

ALLIED GOLD CORPORATION

FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT REPORT

Reporting Entity

This report is for Allied Gold Corporation (the “Entity” or “Allied”) (BN 788306744). Allied is the parent company of the Allied Gold Corporation group of companies (“Group”) and Allied is an “entity” with reporting obligations under the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”). No other company in the Group has a reporting obligation under the Act.

This report covers the reporting period from January 1, 2024 to December 31, 2024.

All references in this statement to “we”, “us”, “the Group” and “Allied”, refer to Allied and its subsidiaries as a Group, unless otherwise stated. This report describes the assets, activities and supply chains, and the policies, processes and actions of the Group, notwithstanding Allied being the only “entity” with reporting obligations.

This Entity is not subject to reporting requirements under supply chain legislation in another jurisdiction.

Our Structure and Operations

Our Structure

Allied is a Canadian-based emerging gold producer operating through the Group. The Group has a significant portfolio comprised of operating mines, development projects, and exploration properties in Africa, mainly in Mali, Côte d’Ivoire and Ethiopia.

Allied Gold Corporation is the parent company of the Group. Allied is incorporated in Ontario and trades on the Toronto Stock Exchange. Allied’s headquarters are in Toronto, Ontario, Canada.

The Group’s key operational assets are held under the following entities:

- **Societe d’Exploitation des Mines d’Or de Sadiola SA:** 80% owned by the Group, incorporated in Mali and holds the Group’s interests and operations of the Sadiola Mine
- **Agbaou Gold Operations SA:** 85% owned by the Group, incorporated in Côte d’Ivoire and holds the Group’s interests and operations of the Agbaou Mine
- **Bonikro Gold Mine SA:** 89.89% owned by the Group, incorporated in Côte d’Ivoire and holds the Group’s interests and operations of the Bonikro Mine

- **Kurmuk Gold Mine PLC:** 100% owned by the Group (the Ethiopian government is entitled to 7% upon commercial production), incorporated in Ethiopia and holds the Group's interests in the Kurmuk Project

There are a number of other entities in the Allied Group including holding companies and subsidiaries. Our Annual Information Form is available at www.sedarplus.ca and provides a full breakdown of the company structure.

Our Operations

Our operations include the Bonikro Mine, the Agbaou Mine and the Sadiola Mine. Our activities include exploration, development and the mining and processing of gold. We own and operate open pit mines, the ore from which is processed at our on-site processing plants to produce gold doré bars that are transported to refineries and sold.

Our site operations are supported by dedicated Mining, Processing, Asset Management Geology, Finance and Procurement, Health and Safety, Community, Environment, Human Resources, Legal, External Affairs, and Information Technology teams. Our corporate office in Toronto provides strategic, systems, governance and execution support for the operations and their support functions.

Bonikro Mine

- Location: Côte d'Ivoire
- Profile: open pit operation producing gold as doré bars
- 2024 Production: 86,755 ounces
- Employees: 404 (including regional office, operations and exploration)
- Contractors: 1,214 (including operations and exploration)

Agbaou Mine

- Location: Côte d'Ivoire
- Profile: open pit operation producing gold as doré bars
- 2024 Production: 77,874 ounces
- Employees: 329 (including operations and exploration)
- Contractors: 1,219 (including operations)

Sadiola Mine

- Location: Mali
- Profile: open pit operation producing gold as doré bars
- 2024 Production: 193,462 ounces
- Employees: 1,076 (including regional office, operations and exploration)
- Contractors: 1,837 (including regional office, operations and exploration)

Our Projects

Allied's operations also include a number of development projects.

Our current projects include:

- Kurmuk Project which includes construction of the Kurmuk gold development project in Ethiopia.
- Oumé Project in Côte D'Ivoire.
- Korali Sud in Mali.

Our Supply Chain

Our Supply Chain Roadmap

The principal elements of the mining life cycle in relation to Allied's supply chain includes:

Exploration

- Drilling Services
- Research and Consulting Services
- Drilling and Exploration Consumables

Development

- Construction and Engineering Services
- Construction Materials

Mining

- Mining Equipment
- Fuel and Lubricants
- Mining Labour
- Consumables
- Transportation
- Mining Services

Processing

- Grinding Media (Steel)
- Reagents and Chemicals
- Electric Power

Logistics

- Air and Ocean Logistics
- Trucking

Refinery

Rehabilitation

- Research and Consulting Services
- Diversified Support Services

Relinquishment

Refineries

Gold doré produced from the Bonikro and Agbaou mines in Côte d'Ivoire was transported to Metalor Technologies in Marin, Switzerland for further refining. Gold doré from the Sadiola mine in Mali was transported to Rand Refinery in Johannesburg, South Africa. Both refineries are members of the London Bullion Market Association (LBMA) Good Delivery List and adhere to the Responsible Sourcing Programme. The policies of each refinery (including their policies on sourcing) are available on their respective websites. Refined gold is credited to the final customer's account on a London LOCO basis.

Our Suppliers

The procurement of goods and services at Allied is executed by operationally based commercial teams, with support from legal professionals. While site based procurement continues, corporate oversight was increased with a focus on strategic procurement and contract management. In 2025, further centralisation of strategic procurement is planned, as well as central, corporate wide contract management enabled.

For 2024, a third party performed a desktop assessment of modern slavery risk within the Allied supply chain on 2,058 direct (Tier 1) suppliers from FY2024. The assessment was based on supplier location, Global Industry Classification Standard (GICS) classification and spend in order to recommend an approach for 2025 and beyond. This desktop review provides an indication of potential risk and enhances Allied's understanding of risk areas within the supply chain to support decision making on supplier engagement and risk mitigation. Additionally, a comparative analysis was made between the FY2023 and FY2024 assessments.

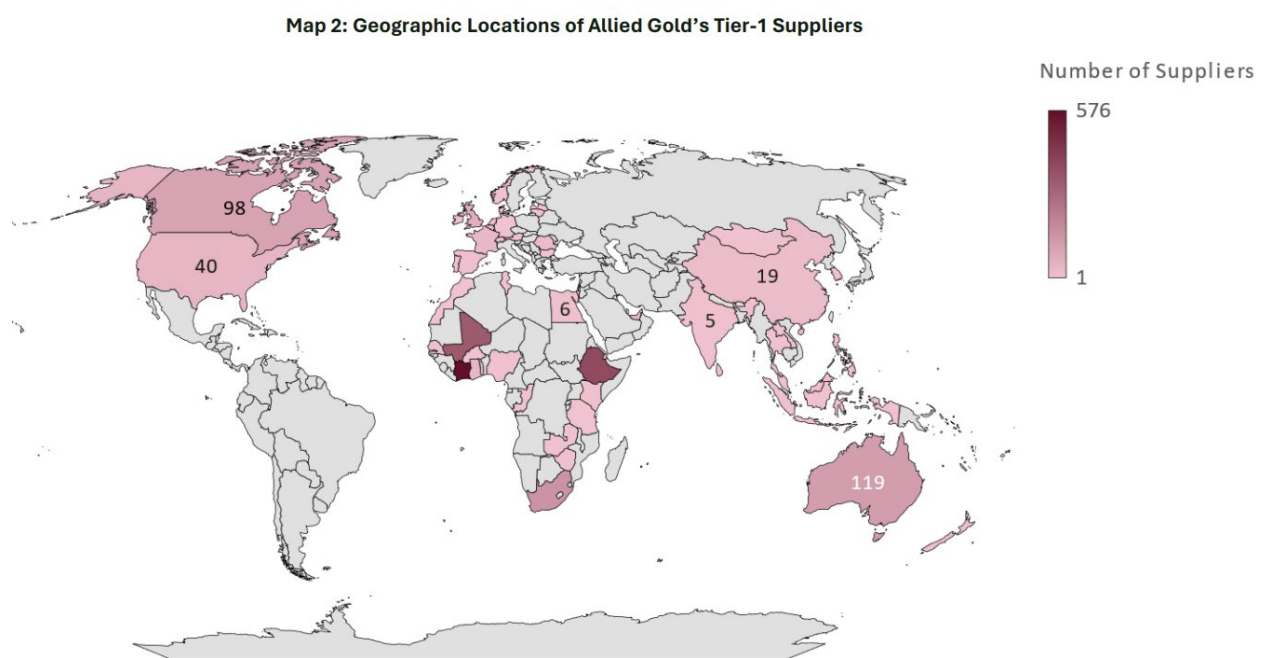
Tier 1 Suppliers by Location, Spend and Industry

The findings of the assessment indicate that, on average, Allied's Tier 1 supply chain risk decreased from FY2023 to FY2024. The suppliers with the highest geographic and industry risks remained largely similar, slight improvement in risk scores were also obtained due to improved industry classification. In FY2024, the majority of the top 25 suppliers with the highest geographic, industry and sector risks were Ethiopian-based suppliers, which reflects the change in our supplier profile from 2023 due to the ramp up of construction activities at Kurmuk. In FY2023, the majority of the top 25 suppliers with the highest risk profile were based in Cote d'Ivoire and Mali.

Allied has a diverse range of Tier 1 suppliers, sourcing products and services from approximately 50 countries. Approximately 63% of suppliers are in Ethiopia, Mali and Côte D'Ivoire, comprising 81% of Allied's total spend. Allied's highest spend amounts are mostly not on suppliers with high inherent or adjusted risk ratings. In FY2024, suppliers from 14 new countries were introduced, including Thailand, Denmark, Portugal and Norway.

Allied sources products and services from over 80 industries with the largest spend amounts in the Construction and Engineering, Coal and Consumable Fuels, and Industrial Machinery industries.

Geographic distribution of the Group's 2,058 Tier 1 suppliers.



Our Modern Slavery Risks

We recognise that the nature of our business and the jurisdictions in which we operate means we may be exposed to modern slavery risks directly through our operations, and indirectly through our supply chain.

Risks in our Operations

In terms of risks associated with our operations (i.e., through labour/employment), our current established employment practices address the risks of modern slavery, with no issues identified through established grievance mechanisms conducted in 2024.

Risks in our Supply Chain

We recognise there is an elevated risk of potential exposure to modern slavery practices through our contractors and suppliers. To assess our inherent risk exposure, we evaluated our Tier 1 suppliers based on geographic location, type of product or service procured, and industry risk. The inherent risk was evaluated using available databases/indexes, with further adjustment based on whether the products have been flagged as at-risk products in the Global Slavery Index 2024 or supply chain complexity.

Tier 1 Suppliers - Geographic Risks

Allied has a diverse range of Tier 1 suppliers; while the majority are from the countries of our operating mines and projects, the geographic distribution of our Tier 1 suppliers spans approximately 50 countries. Of these, the following ten countries were identified as the highest risk countries for modern slavery in the third party desktop assessment of modern slavery risk:

1. China (19 suppliers)
2. Egypt (66 suppliers)
3. Democratic Republic of Congo (1 supplier)
4. Djibouti (2 suppliers)
5. Ethiopia (385 suppliers)
6. Nigeria (2 supplier)
7. Mali (335 suppliers)
8. Lao PDR (4 suppliers)
9. Zimbabwe (2 suppliers)
10. Indonesia (3 suppliers)

Tier 1 Suppliers - Industry Risks

We engage with several industries with a high modern slavery risk because of the nature of our business. The heightened inherent industry risk is driven by the prevalence of casual, temporary, or sub-contracted employment of lower-skilled and often migrant workers. The inherent risk assessment identified, in the third party desktop assessment of modern slavery risk, that the supplier industries which have the highest inherent modern slavery risks include:

1. Consumer Electronics (2 suppliers)
2. Agricultural Products (2 suppliers)
3. Tobacco (1 supplier)
4. Apparel Retail (8 suppliers)
5. Travel Services (1 supplier)
6. Travel & Leisure Services (1 supplier)
7. Computer & Electronics Retail (10 suppliers)
8. Industrial Conglomerates (1 supplier)

9. Leisure Facilities (1 supplier)
10. Industrial Equipment & Services (1 supplier)

Inherent and Adjusted Risk

The inherent risk accounts for both the supplier geographic risk and supplier industry risk, with this subsequently adjusted based on known at-risk products flagged in independent datasets and the assumed complexity of the supply chain of each product.

As part of the assessment, the relative risk after weighting by spend was evaluated. The outcome of weighted risk changes the risk profile, with many suppliers with relatively medium inherent slavery risk pulled to the top of the risk profile because of the significant spend amount.

For 2024, we did undertake a targeted review of Tier 1 suppliers assessed as inherently high-risk for modern slavery across countries and industries to better understand our residual risks.

Actions Taken to Assess and Manage Forced Labour and Child Labour Risks

Corporate Governance

Following the transition to a public company in September 2023, a key priority has been the review of, and updates to, our corporate policies related to governance and sustainability priorities. Our approach to addressing modern slavery is part of our commitment to human rights.

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

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, and 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. These policies were supported by an ongoing program of communication and engagement in 2024 including the annual Code of Conduct training to all employees.

Other key policies or standards that were finalized in 2024 to support our overall approach to managing modern slavery include our Human Resources Policy Manual. The Supplier

Code of Conduct and Procurement Policy are under review or development and will be finalized in 2025.

Talent Acquisition

Talent acquisition and the successful recruitment of the right people with the right level of capability at the right time is one of the key people enablers for Allied. To achieve this and ensure a more sustainable workforce as well as the maximum level of local talent development, we recruit firstly from within the communities in which we operate.

In addition, we also aim to meet the standard of the International Labour Organization's 14000 standards, which clearly stipulates the global position against child labour, economic slavery and forced labour. Allied locally advertises available positions at the mine operations and if local suitable candidates cannot be found, national employees that meet the criteria are sourced and if no national skills are available, then we would consider employing external/international employees.

Each of our current operating mines is unionized, which also serves as a secondary stakeholder check and balance in addition to in country labour and legislative bodies that regularly conduct audits on the operations and review each contract offered and each termination made. The sustainability of Allied is as much reliant on our ability to work in and with our local communities and stakeholders as it is to source the best talent that will deliver strong business results.

Operational Risk Assessment

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

Responsible Supply Chain Management

Contract Clauses

All new standard contracts contain clauses related to anti-bribery and corruption, conflicts of interest, modern slavery, and subcontracting.

Mapping Supply Chains and External Risk Assessment

See the “Our Suppliers” and “Risks in our Supply Chain” sections above relating to the mapping of our supply chain and contracting an external assessment of risks of forced labour and child labour in Allied’s Tier 1 suppliers undertaken in 2024.

Grievance Mechanisms and Remediation

As indicated in our Statement of Commitments – Human Rights, we are committed to providing access to effective remedy (i.e., site level grievance mechanisms) and will endeavour to remediate human rights impacts including modern slavery that are directly linked to our activities.

Our sites continue to maintain grievance mechanisms as an easily accessible avenue for employees, contractors, and communities to raise concerns or complaints (including those related to human rights issues) and seek a remedy. We recently established a whistleblower service, which provides an independent and confidential channel to raise concerns including malpractice, unlawful, or unethical conduct within the workplace. The Allied whistleblower service is presented on posters throughout our sites and offices and each poster lists various issues that can be reported on including forced labour and child labour.

We report annually on the number of grievances received through our operational employee and community grievance mechanisms, as well as our Allied Integrity Helpline. In 2024, there were no modern slavery issues raised through these channels.

We did not identify in 2024 any instances of forced labour or child labour or have any complaints related to forced labour or child labour, and so no remediation measures were required. As we did not identify any instances of forced labour or child labour or have any complaints related to forced labour or child labour in 2024, no remediation of the loss of income was required.

Training

There was no formal training for employees relating to forced labour and/or child labour held in 2024.

Assessing Effectiveness

At this stage, Allied does not have any key risk indicators specific to modern slavery as we continue assessing the full risk of modern slavery. We will continue to develop and modify our approach as we formally identify our risks and implement mitigation measures. This will include developing metrics that enable us to track the progress and effectiveness of our actions over time, as we look to continually improve.

Approval and Attestation

This report was made pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* and was approved by the Board of Allied Gold Corporation on May 6, 2025, pursuant to subparagraph 11(4)(a) of the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report on behalf of the governing body of the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this report.

“Peter Marrone”

Peter Marrone

Chairman and Chief Executive Officer

Date: May 22, 2025

I have the authority to bind Allied Gold Corporation