

05 / 25, 2026

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

For the Financial Year Ended December 31, 2025

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1. Introduction

The following is a 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 (TSX) and NYSE American under the symbol GAU, with its corporate headquarters 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. Galiano holds a 90% ownership interest in the AGM and is the operator, with the Government of Ghana retaining a 10% free-carried interest. Accordingly, this Report reflects Galiano’s operational control and primary responsibility for the AGM throughout the 2025 reporting 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 2025, the AGM produced 121,191 ounces of gold. Total production since inception now exceeds 1.78 million ounces. As of December 31, 2025, the Company and the AGM combined had a total workforce of 3,545, with 3,525 employees and contractors based in Ghana, and 20 in Canada.

Supply Chain

Only a small proportion of Galiano’s total procurement expenditure is incurred through the corporate office in Canada, primarily for administrative goods and services that support the AGM and executive management. The majority of procurement activities are managed on-site through the AGM Supply Chain function. The Head of Procurement reports to the Manager, Finance and Administration, who 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 2025, AGM worked with a total of 499 suppliers, 74% (367) of which were in-country and 26% (132) international. Total procurement expenditure amounted to \$311.7 million, of which approximately \$296.4 million (95%) was sourced locally within Ghana and \$15.3 million (5%) from international providers.

Notably, community-based suppliers represented only 7% of the supplier base by number but accounted for approximately 42% of total spend, driven by significant services contracts in areas such as ore haulage, catering, camp management, and labour hire. National suppliers contributed approximately 45% of total spend, while Ashanti Region suppliers accounted for approximately 8%. International suppliers represented 26% of the supplier base but only approximately 5% of total procurement spend.

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. 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 VP 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 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.

In 2025, AGM commenced implementation of the Human Resources Compliance Policy, establishing clear requirements for all business partners on labour standards, workplace conduct, and legal compliance. The policy prohibits forced and child labour, mandates fair employment conditions, and includes explicit provisions on anti-harassment, non-discrimination, and grievance mechanisms with non-retaliation safeguards. Compliance is subject to ongoing monitoring and audit, with provisions for corrective action, suspension, or termination of contracts where standards are not met.

Complementing this, AGM introduced the Community-Based Vendors Procedure to increase participation of local enterprises, strengthen supplier capacity, and promote employment within host communities. The framework reinforces transparent access to procurement while setting clear expectations for vendor performance and conduct, including provisions to suspend or remove vendors that fail to meet required standards.

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 Human Resources Compliance Policy
- AGM Community-Based Vendors Procedure
- 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 spot checks on high-risk areas and suppliers with critical service contracts

Since 2020, AGM has conducted independent Human Rights Impact Assessments (HRIAs) to strengthen its human rights performance. The most recent update, completed in 2024, informed AGM's 2025 Human Rights Action Plan, which comprised 30 actions across 11 focus areas, all of which were accepted and assigned to relevant departments. By year end, 28 actions (93%) were completed, with two remaining in progress, both relating to contractor and supplier engagement on the Supplier Code of Conduct, including the development of a training package and engagement forum for off-site contractors and suppliers. These actions have been carried forward into the 2026 work plan and are scheduled for completion by Q3.

A key area of progress was the rollout and active monitoring of the Human Resources Compliance Policy across all business partners. The policy establishes clear requirements on labour standards, including the prohibition of forced and child labour, fair employment conditions, and non-discrimination, alongside explicit anti-harassment provisions and grievance mechanisms with non-retaliation safeguards. It also requires adherence to legal and ethical employment practices, including voluntary employment, proper wage payment, and compliance with statutory obligations.

Compliance is supported through ongoing monitoring, including structured reviews of business partners' HR systems and practices, including a focus on risks related to modern slavery and child labour. The policy also enables business partner employees to raise concerns through established whistleblowing and grievance mechanisms, with non-retaliation safeguards. Reviews conducted during the year, including assessments of labour standards, did not identify any instances of modern slavery or child labour.

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 recognised, however, that child labour is a documented country risk in Ghana. According to the United States Department of Labor's 2024 Child Labor and Forced Labor Report on Ghana, 4.1% of children aged 5 to 14 are engaged in work, with the rate rising significantly in rural areas to 5.9%. More significantly, 15.6% of children aged 15 to 17 - totalling approximately 345,662 - are engaged in hazardous work, with rural rates reaching 19.9%. Mining is identified as one of the sectors in which hazardous child labour is prevalent. This risk extends beyond AGM's direct operations and may exist among Tier 2 or Tier 3 supply chain providers, as well as in informal economic activity occurring in the vicinity of AGM operations, including unlicensed artisanal and small-scale mining which has been documented as a sector where child labour is prevalent in Ghana.

During the reporting period no instances of child labour were recorded on the AGM concession.

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 2025, 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. Public security forces present at site are also required to undergo training on the Voluntary Principles on Security and Human Rights (VPSHR), and confirmation of such training is documented and maintained by the AGM's Asset Protection Department.

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.

In 2025, AGM continued to strengthen human rights awareness through targeted training across both employees and contractors. During the year, employees completed a total of 1,037 human rights training hours, while contractors recorded significantly higher participation, with 5,809 training hours delivered, reflecting the scale of the contractor workforce.

7. Assessing effectiveness

Galiano applies a systematic approach to managing risks, including those related to forced and child labour. Multiple assessments are undertaken to evaluate the effectiveness of its human rights management, including internal operational audits and independent Human Rights Impact Assessments (HRIAs), which inform targeted action plans and continuous improvement measures.

Human Rights Due Diligence (HRDD) processes are implemented to identify and assess salient human rights risks, and to monitor, manage, and mitigate potential impacts across operations and the supply chain. These processes are supported by the rollout of the Human Resources Compliance Policy, which establishes clear requirements for business partners on labour standards, including the prohibition of forced and child labour, fair employment conditions, and appropriate workplace conduct.

Risk mitigation efforts include ongoing performance monitoring, structured audits of contractor and supplier practices, and human rights training across employees and contractors. During the reporting period, over 6,800 hours of human rights training were delivered, alongside broad policy awareness across both employee and contractor groups. Grievance mechanisms are actively maintained and monitored, with non-retaliation safeguards in place to ensure concerns can be raised and addressed effectively.

Procurement and supplier management processes reinforce these controls through contractual requirements and performance oversight, including the ability to suspend or terminate business relationships where standards are not met. Insights from internal reviews and external assessments are used to guide future actions and strengthen controls.

8. Approval and attestation

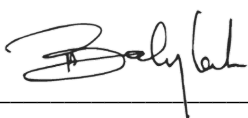
This Report has been approved by the Board of Directors of Galiano Gold Inc. on 05 / 20, 2026.

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, 05 / 25, 2026.