



SUSTAINABILITY REPORT ²⁰²³



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ACRONYM DEFINITIONS

Acronym	Definition
AIFR	All-Injury Frequency Rate
ASGM	Artisanal and Small-scale Gold Mining
ANCOLD	Australian National Committee on Large Dams
CO2e	Carbon dioxide equivalent
CEO	Chief Executive Officer
COO	Chief Operating Officer
CDLM	Comité de Développement Local Minier (Local Mining Development Committee)
CDI	Côte d'Ivoire
DSR	Dam Safety Review
ER	Emergency Response
ESIA	Environmental and Social Impact Assessment
ESTMA	Extractive Sector Transparency Measures Act
FCCC	Field Critical Control Checks
FAI	First Aid Injury
FCFA	West African CFA Franc
GISTM	Global Industry Standard on Tailings Management
GRI	Global Reporting Initiative
H&S	Health and Safety
HR	Human Resources
ICAM	Incident Cause Analysis Method
IFC	International Finance Corporation
ILO	International Labour Organization
ISO	International Organization for Standardization

Acronym	Definition
LTI	Lost Time Injury
LTIFR	Lost Time Injury Frequency Rate
MTI	Medical Treatment Injury
NGO	Non-Governmental Organization
OMS	Operation, Maintenance and Surveillance
PPE	Personal Protective Equipment
RAP	Resettlement Action Plan
RGMPs	Responsible Gold Mining Principles
RWI	Restricted Work Injury
SVP	Senior Vice President
SASB	Sustainability Accounting Standards Board
SDG/s	Sustainable Development Goal/s
TSF	Tailings Storage Facility
TCFD	Taskforce on Climate-related Financial Disclosures
TSX	Toronto Stock Exchange
TRIFR	Total Recordable Injury Frequency Rate
UNGP	United Nations Guiding Principles
USD	United States Dollars
VP	Vice President
VFL	Visible Felt Leadership
VPSHR	Voluntary Principles on Security and Human Rights
XOF	West African CFA Franc





CEO STATEMENT ON SUSTAINABILITY

We achieved significant corporate milestones in 2023 as we continued our process of realizing the impressive potential and unprecedented opportunities in our Company.

The extensive range of work undertaken last year has led to operational, development and exploration successes across our asset portfolio and enabled management to establish a sustainable production platform from which we can now launch our exciting growth ambitions. Importantly, this work has been underpinned by our unwavering commitment to our host communities particularly on issues of environmental management, health and safety and sustainability.



2023's TSX Capital Raise: A Testament to Investor Confidence

The latter half of last year marked a pivotal moment in Allied Gold's evolution, underscored by our successful financing and public listing on The Toronto Stock Exchange in September. The capital raise of US\$267 million, one of the largest on that stock exchange, indeed, in our industry, in 2023, enabled us to transition into a Canadian public entity capitalized to undertake our growth programs. The overwhelming support from international institutional investors reflects a strong belief in our strategic vision and longer-term prospects. This capital, along with significant investments from new management, underscores

our commitment to enhancing our corporate and financial structure while elevating our operational capabilities and sustainability initiatives.

The public listing introduced increased sustainability-related disclosure and reporting requirements, which we anticipate will continue to evolve over the coming years. While these requirements

The overwhelming support from international institutional investors reflects a strong belief in our strategic vision and longer-term prospects.

focus on keeping market participants informed about sustainability-related risks and opportunities, they have not substantially altered our approach. Effective management of sustainability-related topics has long been essential to maintaining a social license to operate and we have embarked on that path of effective management both before and after going public.



Re-establishing the Foundation for Sustainability Performance

Good corporate governance provides the foundation for embedding sustainability within any organization. A major accomplishment this year was updating our corporate sustainability-related policies, which establish our overall objectives and intent in terms of sustainability performance. These policies will guide our work at all offices and sites, with specific commitments in the areas of human rights, health, safety, environment, and social responsibility. These documents represent a critical update to Allied Gold's governance approach and management framework, establishing the new public company's expectations for continually striving for improvements in sustainability performance.



Harmonizing Change

Allied Gold has experienced rapid transformation over the past few years, evolving from a privately owned exploration company to a multi-asset mining company, and most recently to a publicly listed entity as noted above. Harmonizing the corporate culture will take time; however, for some functional areas, we are prioritizing deliberate cultural development to ensure it aligns with our values. In 2023, we launched our safety culture project, the objective of which is to strengthen and harmonize our approach to safety and ultimately build a strong safety culture. A safety culture survey was undertaken in early 2024 to understand our employees' beliefs and perceptions regarding safety, which will inform our program for the remainder of 2024, particularly in terms of management of critical risks.

As part of our commitment to improving the safety culture, we strengthened our internal processes related to the reporting and investigation of high potential incidents, recognizing that such incidents provide invaluable learning opportunities to drive safety improvements and sharing learnings within the organization. For example, this cross-company approach led to the identification of trends related to incidents with light vehicles at several sites. In response, Allied initiated a Drive Safe Campaign across all sites in November 2023 which is having a significant impact. More details of this campaign and other initiatives are included within this Sustainability Report.



Emphasis on the Social Dimension

In all our operating jurisdictions, mining is an important sector for economic and social development, with an increasing focus on leveraging enhanced benefits from mining, such as generating shared value through economic contribution, investment in community development, and workforce development.

Allied Gold continues to generate value for the regions in which we operate. In 2023, the direct economic contribution from Allied's mines was USD \$693.6 million, including taxes, royalties, expenditure, and salaries. A significant portion of our economic contribution was related to exploration and development activities, linking to one of our strategic objectives of optimizing and reviving existing assets. At our mines, approximately USD \$2.7 million was directly invested in host communities, and we continue to work with governments and communities to prioritize the use of funds for initiatives targeting inequalities within the areas we operate.

In 2023, the direct economic contribution from Allied's mines was **USD \$693.6 million**, including taxes, royalties, expenditure, and salaries.

Meaningful local employment provides a significant opportunity to enhance the development impact of mining activities, increasing in-country value retention. Allied Gold is committed to the development of our local workforce, increasing the potential for productive employment and decent work, aligning with important components of major development frameworks such as the Sustainable Development Goals. As demonstrated in this year's employment statistics, we have high host-country employment rates across our operating jurisdictions. However, we aim to further improve this with a public commitment to increase local representation among management levels in our operating countries, which requires the development of a robust succession planning process.



Global Environmental Risks through a Medium to Long-Term Lens

At Allied Gold, we recognize that the long-term sustainability of our business requires us to evaluate and plan for environmental challenges that will continue to evolve over the medium to long term.

The significance of these challenges is reflected in the World Economic Forum Global Risks Report (2024), which highlights a shift in the global risk profile between the short (next two years) and long term (next ten years). Over the next ten years, the top four most severe global risks are associated with the interrelated environmental challenges of extreme weather events, climate change, biodiversity loss, and natural resource shortages. These challenges are priorities for us; however, credible strategies are not built overnight. In 2024, we will disclose our timeframe for releasing our climate strategy, following the completion of work to update our understanding of the Company's risks and opportunities and expand our emissions reporting.

In closing, I extend my deepest gratitude to our employees who have, during 2023, contributed to advancing our sustainability performance. Together, we are embarking on a journey of transformative growth, grounded in financial strength, and driven by a shared vision of responsible mining. Combined with our business partners, your efforts and commitment to sustainable values will take us into a successful future, enabling us to continue achieving strong results and maintaining our privilege to operate.

Peter Marrone
Chairman and Chief Executive Officer



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 2023 to 31 December 2023. In certain sections throughout the report, we have included data related to periods prior to the 2023 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.

This report has been reviewed and approved by Allied Gold corporate executives. 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. Data used in this report has not been externally assured.

WHERE WE OPERATE



The 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 of Sadiola Mine in January 2021 and resumed mining operations in March 2021. In November 2023, we acquired the Diba Project, located 15 km south of the Sadiola processing plant at Sadiola Mine. The Diba Project consists of the permitted Korali-Sud Small Scale Mining License, creating the opportunity to leverage substantial synergies and generate value.



OWNERSHIP:

80% Allied
20% Government of Mali

STATUS:

Production

PRODUCTION IN 2023:

171,007 OZ

RESERVES AT END 2023:

7,399 KOZ





Côte d'Ivoire Complex

The Côte d'Ivoire Complex, comprising the Bonikro and Agbaou Mines, has been under the operational control of Allied since 2019 and 2021, respectively.

Situated approximately 20km apart, these mines have undergone significant integration efforts since Allied assumed ownership, transforming them into a unified business asset. Operational activities at Bonikro span two mining licenses, namely Bonikro and Hiré, with Hiré functioning as a satellite mining operation. Additionally, there are two exploration licenses, with Allied exploring the potential of the Oumé Project, including Dougbafla prospects for satellite deposits. Meanwhile, operational and exploration activities at Agbaou are consolidated under a single mining license.



Agbaou

OWNERSHIP:

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

STATUS:

Production

PRODUCTION IN 2023:

73,401 OZ

RESERVES AT END 2023:

469 KOZ



Bonikro

OWNERSHIP:

89.89% Allied;
10% Government of Cote d'Ivoire,
0.11% minority shareholder

STATUS:

Production

PRODUCTION IN 2023:

99,409 OZ

RESERVES AT END 2023:

571 KOZ

WHERE WE OPERATE



Kurmuk Project, Ethiopia

The Kurmuk Project is an advanced stage greenfield development project in the Benishangul Gumuz Region of western Ethiopia.

The project received primary approvals in 2021, with the receipt of the mining license for 20 years, and approval of the ESIA for project development. The Company also has three exploration licenses, contiguous with the mining license, covering approximately 1,450 km².



OWNERSHIP:

93% Allied
7% Government of Ethiopia

STATUS:

Advanced development

PRODUCTION IN 2023:

Not applicable

RESERVES AT END 2023:

2,742 KOZ



AT A GLANCE - 2023 OVERVIEW



OUR PEOPLE



Host-Country Employees:
92%



Consolidated TRIFR:
1.32



Initiated **Safety Culture Project**



Employees:
2000

Consolidated LTIFR:
0.49



Contractors:
4,047

Female Employees:
11%



GOVERNANCE

Updated core corporate governance policies



Zero confirmed incidents of bribery or corruption



Zero substantiated allegations of human rights abuses



ECONOMICS

Gold Produced:
343,817 oz



Proven and Probable Reserves:
11,180 contained koz



Economic contribution (mines):
USD 693.6 million



ENVIRONMENT

Emissions Intensity (mines):
0.78 t CO2e/oz



Total Scope 1 & 2 emissions:
271,037 t CO2 e



COMMUNITY

Investment in community development (mines):
USD 2.7 million



OUR APPROACH TO SUSTAINABILITY



At Allied, our overarching objectives remain to operate responsibly and create shared value for all stakeholders. Sustainability is integral to our ethos – it is a journey, and one that varies for each organization depending on the stage in its maturity. Preceding 2023, Allied Gold experienced rapid growth through acquisitions, leading to the expansion of our executive team and a successful listing on the Toronto Stock Exchange.

Given the dynamics of rapid growth and evolving sustainability-related expectations as a public company, our immediate focus lies in establishing new norms, while consolidating and harmonizing our approach to sustainability across the Company. Transparency regarding sustainability-related risks and opportunities, along with their management, remains a cornerstone of our practices. The public listing introduced several mandatory sustainability-related disclosure requirements, specifically the reporting required under Canada's Extractive Sector Transparency Measures Act, and the Fighting Against Forced Labour and Child Labour in Supply Chains Act (commonly referred to as the Modern Slavery Act).

We use globally recognized sustainability-related reporting frameworks and initiatives to guide the measurement and disclosure of our impact more effectively. Although not mandated, we align our reporting with the SASB Standard, TCFD recommendations, and GRI Standards where relevant. Our strategies are further aligned with the United Nations Sustainable Development Goals and this report outlines our contribution towards the SDGs.

Additionally, we continue to align with various topic-specific frameworks and standards, including the UNGPs on Business and Human Rights and the Voluntary Principles on Security and Human Rights, the International Cyanide Management Code, ISO management system standards, and the IFC Performance Standards for development projects. This alignment underscores our commitment to responsible business practices.

MATERIAL TOPICS

Our approach to the identification of material topics involved the identification and prioritization of sustainability-related topics through engagement with internal and external stakeholders. As a result of this assessment process, the following material topics have been identified, which have subsequently been mapped against the relevant Sustainable Development Goal/s.















Material topics are denoted throughout this report with





Sustainability Performance Targets

Each year we identify our sustainability-related performance targets to support continuous improvement in key sustainability issues. The following table lists our 2024 sustainability performance targets.

 Topic	 Target
 Workforce	
 SAFETY	1 visible felt leadership (VFL) visit conducted per Manager / Supervisor per week (anyone with direct report/s) 2 field critical control checks (FCCCs) per supervisor per week Improve lost time injury frequency rate (LTIFR) from the 2023 level Improve total recordable injury frequency rate (TRIFR) from the 2023 level
 HEALTH	Improve malaria incidence rate across the company from the 2023 level
 DIVERSITY	Continue to increase the local management representation in the countries in which we operate Year-on-year improvement in percentage of women employees
 Environment	
 CLIMATE	Consider task force on climate-related financial disclosures (TCFD) recommendation and timeframe for establishing a climate strategy
 INCIDENTS	Zero significant environmental incidents (i.e., Level 4 or above)
 Community	
 INCIDENTS	Zero significant community incidents (i.e., Level 4 or above)
 Respecting Human Rights	
 SECURITY	Regionally tailor Voluntary Principles on Security and Human Rights (VPSHR) training package by FY 24 to reach compliance by end of FY 25
 INCIDENTS	Zero substantiated allegations of human rights abuses



Effective governance is pivotal to our achievements.

Corporate Governance

Our Board and Board Committees

The Company’s Board of Directors (Board) oversees strategy, governance, and risk, including risks and opportunities associated with sustainability factors. 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 Chief Sustainability Officer.

The transition from a private to public company in 2023 necessitated a change in the composition of the Board. During 2023, seven new Board members were appointed, including 2 executive directors and 5 independent non-executive directors. There are currently 9 members of the Board, of which 5 members serve as independent non-executive directors. Collectively, the new Board has diverse and extensive global expertise in management, finance, accounting, mining transactions and related fields. The gender representation distribution on the Board is currently 11% women.

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 Audit Committee is responsible for monitoring the risk management framework, corporate wide compliance processes, financial reporting, and the performance of our audit program. The Audit Committee ensures that our systems are effectively appraising the risks to which our organization is exposed.

The Compensation Committee of the Board is responsible for annually reviewing and assessing the design and competitiveness of the Company’s compensation and benefit programs generally and considering the implications of the risks associated with the Company’s compensation policies and practices.

The Corporate Governance and Nominating Committee is responsible for developing the Company’s corporate governance policies, principals, practices, and processes, to assess and make recommendations regarding the effectiveness of the Board and its committees, and to establish and lead the process for identifying, recruiting, appointing, re- appointing, and providing ongoing development for directors.

The Sustainability Committee of the Company’s Board oversees all aspects of sustainability matters. The Sustainability Committee reviews policies, compliance issues and incidents, and ensures the Company has been diligent in carrying out its responsibilities and activities as they relate to matters of sustainability.

NAME	ROLE	DATE JOINED	COMMITTEES
Peter Marrone	Chairman & CEO	September 7, 2023	None
Justin Dibb	Vice Chairman	September 7, 2023	None
Daniel Racine	President & Director	September 7, 2023	Sustainability
Pierre D Chenard	Director	September 7, 2023	None
John Beardsworth	Lead/ Independent Director	September 7, 2023	Compensation, Corporate Governance and Nominating
Jane Sadowsky	Independent Director	September 7, 2023	Audit, Compensation, Corporate Governance and Nominating
John Begeman	Independent Director	September 7, 2023	Audit, Sustainability
Dino Titaro	Independent Director	September 7, 2023	Compensation, Sustainability
Richard Graff	Independent Director	September 7, 2023	Audit, Corporate Governance and Nominating

2024 PRIORITIES

Internal gap assessment against Responsible Gold Mining Principles.



Our Executive Management Team

The Executive Management Team has changed significantly throughout 2023, and importantly included the appointment of a Chief Sustainability Officer. The Executive Management Team report to the Board quarterly. The Executive Management Team comprise highly skilled individuals with an established track record from Tier 1 mining companies.

We recognize the value of linking executive compensation to sustainability performance, and although 2023 was a transitional year, several sustainability metrics were incorporated in the criteria for determining compensation. In 2024, the suite of sustainability metrics linked to compensation has been expanded.

The Company's Executive short-term incentive scorecard contains a sustainability target measure of 23.0% allocated to key performance indicators including Health and Safety, Environment, and the timeframe for disclosure of the Climate Change Strategy.

Business Ethics

Our Code of Conduct, which was updated in 2023, establishes the Company's expectations around business conduct, with a commitment to conducting business with integrity and in accordance with all applicable legislation. The Code applies to all directors, management, employees, along with those working on our behalf, such as contractors and consultants. The Code is supplemented by a series of more detailed separate policies for topics such as anti-bribery and anti-corruption, insider trading, and whistleblowing.

In 2023 there were no reported incidents relating to corruption, anticompetitive or anti-trust behavior.



Corporate Policies

The going public event in 2023 necessitated a review of, and updates to, our corporate policies related to governance and sustainability priorities. The Board approves core governance policies after the relevant executive review. In 2023, the following policies that underpin the Code of Conduct were updated and approved:

- Anti-Bribery and Anti-Corruption
- Whistleblower Policy
- Gift and Entertainment Policy
- Supplier Policy
- Statement of Commitment to Human Rights
- Insider Trading Policy
- Timely Disclosure and Confidentiality Policy
- Corporate Controls Policy
- IT Acceptable Information Systems Use Policy
- Diversity and Inclusion Statement

In addition, in 2023 we reviewed and updated our corporate health and safety, environment, and social responsibility policies, which were approved in early 2024. Human Resources policies, such as a recruitment policy, are currently being reviewed and will be implemented by mid-2024.

Embedding policies across the organization is an ongoing process, and we plan to undertake wider socialization and training of these recently updated policies throughout 2024.

Legal Compliance

Legal and regulatory compliance is essential to business continuity and is a key component of our approach to responsible management. We require our sites to establish, implement, and maintain processes to help us meet our legal and compliance requirements.

In 2023, we completed the necessary permitting to support construction of the Stage 8/9 lifts of the Agbaou TSF and the rehabilitation of the Sadiola to Koropoto access road. The ongoing sustainability-related permitting activities is the ESIA process for the development of the Oumé Satellite Project, with validation of the Terms of Reference received in June 2023.

Regular external audits of our compliance with legal requirements and other commitments are undertaken at our mining and exploration sites, as required under regulatory conditions of approval. There are varying audit timeframes across our jurisdictions; every three years in Côte d'Ivoire, five years in Mali, and annually in Ethiopia. In 2023, the required audit was undertaken at Kurmuk, Ethiopia. In 2023, we were also externally audited across our mine sites for alignment with the IFC Performance Standards. All actions to be taken by the organization, as identified during the audit process, will be tracked through to completion.





Risk Management

Proactive risk management is an integral part of our business and a key foundation of long-term success in a rapidly changing business context.

The Board oversees the development and implementation of the risk management strategy, including identifying principal risks, ensuring an appropriate risk management framework is in place, and establishing acceptable levels of risk. The Board is assisted in the discharge of its responsibilities by various committees, including the Audit Committee (in relation to the adequacy of risk management processes) and the Sustainability Committee (in relation to sustainability risks).

We have established cross functional processes for understanding and managing financial and non-financial risks, including new and emerging risks that could impact the company. These processes are integrated into all business and decision-making processes, and allow us to systematically identify, evaluate, and manage risks inherent to our business.



Our approach to risk management is focused on the risks that have the potential to materially impact individual sites or projects. The risks are managed in accordance with Allied's Risk Management Standard. Each site maintains a risk register that is regularly updated. For every risk on the register, the risk to the business is identified and evaluated, followed by a detailed description of controls to be implemented, which are then reflected in the residual risk rating. The top risks are reported as part of the monthly reports from the Site General Managers to the Executive Team.

All identified risks are monitored and managed at the country or site level, with significant risks monitored by senior management on a regular basis.



RESPECTING HUMAN RIGHTS



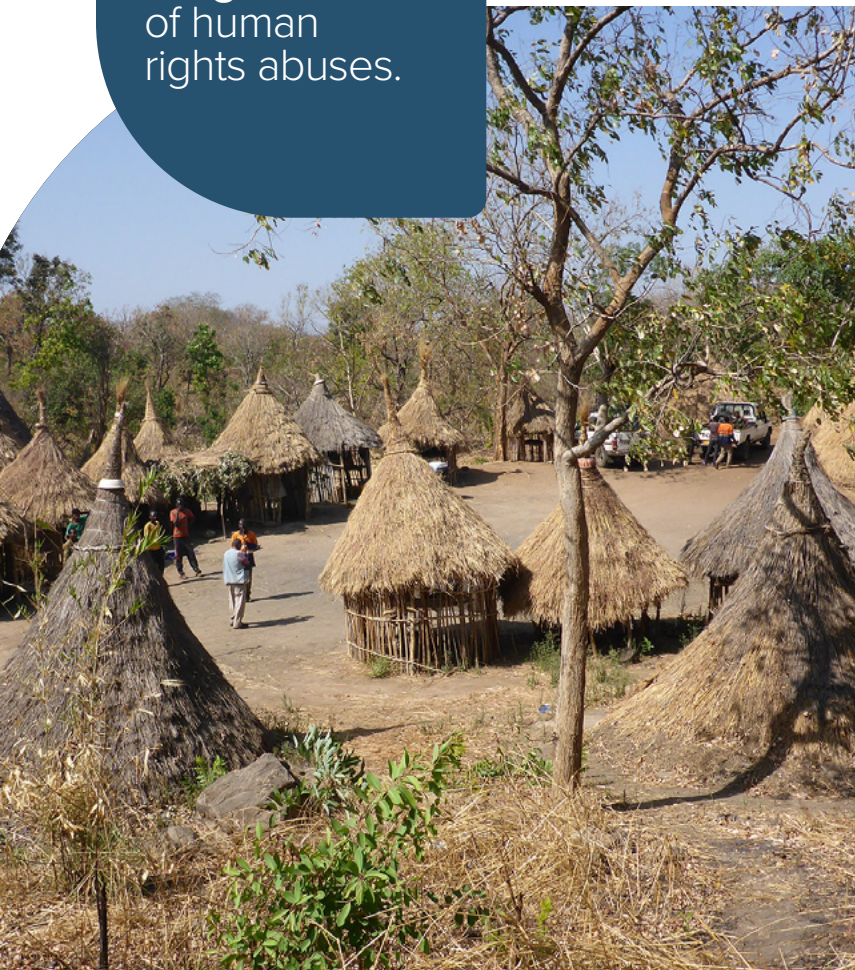
Our commitment to respect human rights is codified in our recently updated Statement of Commitment - Human Rights, informed by the United Nations Guiding Principles on Business and Human Rights and Voluntary Principles on Security Human Rights. It is further augmented and embedded across the business through our Code of Conduct and our supporting corporate policies.

Activities within the extractives sector, if not managed properly, have the potential to impact the human rights of employees and surrounding communities. We recognize our responsibility to identify and actively address all human rights risks associated with our activities or business relationships.

We currently identify our salient human rights risks through existing assessment processes (such as site risk assessments, ESIA's, supplier screening etc.), rather than standalone assessments for each site. We also identify potential human rights impacts through our grievance mechanisms, as well as internal and external audits. In 2024, we plan to formalize our approach to ongoing human rights due diligence.

Human rights are a cross-cutting theme, and our salient human rights risks intersect with material topics discussed in this report, including labour practices, working conditions, health and safety, water use and management, deployment of security forces, land access and resettlement, rights of communities. Our approach to governance and management of these risks are detailed in those sections.

In 2023, there were **no substantiated allegations** of human rights abuses.



INDIGENOUS PEOPLES

We identify and acknowledge the interests and rights of indigenous people and are committed to establishing strong relationships to help understand each other's perspectives and priorities.

At our development project in Ethiopia, the people in our local communities are considered indigenous people (predominately Berta). The Berta people are considered indigenous under international law. Within Ethiopia, the Berta people comprise a very small proportion of the total population, however they are the dominant ethnicity within the region of our exploration activities. In our operational area, the Berta people are not considered marginalized from the wider population in the area and as such have not been separated out as a specific group that may be more vulnerable than others. However, we are conscious of our need to undertake ongoing engagement assess and mitigate potential impacts associated with a loss of identity, culture, and natural resource-based livelihoods.

2024 PRIORITIES

- Initiate updated VPSHR training programme.

TARGETS

- Regionally tailor Voluntary Principles on Security and Human Rights (VPSHR) training package by FY 24 to reach compliance by end of FY 25.
- Zero substantiated allegations of human rights abuses.

ECONOMIC CONTRIBUTIONS



Allied generates and distributes economic value in the countries, regions, and communities of our activities, both directly and indirectly.

This value creation occurs, through wages paid to employees, payments to suppliers, payments to government (in the form of taxes, royalties, and fees) and community investments. These contributions, when well-managed, have the potential to improve the quality of life of the surrounding communities, as well as enhance overall socio-economic development of the host country. We also retain economic value after distribution to be used for future reinvestment.



Sites	Gold Revenue	Payments to Suppliers		Employee Wages	Payments to Government	Community Investment	Other Voluntary Investment
		Operating Costs	Capital Expenditure				
Cote d'Ivoire Complex	328,078,054	278,255,899	6,481,704	27,660,674	41,210,944	2,222,584	301,964
Sadiola Gold Mine	327,612,935	228,118,879	35,137,260	30,704,043	42,952,116	532,342	0
Total (USD)	655,690,989	506,374,777	41,618,964	58,364,716	84,163,060	2,754,927	301,964

The direct economic value generated and distributed from our operating mines are presented in the table, with this reported on an accrual basis for the 2023 calendar year. Total gold production in 2023 was 343,817 ounces, with an associated revenue of USD \$655.7 million on sales, as reported in the audited consolidated financial statements as of December 31, 2023, available on the Company's website.

Given the Company changes in 2023, the data for our Head Corporate Office and Kurmuk site project have been removed from this disclosure, since their related amounts do not represent the Company's operating activities in the year reported, with the intention to incorporate these into our 2024 disclosure. Details on the community investment (on a cash basis) for Kurmuk are incorporated in the Community Development Section.

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



SUPPLY CHAIN MANAGEMENT



Across our business, we have a diverse supply chain. We directly procure goods and services from suppliers from approximately 50 countries; however, most of our procurement is from in-country or regional African countries. We have a responsibility to ensure we only work with suppliers that share our values and maintain sustainable practices.

Responsible supply chain management means looking beyond cost, quality and schedule, by incorporating sustainability principles into the supply chain management practices. Our Code of Conduct is the foundation document that outlines the expectations we have of our suppliers, with specific requirements related to labour and human rights, health and safety, environmental protection, and business conduct and ethics.

We are further strengthening our corporate governance of supply chain management in 2024, with the hiring of a procurement head. The intention is to improve our knowledge of suppliers by incorporating enhanced screening for sustainability priorities in the

procurement process. These enhanced procurement practices will enable a more accurate evaluation of potential risks, which will feed into the determination of ongoing oversight requirements.

Strengthening our due diligence of our supply chain is critical to influencing the sustainability performance of our suppliers. In 2023, we continued to progress several initiatives to improve our supply chain management, specifically the use of a third-party tool to support supplier risk assessment and due diligence, which was trialed on the direct (Tier 1) suppliers across the Company (approximately 2,000 suppliers). This tool enables indicative evaluation of potentially higher risk suppliers to facilitate more targeted due diligence.





People are our priority – we are focused on protecting and supporting our people.



Employees

We believe our people are our most important asset and are central to our success, which is why our ability to attract, develop, and retain talented people is critical to business performance. This section outlines our approach to people management, including our progress towards fostering a diverse and inclusive workplace, maintaining productive workforce relations, developing skills and capability, and retaining talent.

As discussed in the earlier sections, Allied has undergone significant change over the last few years, including rapid growth driven largely by acquisitions (from different well regarded gold mining companies) along with the more recent transition to a publicly listed company. We recognize that during this period of growth, we need to focus on employee engagement and attracting and retaining talent.

Each site has specific recruitment and employment policies and implemented procedures that address legislative requirements. We see an opportunity to consolidate the people management practices at the group level, and in 2023 we began developing the human resource policies that cover recruitment, onboarding, performance management and other core human capital requirements. In addition, these policy frameworks are supported by our Statement of Commitments – Human Rights and our Diversity and Inclusion Statement, which are informed by the ILO conventions.

Our Human Resources group, headed by our Chief Human Resources Officer, are responsible for overseeing the overall approach to

people management across the business. Our mines have Human Resources Departments, each led by an HR Manager, and our advanced development project, Kurmuk, has a dedicated HR Manager. These managers' report directly to the site General Manager, and have a functional reporting line to corporate Human Resources.

We use a range of techniques to support the identification and management of people risks. "Risk Management" on page 15 provides further details on Allied's formal approach to risk management; however, we also rely on informal techniques, such as identification of risks and opportunities through our ongoing engagement with the workforce.

Our focus over the past few years has been on aligning the HR practices across the business, while designing and developing robust HR systems to generate more robust data to drive decision-making. Part of the preparation for transition to a public company involved targeted recruitment at the corporate level, which was a successful process, increasing corporate resources compared to year end 2022.

TARGETS

- Continue to increase the local management representation in the countries in which we operate.
- Year-on-year improvement in percentage of women employees.



Case Study

Updating Our HR Management System

In 2023, we rolled out **BambooHR**, a software solution that manages the employee record. As this software solution automates many of the operational HR tasks, it allows our HR departments to spend more time focusing on what is important - our people.

Training was conducted to all managers to provide an overview of the modules prior to roll out, with company-wide training on how to utilize the 'my info page' which contains employee-specific information. The remaining modules such as hiring, onboarding and off boarding, leave management, etc. are being rolled out in an agile approach across the business in line with business needs and priorities.





~ 6,050
Employees &
permanent contractors

92%
Employees from
host country

Workforce



At the end of 2023, our workforce comprised approximately 6,050 employees and permanent contractors, of which the majority were employed from our three operating jurisdictions in Africa - Cote d'Ivoire, Mali, and Ethiopia. We continue to maintain high local employment rates by targeting recruitment efforts at regional and national levels. Across the Company, 92% of our employees are national employees (i.e., employees who are nationals of the host country of the relevant office or site).

Across the sites, workforce numbers largely remained stable between 2022 and 2023, with the most notable change being the increase in contractors at Bonikro (from 955 in 2022 to 1,476 in 2023) due to the mining activities moving to contractor mining.

EMPLOYEES – GENDER SPLIT

Location	# of Men	# of Women	Total	% Women
Offices	132	54	186	29
Sadiola	837	43	880	5
Bonikro	267	45	312	14
Agbaou	263	33	296	11
Exploration	273	53	326	16
Consolidated	1,772	228	2,000	11

EMPLOYEES – LOCATION

Location	Expatriates		National	Local	Total	% Host Country Employees	% Local Employees
	Non-African Expats	African Expats					
Offices	43	11	146		186	78	
Sadiola	4	7	696	173	880	99	20
Bonikro	4	10	175	123	312	96	39
Agbaou	2	8	170	116	296	97	39
Exploration	43	34	113	136	326	76	42
Consolidated	96	70	1,229	605	2,000	92	30

EMPLOYEES – AGE SPLIT

Location	# of Employees			Total
	<30 years old	30 – 50 years old	> 50 years old	
Offices	25	99	62	186
Sadiola	89	572	219	880
Bonikro	53	222	37	312
Agbaou	24	233	39	296
Exploration	116	169	41	326
Consolidated	307	1,295	398	2,000



26%

2023 new hires were women

65%

employees between 30 and 50 year of age

20%

employees over 50 year of age



Diversity, Equity, and Inclusion



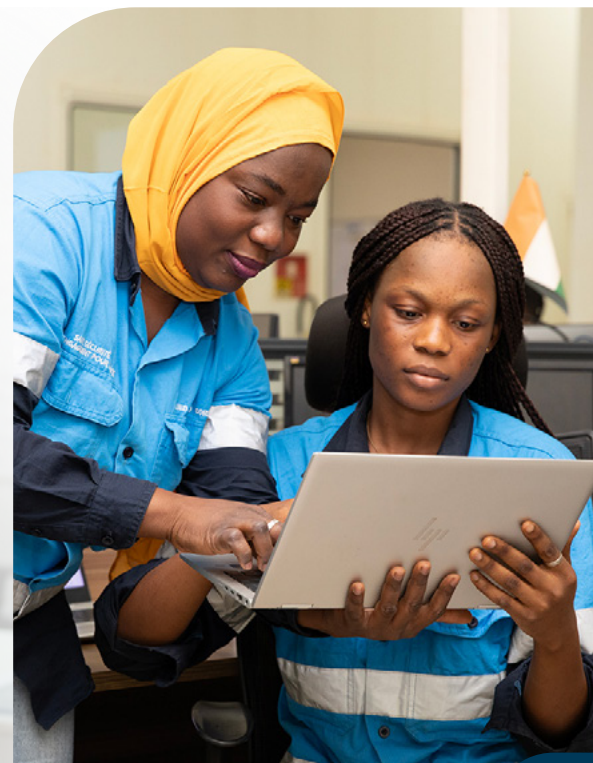
We believe that a workforce that reflects the diversity of the countries in which we operate, is not only the right thing to do, but is also essential to our success.

We are committed to providing a fair, equitable, inclusive, and respectful workplace that is free from discrimination or harassment of any kind, which is reflected in our Code of Conduct and the associated Diversity and Inclusion Statement. There were no reported incidents of discrimination or harassment filed in 2023.

Allied Gold is committed to providing support, education, and training to ensure effective performance and career growth among all employees. We promote a dynamic environment that encourages professional growth, and our goal is to implement tools to provide individual assessment, identify opportunities, create individual development plans, and promote diverse talent within our leadership team. We plan to implement a succession planning process that will contribute towards the process of identifying, assessing, and developing high potential talent and a performance management process that will align to the strategic business objectives to employee contributions, focusing on individual performance and development, providing continuous feedback and coaching.

In 2023, the number of female employees increased slightly, from 174 to 228, which represents 11% of our total employee workforce. The gender distribution varies between sites and our corporate and country offices, which reflects an ongoing challenge in the mining sector that is exacerbated by the cultural traditions and expectations in many of our operating jurisdictions. We continue to encourage and promote female representation in our recruitment and intern/ graduate training programs. In last year's report we made the commitment to disclose gender diversity of our new recruits as our commitment to enhancing female representation, and we are proud to report that in 2023, 26% of all new hires were women.

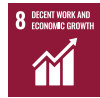
In 2023, around 65% of our employees were between the ages of 30 and 50 years old, with 15% under the age of 30 years old, and 20% over the age of 50 years old.





Workforce Relations

We strive to establish positive mutually beneficial workforce relations with our employees and organized labour unions. Allied Gold supports the ILO voluntary charters which in turn support labour rights, including the right to freedom of association and collective bargaining, which is managed within the relevant legislative context.



Employees at our sites are unionized, with the exception of Ethiopia. Where our employees are unionized, we are committed to positive engagement with the unions as part of our overall labour relations strategy, which is tracked and reported on an ongoing basis. We continue to ensure sound employee relations through compliance with legislative requirements and by adopting fair and ethical practices within the workplace with all our employees.

In 2023 at Sadiola, the trade union embarked upon a 2-day illegal strike in January. Rebuilding relations with unions and employee representatives have been prioritized to keep the social climate stable.

Attracting and Retaining Talent

In West African Mining, talent retention is crucial for sustained operations in a competitive environment. In response, we have prioritized our recruitment strategies and talent management practices.



Key efforts in 2023 included bolstering our executive and technical teams, alongside competitive compensation adjustments and expanded benefits like comprehensive medical insurance.

Monitoring turnover rates helps us understand workforce dynamics. We are invested in talent development and retention through internships, training, performance management, and retention initiatives.

2024 PRIORITIES

- Develop a Corporate Diversity, Equity, and Inclusion strategy.
- Develop a robust succession planning process.
- Develop a recruitment strategy for operations.

In West African Mining, **talent retention** is crucial for sustained operations in a competitive environment





Occupational Health and Safety

We are committed to providing a work environment that protects the health and safety of our workforce. 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.

There are a wide range of workplace hazards associated with our work activities and working environments, which include hazards associated with activities such as the use of vehicles and equipment, manual handling, electrical work, working in confined spaces, working at heights, ground instability, fire, handling explosives, exposure to hazardous substances, along with hazards associated with the working environments such as heat, noise and vibration, dust, and lighting. As with all sectors, these hazards can be exacerbated by external and contextual factors, such as fatigue, lifestyle choices, communicable diseases etc. Emergency situations may also occur. We work to apply an effective management system to continuously identify hazards and control risks to protect our workforce.

Our approach

As discussed under Corporate Governance, there have been significant changes in the Company Board and Executive Management Team throughout 2023. This has brought a renewed focus on workplace health and safety, with several recent initiatives to improve corporate governance and oversight (refer subsequent sections) that we strongly believe will contribute to improved performance.

One of the key initiatives started in 2023 is the **Safety Culture Project** to strengthen and harmonize our safety approach and develop

across the company a more mature safety culture: the design of this journey has been scoped in 2023 and will be implemented in Q1 2024.

This will involve undertaking a workforce perception survey, focused around seven organizational cultural indicators, which will inform the development of a Safety Culture Program for implementation later in 2024. This program will focus on influencing desired safety behaviors most especially towards critical risks and will be aligned with ISO 45 001.

Our Board oversees the Company's H&S performance, with the Executive Management Team responsible for development and implementation of systems and processes to deliver performance. Our approach to H&S is governed by our recently revised H&S Policy, which establishes and strengthens the company-wide commitments and expectations regarding H&S.

Our mines maintain H&S management systems that broadly align with the requirements of ISO 45001, which provides the framework to develop, maintain and promote a safe working environment and ensure compliance with our commitments. The site management systems extend to all employees and contractors whose work is under our direct control. At Kurmuk, we are working to develop and implement an appropriate management system ahead of construction - the lead contractor for the construction phase has an ISO certified H&S management system. We have dedicated H&S professionals with corporate and site levels.

We identify, assess and control risks in accordance with our risk management standard. At our operations, an annual risk assessment is undertaken by the site management team, with the support of the H&S team and under the direction of the General Manager. This is updated monthly, with outputs provided to the Corporate VP of H&S and executive team.

Each mine prepares an annual H&S management plan that addresses all elements of the management system. These plans are tailored to the operational context and risk profile and reflect our commitment to continuous improvement by applying lessons from the previous year (i.e., hazard reporting, incident investigations etc.) to improve future practices. These plans identify the critical site risks and apply the hierarchy of controls to identify the most effective controls to eliminate or reduce the identified risks. In 2023,



TARGETS

- 1 VFL conducted per Manager / Supervisor per week (anyone with direct report/s).
- 2 FCCCs per supervisor per week.
- Improve LTIFR from the 2023 level.
- Improve TRIFR from the 2023 level.
- Improve malaria incidence rate across the company from the 2023 level.





these plans were approved by the General Manager of each of our operating mines, and in 2024 we are extending this approach to include Kurmuk. In 2024, we plan to focus on the annual major contractor H&S plans to uplift the form and content, so these are more aligned with our internal plans.

The ongoing implementation of proactive, preventative safety activities is vital to preventing workplace incidents and promoting positive changes to our workplace safety culture. We apply tools to further support the identification and management of task-specific risks. All routine tasks are risk assessed and have safe work instructions in place. For non-routine tasks, job hazard assessments are conducted to identify the hazards and necessary control measures. We implement Field Critical Control Checks to verify that critical controls are in place and effective, and along with pre-start meetings to set the team up for a safe and productive day and a “Take 5” programme as an informal individual field risk assessment prior to starting work (which includes confirming there is the appropriate PPE for the task).

Each site has a competent Emergency Response Team, Emergency Response Plan, and associated evacuation procedures. In 2023, we updated our Corporate Crisis Management and Communications Plan, and are in the process of updating the site plans accordingly.

Our sites track and report H&S safety performance indicators, including both leading and lagging indicators, along with the associated investigations that provide information on the root cause of an incident, lessons learned, and actions to be taken. We recognize that serious incidents, regardless of the actual consequence, provide an invaluable opportunity to drive safety improvements, but that





to benefit more from this we needed to change our approach to reporting, investigating, and learning. In 2023, we made the following improvements to our approach to managing serious incidents:

- We updated the incident reporting standard to remove 'probability', enabling the classification to be solely determined by potential consequence.
- We initiated monthly Serious Incident calls in November 2023, which are chaired by a Senior Executive. These calls are attended by members of the Executive Management Team, relevant Corporate Managers, and the site General Managers. The General Managers present on the serious incidents, the associated corrective actions and status of implementation, with the President providing guidance on priorities and resourcing.

All our mines have clinics that provide primary and occupational health services. We undertake occupational periodic medical examinations and an industrial hygiene assessment, to identify the occupational hazards and identify appropriate controls. The clinic at our Kurmuk provides primary health services, with the intention to expand to occupational health services in 2024.

Worker participation is an important component of any H&S management system, and our workforce are encouraged to contribute to continuous improvement by raising issues, generating ideas etc. At our mines, this is achieved through a site H&S committee that meets bi-weekly. The committee includes management, and employee and contractor representatives elected by their peers. The workforce can share questions, concerns, or suggestions with their elected representatives, who raise these with the committee.

Training is an essential tool for empowering people to work safely. All workers entering our sites for the first time must complete compulsory induction training, and in addition, regular role-specific training is provided for those in jobs with specific risks. Our training programmes are competency and evidence based, ensuring our workforce have the required skills to complete their work safely. We maintain training records to confirm workers have achieved the required competency and to track when refresher training is needed.

Our site teams do internal departmental inspections of health and safety performance and there are weekly inspections of selected departments undertaken by the site management team. In 2024 we plan to initiate an internal audit programme with site level performance evaluated by functional specialists from the corporate office.

Our 2023 Performance

We are pleased to once again report that there were no workplace fatalities. However, unfortunately, we saw increases in our global consolidated injury frequency rates. Our Lost Time Injury Frequency Rate (LTIFR) increased slightly to 0.49 in 2023, from 0.44 in 2022, however in 2023 our Bonikro mine achieved significant safety performance milestone of exceeding 7 million hours without a lost time injury. Our Total Recordable Injury Frequency Rate (TRIFR) also increased to 1.33 in 2023, from 0.82 in 2022.

LAGGING INDICATORS 2023

	Exposure Hours (Man hours)	Fatalities	LTI	RWI	MTI	FAI	LTIFR	TRIFR	AIFR
LOCATION									
Sadiola	5,728,276	0	4	0	1	3	0.70	0.87	1.39
Bonikro	4,044,052	0	0	1	8	12	0	2.23	5.19
Agbaou	3,755,277	0	1	0	0	11	0.27	0.27	3.20
Exploration	805,372	0	2	0	2	6	2.48	4.97	12.41
Consolidated	14,332,977	0	7	1	11	32	0.49	1.32	3.55
WORKER TYPE									
Employee	4,849,831	0	4	1	6	15	0.82	2.27	5.77
Contractor	9,483,146	0	3	0	5	17	0.32	0.84	2.64
Consolidated	14,332,977	0	7	1	11	32	0.49	1.32	3.55



LAGGING INDICATORS 2020-2023

Consolidated	LTIFR	TRIFR	AIFR
2020	0.86	1.43	10.61
2021	0.33	1.08	3.48
2022	0.44	0.82	2.45
2023	0.49	1.32	3.55



As mentioned above, we encourage the reporting of Serious Potential Incidents, considered to be events which under slightly different circumstances would have a high likelihood of injury. Monitoring and reporting these incidents provide the opportunity to improve safety performance. In 2023, we recorded 41 Serious Potential Incidents. * All incidents were investigated using Incident Cause Analysis Method (ICAM), with strong follow up of implementation of corrective actions.

The Safety Culture Project, described above, was scoped in Q4 2023, with the objective to evaluate the potential impact of safety culture on the lagging indicators of safety performance and develop a programme for improving safety culture in 2024. In addition, to

address the concerning trend of Serious Potential Incidents related to light vehicles, the Company launched a Drive Safe Campaign across all sites in November 2023 (see below).

The global leading safety indicators across our three mines for 2023 were as follows:

- **86,023 hours** of health, safety, and emergency response related-training activities.
- **24,656** visible felt leadership visits.
- **274,765** critical control monitoring checks.





LEADING INDICATORS 2023

Location	Sadiola		Bonikro		Agbaou		Total	
	2023	2022	2023	2022	2023	2022	2023	2022
VFL visits (#)	1,277	803	16,130	13,739	7,249	131	24,656	14,673
Safety Training (hours)	80,127	11,614	1,704	1,884	3,677	1,518	85,508	15,016
Critical Control Monitoring (#)	247,887	64,677	16,114	13,718	10,764	n/a	274,765	n/a
Corrective Action Closure (#)	100	n/a	184	n/a	141	n/a	609	n/a

LEADING INDICATORS 2023

Location	Sadiola		Bonikro		Agbaou		Total	
	Safety (hours)	ER (hours)	Safety (hours)	ER (hours)	Safety (hours)	ER (hours)	Safety (hours)	ER (hours)
Employees	80,127	n/a	1,704	385	2,322	324	84,152	714
Contractors	n/a	n/a	n/a	126	995	36	995	162

Drive Safe Campaign

The Drive Safe Campaign is a 6-month campaign to address the concerning number of light vehicle incidents recorded across our sites. The campaign is championed by the Company President, who also launched the campaign in November 2023.

The official campaign launch centered on the emotional aspect of why people should choose to drive safe, focused on the theme of "I Drive Safe Because...". The campaign launch included an internal communication to all staff from the CEO, followed by on-site activities, including a speech from the Company President, screening of a compilation of photos of the light vehicle incidents across our sites, and then inviting the workforce to write on a commitment board who they drive safe for.



The technical aspect of the campaign will continue over the coming months, and will incorporate various initiatives under each of the following pillars of driving safe:

- **Fitness for work:** implementing alcohol testing at all sites (this was already in place at our Cote d'Ivoire mines), fatigue management.
- **Competence:** introducing expiry dates for all driver licenses, with completing defensive driving a condition of renewal.
- **Road worthiness:** introducing annual road worthiness stickers to confirm vehicles have completed scheduled maintenance.
- **Behavioral management:** introducing vehicle tracking and dashcams.

Ultimately, some elements of the campaign will be continuous, with the various controls integrated into the site annual H&S management plans described above.



2024 PRIORITIES

- Develop the Safety Culture Journey with critical risk management.
- Continued implementation of malaria strategy across all sites.
- Roll out of incident and hazard management software.



COTE D'IVOIRE

Case Study

Pink October

Our Cote d'Ivoire mines ran a Pink October campaign to raise awareness and encourage early screening for breast and cervical cancers.

Our site teams held a 'pink' walk to celebrate survivors, remember those who have lost their lives, support those who continue to be affected by these cancers, and ultimately raise awareness of these cancers and the early screening tools. To supplement the awareness raising initiatives, we engaged an external medical team to provide voluntary, free screening for our workforce and surrounding communities. Through this campaign 474 women were screened for these cancers.





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.

We plan to establish a malaria committee that will oversee the malaria control programmes across our sites in 2024

On-site malaria prevention programmes are ongoing at Sadiola (Mali), however in June 2023 we restarted these programmes at our Cote d'Ivoire sites. We have developed an overarching malaria strategy for the Company, which comprises four key pillars.

1 Vector Control
IRS and Larvicide

2 Environmental Management
Grass & water puddle management

3 Behaviour Management
Long sleeves
Exposure management

4 Personal Protective Equipment
Mosquito nets
Repellents
Knockdown sprays

Implementation of these programmes in the latter half of 2023 have had significant results, with a reduction in the malaria cases across all three mines:

- Agbaou** - 495 cases (down from 585 cases in 2022),
- Bonikro** - 670 cases (down from 708 cases in 2022) and
- Sadiola** - 94 cases (down from 161 cases in 2022).

Malaria cases at Kurmuk increased to 72, from 29 in 2022. Overall, in 2023, we achieved a 18% reduction of the Group's malaria incidence rate (defined as the number of cases per 1,000 people) from 290 in 2022 to 237 in 2023. Building on this success, we plan to establish a malaria committee that will oversee the malaria control programmes across our sites in 2024.





We are committed to making a difference in our communities.



Our approach to social performance is governed by our recently revised Social Responsibility Policy, which establishes and strengthens the company-wide commitment to building and maintaining trust-based relationships with stakeholders and generating shared value that contributes to the long-term development of our host communities. We have adopted a three-pronged approach to implementation of this commitment, centered around inclusive stakeholder engagement, proactive management of risks and impacts, and enhancing positive benefits, which are described in the following sections.

We recognize the importance of stakeholder participation, as both a mechanism to inform ongoing risk assessment and as a tool to mitigate identified risks (Page 15 provides further details on Allied's overall approach to risk management). Our dedicated social performance teams at each site work to maintain strong relationships with surrounding communities through a regular dialogue that promotes trust, respect, and transparency. Our approach to stakeholder engagement is tailored to the site context, including different stakeholder needs and preferences and the nature of our current or planned activities.

Stakeholder Engagement



Effective stakeholder engagement and communication are instrumental in advancing our company's commitment to community relations. Transparency and robust engagement processes are integral to our approach as we work

together to co-create social strategies and define shared responsibilities.

Our sites have developed Stakeholder Engagement Plans that summarize the stakeholder analysis and outlines the strategy for ongoing engagement, so that we maintain an ongoing dialogue with communities and work to understand their evolving expectations, concerns, and interests. Our sites continue to maintain grievance mechanisms as an easily accessible avenue for communities to raise concerns or complaints and seek remedy.

We continue to implement a variety of stakeholder engagement methods depending on the social and cultural context. These included public meetings, door-to-door visits, and focus-group discussions. In addition to our ongoing site stakeholder engagement, there were also ESIA-specific stakeholder engagement programmes implemented at Agbaou (TSF Stage 8 and 9), Bonikro (Oumé Satellite Project) and Kurmuk. All ESIA-specific engagement is led by independent consultants, with our participation.

In 2023, our mines tracked the number of formal and informal engagements. Further work is required to standardize the approach between sites in terms of classification of formal versus informal engagement, however in 2023 the total number of engagements were 143 at Agbaou, 93 at Bonikro, and 42 at Sadiola. We plan to extend the tracking of formal and informal engagements to Kurmuk in 2024.

TARGETS

- Zero significant community incidents (i.e., Level 4 or above)

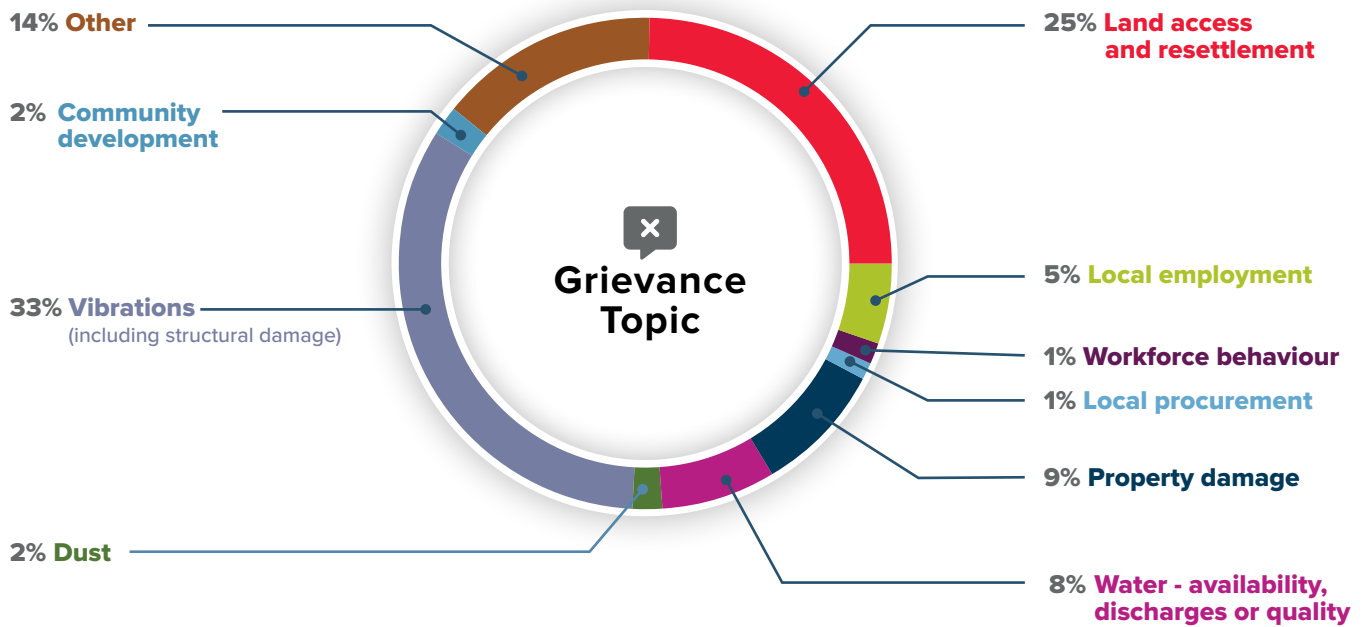


At the start of 2023, we had 21 open grievances, and throughout the year received a further 261 grievances across sites. Of these, 185 grievances had been resolved by year end. Of the unresolved grievances, the majority relate to alleged damage of community assets from blasting at Sadiola (44 grievances) and Bonikro (39 grievances), for which we have sought third party intervention to assist with the resolution. At Agbaou, a significant achievement in 2023 was the resolution of two legacy grievances, received many years before Allied acquisition.



COMMUNITY GRIEVANCES

	Open Grievances (1 January 2023)	Grievances Received in 2023	Grievances Resolved in 2023	Open Grievances (31 December 2023)
Sadiola	0	50	6	44
Bonikro	13	138	109	42
Agbaou	8	60	57	11
Kurmuk	0	10	10	0
Consolidated	21	261	185	97





Socio-Economic Benefits

Our sites can bring significant benefits to our host-countries and communities, in the form of payments to governments (such as taxes and royalties), payments to suppliers, wages paid to employees and contractors, and investment in community development. These economic benefits, if well managed, have the potential to contribute to significantly improved social wellbeing of the people in our surrounding communities, and this value creation in turn helps to build a strong social license and manage social risk. However, all mines have a finite life span – to create lasting benefits beyond the mine life, careful management is needed to avoid communities becoming dependent on the mine and therefore increasing social risks at closure.

Investment in Community Development



In all our jurisdictions our investments in community development are both mandatory, via legal obligations, which is then supplemented by our voluntary contributions as follows:

- The mandatory (“regulatory”) investment requirements have been transposed into our mining agreements with respective Governments. In Côte d’Ivoire, our government-mandated investments are managed under established Community Development Plans. In Ethiopia, our government-mandated

investments for the project development phase came into effect, and once in production, the investments will be managed in a similar manner to our other operating mines. Use of these funds are approved by a community development committee primarily comprised of local administration and community members, which ensures community ownership of the use of funds. Typically, these funds are invested into establishing or enhancing social infrastructure, services, and livelihood activities.

- The voluntary investment are those contributions that are beyond the scope of the legislation but range from philanthropic or strategic investments to negotiated agreements with communities (i.e., Agbaou).

Regulations in Côte d’Ivoire mandate a contribution of 0.5% of the previous year’s revenue to community development. These regulations are transposed into our respective Mining Conventions, which means that our Côte d’Ivoire complex has three Local Mining Development Funds (Bonikro, Hire and Agbaou). The Local Mining Development Funds are managed by local development committees (CDLM), which comprise representatives from affected villages or encampments, the local authority, and the Company. The purpose of the committee is to prepare and agree a Local Development Plan for selected projects that benefit affected communities and monitor implementation of that plan on an ongoing basis. In 2023, the Agbaou Community Development Plan (2023 to 2025) was approved, and we continue to participate in the community development planning for Bonikro and Hire. The CDLM funds are primarily spent in the areas of education, health, water supply and livelihood opportunities.





Recent regulations in Mali also mandate a contribution to socio-economic development, with these provisions applicable to Sadiola Gold Mine through a recent amendment to our Mining Convention. The Company has committed to a 0.25% royalty to community development that applies following commissioning of a new process plant, to be developed as part of the Sadiola Expansion Project. At this stage, the project has not been developed, so our contributions to community development are currently reported under voluntary investment.

Regulations in Ethiopia mandate a one-off contribution during the project development phase and then once in production, annual contributions of 2% of the previous year's expenditure or net profit (whichever is higher) to the socio-economic development of affected communities. These regulations are transposed into our respective Development Agreement with the Government.

The legislations requires a local development committee be established, that comprises representatives from the local authority, affected villages, and the Company. In 2023, we paid the one-off contribution for the development phase.

We work with local governments and our communities to influence the use of the mandatory investment, which accounts for the bulk of our investment in community development. While our role is largely governance and oversight, we actively participate in community development planning to encourage prioritization of development initiatives (and related economic activities) that are self-sustaining.

We use our voluntary investments to support local initiatives through in-kind support and donations; these investments largely align with the main investment pillars related to education, health, water supply and livelihood opportunities.

In 2023, our combined mandatory and voluntary investment in community development across our operating mines totaled USD \$2.7 million, calculated on an accrual basis. In 2023, the timing of the mandatory payments made for the Bonikro mine was adjusted, which accounts for the differences in amounts received by the CDLM in 2023 versus those reported here.

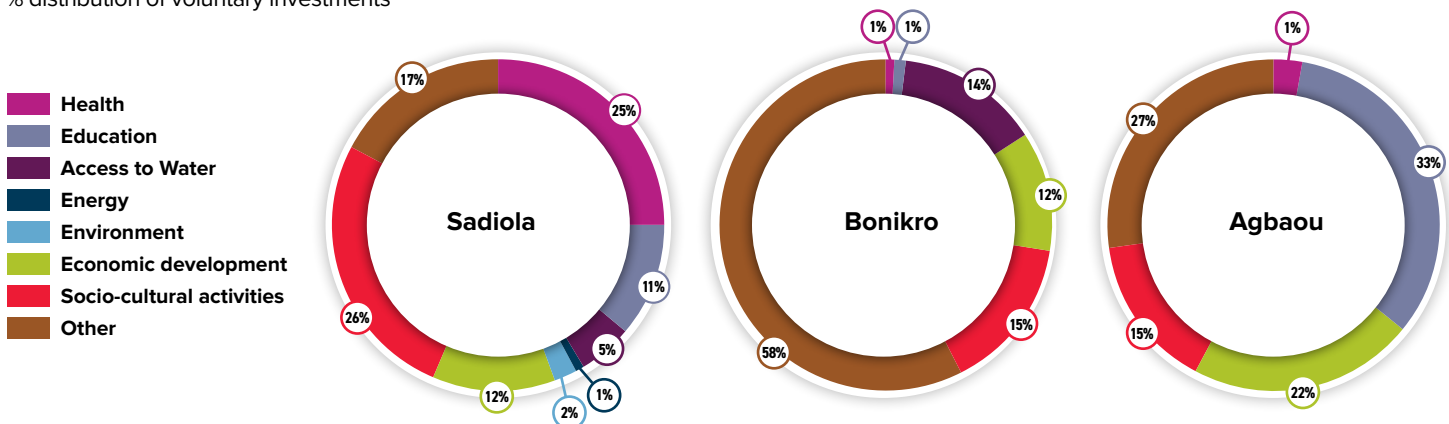
At Kurmuk there has also been mandatory and voluntary investment in community development, which is reported separately from our mines as this has been recorded on a payment basis (opposed to accrual basis). In 2023, the mandatory investment was USD \$162,770 and the voluntary investment was USD \$54,558.

COMMUNITY DEVELOPMENT - MINE SITES

Location	Mandatory Investments (USD)	Discretionary Investments (USD)	Total (USD)
Sadiola	0	532,342	532,342
Bonikro	1,037,286	290,341	1,327,627
Agbaou	700,637	194,320	894,957
Consolidated	1,737,923	1,017,003	2,754,926

COMMUNITY DEVELOPMENT

% distribution of voluntary investments





COTE D'IVOIRE COMPLEX

Case Study

Food Security and Livelihoods

One of the flagship programmes at Bonikro mine is our **Bonikro-Bandamakro lowland rice project**, which was initiated in 2017 and is now in its seventh phase.

The project has 82 direct beneficiaries from two villages. The project currently covers approximately 13.7 hectares and in the last production cycle, the project produced over 30 tonnes of rice, with an average yield of 2.19 tonnes per hectare. In 2023, construction of a water retention structure continued, which is anticipated to facilitate increased rice production.

In 2023, the Social Performance team conducted a survey to evaluate the impact of this project. The average yields from this project range from 1.17 to 4.97 tonnes per hectare, well above the average yield for Côte d'Ivoire which ranges from 0.8 to 2.1 tonnes per hectare. Of the direct beneficiaries, 50% are women. In addition, 16% of the beneficiaries are already able to market surplus rice, moving from subsistence to surplus and income generation. Once the water retention threshold is achieved, this project, if well managed, has the potential to generate more income for the beneficiaries. In 2023, 11 beneficiaries were able to market their surplus production of approximately 7,760 kg, worth approximately USD 6,400 (XOF 500 per kg).





SADIOLA GOLD MINE

Case Study

English learning programme

The “**HEY, English will Help You!**” programme was established at Sadiola in 2003 and we have continued this under Allied ownership.



The program is designed to reinforce the teaching and learning of English for the second cycle (i.e., grade 7-9) students at the schools of Sadiola village and Sadiola Mine. The programme involves two hours of additional English lessons per week provided by the English teachers in the schools, starting at Beginner Level 1 English and finishing at Beginner Level 3 English, which coincides with the Junior High School examinations. At the end of the year, the best students receive diplomas of excellence, prizes, and certificates of participation for all those who have achieved an average grade. In 2023, there were 689 students involved in the HEY programme, 391 boys and 298 girls.





SADIOLA GOLD MINE

Case Study

Supporting development of income generating activities for women

Over the past few years, the Company has received requests from women's groups to support a soap making initiative and in 2023 the decision was taken to initiate this programme to support the development of income-generating activities for women in the adjacent communities.



We engaged an in-country NGO to provide training and associated soap making supplies to four selected women's groups from the surrounding communities.

The training was provided over three days, and combined theoretical and practical sessions to ensure participants could learn the steps in manufacturing the different types of soaps typically requested by communities. The training was attended by approximately 134 women from the four women's groups (which comprise 235 women). In addition to the training, four soap making kits, comprising cutting tables, basins, mixers, buckets, trays, and safety equipment, along with the ingredients for various types of soap, were provided to the women's groups.

The four women's groups were registered with the Kayes Regional Department of Social Development and Economy. Since the official handover in November 2023, the groups have been producing soap bars and balls, with an 18-pack of soap bars sold between FCFA 3,500 and 4,500. It is estimated that more than 80 packs have been sold, along with hundreds of soap balls.





Community Health and Safety



Community health and safety is a cross-cutting theme; the main risks and opportunities intersect with material topics discussed in this report, including occupational health and safety, investment in community development, land acquisition and resettlement, security management, climate change, water resources, hazardous substances management, and dust, noise, and vibrations. Our approach to governance and management of these risks are detailed in those sections.



Local Employment and Procurement

Our commitment to prioritizing employment and procurement from our host countries and communities is stated in our recently revised Social Responsibility Policy. 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 2023, our exploration and our operating site employees comprised 1,814 people, of which 548 are from our local communities, as follows: exploration – 42%, Cote d'Ivoire Complex – 39%, Sadiola – 20%. Further work is required to standardize the reporting of other local employment opportunities provided throughout the year, including fixed term contracts and daily work, as well as the regional and local procurement spend.

At the Cote d'Ivoire Complex, initiatives implemented in 2023 to promote local procurement, included various training programmes to enhance the ability of people to obtain employment and to empower local contractors to participate in tender process for procurement opportunities. In 2023, a major contract was awarded to a local contractor from one of host communities, for the transport of ore between Bonikro and Agbaou.





COTE D'IVOIRE COMPLEX

Case Study

Suppliers Enhancing Local-Local Value Creation

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.

ATS have supported programmes that have directly benefited over **170 people**.

At our Côte d'Ivoire Complex, ATS is an important service provider striving to make improvements that benefit our local communities. Across the Complex, ATS employs 94 people from the local communities, accounting for 57% of their employee workforce.

A key overarching objective for ATS is to provide support for community entrepreneurs to help empower them to take advantage of ATS' preparedness to support the local market by expanding their businesses. ATS' have adopted a multi-pronged approach to progressing this initiative, through the prioritization of training and skills development, along with supporting market integration programmes. In terms of training and skills development, ATS have supported programmes that have directly benefited over 170 people.

Specific examples include:

Training on local dish preparation provided to two community business that have since been provided the opportunity to supply local dishes to ATS.

Pastry training provided to 15 women from the Zeko village as a business opportunity, of which 80% are now running their own businesses.

Training in agronomic practices provided to 26 farmers from two nearby villages (Agbaou and Douaville) to assist with achieving higher productivity.

ATS provide ready market for the produce of community-based entrepreneurs to boost their operations, and to date have engaged 21 certified local-local suppliers to support their activities associated with the Côte d'Ivoire Complex.





COTE D'IVOIRE COMPLEX

Case Study

Women’s hygiene and pregnancy prevention

At our Cote d'Ivoire complex we have initiated a programme, working alongside other agencies, to address the socio-economic and cultural factors contributing to schoolgirl pregnancy and subsequent dropouts.

Within our region, we are working with two municipality high schools (Hiré and Oumé), where over half (58%) of the schoolgirl dropout cases were attributed to school pregnancy or motherhood. We partnered with midwives from the local hospitals who provided training to 700 schoolgirls over two days in February 2023, on menstrual hygiene, the factors contributing to schoolgirl pregnancies, and the health risks associated with early or teen pregnancy. Several of our female employees attended the training and were invited to share their stories to showcase an alternative pathway if girls remain in school.



We continue to work with these two schools, potentially ahead of the end of the school year, before the long break. The schools will continue to track both schoolgirl pregnancy numbers and whether these girls' dropout, or return to school, after delivery. Working with our partners, we will continue to investigate how best to contribute to addressing this evolving challenge in our local communities.





COTE D'IVOIRE COMPLEX

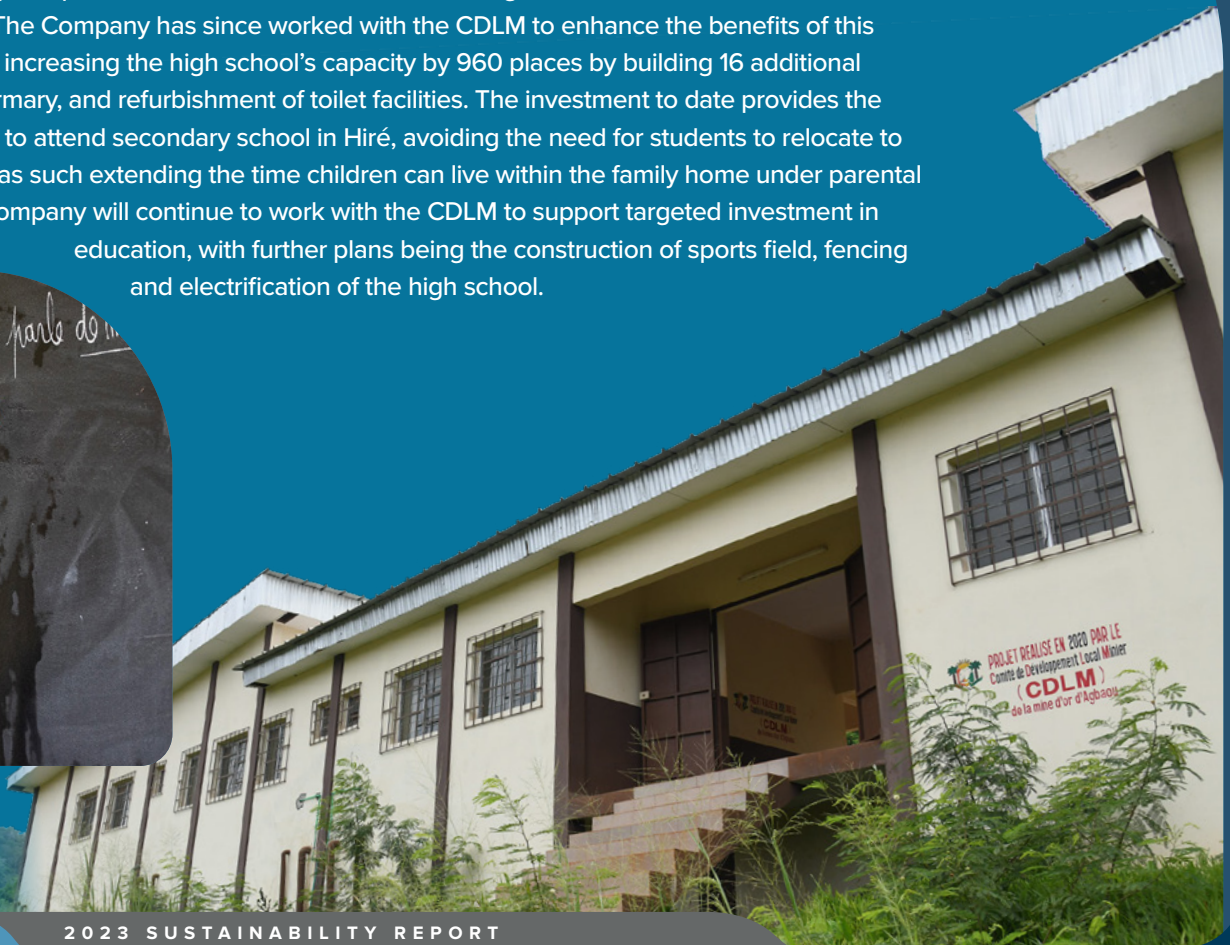
Case Study

Supporting improved access to education and health infrastructure

Allied, through its subsidiary, has directly invested in education and health infrastructure in Hiré town, and encouraged the targeted use of mandatory community funds since 2014 to further enhance the provision of these services.



In relation to education infrastructure, Hiré town had a municipal college, but no high school, which limited the options for attending secondary school. In 2014, the Company funded the construction of three classrooms and a laboratory, which created capacity for 180 places in the second cycle, essentially upgrading the municipal college to a high school. The capacity was further extended by 180 places, with direct investment in building an additional three classrooms. The Company has since worked with the CDLM to enhance the benefits of this investment, further increasing the high school's capacity by 960 places by building 16 additional classrooms, an infirmary, and refurbishment of toilet facilities. The investment to date provides the option for students to attend secondary school in Hiré, avoiding the need for students to relocate to distant towns, and as such extending the time children can live within the family home under parental supervision. The Company will continue to work with the CDLM to support targeted investment in education, with further plans being the construction of sports field, fencing and electrification of the high school.





Case Study - continued

In relation to health infrastructure, Hiré town had no facilities dedicated to the provision of public health services. The Company initially funded the construction of an urban health center, with a maternity ward, dispensary, medical laboratory, and pre-natal and family planning consultation rooms. Subsequently, the Company worked with the CDLM to enhance the benefits of this initial investment, with funding directed towards the construction of a gyno-obstetrical unit, dental practice, radiology practice and biomedical equipment. The impact of this investment is significant, with an average of 11,000 consultations per year, and an increase in the number of successful deliveries from 765 in 2014 to an average of 997 per year. This improved service reduces the need for transfers to hospitals in other towns. There have been no maternal deaths recorded since 2020.



MATERNITE DE ZAROKO



The impact of this investment is significant, with an average of 11,000 consultations per year, and an increase in the number of successful deliveries from 765 in 2014 to an average of 997 per year.

PROJET REALISE EN 2016 PAR LE
Comité de Développement Local Minier
(CDLM)
de la mine d'or d'Agbaou



Land Acquisition and Resettlement



Access to land is the basic source of livelihoods for our host communities. Our exploration and mining activities are located where mineral resources are found, and in some cases, access to this land may require physical resettlement or economic displacement of individuals or communities. Our policy commitment is to avoid resettlement or economic displacement as far as possible, however where unavoidable, we are committed to mitigating, restoring, and improving the standards of living of displaced people.

Land acquisition and resettlement is a salient issue across our Company, with current ongoing or planned land acquisition projects at all our sites. Land acquisition projects are managed by Social Performance departments, in coordination with senior management. We ensure all land acquisition work complies with host-country requirements and uplifted to align with the requirements of IFC Performance Standard 5 (Land Acquisition and Involuntary Resettlement).

2023 RESETTLEMENT ACTIVITIES

Mali: Sadiola

SADIOLA SULPHIDES PROJECT

Powerline: In 2023, we completed the RAP for the construction of an 87 km powerline between Kayes and Sadiola Gold Mine. The land acquisition for the powerline and the associated right of way corridor will economically displace 142 people, primarily associated with impacts on 183 agricultural fields that cover an area of 63 ha. Implementation of the RAP is pending receipt of Government approval for development of the powerline.

Côte d'Ivoire: Bonikro

HIRÉ EXPANSION PROJECT:

This project required access to land in two distinct areas, with different displacement impacts: a western expansion into Hiré town (physical resettlement) and an eastern expansion into agricultural land (economic displacement). The physical resettlement process associated with the western expansion was completed in 2022, with an independent completion audit of the process scheduled for 2024.

The land acquisition in the eastern expansion area was originally identified to affect 441ha of land, 60 landowners (65 land parcels) and 951 individual farms. In 2023, this area increased to 482ha, 60 landowners (65 land parcels) in accordance with the property identification work carried out by the firm of surveyors and 966 individual farms. We have agreed with affected parties to acquire and compensate the land only, allowing continued use of the land by affected parties thereby deferring the economic displacement. To date, 330ha of land within this zone (involving 41 landowners) has been formally acquired and compensated.

Bonikro Pit Dam 3: The establishment of a buffer zone around Dam 3 (approximately 6.65 ha) involved compensating 27 land users, which was completed.

BONIKRO PIT DEWATERING:

The ongoing pit dewatering project required compensation of impacts on land (approximately 9.5 ha) affecting 1 landowner and 1 land user, which was completed.

BONIKRO-AGBAOU ACCESS ROAD:

The establishment of this access road affected approximately 13.4 ha and involved compensating 7 landowners and 56 land users, which was completed.

CHAPELLE-AKISSI SO:

The expansion of these pits affected approximately 0.5 ha and involved compensating 1 landowner and 1 land user, which was completed.

Côte d'Ivoire: Agbaou

EXPANSION PROJECT:

The near mine exploration and production projects affected approximately 21.6 ha and involved compensating 11 landowners and 53 land users, which was completed.

Ethiopia: Kurmuk

In Ethiopia, all land acquisition processes are led by the local government authorities. In our project area, the local authority has limited prior experience in implementing land acquisition processes (compared to other local authorities in Ethiopia). To address this, we worked with the local authorities to establish a land acquisition committee and initiated a training programme on the overall land acquisition process, the legislative requirements, and roles and responsibilities, with a particular focus on our land acquisition process that is scheduled to be initiated in early 2024.



Artisanal and Small-Scale Gold Mining



Artisanal and small-scale gold mining (ASGM) is a complex challenge for the gold mining industry, and one that we are actively managing at all our sites. Most activities within the ASGM sector are informal and unregulated. The unregulated nature of ASGM poses numerous risks and impacts to people and the environment, which are exacerbated where ASGM intersects with our activities.

As a Company, our main concern regarding unauthorized entry onto our mining licenses are the safety and security risks this presents for people, both our employees and the ASGM miners themselves. We have developed a strategy to reduce risks and impact focused on the following areas:

Government: Recognising the role of governments to facilitate dialogue on possible mutually beneficial initiatives for governments to consider in relation to managing ASGM.

Communities: Strengthen community engagement programmes to highlight the risks and impacts associated with ASGM activities and

facilitate greater awareness of the positive benefits associated with our mining activities. Support programmes that encourage more diversified livelihood activities through ongoing community development planning.

Law and Justice: Facilitate the development of Law Enforcement sector and collaborate with authorities for security patrol of our boundaries.

Public Relations: Continue to develop relationships with non-government stakeholders to facilitate partnerships on development projects.

As part of our 2024 key priorities, this strategy will be reviewed to include support to national initiative on ASGM formalization.

Key performance indicators have been established for each of these strategic areas and progress against these indicators is monitored. The ongoing implementation of this plan has seen a significant reduction (over 50% reduction) in ASGM incursions into our mining licenses at our CDI sites; incursions at Agbaou have reduced from 3,278 in 2022 to 1,346 in 2023, and incursions at Bonikro have reduced from 3,805 in 2022 to 1,482 in 2023. Incursions at Sadiola increased by approximately 25%, from 1,661 in 2022 to 2,068 in 2023, which is attributed to displacement of ASGM from a third parties license area to the south of Sadiola.



Security Management



Our approach to security is guided by plans designed to meet our security needs while demonstrating our commitment to respect human rights by implementing the Voluntary Principles on Security and Human Rights (VPSHR). This commitment is reflected in our Security Code of Conduct, which all security personnel and contractors / business partners are required to comply with.

All Allied sites have security departments that work in partnership with our Community Relations departments. The Security Manager reports directly to the site General Manager (who reports to our COO) and the corporate SVP Security. In late 2023, we implemented a more cross-functional approach to the governance of security risks, with cybersecurity and financial crime risks managed by the Chief Financial Officer and all other security risks overseen by the Security SVP.

Our security teams comprise a mix of employees and private contractors, supported by federal law enforcement in Côte d'Ivoire, state law enforcement in Mali and federal police in Ethiopia. For our third-party security providers, our expectations around respecting human rights are further embedded in the established contractual agreements, or the Memorandums of Understanding we have in place with public security providers. In 2024, we are reviewing, and where necessary updating, the corporate governance documents related to security management.

Security risks are identified by our security teams, in partnership with our community relations departments, through risk advisory services, government security intelligence, and sundry local engagement. Security risks vary across our sites although the basis of which relate to interactions with artisanal miners, labor issues, political unrest and theft. We believe a prudent course with any risk including those relating to security is to assess the risk and take precautionary measures whether the risk is likely to create an event that causes harm to persons or property. Each site has a Security Management Plan in place that documents the identified threats and associated risks and impacts, the required security arrangements and controls, and the resources required to implement the plan and mitigate risk.

We ensure our security providers are appropriately trained on our corporate expectations, with training records maintained for all security personnel. We record and investigate all security incidents and maintain corrective action registers at all sites. In 2023, there were no allegations of human rights violations by the Company or contractor security forces.

Under the SASB definitions, two of our operating jurisdictions (Mali and Ethiopia) meet the definition as being countries of active conflict, however the conflict is not proximate to our sites with no impact on our operations in either jurisdiction.



SECURITY PROVIDERS

Location	Employees	Third Parties (Contractors)	Third Parties (National Security)
Bonikro	9	216	24
Agbaou	24	134	4
Kurmuk	0	34	64
Corporate	0	~30-40*	0

*no fixed deployment

SECURITY PROVIDERS TRAINED ON VPSHR*

Location	Employees Trained	Third Parties (Contractors) Trained	Third Parties (National Security) Trained
Sadiola	50 (100%)	185 (90%)	0 (0%)
Bonikro	8 (88%)	216 (100%)	24 (100%)
Agbaou	24 (100%)	134 (100%)	4 (100%)
Kurmuk	n/a	30 (88%)	0 (0%)

* training is aligned with VPSHR requirements

AREAS OF CONFLICT

Location	% of reserves within or near areas of conflict
Sadiola	0%
Bonikro	0%
Agbaou	0%
Kurmuk	0%

While Mali and Ethiopia meet the definition as being countries of active conflict, the conflict is not proximate to our sites with no operational impacts on our activities. As such, the reserves have been excluded from the scope of this disclosure.

2024 PRIORITIES

- Develop a local procurement strategy for each operation.
- Update Stakeholder Engagement Plans for all sites.



As environmental stewards, we are focused on improving our use of natural resources and **reducing our environmental footprint.**

Environmental Management

The natural environment continued to move up the global agenda in 2023, which is reflected in the World Economic Forum’s 2024 Global Risk Report, with environmental risks dominating the risk landscape over short to long-term horizons. Over the next decade, extreme weather events were identified as the most pressing issue, with the interrelated risks of critical changes to earth systems, biodiversity loss, and natural resource shortages also within the top four.

The extractives sector impacts upon the natural environment, including climate, water, air, and biodiversity. At the same time, we depend upon access to natural resources and therefore the global challenges around natural resource depletion and environmental quality increasingly pose risks to our activities.

We recognize our responsibility as environmental stewards, focused on the responsible use and protection of natural resources we share. Our commitment to this is embedded in our recently approved Environmental Policy, which reflects our overall commitment to manage the potential risks and impacts of our activities on the environment, by applying the principles of the mitigation hierarchy throughout the life of our assets. The policy also includes specific commitments on the key environmental priorities for the business, such as energy and climate change, water resources, biodiversity preservation, waste, hazardous materials, and mine rehabilitation and closure, which are addressed in the subsequent sections.

Our mines have environmental management systems that broadly align with the requirements of ISO 14001, which provides the framework for proactive identification and management of potential environmental risks and impacts and compliance with our commitments. At our advanced development project, we are working to develop and implement an appropriate management system ahead of construction.

We identify, assess and control risks in accordance with our risk management standard. [Page 15](#) provides further details on Allied’s overall approach to risk management. All our sites have environmental management plans, which are initially informed by the outcomes of the environmental and social impact assessment (ESIA) process and then updated as necessary to reflect the outcomes of ongoing risk assessments, ongoing monitoring, and internal and external audits.

Allied continues to maintain an annual environmental audit programme to provide assurance of compliance with our established standards and procedures. This has, to date, been an external audit programme (with audits of our mines completed in February 2023), however in 2024 we plan to initiate an internal audit programme with site level performance evaluated by a team of functional specialists from the corporate office.

In striving to prevent environmental incidents, we have set a target of zero significant environmental incidents, which are the Level 4 and 5 incidents, and these are publicly disclosed. In 2023, we met this target, with no significant environmental incidents recorded with a Level 4 or above classification.

TARGETS

- Consider TCFD recommendation and timeframe for establishing a climate strategy.
- Zero significant environmental incidents (i.e., Level 4 or above).





Climate Change



Climate change is one of the defining challenges of our time. The impacts of climate change are already being felt; from changing weather patterns that present increasing risks to our activities and our host communities, a dynamic regulatory landscape, evolving stakeholder expectations, and technological advancements. We acknowledge that as an extractives company, we have a role to play in supporting efforts to respond to climate change, and that our responsibility goes beyond ensuring our own resilience. We are committed to taking action to understand and manage the risks and opportunities to both our business and stakeholders in a timely and responsible manner.

Allied has committed to expanding the Company's annual climate-related disclosures in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). In 2023, we commissioned an external assessment of our alignment with the four thematic areas of the TCFD recommendations: governance, strategy, risk management, and metrics and targets.



Governance: The organization's governance around climate-related risks and opportunities.

Strategy: The actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

Risk Management: The processes used by the organization to identify, assess, and manage climate-related risks.

Metrics and targets: The metrics and targets used to assess and manage relevant climate-related risks and opportunities.

The following section summarizes the current approach and our immediate plans under each of the four themes, recognising that we anticipate a three-year journey to achieve full alignment with the TCFD disclosure recommendations

Governance

Our approach to climate change is governed by our recently approved Environmental Policy, responsibility for which lies with the Chief Sustainability Officer and is overseen by our Chief Executive Officer.

Strategy and Risk Assessment

Our Sustainability Performance Targets for 2024 (Page 12) include a commitment to disclose the timeframe for establishing our climate change strategy.

We aim to be proactive in enhancing our understanding of current and future climate risks to our business, to support ongoing identification, development, and evaluation of appropriate management strategies. In alignment with the TCFD framework strategy and risk management pillars, we completed our inaugural corporate climate risk and opportunity assessment in April 2023. With support from independent specialist consultants, this assessment evaluated the physical risks emanating from climate change and the transitional risks associated with changes that may occur through the transition to a lower-carbon economy, and potential management measures, under the following time horizons:

Short term: Less than 1 year, linked to annual budgeting cycles.

Medium term: 1-5 years, linked to strategic planning horizons.

Long term: 5+ years, linked to the life of mine of our assets.

A summary of the key physical and transitional risks and opportunities identified is provided below.

We intend to update this risk and opportunity assessment with the new Executive Management Team in Q3 2024, to ensure these are fully integrated in the Company's ongoing risk identification, assessment, and management processes. As part of this update, we intend to reevaluate the risk consequence in accordance with the new Corporate Risk Management Standard. This is particularly important to enable comparative evaluation of consequences of climate-related risks alongside other sustainability risks to the business. This will ensure appropriate prioritization of resources towards the most important sustainability matters over the short to medium term.

Physical Risk

Our assets, activities, communities, and broader value chains are exposed to the impacts of extreme weather events associated with climate change, as such managing these risks is essential to enhance the resilience of our business and host communities.

Our sites are in very different climatic regions, and as such our risk assessment process was founded on modelled projections of future climate (for the year 2030 and 2050) at the locations of our mines and our advanced development project. These projections were evaluated from 2020 baseline conditions under two scenarios: RCP 2.6 and



RCP 8.5, which represent the best- and worst-case time-dependent projections of atmospheric greenhouse gas concentrations adopted by the Intergovernmental Panel on Climate Change.

Our existing mines, with relatively short remaining life spans are less exposed to the longer-term changes in weather patterns but face challenges of more frequent and intense extreme weather events that have been observed around the world. Our expansion and

development projects that have longer life spans (10-15 years) are exposed to both types of acute and chronic physical risk.

The significance of the physical risks identified varies across our operating locations, based on the climatic zone, the sources of water and energy used for our activities, and key supply chain routes.

¹ The life of our mines typically ranges from 5 to 20 years.

Category	Description of risk	Agbaou, Côte d'Ivoire	Bonikro, Côte d'Ivoire	Sadiola, Mali	Kurmuk, Ethiopia
Increased frequency/intensity of rainfall	Damage to mine and associated infrastructure.	High	High	High	High
	Uncontrolled or unplanned off-site discharges.	Medium	Medium	Medium	
	Exceed capacity of stormwater management infrastructure.	High	High	High	High
	Disruption of key transport routes.	Medium	Medium	High	
Increased frequency of droughts	Reduced water availability.	Medium	Medium	Low	High
	Interruptions to hydro generated power supply.	Medium	Medium	Medium	Low
	Impacts on food security.	Low	Low	Medium	Medium
Rising temperatures	Increased frequency of bush fires.			Medium	Medium
	Risks to worker health and safety.	Low	Low	Medium	Medium

▲ High
 ▲ Medium
 ▲ Low

Transitional Risk

Demand for gold is likely to remain relatively stable in a low carbon future. Sector research conducted by the World Gold Council confirms that emissions from downstream gold products are relatively small, with numerous emerging opportunities to reduce emissions associated with gold production. The primary transitional risk to our Company is associated with emerging climate-related

legislation, which may introduce carbon pricing or taxes. The risk applies across all our sites due to our reliance on diesel, used in the mining fleet, to transport supplies to / from site, for primary power generation at Sadiola (currently) and the exploration sites, and for backup generators.

OVERVIEW OF CLIMATE-RELATED TRANSITIONAL RISKS

Market	Technology	Reputation	Policy & Legal
Higher insurance costs.		Adverse attitudes towards the mining sector or Allied's response to climate change.	Changes to policy and regulations in the jurisdiction in which we operate.
Commodity price fluctuation			
Shifting investor and wider stakeholder expectations.			

OVERVIEW OF CLIMATE-RELATED TRANSITIONAL OPPORTUNITIES

Improvements in voluntary markets to support nature-based solutions for carbon sequestration.	Technological improvements to support transition to low carbon economy.		
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Metrics and Targets

In line with the Greenhouse Gas Protocol, we track and report our Scope 1 and Scope 2 emissions each year, measuring both the direct and indirect emissions generated, which in 2023 was expanded to include our Kurmuk and company offices.

In 2023, our total Scope 1 and 2 emissions (at our three operating mines) were an estimated 269,782 tonnes of CO₂e, and the corresponding emissions intensity was 0.78 tonnes CO₂e (metric tonnes of carbon dioxide equivalent) per ounce of gold produced. When combined with our total Scope 1 and 2 emissions for Kurmuk, our consolidated emissions were 271,037 tonnes of CO₂e. Our

emissions are not directly comparable with historical data, due to the extension of the boundary of our emissions calculation in 2023.

Our Scope 1 emissions associated with diesel usage continue to represent our primary emission challenge. In 2023 the energy consumption at our operating mines was 3,644,972 gigajoules (GJ). When combined with energy consumption at Kurmuk, our consolidated emissions were 3,662,825 gigajoules (GJ), of which 11% was generated by grid electricity. The corresponding energy intensity for our operational mines is 10.6 GJ of energy per ounce of gold produced.

ENERGY AND EMISSIONS: 2022 – 2023 DATA*

	Sadiola		Bonikro		Agbaou		Kurmuk		Consolidated	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Grid Electricity Consumed (GJ)	0	0	203,034	213,567	168,667	189,407	n/a	0	371,701	402,974
Total Energy Consumed (GJ)	2,013,075	1,926,421	953,620	928,173	761,915	790,378	n/a	17,852	3,728,610	3,662,825
Energy Intensity (GJ/oz) - ops	11.47	11.27	10.28	9.34	7.38	10.77	n/a	n/a	10.03	10.60
Scope 1 Emissions (t CO ₂ e)	141,625	135,354	52,799	51,632	41,801	44,975	n/a	1,256	236,225	233,216
Scope 2 Emissions (t CO ₂ e)	0	0	19,046	20,044	15,822	17,777	n/a	0	34,868	37,821
Total Scope 1 & 2 Emissions (t CO ₂ e)	141,625	135,354	71,845	71,676	57,623	62,752	n/a	1,256	271,093	271,037
Emissions Intensity (t CO ₂ e/oz) - ops	0.81	0.79	0.77	0.72	0.56	0.85	n/a		0.73	0.78

*Scope 2 emissions calculated using IEA Emissions Factors (2023), available for the year 2021.

At our mines, the relatively short remaining life spans means our focus is on optimizing existing procedures to maximize energy efficiency. Our expansion projects and development sites offer the most practical ways for transitioning to lower greenhouse gas emitting alternatives in the short to medium term.



Water Resources



Water is essential for people, the environment, and the economy and access to water is a fundamental human right, that is an increasing global challenge being exacerbated by climate change. In the same vein, access to water is critical to our business activities and we cannot operate without it. We recognize that without careful management, when we take, divert or discharge wastewater, it can impact the availability or quality of water resources we share with others. We are committed to responsible water stewardship and see this as central to successful and sustainable mining operations.

Our exposure to water-related risks is influenced by the climatic characteristics and the nature of our activities (including sources of water supply) at each site. Based on the World Resources Institutes Aqueduct Water Risk Atlas, none of our sites are in areas considered under High or Extremely High-water stress, with our sites in Côte d'Ivoire and Ethiopia in the tropical savanna climate zone (low water stress) and our site in Mali in a hot semi-arid climate zone (medium water stress). The principal water supply sources vary - in Cote d'Ivoire we typically use groundwater to augment the water supply and in Mali we predominately use surface water. In Ethiopia, our project will, in future, predominately use surface water. As such, we are exposed to a diverse range of water-related risks, which vary seasonally, including those associated with water abundance (i.e., water must be diverted or temporarily stored), water scarcity, and discharges to the environment.

We use a range of techniques to support the identification and management of our water-related risks throughout the mine life. During operations, the water-related risks and opportunities are reported on a weekly basis to the General Manager, with adjustments to the site wide risk register reported monthly, if necessary.

[Page 15](#) provides further details on Allied's formal approach to



risk management. In 2023, we implemented predictive pit dewatering tools and improved our wet weather action planning across our mines. We had planned to update or develop site-wide water balances to improve site water management strategies; however, we had to adapt to a phased approach, with initial development of integrated site water management diagrams to facilitate identification of water flows and data gaps prior to development of deterministic models. We plan to develop consolidated water management plans for each site in 2024/2025.

At each of our operations, we dewater our open pits to safely access the ore and where possible, we reuse this water in our processing and dust suppression activities. We promote water recycling and conservation to reduce the need to import makeup water. We monitor our water abstraction and usage; however, the 2023 data will be disclosed at a later stage. In 2023, at Bonikro, seven grievances were raised in relation to allegations of reduced water availability in nearby community wells; these wells have since been cleaned out and these grievances are closed.





Across our sites there are water quality monitoring programmes to facilitate identification of potential impacts on surface or groundwater quality and to mitigate the impacts if necessary.

General surface water management at our mines includes the use of diversion channels to redirect upstream catchment flows around key infrastructure components. Erosion and sedimentation are a key water-related challenge, which is proactively managed to reduce sediment loading in surface waters. Allied are committed to proactive erosion and sediment control and this is reflected in the low numbers of related grievances received since 2021 (Page 32). In 2023, there were 12 grievances related to water management, of which five grievances related to sedimentation, which is a significant achievement and reflective of the sustained efforts on this front. All five grievances were recorded at Sadiola, and related to sedimentation impacts downstream of a waste rock dump.

Biodiversity

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. As indicated in Page 46, biodiversity loss and ecosystem collapse has been identified as the most rapidly deteriorating risk over the next decade.



We operate in a variety of different ecoregions, from the East Guinean Forest in Côte d’Ivoire, the West Sudanian Savanna in Mali, and the East Sudanian Savanna in Ethiopia. The biodiversity value around our existing mines in Côte d’Ivoire and Mali is relatively low, primarily due to habitat degradation through conversion for agriculture and artisanal and small-scale mining activities. The biodiversity value of our development project in Ethiopia is high, based on the presence of critical habitat areas that support species of conservation concern and wider ecosystem functionality.

Our biodiversity approach is linked to the unique context at each site, in particular the stage of mine life and the presence of priority biodiversity values. We strive to apply the mitigation hierarchy, informed by a robust understanding of the biodiversity values of the site and surrounding area.

We conduct biodiversity baseline studies for all development projects prior to construction, to facilitate early identification of priority biodiversity values and evaluation of potential impacts that are critical to effective integration of biodiversity considerations into project design and the development of appropriate management strategies throughout the mine life. Where priority biodiversity values are identified, a specific biodiversity management plan is developed to support the ongoing management of identified risks and impacts. For sites with lower biodiversity values, the biodiversity risks are largely managed through internal land clearing processes.

Throughout 2023, our activities to support further development of our knowledge base and biodiversity conservation are as follows:

AGBAOU AND BONIKRO MINES, CÔTE D’IVOIRE

As part of the ESIA process for the Oumé Project, we commissioned biodiversity surveys (flora and fauna).

Promoting World Environment Day, by involving our workforce in tree planting campaigns, poster competitions, and general clean-up activities.

Hosting Cote d’Ivoire’s Green Mining Day, a wide-reaching event designed to promote sectoral discussions around mining and environmental management. The theme for this year was land rehabilitation.

KURMUK GOLD PROJECT, ETHIOPIA

Following completion of the additional biodiversity baseline studies in 2022, an independent specialist biodiversity consultant was commissioned to undertake integrated analysis of the biodiversity baseline data (collected through various studies between 2015 and 2022), with the objective to update the analysis of biodiversity sensitivity and mapping of critical habitat areas. This work will inform the development of a site-specific management plan for the project in 2024.



BIODIVERSITY AND LAND MANAGEMENT

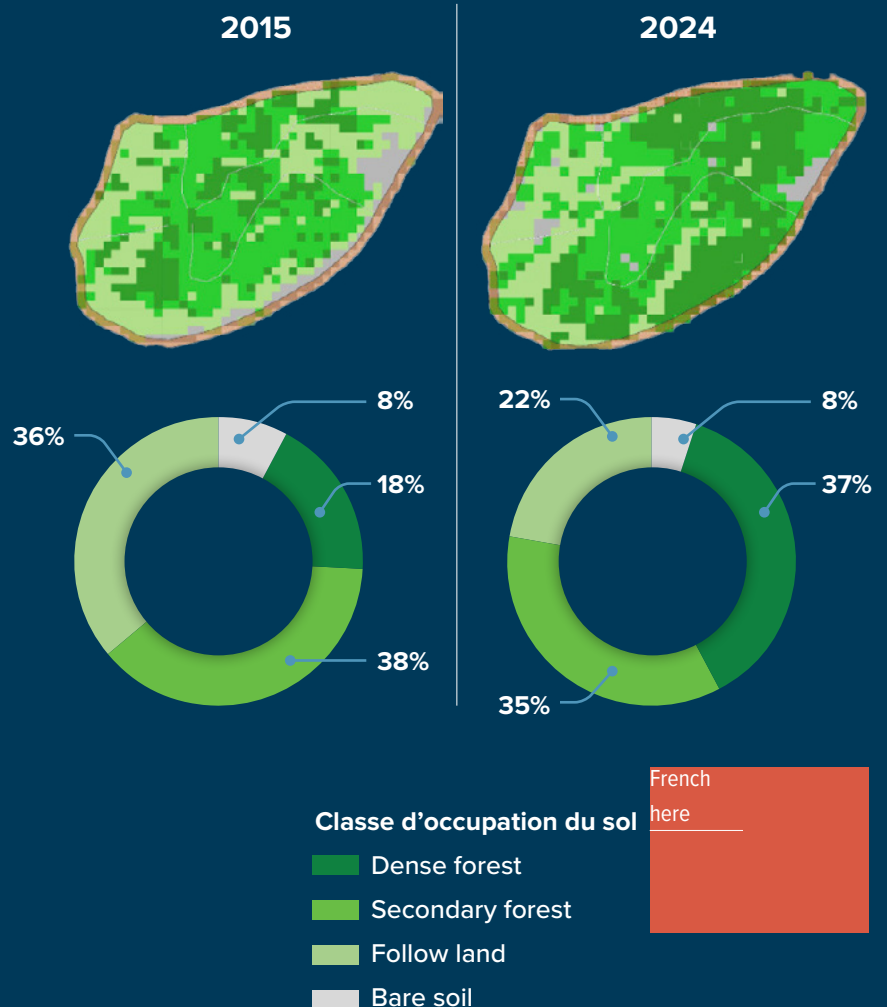
	1 January 2023		In 2023		31 December 2023	
	Total Land Disturbed (ha)	Total Land Rehabilitated (ha)	New Land Disturbed (ha)	New Land Rehabilitated (ha)	Total Land Disturbed (ha)	Total Land Rehabilitated (ha)
Sadiola	1,943	562	0	5	1,938	567
Bonikro	1,484	n/a	101	0	1,585	44
Agbaou	710	421	32	0	742	421
Kurmuk	n/a	n/a	37	0	n/a	n/a

COTE D'IVOIRE COMPLEX

Case Study

Depka Forest Reserve

We continue to preserve the Depka Forest, an 8.5 ha area of forest, established as a Biodiversity Conservation Reserve within the Agbaou mining license back in 2013. In early 2023, we commissioned the Félix Houphouët-Boigny University to evaluate the current reserve to understand whether the investment in conservation efforts is noticeable and at the same time evaluate a potential 21 ha extension area, known as Depka Forest Extension. The surveys involved evaluating flora species diversity (including biomass and carbon stocks) and fauna species diversity (including birds, mammals, and herpetofauna). Both areas harbor impressive flora and fauna diversity, with 190 species recorded in Depka Forest, and 284 species recorded in Depka Forest Extension. The impact of the conservation efforts in both areas are evident in the substantial changes in forest habitat extent across the areas between 2015 and 2024.





Dust, Noise and Vibrations

We are committed to active management of air quality, noise, and blast vibration to minimise potential impacts on our workers, communities, and the environment. This is a particular priority at all our mines and our advanced development project, given the proximity of the sites to communities.

The ongoing monitoring of dust and noise levels requires improvement across our sites, however despite this we continue to implement proactive management across all sites (i.e., localized/ activity specific surface water to minimise dust). This proactive approach to management is reflected in the very low numbers of grievances related to dust or noise across our sites (Page 32).

At our Bonikro mine, rigorous blast management practices are in place. As part of the permitting of the Hire satellite mining operation, an expert panel was established to develop the blast-related monitoring conditions. The expert panel included Ivorian Electricity Company (CIE), Côte d'Ivoire Energy (CI-Energy), National Regulatory Authority for the Electricity Sector (ANARE), the Ministry of Industry and Mines, the Ministry of Oil and Energy, and National Environmental Agency (ANDE) was created in June 2013, with the initial objective to develop the required blast-related conditions of consent, and subsequently the ongoing monitoring those conditions. As part of our conditions, limits have been set for seismic balance, acoustic overpressure levels, rock projections, and dust emissions, which are monitored as part of every blast. An Impact Monitoring Committee has been established, which is tasked with serving as a conduit between the Company and communities, to observe blasting operations and share the community feedback. The committee members are from the surrounding communities, municipality representatives, and is presided by the Sous-Prefet. The committee meets quarterly to review the blasts operations (challenges, lessons learnt & improvements).

We continue to keep our local communities informed about the timing and extent of blasting activities. Blast vibration monitoring is undertaken across all our mines, and we continue to be within the approved regulatory limits (where applicable). The issue continues to be the real or perceived impacts of the blast vibration on community assets, with 88 related grievances received across our sites in 2023, primarily related to Sadiola and Bonikro. These grievances that have been difficult to evaluate given the limited information on the structures, with the resolution of most of these requiring the involvement of independent parties.



Cyanide is routinely used in a range of industries, including gold mining, as the cyanidation process is the safest and most effective and economical technique to recover gold. Our approach to cyanide management is aligned with industry best practice for the transport, storage, use and disposal of cyanide, including the principles of the International Cyanide Management Code. Each mine has procedures in place to manage to ensure the safe management of cyanide. In 2023, there were no cyanide-related incidents.

In terms of the other hazardous materials, each site manages these in accordance with the relevant legislation in each jurisdiction, with some subject to specific licenses, approvals, and regular inspections by the authorities (i.e., such as the storage and use of explosives).

We provide training for all workers engaged in the handling of hazardous materials. In preparation for emergencies or spills, our mines have established spill response protocols. Our emergency response teams undergo specialized training in spill management and cleanup procedures to ensure effective handling of any incidents.

Waste Management

Mining activities generate a range of different waste streams, including mineral and non-mineral wastes. Our mineral wastes are the by-products of our mining (waste rock) and processing activities (tailings), which represent the largest waste streams at our operations. We also generate smaller quantities of non-hazardous and hazardous non-mineral waste each year. These wastes must be carefully managed to avoid risks to people and the environment.

Mineral Waste

The management of mineral wastes is a critical issue for the mining industry. These wastes are typically 'stored' permanently on site and require careful management to avoid creating long-term liabilities for the business. Our key priorities in terms of these wastes are ensuring the long-term stability of the storage facilities and the identification and management of any risks associated with potentially reactive materials.

Hazardous Materials Handling



Gold mining and processing requires blasting agents, hydrochloric acid, lime, cyanide, and caustic soda, along with large quantities of diesel for vehicles and equipment, all of which are used on an ongoing basis. Of these, cyanide represents the most potentially hazardous substance, which if not managed carefully can pose serious risks to people and the environment.



Waste Rock

Waste rock, the material removed to access gold-bearing ore, must be managed responsibly to safeguard our people, communities, and the environment, while minimizing post-mining rehabilitation and closure costs.

Many of our mines have historic waste rock dumps, predating our ownership. We conduct ongoing environmental and slope stability monitoring to detect risks and facilitate early implementation of mitigation measures. Currently, our monitoring to identify risks and implement mitigation measures promptly. Currently, monitoring indicates no significant impact from waste rock geochemistry. Non-reactive waste rock is evaluated for potential reuse in construction to reduce reliance on engineered waste rock dumps. In 2023, our operations produced 61,578,824 tonnes of waste rock to extract 8,671,216 tonnes of ore, resulting in a 7.1 ratio of waste to ore.

For new projects, we conduct testing to assess waste material reactivity, informing design controls to mitigate risks. Progress on waste rock storage dump design at Kurmuk continues, with 2023 testing confirming minimal reactivity risk.

	Waste rock (t)	
	2022	2023
Sadiola	30,587,854	25,469,476
Bonikro	23,623,206	17,504,005
Agbaou	23,082,525	18,605,343
Kurmuk	n/a	n/a
Consolidated	77,293,585	61,578,824





Tailings Storage Facilities



Tailings are the waste stream generated from mineral processing that are typically deposited in engineered structures known as tailings storage facilities (TSFs). Tailings comprise the materials left over after the valuable mineral has been extracted, such as ground rock, water, and residual chemicals used to extract the gold from the rock. These physical and chemical characteristics and methods of storage means the primary risk of poor tailings management is an uncontrolled release of tailings, which can vary from a minor loss of containment to a catastrophic TSF failure, which as we know poses significant risks to life, livelihoods, and the environment.

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

Early 2024, we reviewed the governance of the Tailings Management. The Accountable Executive Officer is the Chief Sustainability Officer. A Responsible Person and Engineers of Record are assigned for our active TSFs, the roles of which are:

- **Responsible Tailings Facility Engineer:** Allied Gold employee responsible for oversight overall engineering stewardship, of the TSF, including planning, operation, surveillance, maintenance, performance reviews and change management.
- **Engineer of Record:** External, independent professional engineer who maintains the dam design, certifies dam integrity through performance reviews, and supports the Responsible Tailings Facility Engineer on any technical matters including the OMS Manual.

We also developed and implemented the TSF monthly dashboard which combines and links all the monitoring data and this documents is shared with the Executive Team



OVERVIEW OF OUR TSFS

Tailings Facility	Bonikro	Agbaou	Sadiola
Location	Ivory Coast Lat: 6.225333° Long: -5.358530°	Ivory Coast Lat: 6.122398° Long: -5.238198°	Mali Lat: 13.865325° Long: -11.650593°
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
Operational Status	Active	Active	Active
Construction Method	Combination of centreline, upstream, and downstream	Downstream	Upstream
Maximum permitted storage capacity (t)	41,892,469	36,100,000	138,645,000
Stored amount (end Dec 2023) (t)	33,648,140	26,533,538	129,692,825
Tailings produced in 2023 (t)	2,420,392	2,245,546	4,761,403
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	No	No	No
Significant incidents	0	0	0



Allied Gold manages three active legacy TSFs – one at each of our operational mines. As part of our commitment to transparent disclosures, a detailed inventory of each TSF, including location, construction method/s, permitted and current volumes stored, consequence classification and other technical information is provided below. The implementation of permitted expansions of the Agbaou and Bonikro TSFs (Côte d'Ivoire) is in progress and should be completed in 2024. Concept studies are in progress for additional tailings storage capacity at Sadiola (Mali) and design work is ongoing for a new TSF at Kurmuk (Ethiopia).

Independent experts design all TSF lifts and expansions in accordance with the Australian National Committee on Large Dams (ANCOLD) standards and country-specific regulatory requirements (where applicable). Construction is monitored closely through quality assurance and control.

Our TSFs are operated in line with a TSF Operation Maintenance and Surveillance (OMS) Manual. These documents describe 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 pins and a Geotech Monitoring Station 24 hours/7 days scan system installed in the last quarter at Agbaou). 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 technical specialist conducted the first Dam Safety Review (DSR) of all three TSFs, and the material findings were included in the tailings management action plan for 2023 and 2024. The DSR of each dam will be conducted every two or three years depending on the Consequence Classification and its performance.

Allied have Trigger Action Response Plans in place for all three 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.

Each mine site has an Emergency Preparedness and Response Plan in place, specific to the TSF, including for tailings dam failures in line with the TSF risk profile. Allied has committed to improve the Emergency Preparedness and Response Plans in 2024, through: establishing cross-functional teams to participate in updates to the plans; establishing a central repository for all TSF data; external engagement with in-country emergency response agencies; and undertaking routine training and physical simulations.

TSF closure is a long-term process, planned for iteratively throughout the mine life. TSFs are designed from the outset with closure in mind. The key objectives for closure are for rehabilitated TSFs to be physically and chemically stable, with limited ongoing management and maintenance. The rehabilitation and closure of the TSFs are incorporated into site wide closure plans, which includes appropriate financial provisioning ([Page 57](#))

Over the course of 2023, our operations produced 14.18 million tonnes of tailings. All inspections and reviews were conducted as scheduled and zero significant incidents relating to our TSFs occurred.

In 2023, we continued to work towards our commitment to align with the Global Industry Standard on Tailings Management (GISTM). Work is underway on a corporate Tailings Management Standard, that addresses the governance and technical aspects of tailings management that can be applied to existing and future TSFs, across all development phases.

In 2024, key actions are to:

- Issue a Corporate Tailings Management Standard
- Finalize TSF strategy and option for Sadiola.
- Conduct a GISTM Gap Analysis and develop a work plan for full compliance for the 3 sites.





Non-Mineral Waste

The non-mineral waste we produce 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 wastes, reagents, and batteries.

We work to apply the waste management hierarchy, however in terms of the non-mineral wastes our efforts are primarily focused on maximizing waste reuse or recycling, ahead of safely disposing of any remaining waste. Used tires are for example, often integrated into our site landscaping or used to build traffic management controls (i.e., roundabouts, vehicle parking bays). For the waste that we can't reuse

on site, we work to identify suitably accredited local companies to collect, transport, and recycle or dispose of our waste for us.

Across our sites, there are still improvements needed to aspects of our waste management strategies, including segregation, treatment, and storage practices. These remain the focus areas for 2024, ahead of looking at more proactive strategies to reduce waste generation.

Our sites do record the volumes of wastes generated and treated monthly. Across our mines in 2023, we generated 1,688 tonnes of non-mineral waste and 360 tonnes of hazardous waste, of which 228 tonnes were recycled.

WASTE & HAZARDOUS MATERIALS MANAGEMENT

	Non-Mineral Waste Generated (t)	Hazardous Waste Generated (t)	Hazardous Waste Recycled (t)	Significant Incidents
Sadiola	261	34.4	n/a	0
Bonikro	1,011	165.6	120	0
Agbaou	393	159	108	0
Kurmuk	22.7	0.6	0	0
Consolidated	1,688	360	228	0

In 2023 there were no significant incidents involving hazardous materials or waste management.

Mine Closure

As responsible miners, planning for closure is integral to our business. We are committed to rehabilitating and closing our sites in a manner that prioritizes safety, stability, environmental integrity, capable of supporting a sustainable post-mining land use, leaving a positive legacy for our host communities. Closure planning is dynamic, evolving alongside changing environmental and socio-economic contexts, which changes throughout the mine life.

Our approach to closure begins before mining commences and continues throughout operations. Each site has a closure plan, treated as a living document updated to reflect operational changes and regulatory requirements.

We emphasize progressive rehabilitation, which not only validates proposed actions but also mitigates financial liabilities over time. Currently the progressive rehabilitation is limited due to ongoing investigations into expansion projects, aiming to avoid redundancies in rehabilitation efforts.

In 2024, we plan to update the closure plans for our mines, outlining short-term activities to support final closure planning and implementation. These activities include addressing identified risks, conducting further studies and trials, collaboration with stakeholders, and refining closure objectives and criteria, alongside any progressive rehabilitation activities.

Financial provisions for closure are mandatory, with annual updates to closure liability estimates at each of our sites. As of yearend 2023, our consolidated liability is \$108.5 million.

2024 PRIORITIES

- Issue a Corporate Tailings Management Standard.
- Update the climate change risk assessment.
- Develop a water recycling target for operational sites.



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