



Whistleblower Policy

Dated as of September 7, 2023

1. Purpose

Allied Gold Corporation (“Allied”) requires that Allied directors, officers, employees, and any party acting on behalf of or representing Allied (collectively “Allied Personnel”) observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As Allied Personnel, we will practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations. In order to promote ethical conduct throughout Allied, the Allied Code of Conduct states that Allied Personnel are expected to report any potential or suspected violations of the Code, law, regulation or Allied policy. This Policy outlines the standards governing such reports and their investigation, as well as the protections extended to Allied Personnel making such reports.

2. To Whom This Policy Applies

This Policy applies to all Allied Personnel worldwide.

3. Reporting Responsibility

This Policy is intended to encourage Allied Personnel to raise serious concerns internally so that Allied can address and correct inappropriate conduct and actions. It is the responsibility of all Allied Personnel to report without delay any concerns about violations or suspected violations of the Code of Conduct or other Allied policies or of laws or regulations that govern Allied’s activities. This includes situations involving Allied employees, officers or directors, agents or third parties acting on behalf of Allied, distributors, customers, end-users, suppliers, sub-contractors, and joint venture partners.

4. Non-Retaliation

It is prohibited for any Allied Personnel to retaliate against another member of Allied Personnel who in good faith reports a Code of Conduct or policy violation or suspected violation, or a violation or suspected violation of law or regulation governing Allied’s activities, even if the allegation ultimately is not substantiated. Allied Personnel who retaliate against someone who has reported a violation or suspected violation in good faith are subject to discipline up to and including termination of employment.

If you feel you have been subjected to retaliation, contact the Allied Integrity Helpline for assistance (See “5. Reporting Procedures” below).

5. Reporting Procedures

Allied Personnel should submit their concerns or complaints to the Allied Integrity Helpline, available 24 hours a day, seven days a week. If you have any questions or require clarification, you may also contact your Local or Operational Legal Representatives, or the Legal Department in Toronto at legaltoronto@alliedgold.com.

To use the Allied Integrity Helpline, visit www.alliedgold.ethicspoint.com or call:

Canada	1-833-255-3697
Code D’Ivoire	05 66 77 0908
Ethiopia	800 861953



The Local or Operational Legal Representatives are required to immediately notify the Legal Department in Toronto regarding violations or suspected violations of the Code of Conduct, Allied policies, laws, or regulations.

The Legal Department in Toronto will oversee investigation of all reported complaints and will ensure the reporting of investigation and resolution of complaints to senior management and the Audit Committee as appropriate.

6. Acting in Good Faith

Reporting concerns is fundamental to developing a strong culture of ethics and compliance, and Allied encourages and fully supports such reporting. Anyone reporting a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation.

The reporting of concerns or complaints is also available to third parties with whom we do business, including all suppliers.

7. Confidentiality and Anonymity

Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation (note: there may be unique circumstances when disclosing your identify is required by law). Moreover, reports will be shared only on a need-to-know basis among those directly handling or overseeing your case.

In addition, as noted above, Allied Personnel may opt to submit reports anonymously through the Allied Integrity Helpline or in writing to the Legal Department in Toronto at the following address:

Chief Legal Officer and Corporate Secretary
Allied Gold Corporation
legaltoronto@alliedgold.com

8. Where do I go for help or advice?

If you have any questions related to this Policy, you should seek guidance. Please contact your Local or Operational Legal Representative, a member of the Legal Department in Toronto, or the Allied Integrity Helpline can also answer your questions (See "5. Reporting Procedures").