

May 22, 2025

Report on Fighting Against Forced Labour and Child Labour in Supply Chains

For the Financial Year Ended December 31, 2024

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1. Introduction

The following is an Fighting Against Forced Labour and Child Labour in Supply Chains Report (“Report”) prepared by Galiano Gold Inc. (“Galiano” or the “Company”) in accordance with Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (S.C. 2023) (“the Act”).

Except as otherwise noted, this Report discloses the steps that Galiano has taken during the previous financial year to identify, assess, prevent, and reduce risks in respect to forced or child labour (also referred to as “Modern Slavery”) in any step of the production of its products. Galiano is not subject to supply chain reporting requirements in any other jurisdiction.

2. Structure, activities and supply chains

Organizational Structure

Galiano is a publicly traded, precious metals mining company listed on the Toronto Stock Exchange (TSE) and the NYSE American under the symbol GAU with its corporate headquarters located in Vancouver, Canada. Galiano owns and operates the Asanko Gold Mine (“AGM”), a large-scale mining complex comprising multiple deposits in Ghana’s Ashanti Region, West Africa. From 2018 until March 4, 2024, the AGM was operated as a joint venture with Gold Fields Limited. On March 4, 2024, Galiano acquired Gold Fields’ 45% interest in the AGM, becoming the sole owner. For completeness, this Report covers Galiano’s management and operation of the AGM during the 2024 reporting period, even though Galiano did not have full ownership or control of the mine for that entire period.

Activities

The Act requires Galiano to report on our activities in relation to the production, sale, distribution of goods, both in and outside of Canada, and the importation of goods into Canada. This information is set out below. For a detailed description of Galiano’s business activities, please refer to our most recent [Annual Information Form](#).

The AGM produces gold, the sale of which has formed the Company’s revenue since commercial production began in 2016. In 2024, the AGM produced 115,115 ounces of gold, bringing total production since inception to approximately 1.66M ounces. As of December 31, 2024, the Company and the AGM combined had a total workforce of approximately 2,875, with 2,855 employees and contractors based in Ghana, and 20 in Canada.

Supply Chain

Only a small portion of Galiano’s total procurement expenditure comes from the corporate office in Canada, primarily covering administrative supplies and services that support the AGM and the executive management team. The majority of procurement is managed through the AGM Supply Chain department. The Procurement Head of Department (HOD) reports to the Manager, Finance and Administration, who in turn reports to the General Manager; the General Manager reports to the EVP, and Chief Operating Officer at Galiano’s corporate office in Canada.

Galiano procures a wide range of goods and services, including mobile equipment, machinery, fuel and lubricants, explosives, and other inputs essential for large-scale mining and refining operations. Most direct suppliers are based near the operation in Ghana. However, certain specialized items—such as

sodium cyanide, process plant equipment replacement parts, SAG mill liners, grinding media, and specialized services or inspections—must be sourced internationally.

In 2024, the AGM worked with a total of 460 suppliers, 78% (360) of which were Ghanaian contractors and 22% (100) international suppliers. Approximately \$183.9 million (88%) of total procurement spend was sourced locally within Ghana, while the remaining \$25.9 million (12%) came from international providers.

For a detailed overview of Galiano's supply chain and procurement practices during the reporting period, please refer to our most recent 2024 [Sustainability Report](#).

3. Policies and due diligence processes

Follow-up audits of the organization's performance are conducted by management and separately by independent, external subject matter consultants. Our due diligence processes involve embedding responsible business conduct into our governance structure, policies, and due diligence processes.

Governance

Galiano's Board of Directors is responsible for the oversight of the Company's enterprise-wide risk management, which includes risks relating to human rights. Each Board committee is responsible for subject-specific oversight as prescribed in each Board committee mandate. More specifically, the accountability for monitoring and reviewing sustainability risks and associated prevention and mitigation measures including human rights and the potential for forced labour and child labour is within the mandate of the Sustainability Committee.

Galiano's Chief Executive Officer has responsibility for enterprise-wide risk management, that includes Modern Slavery Risks. The SVP External Relations & Sustainability has been delegated responsibility for the assessment, design, and implementation of the Galiano's Sustainability Strategy and program, which includes managing, monitoring, and reporting on human rights risk assessments, due diligence, and ongoing performance in our business activities and supply chain, including the prevention/elimination of forced labour and child labour.

Procurement is managed at the AGM through the Logistics & Procurement Unit (the "Unit") of the Supply Chain Department, which is responsible for sourcing and contracting all goods and services. Contractors that are providing goods and services are required to adhere to the AGM policies and procedures. The AGM periodically reviews contractor compliance with such policies and procedures. All contractors execute documents stating their agreement compliance with applicable laws, ethical codes, rules and regulations pertaining to the jurisdiction of operations. In addition, contractors must adhere to the AGM policies and procedures relating to labour standards, health & safety, human rights, discrimination, conflict of interest, whistleblowing processes, anti-corruption & anti-bribery, and the environment.

Policies

Our [Code of Business Conduct and Ethics](#) (Code) establishes a framework of guiding principles that applies to all employees, contract workers, officers, directors, and suppliers. The Code encompasses all essential aspects of our work, including the requirement of a respectful workplace, equal opportunity for our workforce to achieve their full potential, and the prevention of discrimination,

bullying, harassment, or conflicts of interest, and captures the protection of health, safety, and the environment.

Our [Human Rights Policy](#) describes our responsibility to avoid causing or contributing to adverse human rights impacts through our business activities in our workplace or in our local communities.

These Galiano Gold policies have been mandated to be utilized at the AGM under the Company's operatorship. These policies together with the AGM Supplier Code establish expectations for standards of conduct that the AGM requires from its suppliers so that they have clarity regarding the ethical and responsible conduct of their business activities. Suppliers must also demonstrate that they have the organizational capacity to adhere to these commitments, measures for the control of risk, and any relevant accreditations.

The AGM also has a Tender Procedure for Contracts to establish principles of fairness and transparency and to enable the AGM to select suppliers that share the AGM's values and have acceptable performance and compliance standards regarding respect for labour, health and safety, protection of the environment, and respect for social/human rights.

Policies and practices relating to the elimination of forced and child labour include:

- [Galiano Gold Human Rights Policy](#)
- [Galiano Gold Sustainability Policy](#)
- [Galiano Gold Code of Conduct and Ethics](#)
- [Galiano Gold Whistleblower Policy](#)
- AGM Supplier Code of Conduct
- AGM Tender Procedure for Contracts
- AGM Procurement Contracts
- AGM Community Complaint & Grievance Management Procedure

We align our business practices, policies, and procedures, including those at the AGM, with internationally recognized human rights standards including:

- Universal Declaration of Human Rights
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social, and Cultural Rights
- International Labour Organization Declaration on Fundamental Principles and Rights at Work
- United Nations Guiding Principles on Business and Human Rights
- OECD Due Diligence Guidance for Responsible Business Conduct

Due diligence processes

Galiano has developed and implemented a Human Rights Due Diligence (HRDD) process to identify and assess salient human rights impacts and to prevent and manage potential adverse risks and impacts. Our due diligence processes and practices include, but are not limited to:

- Conducting independent HRDD in our operations, supply chains, business relationships, and potential new projects or acquisitions
- Carrying out independent and external human rights assessments and audits
- Embedding responsible business conduct into policies and management systems
- Integrating risks of forced labour and child labour into enterprise-wide risk assessment and management processes
- Maintaining accessible complaint and grievance mechanisms and providing remedies
- Including anti-forced and anti-child labour clauses in contracting documentation
- Monitoring suppliers and regularly updating assessment criteria
- Providing employees and contractors with human rights training, including education and awareness on forced and child labour
- Tracking and communicating progress and findings through our sustainability reporting and public disclosures
- Conducting targeted spot checks on high-risk areas and suppliers with critical service contracts

Since 2020, Galiano has conducted independent Human Rights Impact Assessments (HRIAs) to strengthen human rights performance at the AGM in Ghana. The 2024 HRIA update, led by an independent specialist, included consultations with over 200 stakeholders, a site visit, and engagement with suppliers in Kumasi and Accra. It confirmed the strength of our human rights strategy and highlighted priorities such as further enhancing contractor due diligence, which are now part of our 2025 sustainability targets.

4. Potential forced labour and child labour risk

Galiano works diligently to reduce exposure to material risks involved in the achievement of our business objectives by employing a systematic approach to identify, assess, mitigate, review, and manage these risks, including the potential for forced or child labour. The AGM's employment and vendor contracts require signed service provider acknowledgment and consent that they do not use forced or compulsory labour.

The AGM considers the risk for child labour as low, being fully compliant with robust Ghanaian Labour and Mining laws and adhering to strict proof-of-age requirements when hiring employees and contractors, preventing anyone under the legal industrial working age of 18 from obtaining employment at the site.

It is recognized, however, that child labour is a country risk in Ghana and may exist in Tier 2 or 3 supply chain providers.

5. Remediation measures and remediation of loss of income

Galiano has established policies and processes to set expectations regarding remediation and ensure that complaints or concerns relating to forced labour and/ or child labour are heard and adequately

addressed. Our commitments regarding remediation are outlined in our [Human Rights Policy](#), which commits to providing legitimate, fair, and transparent access to remedy for employees, contractors, and community members.

Our commitment to responding to concerns and complaints is also embedded in the following governance documents:

- [Galiano Sustainability Policy](#)
- [Galiano Whistleblower Policy](#)
- AGM Community Complaint and Grievance Management Procedure

In 2024, no grievances related to modern slavery were reported through the AGM Community Complaint and Grievance Management Procedure or the Galiano Whistleblower Policy. To date, Galiano has not received any complaints concerning forced labour or child labour within our operations or supply chain, and as such, no remediation measures — including compensation for loss of income to affected families — have been required.

6. Employee training

Governance training is provided during our employee and contractor induction process and is refreshed annually. Individuals are required to sign off on their understanding of the various requirements including their knowledge of the training modules and the need to uphold the Company's Code of Conduct. Training in human rights includes training and awareness regarding forced and child labour and is mandatory for all employees and contract workers at the AGM, including those making contracting or purchasing decisions.

Since 2023, we have formally incorporated human rights training into the mandatory AGM induction process. All of our Ghanaian employees and contractors have received training specific to human rights including equal opportunity, sexual harassment, bullying, conflict of interest, and the rights to freedom of association, collective bargaining, and policies and procedures designed to eliminate the risk of child or forced labour. In addition, employees and contractors receive refresher training at intervals based on their length of service.

7. Assessing effectiveness

Galiano applies a systematic approach to managing risks, including those related to forced and child labour. Galiano undertakes multiple assessments to evaluate the effectiveness of its human rights management, including internal operational audits and independent external human rights impact assessments. Human rights performance has been formally introduced as part of our corporate goals for 2025, underscoring our commitment to ethical and responsible business practices.

We have developed and implemented Human Rights Due Diligence (HRDD) processes to identify and assess salient human rights issues and to monitor, manage, and mitigate potential human rights risks and impacts.

Our efforts to prevent and reduce the risks of forced and child labour include regular performance tracking, employee and contractor training, and the review and resolution of concerns reported through grievance mechanisms. Our procurement procedures require supplier contracts to include anti-forced labour and anti-child labour clauses, and we monitor compliance accordingly.

We use insights from both internal and external assurance processes to guide future actions and drive continuous improvement. Galiano reports on its human rights performance in its annual Sustainability Report, allowing stakeholders to track our progress over time. For a detailed overview of Galiano's human rights performance during the reporting period, please refer to our most recent [2024 Sustainability Report](#).

8. Approval and attestation

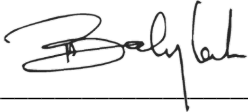
This Report has been approved by the Board of Directors of Galiano Gold Inc. on May 22, 2025.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entities listed above.

Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year listed within this report.

Matt Badylak

President & CEO, Galiano Gold Inc.



I have the authority to bind Galiano Gold Inc.

Dated in the City of Vancouver, British Columbia, May 22, 2025.