



Health and Safety Policy

Dated as of May 9, 2024

Allied Gold Corporation (“Allied” or the “Company”) is committed to protecting and promoting the health and safety of all personnel. The Company believes all injuries and occupational illnesses are preventable and is resolved to producing safe profitable gold in the spirit of zero harm. To meet this objective, the Company has defined and adopted a Health and Safety policy that applies to all Company activities.

The Company will:

- Promote a company culture that ensures health and safety considerations are integrated into all aspects of the Company.
- Comply with all applicable legislation and other relevant obligations for which we are accountable as a minimum standard.
- Develop and maintain a management system to support continuous improvement in Company performance.
- Promote leadership and accountability for the Company’s health and safety performance.
- Establish, and regularly review, health and safety objectives and targets.
- Proactively identify and evaluate risks and opportunities and integrate these considerations into all aspects of business planning through exploration, development, operations, and closure.
- Focus on effective and practical hazard identification and risk assessment to ensure health and safety risks and exposures are anticipated, identified, assessed, and controlled in all business activities.
- Make sufficient resources available to meet our occupational health and safety objectives, including PPE and tools to work safely and efficiently.
- Ensure all employees and contractors understand their individual responsibilities and provide opportunities to increase their knowledge through ongoing education and training.
- Empower employees to be responsible and accountable for occupational health and safety performance.
- Encourage employees and contractors to practice the right to refuse unsafe work.
- Promote and establish programmes to protect overall health and safety of our workforce and within our host communities.
- Regularly evaluate the Company and site level health and safety performance.
- Actively encourage workforce participation in health and safety matters.
- Promote an ongoing dialogue with stakeholders to solicit and incorporate feedback on Company activities.



- Maintain effective emergency preparedness.

This policy applies to all employees, as well as contractors under the Company's direct supervision, working for an office or site directly or indirectly controlled by Allied.

A handwritten signature in black ink, appearing to read 'Peter Marrone'.

Peter Marrone
Chairman and Chief Executive Officer

A handwritten signature in black ink, appearing to read 'Daniel Racine'.

Daniel Racine
President and Director