Sustainability Report

2025









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CEO Statement



I am pleased to present our 2025 Sustainability Report, which highlights our continued efforts to strengthen sustainability performance across the material topics that matter most to our Company and stakeholders. During this period of transformative growth, our management team has remained committed to the view that sustainability, operational performance, and financial performance go hand-in-hand. In 2025, we achieved significant corporate milestones, while continuing to respond to challenges and opportunities in ways that strengthen our business fundamentals and support our strategic objectives.



Peter Marrone
Chairman and CEO

CEO Statement

Health and Safety, Our Top Priority

As noted previously, the health and safety of our employees, contractors, and host communities remains central to our approach to responsible mining. Strong safety performance underpins a sustainable, profitable business by protecting our people, supporting operational excellence, preserving our social licence to operate, strengthening our reputation, and creating long-term value for stakeholders.

Launched in January 2024, our Safety Culture Initiative was designed to strengthen and harmonize our approach to safety across the Company and build a strong, unified safety culture. This initiative remained our top sustainability priority throughout 2025. From the outset, we recognized that meaningful cultural change would take time. However, I am pleased to report that the impact of the work is already visible in our 2025 results, with significant improvements in both leading and lagging indicators across the organization. We will continue to build on this progress in 2026 and beyond.

Strong Jurisdictions, Clear Sustainability Expectations

The collective responsibility for achieving positive sustainability outcomes is shared across governments, companies and communities. This is evident in our operating jurisdictions, where established regulatory frameworks set clear expectations for all aspects of sustainability performance.

Like many mining jurisdictions globally, our host countries have continued to reform their regulatory frameworks in recent years to enhance in-country value from mineral development, recognizing that mining is an important driver of economic growth, which in turn is a catalyst for socio-economic improvements. Our ability to operate consistently across these jurisdictions reflects the stability of their legal frameworks, the predictability of permitting processes, and the nature of our government relations. This is further reinforced by the receipt of key agreements and approvals required to extend the operational life, develop new sites, and advance expansion projects across our jurisdictions.

Sustainability is Fundamental to Our Business

We firmly believe there can be no strong operational performance without sustainability performance. Sustainability is integral to the resilience and long-term success of our business and intersects with every business function, as reflected in the way we govern each of our material topics through coordinated efforts across the organization. Our Board of Directors and Executive Management Team remain actively engaged in sustainability priorities, reinforcing a strong commitment from the top, and our workforce brings the expertise and commitment needed to embed these priorities across the organization, translating priorities into action on the ground.

In 2025, we finalized the priority pillars of our sustainability roadmap, as presented in this report. Throughout 2026, we will define objectives and actions across short-, medium- and long-term horizons to advance each pillar. This long-term approach supports the investment in people, planning, and practices needed to meet our commitments and drive sustained business success.

CEO Statement

In closing, I sincerely thank all our employees for their contribution. Their efforts position us to create value for stakeholders while continuing to strengthen sustainability across the business.

I am proud of the progress achieved during this period, which provides a strong foundation for future value creation. I hope this report presents our 2025 efforts in a clear and transparent manner.



Peter Marrone
Chairman and CEO



2.0 About this Report

2.0 About this Report

This Sustainability Report provides stakeholders with information about our sustainability-related policies, targets, and actions taken, delivering on our commitment to providing transparent, informed, consistent information on our performance to a broad range of stakeholders. References to “Allied Gold”, “the Company”, “we”, and “our” all refer to Allied Gold Corporation.

The report reflects the performance of assets under Allied Gold’s operating control, that is our three operating mines and development project, as described in the subsequent section. Unless otherwise noted, our corporate and country offices are only included in the employment performance data.

The sustainability-related performance data provided for these assets for the calendar year, 1 January 2025 to 31 December 2025. In certain sections throughout the report, we have included data related to periods prior to the 2025 calendar year where such data is relevant to, or useful context for, the reader. Where we have done so, we have made it clear which year(s) the data relates to.

Data Notes

This report has been approved by the Board. All financial figures are quoted in US dollars, unless otherwise noted. Some figures and percentages may not add up to the total figure or 100% due to rounding. Except for financial data, no other data has been externally assured.

Restatements of Information

As we improve our data collection systems, processes, and quality controls, we may restate previously reported data. Restatements to our 2024 Report are noted as follows:

- Our water data reported in the 2024 Report is being reviewed to ensure that managed water (i.e., water that was abstracted and directly discharged back to the environment without being used) is accurately reflected in the approach to calculation of water consumption and water reuse. As such there is no comparison of the 2024 versus 2025 data.



3.0 Where we Operate



Sadiola Mine, Mali



The Sadiola Mine is in the Kayes Region of western Mali and has produced more than 8.6 Moz of gold since commissioning in 1996. Under previous ownership, mining operations had ceased, with ongoing processing of low-grade stockpiles. Allied took operational control in January 2021 and resumed mining operations in March 2021. In November 2023, we acquired the Korali-Sud Small-Scale Mining Licence, which is approximately 15 km south of the Sadiola process plant.

Status: Production

193,880 oz

Production in 2025



Sadiola ownership

- **80%** Allied
- **20%** Government of Mali



Korali-Sud ownership

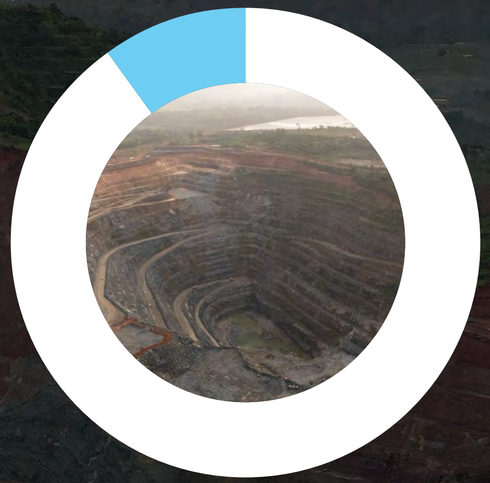
- **65%** Allied
- **35%** Government of Mali

Côte d'Ivoire Complex



The Côte d'Ivoire Complex comprises the Bonikro and Agbaou Mines, along with two exploration licences in the Gôh-Djiboua District in southern Côte d'Ivoire. Allied took operational control of Bonikro in 2019 and Agbaou in 2021, and since then these mines have undergone significant integration efforts from a management and administrative perspective. Operational activities at Bonikro span two mining licences, namely Bonikro and Hiré, with Hiré functioning as a satellite mining operation. Meanwhile, operational and exploration activities at Agbaou are consolidated under a single mining license.

Bonikro
Status: Production



100,678 oz

Production in 2025

- **89.89%** Allied
- **10%** Government of Cote d'Ivoire
- **0.11%** Minority shareholder

Agbaou
Status: Production



84,524 oz

Production in 2025

- **85%** Allied
- **10%** Government of Cote d'Ivoire
- **5%** SODEMI

Kurmuk Project, Ethiopia

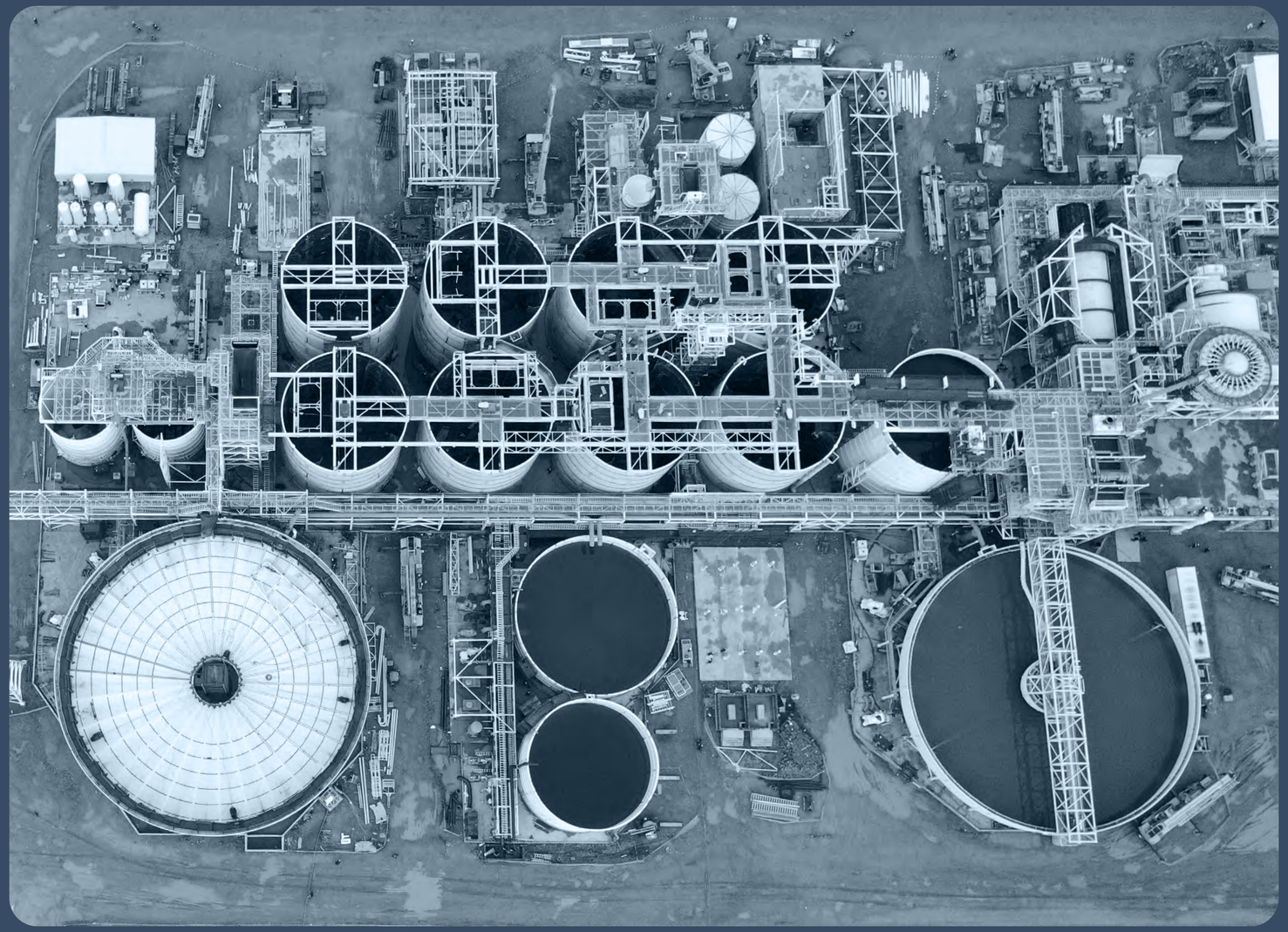


The Kurmuk Project is a greenfield development project in the Benishangul Gumuz Region of western Ethiopia. The project received primary approvals in 2021, with construction works underway. The Company also has three exploration licences, contiguous with the mining licence, covering approximately 1,450 km^2.

Status: Construction



- **100%** Allied (With the Government of Ethiopia to
- **7%** equity position upon commercial production).



4.0 At a Glance

2025 Overview

Economics

379,082 oz. gold produced

1,306m USD economic contribution (sites)

Community

9m USD investment in community development

Environment

329,736 t CO_2e Total Scope 1 & 2 emissions

0.81 t CO_2e/oz Emissions Intensity (operating mines)

Our People

Health & Safety

0.29 Consolidated LTIFR

1.21 Consolidated TRIFR

Workforce

2,095 Employees

8,536 Contractors

93% Host-country employees

11% Female employees

Governance

100% current security employees completed VPSHR training

0 Confirmed incidents of bribery or corruption

0 Substantiated allegations of human rights abuses

5.1 Culture
5.2 Vision and Governance
5.3 Systems and Planning
5.4 People and Leadership
5.5 Performance
5.6 Innovation



5.0 Our Approach to Sustainability

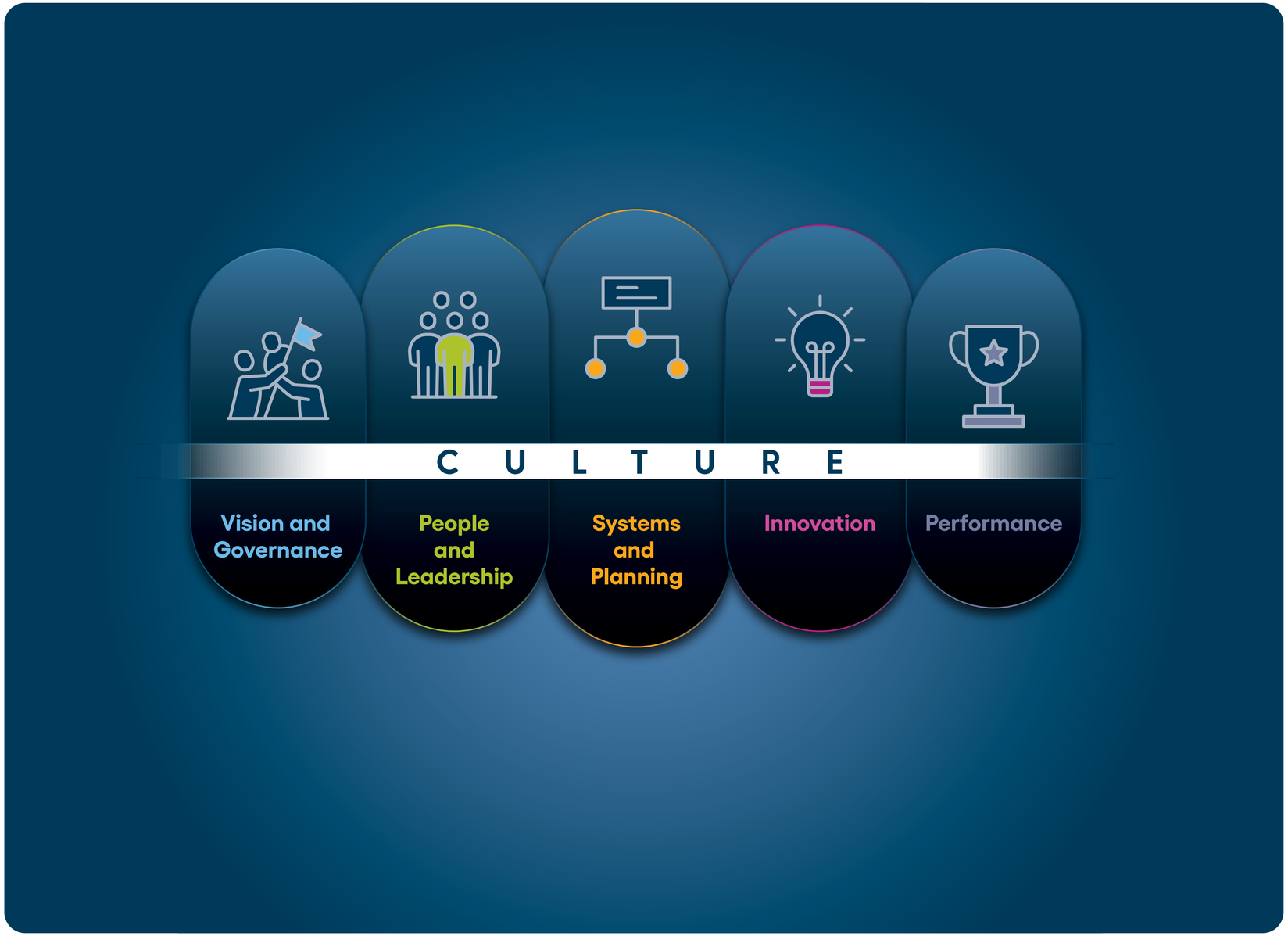
5.0 Our Approach to Sustainability

At Allied, our approach to sustainability is driven by our overarching sustainability vision for the organization. Our approach focuses on impact on the ground, prioritizing efforts in our host countries and communities, where it matters most.

Our Sustainability Management Framework establishes our approach to managing sustainability performance across the Company, which is underpinned by six overlapping and interdependent elements. At the core is our sustainability culture, which is further supported by strong vision and governance, systems and planning, people and leadership, performance (data and reporting), and innovation. We consider all six elements important to our sustainability performance, and the subsequent sections outline the status as of year-end 2025.

This approach applies to all our sustainability topics and is therefore not duplicated in the topic sections of this report. Where applicable, the topic sections provide information on any specific initiatives underway to enhance performance under these elements.

Our approach is not driven by sustainability disclosure frameworks or standards. Instead, we draw on relevant reporting frameworks and initiatives to guide how we measure and disclose our impacts. Our strategies also align with the United Nations Sustainable Development Goals (SDGs), and this report describes our contribution to the SDGs. This alignment reflects our commitment to responsible business practices.



5.1 Culture

A workplace culture that accelerates the integration of sustainability across the business.

Over the past few years, we have been working to establish and harmonize a workplace culture that aligns with our values. We recognize this will take time, given the extent of organizational growth and transformation over the past few years, however in some functional areas (i.e., health and safety) we continue to prioritize deliberate initiatives on this front (see case study). We will continue working to integrate sustainability into our organizational culture, recognizing that the work we are progressing under the other pillars of our sustainability framework also contributes to establishing our workplace culture with respect to sustainability.

We continue to implement initiatives that contribute to building a common understanding of the sustainability priorities of the Company and enhance cross-company relationships. In 2025, we launched the Sustainability Award competition, which recognizes initiatives that demonstrate how sustainability creates measurable business value. Applications from across the company were assessed against contributions towards the SDGs and clear demonstrable business impact. Several of the applications are presented as case studies in the subsequent sections.

5.1 Culture

Case Study

Safety Culture Project

In 2024 we launched our safety culture-change journey, known as the Safety Culture Project, governed by the Safety Culture Steering Committee. The project aims to strengthen and harmonize our approach to safety and develop a more mature culture across the organization, based on the findings of a company-wide workforce perception survey focused around seven organizational cultural indicators conducted in early 2024. Work has then continued throughout 2024 and 2025.

In 2024 we defined a unified safety slogan, a logo and a set of desired behaviors related to the safety culture elements of 'trust' and 'caring' that would drive the right culture across the organization.

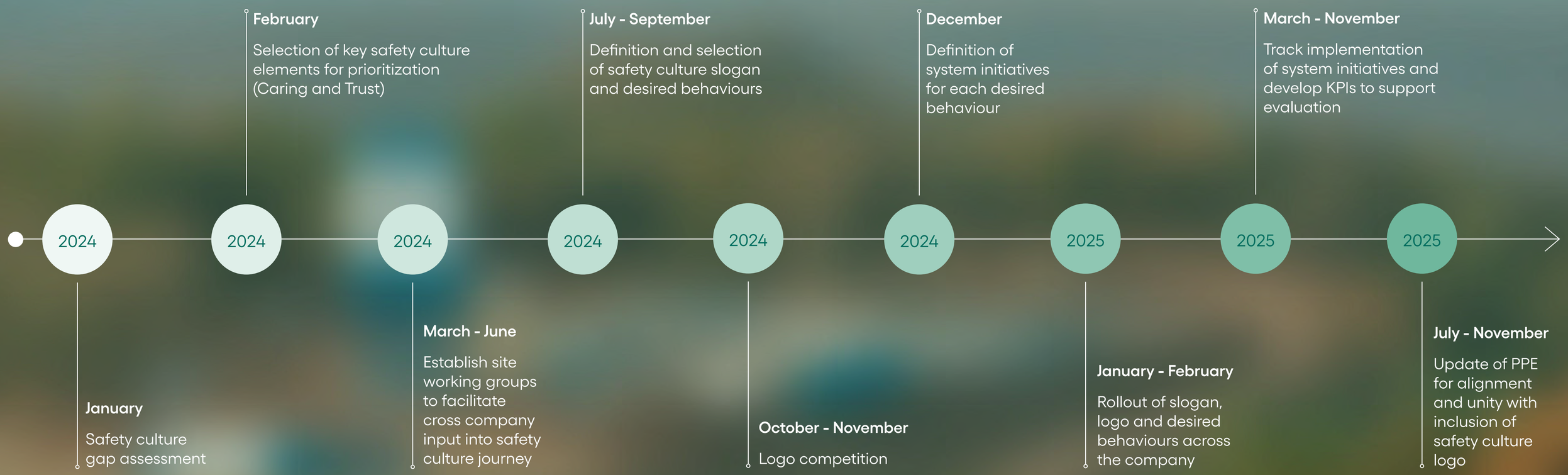
Following this, in 2025, our focus shifted to development of systems that would drive each of the desired behaviours and embed these into daily activities. Initiatives were identified for each desired behavior, with a set of associated key performance indicators and internal targets. These are primarily short-medium term initiatives, and the development and implementation status across the sites is tracked by the Steering Committee. Several of the initiatives that have significantly progressed throughout 2025 are discussed in the relevant sections (specifically Our Workforce; Health and Safety).



5.1 Culture

Case Study

Safety Culture Project cont.



5.2 Vision and Governance

Good corporate governance will give shape to our sustainability vision, with supporting systems and processes to ensure we are transparent and accountable for our progress towards this vision, while proactively managing business ethics and compliance.

Vision and Priorities

Working together to responsibly build a positive legacy with local communities and all stakeholders.



5.2 Vision and Governance

Sustainability Roadmap

Throughout 2025, we continued the development of our roadmap – an actionable pathway to deliver on our vision. The focus was on determining the sustainability priorities for the business, for which we will define short-medium term goals and associated targets and indicators to track progress. The sustainability priorities were identified and defined through our materiality assessment, internal stakeholder interviews, sustainability risk assessment, sustainability trends (and impacts on legislation and stakeholder expectations), along with consideration of how Company activities intersect with the SDGs. Our sustainability priorities were defined and subsequently approved in December 2025.

Protect the health and safety of our people and communities



Protect and respect the human rights of our people and communities



Minimize the impact of resource consumption and waste generation

Tailings management

Improve energy and water efficiency



Empower local communities through enhanced benefit sharing

Enhance local content

Invest in targeted, sustainable, socio-economic initiatives



Community Engagement

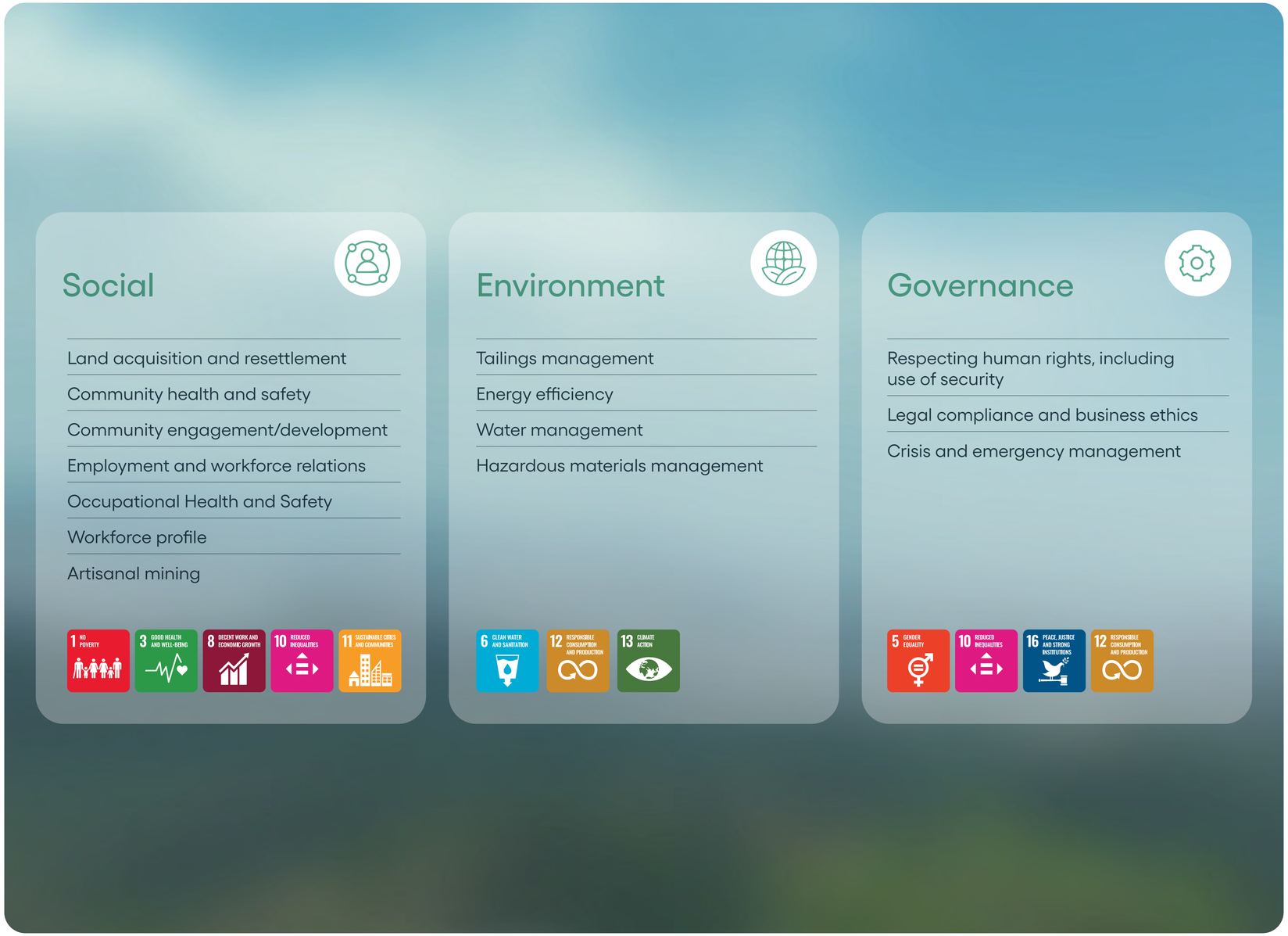
With a strong basement of legal compliance and business ethics

5.2 Vision and Governance

Materiality Assessment

Every two years we plan to review and update our materiality assessment, to ensure we remain focused on the sustainability topics our stakeholders consider to be most material for our business. Our approved material topics have been mapped against the relevant SDGs, as shown in the image.

While the materiality assessment has been used as an input to the definition of our sustainability priorities (described above), it is important to note that the main objective of the assessment is to ensure our disclosures are decision-useful for our stakeholders – i.e., we disclose information on each of these material topics in this report.



5.2 Vision and Governance

Governance Structure

The Company's Board of Directors (Board), supported by the Sustainability Committee, oversees governance, risks and opportunities associated with sustainability factors and performance. The Chairman and CEO drives and facilitates sustainability policy development, and the implementation of directives, in consultation with the Board and with the support of the relevant Executive's.

There are currently 10 members of the Board, of which 8 members serve as independent non-executive directors (see here). Collectively, the Board has diverse and extensive global expertise in management, finance, accounting, mining transactions and related fields.

The Board is supported by four established committees, which assist the Board in carrying out oversight responsibilities. These are the Audit Committee, the Compensation Committee, the Corporate Governance and Nominating Committee, and the Sustainability Committee, the responsibilities of which have been described in previous reports.

Board and Board Committees

The Executive Management Team report to the Board quarterly. The Executive Management Team comprises highly skilled individuals with an established track record from Tier 1 mining companies. The Company's executive compensation framework is linked to sustainability performance to facilitate greater integration of sustainability considerations across the business. In 2025, the Company's short-term incentive scorecard has 15% allocated to sustainability indicators. The sustainability indicators relate to health and safety, environmental management (including water and tailings management), social performance, and business ethics.

Executive Management Team

We have steering committees in place to support the implementation of two strategic sustainability initiatives: 1) safety culture, and 2) energy efficiency. Both steering committees have a charter that establishes the overarching objectives, which are related to providing strategic guidance and decision making, managing risks, allocating resources, and overseeing performance. Each steering committee guides the work of a dedicated working group. Like the composition of the steering committees, the working groups comprise a group of people with diverse organization roles across the corporate and site teams.

Steering Committees

5.2 Vision and Governance

Corporate Expectations

Corporate expectations for sustainability performance are set through interlinked policies and standards. Our Code of Conduct defines expectations for ethical business conduct and commits us to operating with integrity and in compliance with applicable laws. The Company's corporate policies broadly fall into two groups: business ethics policies, such as anti-bribery and corruption, whistleblowing and human rights; and function-specific policies, such as occupational health and safety, environment, social performance, recruitment and procurement. These policies are supported by Corporate Standards and implemented at site level through management plans and procedures (see here).

Most of our corporate policies were finalized in 2024; any additional topic-specific policies developed and approved in 2025 are referenced in the relevant sections of this report.



5.2 Vision and Governance

Sustainability Targets

We set sustainability-related targets to drive meaningful improvements in our sustainability performance, with many of these targets also integrated into our executive scorecard. The following tables provide our 2025 targets and our performance against these, and our forward-looking targets for 2026. More detail on our performance against the 2025 targets is provided in the relevant sub-sections.

2025 Targets & Performance

○ Achieved ○ In progress ○ Not Achieved

Topic		Target	Status	Page
Workforce	Safety	Risk registers in place at all sites	○	
		90% of corrective action completed	○	
		1 VFL* / week (from supervisors to GM) – operations only	○	
		1 FCCC** / week (from supervisors to superintendent) – operations only	○	
		Improve LTIFR by 10% from the 2024 results (2025 < 0.57)	○	
		Improve TRIFR by 10% from the 2024 results (2025 < 1.48)	○	
	Health	Improve malaria incidence across the company from the 2024 level (Malaria incidence rate < 205)	○	
Environment	Energy efficiency	Annual review of TCFD recommendations	○	
	Water	Water recycling target established – operations only	○	
	Tailings	Gap assessment against GISTM and MAC completed	○	
	Incidents	Zero significant environmental incidents (i.e., Level 4 or above***)	○	
Community	Incidents	Zero significant community incidents (i.e., Level 4 or above***)	○	
	Social development	Updated socio-economic baseline – projects and operations only	○	
		Social development plan established – projects and operations only	○	
Governance	Security	All Allied security employees and representatives from all security contractors completed Voluntary Principles on Security and Human Rights (VPSHR) training	○	
	Incidents	Zero substantiated allegations of human rights abuses	○	
	Business Ethics	Annual code of conduct training and certification	○	

* Visible Felt Leadership (VPL) ** Field Critical Control Check (FCCC) ***As defined in our Incident Reporting Standard.

5.2 Vision and Governance cont.



2026 Targets & Performance

Topic		Target
Workforce	Safety	95% of corrective action completed
		1 VFL / week (from supervisors to GM) – operations only
		1 FCCC / week (from supervisors to superintendent) – operations only
		Improve LTIFR from the 2025 results (2026 < 0.29)
		Improve TRIFR from the 2025 results (2026 < 1.21)
	Health	Improve malaria incidence across the company from the 2025 level (Malaria incidence rate < 248 / 1,000)
Environment	Incidents	Zero significant environmental incidents (i.e., Level 4 or above)
	Climate risk	Climate change risk assessment completed at all sites
Community	Incidents	Zero significant community incidents (i.e., Level 4 or above)
	Grievance management	Improve the grievance resolution rate
	Local content	Local content plans defined at all sites
Governance	Risk management	Risk registers in place at all sites with monthly reviews
	Incidents	Zero substantiated allegations of human rights abuses
	Security	100% of Allied corporate and site security employees to receive annual security and human rights training or refresher training.
		Train and maintain at least one qualified trainer within each contracted security provider annually.
	Business Ethics	95% of current employees trained and certified on annual code of conduct training and certification

5.3 Systems and Planning



Sustainability priorities are integrated into site-level systems, plans, and practices to support implementation of the sustainability vision.

In previous years, much of our work has been on the vision and governance and systems and planning pillars – establishing the governance, systems and processes to deliver on our vision. In 2025, we shifted our focus to implementation of the systems and processes, to ensure these are outcome-oriented and integrated into daily activities. Key elements of our systems and planning pillar are discussed below.

5.3 Systems and Planning

Management Systems

Our approach to sustainability is managed through a series of interlinked policies and standards that establish the company's expectations for continual improvement in sustainability performance. The corporate standards are broadly separated into the key transversal standards (cross-functional) and the topic-specific standards, with these referenced in the relevant sections of this report.

The topic-specific standards for occupational health and safety, environmental performance and social performance include the requirement to implement integrated management systems that align with international management system standards, such as ISO 14001, 45001 etc., and a commitment to applying the mitigation hierarchy, prioritizing impact and risk avoidance and reduction, ahead of further controls. In 2025, we completed internal implementation audits of these standards across our sites, with action plans subsequently established.

Legal Compliance

Legal compliance is fundamental to business continuity and responsible management. Our management systems require sites to establish, implement and maintain processes that support compliance with applicable legal requirements. External audits of compliance with legal obligations and other commitments are conducted at our mining and exploration sites, as required by host-country legislation.

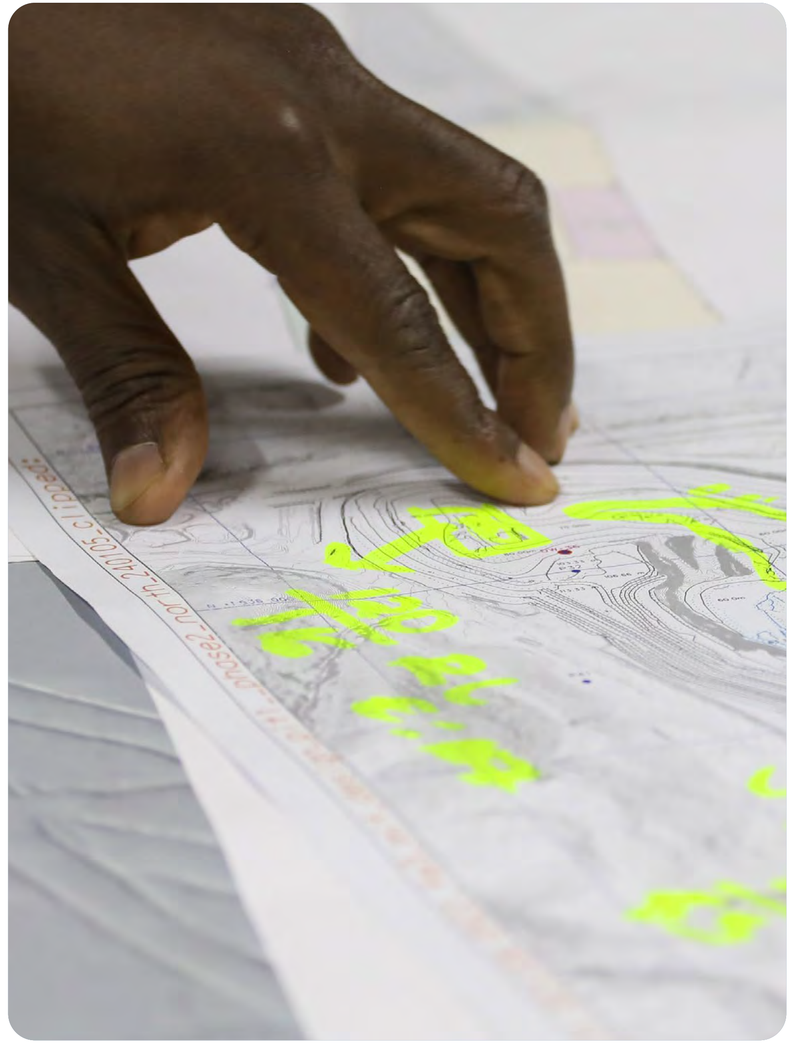
Risk and Opportunity

The Board oversees the development and implementation of our risk management strategy. This includes identifying principal risks, ensuring an appropriate risk management framework is in place, and setting acceptable levels of risk. The Board is supported by its committees, including the Audit Committee, which oversees the adequacy of risk management processes, and the Sustainability Committee, which oversees sustainability-related risks.

We have established cross-functional processes to identify, assess and manage financial and non-financial risks, including emerging risks that could affect the Company, which are integrated into business planning and decision-making.

Our risk management approach focuses on those risks that could materially affect individual sites or projects. These risks are managed in accordance with Allied's Risk Management Standard. Each site maintains and regularly updates a risk register that identifies business risks, evaluates potential impact, documents required controls, and records the resulting residual risk rating. Residual risks rated as high or very high are reported monthly by Site General Managers to the Executive Team.

Management of Change is a key part of our risk management approach. Our Management of Change Standard provides a common framework for identifying and managing risks associated with proposed changes across our sites, including physical, operational, administrative, organizational and emergency changes.



5.3 Systems and Planning

Annual Action Plans

Each year, the site sustainability departments develop an annual plan, which prioritizes actions for the upcoming year based on the identified risks, impacts and opportunities, the previous year's performance (including analysis of incidents, grievances, and the results of reviews or audits), and any established group-level objectives and targets. The annual action plan is reviewed and approved by site management and the relevant corporate function, with these used to inform the development of site budgets. Progress against these annual plans is tracked throughout the year.

Incident Management

Our Incident Reporting Standard incorporates tiered incident classification using a consequence severity ranking of Level 1 to Level 5, based on impact on health and safety, environment, social, asset, regulatory/reputation or security aspects. Level 1 and 2 incidents are those of insignificant or minor consequences, Level 3 incidents are those of moderate consequence, and Level 4 and 5 incidents are those of major or extreme consequence.

We classify incidents based on the actual and potential consequences. Incidents of actual Level 4 or 5 or potential Level 5 consequences are classified as significant incidents, which are subject to an investigation using the Incident Cause Analysis Method (ICAM). To support more robust incident investigations across the organization, we engaged a third party to provide ICAM Incident Investigation training to more than 30 people from Côte d'Ivoire and Mali in Q2 2025. The training comprised 2-day ICAM Lead Investigator training course and a 1-day ICAM Lead Investigator practical day. In 2026, the same training will be provided to people from our Ethiopian site.

Crisis and Emergency Management

Our approach to crisis and emergency management is governed by our Crisis Management Standard. Our approach is a blend of strategic decision making and immediate emergency response, divided between the Corporate Crisis Management Plan and the Site Emergency Plans. These plans have different objectives, and as such operate in tandem to effectively manage an emergency.

In 2025, we updated our Corporate Crisis Management Plan, which is the strategic framework to be followed by the Corporate Crisis Management Team in the event of sudden or emerging, operational or non-operational crises. Following the update of this plan, extensive third-party training has been delivered to corporate and site staff (Côte d'Ivoire and Mali), which included an overview of the corporate and site crisis management plans, along with a tabletop exercise to train the coordination of response across the group. The training for Ethiopia will be conducted in 2026.



5.4 People and Leadership

Have the people we need to help deliver on our sustainability vision.

A strong, motivated team is essential to our sustainability performance. Because sustainability touches every business function, we take an integrated approach to ensuring our workforce has the capability and support needed to advance our priorities. In 2026, we will continue defining minimum sustainability competencies for selected roles and developing succession plans for key positions.

5.5 Performance

Have robust data that measures progress towards our vision, and which is reported transparently.

The key elements of the performance pillar are data and external reporting. We recognize that robust data is the backbone of internal strategic decision making and facilitates evaluation and optimization of sustainability-related performance. This data is also the foundation of our external sustainability-related disclosures. In 2025, each of our functions has been working to enhance baseline data sets related to our material topics, particularly through the introduction of company-wide solutions to establish a single data source.

We continue to externally disclose our sustainability performance through our annual Sustainability Report. In addition, in 2025 we disclosed ‘country spotlight’ reports in all host country jurisdictions, the objective of which is to enhance transparency of our sustainability performance within each country.

5.6 Innovation

Where sustainability-driven innovation to improve performance is encouraged and supported.

The final pillar of our sustainability performance framework is innovation (including innovation through collaboration), recognizing this is essential to delivering improved sustainability outcomes.

From a sustainability perspective, in 2025 we launched an integrated HSEC database (in English and French) that incorporates a series of cross-functional modules related to incidents, hazards, corrective actions, and leading activities. The database is now the single source of data for these aspects, and our Business Process Optimization and Technology Team have created an HSEC dashboard that summarizes the performance data for visibility across the organization. Alongside this, the design and build work is underway for a grievance management module.

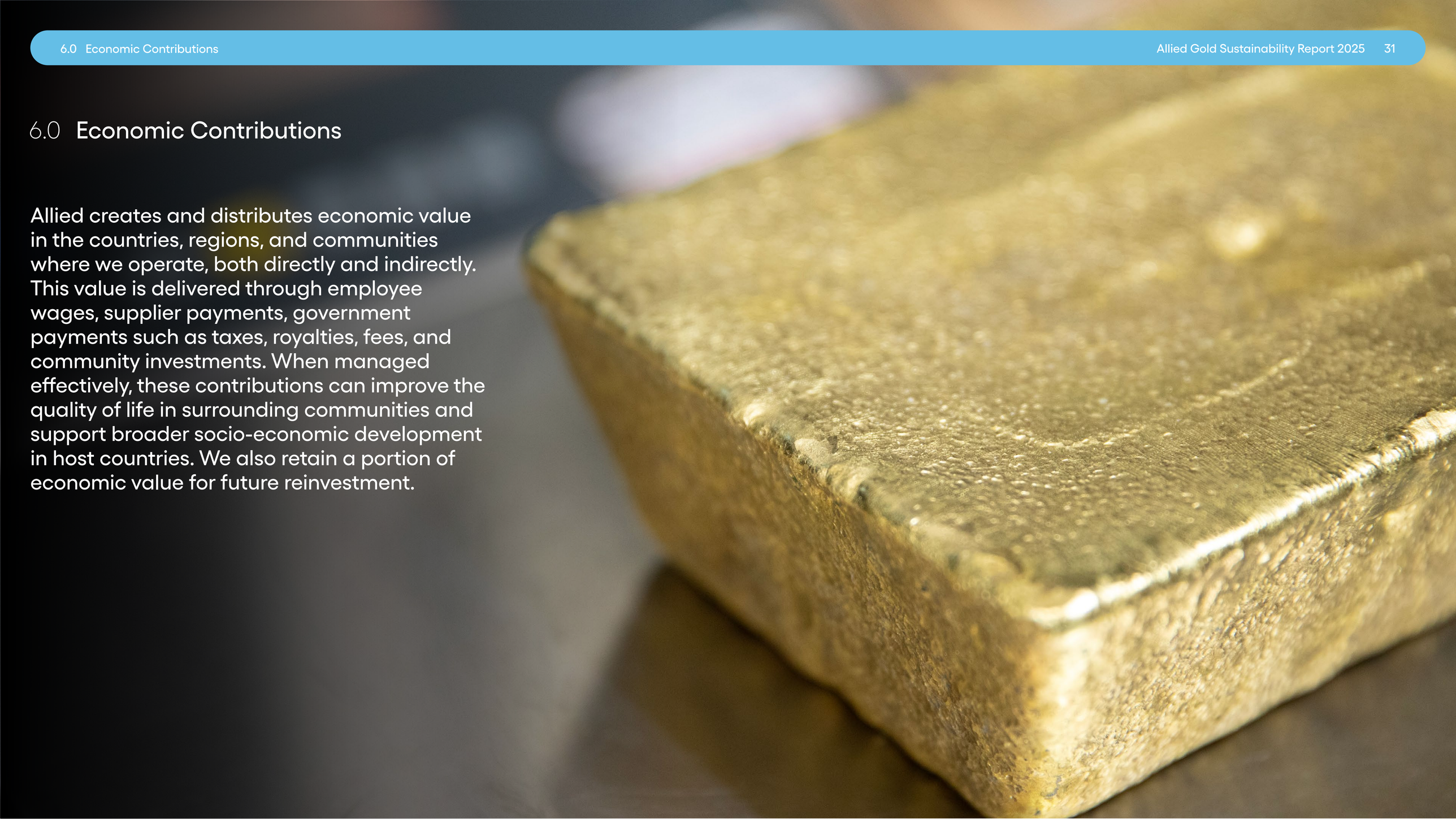
In addition, the innovation pillar encourages collaboration with external stakeholders, recognizing that through partnering we can achieve more. In 2025, we established several strategic partnerships to support selected sustainability initiatives. These partnerships are discussed in the relevant sections of this report.

6.0 Economic Contributions



6.0 Economic Contributions

Allied creates and distributes economic value in the countries, regions, and communities where we operate, both directly and indirectly. This value is delivered through employee wages, supplier payments, government payments such as taxes, royalties, fees, and community investments. When managed effectively, these contributions can improve the quality of life in surrounding communities and support broader socio-economic development in host countries. We also retain a portion of economic value for future reinvestment.



6.0 Economic Contributions Cont.

The table presents the direct economic value generated and distributed by our operating mines, reported on an accrual basis for the 2025 calendar year. In 2025, total gold production was 379,082 ounces, generating USD 1,332 million in sales revenue, as reported in the audited consolidated financial statements as of December 31, 2025, available on the Company's website.

We disclose on an annual basis the payments made to all governments in Canada and abroad including taxes and royalties, as per the Canadian Extractive Sector Transparency Measures Act (ESTMA).

We recognize that payments to suppliers, both in terms of capital expenditure and operating costs, represent the most significant indirect contribution to our host countries. We have evaluated the distribution of these economic benefits in terms of the number of suppliers and our expenditure across international, national and regional suppliers (see Supplier Management section).

Economic Value Generated and Distributed

Site	Gold Revenue	Payments to Suppliers		Employee Wages	Payments to Government	Community Investment	Other Voluntary Investment
		Operating Costs	Capital Expenditure				
Cote d'Ivoire Complex	597,668,741	349,274,306	14,038,372	32,556,571	157,748,307	4,124,408	134,386
Sadiola Gold Mine	734,155,259	317,379,954	42,870,906	29,712,366	88,398,272	4,155,198	208,876
Kurmuk Project	—	—	259,815,761	4,685,796	345,175	725,039	3,994
Total	1,331,824,000	666,654,260	316,725,039	66,954,733	246,491,754	9,004,645	347,257

Economic data calculated on an accrual basis, in USD.



7.1 Business Ethics
7.2 Respecting Human Rights
7.3 Supplier Management
7.4 Security Management

7.0 Ethical Conduct

7.1 Business Ethics

Why is this Important?

We have clear expectations regarding ethical conduct. Acting with integrity is central to maintaining trust with our stakeholders and ultimately underpins long-term business success. This is more than compliance, it is a commitment to doing things the right way, every day, particularly when under pressure.



Our Approach

Our Code of Conduct sets out the ethical standards expected of our people and those acting on our behalf. It applies to all directors, management, employees, contractors, and suppliers, and requires them to conduct business with integrity and in compliance with applicable laws.

We comply with anti-corruption laws in the countries where we operate and report payments to governments made during our business under the Canadian Extractive Sector Transparency Measures Act. This report is available here.

To support this, all employees receive annual training on our expectations, with additional role-specific training for higher-risk departments, such as external relations and procurement. We have established a toll-free “whistleblower” hotline for anonymous reporting of any suspected violations of the Code of Conduct, law, regulation or Allied policy.

Our Performance

In 2025, 95% of employees completed the Code of Conduct training. There were 20 reports made via our whistleblower hotline (which included “test” reports by internal and external auditors), but none were related to corruption, anticompetitive or anti-trust behavior.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Governance oversight:
- Board Audit Committee

Management oversight:
- Responsible executives: Chairman & CEO, Chief Financial Officer (CFO), Chief Legal Officer (CLO)
- Site management: General/Project/Exploration Manager, Country Manager

Related policies and management standards:
- Code of Conduct (2023)
- Anti-Bribery & Anti-Corruption Policy (2023)
- Whistleblower Policy (2023)

7.2 Respecting Human Rights

Why is this Important?

Our commitment to respecting and protecting human rights is reflected in our Statement of Commitment on Human Rights, which aligns with internationally recognized standards. We recognize our responsibility to identify and address potential human rights risks associated with our sites and business relationships. If these risks are not effectively managed, they could affect our social licence to operate by weakening stakeholder relationships and disrupting operational continuity.



Our Approach

Human rights are a cross-cutting theme that intersects with several of our material topics. Our potential human rights risks and impacts are identified through a variety of methods, including our site risk assessments, impact assessments for new projects or expansion projects, supplier screening, ongoing engagement activities, and grievance mechanisms (including the whistleblower hotline).

Our Performance

In 2025, we initiated a company-wide assessment of our exposure to human rights risks and the established controls to manage these risks, which will be completed in 2026. Our performance on salient human rights risks that intersect with specific business functions or activities is addressed in the relevant topic sections, including supplier management, security management, labour practices, and land access and resettlement.

In 2025, there were no substantiated allegations of human rights abuses.



Governance oversight:
- Board Sustainability Committee

Management oversight:
- Responsible executives: All
- Site management: General/ Project/ Exploration Manager, Country Manager, Commercial Manager, Procurement Manager

Related policies and management standards:
- Code of Conduct (2023)
- Supplier Code of Conduct (2025)
- Statement of Commitment to Human Rights (2023)
- Whistleblower Policy (2023)

7.3 Supplier Management

Why is this Important?

Our supply chain is the foundation of operational continuity. Responsible supply chain management is critical to improving resilience to safeguard from disruptions. Across our business, we have a diverse supply chain. We procure goods and services from approximately 50 countries; however, most of our procurement is from our host countries or regional African countries. This underscores our commitment to generating and enhancing shared value in our host countries.

We want to work with suppliers that share our values and maintain sustainable practices. Globally, identification and management of human rights risks within supply chains is challenged by increasingly complex and multi-tiered supplier networks. We recognize the potential for these risks within our supply chain, and are working to identify, assess, and manage these risks across our suppliers through our procurement and due diligence processes.

Our Approach

Our approach to working with suppliers is based on the principles of partnership, fairness, transparency, and ethical conduct. In 2025, the Procurement Policy and Supplier Code of Conduct were approved, establishing our expectations regarding business integrity and ethics, environmental performance and social responsibility.

We undertook work to raise awareness of these updated corporate expectations with the site procurement teams throughout 2025, particularly as these inform updates to the site-specific procurement-related procedures. We require all new suppliers to meet these requirements, with this reflected in contractual requirements, and alongside this we are working with existing suppliers to raise awareness of the updated expectations.

The Procurement Policy includes specific requirements for appropriate supplier due diligence to determine if the supplier conducts itself in a manner consistent with our expectations, ahead of selection and contracting. Building on this, we deployed a Supply Chain Risk Management Solution provided by Control Risks in 2025, with this now used to evaluate suppliers through our procurement processes.



Governance oversight:
- Board Audit Committee

Management oversight:
- Responsible executives: Chairman & CEO, CFO
- Site management: General/ Project/ Exploration Manager, Country Manager, Commercial Manager, Procurement Manager

Related policies and management standards:
- Procurement Policy (2025)
- Supplier Code of Conduct (2025)
- Whistleblower Policy (2023)

7.3 Supplier Management

Our Approach cont.

We will continue to strengthen our approach to evaluating supplier risk throughout 2026.

Alongside this, we have initiated a supplier tiering exercise, the objective of which is to categorize our suppliers into one of four tiers depending on their strategic value and criticality to operational continuity. The tiers will reflect the intensity of supplier oversight throughout the year to support proactive identification and management of risks associated with our upstream supply chain. This work is ongoing, and more details will be shared in next year's report.

We are committed to integrating local suppliers into our supply chain, as that creates shared value for our communities, however, the reality is that they tend to face challenges with meeting operational standards, such as scaling constraints, quality, cost competitiveness etc. We work to address these challenges by unbundling scopes where it is possible to enable participation of local suppliers, and by providing targeted support to build more reliable local suppliers.



7.3 Supplier Management

Our Performance

In 2025, we spent USD 983 million on suppliers, of which USD 753 million was spent with host country suppliers (as reflected in the Economic Contributions section). We have further analyzed our supplier data, by supplier type, location, and expenditure for our operations.

Supplier Management

Location	International Suppliers		National Suppliers (includes regional)		Site Suppliers	
	% Suppliers	% Spend	% Suppliers	% Spend	% Suppliers	% Spend
Sadiola	36%	16%	64%	84%	10%	1.4%
Bonikro	30%	7%	70%	93%	4%	2.3%
Agbaou	28%	3%	72%	97%	2%	2.2%
Kurmuk	—	60%	—	40%	—	—
Consolidated	**32%**	**23%**	**69%**	**77%**	**5%**	**2%**

Our economic contributions include spend on national suppliers, which is based on whether the supplier is nationally registered only – this can include spend on companies that are nationally registered, but foreign owned. To support our analysis of regional impact, these metrics are the analysis of suppliers that are nationally registered and regionally or locally owned. These metrics were also calculated on a cash basis, rather than an accruals basis.



7.4 Security Management

Why is this Important?

Our security teams play an essential role in protecting our people and safeguarding our assets from a range of potential security threats (i.e., artisanal miners, theft, labour issues, political unrest etc.) within operational contexts challenged by remote locations and limited infrastructure. The nature of their roles means they are critical to our commitment to ensuring respect for human rights, which if mismanaged could risk our social licence and operational continuity. We recognize our responsibility to proactively manage these risks through the implementation of robust security practices and strong partnerships, both with security providers and our host communities.

Our Approach

Across our sites we have security departments commensurate with the level of security risk and the operating context. Our security teams comprise a mix of employees and private contractors, supported by public security providers in each jurisdiction. Our expectations around respecting human rights are further embedded in the established contractual agreements with third-party security providers, and the Memorandums of Understanding in place with public security providers in Mali and Côte d'Ivoire.

Each site identifies and evaluates the security risks, the required security arrangements and controls, and the resources required for implementation. This is not a static exercise - our teams monitor security threats and emerging issues through risk advisory services, government security intelligence and local engagement, to ensure the risk assessment reflects current conditions. Our security teams on site work alongside the social performance teams, to ensure active engagement with local communities on our approach to physical security.



Governance oversight:
- Board Audit Committee, Board Sustainability Committee

Management oversight:
- Responsible executives: Chairman & CEO, CFO
- Site management: Site Manager, Security Manager

Related policies and management standards:
- Statement of Commitment to Human Rights (2023)
- Security Strategy and Management (2024)
- Gold Security and Physical Asset Protection (2025)
- Security Risk Assessments (2024)
- Voluntary Principles on Security and Human Rights
- Rules on the Use of Force (2024)
- Contingency Planning – Security Events (2024)
- VPSHR Training Guidelines to Security Providers (2026)

7.4 Security Management

Our Approach cont.

We consider regular training on the Voluntary Principles on Security and Human Rights (VPSHR) to be a key component of our approach to managing the potential human rights risks associated with security practices and we proactively track the training status of our security providers.

Alongside this, we maintain site-level grievance mechanisms that were designed in collaboration with our local communities. These mechanisms provide a channel for people to report and seek remedy to potential concerns.

Our Performance

We continued implementation of our updated VPSHR training programme throughout 2025 (see Case Study) and achieved our target of all current employees and representatives of all private security contractors trained by YE 2025. In 2025, there were no allegations of human rights violations by the Company or contractor security forces.



7.4 Security Management

Case Study

Enhancing Our Approach to VPSHR Training

In late 2023, we commissioned an independent review of our security training programs, in relation to the requirements of the Voluntary Principles on Security and Human Rights (VPSHR). The review found that while the training programs aligned with the VPSHR requirements, this needed to be extended to fully align with VPSHR requirements and appropriately equip our security personnel to operate in a manner that respects human rights and minimizes the risk of human rights abuses.

In early 2024 we developed comprehensive training materials in English and French. We opted for a train-the-trainer style program, with intensive training for selected security employees, who would subsequently support the ongoing delivery of the training program to employees and contractors. The initial focus was on our operating mines, with training initiated in Côte d'Ivoire in July 2024 and in Mali in November 2024. Rollout of the training to security employees and contractors has required an ongoing commitment, particularly given the changes in security contractor workforce over time. For example, across these two jurisdictions the number of security employees and contractors who received the 2-day training was 626 in 2024 and 437 in 2025.

In 2025 we launched the programme in Ethiopia. As with Côte d'Ivoire and Mali, we opted for a train-the-trainer style approach, however given the complexities of the security context we wanted to extend the offer of training to the public security provider. Extensive engagement was undertaken with the Ethiopian National Defense Force (ENDF), and in November 2025, a 3-day VPSHR training programme was delivered to key representatives of Allied security, our private security contractor (8 representatives), and the ENDF (5 representatives). This is the first time the ENDF has partnered with a mining company and security contractor to receive such training; a step-change for security governance in the extractives sector in Ethiopia. While the training focuses on the VPHSR requirements, the collaborative approach has delivered extended benefits, particularly enhanced awareness of roles and responsibilities and strengthened coordination between security providers.

By the end of 2025, there were six trainers considered fully trained across the organization. We track the numbers of current personnel trained, noting these fluctuate with changes to our security workforce over time.

As of year-end 2025, all current security employees have completed the VPSHR training, along with representatives from each of the security contractors at all sites.

Furthermore, we have compiled a VPSHR retraining program, to be presented annually going forward, for those individuals who have already received the two-day training.



8.0 Caring for Our People

8.1 Our Workforce

8.2 Health and Safety



8.1 Our Workforce

Why is this Important?

In-country employment is one of the primary ways we generate and share value with our host countries and communities. A skilled and engaged workforce also underpins performance: our ability to attract, recruit, develop and retain talented people is critical to organizational success. Our overall approach is also central to our commitment to respecting human rights, given the close connection between employment practices, workplace conditions and key labour-related rights.

Our Approach

Our corporate policies form the platform for how we manage practices across the organization, including how we recruit and select candidates, foster an equitable workplace, maintain productive employee relations, develop skills and capability, and retain talent.

The policies align with the relevant International Organization Conventions and human rights frameworks and inform site-specific employment-related policies and procedures (which reflect the operating context and legislative requirements). During 2025, we developed additional global HR policies and implemented updated corporate policies across the organization.

Institutional agreements or collective bargaining agreements (or both) govern the relationship between Allied Gold and the broader employee base and establish the terms and conditions of employment, alongside individual employment contracts which comply with host country regulations and any national industry conventions. At our Côte d'Ivoire Complex, the collective agreement was renewed in 2025 (valid for the next 3 years), and at Sadiola a new wage agreement was established in 2025 which over time will form the basis of a comprehensive collective agreement.



Governance oversight:
- Board Sustainability Committee

Management oversight:
- Responsible executives: Chairman & CEO, Chief Human Resources Officer
- Responsible site managers: General Manager/ Project Manager/ Exploration Manager/ HR Manager

Related policies and management standards:
- Recruitment and Selection Policy (2024)
- Performance Management Policy (2024)
- Onboarding Policy (2024)
- Learning and Development Policy (2024)
- Employee Movement Policy (2024)
- Disciplinary Code (2024)
- Compensation and Benefits Policy (2024)
- Leave Management (2025)
- Employment Types (2025)
- Succession Planning (2025)
- Labour and Employee Relations (2025)
- Investigation Process (2025)
- Termination and Exit Interview (2025)
- Conflict Resolution (2025)
- Mobility Policy (2026)

8.1 Our Workforce

Our Approach cont.

These agreements cover approximately 74% of the workforce. The remuneration framework for salaries and variable renumeration incentives is regularly benchmarked against comparable companies within our sector. There is regular engagement between the site management, union, and workforce.

We continue to implement two formal mechanisms for receiving grievances from our workforce – the site employee grievance mechanisms and a whistleblowing hotline, which is available to all employees globally to report behavior that is not aligned with our Code of Conduct.

We continue to implement practices to attract and retain talent, such as internship programs, employee training and skills development, and performance management and succession planning processes. In 2025 we finalized our Learning and Development Strategy, and in 2026 this will be translated into measurable priorities through a structured maturity assessment. The objective is to establish departmental frameworks where the organizational structure, job descriptions, skills matrices and performances indicators are integrated. We have approved departmental blueprint structures in place for all sites, and in 2025 we have progressed the updating of job descriptions and skills matrices relative to these structures which will continue in 2026.

Alongside this, in 2025 we progressed the development of Allied's Leadership Programme that will be implemented across the organization. The programme will target two specific groups – existing site leaders (i.e., managers and superintendents) and future leaders (i.e., supervisors, coordinators etc.). This program will develop and improve the skills, knowledge, and behaviours that are essential for individuals to become effective, successful and inspiring leaders and understand the key roles and responsibilities of Allied leaders to drive performance and achieve organizational goals. The programme is scheduled to begin its implementation in 2026.



8.1 Our Workforce

Our Performance

At year-end 2025, our workforce comprised approximately 2,095 employees and 8,536 contractors, split across our operations, projects, exploration sites, and corporate and regional offices. There were slight variances in workforce numbers across most locations compared to 2024. Agbaou operation showed a decrease in workforce due to strategic rightsizing whereas our development projects at Kurmuk and Sadiola showed an increase in workforce.

National employees (i.e., employees that are citizens of the country of the relevant office or site) represent 91% of our total workforce, which is a combination of 93% of employees and 90% contractors. Local employees (i.e., employees that are from our host communities) represent 29% of our total workforce (employees and contractors).

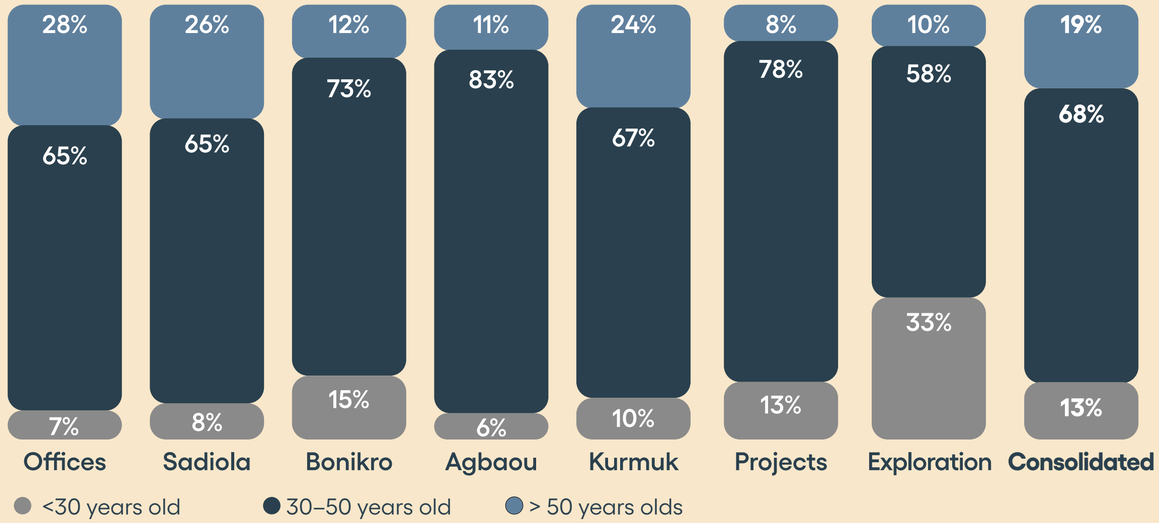
Workforce – Location

Location	Employees		Contractors		Consolidated	
	% Host Country Employees	% Local Employees	% Host Country Contractors	% Local Contractors	% Host Country Consolidated	% Local Consolidated
Offices	79%	n/a	90%	n/a	81%	n/a
Sadiola	99%	12%	98%	13%	98%	13%
Bonikro	97%	42%	97%	59%	97%	56%
Agbaou	99%	59%	99%	48%	99%	50%
Kurmuk	67%	0%	70%	10%	68%	5%
Projects	97%	19%	79%	23%	80%	22%
Exploration	81%	51%	95%	52%	88%	51%
Consolidated	**93%**	**26%**	**90%**	**29%**	**91%**	**29%**

Our employee age profile reflects the industry ageing profile but remains similar to 2024, with approximately 68% between the ages of 30 and 50 years old, with 13% under the age of 30 years old, and 19% over the age of 50 years old.



Workforce – Age Profile



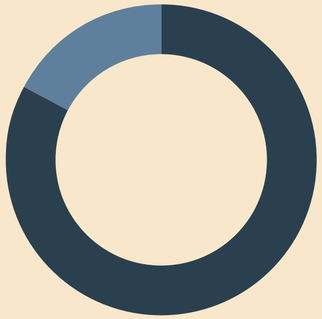
8.1 Our Workforce

Our Performance cont.

As of year-end, approximately 75% of management-level employees are nationals, a slight increase from 74% in 2024. In 2025, we continued to move forward with enhanced succession planning activities, with the identification of key roles and the high potential candidates. Identified individuals will undergo psychometric assessments for developmental purposes and have an individual development plan.

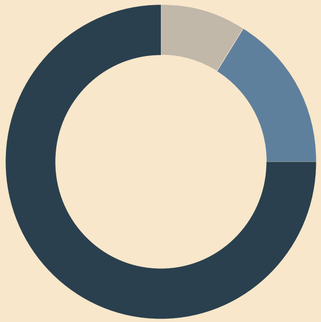
Female workers accounted for 11% of our employees, similar to 2024. The proportion of females is higher in our corporate and regional offices compared to our sites, which reflects an ongoing challenge exacerbated by cultural legacies and traditions.

Senior Management by Gender



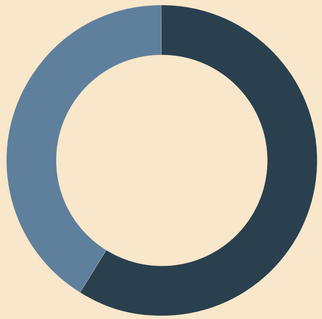
- **83%** Men
- **17%** Women

Senior Management by Location



- **9%** Non-African Expats
- **16%** African Expats
- **75%** National
- **0%** Local

Senior Management by Age



- **0%** <30 years old
- **59%** 30–50 years old
- **41%** > 50 years olds



Workforce – Gender Split

Location	Employees		Contractors		Consolidated	
	Number of Employees	% Women	Number of Contractors	% Women	Number of Employees & Contractors	% Women
Offices	226	33%	42	7%	268	29%
Sadiola	878	5%	2440	4%	3,318	4%
Bonikro	315	12%	1273	9%	1,588	9%
Agbaou	199	9%	1013	11%	1,212	10%
Kurmuk	21	10%	20	5%	41	7%
Projects	106	8%	3413	9%	3519	9%
Exploration	350	14%	335	10%	685	12%
Consolidated	**2095**	**11%**	**8536**	**8%**	**10,631**	**8%**

8.2 Health and Safety

Why is this Important?

Mining is a hazardous industry, with a range of recognized significant occupational health and safety risks typically managed through implementation of stringent critical risk controls. Without implementation of such controls, our workers are at risk from exposure to illnesses, injuries, or fatalities, which can in turn disrupt operations, increase costs, and potentially cause reputational damage.

Companies have a duty of care to create and maintain a safe working environment that prevents occupational health and safety incidents through proactive management. Central to this is a workplace safety culture, built on care and trust, that is reflected in the shared values, beliefs, and behaviours regarding how a company prioritizes and integrates health and safety into daily activities.

Our Approach

We believe that all workplace injuries or illnesses are preventable and that our people should be able to return home from work safe and healthy at the end of each day. Our commitment to providing a work environment that protects the health and safety of our workers is reflected in our governance and management approach.

Our Corporate OHS Standard (2024) requires implementation of an OHS management system that aligns with the requirements of ISO 45001. The standard establishes the minimum group-level requirements for the management system and material OHS topics to safeguard workers and encourage and foster a safety culture dedicated to continuous improvement. In 2025 we undertook an internal audit of the status of implementation across our sites, with findings reflected in an action plan to be monitored throughout 2026.

We undertake regular reviews of the site (monthly) and departmental (annually) risk registers. Alongside this, we have been updating our approach to critical control management. The OHS Standard identifies a series of critical risks, for which group-level Critical Risk Protocols that establish the minimum controls required to manage fatality risks, are required.



Governance oversight:

- Board Sustainability Committee

Management oversight:

- Responsible executives: Chairman & CEO, Chief Sustainability Officer (CSO)
- Site management: Site Manager, H&S Manager
- Safety Culture Steering Committee
- Significant incident review committee

Related policies and management standards:

- Health and Safety Policy (May 2024)
- Occupational Health and Safety Performance Standard (December 2024)

8.2 Health and Safety

Our Approach cont.

Since 2024, the Critical Risk Protocols related to surface mobile equipment, cranes and lifting, working at heights, ground control and inrush, hazardous chemicals, explosives and blasting, isolation of hazardous energy and electricity have been reviewed, updated and communicated. Updates to the remaining protocols are in the final stages of review and will be finalized and communicated in 2026, following which we plan to undertake an internal audit of implementation status.

We have extended our management approach to increase emphasis on activities that are more proactive and preventative in nature (known as leading activities) – both in terms of building our safety culture and preventing incidents. Throughout 2025, we focused on safety leadership in the field and implementation of critical controls through the field critical control checklists, with both activities reflected in the 2025 public targets.

We have continued our monthly Significant Incident review calls throughout 2025. The objective of these calls is to share learnings across the organization and to provide a forum to follow up on implementation status of corrective actions. This is also reflected in the 2025 public targets, with the target related to corrective action implementation also tied to executive bonus compensation.

All injuries and incidents with injury potential are investigated to determine root causes and identify corrective actions that prevent recurrence (see Incident Management section). Investigation findings are shared across the organization to support learning and consistent safety improvements. Incident trends and safety performance indicators are reviewed at the operational and corporate levels to support effective oversight and decision-making.

We continue implementation of our safety culture project (see case study), with specific initiatives identified and under development to reinforce the selected desired behaviours across our sites. These initiatives are not managed in isolation, for example a key aspect of the safety culture project is learning, and to enhance this we have incorporated a 3-day health and safety module within the wider Allied Leadership Programme (see Our Workforce). This module incorporates roles and responsibilities (from a health and safety perspective), hazard identification, risk assessment and management, performance monitoring and the importance of leadership.

We also plan to conduct a follow-up company-wide survey and assessment to evaluate the impact of our Safety Culture Project based on changes in the maturity of the safety culture at each of our sites based on the DuPont-Bradley curve compared to the baseline survey in January 2024. The survey will also support the identification of further key areas for improvement.



8.2 Health and Safety

Our Performance

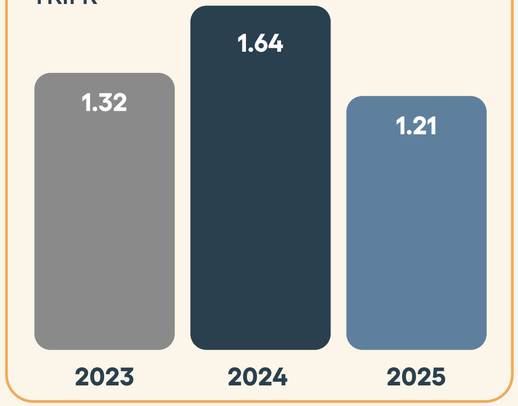
In 2025 we achieved all our safety targets, which reflects the ongoing work to change the safety culture across the organization (see case study). In terms of lagging safety indicators, we report decreases in our global consolidated injury frequency rates. Our Lost Time Injury Frequency Rate (LTIFR) decreased to 0.29 in 2025, from 0.63 in 2024 and our Total Recordable Injury Frequency Rate (TRIFR) decreased to 1.21 in 2025 from 1.64 in 2024. In terms of leading indicators, our visible felt leadership activities were at 140% and our field critical control checks were at 139%. We closed out 96% of our corrective actions on time.

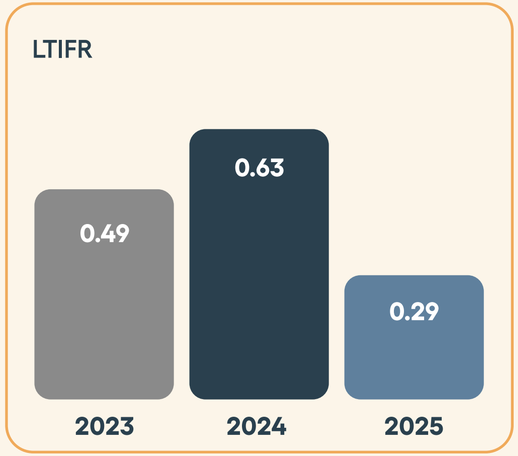
We continue to encourage the reporting of Significant Incidents (those which under slightly different circumstances could have a high likelihood of injury) as thorough investigation using the ICAM methodology provides the opportunity to improve safety performance. In 2025, we recorded 74 Significant Incidents, which is a significant increase from the numbers recorded in previous years (43 in 2024; 41 in 2023), which demonstrates an improvement in our safety culture, enabling us to take action to prevent future incidents.



8.2 Health and Safety

Safety: Lagging Indicators

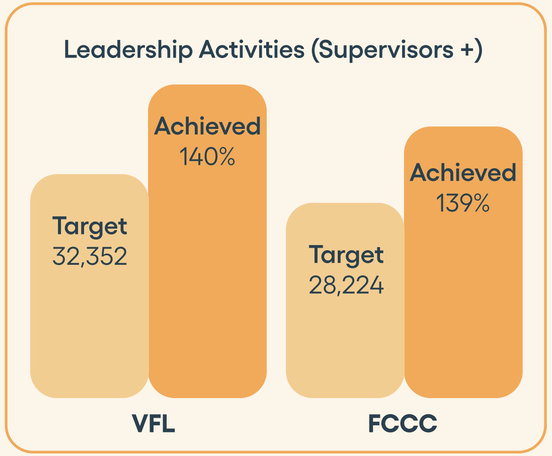




Location	Exposure Hours	Fatalities	LTI	RWI	MTI	FAI	SIs	LTIFR	TRIFR
Sadiola	7,542,955	0	1	0	1	5	28	0.13	0.27
Bonikro	5,127,033	0	1	2	1	7	12	0.20	0.78
Agbaou	4,379,606	0	0	1	0	0	11	0.00	0.23
Kurmuk	203,263		0	0	1	4		0.00	4.92
Project	5,456,646	0	1	3	7	26	17	0.18	2.02
Exploration	1,187,556	0	4	3	3	9	6	3.37	8.42
Consolidated	**23,897,059**	**0**	**7**	**9**	**13**	**51**	**74**	**0.29**	**1.21**
Worker Type									
Employee	5,181,722	0	4	2	7	13	16	0.77	2.51
Contractor	18,715,337	0	3	7	6	38	58	0.16	0.85
Consolidated	**23,897,059**	**0**	**7**	**9**	**13**	**51**	**74**	**0.29**	**1.21**

Safety: Leading Indicators

Total Safety and Emergency Response Training (Combined)		
Location	Training Hours	
	2024	2025
Sadiola	22,921	53,917
Bonikro	3,608	3,435
Agbaou	1,069	2,122
Total	**25,598**	**59,474**



8.2 Health and Safety

Case Study

Malaria Prevention and Control

Our sites are in malaria endemic areas, and as expected malaria is the primary health challenge for our workforce and communities. As such, we continue to implement our malaria strategy, which comprises 4 main pillars of prevention: vector control, environmental management, behavior management, and the use of personal protective equipment.

Implementation of this strategy has seen a significant decline in malaria cases since 2022; however, we continually review and adapt to respond to changing contextual factors in each operating jurisdiction. Although we did not achieve our health-related target to reduce our consolidated malaria incidence rate, there are still success stories, and we continue to disclose the work undertaken throughout 2025.

We will continue to implement our strategy in 2026, and we believe greater results will be received off the back of the work done in 2025.

Côte d'Ivoire Complex: The continued implementation of the strategy across the Côte d'Ivoire Complex is reflected in the significant reductions in malaria cases and the associated incidence rate since 2022. This continued in 2025, with malaria cases reducing by more than 50% from 2024, with a corresponding reduction in malaria incidence rate from 151 to 63. These results are outstanding, especially given that tropical climate conditions are a major predictor of mosquito abundance.

Mali: Since the strategy was updated in 2023, the malaria incidence rate reduced from 69 (in 2022) to around 40 since then – this continued in 2025, with the malaria incidence rate at 41. In 2025, we restarted handing out insecticide treated nets to workers in the communities and have undertaken spraying in the communities.

Ethiopia: There were two main factors that affected implementation of the strategy in Ethiopia in 2025 – 1) increased exposure at site; and 2) supply chain challenges. In 2025, construction activities ramped up, significantly increasing site numbers and consequently our exposure to malaria. Alongside this, there were challenges sourcing the IRS chemicals and insecticide treated nets, with these only received onsite in late Q4 2025. As expected, our malaria cases increased because of the increased exposure.

Malaria Incidence Rate

Year	Operations				Exploration			Projects		Total
	Bonikro	Agbaou	Sadiola	Kurmuk	CDI	Mali	Ethiopia	Sadiola	Kurmuk	
2025	50	69	42	1576	158	60	779	22	922	248



Note: From 2025 onwards we have separated our data reporting by operations, exploration and projects. The numbers presented above are the consolidated incidence rates for each country.

8.2 Health and Safety

Case Study







Kurmuk Clinic – Winner of the Sustainability Award: Leading with care, a sustainable approach to employee wellbeing

The Kurmuk Project is in the construction phase, which transitions the site from exploration to operations. Development of the Kurmuk Project required an upgraded site clinic to support construction, and future operations, with the minimum requirements for the clinic established in national standards. To support the commitment to providing a work environment that protects the health and safety of our workforce, the clinic design and services needed to reflect the operating context, specifically the remote location and lack of health infrastructure in surrounding communities.

Establishment of the site clinic was a collaborative effort between exploration and projects, with the team recognizing the need for a clinic that can provide treatment for workplace injuries, early identification and intervention for health-related issues, and support individuals returning to work following an injury or illness. The installed clinic infrastructure and services are beyond that required under national standards, which reflects the commitment to protecting the health and safety of our workforce.

The impact of the site clinic on our business and sustainability is significant. The enhanced diagnostic services enable onsite evaluation of injuries and facilitate early identification of non-injury related health issues, which is reflected in the very low 2025 YTD referral rate (less than 1%). This has contributed to a reduced average number of days off per booked-off case (3 days in Q3 2024 reducing to 2 days in Q3 2025) and a reduced absenteeism rate (136 days per 100 people in Q3 2024 reducing to 40 days per 100 people in Q3 2025). Alongside this, the staff have led initiatives related to several immediate primary health challenges onsite (i.e., malaria, gastro-intestinal problems) and whilst these health issues are not unusual, the work undertaken to address them has required establishment of new partnerships, complex stakeholder engagement, and in some cases has required pioneering new approaches in Ethiopia. Implementation of these initiatives has seen a reduction in the related incidence rates for these health issues.

Overall, the approach to the development of the Kurmuk clinic shows a commitment to protecting and improving the health and safety of our workforce, with quantifiable contributions to the SDGs, specifically SDGs 3 and 8. In addition, there is a demonstrated commitment to addressing primary health issues through collaborative partnerships (SDG 17), recognising that meaningful progress towards the SDGs cannot be achieved in isolation. It was for these reasons that the Kurmuk Clinic was the winner of the inaugural Sustainability Award in 2025 (see Culture Section).



9.1 Our Approach

9.2 Energy Efficiency

9.3 Water Management

9.4 Tailings and Waste Management

9.5 Hazardous Materials Management

9.6 Biodiversity and Land Management

9.7 Closure

9.0 Protecting Our Environment

9.1 Protecting Our Environment

Our Approach

Our commitment to environmental stewardship is reflected in our Environmental Policy and implemented through Our Environmental Performance Standard. With environmental threats (i.e., extreme weather events, biodiversity loss, and natural resource shortages) projected to intensify over the next decade, safeguarding ecosystems, through the responsible use and protection of natural resources we share is a fundamental component of our operational strategy.

Our Corporate Environmental Performance Standard requires implementation of an environmental management system that aligns with the requirements of ISO 14001. The standard establishes the minimum group-level requirements for the management system and material environmental topics. In 2025 we undertook an internal audit of the status of implementation across our sites, with findings reflected in an action plan to be monitored throughout 2026.

We have extended our management approach for material environmental topics to increase emphasis on activities that are more proactive in nature, which is reflected in the progressive expansion of our public environmental targets from 2023 onwards.

We conduct Environmental and Social Impact Assessment (ESIA) processes for all our projects, in accordance with in-country environmental permitting requirements, with these aligned with international best practice, such as the International Finance Corporation Performance Standards. A key component of the ESIA process is the establishment of the pre-development environmental and social conditions, that serve as a reference for the identification and management of potential risks and impacts. The required management measures are documented in an Environmental and Social Management Plan (ESMP), which along with any specific permit conditions, becomes part of the compliance obligations for implementation of the project life.

Ongoing risk assessments, regular environmental monitoring, and reviews and audits are used to confirm whether the impacts are as expected, or whether additional measures are needed to control, reduce, or prevent impacts.

This overall management approach applies across all the environmental topics presented below, and as such, is not duplicated in each section.



Governance oversight:
- Board Sustainability Committee

Management oversight:
- Responsible executives: Chairman & CEO, CSO
- Site management: Site Manager, Environmental Manager

Risks and opportunities:
- Intensification of environmental risks (see specific sub-sections)

Related policies and management standards:
- Environmental Policy (May 2024)

9.1 Protecting Our Environment

Our Performance

In 2025 we achieved all our environmental targets (except the establishment of a water recycling target), which reflects the ongoing commitment to responsible mining across the organization.

In terms of environmental incidents, we had no significant environmental incidents (i.e., those with a Level 4 or above classification). We continue to investigate and track all environmental incidents to understand the root causes of events to facilitate the development of enhanced controls to avoid repeat events. In 2025, we had 48 environmental incidents (mostly Level 1 and 2 incidents; six Level 3 incidents), of which the majority relate to hazardous materials and waste management. This is a significant increase from the 2024 results (20 incidents), which reflects efforts throughout 2025 to raise awareness and strengthen reporting, recognizing that this underpins continuous improvement across the organization.

In 2026, we will continue to encourage the reporting of hazards, near misses, and lower consequence incidents, recognizing the invaluable opportunity these provide to drive improvements in environmental management.



9.2 Energy Efficiency

Why is this Important?

Changing weather patterns and extreme events are increasing risks to our operations, supply chain, and host communities, while the low-carbon transition is reshaping regulations and stakeholder expectations.

Our Approach

Our Energy Efficiency Steering Committee and cross-functional working group continue to progress the development of our Energy and Decarbonization Strategy, which will address two interrelated objectives, specifically the identification and management of climate-related risks and opportunities; and the development of a plan to de-carbonize our operations.

As previously indicated, we are committed to expanding our approach (and subsequently our disclosures) with the requirements of IFRS S2.

Our overall approach is as described for all material environmental topics (see Protecting Our Environment section).



9.2 Energy Efficiency

Our Performance

In 2025, we undertook an internal gap assessment of our practices against the TCFD recommendations (that are integrated into IFRS S1 and S2). We have developed an action plan to integrate these into our practices over the next few years. In Q4 2025 we launched the update of the climate risk assessment across our organization based on two scenarios (SSP1-2.6 and SSP3-7.0); this work will be completed in 2026 and will be disclosed as part of our Energy Efficiency Strategy once finalized.

We continue to measure and report our Scope 1 and 2 emissions; we disclose this on a disaggregated basis to allow for year-on-year comparison. In 2025, our total Scope 1 and 2 emissions (at our three operating mines) were an estimated 306,795 tCO_2e (metric tonnes of carbon dioxide equivalent), and the corresponding emissions intensity was 0.81 tCO_2e per ounce of gold produced. When combined with our total Scope 1 and 2 emissions for Kurmuk, our consolidated emissions were 329,736 tCO_2e.

As expected, our emissions profile in 2025 was influenced by the operating context in each of our jurisdictions; in Ethiopia, construction activities for our development project continued to ramp up throughout the year, and across our three operating mines, we saw an increase in the material mined (the combined volume of ore and waste rock mined), and an increase in the volume of material milled. As such, our total Scope 1 and 2 emissions increased across our operations and our development project compared to 2024, but we have seen a reduction in our operational emissions intensity.



9.2 Energy Efficiency

Sadiola

Energy Efficiency Performance

Total Energy Consumed (GJ)
2,103,481
2024: 2,055,050

Energy Intensity (GJ/oz)
10.85
2024: 10.62

Total Scope 1 & 2 Emissions (t CO_2e)
145,867
2024: 149,023

Emissions Intensity (t CO_2e/oz)
0.75
2024: 0.77

Bonikro

Energy Efficiency Performance

Total Energy Consumed (GJ)
1,072,688
2024: 985,185

Energy Intensity (GJ/oz)
10.65
2024: 11.35

Total Scope 1 & 2 Emissions (t CO_2e)
79,855
2024: 75,288

Emissions Intensity (t CO_2e/oz)
0.79
2024: 0.87

Agbaou

Energy Efficiency Performance

Total Energy Consumed (GJ)
1,098,537
2024: 932,725

Energy Intensity (GJ/oz)
12.99
2024: 11.98

Total Scope 1 & 2 Emissions (t CO_2e)
81,073
2024: 71,228

Emissions Intensity (t CO_2e/oz)
0.96
2024: 0.91

Kurmuk

Energy Efficiency Performance

Total Energy Consumed (GJ)
325,818
2024: 65,993

Energy Intensity (GJ/oz)
n/a
2024: n/a

Total Scope 1 & 2 Emissions (t CO_2e)
22,941
2024: 4,635

Emissions Intensity (t CO_2e/oz)
n/a
2024: n/a

Consolidated

Energy Efficiency Performance

Total Energy Consumed (GJ)
4,600,524
2024: 4,038,892

Energy Intensity (GJ/oz)
11.28 Producing Mines
2024: 11.09

Total Scope 1 & 2 Emissions (t CO_2e)
329,736
2024: 300,175

Emissions Intensity (t CO_2e/oz)
0.81 Producing Mines
2024: 0.83

9.3 Water Management

Why is this Important?

Water is essential to people, the environment, and the economy, and global water challenges associated with management of this shared resource are intensifying, particularly within a changing climate. Effective management of our water withdrawal, diversion, use, and discharge is necessary to maintain operational continuity and ensure the protection of shared water resources.

Our Approach

We have adopted a risk-based approach to water management that reflects the current water context at each site, while also considering the potential longer-term changes because of climate variability. None of our sites are in areas considered under High or Extremely High-water stress[1], however our sites are exposed to significant rainfall variability, both interannually and seasonally.

Our Approach cont.

As such, our approach reflects the nature of the shared resource, while ensuring water supply for our activities and maintaining safe and efficient working conditions through effective management of excess water on site (i.e., through diversions, dewatering activities, or discharges).

Because our withdrawal, use, diversion and discharge of water can affect other users, we manage these activities to protect shared water resources.

Across our sites, we have dedicated water management plans (including wet season preparation plans) and use water monitoring programmes to identify and manage potential impacts on surface and groundwater resources. At our operating mines, we track water withdrawn, used and discharged, monitor discharge quality against permitted limits.

Our overall approach is as described for all material environmental topics (see Protecting Our Environment section).

[1] World Resources Institutes Aqueduct Water Risk Atlas.



9.3 Water Management

Our Performance

Across our sites, we withdraw water from both groundwater and surface water sources – some of this water is used on site (new water or make-up water), and some of this water is managed (i.e., it is not used and is directly discharged back to the environment). At our operating mines, the make-up water comes from the following sources:







9.3 Water Management

Our Performance Cont.

In 2025, our operating mines withdrew 15,639,834 m^3 of water, of which 8,616,090 m^3 is new water and 7,023,744 m^3 is managed water. We used 17,835,505 m^3 of water (of which 9,219,416 m^3 was reused water), and discharged 7,023,744 m^3 of water to the environment.

At our mines, there is water directly discharged to the environment without being used onsite. At Agbaou and Sadiola this is the pit dewatering water, and at Bonikro this is excess water within the pit dam. All water discharges are undertaken in accordance with permits, and we monitor the quality of water that is discharged to the receiving environment to ensure compliance with permitted limits.

At all our mines we continue to address the data gaps to support the development, and future calibration, of comprehensive site water balances. Once completed, the site water balance diagrams will need to be transferred into water balance models. We are working to transition our water accounting to the Minerals Council of Australia (MCA) Water Accounting Framework (WAF), which is also easily aligned with our disclosure frameworks. This will support our efforts to promote water recycling and conservation and identify opportunities to reduce the need for make-up water.

Proactive management of erosion and sedimentation continues to be a priority across our sites. In 2025, we recorded 52 water-related grievances; the majority of which were recorded at Sadiola mine (34) related to runoff from the waste rock dump, and Agbaou mine (17), which related mainly to runoff from oxide waste dump and pit dewatering.

In 2025, there were no actual significant incidents involving water management. However, there were six incidents of low-level consequence (Level 1 and Level 2).



2025	Water withdrawn (m^3)		Water reused (m^3)	Water consumed (m^3)	Water discharged (m^3)	
	New water	Other managed water			Used water	Managed water
Sadiola	5,352,592	4,005,867	4,803,733	10,156,324	0	4,005,867
Bonikro	1,245,302	1,262,648	2,099,371	3,344,673	0	1,262,648
Agbaou	2,018,196	1,755,229	2,316,312	4,334,508	0	1,755,229
Consolidated	**8,616,090**	**7,023,744**	**9,219,416**	**17,835,505**	**0**	**7,023,744**

9.4 Tailings and Waste Management

Why is this Important?

Mining activities generate a range of different waste streams. Wastes from our mining and processing activities (waste rock and tailings) are our most significant waste streams, however we also generate smaller quantities non-mining (or general) waste each year. These wastes must be carefully managed to avoid risks to people and the environment, while minimizing post-mining rehabilitation and closure costs.

Our overall approach for managing each waste stream – tailings, waste rock, and non-mining waste is described on the following pages.

Comprise the materials left over after the valuable mineral has been extracted from the ore, such as ground rock, water, and residual chemicals used to extract gold from the ore.

Tailings

The non-economic material removed to access gold-bearing ore.

Waste rock

Includes both hazardous and non-hazardous waste streams. Our non-hazardous wastes include scrap metal, cardboard, glass, plastic, and used tires. The hazardous wastes include hydrocarbon waste, reagents, and batteries.

Non-mining waste

9.4.1 Tailings

Tailings: Our Approach

We are committed to responsible tailings management throughout the mine life, from initial design through to construction, operation and eventual decommissioning and closure.

Our approach to tailings management is in line with the Australian National Committee on Large Dams (ANCOLD) guidelines and country-specific regulatory requirements, including a transformation towards alignment with the Global Industry Standard on Tailings Management (GISTM).

Independent experts design our new TSFs, and all TSF lifts and expansions in accordance with the ANCOLD guidelines and country-specific regulatory requirements (where applicable). We ensure that construction is carried out as per design intent through independent quality assurance and control process.

Our TSFs are operated in line with a TSF Operation Maintenance and Surveillance (OMS) Manual that outlines the key actions required to safely manage our TSFs. During operation, our on-site staff carry out daily, weekly, and monthly inspections and monitoring to check the facility is operated in accordance with the design intent. The monitoring includes tailings tonnage deposited, tailings % solids, in-situ tailings dry density, freeboard, remaining capacity, rainfall, groundwater levels and quality, decant water quality, supernatant pond level, water recovery, embankment phreatic surface levels, pore pressure, and embankment movement (through survey prisms at Bonikro and Sadiola and a Geotech Monitoring Station 24 hours/7 days scan system at Agbaou). The concentration of WAD cyanide at the point of discharge is also monitored. The Engineer of Record conducts a performance review of each TSF at least once a year. The annual audit reports are reviewed by the site's General Manager and our senior management team including the Accountable Executive Officer.

An independent dam safety review (DSR) of each TSF is conducted at least every five or 10 years depending on the Consequence Classification. However, depending on the performance of the TSFs, the frequency of the DSR can be reviewed. All three TSFs had DSRs completed in 2023.

The table below provides an overview of the status of our TSFs.

Location	Facility Name	Status
Sadiola (Mali)	TSF1	Active
	TSF2	DFS and Permitting phase
Bonikro (Côte d'Ivoire)	Bonikro TSF	Active
Agbaou (Côte d'Ivoire)	Agbaou TSF	Active
Kurmuk (Ethiopia)	Kurmuk TSF	Construction phase



Governance oversight:
- Board Sustainability Committee

Management oversight:
- Responsible executives: Chairman & CEO, CSO
- Accountable executive (tailings): CSO
- Responsible Tailings Facility Engineer (RTFE)
- Independent Engineer of Record (Knight Piesold)

9.4.1 Tailings

Tailings: Our Approach Cont.

Allied have Trigger Action Response Plans in place for all three active TSFs, the objective of which is to prevent minor issues developing into emergency events. The Trigger Action Response Plans define the normal working conditions for the site, and the minimum actions required by the site when trigger alerts occur.

These trigger alerts form part of the monthly tailings management reporting from the RTFE to the Accountable Executive. Sadiola and Agbaou have a site-specific tailings facility Emergency Preparedness and Response Plan (EPRP) in place, and a scenario of tailings dam failure is included in the Bonikro mine-wide EPRP.

Tailings Facility	Bonikro	Agbaou	Sadiola – TSF1	Sadiola – TSF2	Kurmuk
Location	Ivory Coast Latitude: 6°13'57.7"N Longitude: 5° 21'41.4"W	Ivory Coast Latitude: 6° 7'19.04"N Longitude: 5°14'16.64"W	Mali Latitude: 13°51'53"N Longitude: 11°38'58"W	Mali Latitude: 13°54'19"N Longitude: 11°37'07"W	Ethiopia Latitude: 10°39'58"N Longitude: 34°26'36"E
Ownership Status	Owned and operated by Afrique Gold, an Allied Gold subsidiary	Owned and operated by AGO, an Allied Gold subsidiary	Owned and operated by SEMOS, an Allied Gold subsidiary	Owned and will be operated by SEMOS, an Allied Gold subsidiary	Owned and will be operated by KGM, an Allied Gold subsidiary
Operational Status	Active	Active	Active	Design / permitting	Construction
Construction Method	Combination of centreline, upstream, and downstream	Downstream	Upstream	Downstream	Downstream
Maximum permitted storage capacity (t)	46,700,000	36,100,000	150,500,000	137,410,000	60,000,000
Stored amount (end Dec 2025) (t)	38,492,563	31,205,150	139,321,826	—	—
Tailings produced in 2025 (t)	2,584,843	2,421,574	4,913,839	—	—
Consequence classification	GISTM: High; ANCOLD: High C	GISTM: Very High; ANCOLD: High B	GISTM: Very High; ANCOLD: High A	—	—
Date of most recent independent review	September 2023 (Dam Safety Review)	June 2023 (Dam Safety Review)	August 2023 (Dam Safety Review)	—	—
Material findings	No	No	No	—	—
Site Specific EPRP	In Progress	Yes	Yes	—	—
Significant incidents	0	0	0	—	—

9.4.1 Tailings

Tailings: Our Performance

Over the course of 2025, our operations produced 9,920,256 tonnes of tailings, compared with 9,224,773 tonnes in 2024.

In 2025, the key actions were:

- GISTM and MAC gap assessment were conducted for all TSFs.
- Trial test of dam displacement monitoring with the InSAR technology was carried out for the 3 active tailings dams.
- All active TSFs were audited by the Engineer of Record (Sadiola - May 2025; Bonikro and Agbaou – February 2026).
- Close out of 85% of the corrective actions from the 2024 Annual Audit.

Sadiola TSF1	The conceptual design of the closure plan was developed and adopted. The construction of the additional buttress is required to achieve minimum factors of safety at the ultimate elevation of the dam and closure as required by the ANCOLD guidelines is underway and is forecasted to be completed in Q4 2027.
Sadiola TSF2	The geotechnical investigations including the geophysical survey of the TSF2 area were carried out as part of the definitive feasibility study. The ESIA study was completed and submitted for validation.
Bonikro TSF	The Stage 7B construction was progressed.
Agbaou TSF	The Stage 8 construction was completed providing additional storage capacity until December 2026. A Vibrating Wire Piezometers (VWP's) including telemetry system was installed to enhance the pore pressure monitoring within the embankments. Trigger limits were set up, and alert notification will be sent to all stakeholders in the event of exceedances recorded.
Kurmuk TSF	The starter dam (Stage 1) construction was progressed.

9.4.1 Tailings

Tailings: Our Performance Cont.

In 2026, the key actions are to:

- Deploy InSAR monitoring system for all active dams to enhance wall displacement monitoring.
- Finalize the permit process and start the construction of Sadiola TSF 2.
- Appoint a Tailings Director in charge of governance, reporting and risks reporting to the Accountable Executive.
- Implement EoR quarterly performance review and meeting with the Accountable Executive for all active dams.
- Commence Bonikro TSF Stage 7C construction and Agbaou TSF Stage 9 construction.
- Update the Life of Mine study of Bonikro TSF and Agbaou TSF and initiate the construction permit process of the future lifts.
- Develop the site-specific tailings Emergency Preparedness and Response Plan for Bonikro.
- Commissioning of Kurmuk TSF Stage 1.



9.4.2 Waste Rock

Waste Rock: Our Approach

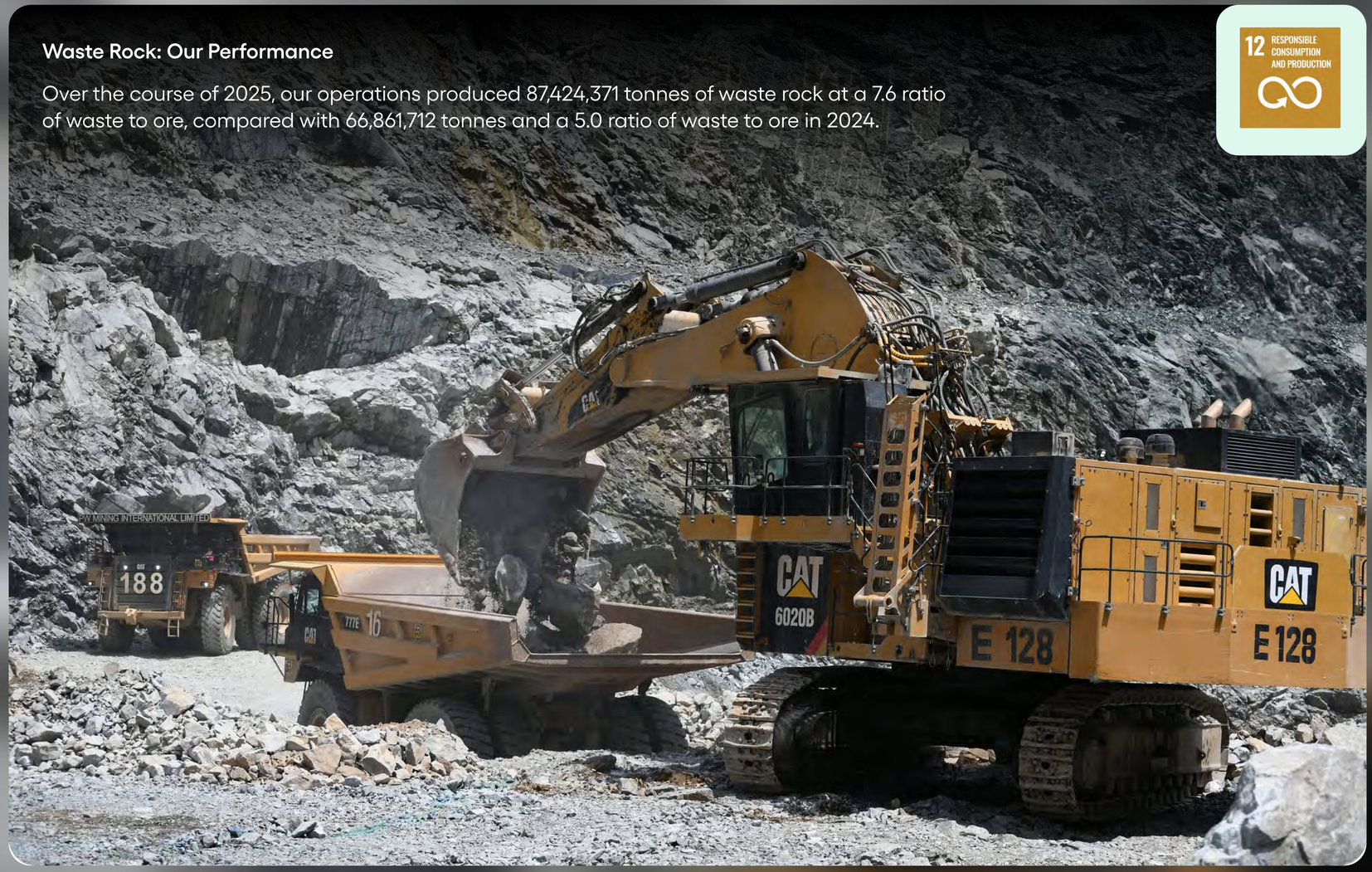
We are committed to responsibly managing the waste rock we produce across our operations to reduce risks to our people, communities, and the environment and lessen post-mining rehabilitation and closure costs.

Our practices are guided by the Environmental Performance Standard, which includes expectations for sites to design, construct and operate waste rock dumps to ensure physical stability and minimize impacts on water resources. Our focus remains on monitoring environmental media and slope stability, to facilitate detection of risks and assist early adoption of mitigation measures. Currently, our monitoring indicates no quantifiable impact from the geochemical characteristics of the waste rock at our mines. Where waste rock is not chemically hazardous, we assess possibilities to utilize it as a construction material. In doing so, we can reduce the amount of waste directed into the engineered waste rock dumps.

Our overall approach is as described for all material environmental topics (see Protecting Our Environment section).

Waste Rock: Our Performance

Over the course of 2025, our operations produced 87,424,371 tonnes of waste rock at a 7.6 ratio of waste to ore, compared with 66,861,712 tonnes and a 5.0 ratio of waste to ore in 2024.



9.4.3 Non-Mining Waste Management

Non-Mining Waste Management: Our Approach

Our sites have established waste management plans that provide the framework for managing waste in compliance with regulatory requirements. Our waste management approach emphasizes application of the mitigation hierarchy through waste minimization, recycling and reuse, ahead of safely disposing of any remaining waste.

Waste segregation is a key component of our strategy, to reduce landfill waste, reduce cross-contamination of wastes, and to enhance opportunities for recycling by waste contractors (who are normally accredited for specific waste types). The latter is also important, as the relatively remote locations of our sites means that where services exist for offsite waste treatment or disposal wastes, these wastes need to be held on site pending collection. Our sites record the volumes of waste generated and treated monthly.

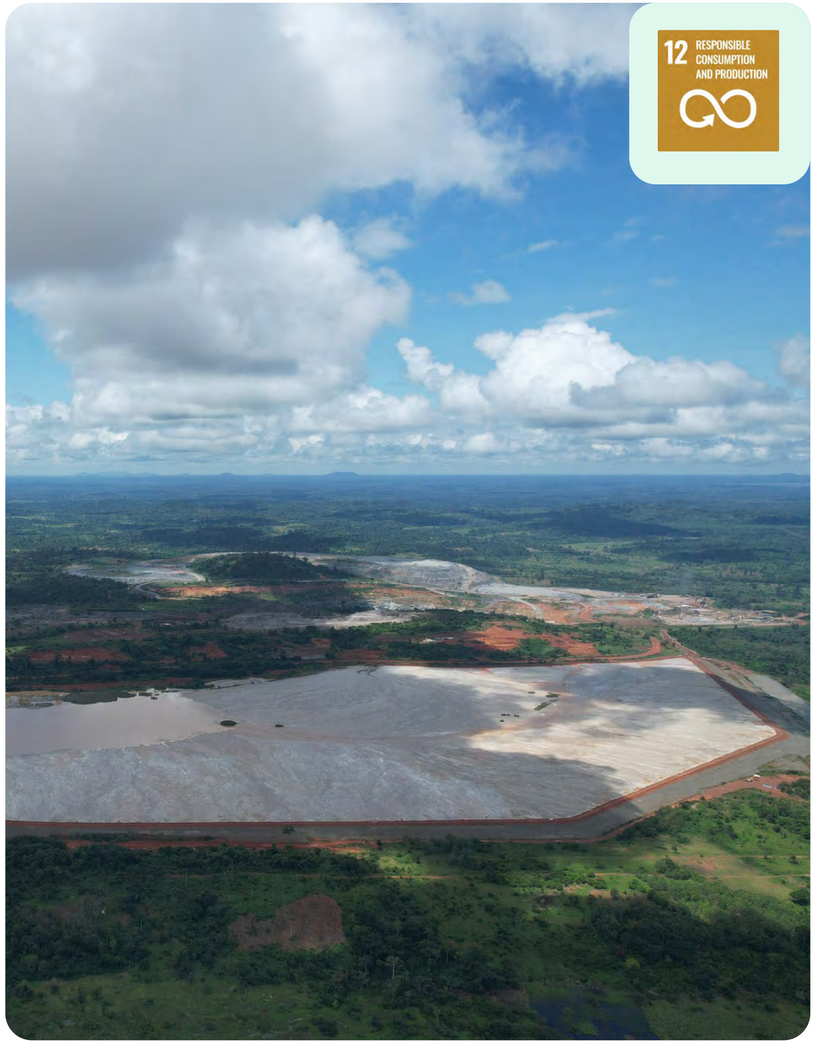
Our overall approach is as described for all material environmental topics (see Protecting Our Environment section).

Non-Mining Waste Management: Our Performance

Over the course of 2025, our operating mines produced 2,550 tonnes of non-mineral waste, which includes 658 tonnes of hazardous waste. In 2025, we continued to focus on improvements to our waste segregation, treatment, and storage practices.

At Sadiola, we decommissioned the old waste segregation facility and commissioned a new facility in our mining lease. We increased the size of this facility and added more compartments to facilitate waste segregation and safer storage before collection and treatment in external approved facility. At Sadiola, we have initiated audits of our external waste contractors to ensure that their practices meet our standards and all the legal requirements in force in Mali.

At the CDI Complex, we completed the rehabilitation of drinking water production plants across both sites to reduce the generation of plastic bottles waste (see case study), which we will continue to monitor and maintain throughout 2026. We also completed a feasibility study for a community plastic waste recycling project. This is under review for possible implementation in the course of 2026.



9.4 Tailings and Waste Management

Case Study

Côte d'Ivoire: Plastic bottles initiative

Single-use plastic water bottles have been widely used across the CDI Complex since operations commenced. The environmental issues associated with these types of single-use plastics are well understood, however action to address this required significant financial commitment to upgrade site water infrastructure to ensure additional safe and reliable drinking water sources onsite.

In 2024, the CDI Complex took this commitment and launched the initiative to combat single-use plastic bottles on site. The initiative involved the rehabilitation of two groundwater boreholes and three potable water treatment plants at Bonikro-Hire and Agbaou, and the installation of fountains across the sites. The work was completed at Bonikro-Hire in March 2025, and at Agbaou in December 2025.

The initiative was formally presented to the workforce on World Environment Day (5 June 2025), with reusable water bottles issued to the workforce. Over a six-month period during 2025, there were 198,070 refills across the Complex. The impact of this initiative is visible in the purchasing data, with a reduction in the number of single-use plastic bottles purchased.

A saving of 67,024 bottles of water (not purchased) has been observed. This corresponds to a financial saving of approximately 33,512,000 XOF (equivalent to 60,930 USD). This is also a good example of sustainability and business going together, with these improved practices also generating financial savings.

The impact of this initiative is expected to be more pronounced in 2026, and data will continue to be collected in relation to this. This will include data related to the quantity of plastic waste produced.



9.5 Hazardous Materials Management

Why is this Important?

Our activities require the ongoing use of hazardous materials, including blasting agents, hydrochloric acid, lime, cyanide, and caustic soda, and large quantities of diesel for vehicles and equipment. If not properly transported, stored, handled and used, these materials can pose serious risks to the people and the environment.



Our Approach

Given the potential risks and impacts associated with the hazardous materials, all our subsidiaries are required to implement robust site-level controls across all stages from acquisition, transport, storage, use and disposal, in accordance with the relevant legislation in each jurisdiction. In relation to cyanide management our approach is also aligned with the principles of the International Cyanide Management Code.

Each site maintains emergency response plans for hazardous materials. These plans set out procedures for spill response, stakeholder communication, mitigation and restoration measures. The emergency response teams receive specialized training in spill management and cleanup to support effective incident response.

Employees and contractors who work with hazardous materials receive awareness and training tailored to their roles. Training topics include safe handling and storage, emergency response, cyanide awareness, reagent and chemical safety, environmental care, waste management, MSDS, risk awareness and spill response.

Where required, specific materials are subject to licences, approvals and regular inspections by authorities, such as requirements for the storage and use of explosives.

Our overall approach is as described for all material environmental topics (see the Protecting Our Environment section).

Our Performance

While our approach to hazardous materials management has been long-established, we are working to establish and standardize the reporting of useful performance metrics across the Company.

We continue to look for ways to optimize our consumption of hazardous materials as part of commitment to continuous improvement, noting that this links to some of our other material topics (such as Energy Efficiency). Through our incident reporting processes, we track incidents related to hazardous materials and rate the actual and potential consequences. In 2025, there were no actual significant incidents[2] involving hazardous materials management.

[2] Under SASB, a significant incident is one that results in exceedance of regulatory/permit requirements, is reportable to authorities, or is included in our financial statements.

9.6 Biodiversity and Land Management

Why is this Important?

Biodiversity is essential to maintaining functioning ecosystems and the many associated ecosystem services (or more simply put, benefits) that our activities, and society at large, depend upon. Mining activities pose risks to biodiversity, through habitat loss, alteration, or fragmentation, the impacts of which can extend beyond the direct site footprint. Strong biodiversity management helps preserve biodiversity values, while strengthening our social licence, reducing regulatory risk (including facilitating permitting), and building stakeholder trust.

Our Approach

We operate across a variety of different ecosystems, such as the tropical East Sudanian in Ethiopia, the tropical East Guinean Forest in Côte d'Ivoire, the semi-arid West Sudanian Savanna in Mali. We tailor our approach to biodiversity management to the nature of our activities and the situational context at each site.

Our Approach Cont.

The risk profile reflects the biodiversity sensitivity of the area, surrounding land use (i.e., patterns of land use change), and the stage within the mine life.

The biodiversity value around our existing mines is generally low, largely because habitats have been degraded by agriculture and artisanal and small-scale mining activities. In contrast, our development project in Ethiopia is in an area of high biodiversity value, with critical habitats that support species of conservation concern and broader ecosystem functionality. None of our mines are close to World Heritage Areas or nationally designated protected areas. There are two classified forests (that are designated forestry areas zoned for protection and production) that overlap our Agbaou and Bonikro mining licences in Côte d'Ivoire. These forests were proclaimed after the mines had been approved and developed.

We apply the mitigation hierarchy based on a clear understanding of biodiversity values at each site and the surrounding area. For all development projects, we complete biodiversity baseline studies prior to construction to identify key biodiversity values that support the identification and evaluation of potential impacts and the integration of biodiversity considerations into project design and management controls. Where key biodiversity values are identified, we develop dedicated biodiversity management plans to manage the related risk and impacts over time. At sites with lower biodiversity value, biodiversity risk is generally managed through the site management plan and associated procedures, such as internal land-clearing processes.

We are committed to integrating biodiversity management throughout the mine life, evaluating impacts throughout regular monitoring or assessments, and integrating biodiversity considerations into the planning for progressive rehabilitation and future mine closure. A key component of our management approach is progressive rehabilitation, which has been limited in recent years (see Closure section). In 2026, we will implement a working group to support any initiatives regarding biodiversity and land management and for progressive rehabilitation in collaboration with our host communities and regional authorities.

Our overall approach is as described for all material environmental topics (see the Protecting Our Environment section).



9.6 Biodiversity and Land Management

Our Performance

In 2025, the key actions at each site were:

Sadiola

We established a plant nursery to support rehabilitation and closure activities across the site.

Côte d'Ivoire Complex

As part of the ESIA process for the development of a satellite mining operation (known as the Oumé Project), we have established our knowledge base of the site and surrounding area through biodiversity baseline studies that were completed in 2025.

We continue to preserve a forest reserve within the mining licence and have established partnerships with the Félix Houphouët-Boigny University and the nearby communities continue to support the conservation effort. We are working to obtain official classification of the Depka Forest, and throughout 2025 have continued with sensitization campaigns with key stakeholders to support this process.

We have also established a partnership with the YeS Foundation to support the reforestation of the Sangoué Forest (see case study).

Kurmuk

As specified above, our Corporate Environmental Performance Standard requires dedicated biodiversity management plan to be in place for sites with high biodiversity value. As such, in 2025, we commissioned a third party to support the development of a dedicated biodiversity management plan and monitoring program, which is scheduled to be completed in 2026.

9.6 Biodiversity and Land Management

Case Study

Partnering to support reforestation of Sangoué Forest

Côte d'Ivoire has lost approximately 90% of its natural forest cover over the past 60 years. There is a national mandate to halt and reverse this trend, with multi-stakeholder partnerships being leveraged to bring about change.

The YeS foundation is a non-governmental organization working to address this challenge by mobilizing communities, institutions and partners to support reforestation campaigns and provide education and awareness raising through a National Reforestation Caravan that was launched in 2022. Now in its 4th year, the foundation is working to reforest 1,000 hectares across the country.

In 2025, Allied Gold, with the support of Triple Flag, established a partnership with the YeS foundation and SODEFOR (the Ivoirian government forestry agency) to launch the reforestation initiative in the Sangoué Protected Forest (a forest that overlaps with our exploration licence, approximately 3 km from our operations at Bonikro mine). The initiative involved mobilizing over 350 participants to plant over 33,330 trees on 30 hectares of degraded forest. The success of the tree planting is subject to ongoing monitoring by SODEFOR and Yes Foundation, as required under the Memorandum of Understanding established for this partnership. A follow up survey of 18 hectares of the total planted area has revealed a success rate of 80%. Additional follow up is scheduled for 2026 to continue to monitor the success rate.

Alongside, a group of 20 women from Oumé working in the fields near the protected forest to support themselves have been sensitized on the importance of protecting this forest. They have received kits from the YeS Foundation containing 20 Gas cylinders for cooking and other farming tools such as machetes, hoes, etc.

This initiative demonstrates a commitment to addressing complex sustainability challenges through collaborative partnerships (SDG 17 Partnerships for the Goals), recognizing that meaningful progress towards the SDGs cannot be achieved in isolation.



9.7 Closure

Why is this Important?

Mine closure is inevitable - every mine eventually exhausts its finite resource and must close. Effective closure planning helps minimize environmental and socio-economic impacts, supports the transition to an agreed post-mining land use, and reduces financial and reputational liabilities.

Our Approach

Our approach focuses on minimizing long-term environmental and socio-economic impacts while creating stable landforms that support an agreed post-closure land use. Our Environmental Performance Standard establishes the expectations for closure activities across our sites, emphasizing integrated closure planning throughout the mine life and progressive rehabilitation during operations to reduce closure risks and capture opportunities.

All our mines and our development project have closure plans that meet host-country legal requirements and include life-of-mine closure cost estimates. We also record our Asset Retirement Obligation (ARO) coverage annually, which is independently audited before inclusion in our annual report.

From 2026, it is planned to implement on each site a technical working group to identify rehabilitation priorities and the required resources, and to investigate opportunities for training and awareness raising to support more effective planning and execution of rehabilitation and closure activities.

Our Performance





In 2025, we submitted the updated mine closure plans for Bonikro and Agbaou to the regulatory authority. In addition, the regulatory authority approved the terms of reference for the update of the Sadiola mine closure plan, with the updated plan due to be submitted in 2026.

In recent years, implementation of progressive rehabilitation has been limited while expansion plans are in development, to avoid potential sterilization of valuable resources or create inefficiencies. In 2026, we will continue to evaluate opportunities for progressive rehabilitation activities over the short term to support final closure planning and implementation.

Financial provisions for closure are mandatory, with annual updates to closure liability estimates at each of our sites. The year end 2025 consolidated ARO allocation for mine closure is $238.6 million. This number is presented in today's dollars and has not been inflated or discounted.

10.0 Empowering Our Communities

10.1 Our Approach
10.2 Community Engagement
10.3 Community Development
10.4 Local Employment and Procurement
10.5 Community Health and Safety
10.6 Land Acquisition and Resettlement
10.7 Artisanal and Small-Scale Gold Mining



10.1 Empowering Our Communities

Our Approach

Our commitment to social responsibility is reflected in our Social Responsibility Policy and implemented through our Social Performance Standard. Maintaining a social licence to operate has long been amongst the top risks across the mining sector, as such our approach is centered around our commitment to meaningful stakeholder engagement, generation of shared value, and proactive management of risks and impacts.

Our Corporate Social Performance Standard establishes the minimum group-level requirements for the implementation of a social management system and for the management of material community-related topics. In 2025 we undertook an internal audit of the status of implementation across our sites, with findings reflected in an action plan to be monitored throughout 2026.

We have extended our management approach for material social topics to increase emphasis on activities that are more proactive in nature, which is reflected in the progressive expansion of our public social targets from 2023 onwards.

We conduct ESIA processes for all our projects, in accordance with in-country environmental permitting requirements, with these aligned with international best practice, such as the International Finance Corporation Performance Standards.

A key component of the ESIA process is the establishment of pre-development conditions, that serve as a reference for the identification and management of potential risks and impacts. The required management measures are documented in an ESMP, which along with any specific permit conditions, becomes part of the compliance obligations for implementation of the project life.

Our ongoing engagement activities inform our understanding of community-related risks and impacts, and identify whether additional measures are needed to control, reduce, or prevent impacts.

This overall management approach applies across all the social topics presented below, and as such, is not duplicated in each section.

Governance oversight:
- Board Sustainability Committee

Management oversight:
- Responsible executives: Chairman & CEO, CSO
- Site management: Site Manager, Social Performance Manager, and other specific functional leads (described in relevant sections below)

Related policies and management standards:
- Social Responsibility Policy (May 2024)
- Social Performance Standard (December 2024)

10.1 Empowering Our Communities

Our Performance

As stated above, our commitment to social responsibility is reflected in our public-related targets, however unfortunately in 2025, we did not achieve these.

In terms of community incidents, we unfortunately recorded four significant community incidents (i.e., those with a Level 4 classification or above). These incidents were recorded at Sadiola, and all related to road accidents with community vehicles. Beyond these, we had eight other community incidents (mostly Level 1 and 2 incidents). We continue to investigate and track all incidents to understand the root causes of events to facilitate the development of enhanced controls to avoid repeat events.

We also had public targets related to socio-economic baselines and social development plans across our sites. While meaningful progress was made with respect to both targets, these were not completed across all our sites.



10.2 Community Engagement

Why is this Important?

Mining activities are inextricably linked with host communities; they can generate shared value through employment, procurement, and community development, while also creating pressures on the host community infrastructure and services and surrounding natural resources. Responsible management of these impacts is essential to maintaining the social licence to operate, while considering the finite life span of our sites, to ensure short-term gains are not prioritized over long-term community wellbeing.

Managing these impacts requires strong relationships that are built over time through consistent presence, active listening and timely response to concerns. Effective stakeholder engagement helps us identify and address issues early, reduce operational and reputation risk, and avoid social conflict, project delays, and legal challenges. It also supports positive community outcomes, by involving stakeholders in programs that respond to community needs.

Our Approach



We work to gain and maintain a ‘social licence to operate’ by building constructive relationships with our stakeholders. Our mines and development projects have Stakeholder Engagement Plans based on the identification and analysis of stakeholders potentially affected by our activities and those that can influence our activities. Our engagement approach is underpinned by three key principles: interactivity (i.e., engagement is not one-way dissemination of information), cultural sensitivity and transparency. The nature of our engagement activities varies across sites, depending on the scale and complexity of our activities.

We maintain accessible community grievance mechanisms, aligned with the IFC Performance Standards and the UNGPs on Business and Human Rights. These provide a transparent mechanism for complaints to be raised, assessed and addressed in a consistent and transparent manner. Grievances are regularly reviewed to identify year-on-year trends, detect emerging issues, and guide proactive management interventions where necessary.

Our overall approach is as described for all material social topics (see Empowering Our Communities section).

10.2 Community Engagement

Our Performance

Stakeholder dynamics can shift, with changing demographics, power dynamics and sentiments, as such our stakeholder engagement plans and associated stakeholder maps are regularly reviewed and updated, with this undertaken across all sites in 2025. This enables us to adapt our engagement strategies to reflect changes in the operational context, both with respect to the stakeholder dynamics and our activities.

During 2025, a variety of stakeholder engagement methods were used, depending on the context. Across the organization, we conducted more than 400 engagement activities. As expected, engagement activities vary between our sites based on current and planned activities; for example, at Kurmuk there was an ongoing land acquisition and resettlement process, and at the Côte d'Ivoire Complex there were organizational changes.

In 2025, we received 161 grievances (along with 85 grievances unresolved from previous years), and we resolved 148 of them. Some grievances are more complex and take longer to resolve; these are escalated, with additional support provided in the process for grievance resolution. Most grievances related to land acquisition and resettlement, impacts on water resources, vibrations and property damage.

Community Engagement –
Our Performance (stakeholder engagement: grievances)

	Open Grievances (1 January 2025)	Grievances Received in 2025	Grievances Resolved in 2025	Open Grievances (31 December 2025)
Sadiola	44	59	44	59
Bonikro	20	31	39	12
Agbaou	14	38	33	19
Kurmuk	0	0	0	0
Projects	7	25	26	6
Exploration	0	8	6	2
Consolidated	**85**	**161**	**148**	**98**

Community Engagement –
Our Performance (stakeholder engagement: grievances)

	Formal Engagement Activities	Community Engagement Activities	Total
Sadiola	15	94	109
Bonikro	38	71	109
Agbaou	12	49	61
Kurmuk	0	0	0
Projects	44	26	70
Exploration	7	51	58
Consolidated	**116**	**291**	**407**

10.2 Community Engagement

Our Performance (Stakeholder Engagement: Grievances)



Sadiola

- 2% Local employment
- 14% Road quality
- 58% Water resources
- 3% Air quality & noise
- 22% Vibrations
- 2% Other



Bonikro

- 39% Land access & resettlement
- 13% Local employment
- 3% Workforce behaviour
- 32% Property damage
- 3% Water resources
- 3% Air quality & noise
- 3% Vibrations
- 3% Other



Agbaou

- 45% Land access & resettlement
- 5% Workforce behaviour
- 3% Property damage
- 45% Water resources
- 3% Vibrations



Projects

- 44% Land access & resettlement
- 4% Local employment
- 16% Local procurement
- 8% Workforce behaviour
- 24% Property damage
- 4% Other



Exploration

- 13% Land access & resettlement
- 50% Workforce behaviour
- 13% Road quality
- 25% Property damage



Consolidated

- 25% Land access & resettlement
- 4% Local employment
- 2% Local procurement
- 6% Workforce behaviour
- 6% Road quality
- 12% Property damage
- 32% Water resources
- 3% Air quality & noise
- 9% Vibrations
- 2% Other

10.3 Community Development

Why is this Important?

Our sites make significant contributions to our host countries through taxes, royalties, capital and operating expenditure, job creation, and investment in community development initiatives (see Economic Contributions section). When managed effectively, these contributions can significantly improve social wellbeing in our host communities. This value creation helps strengthen our social licence to operate and manage social risk. However, because all mines have a finite life, careful planning is needed to create lasting benefits beyond closure, avoid creation of community dependencies on the mine and reduce social risks at the end of the mine life.

Our Approach

Our Mining Development Agreements (also known as Mining Conventions or Establishment Conventions) formalize our economic contributions and govern our relationship with each country. They also establish the requirements for our mandatory contributions to community development funds. These mandatory contributions are managed through Community Development Plans, updated every two to three years. Funding decisions are typically approved by local development committees made up of local administrators and community representatives, helping to ensure community ownership over how funds are used. Alongside this, we make voluntary investments that extend our support beyond these obligations.



Our Corporate Social Performance Standard specifies the minimum expectations for managing community development activities. Given the scale of mandatory investment, the focus is on active engagement with stakeholders to help maximize the impact of mandatory contributions, while strategically directing our voluntary investments to complement these efforts and address local development priorities.

Alongside this, our sites are expected to establish and regularly update the socio-economic baseline, to support the identification of community development priorities and subsequently facilitate measurement of the impact of developed projects on our communities. The intention is for this baseline to be used to support decisions related to community development initiatives - both initiatives supported via mandatory and discretionary funds. Through this integrated approach, we aim to create lasting socio-economic benefits that are sustainable and continue to support host communities beyond the life of the mine.

Our overall approach is as described for all material social performance topics (see Empowering Our Communities section).

10.3 Community Development

Our Performance

In 2025, we undertook community socio-economic surveys across our sites, to update our understanding of the socio-economic reality of our communities. This was completed at two sites, with the work at the Côte d'Ivoire Complex due to be completed in 2026.

In 2025, our combined mandatory and voluntary investment in community development across our sites totaled USD 9 million, calculated on an accrual basis. As shown in the charts, our discretionary investments have been used to support a range of initiatives including social infrastructure and services, road infrastructure, and income-generating activities. Examples from each site are summarized are summarized
in this section.

10.3 Community Development

Our Performance

Côte d'Ivoire Complex

We have continued our long-term support of several alternative income-generating projects, including low-land rice cultivation, rubber farming, and oil palm cultivation (some of these initiatives have been disclosed in previous Sustainability Reports). The oil palm cultivation programme has been in place at Bonikro and Agbaou for several years and covers approximately 150 hectares. In 2025, we provided further support for local farmers through the distribution of oil palm seedlings. The palms are expected to reach maturity within five years and produce an average yield of 1,500 kg per hectare, generating an estimated annual income of approximately US$1,200 per hectare for participating farmers. The project is designed to diversify household livelihoods, strengthen long-term income generation, and support local economic development.

We partnered with the Municipality of Hiré to improve urban waste management in the surrounding area. We donated a 14 m^3 waste collection truck valued at approximately US$80,000, along with four large waste containers valued at approximately US$42,000. The initiative created employment opportunities with two operators recruited and trained to provide the waste collection service. As a result, waste collection frequency increased from once to twice per week, significantly improving the cleanliness and overall environmental conditions of the town.



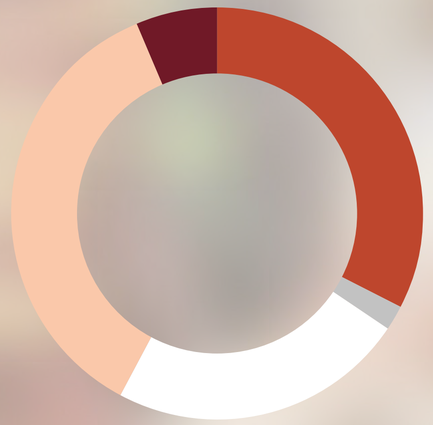
10.3 Community Development

Our Performance

Côte d'Ivoire Complex

Agbaou

% distribution of discretionary investments



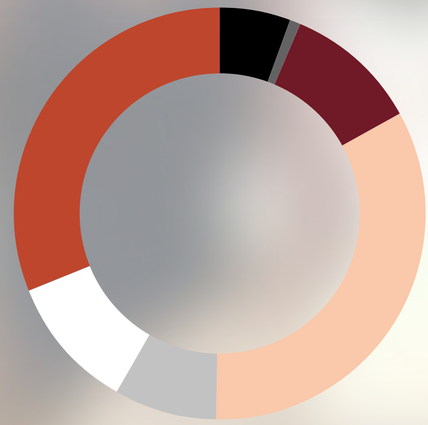
- 36.0% Economic development
- 32.6% Education
- 23.3% Road maintenance
- 6.2% Other
- 1.9% Access to water

Agbaou: Benefit creation (USD)

1,458,032	197,377	1,655,409
Mandatory Investments	Discretionary Investments	Total

Bonikro

% distribution of discretionary investments



- 33.2% Environment
- 30.8% Other
- 10.7% Economic development
- 10.3% Energy
- 8.0% Road maintenance
- 5.6% Education
- 1.0% Access to water
- 0.2% Health
- 0.2% Socio-cultural activities

Bonikro: Benefit creation (USD)

1,911,082	557,917	2,468,999
Mandatory Investments	Discretionary Investments	Total

10.3 Community Development

Our Performance

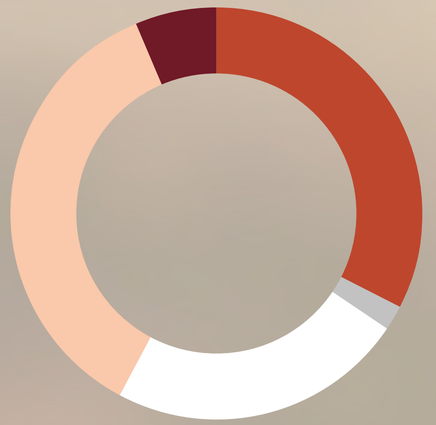
Sadiola

In 2025, a significant proportion of discretionary investment was used to support the upgrading and development of roads to remote communities around the Korali-Sud operations. The Company upgraded 8 km of road between Sadiola and Satifara, constructed 5 km and 9 km of laterite roads linking Kantela to the RN21 highway and Koropoto to Kobocotossou, respectively, and completed a 5.6 km diversion of the Korali South community road.

These investments have enhanced access to markets, schools, and healthcare services, reduced travel times and transportation costs, strengthened connections between previously isolated communities, and improved environmental resilience through erosion control, durable drainage and bridge infrastructure, and reduced dust emissions along treated roads.

Sadiola

% distribution of discretionary investments



- **51.1%** Road maintenance
- **14.3%** Socio-cultural activities
- **10.4%** Education
- **10.3%** Access to water
- **9%** Other
- **2.7%** Economic development
- **1.4%** Energy
- **0.6%** Health
- **0.0%** Environment

Sadiola: Benefit creation (USD)

2,637,929	1,517,269	4,155,198
Mandatory Investments	Discretionary Investments	Total

10.3 Community Development

Our Performance

Kurmuk

The Kurmuk Project is still under construction, as such we only make voluntary investments in community development. In 2025, we supported the development of community access roads (see case study).

Kurmuk

% distribution of discretionary investments



Kurmuk Project: Benefit creation (USD)

0	725,039	725,039
Mandatory Investments	Discretionary Investments	Total

10.3 Community Development

Case Study

Kurmuk: Community access road construction

The Kurmuk Woreda is in a rural location and beyond the main highway, very few access roads and tracks facilitate all-weather access. Through the ongoing community engagement programme, it was identified that three kebeles lacked dependable road connectivity, limiting access to key social infrastructure and services for approximately 7,000 people. This posed a serious socio-economic challenge, particularly during the wet season when the existing access track was impassable.

In 2025, Kurmuk Gold Mine committed resources to upgrade a series of existing tracks to all-weather access roads (total distance of 9.05 km), linking remote areas of the kebeles to the main highway and other key sites within the woreda. The upgrades included drainage infrastructure and culverts to ensure durability and reduce flood-related damage during the wet season.

By addressing a long-standing infrastructure gap, the initiative has not only improved physical connectivity but also unlocked broader social and economic benefits.





10.3 Community Development

Case Study

Côte d'Ivoire Complex:
Strengthening local employability through mining skills development

Creating shared, long-term value begins with investing in people. In 2025, the Côte d'Ivoire Complex launched a Mining Training Programme to bridge the gap between community expectations for employment and the technical industry skills required. The initiative is designed to increase local employability, strengthen community participation in the mining value chain, and support the long-term social sustainability of our operations. In 2025, the programme was delivered to 151 young people from our host communities.

To provide market-relevant training, we partnered with local SMEs and our mining contractors (including Mota Engil and JTH). In collaboration with our mining contractors, training was provided in heavy equipment operation, industrial mechanics, automotive electrical systems, welding, and tire maintenance. This was complemented by driver's licence training and a certification programme delivered by an approved driving school (Bamba driving school), with 100 driver's licences subsequently issued.

As part of this programme, we specifically aimed for enhanced participation of women, to support a commitment to progress towards a more inclusive mining workforce. Of the programme participants, 19% are women, which in the context of our operational workforce profile (10% women) is a significant improvement.

Beyond enhancing employability, the initiative has strengthened relationships with host communities by addressing local employment expectations through practical skills development. By investing in local human capital, the programme will contribute to improved livelihoods, support a more skilled local workforce, and reinforce the long-term social licence to operate.

Throughout 2026 we will track the employment status of these young people.







10.4 Local Employment and Procurement

Why is this Important?

Local employment and procurement are central to our approach to creating shared value with our host countries and communities. By prioritizing local workers and businesses, we help stimulate economic growth, build local capacity, improve community wellbeing, and strengthen the trust and partnerships that support our social licence to operate. These priorities are interconnected. As local people gain employment, skills develop and incomes rise. As local businesses become part of our supply chains, they grow in capability and scale, creating further demand for goods and services and supporting additional job creation beyond our operations.

Our Approach

Our Corporate Social Performance Standard specifies the minimum expectations for promoting and enhancing local content, which includes definition of a local content plan. These are intended to be cross functional plans, given the commitment to local content concerns all departments.

Currently our sites have elements of the required local content plan in place through site-based procedures and established practices that encourage and promote the hiring of local candidates, including the provision of skills-based training to enhance the employability of people from our local communities. We also support apprenticeships, internships, and educational initiatives to strengthen technical capabilities amongst our host communities. Our approach to national procurement is well developed (as reflected in our performance data), with work ongoing to develop an approach to enhance options for increased regional procurement.

Our overall approach is as described for all material social performance topics (see Empowering Our Communities section).



10.4 Local Employment and Procurement

Our Performance

We continue to maintain high national employment and procurement rates, and we are implementing local employment and procurement practices to enhance the direct and indirect benefits to our communities. At the end of 2025, our workforce (employees and contractors) comprised 10,631 people, of which 91% are from our host countries and 29% are from our local communities. In addition, there were 363 people who received daily labour or short-term contract work throughout 2025, for an average duration of 22 days each.

We have been working to understand the distribution of economic value through our payments to suppliers. As indicated in the Economic Contributions section, of the suppliers to our operating mines, approximately 11% are regional suppliers, accounting for approximately 1.4% of the spend. We are continuing to progress initiatives to enhance regional procurement. At Sadiola, we drafted our local content plan to increase sourcing of goods and services from the country, with works ongoing to establish the same at our Côte d'Ivoire Complex in 2026.



10.4 Local Employment and Procurement

Case Study

Kurmuk: Building local skills while protecting critical infrastructure





Mining projects have a significant opportunity to enhance the in-country value creation through the indirect and induced job opportunities associated with the infusion of capital and corresponding demand for goods and services. In our context, prioritizing local procurement has required a commitment to implementing initiatives that support the growth and development of regional suppliers, to build supply capacity.

In late 2025, Allied identified a need for cladding work to protect the slopes around the emulsion storage area. To provide local procurement opportunities, Allied took the strategic decision to separate this scope from the existing major contractors, and instead awarded the scope to a regional construction contractor.

Over a three-month period, approximately 40 local workers were recruited, trained and employed to construct approximately 1,000m^2 of stone masonry cladding. Prior to commencing work, all participants completed the site safety induction, medical fitness assessments and received practical training in masonry construction, enabling them to perform the work safely and to industry standards. The project was completed with zero safety incidents.

The initiative has demonstrated that a strong commitment to local procurement can deliver both operational and community benefits, creating meaningful opportunities for local enterprises and development of local skills, the value of which will compound over time creating more stable and diversified local economies.

10.5 Community Health and Safety

Why is this Important?

We are committed to protecting and improving the health, safety, and wellbeing of our host communities. Mining can generate important social and economic benefits, but it can also affect community health and safety, directly and indirectly. Potential risks include traffic-related impacts, unauthorized access to mine-related infrastructure, environmental change, and population influx. Through robust risk management and ongoing stakeholder engagement, we work to prevent, reduce, and manage these impacts while contributing to positive community health outcomes through our investment programmes.

Our Approach



Community health and safety is a cross-cutting theme that intersects with several of our material topics. Our potential community health and safety risks and impacts are identified through a variety of methods, including our site risk assessments, impact assessments for new projects or expansion projects, ongoing engagement activities, and grievance mechanisms. These risks are generally managed through a series of site-based plans and procedures, depending on the source of the risk; for example, occupational health and safety, traffic management, water management etc.

We evaluate the effectiveness of our community health and safety approach through the outcomes it delivers for our host communities. As referenced in the Community Development section, our sites are expected to establish and regularly update the socio-economic baseline (which includes health related infrastructure and services and disease prevalence), to inform the prioritization of community development initiatives and support the development of well-being indicators from which the impact of our activities can be measured.

Ongoing risk assessments, regular environmental monitoring, and reviews and audits are used to confirm whether the impacts are as expected, or whether additional measures are needed to control, reduce, or prevent impacts. This combined with the evaluation of any community-related incidents is used as the feedback mechanism for proactive management of community health and safety.

Our overall approach is as described for all material social performance topics (see Empowering Our Communities section).

10.5 Community Health and Safety

Our Performance

As mentioned in the Community Development section, in 2025, we undertook community socio-economic surveys across our sites, which include health aspects, to update our understanding of the socio-economic reality of our communities. This was completed at two sites, with the work at the Côte d'Ivoire Complex due to be completed in 2026. This will support the identification community development priorities and subsequently facilitate measurement of the impact of developed projects on our communities.

Traffic-related Accidents

A key focus area remains traffic-related accidents on the public road network, as unfortunately in 2025, all four significant community incidents (i.e., those with a Level 4 classification or above) related to offsite road accidents with community vehicles at Sadiola. Targeted driving awareness and road safety campaigns were implemented to address these incidents, and these will continue during 2026.

Malaria

In terms of community health, our focus continues to be implementation of our malaria control strategy across the organization (see Case Study). Most of our workforce live in the local communities, as such initiatives targeted at our workforce also contribute to reduced malaria incidence within the communities. Alongside this, work is underway to extend our vector control initiatives to the wider communities.

At Sadiola and Korali-Sud, indoor residual spraying was conducted across all households in the 13 communities surrounding the mining operations as part of comprehensive malaria prevention initiatives.

In addition, seasonal malaria chemoprevention was provided to approximately 40,000 people to help reduce the incidence of malaria among vulnerable populations.

Awareness and Vaccination Campaigns

Provided substantial support to government-led vaccination campaigns, contributing to the immunization of more than 8,000 people against measles and rubella and more than 10,000 children against polio. At CDI, annual community health initiatives focus on raising awareness of breast cancer and providing screening services to promote early detection and improve health outcomes for women in host communities.

We also continue to support vaccination campaigns, and other awareness campaigns related to STDs, breast cancers, and other diseases.

10.6 Land Acquisition and Resettlement

Why is this Important?

Our exploration and mining activities are located where mineral resources occur, and in some instances, access to land may require physical or economic resettlement. Resettlement processes are inherently complex, encompassing cultural, social and economic aspects and potential impacts. Effective participation of affected people is essential to achieving positive outcomes, and if not well managed, can risk operational continuity and our social licence. Resettlement is a material issue at all our sites, with either recently completed or ongoing resettlement projects with the potential to affect people's access to land and livelihoods.

Our Approach

Our Social Responsibility Policy and Social Performance Standard outline our commitment to avoid or minimize resettlement-related impacts by applying the mitigation hierarchy, prioritizing the avoidance of resettlement wherever feasible, and reducing unavoidable impacts through careful planning and stakeholder engagement.

Where land acquisition or resettlement is necessary, we implement processes that are aligned with the principles of the IFC Performance Standard 5 on Land Acquisition and Involuntary Resettlement, as stipulated in our Social Performance Standard. Our approach is designed to protect the rights and livelihoods of affected people while promoting fair, transparent, and equitable outcomes.



Our Performance

In 2025, we had an ongoing land acquisition and resettlement project associated with the development of the Kurmuk Project. This required economic resettlement of people from 167 ha of land, affecting 51 landowners and users. A joint committee was established to support the implementation of the resettlement process, with the asset inventory completed in late 2024. The livelihood restoration plan, which includes the entitlement framework, was developed in 2025. The valuation of assets was also completed, and discussions with the authorities and the affected people are ongoing to review the costs and encourage in-kind compensation. These discussions are expected to be concluded in 2026.

10.7 Artisanal and Small-Scale Gold Mining

Why is this Important?

Artisanal and small-scale gold mining (ASGM) has long been a feature of the mining sector, and the operating context continues to evolve. ASGM is an important source of livelihoods in the regions where we operate. ASGM activities within and around our mining licences require careful management to address potential operational, environmental, safety, and social risks. We work with governments, communities, and other stakeholders to promote responsible practices, minimize conflict, and support sustainable livelihood opportunities alongside our mining operations.

Our Approach



Recognizing the complexity of ASGM, we have established cross-functional ASGM Committees at each site, that meet regularly to guide and track the implementation of strategic actions and assess evolving and emerging issues. Through these forums, we work to manage operational, community, environmental, and security risks while supporting constructive engagement with ASGM stakeholders and promoting responsible coexistence where appropriate.

We continue to focus our efforts on these five pillars:

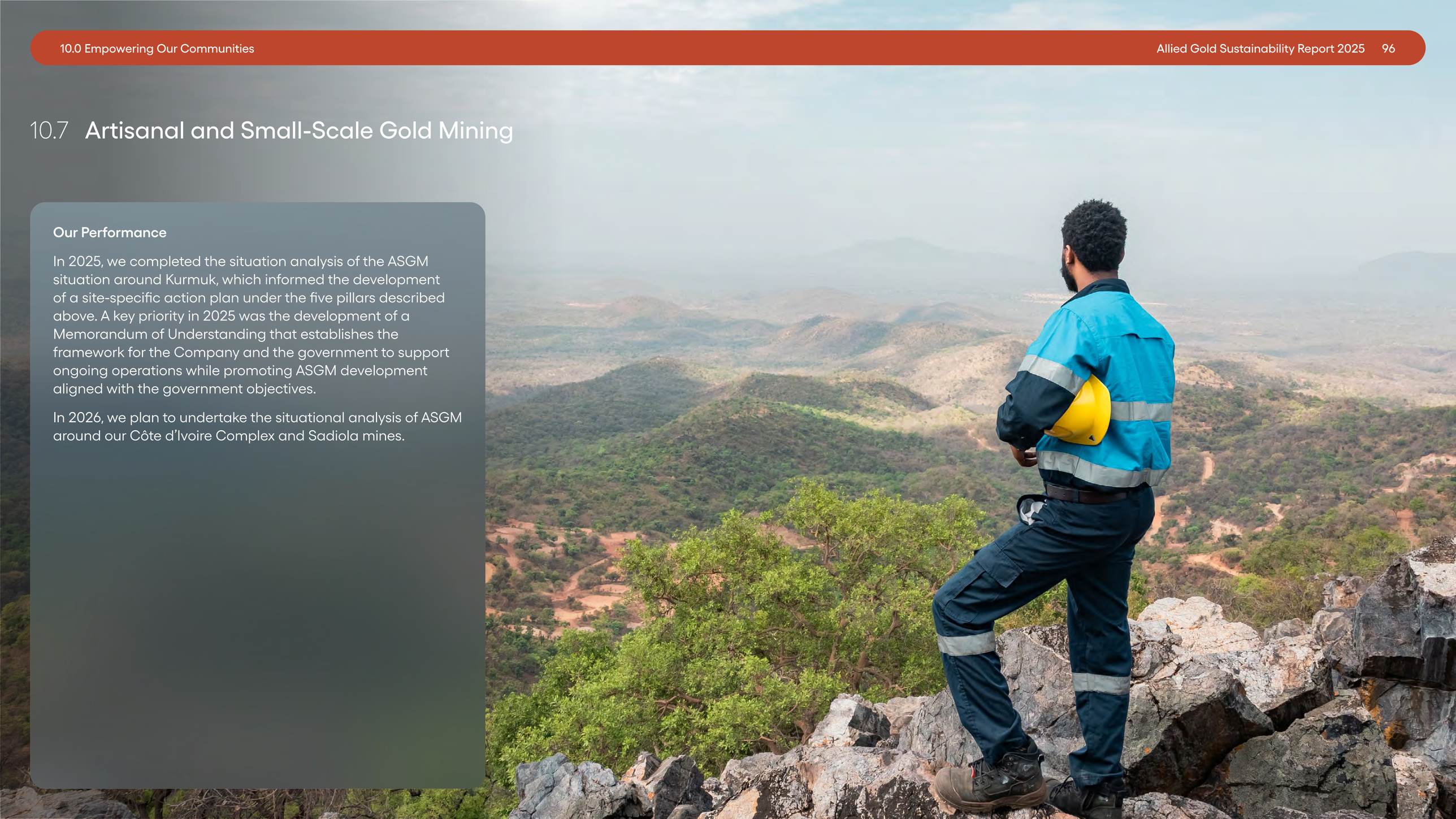
- **Assessment and Monitoring:** Maintain up-to-date understanding of the situational context in terms of the regulatory context, nature of ASGM activities in the area, ASGM risks to the Company (including specific locations), and the current private and public security activities with respect to ASGM.
- **Stakeholder Engagement:** Enhance the ASGM stakeholder mapping to develop targeted engagement programmes that facilitate dialogue on possible mutually beneficial initiatives in relation to managing ASGM.
- **Community Development:** Support programmes that encourage more diversified livelihood activities through ongoing community development planning.
- **Formalization:** Identify appropriate mechanisms to support ASGM formalization, where appropriate.
- **Security:** Maintain appropriate security measures to protect our people and assets, while ensuring the security providers respect and protect human rights of ASGM.

10.7 Artisanal and Small-Scale Gold Mining

Our Performance

In 2025, we completed the situation analysis of the ASGM situation around Kurmuk, which informed the development of a site-specific action plan under the five pillars described above. A key priority in 2025 was the development of a Memorandum of Understanding that establishes the framework for the Company and the government to support ongoing operations while promoting ASGM development aligned with the government objectives.

In 2026, we plan to undertake the situational analysis of ASGM around our Côte d'Ivoire Complex and Sadiola mines.



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