate strong relationships with local stakeholders, with no significant community grievances or industrial disputes recorded in 2024. We strive to generate positive local impacts by prioritizing local employment, procurement, and investment in social projects aligned with sustainable development principles.

Our national workforce continues to expand, reaching 96% national employment across both employees and contractors. In 2024, we contributed $2.2 million towards community initiatives and procured over $344 million in Mali and Senegal, including $4.1 million directly sourced from local communes, villages, and regions surrounding our mining license areas.

Climate action and biodiversity protection

Building on the climate change risk assessment conducted in 2023, we took steps in 2024 to implement its findings. We continue to align our disclosures with the Task Force on Climate-related Financial Disclosures (TCFD) framework.

We recognise that shifting weather patterns are already affecting our operations, as was demonstrated in 2024 when Mako experienced a one in a thousand year storm event over a 48-hour period, impacting production. Frequent rainstorms and rising average temperatures pose challenges at our sites. In response, we are proactively strengthening and adapting our control measures to mitigate these risks and ensure continued safe and efficient operations. A significant challenge to Resolute will be in responding to stakeholder expectations and the industry as a whole in making the transition to a low-carbon economy.

We understand our dependency on nature and the importance of protecting biodiversity. We were pleased that our biodiversity programme at Mako contributed to the removal of the Nikolo-Koba National Park in Senegal from the list of World Heritage sites in danger. There have also been sightings of elephants on our licence in Syama.

Human rights commitment

As our understanding of ESG risks and opportunities deepens, our Sustainability Strategy continues to evolve. In 2024, we took steps to address key findings from the Human Rights Risk Assessment conducted in 2023. Our actions included developing a three-year improvement plan, recognising that implemented improvements need to be sustainable and tailored to each operation. We have also identified and commissioned specialist support to help develop our management system documentation and to help implementation at site level in 2025.

ESG performance and future outlook

Alongside operational improvements, our ESG performance has also seen notable advancements, with our ratings continuing to rank us highly among industry peers. Of note, we are rated in the 82nd percentile by the S&P Jones CSA, in the 74.7th percentile by Bloomberg, and in the 81.5th percentile by MSCI, in which our rating was upgraded from A to AA.

These ratings reflect the systematic enhancements we have been making and reinforce the intrinsic value we bring to our stakeholders. While global markets may not yet fully recognise ESG performance as a direct value driver, we firmly believe that companies maintaining sustainability credentials – like ours – will be well-positioned for future revaluation.

Looking ahead

I would like to extend my sincere gratitude to our employees for their dedication and initiatives, as well as to our stakeholders and shareholders for their continued support. We remain steadfast in maintaining our sustainability performance and enhancing the efficiency and safety of our operations.

We look forward to sustaining this momentum in the year ahead, working closely with our stakeholders to achieve further progress.

Chris Eger

Managing Director and Chief Executive Officer

OUR APPROACH TO ENVIRONMENT, SOCIAL AND GOVERNANCE MATTERS

Adopting leading practice

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 aim to 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.

Resolute applies international environmental and social standards across our operations and draws upon the following relevant industry-relevant standards and guidelines. We seek to externally assure our management systems and disclose annually in line with best practice.

We receive external assurance annually against

Responsible Gold Mining Principles (RGMPs)	Resolute's commitment to responsible gold mining, which is demonstrated by our adherence to the RGMPs. These principles have been developed by the World Gold Council and outline their expectations for a number of stakeholders including gold producers, consumers, investors and the downstream gold supply chain.
Conflict-Free Gold Standard	The World Gold Council standard, which was subject to intensive consultation, provides a mechanism for gold producers to assess and provide assurance that their gold has been extracted in a manner that does not cause, support or benefit unlawful armed conflict or contribute to serious human rights abuses or breaches of international humanitarian law.
International Organization for Standardization (ISO) 14001 and 45001	Produces internationally recognised set of standards that provide a systematic framework for identifying and managing risks, while focussing on continuous improvement. Resolute management systems have been developed and implemented in accordance with ISO 45001 Occupational Health and Safety and ISO 14001 Environmental Management.

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. GRI is an independent international organisation which has developed standards through a process of multi-stakeholder engagement. The standards support organisations to understand and report on sustainability performance.
Sustainability Accountancy Standards Board (SASB)	Resolute discloses financially material sustainability information to its investors in alignment with the SASB standards. SASB now forms part of the 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	The GHG Protocol, which was jointly convened by the World Business Council for Sustainable Development (WBCSD) and World Resources Institute (WRI), provides guidance and accounting methodologies for calculating and reporting 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)	Resolute seeks to align its practices with the GISTM, which sets an international standard for the safer management of tailings storage facilities. The standard was developed by stakeholders including the International Council on Mining and Metals, the United Nations Environment Programme, and the Principles for Responsible Investment following a number of catastrophic tailings dams failures.
Extractive Industry Transparency Initiative (EITI)	The Extractive Industries Transparency Initiative (EITI) is a global initiative that promotes open and accountable management of mineral resources. The standard requires disclosure of information through the extractive industry including taxes and payment to governments.
UN Global Compact (UNGC)	The UNGC is the world largest sustainability initiative and is endorsed at CEO level. Companies align with universal principles on human rights, labour, environment and anti-corruption and take action to advance societal goals.
UN Sustainable Development Goals (SDGs)	Developed by the United Nations, the 17 Sustainable Development Goals outline a series of measures and objectives with the aim of creating 'peace and prosperity for and the planet, now and into the future.' Resolute recognises that its operations have the potential to influence a number of these goals and has developed strategies recognising their importance.

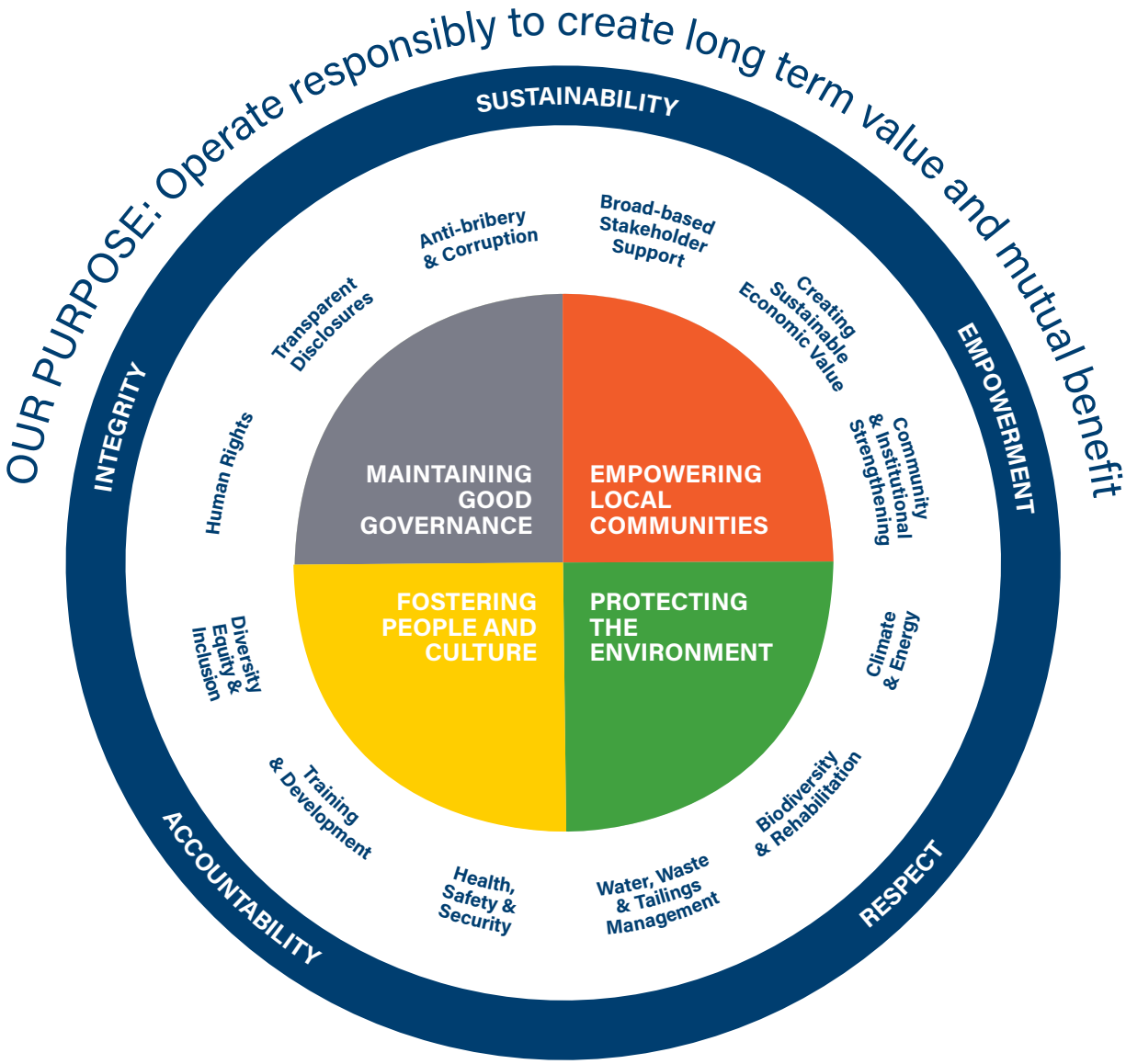
Our approach is guided by

International Finance Corporation (IFC) Environmental and Social Performance Standards	The International Finance Corporation, a member of the World Bank Group, has produced a series of standards designed to ensure industry considers the risk and impacts posed by its operations to neighbouring communities, its workforce and the environment. The standards are designed to help avoid, mitigate, and manage risks and impacts as a way of doing business in a sustainable way.
World Bank Sector (Mining) Environment, Health, and Safety Guidelines	These guidelines provide industry 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	ICMM is an industry body which has outlined a series of expectations with regard to members' performance. The expectations cover various topics (such as risk management, health and safety, and human rights) to ensure operations are managed responsibly and in a sustainable manner.
United Nations Guiding Principles on Business and Human Rights	Resolute are committed to the UNGPs which provide a standard 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	Security provisions at our operating sites are guided by the Voluntary Principles on Security and Human Rights.
International Cyanide Management Code (ICMC)	Resolute operations are not currently certified by the ICMC, but we are seeking to ensure our management practices and infrastructure consider the programme when feasible. The ICMC is a 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.

Our ESG Strategy

Sustainability is a core value at Resolute and is central to our commitment to operating responsibly across all jurisdictions.

Our sustainability strategy is our primary guide to prioritise sustainability efforts and to embed a culture of sustainability across the business. We are continuing to strengthen our sustainability credentials while recognising that our assets are at varying levels of maturity. Multi-year priorities and targets are reviewed under four strategic pillars and we will continue to monitor and report our performance in accordance with ESG guidance relevant to the resources sector.



Strategic ESG Priorities

Maintaining Good Governance	▪ Comply with all applicable laws, regulations and license conditions in the jurisdictions in which we operate. ▪ Conduct business ethically and with honesty and integrity, with a zero-tolerance approach to bribery and corruption. ▪ Conform with the Responsible Gold Mining Principles across all operations. ▪ Respect the internationally recognised human rights of our employees, host communities and other stakeholders. ▪ Identify and effectively manage actual and potential human rights risks. ▪ Report on our ESG performance to the Sustainability Committee and disclose information to relevant stakeholder groups through the publication of annual sustainability reports.
Empowering Local Communities	▪ Implement measures to avoid, minimise, mitigate or compensate for adverse business related impacts. ▪ Engage regularly with all relevant stakeholders, including host communities and local government institutions, through culturally appropriate channels, to communicate business developments, ensure their perspectives and concerns are understood, and seek to secure broad-based support for our operations. ▪ Consult meaningfully with communities, through Informed Consultation and Participation, on any business activity that could adversely impact them throughout the lifecycle of the mine. ▪ Establish effective grievance mechanisms where complaints related to our activities can be raised by communities and aim to resolve them in a timely manner. ▪ Create benefits by prioritising local employment, procurement and investing in social projects that are aligned with the needs and aspirations of host communities and the principles of sustainable development.
Protecting the Environment	▪ Implement robust management systems, practices and standards to mitigate impacts and safeguard natural resources for future generations. ▪ Introduce strategies that seek to reduce resource consumption, waste disposal and environmental emissions. ▪ Use water responsibly and efficiently in cooperation with authorities and manage our operations to seek to ensure they do not adversely affect the overall quality of catchment water resources available to other users. ▪ Implement a robust Tailings Governance Framework to optimise asset integrity and ensure effective risk mitigation in conformance with the GISTM. ▪ Identify climate change related risks and opportunities, recognise our role in combatting climate change by reducing GHG emissions where possible and disclosing our progress in alignment with TCFD. ▪ Plan for responsible mine closure in consultation with authorities, affected communities and other relevant stakeholders. Incorporate closure objectives into life of mine planning and make financial and technical provisions for progressive rehabilitation. ▪ Implement biodiversity management plans that adhere to the mitigation hierarchy, seek to ensure there is no net loss of critical habitat and, where possible, work with others to produce a net gain for biodiversity.
Fostering People and Culture	▪ Reduce occupational injuries and high potential incidents and maintain strong safety performance. ▪ Maintain an accountable, diverse, equitable and inclusive organisational culture that is free from all forms of harassment and discrimination and empowers employees, respecting and promoting their individual and collective rights. ▪ Promote workplace diversity, equity, and inclusion, set measurable targets, and provide appropriate training. ▪ Maintain a talent management framework that includes training, mentoring, coaching and other targeted development initiatives to continually build the capability of our people. ▪ Total Recordable Injury Frequency of 2.11 per million hours worked, better than industry average

ACTION IN SUPPORT OF OUR STRATEGIC PRIORITIES

MAINTAINING GOOD GOVERNANCE

Continued conformance with the World Gold Council's Responsible Gold Mining Principles and Conflict-Free Gold Standard Principles **achieved**

Internal audit function **established** and **operating**

Membership of the **UN Global Compact renewed**

Progress in making a Tailings Governance Framework operational and **aligning with the GISTM**

FOSTERING PEOPLE AND CULTURE

Paid parental leave beyond legislative requirements and **high retention rate** once back to work

96% national direct employees and contractors

ISO:45001 Certification maintained at group level

Zero industrial disputes and close collaboration with employees representatives

Total Recordable Injury Frequency of 2.11 per million hours worked, better than industry average

EMPOWERING LOCAL COMMUNITIES

$344 million of procurement expenditure in Mali and Senegal

$4.1 million local procurement expenditure in host communities and local regions

$2.2 million spent in community investment

$778 million economic value distributed to Mali and Senegal

PROTECTING THE ENVIRONMENT

Zero significant environmental incidents

ISO:14001 certification maintained at operating sites and London office

Modelled the **financial impacts** of material climate-related risks

Improved waste management initiatives at both mine sites

Contributed, through collaboration with the government and other stakeholders, to the removal of the Nikolo-Koba National Park from the list of World Heritage sites in danger through our **biodiversity offset programme**

OUR COMMITMENTS

UN Global Compact and the Sustainable Development Goals

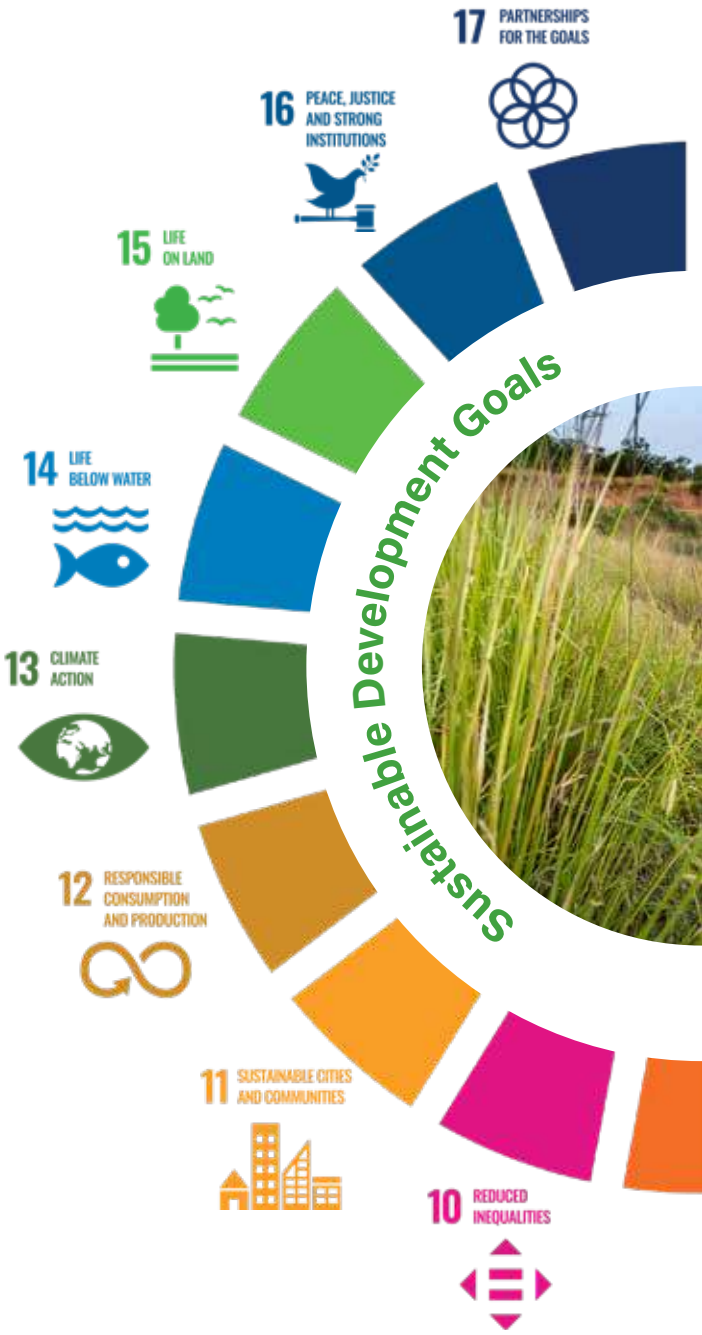
In 2024, we renewed our membership of the UN Global Compact, the world's largest corporate responsibility initiative, with more than 20,000 private sector signatories in 162 countries. It consists of ten principles across labour, human rights, environment, and anti-corruption in support of the UN Sustainable Development Goals (SDGs).

We are integrating these principles into our sustainability strategy, resulting in an increased focus on aligning our governance, people, environmental and social activities with the SDGs where feasible.

We set out below how we have contributed to the SDGs we believe are most material to our business.

SDG

- Stakeholder engagement plans across all operations
- Grievance mechanism standard and context specific procedures at site level
- All corporate policies reviewed against the UNGPs
- Human Rights training across the group
- Whistleblower hotline updated
- Working Responsibly Policy
- Board level oversight on Sustainability
- Biodiversity Offset Advisory Panel



SDG

- No significant environmental incidents
- Contributing to the protection of 1,700km^2 of the Nikolo-Koba National Park (PNKK) in Senegal, and its removal from the list of World Heritage sites in danger
- Contributing to the establishment of community protected areas
- Progressive rehabilitation of degraded land across both sites
- Biodiversity Management plans at all sites
- Group ISO 14001 certification maintained

SDG 17

- Conformance with the Responsible Gold Mining Principles and Conflict-Free Gold Standard
- Countries of operations are active in the EITI
- Partnerships with NGOs for programme implementation at site
- Membership of the UN Global Compact

SDG 13

- Disclosure of Scope 1,2 and 3 greenhouse gas emissions
- Group Climate Change Risk Assessment incorporating financial modelling
- Commitment to report in conformance with the TCFD recommendations

SDG 1

- Direct payments to the governments of over $308 million in 2024
- Direct community investment of $2.2 million in 2024 at Mako and Syama

SDG 3

- Robust health and safety policies and procedures
- Group ISO 45001 certification maintained
- Strong safety performance with TRIF better than industry-peer standards
- Primary, occupational, and emergency medicine capability established across operations
- Routine health surveillance, including drug and alcohol and infectious disease testing
- Ongoing health and hygiene education and awareness
- Private health insurance support for all direct employees

SDG 4

- Construction of primary schools in Syama and Mako host communities
- Ongoing host community training and education
- Artisan training across operations
- Scholarship and internship programmes

SDG 5

- Gender diversity targets set and monitored
- Paid Parental Leave policies across the group
- Sexual Harassment Policy approved by the Board
- Increase in women in STEM positions across the group

SDG 6

- Water extraction from the Gambia and Bagoe Rivers undertaken in accordance with licencing conditions
- Supporting critical water infrastructure at community level and maximising re-use of extracted water
- Regular monitoring of surface and groundwater quality and no major water quality issues associated with mine operation beyond site boundaries

SDG 8

- Direct employment of 965 nationals, representing 91% of our operations workforce
- $48 million paid in 2024 for employee wages and benefits
- 42% of national new hires aged under 30 years

SDG 10

- Gender pay gap analysis conducted at least twice a year
- Board-approved Diversity, Equity and Inclusion Policy
- Gender parity considered for all our Apprenticeship and Traineeship programmes at operations

SUSTAINABLE DEVELOPMENT GOALS

Responsible Gold Mining Principles and Conflict-Free Gold Standard

As a member of the World Gold Council, we are committed to operating responsibly following the Responsible gold Mining Principles (RGMPs) from mine development through to closure.

The boundary for implementing the RGMPs includes all mining and processing operations over which we have direct control and is consistent with the reporting boundaries publicly disclosed in our Sustainability Report.

Additionally, companies are required to align their business practices with the Conflict-Free Gold Standard to assure that gold production does not cause, support, or benefit unlawful armed conflict or contribute to serious human rights abuses or breaches of international humanitarian law.

Companies implementing the RGMPs, and Conflict-Free Gold Standard are required to obtain yearly external assurance from a third-party, independent assurance provider.

In 2024, Resolute received two independent assurance reports for the fourth consecutive year, with auditors validating that our company reports have been prepared and presented fairly in all material respects. Following this review, our operations have been found conformant with the RGMPs in line with the Word Gold Council's timeline. A key area for improvement identified by the auditor was reinforcement of our procedures for supply chain due diligence.

Furthermore, our operations are aligned with the Conflict-Free Gold Standard. While we do not source gold from third parties, we operate in Mali, which is considered a conflict affected or high-risk area as defined by the Standard since the 2022 assessment. We are therefore found to be in compliance with a more stringent version of the Standard.

We will be undergoing a further year of third-party assurance against the RGMPs and the Conflict-Free Gold Standard in 2025 and are committed to continuous performance improvement.

The external assurance statements and management reports, are available on our website: https://www.rml.com.au/about-us/corporate-goverance

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 increasing our disclosure of material ESG information and we are actively working to improve our ESG ratings across platforms by directly engaging with providers and improving our ESG disclosures. We are pleased that our performance continues to rate highly amongst our peers. We continue to rate highly in transparency and disclosure across all providers.

We continued to engage with a number of rating agency frameworks, including SP Global, Bloomberg, MSCI, Sustainalytics and ISS.

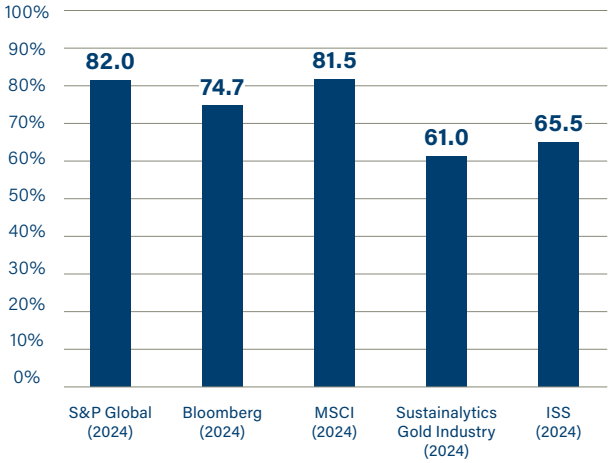
We were proud of our improved scoring in 2024 in the S&P Global Corporate Sustainability Assessment (CSA) for the Metals and Mining sector, ranking in the 82nd percentile.

We increased our MSCI rating from A to AA, and now rank in the 81.5th percentile.

With Sustainalytics, Resolute ranks in the 61st percentile for the Gold Sub-industry, and in the 54th percentile for the Precious Metals Industry groups.

ISS rate us C- in the Mining and integrated Production industry group, ranking in the 65.5th percentile.

Resolute Relative Performance on ESG Ratings



Percentile ranking based on:

S&P CSA – Score 47, 82 percentile, out of 248 companies in the metals mining sector.

Bloomberg – 75th percentile, ranked above medium.

MSCI – 81.5th percentile, rank 74 of 91 in the precious metals universe assuming Resolute are at the midpoint of the AA percentile group.

Sustainalytics – 61st percentile in the gold sub-industry; Ranked 39 of 82 with 1 being the top score.

ISS – 65.5th percentile, ranked 135 of 206 in the mining and integrated production industry group, assuming Resolute are at the midpoint of the C percentile group.

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
Host communities	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.
Governments of Senegal and Mali (at local, regional and national levels)	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.
Employees	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.
Suppliers and contractors	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.
Shareholders	In-person and virtual meetings, investor conferences, annual general meetings, annual and quarterly reports, news releases, regulatory filings, and site visits.
Non-governmental and civil society organisations	In-person meetings, weekly calls, email updates, national or international forums and roundtables, site visits and strategic partnerships.

ANNUAL 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.

In 2024, we reviewed our materiality assessment process against 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 2024, this has involved:
  - reviewing our existing materiality topics against the GRI Mining industry standard (GRI 14). We did this to confirm that potentially significant topics for the company and our external stakeholders had not been omitted from our assessment.
  - undertaking a benchmarking review of peer company reports to compare our process with those of others in our sector.
  - reviewing rating agency guidance on materiality to make sure our process aligned with their expectations.
  - checking whether significant concerns have been raised by our investors in the course of the reporting period.
- Reviewing the views of eight internal and external stakeholder groups, gathered in 2023. The stakeholders were asked to select the most important sustainability issues for the business. The groups comprised:
  - Internal stakeholders: Board, corporate and site representatives.
  - External stakeholders: Shareholders, supply chain actors, government representatives, local communities, and non-governmental organisations.
- Analysing responses and weighting them to ensure balanced representation between Syama and Mako, and to account for the relative importance of 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. Each topic identified by stakeholders as material was given an additional weighting which took account of how it was assessed as a risk in the risk management analysis.
- Ranking topics, following analysis of the combined responses, and preparing a materiality matrix (below) for the purposes of disclosure.

Materiality assessment outcomes in 2024

We found that our list of identified topics correlated with those listed in the GRI Mining sector standard. We have sought to make the additional sector-specific disclosures where possible. Where this is not possible, we have provided a reason for omission (see the GRI index). We found close correlation between the topics identified by stakeholders and those within the risk management assessment. We also found that the topics identified broadly aligned with disclosures made by our peers.

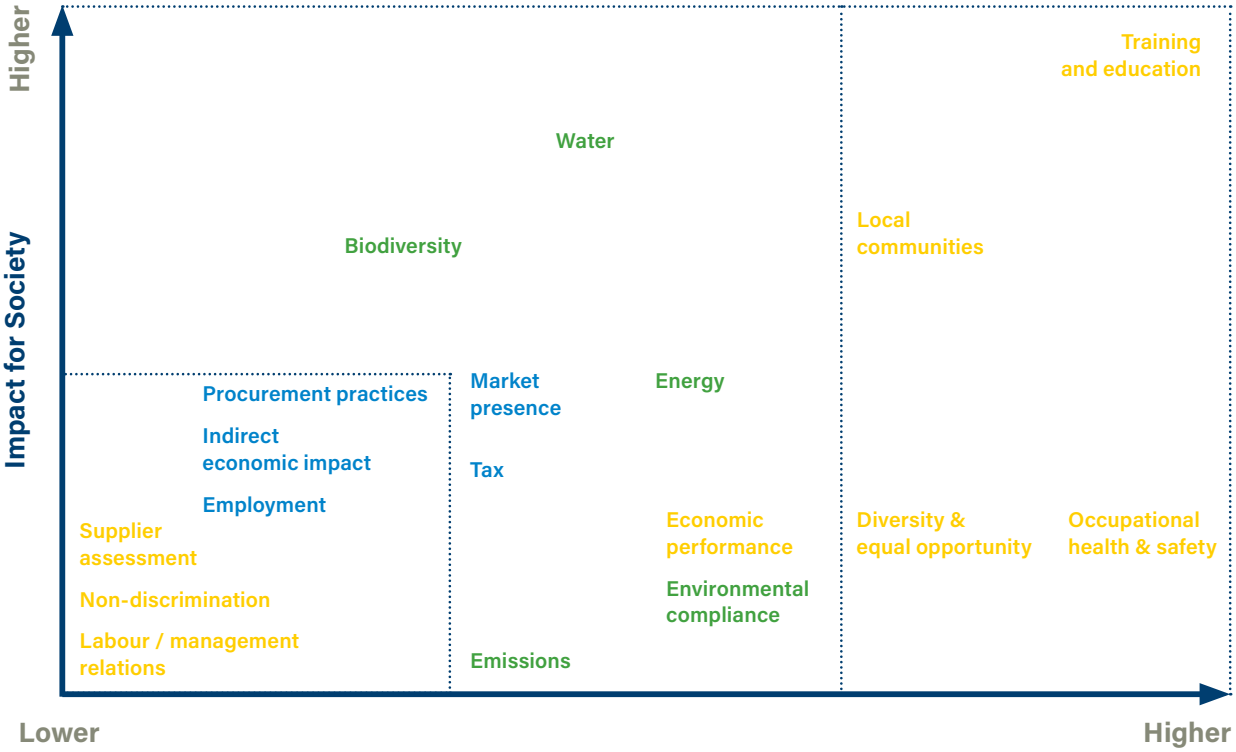
Materiality topics

The table below lists the prioritised topics, with a brief description of their scope or importance. These topics are then represented on the matrix below, showing their relative significance to the company and to society – reflecting the views of our internal and external assessment.

Most important materiality topics		Why is this important?
1	**Training and education**	We support the development of our people through training, and by providing personal and professional support
2	**Local communities**	We engage locally, to build relationships, encourage participation and maintain our social licence to operate
3	**Occupational health and safety**	We view protecting people's health, safety and security as fundamental to our operations
4	**Water**	Access to water is a fundamental human right for all, and is essential to support mining activity
5	**Energy**	Prudent energy use drives efficiency and minimises GHG emissions from our operations
6	**Diversity and equal opportunity**	We aim to foster an open and inclusive working environment, for all
7	**Economic performance**	We strive to generate economic value for all stakeholders in the countries where we operate
8	**Market presence**	We seek to generate positive economic impacts for a broad range of stakeholders
9	**Environmental compliance**	The management of risks, such as tailings, is a key part of our licence to operate
10	**Biodiversity**	We are aware of the potential impacts that mining can have and we seek to ensure there is no net loss of critical habitat, and where possible, produce a biodiversity net gain
11	**Tax and economic contribution**	Our business makes important contributions to national finances through taxes, royalties, and duties
12	**Procurement practices**	Our local spend is significant, and we aim to provide fair opportunity for host countries
13	**Employment**	We are a valued employer at our locations
14	**Indirect economic impact**	We generate a range of economic benefits, regionally and nationally
15	**Emissions**	Minimising emissions reduces waste and minimises impacts on air, water, and land

2024 Materiality matrix

The topics shown in the materiality matrix below are a subset of all the topics identified and assessed by stakeholders. The matrix shows the 15 topics which were ranked as 'most important' from combined internal and external perspectives.



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

Economic topics Environmental topics Social topics

We set out our approach to managing these topics throughout the report.

MAINTAINING GOOD GOVERNANCE

In this section:

- Sustainability governance
- Policies, procedures, and statements
- Enterprise risk management
- Sustainability risks
- Transparency and business ethics
- Anti-bribery and corruption
- Whistleblowing
- Political and industry engagement
- Human rights governance

SUSTAINABILITY GOVERNANCE

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

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 reviews and guides Resolute's sustainability performance and the management of associated sustainability risks. These relate to the performance of the People, Health, Safety, Security, Environment and Community divisions within Resolute and include regular assessments of the company's alignment with leading practice, including the RGMPs.

In 2024 the Sustainability Committee was chaired by the Company CEO. In the future, the committee will be chaired by a non-executive director and will consist of several non-executive directors who each have diverse knowledge, skills, and experience. It is guided by the Sustainability Committee Charter.

The Sustainability Committee Charter

The charter, which is available on the Resolute website, sets out the remit of the committee, which includes monitoring sustainability exposures and risk mitigations, compliance, organisational culture, and the establishment and tracking of sustainability objectives.

The committee also supports the implementation and management of a range of programmes that seek continuous improvement, training, open communication and effective risk management in the area of sustainability. The committee is also tasked with development, monitoring and review of programmes on diversity and inclusion, and matters relating to human rights and climate change.

The Committee recommends to the Board the adoption of initiatives to drive continual improvement in sustainability performance at Resolute, including but not limited to the publication of our annual Sustainability Report. Sustainability considerations have been incorporated into short and long-term incentive plans and are linked to assessments of executive and company performance.

Resolute's executive team reports Sustainability performance to the Committee at its meetings.

In addition to the monitoring carried out by the Sustainability Committee, our performance is also assessed by an Internal Audit function which was established in 2024. In carrying out audit work within our business units, the internal audit team verifies policy compliance and proper procedure adherence to ensure our processes operate effectively and efficiently by assessing controls, identifying risks, and recommending improvements.

Board and Board Committee Structure

Resolute policies, procedures and statements

We continued to strengthen our sustainability policy framework, publishing an updated Supply Chain Policy in 2024. The policies further formalise our commitment to operating responsibly across current and emerging ESG risk areas in line with the RGMPs, our strategy and stakeholder expectations.

All policies are available on our website and we will continue to refine them in line with material ESG challenges impacting the resources sector.

Resolute Mining Limited - Code of Conduct

Outlines the Company's expectations of all Directors, Officers and Employees and is supported by the following:

Key policies, procedures and statements

Guiding our approach to responsible mining

- Health, Safety and Security Policy
- Environment Policy
- Social Performance Policy
- Human Rights Policy
- Anti-Bribery and Corruption Policy
- Diversity and Inclusion Policy
- Complaints and Grievance Procedure
- Sexual Harassment Policy
- Responsible Tailings Management Policy
- Water Stewardship Policy
- Working Responsibly Policy
- Supply Chain Policy
- Climate Change Statement
- Modern Slavery Statement

Key shareholder protections

- Securities Trading Policy
- Enterprise Risk Management Framework
- Continuous Disclosure Policy
- Conflicts of Interest Policy
- Privacy Policy

Underpinned by

Whistleblower Policy

Formalised confidential reporting and recourse mechanism for inappropriate conduct

Enterprise Risk Management Framework

Our Enterprise Risk Management (ERM) framework is designed to identify, assess, and address a wide range of risks and opportunities that could affect our strategic objectives, operations, and financial performance. By applying a structured, forward-looking approach, we strive to protect and create value for the company and its stakeholders. Clear risk appetite statements, established by our Board, define the levels of risk the company is willing to accept and guide decision-making across the organisation. These statements serve as a compass for management, ensuring that day-to-day activities support our long-term goals while maintaining strict adherence to corporate ethics and governance standards.

The Board holds ultimate responsibility for overseeing the management of all material risks and ensuring they remain within the predetermined risk appetite. In the event of significant shifts in our risk profile—whether triggered by internal developments or external market forces—the Board stands ready to adjust mitigation efforts and strategic priorities as needed. This approach enables us to remain agile in the face of evolving challenges and seize emerging opportunities that align with our broader corporate objectives.

At Board level, the Audit and Risk Committee provides focused oversight of the company's major risk exposures. Working closely with Executive Management, the Committee reviews and refines our systems for risk identification, mitigation, assurance, and reporting. Frequent and transparent updates from the Executive Team on new and emerging risks help the Committee assess the effectiveness of current controls and determine whether additional actions are necessary. This iterative process of review and refinement strengthens our internal control environment, drives continuous improvement, and reinforces our commitment to robust governance and sustainable value creation.

Sustainability Risks

Resolute reviews its Sustainability Risks annually. The following table provides a high-level account of Group material exposures and current controls[1].

	CURRENT CONTROLS	
Health		
RISK DESCRIPTION Health event impacting employee health, safety and wellbeing and/or business operations/continuity	▪ Robust infectious disease management protocols. ▪ Adherence to World Health Organization (WHO), International Labour Organization (ILO), and other industry guidelines. ▪ On-site primary, occupational, and emergency medical facilities at each asset.	▪ Regular medical reviews and external audits. ▪ Comprehensive occupational health assessments and surveillance. ▪ Well-defined injury response and emergency evacuation procedures. ▪ Targeted malaria prevention programme.
Safety		
RISK DESCRIPTION Serious injury or fatality (single or multiple) sustained at work or whilst commuting to/from work	▪ Implementation of industry-standard safety management systems. ▪ Promotion of a strong, safety-conscious culture ▪ Comprehensive staff safety training programs. ▪ Mandatory contractor pre-qualification, induction, and training processes.	▪ Regular review processes and procedures. ▪ Critical hazard management protocols. ▪ High-risk task training with competency verification. ▪ ISO 45001 certification. ▪ Robust safety monitoring tools and key performance indicators.
Security		
RISK DESCRIPTION Security event adversely impacting employee health, safety and wellbeing and business continuity	▪ Comprehensive Security Management Framework. ▪ Engagement of specialised internal and external security service providers. ▪ Crisis and Emergency Management System.	▪ Real-time, multi-source intelligence gathering. ▪ Regular security reviews and audits. ▪ Strong stakeholder relations and proactive engagement.
Governance		
RISK DESCRIPTION Uncertain political/fiscal/tax environments and government instability	▪ Ongoing stakeholder and government engagement. ▪ Deployment of dedicated Country Managers and in-country experts. ▪ Proven track record in local development and stakeholder support.	▪ Non-partisan approach to government agendas. ▪ Ongoing negotiations to secure mining agreements and improve stability mechanisms in each operating jurisdiction. ▪ Comprehensive business continuity planning.
Social		
RISK DESCRIPTION Community unrest or informal and small-scale mining (ASM) adversely impacting the company's license to operate	▪ Continuous stakeholder and government engagement. ▪ Regular reviews and updates of stakeholder engagement strategies. ▪ Strong local development initiatives and community support.	▪ Strong local development initiatives and community support. ▪ Clearly defined community investment strategy and Social Performance Policy. ▪ Focus on local employment and training opportunities.
Environment		
RISK DESCRIPTION Negative environmental impacts or incidents arising from operational activities or failures	▪ Commitments to compliance with environmental licenses and permits. ▪ Commissioning and strict adherence to Environmental and Social Impact Assessments (ESIA).	▪ Routine internal and external environmental audits. ▪ ISO 14001 certification. ▪ Employment of trained and competent environmental professionals.

	CURRENT CONTROLS	
Governance		
RISK DESCRIPTION Bribery or corruption allegations impacting license to operate	▪ Regular Anti-Bribery and Corruption training and Code of Conduct declarations for all staff. ▪ Inclusion of anti-corruption requirements in subcontractor contracts.	▪ Operation of an independent whistle-blower hotline. ▪ Strong financial controls and fraud risk assessments. ▪ Periodic reviews and audits.
Social		
RISK DESCRIPTION Inability to attract and retain skilled personnel necessary for safe operations and effective corporate performance	▪ Well-established recruitment and learning development systems. ▪ Comprehensive site-level training and development programs. ▪ Strategies for workforce nationalisation/regionalisation.	▪ Proactive workforce planning initiatives. ▪ Enhanced company culture and robust employee policy framework. ▪ Implementation of a critical role register and succession planning.
Environment		
RISK DESCRIPTION Inability to effectively respond / adjust to physical and legislative operating environment changes driven by climate change	▪ Regular reviews of physical and transition climate risks. ▪ Adoption of a dedicated climate change policy and interim strategy.	▪ Emissions monitoring and reporting. ▪ Diligent legislative monitoring and compliance.
Social		
RISK DESCRIPTION Human Rights issues associated with business activities that may threaten continuity or viability	▪ Comprehensive human rights risk assessments. ▪ Enforceable contractual service agreements with key suppliers. ▪ Adherence to labor laws across all employment practices.	▪ Commitment to the Voluntary Principles on Security and Human Rights. ▪ Continuous training and education of the workforce. ▪ Proactive stakeholder engagement. ▪ Implementation of a robust Human Rights Policy.
Environment		
RISK DESCRIPTION Catastrophic failure of Tailings Storage Facility (TSF)	▪ Implementation of Tailings governance framework. ▪ Regular (daily, weekly, monthly) TSF monitoring protocols. ▪ Continuous environmental monitoring (e.g., ground and surface water quality). ▪ Appointment of an Engineer of Record and Senior Independent Technical Reviewer at each site. ▪ Annual external audits.	▪ Established deposition strategies and strict adherence to operational design parameters. ▪ Engagement of specialist TSF contractors and technical experts. ▪ Ongoing implementation of the Global Industry Standard on Tailings Management (GISTM). ▪ Robust emergency preparedness and response planning. ▪ Comprehensive TSF management training for all relevant personnel.

Note

1 Material exposure is defined in the ASX Recommendations as 'a real possibility that the risk in question could materially impact the Company's ability to create or preserve value for Shareholders over the short, medium or longer term'.

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 Anti-bribery 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

We strictly prohibit any form of bribery or corruption.

At Resolute we are committed to maintaining the highest standards of ethics and integrity in all aspects of our operations. We recognise that bribery and corruption pose serious risks to our business, our employees, and the communities in which we operate. Therefore, we have implemented a robust and Anti-Bribery and Corruption Policy, as well as a Code of Conduct and Whistleblower Policy, to ensure that all our activities are conducted in an honest and ethical manner.

All employees, representatives and subcontractors of Resolute are required to comply with all applicable anti-bribery and anti-corruption laws and regulations and to report any suspicious activities or concerns related to bribery and corruption to the designated compliance officer.

Resolute provides regular training through the Resolute's Learning Management System to ensure that all employees and representatives understand their responsibilities. Resolute also conducts regular audits and monitoring to ensure compliance across our business.

In 2024 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). 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 to Resolute's Disclosure Protection Officer within 24 hours. The investigation process includes an initial assessment, information gathering, and report preparation.

The Whistleblower Service was optimised in 2024 to improve accessibility and reporting. In addition, Resolute also 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 2021, there were two, in 2022 there were three, and in 2023 there were none. There have been three cases in 2024. All cases have been investigated and closed with disciplinary action taken in one instance.

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 doré 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.

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. Senior management sit on the Board of Directors for the Chamber of Mines and on the Environment sub-committee. During 2024, we subscribed to the government's local content platform and published our 2025 procurement plan. We also aligned with the minimum percentage required by the law for local procurement and the implementation of the mining rehabilitation fund.

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. Cybersecurity at Resolute is managed by our senior Information Technology leadership team, which reports to the CFO. We also work in partnership with leading external specialists, who provide the Security Operation Center, security and 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 2024, we have enhanced 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. We have continued to tighten points of ingress and egress and will continue to monitor and audit these. Any incidents or material threats are reported to the Audit and Risk Committee.

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

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 steadfast in our dedication to eliminating all forms of modern slavery within our business and supply chain and are implementing and enforcing effective internal processes according to the requirements of Modern Slavery Acts in both the United Kingdom and Australia. Resolute's operations abide by the Voluntary Principles on Security and Human Rights.

In 2023 we commissioned our first Human Rights Risk Assessment to benchmark our management system against international good practices to identify gaps and obtain recommendations for strengthening the system. 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.

The risk assessment, in addition to confirming the maturity stage in which the company is in relation to the topic and the opportunities to further advance to more consolidate stages, served an educational purpose: senior leaders involved had the opportunity to clarify not only the need for consistent practices, but also for robust mechanisms to guarantee that any deviations are quickly identified and addressed. Senior leaders took part in the audit and, with that, were able to deploy key concepts on Human Rights governance to their teams.

In the course of 2024, we have reinforced our commitment to human rights by presenting the findings of the assessment to the Board and Executive committee and developing an action plan for implementation and improvement. We have identified an external specialist to support the development of our management system documentation and to support implementation at site level in 2025. This work will build on the definition of responsibility for human rights which forms part of the system documentation.

Our processes for identifying and assessing human rights risk have been strengthened through the recruitment of a Head of Supply Chain and a Head of Internal Audit. Human rights risks are included in key enterprise-level risks in our updated risk management framework and assessment of these risks forms part of the work of the internal audit function.

Risk Topic	Risk Description	Potential Rights Impacted	Mitigation Measures
Security and Human Rights	Risk of indirect human rights violations by security personnel on-site, particularly due to involvement with state forces.	Right to life (due to potential excessive force), right to liberty and security (risk of arbitrary arrests), protection from torture and ill-treatment, freedom of movement, privacy rights, and rights to free speech and assembly.	▪ Memorandum of Understanding outlining terms of engagement. ▪ Regular multi-stakeholder discussions. ▪ Joint training with internal security teams.
Labour Rights	Direct impact on and off-site caused by contractors failing to meet Resolute's ethical standards due to limited corporate oversight.	Core labour rights, including fair pay and benefits, freedom of association and collective bargaining, and the right to a safe working environment.	▪ Supply chain due diligence. ▪ Audits of site contractors to ensure compliance with the code of conduct.
Community Rights	Direct effect on the rights of both employees and local communities, especially regarding engagement and consent if the grievance mechanism is underused.	Fundamental rights such as land ownership, access to resources, cultural heritage, environmental protection, and the rights to life, participation, and consent, particularly for indigenous groups.	▪ Ongoing community engagement and grievance mechanism reviews. ▪ Informed Consultation and Participation (ICP) for all significant projects.
Environmental Rights	Risk of environmental harm from noise, dust pollution, contamination, or tailings incidents.	Right to clean water, environmental safety, sanitation, information transparency, health, life, and economic security.	▪ Compliance with ESIA. ▪ Adherence to national and international environmental standards.
Economic Rights	Impact on stakeholders affected by resettlement or economic displacement due to land acquisitions.	Rights to social security, access to resources, land tenure, and recourse mechanisms.	▪ Stakeholder engagement and grievance mechanism evaluation. ▪ Informed Participation and Consultation for all major development initiatives.
Land and Resource Rights	Risk of inadequate monitoring affecting land and resource rights of displaced communities.	Rights related to land and natural resources, cultural heritage, indigenous and local community rights, and access to information and participation.	▪ Clear protocols for compensation distribution. ▪ Long-term impact monitoring.

Risk Topic	Risk Description	Potential Rights Impacted	Mitigation Measures
Modern Slavery and Forced Labour	Indirect risks to stakeholders, particularly external or off-site workers.	Protection from forced labour and human trafficking, freedom from slavery, rights to fair working conditions, freedom of movement, a decent standard of living, and personal security.	▪ Integration of strict controls in procedures. ▪ Supply chain due diligence. ▪ Contractor audits for compliance with ethical standards.
Discrimination and Gender Rights	Direct impact on women and marginalised groups, both on-site and off-site, due to discrimination in employment opportunities.	Rights to equality, workplace safety, access to justice, and protection from discrimination.	▪ Dedicated hotline for women. ▪ Training on unconscious bias, diversity, equity, and inclusion.
Health	Direct and indirect risks to the health rights of stakeholders, influenced by potential gender biases in safety and health protocols.	Labour rights, particularly those ensuring a safe and healthy work environment.	▪ Regular review of health and safety policies.
Education	Impact on community members' right to information and transparency, especially for vulnerable groups lacking access to critical information.	Indigenous rights, the right to non-discriminatory education, and equitable access to learning opportunities.	▪ Reviewing the frequency and format of training on human rights and grievance mechanisms.

Implementing these recommendations will enable Resolute to strengthen its human rights due diligence framework, aligning it with international best practices. This strategy will enhance our ability to identify and mitigate human rights risks while making a meaningful contribution to the protection and promotion of human rights within our sphere of influence.

We have continued to roll out mandatory, group-wide human rights training, conduct specialised training for both direct and contract security personnel on the Voluntary Principles on Security and Human Rights, and refine supplier questionnaires to incorporate human rights assessments and surveys.

Resolute's Human Rights Policy and Modern Slavery Statement are available at www.rml.com.au/corporate-governance.

CATERPILLAR
11

FOSTERING PEOPLE AND CULTURE

In this section:

- Our management approach
- Employment
- Labour relations management
- Diversity, equity, and inclusion
- Training and skills development
- Health, safety and security

OUR MANAGEMENT APPROACH

Having a committed and capable workforce, with skills and drive, is fundamental to the success of our business. We fully understand the importance of creating a working environment where everyone can give their best, and where all people work in healthy and safe conditions, with supportive employment practices.

We are committed to maintaining an accountable, diverse, equitable, and inclusive organisational culture that is free from all forms of discrimination, one that empowers our people, respects their differences, and leverages their potential. These desired behaviours are reinforced by our senior leaders and on-site managers who have day-to-day responsibility for the health, safety and welfare of our people.

Our commitments to our people are also reinforced through our People-related policies, especially those on Diversity, Equity and Inclusion; Health, Safety and Security; Human Rights; Sexual Harassment; Flexible Working; Parental Leave; and Working Responsibly.

In relation to human rights, our policy makes clear that we are committed to respecting all the internationally recognised human rights of our employees, host communities and other stakeholders as recognised in the United Nations (UN) Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Fundamental Conventions and the UN Declaration on the Rights of Indigenous People. We are committed to ensuring that we are not complicit in their violation. We will implement robust management systems, practices and standards that aim to prevent, avoid, mitigate and remedy harmful human rights impacts at our operations and along our supply chains.

The health, safety and wellbeing of our people is an important priority, reflected in the successful re-certification of our Occupational Health and Safety management system in 2024. The system supports us in taking a disciplined and structured approach to the management of health and safety.

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 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 new supplier standard, 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.

The topics highlighted by our 2024 materiality analysis which are covered in this section include:

- **Training and education**
- **Diversity and equal opportunity**
- **Employment**
- **Occupational health and safety**

EMPLOYMENT

As an employer, maintaining an accountable, diverse, equitable and inclusive organisational culture that is free from all forms of discrimination is important to Resolute. We empower our people and respect their individual and collective rights.

Workforce composition

Our employee workforce comprised 1,110 people at the end of December 2024. This was split across corporate offices in Perth (Western Australia), London (United Kingdom) and remote working locations, and our Africa operations.

We engaged 2,674 contractors, predominantly based at our operations in Mali and Senegal. This is 8% higher than 2023. Key contract partners provided mining, blasting, and catering services.

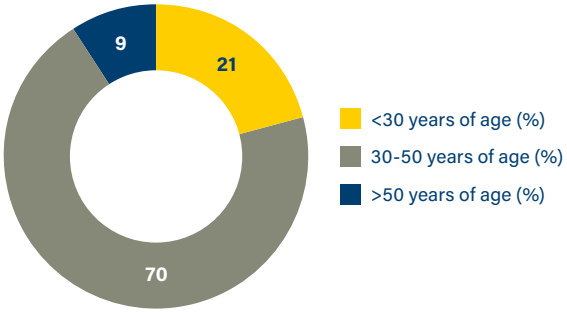
Gender breakdown of employees and contractors across the Group, 2024

	Group			Corporate			Mali			Senegal		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Employees	1,110	1,039	71	49	33	16	803	772	31	258	234	24
Contractors	2,675	2,543	132	5	3	2	1,990	1,940	50	680	600	80

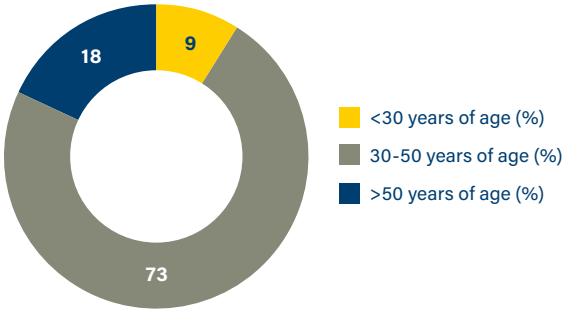
Age breakdown of employees across the Group, 2024

	Group			Corporate			Mali			Senegal		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Aged under 30	103	88	15	5	1	4	87	78	9	11	9	2
Aged 30-50	812	762	50	29	19	10	574	555	19	209	188	21
Aged over 50	195	189	6	15	13	2	142	139	3	38	37	1
Total	**1,110**	**1,039**	**71**	**49**	**33**	**16**	**803**	**772**	**31**	**258**	**234**	**24**

Age band breakdown of female employees across the Group



Age band breakdown of male employees across the Group



Nationalisation

Resolute's combined direct and contract workforce at our Africa operations in 2024 consisted of 96% national employees, representing one percentage point higher than 2023. Expatriate headcount was reduced in Senegal from 15 to 13 and in Mali it increased from 82 to 83 in 2024.

The combination of our succession, nationalisation and development strategies are delivering positive results, and 67% of senior management and 46% 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.

In 2024, 76 new employees from 19 different nationalities joined Resolute, of whom 47% 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.

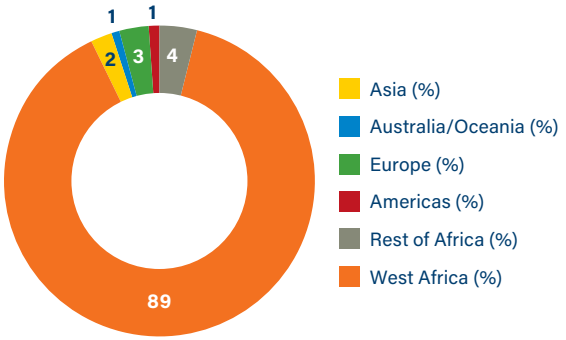
Overall, 40% of all recruitment completed in 2024 was with internal hires, 21% of which was at Syama, and 13% at Mako. These rates are proportional to the amount of hiring per site. At our corporate offices, 4% of our recruitment was through internal hires and the rest were external hires, which is accounted for by the move of office supporting functions from Perth to London in 2023. Most employees were new and settling into their roles in 2024.

Non-regular employment

Resolute's position on non-regular employment is to focus on specific and temporary needs, such as temporary contracts during activity peaks to manage both 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.

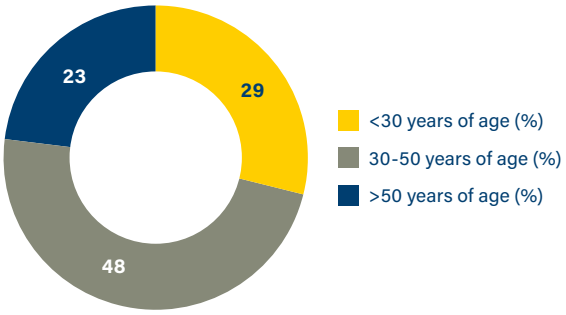
We also enable part-time work where this meets the needs of the business and the individual. Part time workers receive greater flexibility in their working arrangements but typically receive fewer corresponding benefits.

Region of origin across the Group, 2024



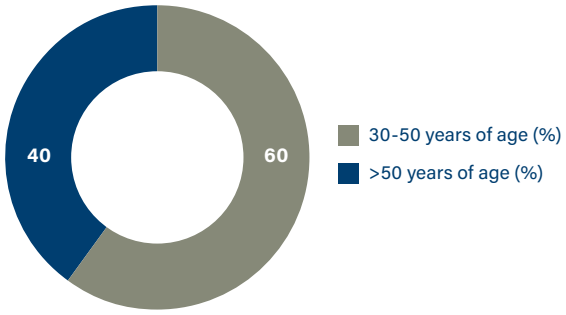
New hires at West Africa operations, 2024

by age group



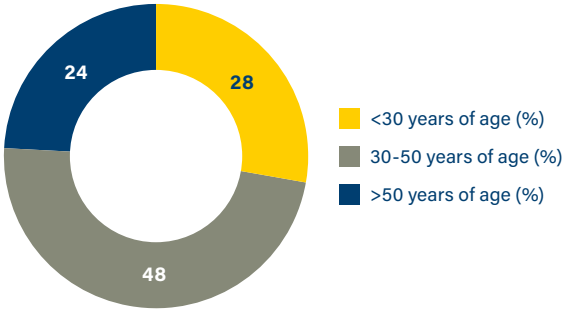
New hires at Mako, 2024

by age group

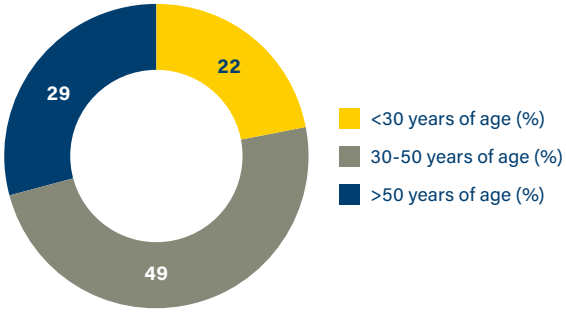


New hires at Syama, 2024

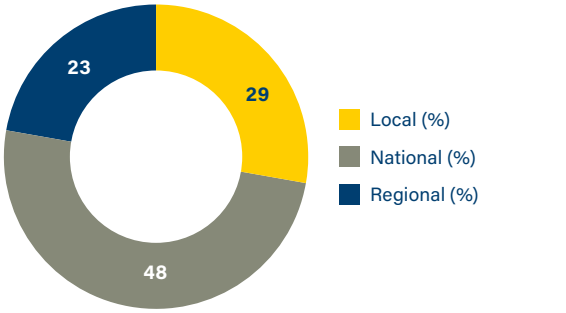
by age group



New hires across the Group, 2024

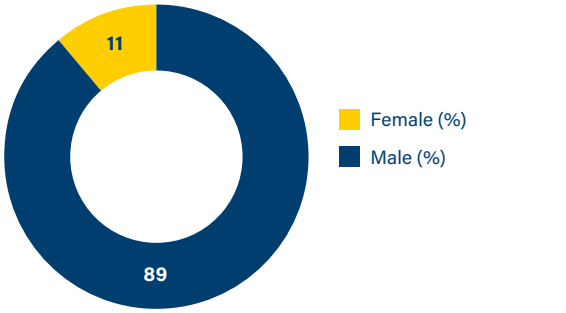


National new hires at West Africa Operations, 2024



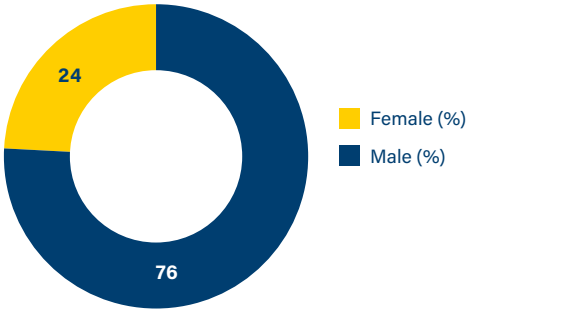
New hires across the Group, 2024

by gender



New hires at corporate locations, 2024

by age group



Staff Turnover

Turnover is monitored monthly and exit interviews help us understand opportunities to improve retention. In 2024 we developed a tracking system for exit interviews to understand themes in voluntary turnover and address them. The group annual turnover rate was 6% in 2024, 4% in Syama and 6% at Mako.

The move of office support functions from Perth to London in 2023 was embedded smoothly in 2024 and enabled support to our West Africa operations in the same time zone. The number of London-based employees increased, providing a solid foundation of reliable support for our sites.

Employee turnover %	Group			Corporate			Syama			Mako		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Employee initiated	6.2	3.8	3.1	35.7	28.1	12.6	4.8	1.6	2.3	4.9	6.6	6.0
Company initiated	2.2	7.8	2.7	8.4	46.0	25.2	0.6	4.2	2.0	3.9	12.6	1.9
Annual turnover rate	8.4	11.6	5.8	44.1	74.0	37.8	5.4	5.8	4.3	8.9	19.2	6.4

Employee turnover by gender (%)	Group						Corporate					
	2022		2023		2024		2022		2023		2024	
Gender	F	M	F	M	F	M	F	M	F	M	F	M
Employee initiated	1.0	5.2	0.4	3.4	0.2	3.0	14.7	21.0	10.2	17.9	4.2	8.4
Company initiated	0.3	1.9	1.2	6.6	0.3	2.4	0	8.4	20.4	25.5	10.5	14.7
Annual turnover rate	1.3	7.1	1.6	10.0	0.4	5.4	14.7	29.4	30.6	43.4	14.7	23.1

Employee turnover by gender (%)	Syama						Mako					
	2022		2023		2024		2022		2023		2024	
Gender	F	M	F	M	F	M	F	M	M	F	F	M
Employee initiated	0.5	4.3	0	1.6	0	2.3	0	4.9	0.7	5.9	0	4.5
Company initiated	0.1	0.5	0.1	4.1	0	2.0	0	3.9	0.7	11.9	0.7	1.1
Annual turnover rate	0.6	4.8	0.1	5.7	0	4.3	0	8.9	1.4	17.8	0.7	5.7

Benefits

Our range of employee benefits are regularly reviewed to ensure we continue to attract and retain talented people.

Resolute provides private health insurance to all senior national employees and their immediate families while also providing health insurance support to employees in non-senior roles. We also consider the different jurisdictions in which we operate when designing our remuneration and benefits policies and adapt to the local markets.

Pensions and social security are available company wide. Company funded pension schemes are in place for corporate employees in the UK and Australia. Social security provisions are in place for employees.

Companywide, 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.

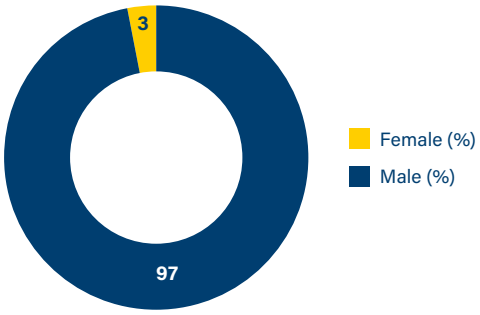
Temporary and part-time employees receive the same benefits as permanent and full-time employees by law and collective agreements across the company.

Work life balance

We support parents with balancing work and family commitments. All employees are entitled to parental leave. There was a positive response to our Parental Leave Policy in 2024, with 304 employees across the Group taking parental leave of whom 97% were male. Of the 304 employees who took parental leave in 2024, all but one returned to work afterwards

Employees who took paid parental leave, 2024

by gender



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.

IN FOCUS

THE NEXT GENERATION

The on-site clinics at our Mako and Syama mines deal with emergency cases, occupational health and day-to-day walk-in illness cases. In addition, ante-natal care is provided to the expectant mothers at each mine, including women working for our contracting partners. In the course of 2024, we have supported several expectant mothers in the course of their pregnancies.

One of the new mothers at Syama, Adiaratou Diabate, commented:

'I very much appreciated the support I was given, and in particular things like doing only light duty work during the first month of my pregnancy and then receiving supportive and professional care throughout my term from the staff at the clinic. I have been able to take maternity leave on full pay and on getting back to work I have organised a flexible working arrangement with my supervisor, to enable me to breastfeed when back at work'.

Our policies provide generous entitlements that go beyond the minimum legislative requirements in the jurisdictions in which we operate. The added flexible return to work arrangements ensure new parents can effectively balance family responsibilities with work commitments. 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.

We offer above the statutory requirements for parental leave for the primary and secondary caregivers at all our sites and corporate offices. We manage requests for long-term or special leave on a case-by-case basis.

Remuneration and incentives

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.

LABOUR RELATIONS MANAGEMENT

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.

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

As with Syama, the 2024 Leadership Development Programme included the participation of the local labour authorities and all participants, including staff delegates, received training on the labour framework with the Labour Inspector.

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 management

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 was one grievance reported in 2024, which was resolved internally and within two weeks. In early 2025 we will launch an updated global Grievance Policy to ensure a fair and consistent approach to managing 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 2024 on site and no indication of such trends.

IN FOCUS

OUR EMPLOYEE GRIEVANCE MANAGEMENT PROCESS

Our grievance management process is designed to give all employees access to channels that resolve concerns at the earliest opportunity. Our approach is structured, enabling issues to be raised and for remedy to be achieved. An important objective is for grievances to be identified and addressed early so that they do not escalate further, and for lessons to be learned by those directly involved as well as identifying any lessons that might be applied across the company.

We have established grievance mechanisms at both of our operating sites. We developed them with the input of key stakeholders, including employee representatives. Employees may submit a formal grievance in writing to either their line manager or People team representative. The employee will then be invited to a grievance hearing with either their manager or a senior manager, People representative, and staff delegates for employees at our Africa operations. They will get to explain their grievance in more detail and suggest possible resolutions. Then the grievance manager will investigate and share the outcome of the grievance with the employee in writing as well as the appeal process. Depending on the nature of the grievance, they may lead to disciplinary sanctions, per the company's Disciplinary and Dismissal Policy. All grievances are treated confidentially, and those using the whistleblowing system can do so anonymously.

We publicise the grievance mechanism in internal communications to staff and make the details readily available at work locations.

Information on our whistleblowing mechanism, which is separate to our grievance process, is provided in the Governance section of this report.

We are committed to tracking the effectiveness of our mechanisms and keep their operation under regular review.

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

This 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 the Diversity, Equity and Inclusion 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.

Bullying and harassment

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.

Diversity in recruitment and progression

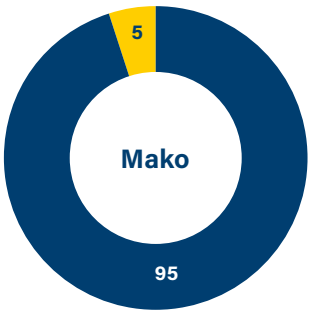
We recognise the value of recruiting from diverse talent pools.

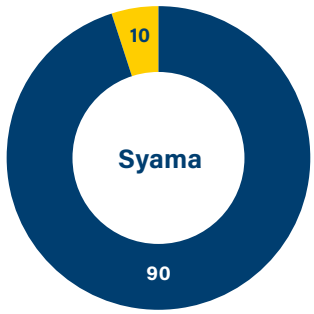
Diversity considerations form part of the selection criteria in all recruitment processes. Standardised and transparent recruitment practices are maintained at Resolute to ensure the most suitably qualified candidates are selected. Conscious and unconscious bias evaluations are considered at each stage 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.

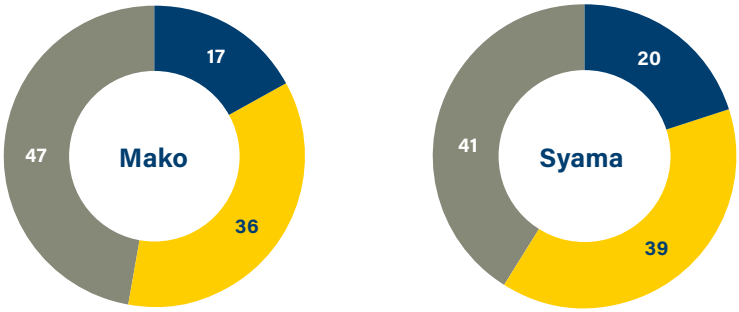
Our expatriate workforce train, coach and mentor our national employees. We believe that effective mentoring can help people become more productive by developing skills and networks, can support diversity and inclusion, and improve staff retention. We continue to deploy a 'concentric circles' strategy to recruitment by looking within our host communities first before searching at regional, national and continental levels, before finally looking internationally. This has resulted in 65% of our expatriate workforce coming from the African continent, with 9% from West Africa and 56% from the rest of Africa.

Expatriates and Nationals, 2024

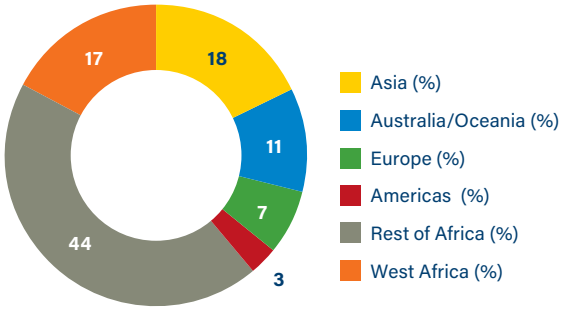




National employee origin, 2024



Expatriate employees by region of origin, 2024

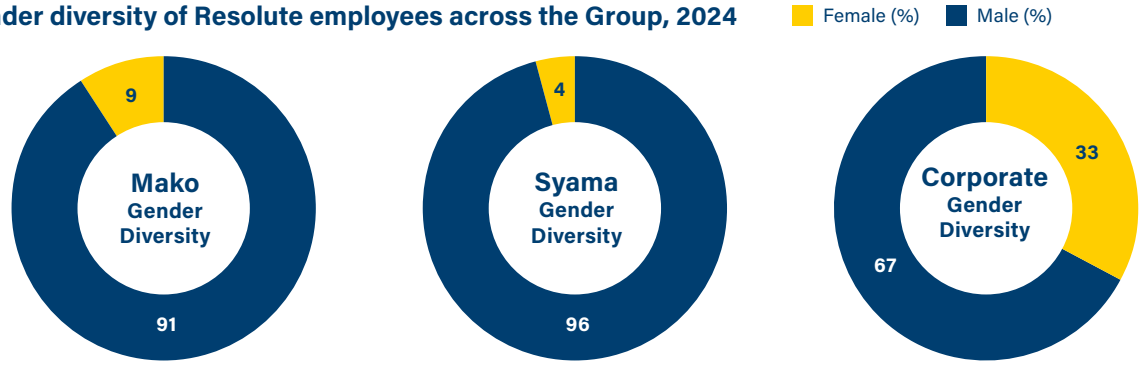


Year	Syama National %	Syama Expatriates %	Mako National %	Mako Expatriates %
2022	88	12	88	12
2023	90	10	94	6
2024	90	10	95	5

Female participation in the workforce

At Syama, female representation in the workforce is 4% (no change since 2023) and at Mako it is 9% (one percentage point less than in 2023).

Gender diversity of Resolute employees across the Group, 2024



While gender diversity at our corporate offices is higher, 33% female, we recognise the need to improve gender diversity at the Board, executive and operations levels. We continue to address the challenge of attracting and retaining female professionals in technical roles and in remote areas. Forty-two percent of the global female workforce are in operational and technical roles, and the rest are in support function roles. Our focus is to develop our current female employees, ensuring equity in accessing development opportunities, supporting them in moving to management positions, and partnering 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.

In 2024, Resolute Mining joined the International Women in Resources Mentoring Programme, a cross-companies development initiative coordinated by International Women in Mining. Resolute sponsored a mentee from our Mako site and participated as one of the programme sponsors. Our 2024 mentee was a Process Administration Supervisor in the processing plant who has been with Mako for several years. Mentorship sessions were held every three to four weeks from April until October and the programme offered virtual coaching sessions, networking opportunities, workshops and tools to build leadership skills, career progression and industry knowledge across disciplines and locations.

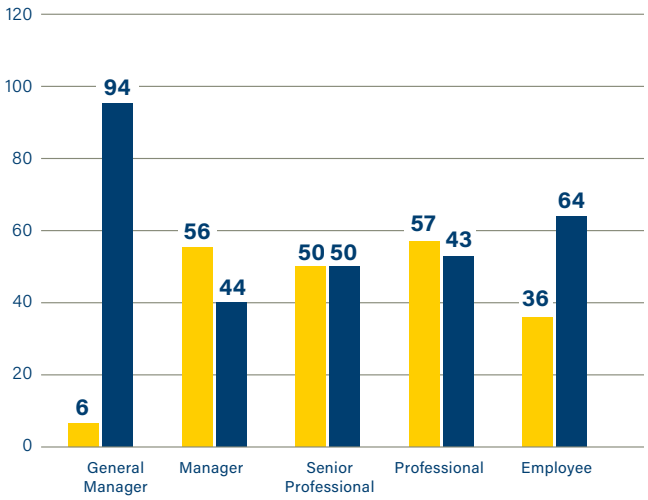
Resolute will sponsor the programme again in 2025 and have one mentee from our Syama site.

Progress made against board approved gender diversity targets, 2022-2024

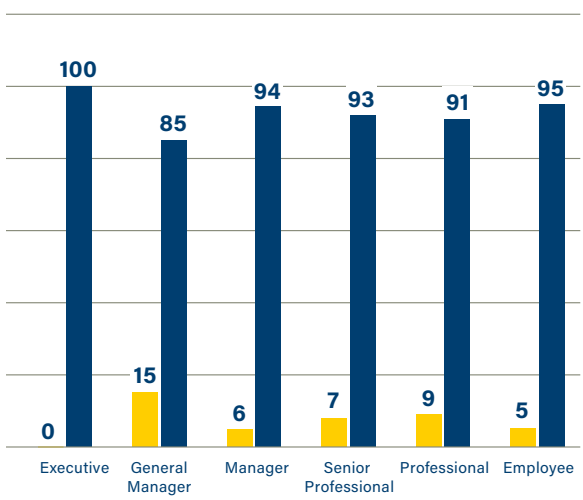
Business Area	Gender Diversity Key Performance Indicator	2022		2023		2024	
Board of Directors	Representation of women on the Board of Directors of the Company	17%	38%	14%	28%	29%	31%
Executive Committee (ExCo)	Representation of women in senior executive roles, defined as the Key Management Personnel and Executives of the Company, excluding the MD and CEO who is included under the Board.	0%		0%		0%	
Corporate Group	Representation of women across corporate business divisions (e.g. Perth and London)	47%		33%		33%	
Operations	Representation of women across Africa operations (e.g. Syama, Mako and Exploration)	5%		5%		5%	

Gender diversity of Resolute employees, 2024

Corporate - Female vs Male representation by level of work



Group - Female vs Male representation by level of work



Female (%) Male (%)

IN FOCUS

LEADERSHIP DEVELOPMENT PROGRAMME AT SYAMA

Following the inauguration of the Supervisor Development Programme in 2021, we implemented the Leadership Development Programme at Syama early in 2024. The programme had 279 participants (268 men, 11 women) in three-day programmes across 13 sessions delivered in January, February and March.

The programme was open to employees in formal leadership positions (for example, supervisors) or for those who lead projects, committees, or working groups. Participants learned theoretical concepts around organisational structure and the impact of leadership on driving effective outcomes, ensuring a safety culture, and building successful teams. They worked independently and collaboratively with other participants while learning communication tactics including negotiation, giving and receiving feedback, and the effective use of managerial authority. The communication modules included topics on leading through change and managing difficult conversations.

The safety module provided participants with techniques and information to build safety as a culture within their teams by learning about the role of visible leadership, behaviour-based safety, and coaching.

Gender pay equity

Twice a year, we conduct a pay equity analysis across the Group to ensure fairness and consistency in remuneration, further contributing to our diversity, equity, and inclusion objectives. Identified anomalies are addressed immediately where possible or, at least, 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. The group has a ratio of 1:14 female to male, whereas the corporate offices have a ratio of 1:8. Using this data provides a view of gender pay equity. In our corporate offices, there is an overall gender pay gap of 31% in favour of men (excluding executive remuneration). This reflects the challenges that we face in attracting women to operational/technical roles that are traditionally remunerated at a higher level than support functions. Eighty-one percent of female employees across corporate offices work in 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.

Key diversity, equity and inclusion initiatives

We have a range of initiatives in place to support diversity, equity and inclusion.

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 and the attraction and retention of diverse people, which resulted in a high take up of those arrangements. At the sites, part-time working is not available, but other flexible working opportunities exist, including adaptability of roster schedules.

As previously described, we also offer paid parental leave, which has a high uptake. Three hundred and four employees took parental leave in 2024, or about 27% of employees, 97% of whom were taking paternity leave.

We have continued to implement the Resolute Diversity, Equity and Inclusion Policy training package in 2024. This is available in French and English. Training on these topics was provided to the Executive team in 2024.

We have a performance appraisal framework which we began to implement for year-end reviews in 2023. Further information on performance reviews and development is provided below. The 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.

Conscious and unconscious bias evaluations continue to be considered at each stage of the recruitment process and further training will be implemented with the diversity, equity and inclusion training.

TRAINING AND SKILLS 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 2024, we continued to review, standardise and deliver training programmes in areas related to our high-risk systems of work.

- Critical hazard management standards
- Job safety analysis
- Incident cause analysis management (ICAM) investigation
- Hazard and risk assessment
- Permit to work
- Isolation and tagging
- Working at heights
- Confined space
- Defensive driving.

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.

Human rights training

In 2024, human rights training was delivered to employees via online and instructor-led formats. The Mako mine site recorded 98% of employees and 84% of contractors receiving human rights training. At Syama 25% of employees received this training. Seventy nine percent of corporate employees completed human rights training via the company's online learning platform.

More information on the work we have carried out to assess and respond to human rights risks across our business is provided in the Governance section of this report, and in relation to our adoption of the Voluntary Principles on Security and Human Rights, in the Security section of this report.

The range of training offered

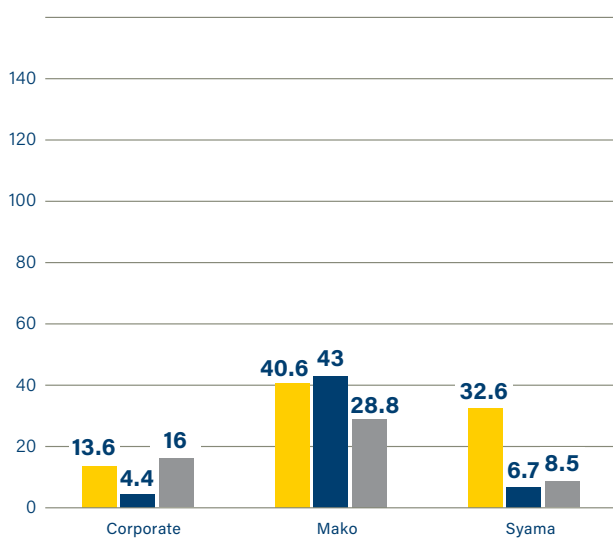
All employees, contractors and visitors receive mandatory site inductions to ensure they are made aware of relevant policies, processes, and practices. Area-specific inductions are also provided.

The transfer of staff from our Perth office to London resulted in intensive handover processes and process improvements throughout 2023 and 2024. This included providing training for individuals who had relevant skills but who had not previously worked in the mining sector. Over and above the mandatory compliance training, this was primarily provided on-the-job, but also involved site visits and feedback from site-based colleagues.

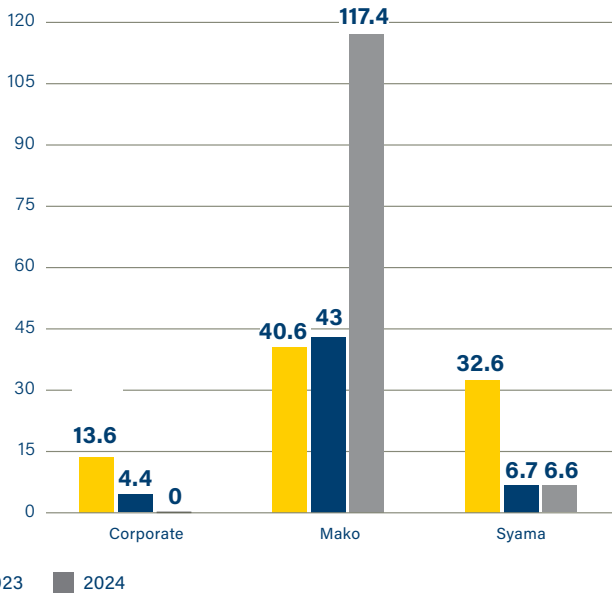
At Syama and Mako, training for most employees is largely on-the-job, supplemented by mentoring and coaching from management and external service providers as required. Employees have access to training and skills development tailored to their needs and longer-term career aspirations through individual development plans that they build with their managers. At the corporate office, expenditure on formal training is low, because informal training to the experienced professionals who work there is provided on-the-job, through activities such as engagement with specialist contractors and consultants.

In 2025, we intend to review the balance between practical on-the-job training and more formal training provision to continue to make sure that employees are best prepared for current and future challenges.

Female average training hours by location, 2022-2024



Male average training hours by location, 2022-2024



Average amount spent for training and development by employee, 2022-2024 ($)

Location	2022	2023	2024
Corporate	1,554	25	14
Syama	1,912	234	348
Mako	596	149	586

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 at Mako we had 16 interns 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.

More information on our internship programme is included in the Community section of this report.

Performance reviews and development

All our employees receive annual performance reviews as part of our 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. We also aim to ensure that nationalisation becomes a performance measure for expatriate employees and as such, continue to consider linking the obligation to coach and mentor national employees to variable remuneration where appropriate.

HEALTH, SAFETY & SECURITY

Our management approach

Resolute Mining has implemented a Health, Safety and Security Management System primarily to provide a framework for safe operation of mines, mineral processing plants and exploration, but also as a requirement of ISO 45001. The management systems are applicable to all personnel working at our operations, including contracting companies, and the standards used by our contracting partners may not be less restrictive our requirements.

Policies, plans and standards

The Occupational Health, Safety and Security Management System is guided by our Policy and underpinned by a series of plans and standards which advise on minimum requirements. Verification that the standards are effectively implemented is provided by inspections and what are known as 'hazard hunts' which are necessary components of 'Visual Leadership Engagement', and the more formal audit program undertaken by senior site leaders and corporate visitors to the sites. Health and safety performance is an integral part of performance objectives and is linked to annual remuneration.

Audits and inspections

During 2024, 112 audits and 190 critical hazard audits were conducted during 515 Visual Leadership engagements.

Frontline leaders undertook 10,308 inspections of their workplaces, tools and equipment to ensure that all is to the required standard.

Procedures detail the steps to be taken to achieve the standards and were verified through 527 Planned Task Observations (PTO). Each PTO is an opportunity to ensure that the procedure being used is relevant and current and verifies that the worker being observed is following the procedure and operating in a safe manner. Operations have the authority to compile their site-specific documents to align with the group's requirements, but they may not be less restrictive than group requirements.

Engagement on health and safety

We are aware that our systems are only as good as the people who use them. To this end, we consistently engage with our people to ensure they understand their role and that they know how to operate safely in challenging environments and to provide feedback for continual improvement. This has been achieved through the implementation of activities such as:

- Monthly safety meetings.
- In-field Visible Leadership interactions.
- Weekly inspections across all departments.
- Weekly toolbox talks.
- Regular visits by the CEO and Executive Committee.

We have formal committees which represent workers on issues relating to occupational health and safety. These committees help to develop, implement, and evaluate our health and safety management approaches, and act as a forum for communicating health and safety topics to management, and vice versa. The committees, which have a mix of men and women, meet regularly throughout the year, and meetings are minuted. We monitor the frequency of these events as part of our portfolio of leading indicators, which are designed to monitor ongoing actions to prevent illness and injury.

Our safety teams spend large amounts of their time in the field, advising and guiding operators on the appropriate safety and health standards in order to prevent incidents. A total of 1,186 such inspections were undertaken at our operations during the year.

We maintain strict control over access to our sites, so that we are aware at all times of the number and status of people working on site, whether they be employees or contractors.

The monthly Group Safety Forum, hosted by the Chief Operating Officer, is widely attended by the leadership teams from the operations and allows them to interact with the Group's functionals leaders. High Potential Incidents (HPI), safety improvement plans and any other topical issues related to health and safety were discussed, and standards were aligned during these important forums.

We encourage all personnel to report potential hazards and hazardous situations and to report all health and safety incidents without fear of reprisal. In 2024, a total of 264 incidents that resulted in harm or damage were reported. We focused on the reporting of leading indicators, and 1,558 hazards and 40 at-risk behaviours were recorded.

As part of the focus on leading indicators, Resolute Mining retained its ISO 45001 certifications with a successful independent audit completed in November. In addition, the private aerodrome at Syama retained its certification by the Malian Civil Aviation Authority.

Health and Safety performance

Resolute Mining is pleased to report that our operations in 2024 were fatality-free, due in no small measure to our people's steadfast application of the standards and procedures and ably led by their supervisors. We have had no work-related fatality, whether a Resolute employee or contractor, at any of our mines for the past seven years.

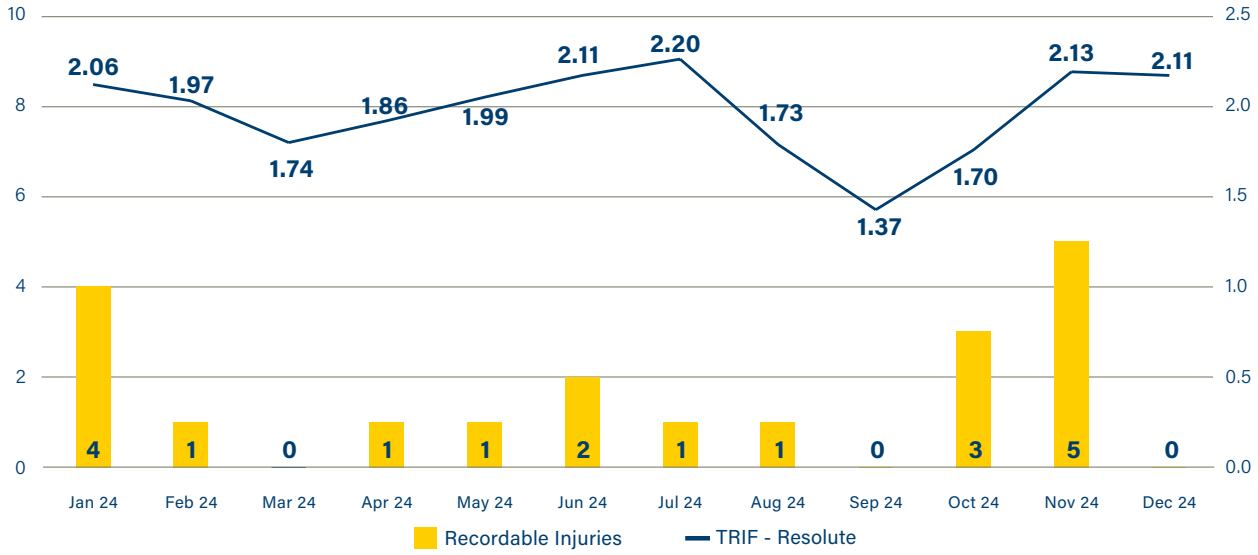
Regretfully, 30 work-related injuries were reported. These included 13 Medical Treatment Injuries (MTI), four Restricted Work Injuries (RWI) and two Lost Time Injuries (LTI), the first of which was after 1,119 LTI-free days.

To be able to benchmark our health and safety performance against our peers in the mining industry, we decided to revise our Incident Reporting Standard to align to the ICMM reporting guidelines in June. The new standards are in many ways more stringent than the previous internal reporting requirements. As an example, the RWI classification has fallen away, and any injury resulting in a work restriction is now classified as a Lost Time Injury.

With the implementation of the new standard, the internal key performance indicator was raised to 2.6 to align to the average TRIF reported by ICMM members at the end of 2023. We are pleased to report that the TRIF at end of the year was 2.11, well below the benchmark average. We will challenge ourselves to improve on this as we move forward.

Total recordable injury frequency (TRIF) 2024

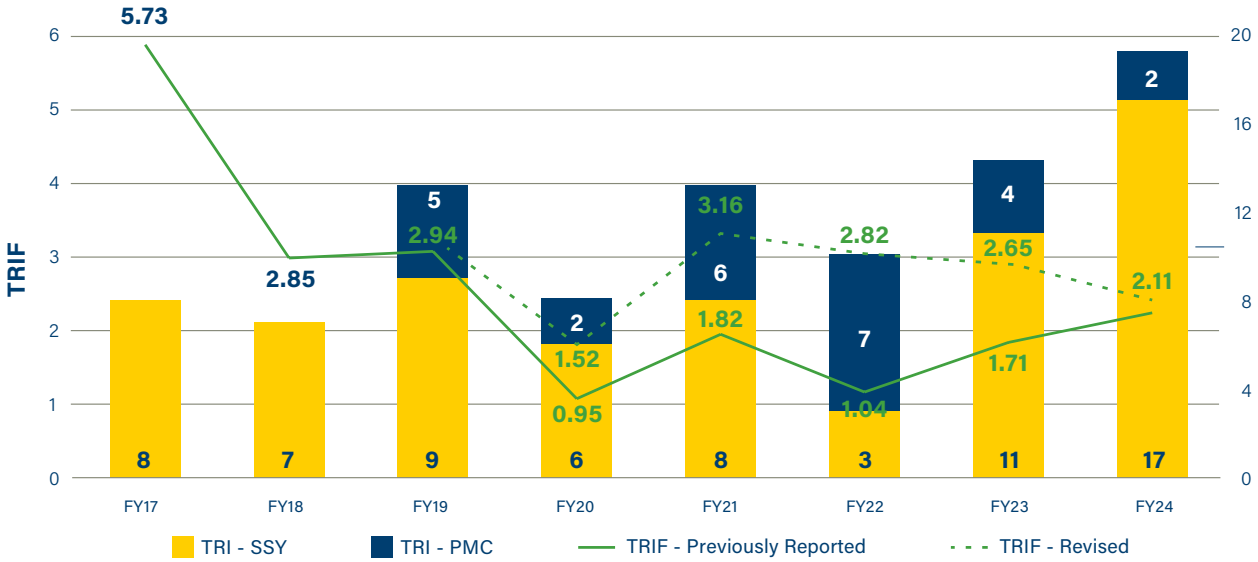
TRIF 12 monthly moving average (mma)



An internal audit into the reporting process, including an assessment of 120 injury reports going back to 2020, was undertaken during the year. This found some duplication of exposure hours and six incorrectly classified first aid injuries that had a materially negative impact on the TRIF. The graph below shows these discrepancies, and close governance over the reporting process has now been implemented.

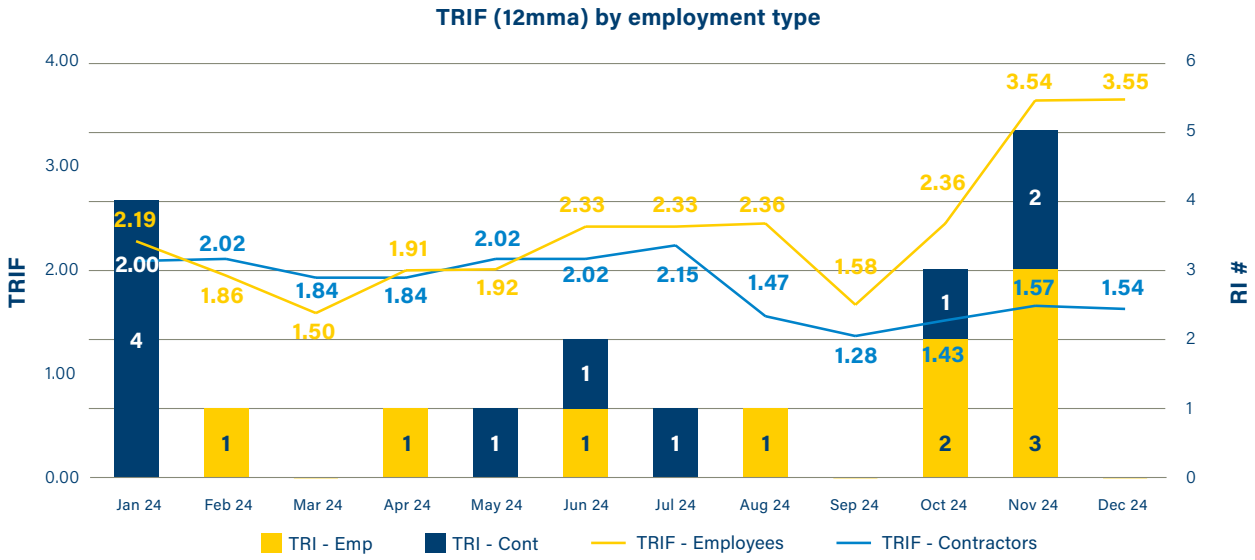
Total recordable injury frequency (TRIF) across the Group, 2017-2024

TRIF (Year on Year)



At the same time, all incidents were sub-classified by employment type, providing more detailed information relating either to full-time Resolute Mining employees or contracting employees. The latter include casual labour hires, personnel contracted directly by Resolute Mining, and personnel working for companies contracted by Resolute Mining. The graph below reflects these metrics.

Total recordable injury frequencies (TRIF) across the Group, 2024 by employment type



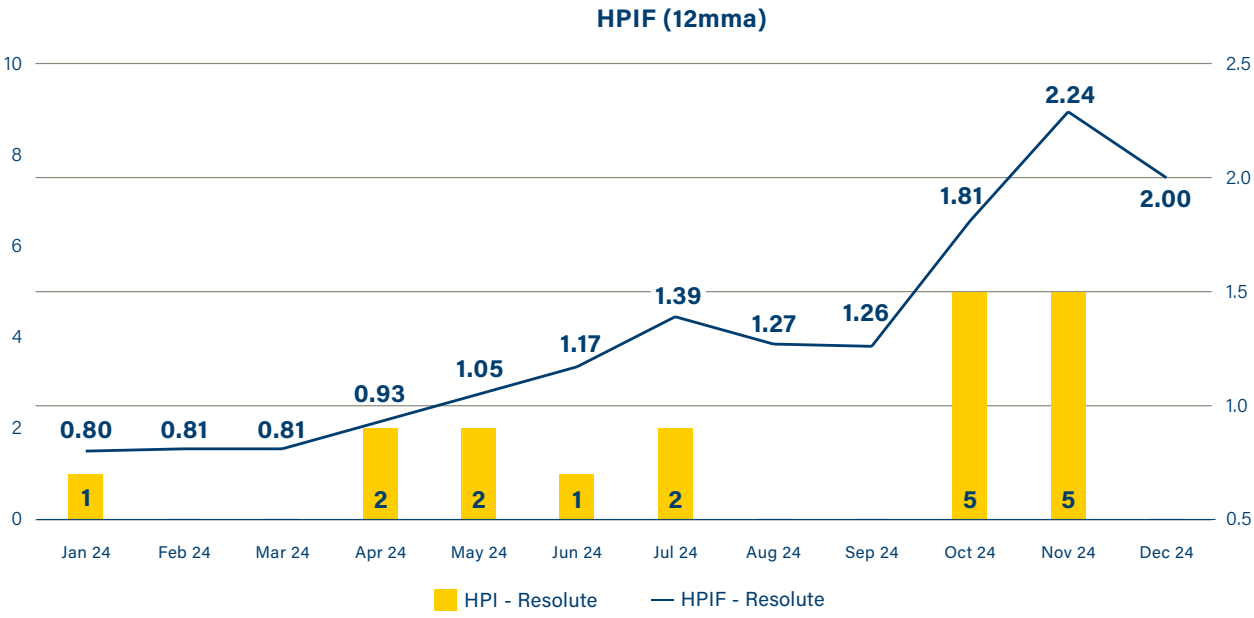
An analysis of the reported injuries shows:

	Group	Mako	Syama	Employee	Contractor	Male	Female
Number of fatalities	0	0	0	0	0	0	0
Number of lost time injuries	2	1	1	2	0	2	0
Number of recordable injuries	19	2	17	9	10	19	0
TRIF per 1m hours (12 month moving average (mma)	**2.11**	**0.78**	**2.84**	**3.55**	**1.54**	**2.11**	**0**
Number of first aid injuries	10	6	4	6	4	10	0
All injury frequency	3.22	3.13	3.51	5.92	2.16	3.22	0

Eighteen HPIs were reported during the year. These represent the close-call events that did or may have resulted in a lost time incident or worse. This is a significant increase from the six reported in 2023. While we are mindful of the risk and frequency of HPIs, we believe this increase reflects the improved governance over reported metrics. Two LTIs reported in October and November were automatically assigned HPI status, and a significant reputational harm incident in November was classified as an HPI.

The severity of these incidents required thorough investigation and oversight by an Executive Committee member to ensure that the right root causes were uncovered, and that robust actions were implemented to prevent recurrence. Incidents with repeated root causes are unacceptable to Resolute.

High potential incident (HPI) frequencies across the Group, 2024



IN FOCUS

EMERGENCY PREPAREDNESS

In addition to having clear procedures for emergency response at our sites, we carry our emergency response training on a regular basis. The training sessions help to assess our current levels of readiness to respond and to enhance the skills and capability of team members.

For example, an exercise at Syama in 2024 aimed to assess the response times of the emergency response team, evaluate site personnels' reaction to emergency alarms, and test the effectiveness of the emergency management plan for the tailings storage facility's (TSF) dam break.

The mock emergency focused on mustering and evacuation drills triggered by a simulated failure of the TSF. Exercise planning involved key personnel, including the General Manager of Operations and Sustainability, site managers, and site superintendents, while keeping other personnel unaware to ensure an authentic response.

The exercise revealed commendable performances across various teams. The Emergency Response Team (ERT) demonstrated quick and efficient responses. The Crisis Management Team (CMT) exhibited excellent coordination, communication, and a calm demeanour during the crisis. The Environment Management Team promptly collected water samples for chemical analysis from nearby contaminated sources.

Areas for improvement were identified, including the need for better communication channels during emergencies, properly labelled TSF dam break maps, and secured access to the affected zones. Additionally, it was shown that the distinction between the TSF emergency coordinator and ERT lead official needed clarification.

To address these findings, Syama mine has outlined a series of actions. These include discussing the drill's findings during toolbox meetings in each department, organizing specific training for emergency management in tailings emergency conditions, detailing and aligning the TSF dam break map with the ERT, and pegging and surveying inundation limits for worst-case scenarios.

The company also emphasised the importance of centralising communication through the security control room and recommended bush clearance along the maximum flood limit for logistical ease during emergencies. Other recommended actions included raising awareness and providing training on TSF dam breaks to local communities, reviewing security standard operating procedures for emergency access for the CMT, and appointing specialised representatives as TSF emergency coordinators.

Health, hygiene and wellbeing

We recognise that the nature of our activities means there is potential for our people to be exposed to a range of occupational health hazards including noise, dust and chemical inhalation, injuries, and geographically associated illnesses. We refine our proactive prevention initiatives and strategies continuously to mitigate the risk of illnesses and occupational diseases. This involves:

- Providing task-appropriate Personal Protective Equipment (PPE) to all our employees, including hearing protection, safety glasses, dust masks and breathing devices. We also provide gender-appropriate PPE for our workforce.
- Annual occupational health assessments and surveillance.
- The provision of training on safe handling and storage of hazardous substances to members of the workforce who face these exposures.
- Occupational hygiene monitoring and reporting.
- Infectious disease management.
- Primary, occupational, and emergency medical capability strengthened at each asset.
- Injury and medical emergency evacuation protocols, and training on emergency response procedures.
- A malaria mitigation programme.
- An ergonomics initiative to eliminate or minimise the risk of injury or discomfort in the working environment.
- Annual external audits of site medical infrastructures and practices to ensure asset level health capabilities remain effective and aligned to leading practice, including the WHO guidelines.

We monitor occupational exposures and infectious disease at our assets closely and have clinics at both sites to coordinate monitoring and response efforts.

The on-site clinics were active during the year. A total of 8,899 clinic cases were reported, with 24% being routine medical surveillance and the balance being walk-in cases. On average, 34 cases were handled each day.

Breakdown of clinical cases across the Group, 2024

	Mako	Syama	Corporate	Total
Pre-employment medicals	191	1,496	39	1,726
Annual medicals	17	152	96	265
Exit medicals	15	97	17	129
Total routine medical surveillance	223	1,745	152	2,120
Walk-in cases	3,009	3,770	0	6,779
Total cases	3,232	5,515	152	8,899
Cases per month	269	460	13	742
Cases per day	12	21	1	34

Health and hygiene monitoring

A total of 2,534 malaria tests were conducted, and 14% were found to be positive, allowing for early treatment to prevent serious illness. With robust vaccination programmes in place, the Covid-19 risk decreased significantly, with only three positive cases recorded, all of whom were local employees at Mako.

Regular and on-going monitoring of health and hygiene stressors was undertaken. A total of 2,498 samples were taken to identify potentially harmful exposures, including 1,995 samples of potable water sources, 273 samples of kitchen and mess surfaces, 54 tests for respirable dust and 59 samples for over-exposure to cyanide.

To ensure a workforce that is fit for work, 175,471 breath alcohol tests were conducted. Twenty eight positive cases were recorded. These personnel were denied entry to the site and were subject to disciplinary processes. There were ten positive results from the 2,293 drug tests undertaken.

In Mali, six people were evacuated from Syama to either Sikasso or Bamako for a deterioration in their health due to chronic conditions, and one person was evacuated to Bamako for urgent treatment for a non-work-related injury. An expatriate was evacuated from Bamako to South Africa for emergency treatment for the sudden onset of a neurological condition.

At Mako, one expatriate was evacuated to Ghana for an acute illness.

A medical consultancy was contracted to undertake routine medical examinations of corporate and expatriate employees, to review medical processes at the site clinics to ensure conformance with best-practices, and to provide expert advice on potential trauma cases. The consultant undertook an audit of the on-site clinics, and reviewed hospitals in Bamako, Dakar and Kédougou to ensure that they are able to handle trauma cases that may be referred to them from the mine sites.

Employee assistance

At Resolute's corporate offices we offer an Employee Assistance Programme (EAP) as part of the extended healthcare insurance. This includes a hotline for stress related cases and counselling services and is extended to include senior leadership at Syama and Mako. We continuously assess whether there needs to be a structured programme to support the medical and People teams at our mine sites, which are currently the culturally accepted alternatives to using an EAP.

Job redesign is another option available to employees across our sites to support stress management, although it is not often taken up, meaning it may require improvements to boost its efficacy.

Mental health and wellbeing

Stress management training at Syama is provided as part of fatigue management training and procedure. Information about stress is widely available for employees through inductions and regularly held toolbox meetings. Internal health and safety data is used to assess stress levels and causes of stress through regular risk assessments and further analysed in the monthly Health and Safety Committee meeting. Employee representatives are present at this meeting to discuss current issues and recommendations.

We minimise overtime working patterns to reduce stress from overwork through roster schedules that ensure appropriate coverage while employees are on breaks.

Stress risk assessments are part of day-to-day management responsibilities and are included in the risk register, risk assessments, job safety assessments and the informal risk assessments at our sites.

SECURITY

Resolute's security function ensures our staff can work and operate in a safe and secure environment, and protects the security of our assets in potentially challenging and volatile political and social environments. Our security approach is risk-based and stakeholder reliant. Information and support to site operations are provided by designated corporate security professionals with access to real-time security information from multiple sources.

Resolute has a fully staffed and trained national security department which is accountable for anticipating threats to our people and assets through information gathering at regional and local levels to create an intelligence picture. This is enhanced by third-party products that provides real-time information to the Group and site security personnel on risk and incidents related to travel, security, conflicts, crime and terrorism to complement local intelligence.

Comprehensive security plan

At the site level, we have a comprehensive security plan providing a multi-layered security approach that incorporates Crime Prevention Through Environmental Design strategies, including designated canine response, unmanned aerial vehicle surveillance and ground support team and biometric access control and electronic surveillance.

Our security philosophy relies on the recognised 3D security philosophy; Detect, Delay and Deny. To enable detection, high-magnification PTZ (pan-tilt-zoom) cameras are installed in strategic locations so that security control personnel can scan for movement and zoom in if a threat is detected, supported by improved illumination. Engagement and employment of residents from neighbouring communities as security observers around the perimeters of high-risk areas, enhances our security capability and improve the warning and reporting around company assets and locations. Roving patrols are backed up by a Security Response Team and the canine unit are deployed as necessary. To delay and deny potential insurgents, stout fencing is installed around high-risk areas, and high-value goods are secured in locked stores. Host nation security forces are integrated in the security management plan to provide alignment of strategies and standard operating procedures.

Voluntary Principles on Security and Human Rights

We partner with local authorities, including the police and gendarmes, to provide a legal response to offenses committed near sites. These relationships are underpinned by Resolute's alignment with the Voluntary Principles on Security and Human Rights. Training on the application of these principles and the use of force continuum was undertaken by the relevant authorities with both the company security personnel and local security observers.

To ensure the safety and security of corporate and expatriate travellers, a third-party application linked to their booked itineraries enables their location to be monitored while travelling, and up-to-date travel information is available to our travellers through the company's insurer.

EMPOWERING LOCAL COMMUNITIES

In this section:

- Our management approach
- Value generation: our economic contribution
- Community engagement
- Community complaints and grievances
- Community investment
- Local procurement

OUR MANAGEMENT APPROACH

Resolute recognises that our external stakeholders are vital to the company's long-term success, and that they can be directly affected, both positively and negatively by the company's activities and performance. We therefore implement robust management systems, practices, and safeguards to mitigate any adverse impacts.

We are committed to meaningful engagement with external stakeholders to understand and respond, as far as possible, to their needs and concerns, to attain and retain our 'social license to operate'.

We seek to be a strategic partner enabling the sustainable development of our neighbouring communities, supporting both short-term and lasting positive socio-economic impact, and advancing development initiatives. We contribute to the sustainable economic development of local communities by creating direct and indirect employment, providing procurement opportunities, and social investment.

Our approach to social performance is underpinned by our corporate social performance policy and enacted at site via management standards, plans and operational procedures. Our social policy clarifies our expectations, ensures alignment across operations and drives performance improvements.

Under our policy, our commitments include:

- Complying with all applicable laws, regulations, and licence conditions.
- Ensuring social risk and opportunity are captured in the company's risk management framework and managed effectively.
- Seeking to implement measures to avoid, minimise, mitigate, or compensate for adverse business-related impacts, while acknowledging that women, children, indigenous people, and other vulnerable groups are likely to experience different levels of impacts.
- Incorporating social risk and impact assessment into all significant planning processes and investment decisions.
- Providing training to our people on the identification and management of social risks and impacts.
- Engaging regularly with all relevant stakeholders.
- Implementing measures to avoid, minimise or mitigate any business-related impacts.
- Setting company targets to drive accountability and improve environmental performance.
- Proactively disclosing information to relevant stakeholder groups.

As a member of the World Gold Council, Resolute is committed to the Responsible Gold Mining Principles (RGMPs) which define a set of principles for responsible gold mining across the mine lifecycle. We are also committed to developing good practice approaches which take into consideration the International Finance Corporation (IFC) Performance Standards on Environmental and Social Sustainability, the International Council on Mining & Metals (ICMM) Sustainable Development Framework and other leading practice guidelines and standards.

In addition to the Social Performance policy, we have other topic-specific social policies, including our Human Rights Policy and Supply Chain Policy. These are available at: www.rml.com.au/corporate-governance

In alignment with our 2024 materiality analysis, this section of the report focuses on our engagement with local communities. More specifically, it covers:

- **Local communities, including stakeholder engagement.**
- **Economic performance, including market presence and impact**
- **Economic contribution, including community impact and management measures.**
- **Community investment.**
- **Procurement practices, including local procurement.**

VALUE GENERATION: OUR ECONOMIC CONTRIBUTION

Generating economic value for all stakeholders in the countries where we operate is important to us.

Value creation occurs, through wages paid to employees, payments to suppliers, payments to government (in the form of taxes, royalties, and fees) and community investments. These contributions, which deliver significant direct and indirect economic impact when well managed, have the potential to improve the quality of life of the surrounding communities, as well as enhance overall socio-economic development of the host country. We also retain economic value after distribution to be used for future reinvestment. The direct economic value generated and distributed from our operating mines are presented in the tables below.

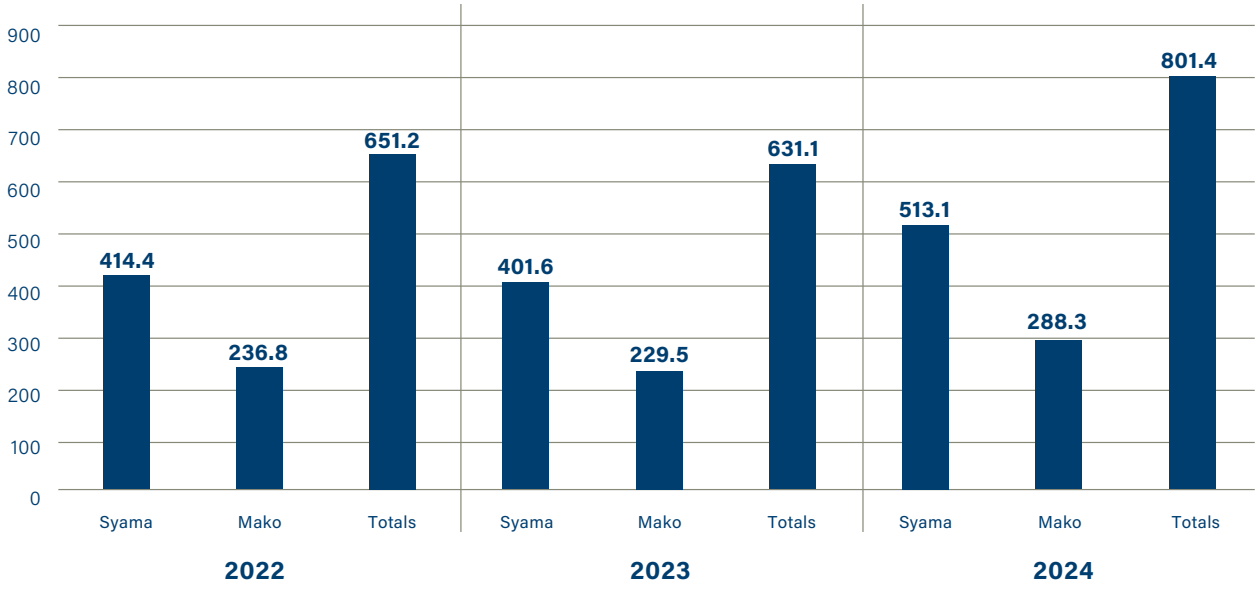
In 2024, Resolute made direct economic contributions of more than $801 million in Mali and Senegal. This included payments to national and regional governments of $308 million, direct employment costs (wages and benefits) of $52 million, and community investments of $2.2 million which aimed to improve education, healthcare, and livelihood development. See the company's 2024 Annual Report for further details of our financial performance https://www.rml.com.au/investors/reports/.

Economic value added

	2022 in $ millions			2023 in $ millions			2024 in $ millions		
	Syama	Mako	Totals	Syama	Mako	Totals	Syama	Mako	Totals
Economic value generated: Revenues	414.4	236.8	651.2	401.6	229.5	631.1	513.1	288.3	801.4
Operating costs	261.1	143.3	404.4	251.6	151.8	403.4	219	125.8	344.8
Wages & benefits[1]	35.6	14.3	49.9	38	15.1	53.1	39.9	12.3	52.2
Payments to capital providers	3.2	44.2	47.4	3.4	9	12.4	3.8	67.2	71
Payments to government[2]	85.8	14.4	100.2	80.8	23.5	104.3	262.1	46.6	308.7
Community investment[3]	1.8	1.1	2.9	0.9	1.2	2.1	1	1.2	2.2
Sub total economic value distributed	387.5	217.3	604.8	374.7	200.6	575.3	525.8	253.1	778.9
Economic value retained	26.9	19.5	46.4	26.9	28.9	55.8	-12.7	35.2	22.5

1 Gross wages and benefits to national employees
2 Comprises royalties, other taxes and duties, and other institutional support
3 Investments that do not constitute impact mitigation measures

Revenues ($ millions)



COMMUNITY ENGAGEMENT

Resolute recognises the importance of stakeholder engagement to maintain strong relationships with surrounding communities. We do this through regular dialogue that promotes trust, respect, and transparency and as a mechanism to inform continuing risk assessment and mitigation activities. Community engagement is an ongoing process that begins at the exploration phase and carries through the lifecycle until post-closure.

Our approach to stakeholder engagement is tailored to different site contexts, taking account of different stakeholder needs and preferences and the nature of our current or planned activities. We have mechanisms in place for stakeholder identification, engagement, and monitoring and we have open channels of communication including grievance mechanisms that are easily accessible avenues for communities to raise concerns or complaints and seek remedy.

Context

The Mako gold mine is located within the Tomboronkoto Commune with four villages located in its area of influence, namely, Tambanoumouya, Linguekoto, Niéméniké and Mako. The main ethnicities represented are the Malinkes and the Peuhl, who speak respectively Malinke and Fulfulde. The main sources of livelihood for our communities are agriculture, artisanal and small-scale mining, animal husbandry and small trade. According to the National Agency of Statistics (ANSD, 2023), the total population of these villages is 446 households, representing 4,877 people of whom 46% are women.

The Syama gold mine comprises an established underground mine and series of open pits and the Tabakoroni complex, which comprises a series of open pits in close proximity, and located 35km from Syama. The Syama gold mine is located in the commune of Fourou in the Kadiolo Circle and the administrative region of Sikasso. The directly impacted villages are Syama, Glambere, N'Golopene, Bananso, Tembleni, Tabakoroni, Finkolo and Fourou, representing around 47,500 inhabitants. Indirectly impacted villages are Lolle, Dieou, Piama, Ouatialy, Baloulou, and Fouguele, representing around 17,500 inhabitants. Women make up 52% of the population. The communities are from the Senoufo and Samogo ethnic groups who live from subsistence agriculture, animal husbandry and artisanal mining.

Engagement processes

The company promotes transparent communication, interactive dialogue, and inclusive participation to ensure that local community perspectives and concerns are considered during decision-making.

Stakeholder engagement plans underpin all engagement. They are developed during the Environmental and Social Impact Assessment and then revised during the Life of Mine. Plans are built on identification and mapping of stakeholders, their interests and their influence to understand the project context, project impacts and reduce business risks. The stakeholders include local and regional organisations that are affected by or have an interest in our business. They include community groups, local officials and authorities, worker representatives, and business organisations such as those that form part of our supply chain.

We have established permanent and *ad hoc* consultation structures to ensure that a broad base of stakeholders have accurate and timely access to relevant 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.

We implement a variety of stakeholder engagement methods depending on the social and cultural context. These include weekly, monthly, quarterly as well as *ad hoc* meetings. These can be in the form of public meetings, door-to-door visits, guided tours of the mine site, and focus group discussions with a variety of stakeholder groups including community members (community leaders, elders, men, women, youth), local, regional and national authorities, suppliers and Non-Governmental Organisations (NGOs). We also use noticeboards, letters and radio broadcasts to disseminate information.

In 2023, Syama's two-year Stakeholder Engagement Plan was updated and validated by the Syama Mining Communities Consultative Committee (SMCCC) and the Finkolo Mining Communities Consultative Committee (FMCCC) that were created to facilitate engagement. This two-year plan provides guidance on engagement with local communities, government representatives and other local stakeholders associated with Syama's operations. The aim is to promote public participation, establish and maintain relationships with local stakeholders, ensure open channels of communication, provide forums and mechanisms to address grievances, and avoid the unnecessary escalation of minor grievances. The plan aims to ensure a uniform and coherent approach at different points of influence and impact. It outlines general strategies with broad applicability as well as specific plans for key activities.

In 2024, the afore-mentioned consultation committees created by Syama were transformed into a new committee in compliance with the new Malian mining legislation. The role of this committee, newly composed and with specified roles and responsibilities, is to monitor all community development initiatives financed by the incoming mining fund. The committee, called 'Comité Technique de suivi du plan de développement communautaire (CTS-PDC) de la mine de Syama' is comprised of 50 people from representatives (men, women, youth) and traditional authorities from the 24 villages around the mine as well as local authorities (Mayor, deputy Mayor, Secretary General, Technical Services). It is presided over by the Sub-Prefect of Fourou. Its main objective is to define, approve and implement the community development plan. The forum also allows for consultation, information sharing, and grievance management.

A local recruitment committee also meets monthly to encourage employment of local young people. An *ad hoc* compensation committee monitors all compensation activity.

The community team conducts weekly consultations in all the different villages to discuss a wide variety of topics depending on mining activities and community preoccupations.

In 2024, a total of 304 consultations were conducted on topics ranging from water, health, education, income generating activities, artisanal mining and road safety.

IN FOCUS

COMMUNITY PERCEPTION SURVEY AT SYAMA

In May 2024, a perception survey was conducted in 14 villages (eight directly impacted by the mine and six indirectly impacted). Impressions were collected through 301 individual surveys (two-thirds in impacted villages and one-third in indirectly impacted villages) and 30 focus group discussions, sampling a cross-section of the community (men, women, young people, technical services, administration and local authorities). They were asked to share their opinions about the company's environmental and social management system and its implementation as well as the positive and negative impact of the mine's operational activities.

The survey indicated that most of the interviewees felt that the mine personnel were competent in their roles and were sensitive to cultural norms. Nearly all interviewees indicated that they were consulted and involved in all decisions impacting the community and had access to the company's grievance mechanism. Interviewees acknowledged the physical impacts of mining operations but indicated that the mine's environmental and social management system was minimising the environmental and social impacts, and that the community development funds were positively contributing to improving social infrastructure (water, health and education).

The areas where interviewees were less satisfied, which are linked to high community expectations, were around socio-economic benefit sharing in terms of the development of income generating activities and local employment.

The recommendations made were to:

- Continue to build on and improve communication with stakeholders (with a specific focus on the youth) and continue to reinforce the grievance mechanism.
- Discuss the local employment procedure with the local recruitment committee to identify areas for improvement.

In 2024, Mako started to review and update its Stakeholder Engagement Plan (SEP). Engagement is channelled through the 'Groupe de Contacte' which is a local consultative committee. This forum traditionally consists of representatives from villages, the commune, and the company. During these sessions, the company can present updates, new developments and address any stakeholder concerns.

To promote local content and ensure local stakeholders are empowered to capitalise on opportunities linked to the mine, three consultative groups exist:

- Local Employment Working Group ('Groupe Technique Emploi').
- Local Procurement Working Group ('Cadre des Acteurs pour le Developpement Economique Locale '), led by the Sub-prefect, which gathers all suppliers in the Commune and is facilitated by the company community department with information from the company procurement team. The group brings together representatives of the directly impacted four villages, representatives from the different areas of the commune (Upper, Middle and Lower Niokolo) and a representative from the left bank of the River Gambia. The group ensures an inclusive system for recruiting unskilled jobs and a better understanding of the process by the commune's communities.
- Regional Procurement Working Group ('Groupe Technique Regional Achat Locaux') presided by the governor. In 2024, the government has created a local procurement platform for the region of Kédougou that includes all mining companies in the region.

In 2023, the government requested that the Sub-Prefect chair the meetings that had been previously chaired by the Mayor so that the administrative authority would have access to information and oversight of company activity and community concerns. Meeting frequency meetings depends on the Sub-Prefect's availability.

Weekly meetings and regular community fora are also held in the eight villages surrounding the mine. The main themes discussed are the strategy for implementing the social and environmental investment fund and any difficulties encountered with livelihood restoration programs, community development programs or mine operations.

In 2024, a total of 56 consultations were conducted with over 1,600 stakeholders on the subject of local content, health and community development.

Formal community meetings, 2019-2024

Mine	Community Group	2019	2020	2021	2022	2023	2024
Syama	Communities Consultative Committee (monthly meetings)	12	4	6	12	12	12
	Local Compensation Committee						3
	Local Recruitment Committee	12	3	11	10	11	12
Mako	Local Consultative Committee	12	3	3	4	1	1
	Local Employment Working Group	9	1	3	4	5	3
	Local Procurement Working Group	2	0	8	9	13	3
	Community Forum	0	0	4	3	5	18

COMMUNITY COMPLAINTS AND GRIEVANCES

Providing an effective community grievance mechanism is an important element of our stakeholder engagement approach. We have a grievance mechanism in place at each of our mines and ensure that the mechanisms are easily and readily accessible for our community stakeholders to voice their concerns. We address and resolve these issues quickly and respectfully.

Community grievance procedures

The Community and Local Stakeholder Complaints and Grievance Procedure provides a transparent process for escalating grievances. It is a legitimate, simple, accessible, equitable, rights-compatible, and culturally appropriate mechanism for the community and local stakeholders to raise concerns. If necessary, we involve an independent third-party to support the complaint resolution process.

Responsibility for the complaints and grievance mechanism starts with the company's Executive Committee in ensuring compliance with the procedure. Site General Managers assume accountability for the grievance review process. Site Community Managers operate and manage the site-specific grievance mechanism. They have day-to-day interaction with members of the community and receive complaints through a variety of methods such as use of grievance registration forms which are located with the Village Chiefs. The telephone numbers of the community team are regularly communicated at the end of stakeholder meetings. They complete registration forms where the complaint is assessed. The complaint is then investigated and, in most cases, remains confidential unless a third-party is involved or there are alleged breaches of criminal law.

We aim to have 75% of complaints resolved within 14 days and the remaining 25% within 30 days. If, after all reasonable attempts have been made to resolve the matter, the complainant is not satisfied with the resolution proposed by the company, an escalation process enables identified local mediation structures to support the process with the judicial process being the last recourse. These grievances are also internally escalated to Resolute's Chief Operating Officer.

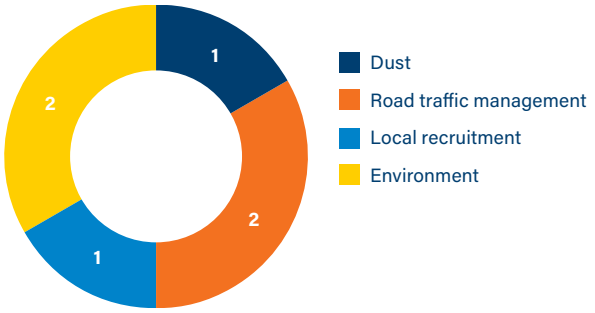
Complaints and grievances are tracked daily at site-level by Community Managers and reported weekly to the Executive Committee. Community Managers are responsible for monitoring the frequency and nature of complaints to enable the active identification of persistent underlying issues or root causes that may not otherwise be detected. Once identified, these issues can be addressed to ensure they do not escalate. Raising awareness of the grievance mechanism occurs regularly during community meetings.

Grievance data

In 2024, Resolute received six community complaints (two at Mako, four at Syama), a reduction from the nine received in 2023. The two incidents at Mako were related to road traffic: an electrical cable cut by a passing lorry and the death of an animal hit by a truck. At Syama, one was related to expectations from youth on local employment, one around dust that required increased watering of roads, one around sediment overflow, and one around water runoff.

All complaints were closed in a timely manner. None of the complaints was classified as significant nor escalated past the first level.

Complaints by category 2024 (number and description)



Community grievance data

	2022		2023		2024	
	Mako	Syama	Mako	Syama	Mako	Syama
Number of grievances	6	6	5	4	4	2
Group total	12		9		6	
Number addressed and resolved in the reporting period	6	6	5	4	4	2
Percentage resolved through remediation during the reporting period	0	0	0	0	0	0

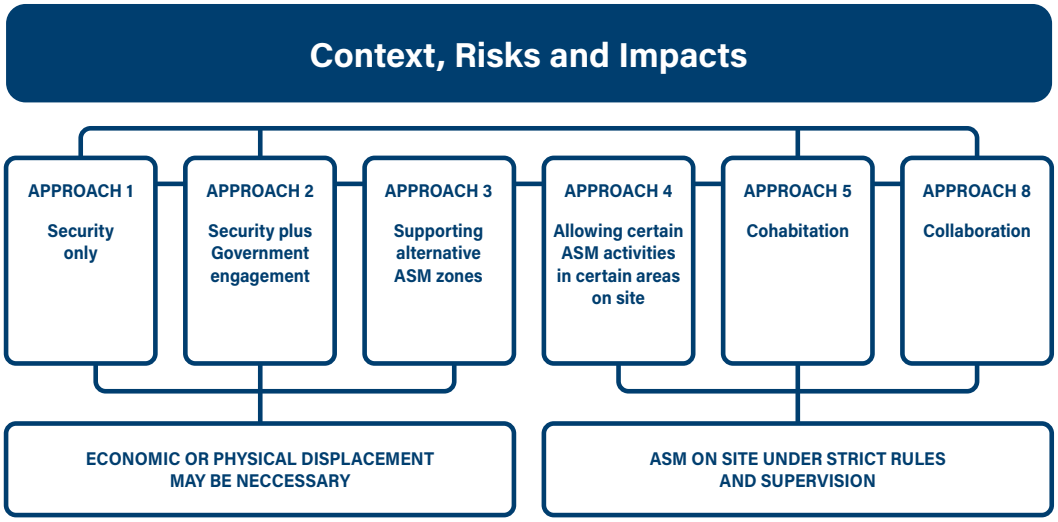
ARTISANAL AND SMALL-SCALE MINING

As a member of the World Gold Council, Resolute contributes to the dialogue on Artisanal and Small-scale Mining (ASM) - Large Scale Mining (LSM) cohabitation, as relevant. The type of ASM around both mine sites is very different and therefore requires different approaches.

Resolute raises awareness of the environmental impacts of artisanal mining and the danger of mercury uses at community and government level when appropriate.

For the Mako mine communities, ASM represents a source of subsistence livelihood for youth and women within local communities as well as some migrants from Guinea who come to find gold. Six ASM areas have been identified in proximity to the mine site where the miners are using traditional, non-mechanised techniques. The sites represent small surface areas with a small number of people and do not have any impact on Resolute operations. The approach is one of peaceful cohabitation.

At Syama, there are many variants of ASM, which means that each case needs to be studied, and an appropriate approach determined. As illustrated below, a range of management approaches can be used. The ASM approaches are not mutually exclusive, and their components can be combined and adapted to the specific context.



Resolute is willing to support and collaborate with the Malian government in its artisanal mining management initiatives and, in 2023, studied the possibility of assisting the Government with the creation of ASM corridors near Syama, in line with Malian legislation. However, this has not progressed in 2024.

Resolute security teams regularly monitor around ten ASM sites in proximity to Syama to identify any potential security threats, environmental risks, or community concerns. As the ASM activities do not impact any of the company's mining activity, Syama lives in peaceful cohabitation with activities in these areas. These sites vary in activity and numbers depending on the seasons. When the exploration team require access to any of these areas, the company engages with the traditional leadership who enable the exploration team to conduct their activities freely.

Where artisanal miners attempt incursions within Syama's security perimeter, a security approach is adopted. This consists of engaging with the community elders, ASM stakeholders and any applicable Government or regulatory authority, maintaining secure perimeters around mining sites, ensuring access-controlled entry points and enhanced security measures in sensitive zones and implementing surveillance and monitoring systems where applicable. The security team collaborate with local law enforcement who provide support against any illegal activities. All company and third-party security teams are trained on the Voluntary Principles on Security and Human Rights to ensure good governance and security practices and strengthen community rights.

Community incidents

Our Incident Management Standard sets minimum standards for incident management across the Group to ensure effective and consistent management and reporting. An incident is described as any unplanned occurrence or event 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.

Significant deviations from procedures (non-conformance) are also classified as an incident. Resolute assesses the severity of community incidents via the company's risk management framework on all occasions. In 2024, we have not identified any non-compliance with laws and/or regulations.

During 2024, we reported:

- Two minor community incidents at Mako: a lorry inadvertently cut an electrical cable meaning that one household was without power for a day, and a sheep was killed and the owners compensated within 24 hours.
- One moderate community incident at Syama with youth blocking the road in protest about dust impacts. The watering system was revised, and the issue dealt with in 24 hours.
- Following a review of previous incidents, it is now reported that in March 2023, a third party was fatally injured within the Somifi exploitation permit boundary, in an area which historically has been subject to open pit mining activity. In response to this non-work-related incident, Resolute continues to commit to implementing the RGMPs and progressing with identified actions respecting all stakeholders in regard to Human Rights.

COMMUNITY IMPACT AND MANAGEMENT MEASURES

Resolute recognises that the operation of a mine in a rural area can potentially cause adverse impacts on local communities (particularly vulnerable households) if not appropriately managed.

Community health and safety

Impacts may relate to the health and safety of local communities. As set out in the Environment and Safety sections of this report, we carefully manage our operations to make sure we operate safely and protect the local environment – for people and for the natural resources (such as water and biodiversity) on which the community depends.

Our actions include measures to manage impacts caused by dust, noise, and the transport, use and disposal of hazardous materials. We also ensure we follow the commitments made in our Responsible Tailings policy that are designed to protect the wellbeing and livelihoods of the local community and neighbouring environment.

To understand potential social impact and risk, our social performance policy commits us to establishing baseline socio-economic conditions to provide a robust, quantified and scientifically defensible understanding of our areas of impact and influence.

In managing social impact, the company follows international practice embodied in IFC Performance Standards, the RGMPs, and relevant regulatory measures such as those focused on disclosures relating to modern slavery in Australia and the UK.

In Mako, in 2024, the community team implemented a range of community health and safety initiatives:

- Conducting road safety awareness programmes to prevent road traffic accidents.
- Environmental monitoring in all the surrounding villages, including: air quality monitoring equipment that provides a single 24hr monitored period each month.
- Holding health and hygiene sessions, including use of the latrine.
- Donating treated mosquito nets to reduce malaria rates in collaboration with the district sanitary authorities.
- Reducing speed limits and spraying roads to diminish dust.
- Conducting weekly air, noise and vibration monitoring in the four closest villages to ensure thresholds are not exceeded.

At Syama, similar campaigns are conducted:

- Road safety awareness campaigns, limiting the speed of vehicles, and spraying the roads to reduce dust.
- Environmental monitoring in all the surrounding villages, including:
  - fixed air quality monitoring equipment that provides continuous data.
  - noise and vibration monitoring conducted when a new activity begins or if any grievances are raised.
  - water quality monitoring in community wells. Data is communicated regularly as part of community consultations.
- Health campaigns: anti-malaria measures (treatment of septic tanks and any water ponds), spraying villages against mosquitoes, HIV/Aids awareness raising campaigns and distribution of condoms, training of health staff and donation of equipment. There are also regular radio spots on specific topics including health, hygiene, and nutrition.

Protecting cultural heritage

As part of our approach, we work to preserve and manage the impacts of mining operations on cultural heritage during the lifecycle of our mines.

In line with the company's Environmental and Social Performance Framework, when entering new areas of exploration, the company designs its activities to avoid significant damage to cultural heritage. At pre-construction stage, during the Environmental and Social Impact Assessment, all cultural heritage sites (such as sacred places and objects, cemeteries, sites of worship) are identified in public consultation with communities.

Our approach adopts the mitigation hierarchy:

- Avoidance of impact through mitigation measures to assist in site preservation, and to avoid their elimination. In some cases, this may require that project features or activities are best redesigned so that sites and structures can be preserved, studied, and restored intact in situ.
- Where avoidance is not possible, sites may need to be relocated, preserved, studied, and restored on alternative sites.
- In other cases, destruction may be appropriate, and any required scientific study, selective salvage, and museum preservation may be conducted beforehand.

Inventories have been prepared for all the cultural sites within the area of influence of the mine for both sites, and no sites have been destroyed. Any sites within the security perimeter have been protected and are accessible to communities.

A chance find procedure has been developed to ensure that any find is not disturbed until assessed by a competent specialist.

Physical and economic resettlement

In line with IFC Performance Standard 5, we are committed to avoiding physical and economic displacement of host communities by considering feasible alternative project designs while balancing environmental, social, and financial costs and benefits. In cases where displacement is unavoidable, it must be carefully and systematically planned from an early stage, with the informed participation of displaced persons and other relevant stakeholders, to minimise and address negative impacts and maximise benefits for the displaced people. We undertake meaningful consultation with affected communities in developing a Resettlement Action Plan and Livelihood Restoration Plan.

In 2024 at Syama and Mako, we have paid compensation for both permanent and temporary displacement, resulting from project expansion and drilling activities. These were for small areas of land and there was no physical displacement.

In Syama, in accordance with national legislation, a local committee is set up by the Sub-Prefect to oversee the compensation process. This committee must be representative and include stakeholders directly concerned by the compensation process. Surveys are conducted in the presence of stakeholders to identify the extent of the impact on crops and compensation is calculated in accordance with regulation that sets rates for plants and plant products. Land compensation is based on Mali's legislative and regulatory provisions as well as the international instruments and treaties to which Mali is signatory.

In Mako, impacts are identified and compensation agreements drafted in consultation with landowners and land users and the local and traditional authorities. Compensation rates are based on the market value of replacement. The agreement is signed and compensation disbursed in the presence of witnesses.

Livelihood development

We invest to develop sustainable livelihoods and markets to create income generating opportunities outside our mines and to enable host communities to benefit from an improved local economy after mine closure.

Following completion of the Livelihood Restoration Programme at Mako, we continue to provide local communities with technical support to further improve their livelihoods. In 2024, target beneficiaries included the youth and women who received additional technical support on market gardening and banana propagation. A total of $27,332 was spent supporting five perimeters created for the communities:

Villages	Sites	Sub Total (hectares)	Activities
Tambanoumouya	Bowoyoto	10	Market gardening and banana plantation
Tambanoumouya	Badala	8	Market gardening and banana plantation
Mako	Mako	8	Market gardening
Linguekoto	Linguekoto	4	Market gardening and banana plantation
Niéméniké	Dinka	5	Market gardening and manioc plants
Total hectares		**35**	

In 2024, the company purchased 4,000 mango seedlings from local gardeners who were trained and helped to structure into economic interest groups and professionalise their activity. The seedlings purchased were distributed to the Tomboronkoto community. This enabled tree growers in the livelihood restoration programme and some private promoters to replace missing plants. The amount disbursed for the purchase of these seedlings was around $6,000.

Banana growers received training in the technique of producing plants from fragments. The training took place over three sessions and enabled beneficiaries to follow the entire technical cycle, from the identification of healthy shoots to the planting of plants produced using this highly innovative technique. The training benefited 16 banana growers from the villages of Tambanoumouya, Linguekoto and Mako. The amount disbursed for the training was approximately $2,000.

In Syama, technical support was provided for income generating activities for women such as:

- The women's market garden in Lolle and Fouguele was supported in growing onions, tomatoes, okra, lettuce and pimento.
- The Dieou women were supported in building a fence around the market garden to prevent animals from ravaging the garden.
- Finkolo village was provided with alevins as well as fishing and conservation equipment and training for the management committee. The grown fish were harvested but the production was not satisfactory and the Regional Directorate for Fishing has indicated they will launch a study to understand the reasons.
- Women from N'Golopene and Tabakoroni were trained in soap making.
- The women of Ouatialy were trained in shea butter production.

IN FOCUS

INCOME GENERATING ACTIVITIES AT SYAMA - SPINACH PRODUCTION IN THE WOMEN'S GARDEN IN THE VILLAGE OF KAMBEREKE

Ten years ago, the women of Kambereke organised themselves into an association to run a one-hectare market garden. This area, which brings together nearly 60 women from the village, enables them to grow a variety of vegetables such as okra, tomatoes, papaya, cabbage and spinach.

With the support of the company, the garden has been equipped with a solar powered borehole and a water tower to ensure the distribution of water throughout the garden. The garden is fenced off with wire netting to prevent animals from gaining access to and damaging the garden. The women have set themselves a new goal: to produce spinach exclusively from potato leaves. All the women farmers are now growing spinach.

When harvested, the spinach is sold at local markets in neighbouring villages. Given the quality of the spinach, the camp's catering services have also decided to buy spinach from this group also ensuring that the women receive a good price for their produce. Given this new opportunity, the women of Kambereke are even more motivated to produce quality spinach and increase market garden production capacity.

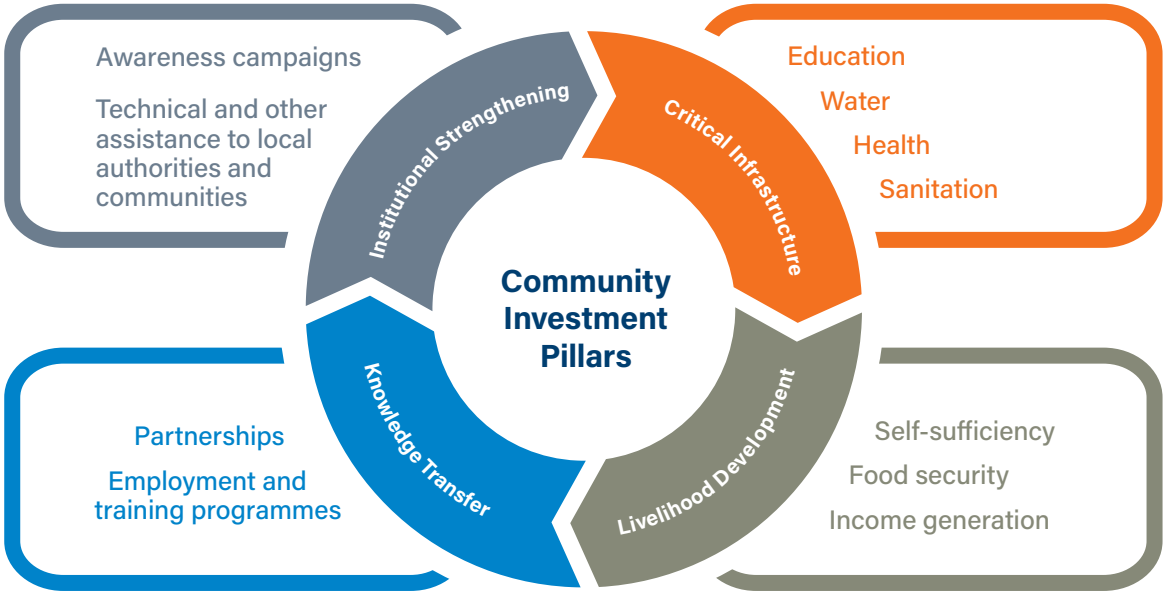
COMMUNITY INVESTMENT

The objective of our community investment programmes is to create shared value by aligning business objectives with the sustainable development priorities in our host communities.

Our approach to community investment seeks to ensure investment programmes are transparent in the allocation of funds, that we monitor and evaluate programme impact, achieve an equitable distribution of benefits, and enable local stakeholders to take part. Our aim is to ensure that investments have long-term viability and align with local, regional, and national development plans.

Our group-wide Community Investment Strategy defines four investment pillars that are reflected in the activities described in this section of the report:

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



There are two vehicles for contributing to economic development in our host countries: the Mining development fund, and specific direct community investment.

The mining development fund

The Social and Environmental Investment Fund (FISE) at Mako receives 0.5% of the mine's monthly revenues to implement communal and departmental projects that are identified by the Regional Counsel for Kédougou through an annual investment plan, in line with the communal development plan. This fund benefits the villages directly impacted by Mako mine's activities. The Regional Agency for Development provides technical support and evaluates the projects.

In 2024, $1.09 million was disbursed on the community investment projects below:

Water	Construction of Tambanoumya Water Tower. Construction of a solar pump borehole in Dindefelo.
Infrastructure	Construction of Mako market. Construction of the Syllacounda bridge. Construction of parking area for large trucks between Mako and Niemenike.
Educational and vocational training	Construction and equipment of two laboratory classes for senior high school and equipment for a new junior high school. Construction of walls around primary schools in Laminya and Lame. Pastry-making, auto mechanics, electricity and plumbing training for young people.
Youth	Construction of a youth centre in Dindefelo. Support for cultural and sporting activities.
Health	Construction of a shelter for those accompanying the sick to the hospital.
Vulnerable people	Distribution of food kits.

For Syama, the new Malian Mining Code (2023) will require the company to contribute to the Local Development Mining Fund financed by 0.75% of the quarterly turnover.

Direct community investment

At Syama, the Communal Development Plan is developed by the Town Hall through a participative community consultation process. It provides the framework for all community development projects. In 2024, we spent approximately $1 million on:

- Community road maintenance along 170km (Fourou-Kadiolo, Fourou-Kadiana, Fourou-Bananso, Bananso-Lobougoula, Banaso-Syama) (approximately $815,000).
- Food donations in kind (approximately $116,000).
- Cultural, educational and communication activities as well as infrastructure projects such as the installation of solar lighting in Syama (approximately $70,000).
- Distribution of condoms as part of our health programme (approximately $2,500).

At Mako, $50,707 was donated to support cultural events and to assist with pipe installation to improve the water network in Tambanoumouya.

In 2024, we contributed $139, 210 to charitable initiatives, cash donations and in-kind assistance. Cash donations represented 7% of contributions, funding initiatives such as national and cultural days. The remainder was in-kind contributions, mainly donations of equipment to various structures.

Knowledge transfer and training programmes

Resolute invests in training and education programmes designed to promote social and economic empowerment, allowing local people to acquire job skills or create their own small businesses.

At Mako and Syama, programmes for local communities include adult literacy, community youth apprenticeships, internships, and educational scholarships.

We encourage entrepreneurship by providing training sessions for trainers, assisting with the creation of business plans and implementation of action plans. We encourage the creation of economic interest groups that are formally created by local women and youth to respond to various business needs of the company such as ensuring security of installations, weeding activities, tree chopping, soap production, and food provision. A role was created and an employee recruited within the community department of Mako in 2024 to provide counsel to such organisations and local associations.

The internship programme at both sites aims to help young people in getting a foot on the job ladder. Initiatives include:

- Agreement with the National Geology and Mines Directorate to employ a certain number of interns per year.
- The engagement of bursary students who come to work on site during holidays, to do their qualifying internship for three months as well as a one-year placement after their studies.
- Community internships that allow youth from the local communities to have a three-month internship to improve employability.
- University internships, on request and dependent on need.

LOCAL PROCUREMENT

We procure a diverse range of local goods and services to sustain our exploration and mining activities. These purchases contribute to economic development in our host countries.

We work to establish links between international suppliers and local distributors to source goods onshore and strengthen the local supply chain. At Syama and Mako, we prioritise sourcing goods and services from national suppliers and directly from host communities where possible. We also encourage our international suppliers to register their businesses nationally and localise elements of their operations.

In 2024, we continued to implement our procurement commitments, spending approximately $345 million in Mali and Senegal during the year. This represents approximately 78% of our procurement budget for goods and services which was disbursed to nationally registered companies or foreign companies with registered operations in host countries.

Local procurement expenditure ($), 2024

	Mako	Syama	Total
Purchases from local suppliers	1,062,322	3,048,546	4,110,868
Purchases from regional suppliers	535,714	832,522	1,368,236
Purchases from national suppliers	147,295,718	191,841,337	339,137,055
Total amount national purchases			**344,616,159**
Purchases from international suppliers	12,549,156	80,001,055	92,551,055
Total amount (national plus international purchases)			**437,167,214**

Notes: 1. Local: Key communities around the mine, villages within the commune. 2. Regional: The region where the mine is located. 3. National: Malian and Senegalese suppliers. 4. International: All others, including the West Africa region.

Percentage of total site-based procurement spend, by area 2024

	Mako	Syama
% of total procurement spend with local suppliers	0.7	1.1
% of total procurement spend with regional suppliers	0.3	0.3
% of total procurement spend with national suppliers	91.2	69.6
% of total procurement spend with international suppliers	7.8	29.0
Total	**100.0**	**100.0**

Our Code of Conduct outlines the expectations we have of our suppliers, with specific requirements relating to labour and human rights, health and safety, environmental protection, and business conduct and ethics. We are further strengthening our corporate governance of supply chain management in 2025.

At site level, we work with local suppliers to enhance opportunities for them to participate in the supply chain. In 2024, we continued engaging with key site-based contractors to identify their purchasing needs, establish a local procurement database, and map new opportunities.

Our Mako operations community team has a dedicated local procurement expert who supports local businesses and community groups in responding to procurement needs, providing training and capacity building. An internal procurement committee identifies company local procurement opportunities and identifies support required for local suppliers to meet these needs. In 2024, the committee decided on eight projects, six of which were selected for a total amount of approximately $178,000. Example purchases included:

- The order of sheets and towels placed with the Communal Group of dyers.
- A scrap metal contract with a local supplier.
- Responsibility for the camp store was given to a supplier from the Kédougou region, allowing diversification and greater quality of products.
- Training in fruit and vegetable processing for a women's group, enabling them to supply finished products including Moringa syrup and juice, white bissap syrup and juice, tamarind syrup and juice, red bissap syrup, juice, and jam, bouye and potato syrup, nectar and juice, potato marmalade, mango nectar, and marmalade. They also received support to obtain the authorisation required to sell their products.

A list of opportunities was shared in 2024 with the Procurement Working Group led by the Sub-prefect of Bandafassi. The objectives of this committee are to facilitate the exchange of information between the company and stakeholders on issues relating to local purchases and to allow local contractors and suppliers to be fully integrated into procurement processes. It aims to increase the volume of local purchases and support suppliers and entrepreneurs in the commune of Tomboronkoto.

In 2024, the Comité National de Suivi du Contenu Local organised a workshop on local content where all local content stakeholders were represented. The International Fair of Dakar took place in December 2024 and eight leaders of women's promotion groups from the impacted villages attended with the hope of exhibiting their product at the next fair in 2025.

At Syama, procurement needs are discussed during the monthly multi-stakeholder forum. The community team meet regularly with local stakeholders to identify procurement opportunities.

They also communicate local procurement opportunities to surrounding communities and lobby service providers to source locally available items. For example, all the soap used on the camp is purchased from the women of N'Golopene and a local supplier of oranges is able to deliver over 800kg per week of oranges to the camp caterer.

PROTECTING THE ENVIRONMENT

In this section:

- Our management approach
- Environmental monitoring and compliance
- Air quality
- Water and effluents
- Energy and climate change
- Waste management
- Tailings management
- Progressive rehabilitation and closure
- Biodiversity

OUR MANAGEMENT APPROACH

We follow international leading practice in the management of impacts and risks. In our decision making, we apply the mitigation hierarchy and we evaluate and consider technically and financially feasible alternatives. We regularly track our environmental performance against the legal and financial commitments we have made.

Our approach to environmental management is underpinned by our Corporate Environment Policy. The policy outlines the company's 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 environmental information to relevant stakeholder groups

Resolute's Environmental Policy and related management system documentation including our Water Stewardship Policy, Climate Change Statement, and Responsible Tailings Management Policy are available at https://www.rml.com.au/about-us/corporate-goverance.

Our corporate environmental policies are supported by corporate standards, frameworks, strategies and codes of conduct. These clarify our expectations of employees and contractors and ensure alignment across operations. The policies also help to drive performance improvement.

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. Accountabilities are aligned to Resolute values and defined within key EMS documentation, which helps to ensure roles and responsibilities are fully understood.

A key achievement in 2024 was our maintenance of the ISO:14001 EMS certification at both operating sites. The scope also includes our London office.

Throughout the year, our environmental performance was audited by a number of third parties including respective Governments agencies to validate reported environmental performance and commitments. No significant concerns were identified at either operation.

Our operations have also been reviewed by several independent third parties to validate our performance against the various standards, guidelines and voluntary commitments that we have adopted. This includes assessment of our performance against the Responsible Gold Guidance, Responsible Gold Mining Principles, the Conflict-Free Gold Standard, ISO 14001, tailings management, and biodiversity offset programmes.

We recognise that as mining operators we have a duty to ensure our operations are managed in the most responsible manner possible. Being a good neighbour is a key part of this. To ensure awareness of our environmental monitoring programmes and deliver on our Environmental Policy commitment to proactively disclose information to relevant stakeholder groups, we hold formal and informal community engagements throughout the year. These engagements provide an opportunity to discuss our environmental performance with our local communities and for any concerns to be raised.

We also recognise the need to engage with our suppliers to ensure they meet the standards of performance that we expect. Our minimum expectations on suppliers are detailed in the Supplier Code of Conduct which was updated in 2024, and outlines the commitments to be aligned with, including those related to environmental aspects. We seek to work with suppliers who share our values, and whose activities are governed by an environmental management system that is compatible with ours. We review supplier performance on environmental matters and work with them to address any areas where improvement can be made. We train our supply chain managers to ensure they are aware of and maintain the standards we require of our suppliers.

The topics highlighted by our 2024 materiality analysis which are covered in this section include:

- **Water**
- **Energy and climate**
- **Environmental compliance, including the management of risks such as tailings**
- **Emissions, including effluents and greenhouse gas emissions**
- **Biodiversity**

ENVIRONMENTAL MONITORING AND COMPLIANCE

We routinely monitor and track our environmental performance against key performance indicators. This includes monitoring performance against commitments made in our Environmental and Social Impact Assessments. 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.

We recorded no significant environmental incidents or regulatory non-compliances in 2024 and recorded a reducing trend in other category incidents, with the exception of environmental hazards identified. An increased number of environmental hazards being reported is an encouraging indicator as it demonstrates improved environmental awareness.

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.

Syama recorded five moderate and ten minor incidents in the reporting period. Most of these incidents related to the management of surface water quality and hydrocarbon spills, with localised impacts. Mako recorded four minor incidents in the reporting period. Most these incidents related to spills with localised impacts.

Both operational sites have established environmental training programmes for general and specific topics relating to the environment and to safety, such as Spill Kit training to reduce impacts of minor chemical containment incidents. Training is provided to employees and contractors, alongside inspections of key operational areas, focussed awareness raising, and continuous improvement initiatives.

One continued initiative that has seen improved employee participation and ownership at Syama is a monthly housekeeping award which is presented to the highest preforming business function. This initiative has also been adopted at the Mako operation which has experienced similar results with regard to employee participation.

Over the last four years, we have achieved a reduction in the number of minor incidents at both sites. We believe this is due to increased awareness raising, competency building and the training of ISO champions within each business function. The champions provide support and guidance on environmental matters and assist with the tracking and implementation of corrective actions.

We are mindful that minor incidents can highlight more systematic issues and we therefore track and monitor all incidents carefully. Environmental incidents are reported internally through a comprehensive software management system tool – called INX InControl – which supports transparency of corrective actions responsibilities and progress. If incidents occur, they are investigated.

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 Resolute teams to implement or adjust 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.

Environmental incidents, 2022-2024

Indicator	General Descriptor	2022 Syama	2022 Mako	2023 Syama	2023 Mako	2024 Syama	2024 Mako
MINOR	**Environmental impact:** small and/or localised impact (e.g. large contained spill, incorrect waste disposal). **On-site:** can be remediated within 1 week **Off-site:** can be remediated within 1 shift **Compliance:** single exceedance of regulatory requirement.	27	9	8	11	10	4
MODERATE	**Environmental impact:** substantial localised impact (e.g. unapproved clearing, disturbing heritage site). **On-site:** confined impact requiring medium-term recovery (1 month+) **Off-site:** can be remediated within 1 week **Compliance:** management and control of the impact is the subject of regulatory inspection, corporate policy. It is unlikely, however, that prosecution would result from non-compliance.	0	3	4	0	5	0
SIGNIFICANT	**Environmental impact:** serious environmental impact. May impact off lease areas (e.g. uncontrolled fire, destroying heritage site). **On-site:** unconfined impact requiring long-term recovery (years) **Off-site:** confined impact requiring medium-term recovery (1 month or more) **Compliance:** management and control of the impact is required by legislation or statutory obligations and it is likely that prosecution may result from non-compliance.	0	0	0	0	0	0
CRITICAL	**Environmental impact:** disastrous and/or widespread impact (e.g. tailings dam breach). **On-site:** widespread unconfined and long-term recovery impact; major damage remains (years) **Off-site:** unconfined and long-term recovery impacts; damage remains (years) **Compliance:** prosecution will result in process halt and lost production time.	0	0	0	0	0	0

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_2), nitrogen dioxide (NO_2), sulphur dioxide (SO_2), particulate matter (PM) and also generate dust.

Sulphur dioxide emissions

Priority air quality issues for Resolute are the emissions of SO_2 at Syama, and the emission of particulate matter and the generation of dust at both Mako and Syama. 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, the treatment of the refractory gold ore includes a high-temperature roasting process, which results in a SO_2 byproduct. Syama is required to monitor SO_2, particulate matter (PM10) and dust concentrations at five Air Quality Monitoring Stations (AQMS) in communities surrounding the mine: Syama, Fourou, Tembléni, Bananso and N'Golopéne.

There are currently no national ambient air quality standards in Mali, and monitoring is assessed against the Environmental Social Impact Assessment (ESIA) thresholds. These were based on World Bank guidelines as required by the relevant Syama ESIAs (2007, 2022 and 2023).

Historically, we have monitored SO_2 at Syama both actively and passively to ensure transparency of any environmental impacts at the AQMS. Following our decision to decommission obsolete air quality sampling equipment in 2022, we installed an upgraded air quality monitoring and reporting system at all AQMS in 2023. Now commissioned and operating, the network provides real-time air quality data for a range of gases including SO_2.

In conjunction with monitoring, Syama operations implement 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_2 emission data to indicate potential localised elevations of SO_2. This enables the operations to consider if action is needed at the processing facility.

The commissioning of the newly installed SO_2 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 annual average limits of 50µg/m^3 and no local complaints were recorded from any of the surrounding communities relating to SO_2 emissions.

SO_2 emissions for the Syama Gold Mine, 2022-2024

Indicator	Unit	2022	2023	2024
Roaster feed	t	175,165	169,892	168,126
Sulphide	%	23.2	23.85	24.00
SO_2 emitted*	t	26,335	25,484	25,219
Average daily emission (operating days)	t	82	72	74

Note: *97% conversion of Sulphur to Sulphur Dioxide - SO_2

Following a review of historic records and calculation methodology, previously reported SO2 emitted figures for 2022 and 2023 have been amended.

Air quality monitoring and management

At Syama, fallout dust deposition monitoring was conducted at the villages of Fourou, Tembléni, Bananso and N'Golopéné. 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'Golopéné, Tembléni, 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.
- 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

We recognise access to water as a fundamental human right and we seek to implement robust management systems, practices, standards and safeguards to drive sustainable and responsible water management in the catchments in which we operate.

Water stewardship

Managerial responsibility for water use is an aspect of our Environmental Management System, and a commitment to the responsible and efficient use of water, in cooperation with the authorities and local communities, forms part of our Environment Policy. Our Water Stewardship Policy includes commitments to comply with all applicable laws and licence conditions, assess and review waster security risks and opportunities, and to avoid, minimise, mitigate or compensate for any adverse business-related impacts on communities and the environment.

We recognise our dependency on water and the provisioning services it supplies, which are essential to support mining activities, where it is used for ore processing (for grinding and flotation for example), dust suppression and domestic use. Site level water management procedures ensure that water is used efficiently, limiting the volumes abstracted and reusing water where possible.

We also recognise the reliance which local communities have on the availability of water and on its quality and therefore seek to minimise freshwater use and manage water discharges, as described below. Our policy commits us to regular and inclusive engagement with all relevant stakeholders to enable the establishment of sustainable water management systems.

We do not currently have any operations in areas of high-water stress.

A review of site water balance is ongoing at both sites. Our aim is to achieve a 70% recycling rate, to align with industry leading 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. 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.

Abstraction

In 2024, 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. During the year, water was withdrawn in accordance with regulatory requirements and our abstraction operations were reviewed by Government representatives. The mineral processing operation used 1.58 million m^3 of process water from the tailings storage facility for reuse in the processing plant, which significantly reduces the reliance on abstraction from the Gambia River. Abstraction volumes were just over 35% of the allocated annual volume for the fourth consecutive year, demonstrating our commitment to minimising environmental impacts where feasible.

At Syama, surface water is abstracted from the Bagoe River, with permitted abstraction rates decreasing in the dry season. To reduce abstraction from the Bagoe River under normal conditions, we harvest a significant volume of rainwater which is stored in the northern satellite pits. We also draw on groundwater inflows abstracted from the underground mine. We recycle process water from the tailings storage facility for reuse in the processing plant. In 2024, the volume of water abstracted from the Bagoe River was below 40% of the allocated annual volume, demonstrating our commitment to minimising resource use and impacts where feasible.

At Syama, in 2024 to support operational requirements a one-off application for permitting additional monthly abstraction from the Bagoe River over a limited period was agreed with the relevant Government bodies.

Water withdrawal, reuse and discharge, 2022–2024

	2022		2023		2024	
Indicator ML (Megaliters)	**Syama**	**Mako**	**Syama**	**Mako**	**Syama**	**Mako**
Water Withdrawn	2,156	927	1,531	2,125	2,154	2,468
Surface Water	1,975	927	1,418	1,056	2,034	653
Groundwater	181	n/a	113	1,069**	120	1,815
Water Reused	*n/a	1,646	*n/a	1,351	*n/a	1,581

* Monitoring information not available

** First year of abstraction, accumulation of ground water and rainwater

Discharges

At Mako and Syama, the nature of mine development and localised changing weather conditions has required discharge applications to be requested and approved at both sites. At Mako, the open pit mine has now been developed below the water table. Changing rainfall patterns in the year resulted in an accumulation of rainwater, which required discharging to the environment.

At Syama, before the start of mining within an open pit, historically harvested rainwater was discharged into the environment. At both operations, we sampled and tested discharged water to ensure water quality. Discharged water quality samples were within applicable effluent standards and ESIA guidelines.

We aim to avoid the release of pollutants in our operations, or when avoidance is not possible, minimise and control the intensity and mass flow of their release. Resolute maintains a comprehensive surface and groundwater monitoring programme at its operating sites, with weekly, monthly, quarterly or biannual sampling frequencies, depending on the locations. In 2024, no significant downstream chemical water quality issues related to Resolute operations were recorded.

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 Bagoe River to the west. Surface water and groundwater quality samples were mostly within applicable ESIA guidelines; however, some parameters (notably iron) periodically exceeded the applicable discharge and ambient standards. This parameter is being reviewed on an ongoing basis as the company assesses engineering solutions to this issue.

At Mako, the mine was originally designed with the principle of zero discharge. As a result, surface water runoff from within the immediate catchment is negligible in normal operating conditions. As part of the operations commitments, we monitor the Gambia River at locations above and below the catchment discharge. During the reporting period, the water quality of the Gambia River was affected by third-party activities, influencing our interpretations of sample results.

In preparation of the designed tailings facility embankment raise, we have installed downstream seepage monitoring bores to ensure continuity of monitoring as the existing seepage monitoring bores will be decommissioned.

Water discharges, 2022-2024

	2022		2023		2024	
Indicator ML (Megaliters)	**Syama**	**Mako**	**Syama**	**Mako**	**Syama**	**Mako**
Total water discharged (ML)	781	0	*n/a	551	120	1,815

* Monitoring information not available

ENERGY AND CLIMATE CHANGE

We recognise the challenges that climate change presents and our role in supporting the goals of the Paris Agreement to limit the increase in global average temperatures to 2°C and transition towards carbon neutrality by 2050. 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 an adaptive approach to the management of mining operations and the business more broadly.

Our approach to climate change is guided by our Climate Change Statement. We have developed an Interim Climate Change strategy and accompanying action plan with a focus on improving the governance of climate-related issues, identifying and mitigating material climate-related risks, measuring and reducing impacts on climate change, engaging with stakeholders, and improving climate-related disclosures and reporting. Our focus has been on identifying risks and opportunities in our own activities, and in minimising greenhouse gas emissions from our own operations. We have not pursued carbon offset initiatives to date but are keeping a watching brief on developments related to offsetting. Due to constraining factors at our current operating sites, reaching carbon neutrality will include an offset component.

The Board's Sustainability Committee has oversight of Resolute's climate change response, which is a standing item on its agenda. During the period, the committee received the results of our completed financial implications assessment which was carried out in alignment with TCFD guidelines and supported by industry specialists. The importance of climate change continues to be reflected within Executive Management Team Sustainability KPIs, which are annually reviewed.

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 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_2 emissions by recognising an inpit backfilling opportunity and upgrading the power generation stationary plant to improve operational efficiency.

The Syama regional office also reduced its energy consumption requirements by two-thirds after the installation of solar panels.

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 to reduce power generation costs and GHG emissions. The plant includes 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 combined generated electricity was approximately 242,090 MWh, which is a 3% reduction from previous years.

Operational Energy, 2023-2024

	2023		2024	
	Syama	Mako	Syama	Mako
Fuel type: Diesel (MWh)	11,884	84,467	8,385	87,062
Fuel type: Heavy Fuel Oil (MWh)	154,555	–	146,591	–
Grid (MWh)	36	25	15	35
Total Energy Generation (MWh)	166,475	84,492	154,991	87,097
% Grid Electricity	0.02%	0.03%	0.01%	0.04%
% Renewables Energy	<1%	<1%	<1%	<1%

Energy intensity, 2023-2024

	2023		2024	
	Syama	Mako	Syama	Mako
Fixed plant energy consumption (MWh) per oz	1.389	0.705	0.718	0.703

Energy management and efficiency

Responsibility for energy management lies at operational level at both of our sites. The Syama facility is operated and maintained by Aggreko, whose practices are ISO 50001 certified. Resolute run awareness raising initiatives to promote the efficient use of energy and train operators on energy management actions. During the reporting period at Syama, a fuel tracking system was implemented to assist with the efficient use of mobile equipment. Diesel consumption across the operation has reduced by 5% since its introduction. We work closely with our diesel generator supplier Aggreko to make sure that our equipment is operating as efficiently as possible and is properly maintained.

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 7%.

Emissions intensity, the ratio of emissions to volume of gold produced, has been influenced at Mako by reducing the diesel consumption. At Syama, emissions intensity decreased due to lower consumption of explosives. Land clearing associated with development activity and biogenic emissions are reported separately. Mako and Syama biogenic emissions were 76 and 2,013 tCO_2 equivalent, respectively.

Total GHG Emissions Scope 1 & 2, 2022-2024

			2022		2023		2024	
Indicator	**Sub-Indicator**	**Unit**	**Syama**	**Mako**	**Syama**	**Mako**	**Syama**	**Mako**
GHG emissions	Scope 1	tCO_2e	180,502	110,862	212,685	114,144	**199,515**	**101,405**
	Scope 2	tCO_2e	8	17	26	17	**10**	**24**
	Total Scope 1 and 2	**tCO_2e**	**291,389**		**326,873**		**300,954**	

GHG Emissions Intensity, 2022-2024

		2022		2023		2024	
Indicator	**Unit**	**Syama**	**Mako**	**Syama**	**Mako**	**Syama**	**Mako**
GHG emissions per ounce of gold produced	tCO_2e per Au oz	0.81	0.86	1.01	0.95	**0.92**	**0.82**

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

We have continued to work in partnership with industry specialists at Normative to calculate our spend-based emissions and validate our calculated activity-based emissions using their Carbon Accounting software which uses methodologies aligned with the Greenhouse Gas Protocol. We have applied extensive in-house datasets that use the latest available scientific based region and country specific emission factors. The database that the software uses for the spend-based assessment is the global database Exiobase 3 (an Environmentally Extended Multi-Regional-Input-Output database), which is suited for environmental evaluations.

Due to the change in approach, some substantial variances have been reported within some Scope 3 categories in comparison to previous years. These variations are not unexpected and are consistent with other industries that have updated their approach to carbon accounting. The variations are attributable to factors including higher sectoral granularity and updated economic values for production. Further reductions have been experienced due to the sourcing of purchased goods from European-based suppliers with lower emission intensity, as opposed to Africa-based suppliers in previous years. These components have improved accuracy and reduced the uncertainty in our Scope 3 reporting. Further information on our approach to Scope 3 calculations is available on the Resolute website: https://www.rml.com.au/about-us/corporate-goverance

Total GHG Emissions Scope 3, 2022-2024

			2022		2023		2024	
Indicator	**Sub-Indicator**	**Unit**	**Syama**	**Mako**	**Syama**	**Mako**	**Syama**	**Mako**
GHG emissions	Scope 3	tCO_2e	646,744	331,268	150,900	105,800	**150,589**	**65,339**
	Total		**978,012**		**256,700**		**215,928**	

OUR APPROACH TO CLIMATE-RELATED RISKS AND OPPORTUNITIES

The mining industry is highly dependent on physical conditions to be able to operate effectively, and as such, future variations in weather patterns globally with climate change will increase vulnerability to operational and supply chain disruptions. Machinery used for mining, processing and transportation is also highly reliant on fossil fuels as a source of energy, making the industry carbon intensive and highly exposed to risks. We therefore recognise the importance of identifying, assessing and managing potential impacts to our business and the environment, and have been committed to responding to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), now subsumed into the International Sustainability Standards Board (ISSB), since 2022. We will ensure aspects of climate change continue to be well-embedded across our business, through integration into our existing corporate risk management and strategic planning processes.

Last year marked a significant milestone in our approach towards climate-related risks and opportunities, having completed a group level transition and physical qualitative scenario analysis across our operations and supply chain, and disclosing the results for the first time in our annual sustainability report. The completed assessments also applied our Enterprise Risk Management framework to aid in the evaluation of how the changing climatic conditions and policy landscape may present a risk to our business continuity and operational performance. This process allowed us to determine the priority issues across the group and confirmed any management practices that need to be adapted to mitigate the identified risks or capitalise on the identified opportunities.

Highlights from this year

This year, to both enhance our approach and increase preparedness for emerging regulatory requirements, we have modelled the financial impacts of the material climate-related risks identified through the qualitative scenario analysis conducted last year. These are carbon pricing, flooding, and extreme heat/dust. Supported by industry specialists, we developed a climate financial model based on our corporate financial model, which forecasted the impacts on costs and revenues over the current life of mine of our existing operations. This was designed to improve our understanding of the influence of these risks on both our operational effectiveness and financial performance.

Key achievements associated with the climate financial impact assessment completed in 2024

- Integration of priority climate-related risks into our existing corporate financial model, providing a view of financial materiality and the implications for our financial planning.
- Engagement with our sites to understand their approaches to managing climate financial impacts, including the data they already collect, which can inform our future assessments and how we adapt to physical risks.
- Competency building of climate financial impacts with our Finance team, and within our Sustainability Committee, solidifying our approach to how we assess our financial stability to climate change and align this with assumptions and methodologies used for our corporate financial forecasts.
- Further review of existing mitigation measures for our significant climate-related risks, including identifying potential priorities for improving resilience to their impacts.

Methodology used for our climate financial impact assessment

The climate financial model was developed over four stages, involving representatives from environment and finance at both corporate and site-levels.

- **Determine conditions for modelling:** Based on 2023 qualitative scenario analysis, confirm material climate risks and associated financial impacts, climate scenarios, and relevant time horizons for modelling.
- **Develop methodologies:** Develop methodologies, including relationships between climate risks and their financial impacts, and determine how these should be integrated into our existing financial model.
- **Collect data:** Collect financial, operational and environmental data from teams at our existing operations, in addition to physical and transition climate parameters and projections.
- **Model climate financial impacts:** Use agreed methodologies and data collected to develop climate financial model and forecast additional financial impacts of each climate risk within the different future scenarios.

Scenarios, time horizons and parameters

Each climate-related risk was quantified for three time horizons: short-, medium-, and long-term; and for three climate scenarios: low emissions, medium emissions and high emissions. The scenarios were sourced from climate models from the Intergovernmental Panel on Climate Change (IPCC) for physical risks, and the Network for Greening the Financial System (NGFS) for transition risks. They align with international requirements for climate-related disclosures, including use of a below 2°C (net zero-aligned) scenario to stress test the resilience of our business to significant transition risks, and an above 4°C ('worst case') scenario to evaluate stressed exposure to physical risks. Our rationale for selecting these time horizons and scenarios, in addition to some of the key assumptions within the scenarios, are set out in Table 1 and 2.

The key parameters within the scenarios used for the modelling included carbon pricing, total wet season rainfall for flooding, and number of hot days for extreme heat/dust. Carbon pricing was at the regional level for West Africa, whilst both physical risk parameters were collected at the geographic locations of our sites. To assess financial implications, we referenced life of mine plans for quantitative information relevant to the risks, such as gold price and production. Financial, operational and environmental data was also collected for our sites, including GHG emissions, water usage, previous costs and revenue impacts associated with flooding and dust disruptions, and historical data from on-site weather stations.

	Low	Medium	High
Financial consequence levels (EBITDA impact)	Less than $1m	$1m to $5m	Greater than $5m
Likelihood level (chance of occurrence in period of interest)	Less than 10%	10 to 50%	Greater than 50%

Defining a 'material' climate-related risk

The financial impact on Resolute was tested for each climate-related risk, both individually and cumulatively. A 'material' climate-related risk is defined in line with likelihood and consequence levels within our Enterprise Risk Management framework. This is used across our business to assess all types of risk, thoroughly embedding climate risk into our broader risk management processes. The results from the climate financial model are evaluated in the following section by a combination of their likelihood and financial consequence, with 'High' classified as a financially material risk.

Based on the findings from the assessment, we consider our existing operations to be resilient under the assessed scenarios. Carbon pricing is the only climate-related risk modelled to have a material impact in the future, but we note that carbon taxes are currently not in place in the countries we operate in, and as such, there is no material financial impact expected in the short-term and not until these mechanisms are implemented by governments.

Table 1. Future time horizons used for all climate risks assessed

Time horizon	Year	Rationale
Short-term	2026	Provides a near-term view of impacts to our operations, with Mako ceasing planned production in the year following
Medium-term	2030	Provides a mid-term view of operational impacts at Syama, and to closure at Mako
Long-term	2040	Aligned with the final year of our financial forecast in existing life of mine plans, and Syama closure in 2037

Table 2. Scenarios and parameters used in the financial impact assessment

	Carbon pricing			Flooding and extreme heat/dust		
Scenario	**Net Zero 2050**	**Delayed Transition**	**Current Policies**	**SSP1-2.6**	**SSP3-7.0**	**SSP5-8.5**
Source	Network for Greening the Financial System (NGFS) GCAM 6.0 model, downscaled for West Africa			Intergovernmental Panel on Climate Change (IPCC) Shared Socioeconomic Pathways (SSPs), from the latest phase (6) of the Coupled Model Intercomparison Project (CMIP6)		
Policy ambition (°C)	1.4	1.7	3.0	1.8	3.6	4.4
Scenario narrative and assumptions	Ambitious scenario, limiting global warming to 1.5°C Global net zero reached in 2050 Stringent climate policies introduced immediately, and focus on low carbon innovation	Global emissions do not decrease until 2030, and strong policies needed following this to limit warming to below 2°C New climate policies not introduced until 2030 Level of action differs across jurisdictions based on currently implemented policies	High emissions scenario Only currently implemented policies are preserved, with no new policies Emissions grow until 2080, leading to severe and irreversible physical risks	Ambitious scenario, in which global emissions are strongly reduced, with the objective of net zero by 2050 Socio-economic trends are towards sustainable development Few challenges to mitigation and adaptation	Emissions and temperatures keep increasing, with emissions almost doubling from current levels by 2100 Countries compete more, prioritising issues of national and food security	'Worst case' scenario, where current levels of emissions almost double by 2050 World economy grows rapidly, driven by fossil fuel exploitation, and energy demand triples Many challenges to mitigation, few challenges to adaptation
Key climate parameters used for modelling	▪ Carbon prices ▪ Scope 1 and 2 emissions			▪ Wet season (May to October) rainfall ▪ Historical flood dewatering costs ▪ Historical rain delay hours ▪ Days with max. temperatures above 35°C ▪ Historical water usage for dust suppression ▪ Historical water costs		

Climate financial impacts and management actions

Climate-related risk	Financial impact to our business	Materiality over future time horizons	Risk management actions and strategy
Carbon pricing Establishment of carbon taxes in our operating regions leading to increased direct operating costs in the future	and scope of these mechanisms, mining companies around the world will be increasingly exposed to the cost of carbon. As a result, it is possible that our operations and supply chain will fall under some form of carbon pricing mechanism in the future, leading to increased direct and pass-through costs. Failing to prepare for this could lead to significant financial pressure on us to decarbonise quickly to avoid the worst impacts. We currently do not fall under a carbon pricing mechanism, however, both Senegal and Mali have national climate targets, and we recognise that the Senegal government is also considering implementing a carbon tax (although a timeline for this is not confirmed1). As West Africa has a fossil fuel dominant energy mix, in the net zero 2050 scenario, it is expected to experience significant carbon price increases as stringent climate policies are introduced to curb emissions. Under this scenario, the direct costs associated with a carbon tax applied to our Scope 1 and 2 emissions are modelled as financially material across all time horizons. However, the likelihood of this, at least in the short-term, is expected to be low. We therefore do not anticipate any significant impacts until the mid to long term, or until mechanisms are implemented in our operating regions.	Medium- to long-term (2030 to 2040)	▪ Further develop and implement our emissions reduction targets and plans ▪ Continue to engage with governments to evaluate renewable energy opportunities, and assess feasibility of using renewable energy for any new operations ▪ Monitor regional carbon pricing mechanisms in West Africa, and carbon import levies in Australia as the sole market for our goods ▪ Incorporate carbon pricing mechanisms into financial planning by setting an internal carbon price
Flooding Increases in wet season rainfall causing surface water flooding at our sites, and leading to additional costs associated with floodwater pumping and/or deferred revenue	Wet season runs between May to October, bringing heavy rainfall and flooding. This has been particularly evident at our sites in recent years, although financial performance has still been strong as both are well adapted towards mining during this season. More severe floods hold potential to affect our operating costs, through increasing the amount of pumping required to remove water from mine pits, or lead to mining and processing delays and deferred revenue under certain conditions. As this is typically recovered in subsequent months, there is currently no detectable financial impact over annual timescales. The additional operating costs and revenues2 associated with changes in wet season rainfall were modelled for open pit operations at Mako, and both open pit and underground operations at Syama. For 2040, a revenue impact was not modelled, as planned production at both sites will be complete, however, operating costs were still evaluated due to their relevance post mine closure. Across all scenarios, the financial impacts are not expected to be material. Due to an overall drying trend in future wet seasons at Mako, the only additional impacts are modelled at Syama. These are most significant post 2030, driven by deferred revenue from delays to open pit mining activities, although this is not considered consequential and will be factored into future operating budgets.	Not Material	▪ In 2024, both Mako and Syama made capital investments in new pumps or other dewatering measures for wet season mining ▪ Both sites are already well adapted to flooding, and have implemented several measures to minimise disruptions, such as wet season plans, educating mining teams in wet season mining, and establishing pit sumps ▪ Projected changes in wet season rainfall will be reviewed to determine implications for site water balance and budgeting

Climate-related risk	Financial impact to our business	Materiality over future time horizons	Risk management actions and strategy
Extreme heat and dust More extreme temperatures or a longer dry season leading to heightened dust concentrations and additional costs associated with running dust suppression measures at our sites	Dust is a priority air quality issue for Resolute, arising due to mining activities, and exacerbated by dry and windy regional weather conditions during dry season between November to April. To mitigate risks associated with this, Mako and Syama run dust suppression measures throughout most of the year, excluding wet season. Hotter and drier conditions with climate change will lead to higher dust concentrations, increasing operating costs associated with these controls, and potentially lead to water availability issues at our sites. Future projected changes in dry season length, defined as the number of days with maximum temperatures above 35°C, were examined to determine the influence on our water usage and additional operating costs3 associated with dust suppression. These costs relate to water charges, contractor fees and fuel costs for water trucks and pumps. Under the most extreme scenario, dry season length is projected to increase by around 15 days by 2030, which could increase water consumption by over 10% across our sites. Whilst the modelled future costs related to this are not material, there may be a risk associated with not being able to access the volume of water required to run dust suppression measures at a higher rate or for a longer period. We will therefore focus efforts on reviewing our access to water during dry season to increase resilience here.	Not Material	▪ Both sites have controls in place to ensure dust impacts are managed both on site and in wider communities. This includes dust monitoring, suppression equipment, maintenance on haul roads, and ongoing dust suppressant trials ▪ Review dry season water balances at sites with reference to expected increases in water consumption for dust suppression ▪ Evaluate potential costs and benefits associated with investing in additional water abstraction, treatment and storage if deemed necessary

1 UNFCCC 2024 (United Nations Framework Convention on Climate Change).

2 Additional here refers to any financial impacts due to increased rainfall that are not factored into our financial planning, acknowledging that we already account for wet season in our site operating budgets for each year.

3 Additional here refers to any financial impacts due to increased dust that are not factored into our financial planning, acknowledging that we already account for dust suppression costs in our site operating budgets for each year.

Our ambitions for next year

Whilst we are proud of the progress made in 2024 to quantify our material climate-related risks and better understand their influence on our future financial performance, we recognise there are further steps we can take to improve our approach and enhance our preparedness for upcoming regulatory obligations. To support this, next year we will focus on the following key actions:

- Monitor the changing regulatory landscape, with upcoming mandatory ISSB-aligned climate-related disclosures in Australia (2025) and the UK (expected earliest 2026), to ensure we can fully report in line with these, including the necessary quantitative information required.
- Review any existing gaps in data and process within our climate financial model and address these with our environment and finance teams.
- Continue to engage with our sites on impacts from extreme weather, and highlight their data gaps from 2024 to ensure financial forecasts for future years are improved.
- Integrate results from the climate financial model into our business processes to inform strategy and financial planning, and work on priority risk management actions to increase our resilience.

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. Both of these waste streams are stored within our mining lease boundaries in designated facilities and managed in accordance with ESIA commitments. 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.

Our approach

Our corporate Environment Policy, which sets the framework under which our sites operate, includes provisions to introduce strategies that reduce waste disposal and reduce 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. We also commit to maintaining a robust tailings governance framework and to the design, construction, operation and decommissioning of tailings storage infrastructure, using effective management and governance strategies. Our commitments also cover the close management of the transport, storage, use and disposal of hazardous materials.

We have a Responsible Tailings Management Policy which sets out our approach to safe tailings storage through all phases of the facility lifecycle, including closure.

Managing waste in our operations

In operations, our waste management approach is to minimise production of waste (re-use), recycle, treat and dispose safely. Detailed waste management plans provide a framework for managing waste in compliance with regulatory requirements and best-practice guidelines.

We work with a number of third-party waste contractors at our sites, as described below. Before appointing contractors, we confirm that they have the capacity to manage the waste in line with contractual and legislative obligations. We manage and regularly check on contractor performance, including the regular gathering of waste-related data from them.

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. All waste bins are demarcated using colour coded signage.

At Syama, hazardous waste is disposed of on-site, mostly in an incinerator. Recyclable waste is collected by a certified local waste contractor.

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, monthly 'housekeeping days' are held at both sites to raise awareness and improve waste management practices.

We have had no significant incidents associated with hazardous materials and waste management in 2024.

Hazardous and non-hazardous waste disposal, 2022-2024

			2022		2023		2024	
	Sub-Indicator	Unit	Syama	Mako	Syama	Mako	Syama	Mako
Total amount of waste disposed	Recycled	kg	1,298,879	1,256,454	961,554	1,157,589	912,180	627,778
	Composted	kg	21,100	-	36,200	0	39,889	0
	Recovery (including energy recovery)	l		632,000	0	564,950	0	495,000
	Incineration (mass burn)	kg	95,900	282,067	126,800	248,544	75,199	214,849
	Landfill	kg	266,600	10,771	266,200	5,096	285,781	1,675
	On-site storage	kg		135	0	0	0	0
Hazardous waste	Recycled	kg	535,379	3,762	410,154	2,825	231,758	21,817
	Recovery (including energy recovery)	l	-	632,000	0	564,950	0	495,000
	Incineration (mass burn)	kg	95,900	199,644	126,800	190,196	75,199	147,093
Non-hazardous waste	Recycled	kg	763,500	1,252,690	551,400	1,154,764	680,422	605,961
	Composted	kg	21,100	-	36,200	0	39,889	0
	Recovery (including energy recovery)	l	-	-	0	0	0	0
	Incineration (mass burn)	kg	-	82,423	0	58,348	0	67,756
	Landfill	kg	266,600	10,771	266,200	5,096	285,781	1,675
	On-site storage	kg	-	135	0	0	0	0

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 from mining operations and tailings from mineral processing. The table below details the volumes of these waste materials generated. Both waste streams are managed within the project boundaries and in accordance with ESIA commitments.

Mining waste generated, 2023-24

			2023		2024	
Indicator	Sub-Indicator	Unit	Syama	Mako	Syama	Mako
Total amount of waste disposed onsite	Non mineralised waste rock	BCM	5,679,343	6,686,150	451,158	4,400,428
	Processed Material	Tonnes	3,680,712	2,050,080	3,927,808	2,228,793

IN FOCUS

IMPROVING OPERATIONAL EFFICIENCY AT MAKO

At Mako, an opportunity has been realised to improve operational efficiency in mining by backfilling sections of the mine. The original life of mine plans included the continued dumping of mined waste rock within the designed waste rock dump adjacent to the mine. The opportunity to backfill sections of mine has significantly reduced the inclined haulage distances which is when haul trucks fuel burn rates are highest. In 2024, 12.6 million tonnes of waste rock were deposited within the Mako pit with an estimated fuel saving of two million litres of fuel, or a 14% reduction in emissions associated with the haulage of waste rock. Backfilling the mine will continue in 2025 realising further efficiencies.

IN FOCUS

SYAMA PLASTIC BAGS BAN CAMPAIGN

Resolute has embarked on a journey to combat the scourge of plastic pollution through a comprehensive ban campaign at Syama. Driven by alarming statistics from the United Nations, which reveal a staggering 430 million tons of plastic waste generated annually worldwide, Syama has recognised the urgent need for action. The longevity of plastic poses serious threats to marine life, soil health, groundwater purity, and human well-being, requiring swift and decisive measures.

In response, Syama has adopted a campaign to mitigate plastic pollution by promoting practices that avoid single-use plastics, and shifting behaviours to encourage reuse, re-purposing, and recycling.

Data on plastic waste generation at Syama underscored the magnitude of the challenge, with approximately 11 tons produced over a five-month period. To address this, Syama announced a ban on plastic bags across its sites, effective from October 1, 2023.

Since the implementation of the ban, Syama has witnessed encouraging progress. Although challenges remain, there has been a high level of compliance during inspections. The initiative makes clear the importance of ongoing education and communication efforts to foster widespread adoption of sustainable practices.

TAILINGS MANAGEMENT

We currently own and operate three tailings dams, one at Mako and two Syama. Syama has recently increased it storage capacity of an inpit facility by constructing and commissioning an outer above-ground containment structure. Construction of phase 1 of this structure was completed in 2024, with the next phase being constructed in 2025.

At present, we do not manage any heap-leaching facilities within the boundaries of our operations.

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 to mitigate adverse impacts.

Our Group Responsible Tailings Management Policy provides clear asset-level guidance and enables improved disclosure in accordance with the International Council on Mining and Metals Guidelines and the Global Industry Standard on Tailings Management (GISTM). As set out in this policy, we seek to ensure that that the planning, design, construction, operation, closure and rehabilitation of our tailings storage facilities are conducted responsibly in a multi-disciplinary manner to minimise community and environmental risks.

Both assets have appointed an external Engineer of Record to guide site activities in accordance with TSF design and operational requirements. 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. In addition, supplementary reviews at both sites are conducted by an Independent Senior Technical Reviewer with observations reported 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 tailings facility lifecycle, including closure. It also incudes the mechanisms for ensuring accountability, including regular reviews, internal audits and external assurance.

The latest external TSF audits were commissioned at Mako in March 2024 and June 2024 at Syama. No significant issues were identified at either facility. There have been no incidents relating to the structural integrity of tailings dams in the last five years.

In 2024, an embankment raise was completed at Mako TSF with the current embankment height at 163.7 metres relative level (mRL). The life of mine design includes a final embankment raise which will begin construction in early 2025. As with previous embankment raises, construction will be supervised by a tailings dam engineer from Knight Piesold and the design will be in accordance with ANCOLD 2019 standards. The construction will take the final embankment height to 167.8 mRL to provide a final total tailings volume of 19.6 Mt. Before the final embankment construction, a number of enabling works were completed in 2024. These included construction of the emergency spillways corridor, construction of the underdrainage seepage recovery system, and clearance of the embankment footprint of redundant services and vegetation. A tailings option study has been commissioned to consider the possible future tailings storage option of an extension to the Mako operations. Following completion of this study, an ESIA amendment will be completed.

At Syama, following the commissioning of the inpit tailings facility, the annual deposition of tailings into the above-ground facility has been significantly reduced. Due to the location of the facility, which is adjacent to the processing plant, a single cell which is designated for calcine storage, continues to be operated. Oxide and sulphide tailings are deposited within the approved inpit tailings facility. The above-ground facility embankment height is currently at 401 mRL. The designed total storage capacity of the above-ground facility is 10.3Mm^3 with a current stored tailings volume of 9.76Mm^3.

The current inpit tailings facility has now been developed further with the construction of a staged retainment embankment. The intent is that TSF embankment downgradient height will be 35m above ground level. During 2025, it is envisaged that a future tailings option study will be completed to ensure tailings storage capacity aligns with Syama's life of mine plans.

In addition, at Syama, a TSF closure options study was completed in 2024. The study outlined the feasibility of preparing the structure to support the installation of solar panels.

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

Since 2020, we have been responding to the Church of England Pension Board's call for increased transparency on tailings dam management by providing the disclosures required by the initiative. An updated Tailings Storage Facilities Disclosures' table is provided below. We welcomed the publication of the new Global Industry Standard on Tailings Management, and we are committed to align our management practices with it. In 2025, we will conduct a third-party review of our level of conformance to the GISTM.

Emergency preparedness and response

Our Responsible Tailings Policy includes commitments to establish procedures that enable effective management responses in the unlikely event of an emergency. In line with our policy commitment, we have engaged with relevant local stakeholders in the development of emergency preparedness and response plans (EPRPs) and long-term recovery strategies. We have also sought to make adequate resources available for recovery efforts.

The EPRPs are site specific for both Syama and Mako. The plans 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. During 2024, Syama tested its emergency response plan with a training exercise that involved local emergency services.

Above ground tailings disclosure, 2024

Mine name	Syama Gold Project	Syama Gold Project, Mali	Mako Gold Project
Location of Facility	Adjacent to plant site	Beta Inpit Facility & containing embankment	Adjacent to plant site
Methods used in the processing of the ore prior to deposition.	Comminution, flotation, concentrate roasting, CIL	Comminution, flotation, concentrate roasting, CIL	Comminution, CIL
Tailings storage	Conventional	Inpit with Conventional embankment	Conventional
Toxic materials in TSF	Residual free cyanide	Residual free cyanide	Residual free cyanide
Operational and closed facilities			
Year construction was started	1992	2024	2016
Current Tailings production (ktpy)	Nominal 4.0 Mt/a	Nominal 4.0 Mt/a	Nominal 2.1 Mt/a
Current density/water content of the tailings being deposited	45% (w/w)	45% (w/w)	50% (w/w)
Expected remaining years of operation	15	5	2
TSF Monitoring			
Frequency of internal inspections	Daily	Daily	Daily
Date of last internal inspection including outcome	31 Dec 2023 (no issues)	31 Dec 2023 (no issues)	31 Dec 2023 (no issues)
Frequency of external inspections	Annual	Annual	Annual
External firm performing inspections	Runningwolf	Runningwolf	Knight Piesold
Date of last external inspection including outcome.	November 2024 No significant issues.	November 2024 No significant issues.	June 2024 No significant issues.
TSF risk rating	High Major C	Significant	High C
For TMF with embankment retaining structures			
Construction Type	Combination of upstream and downstream	Downstream	Downstream
Ground topography	Slight slope	Slight slope	Sloping – Valley-Fill
Spillway or other structure to mitigate overtopping	Yes, a spill way has been constructed and in place with also secondary pump systems and discharge lines are installed to manage water levels by pumping to storage dams	No, designed for construction in subsequent embankment raise.	Yes
Drain system	No	Underdrain	Underdrain
Standards/guidelines applied to the dam design and construction.	ANCOLD, 2012 DMPWA Code of Practice, 2015 DMPWA Guide to the Preparation of a Design Report for TSF, 2015	Global Tailings Review, 2020. The Global Industry Standard on Tailings Management. ICOLD Bulletin 194 2022 ICMM, 2021. Conformance Protocols. ICMM, 2021. Tailings Management Good Practice Guide. ANCOLD, 2012. Guidelines on the Consequence Categories for Dams. ANCOLD, 2019. Guidelines on Tailings Dams, Planning, Design, Construction, Operation and Closure. Revision 1. ANCOLD, 2019a. Guidelines for Design of Dams and Appurtenant Structures for Earthquake.	ANCOLD, 2012 with 2022 lift in accordance with ANCOLD 2019

Mine name	Syama Gold Project	Syama Gold Project, Mali	Mako Gold Project
Factor of Safety (under current conditions and "worst case/ undrained conditions")	Temporary construction loading, static condition, short-term / undrained ≥ 1.3 strengths Normal operations, static condition, short-term / undrained strengths ≥ 1.5 Normal operations, static condition, long-term / drained strengths ≥ 1.5 Post-seismic condition, Operational Basis Earthquake (OBE) ≥ 1.1 Post-seismic condition, Safety Evaluation Earthquake (SEE) ≥ 1.0	Current conditions: Drained operational >1.5 (actual 2.05) Undrained operational >1.5 (Actual 1.54) Post-Seismic operational >1.1 (Actual 1.15)	Stability Factor of Safety - Static Operation -1.3; Static Closure - 1.5; Seismic Operational Basis Earthquake - 1.1; Seismic Maximum Design Earthquake - 1.1
Current dimensions of main structure, including height, upstream slope and downstream slope	Current height is 401 mRL	Current height 355 mRL (Final Phase 1 height 360mRL)	600 m x 500 m Current embankment at 160.3 mRL
Planned final dimensions of main structure	Final embankment height will be at 401 mRL	Final embankment height to Phase 3 375mRL.	LOM (2022) final embankment to 168 mRL
Current volume of tailings facility (m^3, tonnes, etc.)	9.76 Mm^3	7.0 Mm^3	9.9 Mt
Planned final volume of tailings facility	10.3 Mm^3	17.0 Mm^3	19.6 Mt
Surrounding environment analysis			
Climatic zone where evaporation levels are exceeded by precipitation?	No	No	Yes
Seismicity rating of the TSF's location	0.00 - 0.01 g	Operating Basis Earthquake (OBE) - 0.03 g Safety Evaluation Earthquake (SEE) - 0.10 g	Operating Basis Earthquake (OBE) - 0.03 g Safety Evaluation Earthquake (SEE) - 0.10 g
Blasting from neighbouring mining operations	Yes, from underground mining operations	Yes, from underground mining operations	Yes, from open cut mining operations
Distance of the TSF to the mining operations	Approx. 1,000 m	Approx. 3000m	Approx. 250 m
Identification of habitation(s)/ settlements(s) and/or flora/ fauna critical habitat(s) or high biodiversity area(s) located downstream of the facility, with indication of areas or number of populations at risk, and the mitigative measures that have been undertaken or remain to be implemented	Sparsely populated area near dam, township of Bananso is about 10.5 km downstream. PMP over LoM is 0.00014%	No permanent residence of structures are located directly downstream of the TSF. Town of Tambeleni is located 4.5 km downstream of TSF. Freeboard of 1.84m for Phase 1, 2.38m for Phase 3 including allowance for wave action.	No permanent residences or structures of any kind are located downstream of the TSF. The Niokolo-Koba National Park (Critical Habitat) is located about 4.5 km downstream of the TSF. The TSF will be downstream construction only and includes an emergency spillway for each raise. The design operating procedure requires a minimum freeboard and stormwater capacity for the greater of: (i) 1 in 1,000 year recurrence interval, 72 hour storm event occurring on an average conditions pond, or (ii) 1 in 100 year wet rainfall sequence pond.
Nearest critical infrastructure downstream from the facility, including nearby TSFs	Township of Bananso located about 10.5 km downstream	Town of Tambeleni is located 4.5 km downstream of TSF.	No critical infrastructure has been identified downstream of the TSF.

Cyanide management

Cyanide is the major reagent used in the primary production of gold and is a hazardous chemical that requires careful management. Until a commercially viable and environmentally sound alternative exists, Resolute will continue to use cyanide at its operations. Annual cyanide consumption is approximately 930 tons at Mako and 1,325 tons at Syama.

Each site has implemented a cyanide management procedure that defines the minimum requirements for cyanide management across the Group. The procedures are guided by the International Cyanide Management Code (ICMC). We intend to adopt the principles contained in the ICMC, within practical constraints. Information about how cyanide is managed is set out in the Safety section of this report.

Further guidance is contained in each site's implemented Hazardous Chemicals and Dangerous Goods procedures, which sets 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.

In 2023, Resolute completed an internal view of its operating practices against the principles of ICMC at Syama. This followed the assessment completed at Mako in 2022, which highlighted no material issues. The completed internal assessment confirmed that the complexity of the mineral processing at Syama and infrastructure limitations required both engineering and operational improvements.

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 International Cyanide Management Code.

IN FOCUS

PROCESS IMPROVEMENTS DRIVE REDUCED CYANIDE USE AT MAKO

The Mako facility uses a number of reagents during the processing of mined ore to support the recovery of gold. One reagent used is Sodium Cyanide, which requires careful management due to its hazardous nature.

A continuous improvement project implemented in the processing facility includes an on-site oxygen producing PSA plant followed by pressure injection into the processed ore stream, which improves both recovery of gold and the efficiency of cyanide usage. Previously, blower air was used with a much larger volume of air which resulted in cyanide losses due to poor aeration. Following this implemented improvement, the use of cyanide at Mako has reduced by approximately 30%.

PROGRESSIVE REHABILITATION AND CLOSURE

Our overall objective for mine closure is to prevent or minimise adverse long-term environmental, physical, social and economic impacts; and to create stable landforms that provide self-sustaining natural ecosystems and leave a positive legacy on surrounding communities and other associated groups.

We do not currently have any closed sites in our portfolio. Nor are we currently closing a mine site, and nor do we have assets under care and maintenance. We are committed to involving host communities in closure planning to ensure their interests are duly considered. This forms part of our corporate Environment Policy in which we commit to 'plan for responsible mine closure in consultation with authorities, affected communities and other relevant stakeholders'.

Both sites have mine closure plans with a full update completed at Mako in 2024 and key elements reviewed in the Syama closure plan focussing on the aspects of the above ground tailings storage facility. Liability assessments have been updated in 2024, which were externally audited and disclosed within are Annual Report. The liability assessments methodology is based on first principles and adopts assumptions from the latest versions of the closure plans to ensure reflective of the current knowledge base.

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. Environmental Disturbance Permits are mandatory for land clearing activities at all mining and exploration sites. Each site implements a land management procedure which includes site-level environmental disturbance permitting processes. There is a clear escalation process for the approval for any sensitive land disturbances. Where land disturbance in unavoidable, we seek to rehabilitate land to minimise harmful impacts and restore the land to productive use.

Total land disturbed, 2022-2024

Total Land Disturbed	Unit	2022	2023	2024
Syama	ha	68.2	136.81	**424.46**
Mako	ha	1.57	11.8	**5.24**
Total	ha	64.37	148.61	**429.70**

Land rehabilitation

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.

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 5.5 hectares of waste rock dump have been completed in 2024.

At Syama, a total area of 22 hectares has been rehabilitated in 2024 with the rehabilitation of waste rock dumps at Paysen and Cashew, which were satellite open pits. Following the completion of earth works, we launched a revegetation programme with the participation of the Sub prefect of Fourou, which planted local tree species, grown from local seeds in the Syama nursery. In total, approximately 20,000 tree seedlings were produced in the Syama nursery. The success of the rehabilitation initiative was demonstrated by the >90% tree survival rate.

In addition, Syama carried out compensatory reforestation initiatives, providing tree seedlings to neighbouring villages and offering support to the Forestry departments of Fourou, Kadiolo, and Sikasso. In total, approximately 4,000 seedlings were donated.

Total land rehabilitated, 2022-2024

Total Land Disturbed	Unit	2022	2023	2024
Syama	ha	16.0	15.7	**22**
Mako	ha	0.28	0	**5.5**
Total	ha	16.28	15.7	**27.5**

BIODIVERSITY

We are very much aware of the potential direct and indirect impact of mining activities on biodiversity and ecosystem services which can alter landscape, affect fauna and flora habitats, and remove vegetation or lead to soil erosion. Impacts are also possible to surface and sub-surface water bodies through possible contamination with acids or heavy metals.

These impacts can arise during the construction and operation of mining facilities, and the development and use of associated infrastructure. They can also arise from pollution arising from ongoing operations or the introduction of pollutants or species that do not naturally form part of the habitat.

Our biodiversity commitment

Our corporate Environment Policy includes provisions to 'implement biodiversity management plans that adhere to the mitigation hierarchy across operations, seek to ensure there is no net loss of critical habitat and, where possible, work with others to produce a net gain for biodiversity. We are also currently working on the development of a specific biodiversity standard.

In terms of practices that apply to areas with conservation status or areas of critical habitat, we do not explore or seek to develop new mining operations in World Heritage designated areas. We also aspire to no net deforestation in our operations. In 2022, we extended our commitment to UNESCO Man and Biosphere Reserves, IUCN category I-V protected areas, and wetlands designated under the Ramsar Convention.

When we consider new development opportunities, we carry out an assessment of environmental and social implications to ensure future business decisions are appropriately informed. As our knowledge base increases with regard to identified geological targets, baselines surveys and ESIAs are commissioned at the appropriate stage.

Our environmental management system and plans provide the framework for the protection of biodiversity and are implemented at both of our active sites. Their provisions apply to the entire lifecycle of site-based activity, from exploration and appraisal through site development, production, closure and remediation. Challenges such as waste, noise generation, air emissions, discharges to water, and resource use are incorporated within our environmental management approach, with additional measures, such as ecological monitoring, designed to protect biodiversity in particular.

The foundations of the implemented environmental management system are the completed Environmental and Social Impact Assessments. These are prepared to international standards, recognising local regulatory requirements and approved by Government authorities. In addition to ESIA commitments where priority habitat is identified within baselines studies, supplementary programmes have been developed and implemented such as the Mako Biodiversity Offset Programme.

Our sites and biodiversity sensitive areas

We have assessed the percentage of our proved and probable reserves that are located in or near sites with protected conservation status or in areas of endangered species habitat. Our proven reserves (4,445,000 tonnes @ 1.1 g/t) and our probable reserves (3,652,000 tonnes @2.1), as reported in the March 2024 'Ore Reserves and Mineral Resource Statement Annual Report' for Mako, would be considered near sites with protected conservation status or endangered species habitat.

The Mako mine is in an area of high ecological value, close to the Parc Nationale Niokola-Koba (PNNK), a World Heritage Site, and the Gambia River. Both are areas of high ecological value. Mako has been designed and operated to have no direct impact on the PNNK. Residual impacts on biodiversity in areas outside the PNNK include the habitats of the Western chimpanzees, hippopotamus, leopards and two restricted range plant species (*Lepidagathis Capituliformis* and *Tephrosia Berhautiana*). Natural habitats impacted include gallery forest, wooded savannah, bowal habitats, and the Gambia River.

To mitigate these residual impacts, we carry out ecological monitoring surveys and have developed a biodiversity offset programme, described below, which adopts a range of mitigation measures including the creation of conservation zones, increased monitoring activities within the operation buffer/intervention zone, and implementing a strict internal permitting procedure to prevent additional land clearance and to minimise disturbance to wildlife.

Residual biodiversity impacts, Mako Gold Mine*

Species / Natural Habitat	Residual Impact (quality hectares)	Summary of Impacts
Western chimpanzee	-473 Ha	Direct habitat loss and disturbance resulting from mine operation has displaced the Mako chimpanzee community from the eastern margins of their ranging habitat in areas outside the PNNK. This is equivalent to approximately 10% of their habitat range. The core habitat of the Mako chimpanzees is within the PNNK and is not directly impacted by the mine.
Leopard	-211 Ha	Leopards are present in low numbers outside the PNNK and their range is limited by available prey species. Mine operation is known to have resulted in some direct loss and disturbance of leopard habitat.
Hippopotamus	-19 Ha	Impacts are predicted to come mostly from human-hippopotamus conflict (exacerbated by in-migration) and from livelihoods development which will increase agriculture in some areas of hippopotamus habitat.
African lion	Negligible	It is uncommon for lions to venture outside the PNNK.
Giant eland, African wild dog, African elephant	None	Transect surveys and impact modelling confirmed that no residual impacts are anticipated.
Gallery forest	-12 Ha	Loss and degradation.
Wooded savannah	-80 Ha	Loss and degradation.
Bowel habitat	-61 Ha	Loss and degradation. This habitat includes the priority plant species *L. capituliformis* and *T. berhautiana*.
Gambia river	-19 Ha	Loss and degradation.

* Residual impacts in the absence of offsetting.

The Syama mine is in the Sudan Ecosystem of south-west Mali. The site's ecology is characterised by diverse habitats, including savanna, rivers bordered by gallery forests, timbered valleys and plateaus.

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 and supporting baseline studies.

These surveys have been repeated since 2016, alternating between the wet and dry season. To date, there is no evidence of degradation to the PNNK or the Gambia River resulting from the operational activities of Mako and priority species continue to be recorded within close proximity to the Mako operations.

These surveys are complemented by camera traps that are downloaded monthly, and which reveal the continuous presence of a range of animal species within the project development area and around the PNNK buffer zone. The 2024 annual wet season ecological survey within the PDA and its surroundings confirmed sightings of priority species: elephant, leopard, cheetah and chimpanzee.

Habitats protected or restored

We have developed specific programmes to protect areas of high biodiversity value near our sites, working in partnership with third party-stakeholders and independent experts, and following internationally recognised good practice standards.

Petowal Biodiversity Offset Programme

The company has implemented the Petowal Biodiversity Offset Programme (PBOP) to achieve a 'net gain' in priority biodiversity features and to offset the residual impacts of the mine.

The initiative aligns with IFC Performance Standard 6 and the Business and Biodiversity Offset Programme's Standard on Biodiversity Offsets. It necessitates an innovative approach informed by broad stakeholder engagement, robust science, expert advisory support, and independent audits to evaluate performance.

The PBOP comprises landscape-level conservation management, covering an area in the southeast part of the PNNK and contiguous community lands in the Commune of Tomboronkoto that are not currently formally protected.

The offset programme is guided by a six-member independent advisory panel who have regional experience in conservation, rural development, primatology, civil society and academia. The panel reviews technical plans and monitoring results, engages with stakeholders and provides expert recommendations to the company. The panel meets bi-annually to track and advise on the offsets progress.

PNNK component

The PNNK Component of the PBOP is governed by an agreement between Direction of National Parks (DNP) and the international NGO Panthera and PMC. This component involves the implementation of a conservation programme in a 1,700km2 Intervention Zone (IZ), in the southeast corner of the PNNK (equivalent to one-quarter of the park).

The overall objective is to secure the IZ through an effective system of forest patrols to better monitor and protect wildlife and its habitat, through technical and financial support routed in the existing structure of the DNP. It has proven successful in establishing basic processes, capacity, logistics, and infrastructure to enable protection of the IZ.

Since the start of the programme there has been a decrease in poaching and other illegal activities in the IZ, and an increase in sighting frequency of large ungulates. The programme has also attracted additional funding 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.

Ongoing support for activities completed in the reporting period includes:

- Monitoring key wildlife species including - capturing and tagging of lions and camera trap surveys.
- Capacity building of the park authority staff – in areas including First Aid, Weapon Safety, Stop and Search and legal mandates, human rights and wider issues on conservation and environmental law.
- Providing technical support for law enforcement agents – such as equipment, aerial surveillance.

Support has focused on maintaining the ranger base on Mt Assirik, which is equipped with solar power, radio and internet. Located at the heart of the IZ, this base is now a permanent facility for rangers and enables patrolling over a larger area. Other activities have focussed on improving and rehabilitating roads to provide permanent access to patrols throughout the IZ, and on maintaining law enforcement activities and installing river crossing locations.

Tomboronkoto commune component

The Tomboronkoto Commune Component of the PBOP operates in partnership with the municipal council of Tomboronkoto and 13 communities. It focuses on conservation efforts outside the PNNK, but within the surrounding Biosphere Reserve. It aims to formalise the long-term protection of community lands, acting as wildlife corridors, by facilitating commune level land-use and micro-land use planning exercises, and targeted livelihood interventions. This programme is managed by a dedicated team under the oversight of PMC and the Commune Council, with the advisory support from the international conservation NGO, Fauna and Flora International.

In 2024, the programme oversaw the reinforcement of the established three conservation zones in the landscape, which are harmonised with the Commune land-use plan, and the ongoing support of their management committees.

IN FOCUS

NIOKOLO-KOBA NATIONAL PARK IN SENEGAL REMOVED FROM THE LIST OF WORLD HERITAGE IN DANGER

Representatives from Mako, Corporate, PNNK, Panthera and Biodiversity Offset Panel members reviewing annual progress.

In July 2024, the UNESCO World Heritage Committee decided to remove Niokolo-Koba National Park in Senegal from the List of World Heritage in Danger, following positive steps which have contributed to improving the natural site's state of conservation. We believe that our efforts have made a positive contribution which has supported this decision. UNESCO's announcement said:

'In recognition of the results achieved by Senegal and its formal commitment to reappraise plans to the development of the property, the World Heritage Committee has taken the decision to remove Niokolo-Koba National Park from the List of World Heritage in Danger, while calling on the State Party to continue its efforts in the coming years.

Situated in an abundantly irrigated area along the banks of the Gambia, the gallery forests and savannahs of Niokolo-Koba are home to a wealth of wildlife, including Derby elk (the largest of the antelopes), chimpanzees, lions, leopards, a large population of elephants and a large number of birds, reptiles and amphibians.'

The conservation zones are established in a participatory manner, with the full involvement and support of the affected communities and endorsed by the Commune leadership and government technical services. The process is monitored by an independent third-party NGO to ensure free prior and informed consent, as per Resolute's Social Performance Policy.

The programme has continued to support revenue generation opportunities in the impacted communities, including the commercialisation of non-timber forest products, honey production and self-financing schemes.

ADDITIONAL INFORMATION

In this section:

- GRI Content Index
- Abreviations
- Corporate Directory

GRI CONTENT INDEX

Statement of use	Resolute Mining Limited has reported in accordance with the GRI Standards for the period 01 January 2024-31 December 2024.
GRI 1 used	GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, GRI 3: Material Topics 2021
Applicable GRI Sector Standard(s)	GRI 14 Mining Sector 2024

	Requirement		Action taken
GRI 1: Foundation 2021		**GRI 1: Foundation 2021**	
	1	Application of the reporting principles	Complete
	2	Report GRI 2 Disclosures	Complete
	3	Determine material topics	Complete
	4	Report GRI 3 Disclosures Material topics	Complete
	5	Report material Topic Standard disclosures	Complete
	6	Provide reasons for omission of disclosures	Complete
	7	Publish a GRI content index	Complete
	8	Provide a statement of use	Complete
	9	Notify GRI	Complete

The content index below sets out where our material issues have been reported against related disclosures and management approach. The location column sets out where our responses have been provided and in some cases provide a direct response to the disclosure. The table refers to the Resolute Sustainability Report 2024 (SR) and the Resolute Annual Report and Accounts 2024 (AR).

	Ref	Disclosure	Location
GRI 2: General Disclosures 2021		**GRI 2: General Disclosures 2021**	
	2-1	Organizational details	Resolute Mining Limited
	2-2	Entities included in the organization's sustainability reporting	SR, About this Report AR, page 112
	2-3	Reporting period, frequency and contact point	SR, About this Report
	2-4	Restatements of information	Notes in SR, where applicable
	2-5	External assurance	SR, About this Report
	2-6	Activities, value chain and other business relationships	SR, pages 4-6
	2-7	Employees	SR page 37
	2-8	Workers who are not employees	SR page 37
	2-9	Governance structure and composition	SR, pages 24-27
	2-10	Nomination and selection of the highest governance body	SR, pages 24-25
	2-11	Chair of the highest governance body	SR, page 24
	2-12	Role of the highest governance body in overseeing the management of impacts	SR, page 24
	2-13	Delegation of responsibility for managing impacts	SR, pages 24-27
	2-14	Role of the highest governance body in sustainability reporting	SR, About this Report
	2-15	Conflicts of interest	AR, page 49
	2-16	Communication of critical concerns	SR, page 27
	2-17	Collective knowledge of the highest governance body	AR, page 49
	2-18	Evaluation of the performance of the highest governance body	SR, page 24
	2-19	Remuneration policies	AR, page 56
	2-20	Process to determine remuneration	AR, page 56
	2-21	Annual total compensation ratio	AR, page 56
	2-22	Statement on sustainable development strategy	SR, page 12
	2-23	Policy commitments	SR, pages 26 and throughout. Also see Resolute Mining website for policy statements.

	Ref	Disclosure	Location
GRI 2: General Disclosures 2021		**GRI 2: General Disclosures 2021**	
	2-24	Embedding policy commitments	SR, pages 26 and throughout
	2-25	Processes to remediate negative impacts	SR, pages 28-29
	2-26	Mechanisms for seeking advice and raising concerns	SR pages 30, 43, 62
	2-27	Compliance with laws and regulations	SR, page 9
	2-28	Membership associations	SR, page 31
	2-29	Approach to stakeholder engagement	SR, pages 19, 60
	2-30	Collective bargaining agreements	SR, pages 36, 42

	Standard	Reference and Sector standard Reference.		Disclosure	Location
GRI 3: Material topics				**GRI 3: Material topics**	
	GRI 3: Material topics	3-1		Process to determine material topics	SR, page 20
		3-2		List of material topics	SR, page 20
		3-3		Management of material topics	SR, pages 23-94

Economic Disclosures				**Economic performance**	
	GRI 201: Economic Performance 2016	201-1	14.9.2 14.23.2	Direct economic value generated and distributed	SR, page 59
		201-2	14.2.2	Financial implications and other risks and opportunities due to climate change	SR, pages 77-83
		201-3	–	Defined benefit plan obligations and other retirement plans	AR, page 60
		201-4	14.23.3	Financial assistance received from government	None
				Market presence	
	GRI 202: Market Presence 2016	202-1	14.17.2	Ratios of standard entry level wage by gender compared to local minimum wage	Information not available
		202-2	14.21.2	Proportion of senior management hired from the local community	SR, pages 38, 44
				Indirect economic impacts	
	GRI 203: Indirect economic impacts 2016	203-1	14.9.3	Infrastructure investments and services supported	SR, page 66
		203-2	14.9.4	Significant indirect economic impacts	SR, page 59
				Procurement practices	
	GRI 204: Procurement Practices 2016	204-1	14.9.5	Proportion of spending on local suppliers	SR, page 68
				Anti-corruption	
	GRI 205: Anti-corruption 2016	205-1	14.22.2	Operations assessed for risks related to corruption	SR, page 30
		205-2	14.22.3	Communication and training about anti-corruption policies and procedures	SR, page 30
		205-3	14.22.4	Confirmed incidents of corruption and actions taken	SR, page 30
				Anti-competitive behaviour	
	GRI 206: Anti-competitive Behaviour 2016	206-1	–	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	None

	Standard	Reference and Sector standard Reference.		Disclosure	Location
Environmental Disclosures	**Biodiversity**				
	GRI 101: Biodiversity 2024	101-1	14.4.2	Policies to halt and reverse biodiversity loss	SR, page 92
		101-2	14.4.3	Management of biodiversity impacts	SR, pages 92-94
		101-3		Access and benefit-sharing	Not applicable to Resolute's business
		101-4	14.4.4	Identification of biodiversity impacts	SR, page 92
		101-5	14.4.5	Locations with biodiversity impacts	SR, pages 92-94
		101-6	14.4.6	Direct drivers of biodiversity loss	SR, page 92
		101-7	14.4.7	Changes to the state of biodiversity	SR, pages 92-94
		101-8	14.4.8	Ecosystem services	SR, pages 75, 92
	GRI 304: Biodiversity 2016 (being superseded by GRI 101 Biodiversity 2024)	304-1	–	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	SR, pages 92-94
		304-2	–	Significant impacts of activities, products and services on biodiversity	SR, page 92
		304-3	–	Habitats protected or restored	SR, pages 93-94
		304-4	–	IUCN Red List species and national conservation list species with habitats in areas affected by operations	SR, page 92
	Energy				
	GRI 302: Energy 2016	302-1	14.1.2	Energy consumption within the organization	SR, page 77
		302-2	14.1.3	Energy consumption outside of the organization	Not applicable to Resolute's business
		302-3	14.1.4	Energy intensity	SR, page 77
		302-4	–	Reduction of energy consumption	SR, page 77
		302-5	–	Reductions in energy requirements of products and services	Not applicable to Resolute's business
	Water and effluents				
	GRI 303: Water and Effluents 2018	303-1	14.7.2	Interactions with water as a shared resource	SR, page 75
		303-2	14.7.3	Management of water discharge-related impacts	SR, page 76
		303-3	14.7.4	Water withdrawal	SR, page 75
		303-4	14.7.5	Water discharge	SR, page 76
		303-5	14.7.6	Water consumption	SR, page 75
	Emissions				
	GRI 305: Emissions 2016	305-1	14.1.6	Direct (Scope 1) GHG emissions	SR, page 78
		305-2	14.1.7	Energy indirect (Scope 2) GHG emissions	SR, page 78
		305-3	14.1.8	Other indirect (Scope 3) GHG emissions	SR, page 78
		305-4	14.1.9	GHG emissions intensity	SR, page 78
		305-5	–	Reduction of GHG emissions	SR, pages 77-78
		305-6	–	Emissions of ozone-depleting substances (ODS)	Not applicable to Resolute's business.
		305-7	14.3.2	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	SR, page 74
	Spills				
	GRI 306: Effluents and waste 2016	306-3	14.15.2	Significant spills	None

	Standard	Reference and Sector standard Reference.		Disclosure	Location
Environmental Disclosures	**Waste**				
	GRI 101: Biodiversity 2024	306-1	14.5.2	Waste generation and significant waste-related impacts	SR, page 84
		306-2	14.5.3	Management of significant waste-related impacts	SR, page 84
		306-3	14.5.4	Waste generated	SR, page 85
		306-4	14.5.5	Waste diverted from disposal	SR, page 85
		306-5	14.5.6	Waste directed to disposal	SR, page 85
	Supplier environmental assessment				
	GRI 308: Supplier environmental assessment 2016	308-1	–	New suppliers that were screened using environmental criteria	SR, page 68
		308-2	–	Negative environmental impacts in the supply chain and actions taken	SR, page 68

Social Disclosures	**Employment**				
	GRI 401: Employment 2016	401-1	14.7.3	New employee hires and employee turnover	SR, pages 38, 39
		401-2	14.7.4 14.21.3	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR, page 41
		401-3	–	Parental leave	SR, page 41
	Labour / management relations				
	GRI 402: Labor/ Management Relations 2016	402-1	14.8.2	Minimum notice periods regarding operational changes	SR, page 43
	Occupational heath and safety				
	GRI 403: Occupational Health and Safety 2018	403-1	–	Occupational health and safety management system	SR, page 50
		403-2	14.16.3	Hazard identification, risk assessment, and incident investigation	SR, pages 50, 52
		403-3	14.16.4	Occupational health services	SR, page 54
		403-4	14.16.5	Worker participation, consultation, and communication on occupational health and safety	SR, page 50
		403-5	14.16.6	Worker training on occupational health and safety	SR, pages 53, 54-55
		403-6	14.16.7	Promotion of worker health	SR, page 55
		403-7	14.16.8	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR, pages 50, 54
		403-8	14.16.9	Workers covered by an occupational health and safety management system	SR, page 50
		403-9	14.16.10	Work-related injuries	SR, pages 51-52
		403-10	14.16.11	Work-related ill health	SR, page 54
	Training and education				
	GRI 404: Training and Education 2016	404-1	14.7.7 14.21.4	Average hours of training per year per employee	SR, pages 48-49
		404-2	14.8.3 14.17.8	Programs for upgrading employee skills and transition assistance programs	SR, pages 48-49
		404-3	–	Percentage of employees receiving regular performance and career development reviews	SR, page 49
	Diversity and equal opportunity				
	GRI 405: Diversity and Equal Opportunity 2016	405-1	14.21.5	Diversity of governance bodies and employees	SR, page 46
		405-2	14.21.6	Ratio of basic salary and remuneration of women to men	SR, page 46
	Non-discrimination				
	GRI 406: Non-discrimination 2016	406-1	14.21.7	Incidents of discrimination and corrective actions taken	None

	Standard	Reference and Sector standard Reference.		Disclosure	Location
Social Disclosures	**Freedom of association and collective bargaining**				
	GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	14.20.2	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None
	Child Labour				
	GRI 408: Child Labour 2016	408-1	14.18.2	Operations and suppliers at significant risk for incidents of child labour	None
	Forced or compulsory labour				
	GRI 409: Forced or Compulsory Labor 2016	409-1	14.19.2	Operations and suppliers at significant risk for incidents of forced or compulsory labour	None
	Security practices				
	GRI 410: Security Practices 2016	410-1	14.14.2	Security personnel trained in human rights policies or procedures	SR, page 63
	Rights of Indigenous Peoples				
	GRI 411: Rights of Indigenous Peoples 2016	411-1	14.11.2	Incidents of violations involving rights of indigenous peoples	None
	Local communities				
	GRI 413: Local Communities 2016	413-1	14.10.2	Operations with local community engagement, impact assessments, and development programs	SR, pages 60-61
		413-2	14.10.3	Operations with significant actual and potential negative impacts on local communities	SR, pages 64-67
	Supplier social assessment				
	GRI 414: Supplier Social Assessment 2016	414-1	14.17.9 14.18.3 14.19.3	New suppliers that were screened using social criteria	SR, page 68
		414-2	14.17.10	Negative social impacts in the supply chain and actions taken	SR, pages 64-67
	Public policy				
	GRI 415: Public Policy 2016	415-1	14.24.2	Political contributions	SR, page 31

	Standard	Reference and Sector standard Reference.		Disclosure	Location
Omissions	**Tax**				
	GRI 207: Tax 2019	207-1	14.23.4	Approach to tax	We are looking to improve on our disclosures in the coming years.
		207-2	14.23.5	Tax governance, control, and risk management	We are looking to improve on our disclosures in the coming years.
		207-3	14.23.6	Stakeholder engagement and management of concerns related to tax	We are looking to improve on our disclosures in the coming years.
		207-4	14.23.7	Country-by-country reporting	We are looking to improve on our disclosures in the coming years.
	Materials				
	GRI 301: Materials 2016	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 the mining industry.
	Customer health and safety				
	GRI 416: Customer Health and Safety 2016	416-1	–	Assessment of the health and safety impacts of product and service categories	Not applicable to the mining industry.
		416-2	–	Incidents of non-compliance concerning the health and safety im-pacts of products and services	Not applicable to the mining industry.
	Marketing and labelling				
	GRI 417: Marketing and Labelling 2016	417-1	–	Requirements for product and service information and libelling	Not applicable to the mining industry.
		417-2	–	Incidents of non-compliance concerning product and service infor-mation and labelling	Not applicable to the mining industry.
		417-3	–	Incidents of non-compliance concerning marketing communications	Not applicable to the mining industry.
	Customer privacy				
	GRI 418: Customer Privacy 2016	418-1	–	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not applicable to Resolute's business.

ABBREVIATIONS

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

AISC	All In Sustaining Cost
ANCOLD	Australian National Committee on Large Dams
AQMS	Air Quality Monitoring Stations
ASM	Artisanal and Small-scale Mining
ASX	Australian Securities Exchange
CCAM	Cubic Conformal Atmospheric Measurement
CEO	Chief Executive Officer
CMT	Crisis Management Team
EAP	Employee Assistance Programme
EITI	Extractive Industry Transparency Initiative
EMS	Environmental Management System
EPRP	Emergency Preparedness and Response Plan
ERM	Enterprise Risk Management
ERT	Emergency Response Team
ESG	Environment, Social and Governance
ESIA	Environmental and Social Impact Assessment
FMCCC	Finkolo Mining Communities Consultative Committee
FISE	Local Development Support Fund (in Senegal)
GHG	Greenhouse gas
GISTM	Global Industry Standard on Tailings Management
GRI	Global Reporting Initiative
HFO	Heavy Fuel Oil
HPI	High Potential Incidents
ICAM	Incident Cause Analysis Management
ICMC	International Cyanide Management Code
ICP	Informed Consultation and Participation
IFC	International Finance Corporation
ISO	International Organization for Standardization
ISSB	International Sustainability Standards Board
IZ	Intervention Zone
LSE	London Stock Exchange
LSM	Large Scale Mining
LTI	Lost Time Injury
mRL	Metres Relative Level
Mt	Million tonnes
MTI	Medical Treatment Injury
NGO	Non-Governmental Organisation
PPE	Personal Protective Equipment
PTO	Planned Task Observations
PNNK	Nikolo-Koba National Park
RGMPs	Responsible Gold Mining Principles
RWI	Restricted Work Injuries
SASB	Sustainability Accounting Standards Board
SDGs	Sustainable Development Goals
SMCCC	Syama Mining Communities Consultative Committee
SOMIFI	Société des Mines de Finkolo S.A.
SOMISY	Société des Mines de Syama S.A.
TCFD	Task Force on Climate-related Financial Disclosures
TRIF	Total Recordable Injury Frequency
TSF	Tailings Storage Facility
UNGPs	United Nations Guiding Principles on Business and Human Rights
WBCSD	World Business Council for Sustainable Development
WRI	World Resources Institute

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Shareholders wishing to receive copies of Resolute's ASX announcements by e-mail should register their interest by contacting the Company at contact@rml.com.au

Securities on Issue

27 March 2024

Ordinary Shares	2,129,050,013
Performance Rights	14,236,468

STAY IN TOUCH

Website

Resolute maintains a website where all major announcements to the ASX/LSE are available:
www.rml.com.au

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