

**WEST AFRICAN
RESOURCES LIMITED**

SUSTAINABILITY REPORT

2023



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ABOUT THIS REPORT

REPORT AND SCOPE

This report presents the activities of West African Resources Limited's corporate office in Perth, Australia and exploration and mining activities in Burkina Faso.

In this report, "WAF" and "the Company" refer to West African Resources Limited and its subsidiaries, unless otherwise explicitly stated. A full list of subsidiaries can be found in the 2023 Annual Report. The management approaches described in this report apply to all WAF entities, however statistical information is focused on the Sanbrado Gold Mine, the Kiaka Gold Project (under construction) and the Toega Project (pursuing a mining permit), in addition to WAF's corporate office.

This report covers a reporting period of 1 January 2023 to 31 December 2023 (in-line with financial reporting in the 2023 Annual Report). Reports are prepared annually and information from the previous reporting period has been included where it provides the context necessary for comparing performance or as background information.

Currency is reported in Australian Dollars, unless otherwise stated.

Publication date: March 2024.



REPORTING APPROACH

This Sustainability Report (Report) has been prepared following the Global Reporting Initiative Sustainability Reporting Standards 2021 (GRI Standards). Information was collated by the Sustainability Department in consultation with Heads of Department. This Report and supporting information are available online at www.westafricanresources.com

This report presents an update on WAF's performance in 2023 with relation to topics deemed to be material to our operations and our potential impacts on the environment and communities. In order to keep the report concise, our approach to managing these material topics is presented in the GRI Content Index. Additional statistical data is available in the 2023 ESG Databook, available on WAF's website.

MATERIALITY ASSESSMENT PROCESS

WAF undertakes a periodic materiality assessment to ensure the Company understands what environmental, social and governance (ESG) issues present material risks to the Company's operations and which matter most to our stakeholders. The materiality assessment applies a risk assessment methodology based on the concept of double materiality: understanding both the Company's impacts on an ESG issue (such as climate change), as well as the potential impact of the issue on the Company.

Material ESG issues are drawn from risk assessments and environmental and social impact assessment (ESIA) studies prepared for each project, which detail the potential impacts and risks associated with the Company's activities. The materiality assessment also considers ESG topics that are relevant at a global level or are specific to the gold mining industry, not just issues of relevance at a site-specific level.

The views of stakeholders are incorporated into the materiality assessment, using feedback from WAF personnel, grievance registers, community consultations, investors, proxy advisors and media reports. Details of stakeholder feedback are presented in the section entitled **Stakeholder Engagement**.

Each year, an enterprise-level risk assessment is undertaken to assess local and global risks of relevance to the Company and whether current mitigations are adequate. This process includes a detailed review and analysis of each business area by the General Manager-Risk and the lead manager of the applicable business area. The findings are presented to the Board of Directors. The 2023 enterprise risk assessment did not identify any new environmental, social or governance risks to the business. The likelihood of some risks had decreased from 2022, while other risks had remained the same with regards consequence and likelihood.

Based upon the materiality assessment and enterprise risk assessment, the following topics are addressed in WAF's 2023 Sustainability Report:

- + Local communities
- + Employment
- + Economic performance
- + Occupational health and safety
- + Emissions
- + Water and effluents
- + Waste
- + Biodiversity
- + Indirect economic impacts
- + Training and education
- + Diversity and equal opportunity
- + Procurement practices
- + Non-discrimination

APPROVING ENTITY

This report has been approved for release by West African Resources' Board of Directors.

This report has not been subject to external assurance or auditing. It is WAF's policy to undertake regular external assurance for the Annual Report and periodic external reviews of management systems. The Sustainability Report will be incorporated into this process in future years.

The contact point for any enquiries related to this Report is info@westafricanresources.com.

Legal entity	Commonly used project name
Société des Mines de Sanbrado SA	Sanbrado Gold Mine ('Sanbrado' or 'SOMISA')
Kiaka Gold SARL	Toega Gold Project ('Toega')
Kiaka SA	Kiaka Gold Project ('Kiaka')

MESSAGE FROM THE CHAIRMAN



We are proud to present West African Resources Limited's (ASX: WAF) 2023 Sustainability Report, in which we detail WAF's significant ESG activities as we invest, build and operate our high-quality gold mining projects in Burkina Faso, bringing benefits to our shareholders, employees, contractors, suppliers and local communities.

Our Sanbrado gold project continued its strong performance in 2023 with 226,823oz gold produced at an AISC of US\$1,136 per ounce. During 2023 we also undertook significant growth and capital investment programs, with exciting exploration results at Sanbrado and major construction works underway at our 7.9 million ounce Kiaka gold project.

Diamond drilling at Sanbrado during 2023 identified strong potential for a second underground mine, adding 289,000oz to the Company's total mineral resource. Located under the existing M5 South open pit, this resource is expected to increase annual gold production and extend Sanbrado's mine life. Studies will continue in 2024 to further define the extent of the resource and to refine our mining plan.

We commenced large-scale mine development works at Kiaka in early 2023. Initial priorities completed by construction team were the installation of perimeter fencing around the site, construction of accommodation and security facilities, and detailed earthworks for the process plant. Concurrently mill component items started arriving on site and resettlement activities were progressed with more

than 95% of compensation agreements signed and payments made by the end of 2023. Kiaka development remains on schedule and on budget, with approximately 60% of costs now committed and fixed.

The Kiaka team has more than 130 staff working alongside other specialist construction contractors, with staff numbers to grow significantly during 2024 as the build progresses. In preparation for commencement of mining operations 2025, staff hired for Kiaka will receive training at Sanbrado to allow them to learn our methods and procedures from those already working in corresponding positions. This is just one example of the efficiencies we are leveraging from our existing high-performing Sanbrado operation. Other examples include:

- + Design improvements such as the inclusion of an oxygen plant in the Kiaka process plant. When added at Sanbrado in 2023, the oxygen plant boosted gold recovery by 1% and reduced the need for hydrogen peroxide.
- + Replicating Sanbrado's environmental management database and processes to deliver comparable data, global access

and consistent reporting, led by Sanbrado's Head of Environment.

- + Drawing from the successes and challenges in the Sanbrado resettlement process and livelihood restoration program (LRP), with the visioning study for the LRP to commence at Kiaka in early 2024.

Our success in developing long-life profitable mining operations brings significant benefits to our sustainability programs and capabilities to contribute sustainable economic development in Burkina Faso, while also delivering value to WAF shareholders. Sustainable economic development helps to improve living conditions for families and communities which can continue long after our projects are complete. In addition to the significant tax and royalty contributions to the government of Burkina Faso, key areas where WAF aims to make a positive and long-lasting difference are through our provision of:

- + Quality employment, including the development of transferable skills and experience;
- + Educational support at all levels, from primary schooling to adult education and community training initiatives; and



"OUR SUCCESS IN DEVELOPING LONG-LIFE PROFITABLE MINING OPERATIONS BRINGS SIGNIFICANT BENEFITS TO OUR SUSTAINABILITY PROGRAMS AND CAPABILITIES TO CONTRIBUTE SUSTAINABLE ECONOMIC DEVELOPMENT IN BURKINA FASO, WHILE ALSO DELIVERING VALUE TO WAF SHAREHOLDERS."

Richard Hyde

- + Support to healthcare through the development of infrastructure, donation of necessary materials and funding community awareness programs.

One area of success in promoting sustainable economic development in recent years is through new income generating activities, developed via Sanbrado's livelihood restoration program. Where many households may have previously relied on subsistence-level agricultural activities and artisanal mining, now there are cooperatives selling products and delivering services into the local and national market. These new agricultural activities include poultry farms, seed production, market gardens, as well as other activities that hold cultural importance including weaving and dyeing cloth. We look forward to seeing similar success stories associated with our Kiaka and Toega projects as they develop.

As the year progressed, security throughout Burkina Faso improved and we finished the year in a better place than where we started out. This has

been in no small part because of the successes achieved by the Burkinabé military, while the gold mining sector has continued supporting the government through the payment of taxes and royalties. I'm also proud to report that West African Resources was recognised as the best mining company in Burkina Faso at SAMAO (West African Mining Week) 2023.

In 2024, we look forward to advancing construction at Kiaka, with the process plant starting to take shape and completion of major earthworks for the tailings storage facility and water storage dam. Work will continue to connect Kiaka to the national grid, which is predominantly supplied by hydro and gas power generation, and demonstrates WAF's goal to reduce the carbon footprint of our projects. A key focus for our Sustainability team will be the development of detailed environmental and social management plans for Kiaka's operations phase, drawing upon those already in place at Sanbrado.

Our Toega gold deposit will also be advanced in 2024, with mining expected to commence in the second half of 2025 and all ore to be transported 14km to Sanbrado for processing. Early works to develop the project will include building the haul road connection to Sanbrado and other infrastructure.

As always, on behalf of the WAF Board, I extend my thanks to our staff and contractors for another successful year. I would also like to recognise the efforts of Seydi Nabbe, who was appointed our Country Manager for Burkina Faso in October 2023 and brought to the role a comprehensive understanding of our commercial business, government relations and the regional mining sector.

Richard Hyde
Executive Chairman & CEO

2023 HIGHLIGHTS

OPERATIONS



226,823 oz
Annual gold production



\$661 million
Annual revenue



\$97 million
Taxes and royalties paid to Government of Burkina Faso

ENVIRONMENT



28,000
Plants produced in nurseries at Sanbrado and Kiaka Projects

SOCIAL



\$41 million
Paid as wages and benefits to employees



\$6.3 million
Paid to Local Development Management Fund



\$2.2 million
Spent on community initiatives

GOVERNANCE



5 million
Man hours without a lost time injury



1.21
TRIFR per million hours worked



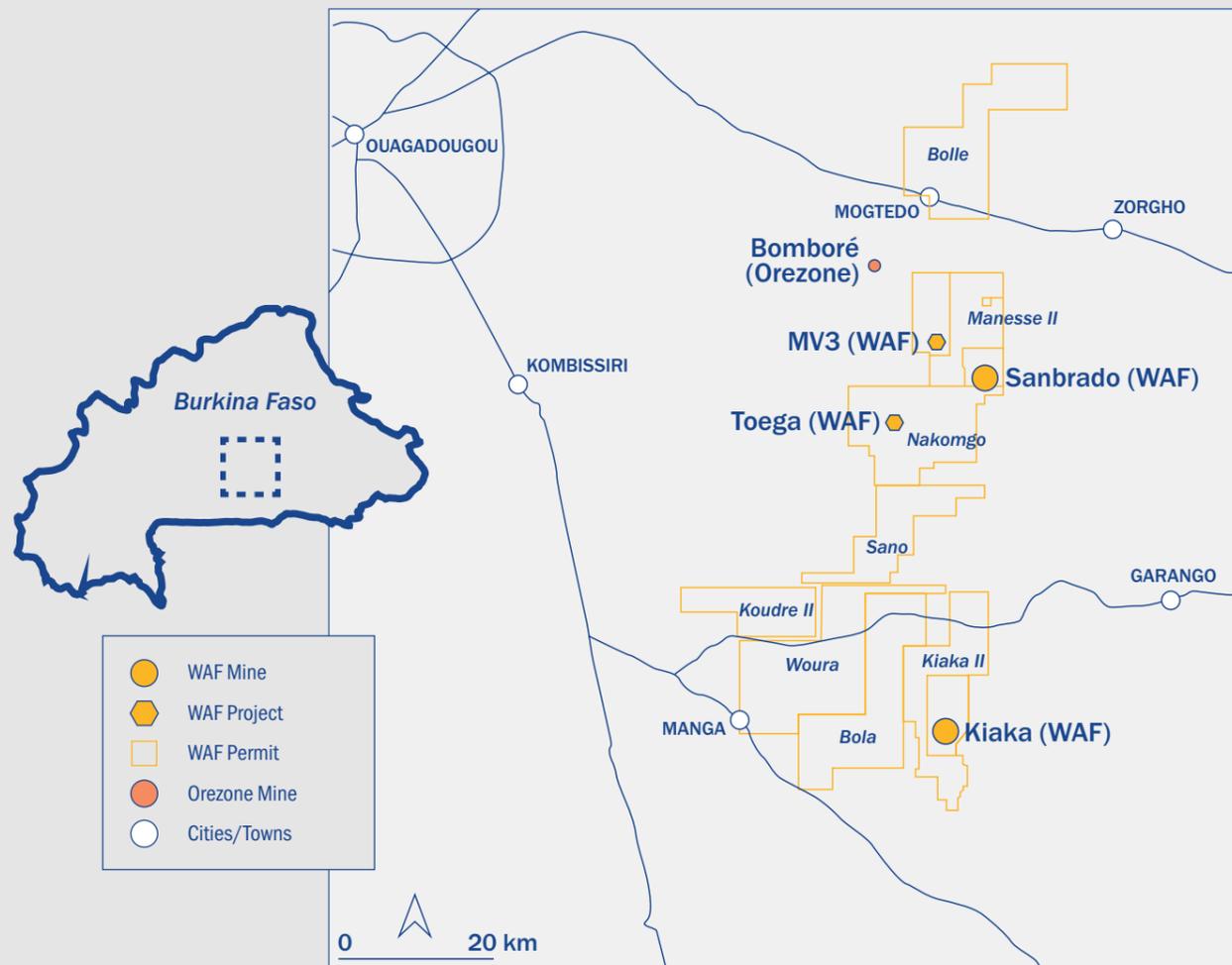
Best mining company
in Burkina Faso
SAMA0 (West African Mining Week) 2023



93%
of employees working in Burkina Faso are Burkinabé

ABOUT WEST AFRICAN RESOURCES

West African Resources Limited (WAF) is focused on creating shareholder value through the acquisition, exploration and development of gold projects in West Africa in a manner that minimises negative environmental and social impact and makes a positive contribution to sustainable development.



WAF is an Australian company, listed on the Australian Securities Exchange (ASX:WAF) with its corporate office located in Perth, Australia. The Company holds a number of mining leases and exploration tenements in Burkina Faso's highly prospective Birimian greenstone belt. The Company's flagship project is the Sanbrado Gold Mine ('Sanbrado') which entered into production in March 2020, four years after the discovery of the high-grade M1 South deposit. With the acquisition of Toega and Kiaka Projects in 2020 and 2021 respectively, WAF has consolidated a 1,700 km² exploration land package over the prospective Markoyé fault region in central and southern Burkina Faso.

OUR OPERATIONS

Sanbrado

Construction of the Sanbrado Mine commenced in 2018 and first gold was poured in March 2020, six months ahead of schedule and US\$20 million under budget. In 2023, Sanbrado produced 226,823oz of gold.

Sanbrado operates as both an open-pit and underground mining operation, with ore processed via a conventional 3.2 Mtpa CIL + gravity process plant. WAF owns 90% of the project, with the Government of Burkina Faso holding a free-carried 10% interest. The Sanbrado Mine is located 90km southeast of Ouagadougou.

Infill diamond drilling in 2023 has confirmed underground potential below Sanbrado's M5 South pit, with high-grade gold intercepts to more than 400m below surface. A resource estimate and scoping study completed in Q4 2023 indicate that this could increase Sanbrado's gold production by up to 25koz per annum.

Kiaka

In December 2021, WAF acquired 90% of the Kiaka Project with the remaining 10% interest held by the Government of Burkina Faso. Kiaka is a large-scale mine development project located 45km south of the Sanbrado Mine and 110km southeast of Ouagadougou.

Kiaka will operate as an open pit mining operation, with ore processed via a conventional 8.4 Mtpa CIL + gravity process plant. The project will have an 18.5 year life of mine, with first gold production scheduled for mid-2025.

In 2023, major construction works commenced at Kiaka, with construction of the mine camp, medical clinic and security infrastructure, and preparatory works for mine infrastructure including the process plant, tailings storage facility and concrete plant.

The Kiaka Project was granted an environmental certificate and mining license in 2015. Since its acquisition, WAF completed an



updated Environmental and Social Impact Assessment (ESIA) and Resettlement Action Plan (RAP) to reflect changes in the project design and ensure management systems are reflective of the project's present environmental and social context. The updated ESIA and RAP documents were submitted to the National Agency for Environmental Evaluations (ANEVE) in the second half of 2023. WAF also completed and submitted ESIA's for two resettlement sites and a new cemetery. As of December 2023, a majority of compensation payments had been completed and design of the resettlement sites submitted to national authorities. Livelihood restoration planning commenced in Q4 2023.

A water intake permit has been obtained from the Nakambé Water Agency to supply the Kiaka Project, which enables WAF to extract water from the Barrage de Bagré. A metering system will be installed to measure the amount of water extracted. Water will only be drawn during the wet season when there is an excess of water in the river.

Toega

In 2020, WAF acquired the Toega Project, located 14km southwest of Sanbrado. The Toega Project will operate as an open pit mine, with all ore trucked to Sanbrado for processing. Toega is expected to maintain Sanbrado's production profile and extend the mine life out to 2034 with an Indicated & Inferred Mineral Resource of 21 Mt at a grade of 1.8 g/t Au for 1.3 Moz gold at a lower cut-off grade of 0.5 g/t Au.

The Toega Project was awarded its Environmental Certificate in 2023 and a mining license application was submitted to the Ministry of Mines and Quarries (MMCE) in late 2023.

OUR VALUE CHAIN

WAF works with a large number of suppliers and contractors to safely and efficiently conduct our exploration and mining activities. In 2023, WAF worked with 824 goods and service providers, of which almost 60% are from Burkina Faso. Service providers include specialist technical consultants, mining contractors, security, transportation and camp support. Suppliers of goods range

from large multinational companies supplying specialist mining equipment and plant infrastructure to small, local businesses supplying food and office equipment.

All contracts are let by competitive tender to ensure that the vendor meets the core project criteria, delivers the highest quality service, and is able to meet WAF's policies and procedures. The Procurement Policy and Procedures (2020) of the Group's Burkina Faso operations specifies the ethics and sustainability mandates during the procurement process, including:

- + Purchasing of goods or engagement of services must be compliant with the laws of Burkina Faso.
- + All staff must uphold their responsibilities as outlined in the Code of Conduct and the procurement policy and procedures, including ethical conduct, social responsibility, transparency, auditability and accountability, and sound risk management.

A local content law was passed in Burkina Faso in 2021, which establishes local procurement requirements for mining companies. This law sets minimum thresholds for local sourcing of various goods or services, with consideration of where a project sits in the mining lifecycle (exploration, construction, operations, closure). WAF was well placed to meet these requirements, with Sanbrado's Local Procurement Plan (LPP) in implementation since 2019. The LPP presents the guidelines and principles being applied to maximise the proportion of procurement opportunities that accrue to local residents and businesses in the project-affected area. WAF also implements a Supply Chain Policy, which outlines the Company's commitment to meaningful engagement with communities and recognises that price is not the only variable to be considered when finding value for money. It stipulates that effective supply chain management requires thoughtful identification, assessment and management of risks across all stages of the mining life cycle.

At the other end of the value chain, all gold produced by WAF is currently sold to a single purchaser, who undertakes additional refining activities to form final products to meet market demand (e.g., fine gold, gold bars, industrial applications).



ESG PRE-SCREENING OF MAJOR SUPPLIERS FOR KIAKA PROJECT

In 2023, the Sustainability Department initiated a supply chain due diligence process across WAF's operations. The objective is to better understand our suppliers' impact and risk management processes that could present a risk to WAF as a result of our business relationship. The results inform our procurement decisions and enable us to work with suppliers to establish appropriate risk mitigation measures.

Working with the Kiaka owner-miner management team, a trial of the supply chain due diligence process was carried out in 2023. As part of the tender package, prospective suppliers were required to submit responses to WAF's Modern Slavery Questionnaire and an ESG Pre-Screening Questionnaire. These questionnaires assess suppliers' awareness and management of impacts and risks in their operations. Topics assessed include human rights and

modern slavery, health & safety, environmental, community and workforce. Any gaps or 'red flag' responses may preclude a potential supplier from further consideration in the procurement process.

Following appointment, confirmed suppliers will be required to complete a more detailed ESG Questionnaire, which gathers information on the environmental performance and management policies or plans in place to manage significant impacts or risks. Topics assessed include:

- + Climate change and greenhouse gas emissions
- + Water use and recycling
- + Energy use
- + Waste creation and management
- + Biodiversity

As the process evolves, the Sustainability Department will work with procurement teams across our operations to make the ESG questionnaires a standard part of the tender process.



GOVERNANCE

BOARD OF DIRECTORS

The Board holds the ultimate responsibility for setting the Company's vision, values and strategic direction, including in relation to the Company's environmental and social performance.



Richard Hyde
Executive Chairman



Libby Mounsey
Executive Director



Stewart Findlay
Non-Executive Director



Lyndon Hopkins
Executive Director



Rod Leonard
Lead Independent Director



Nigel Spicer
Non-Executive Director



Robin Romero
Non-Executive Director

WAF's Board of Directors has seven members, consisting of three executive directors and four non-executive directors. Mr Hyde is the current Chair of the Board and the CEO, and Mr. Leonard is the Lead Independent Director. Board members are nominated following the ASX Principles of Good Corporate Governance.

Some of the Board's other responsibilities include:

- + Monitoring the Company's performance in relation to corporate governance principles and good practice identified by the Board.
- + Approving and monitoring the Company's risk management framework which includes environmental and social risks.
- + Monitoring compliance with regulatory requirements.

Functional management of the Company's community relations and environment teams is the responsibility of the General Manager – Sustainability, with oversight by the Chief Operating Officer/Executive Director. The General Manager – Sustainability presents updates to the Board of Directors at Board meetings. This is an opportunity to inform the Board on emerging issues, topics and standards related to sustainable development, and environmental and social risk management.

Emerging complex sustainability issues or those that have the potential for significant impacts on the Company or its stakeholders, are presented from the relevant department to the General Manager – Sustainability, the Chief Operating Officer and the Board of Directors, as necessary. Departmental

reports are circulated to the Board on a weekly and monthly basis to provide regular updates on activities underway, issues arising and critical concerns. In addition, WAF retains in-house legal counsel in both Australia and Burkina Faso to stay up to date with our legal obligations in both jurisdictions.

A full description of the Board's governance structure and process is described in the Board Charter available on www.westafricanresources.com

CORPORATE STRUCTURE



In Burkina Faso, there are two national Boards of Directors for the SOMISA and Kiaka SA subsidiaries. Each Board comprises two members representing the Government of Burkina Faso (a representative of the Ministry of Energy, Mines and Quarries and a representative of the Ministry of Economy, Finance and Planning) who are appointed by the Council of Ministers, as well as WAF representatives from both companies.

WAF representatives also sit on the boards of agencies and institutions relevant to the mining sector in Burkina Faso, such as the Chamber of Mines of Burkina Faso, the Workers' Health Office of Burkina Faso, the Nakambé Water Agency, and Thomas Sankara University (the last three are appointments made by the Council of Ministers).

RISK MANAGEMENT

The process of risk management helps the business to identify and minimise the hazards associated with mining. WAF has a risk management system developed in line with ISO 31000: Risk Management (2018), under which a number of policies and procedures have been developed and implemented across the organisation. The Board of Directors holds the ultimate responsibility for risk management and conducts regular reviews at both the operations and corporate levels.

WAF maintains an Enterprise Risk Register, which is a 'live document' that is continually referred to, analysed, and updated as required.

The risk management system across WAF is an iterative process of framework design, analysis, implementation, and assurance that risk processes are embedded in the business. Corporate checks of site and operational risk management occur several times per year. This ensures that the strategic intent of risk control measures is understood and implemented, and that a proactive approach to identifying risks and implementing controls at site level is underway. The process extends to the granular level of Job Hazard Analysis and personal risk assessment, such as Take 5.

In terms of risk management expertise within the Company, the varying backgrounds of executive management

and members of the Board provide appropriate insight into risks for the business. Board members with a financial background understand the detail and analysis required from a financial point of view, while others have expertise in the social, environmental and external factors that may contribute to or impact the Company's risk exposure and management. Within executive management, the GM - Sustainability has a strong background in environmental, social responsibility and governance requirements, while the GM - Risk has managed a range of risk functions related to health, safety, security and geopolitics, as well as having experience with risk management processes and systems.

WAF has three primary committees of the Board that oversee risk:

- + Risk Committee: oversees risk from an enterprise risk perspective across the whole organisation (including risks related to sustainability and cyber security).
- + Technical Committee: oversees risks related to mining operations, capital projects and geology.
- + Audit Committee: oversees financial reporting risks and related internal controls.

These committees provide three differing but focussed lenses on risk management across the West African Resources group. The committees comprise non-executive and executive directors and meet at least twice per year. The General Manager-Sustainability attends the Technical Committee and Risk Committee meetings by invitation to inform the committees of environmental, social and permitting risks and activities¹.

POLICIES AND STRATEGIES

WAF has a series of policies to define the Company's values and expectations which are subject to regular review by the Board of Directors. Policies are available to all employees in English and French and are implemented through the practices and procedures of each department. Policies applicable to the overall conduct and performance of the Company are found on the website¹, while those applicable to day-to-day operations are accessible to employees on the Company's internal portal.



Key developments in corporate policies during 2023 included:

- + Issuing new corporate policies, including Risk Management Policy, Human Rights Policy and Biodiversity & Ecosystem Services Policy (further information provided under *Managing our Environmental Footprint*).
- + Development of a charter for the Board's newly established Risk Committee.
- + Developing policies, strategies and plans for the Kiaka Project consistent with those in place at Sanbrado but reflecting the local context of the project.

The Company's rapid growth in the past few years has meant that processes needed to be expanded, both to manage our larger environmental and social footprint and to ensure that a structured approach to risk management is implemented throughout the Company's expanded activities. The Risk Management Policy formalises WAF's commitment to safeguard the business and promote resilience through changes in our operating environment, while the Human Rights Policy and the Biodiversity & Ecosystem Services Policy make strong commitments to apply international standards for the protection of our workforce, host communities and the environment.

In accordance with the Australian Government's Modern Slavery Act (2018), WAF prepares an annual Modern Slavery Statement summarising the Company's analysis of modern slavery risks in its operations and supply chain, and the actions taken to manage these risks.

PROTECTING HUMAN RIGHTS IN OUR OPERATIONS



West African Resources is committed to respecting human rights in all areas of our operations and formalised this commitment in 2023 with the release of WAF's Human Rights Policy. The policy is based upon Australian and international standards, including the United Nations Declaration of Human Rights and Guiding Principles on Business and Human Rights.

The policy includes:

- + Treating all employees fairly and providing them with equal opportunities.
- + Rejecting any form of slavery in our operations and supply chain, including forced, bonded, or child labour.
- + Promoting inclusion, mutual respect, diversity, and rejecting harassment or other forms of discrimination.
- + Taking action to remedy any adverse human rights impacts that WAF may have caused or contributed to.

As part of the Human Rights Policy, WAF is committed to implementing the Voluntary Principles on Security and Human Rights (VPSHR). The VPSHR guides companies in conducting a comprehensive human rights risk assessment for their engagement with public and private security providers to ensure human rights are respected. The risk assessment was completed by an independent consultant in 2021, which resulted in the delivery of an implementation program to mitigate risks identified. This included the delivery of training to security supervisors who are responsible for the training and oversight of private and public security. Updates to the VPSHR risk assessments are done as required and reviewed annually between corporate and site.

The Voluntary Principles are implemented in the induction and training of security providers at WAF sites. As described by the GRI, training security personnel in human rights can help to ensure appropriate conduct towards third parties, particularly regarding the use of force. Training at WAF sites includes all security personnel, both privately contracted security and public security (e.g., national police). The VPSHR are also regularly discussed at management meetings, as well as in toolbox talks for the security teams.



¹ The Corporate Governance Statement provides further information about Board Committees and governance. Please refer to the West African Resources website: <https://www.westafricanresources.com/corporate-overview/corporate-governance/>

OUR APPROACH TO SUSTAINABILITY

2023 has been an exciting year for WAF. The Kiaka project commenced construction and a mining license application was submitted for the Toega Project, further extending the life of mine of Sanbrado. With the Company's rapid growth, it was important for our team to make sure we had policies in place that would establish a unified, clear and strong approach to environmental, social and governance matters before our attention turns to operation readiness across multiple projects.

As part of its annual risk assessment process, the Sustainability team undertook a review across our activities and projects to identify which areas needed a global approach. WAF released three new policies on risk management, biodiversity and ecosystem services, and human rights.

However, our work continued in the background on other fronts mirroring concerns voiced by the international community - climate change, loss of biodiversity, tailings facility breaches, among others. These coalesced in the release of the new International Sustainability Standards Board's S2 Climate Disclosures effective as of January 2024, the Taskforce on Nature-related Financial Disclosures, and reforms across mining and tailings management guidelines to synchronise with the Global Industry Standard on Tailings Management.

We recognise the importance of these standards to the management of our environment and to our stakeholders. Our new risk policy and underpinning plans and risk assessment process clearly lay out a pathway for how we will assess, prevent or manage each of these risks in our business strategy and at our operations on the ground. In 2023, WAF commissioned a leading climate change firm to work with us in understanding our Scope 3 emissions profile and begin preparing to undertake a company-wide climate change risk analysis in support of a climate change strategy in the coming two years. Taking a measured approach will allow us to develop climate mitigation measures that are backed by scientific data and realistically reflect our environmental, social and institutional setting so that when commitments are made, we have the mechanisms in place to back those commitments with confidence.



In 2023, WAF also began preparatory work to incorporate the requirements of the GISTM into our tailings governance and facility management processes beginning with a gap analysis of our existing Sanbrado TSF and the design of the future Kiaka TSF against the GISTM. In 2024 an action plan will be developed to implement the GISTM.

I am proud of our team's accomplishments in 2023 and look forward to continuing to report our progress as the Company grows both in its operations and its environmental, social and governance journey.

MIREY LOPEZ
General Manager – Sustainability



SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) were developed as a key part of the 2030 Agenda for Sustainable Development, adopted by UN Member States (including Burkina Faso) in 2015. The SDGs aim to achieve peace and prosperity for people and the planet through cooperative global efforts to end poverty, tackle inequalities and protect the environment, while encouraging economic growth. The SDGs aim to prevent the causes of violent conflict, human rights abuses, climate change and environmental degradation.

WAF is committed to working with its stakeholders in supporting the SDGs and creating a positive legacy in the communities where it operates. The 2022 Sustainability Report illustrated the ways in which our activities and investments contribute to the SDGs, with updates on these initiatives provided in the 2023 ESG Databook. WAF's community development programs and environmental initiatives are guided by the findings of the Company's stakeholder engagement activities, community and environmental monitoring programs and the Burkina Faso National Development Plans. WAF continues to pursue education, job creation and health as the three key areas where we can make the greatest positive contribution to achieving the SDGs.

STAKEHOLDER ENGAGEMENT

WAF is committed to an active process of engagement with stakeholders in order to build successful and mutually beneficial relationships. Engagement happens at multiple points within the organisation and for a multitude of reasons, including building and maintaining relationships, and exchanging information and opinions. WAF aims to meet international good practice and takes guidance from the Equator Principles, the International Finance Corporation and the International Council on Mining and Metals in planning for and conducting stakeholder engagement activities.

The community relations teams at Sanbrado, Toega and Kiaka lead WAF's project-specific stakeholder engagement activities, while corporate-level stakeholder engagement activities are undertaken by the offices in Ouagadougou and Perth. The following table highlights some of the stakeholder engagement activities undertaken in 2023 across WAF's three projects. In 2023, the Sanbrado community relations team alone participated in more than 250 stakeholder events with government, traditional leaders and community members.

Revegetation of the M1 Waste Rock Dump

ABOUT THIS REPORT

MESSAGE FROM THE CHAIRMAN

2023 HIGHLIGHTS

ABOUT WEST AFRICAN RESOURCES

OUR APPROACH TO SUSTAINABILITY

OUR PEOPLE

MANAGING OUR ENVIRONMENTAL FOOTPRINT

WORKING WITH OUR LOCAL COMMUNITIES

UNITS, ACRONYMS AND GLOSSARY

STAKEHOLDER CATEGORY	METHODS OF ENGAGEMENT	EXAMPLES OF ENGAGEMENT ACTIVITIES
Employees	<ul style="list-style-type: none"> + Training and development program + Sanbrado health & safety committee + Employee well-being program + Management visits + Policies and standards + Community engagement activities 	<ul style="list-style-type: none"> + Weekly Toolbox Talks and emails on health, safety & environment issues + Physical exercise and other well-being activities and campaigns
Local communities and traditional authorities	<ul style="list-style-type: none"> + Official participatory bodies² + Ceremonies and celebrations + Formal and informal meetings + Focus group meetings (e.g., women, youth) + Sanbrado community reception room + Community training and development programs + Grievance mechanism + Health awareness program 	<ul style="list-style-type: none"> + Meetings of official Toega participatory bodies to discuss project developments and the Project's Local Employment Policy. + Regular meetings of the Kiaka CISR and two grievance sub-committee sessions
Suppliers and contractors	<ul style="list-style-type: none"> + Formal and informal meetings + Sanbrado health & safety committee + Policies and standards + Workplace inspections (environmental, health & safety) + Procurement appraisal process 	<ul style="list-style-type: none"> + Meeting regarding local procurement for the Kiaka Project (attendees included the Manga Chamber of Commerce and Industry, commercial organisations, regional authorities) + Quarterly and annual HR meetings with large contractors + Participation in Sanbrado health & safety committee + Regular due diligence checks and inspections
Regulatory authorities	<ul style="list-style-type: none"> + Audits and inspections + Formal meetings + Public hearings + Official participatory bodies + Submission of reports and other documents 	<p>Site visits and inspections of the Kiaka site by:</p> <ul style="list-style-type: none"> + Minister of Energy, Mines & Quarries + Minister of Infrastructure & Road Development + General Department for Environmental Preservation + Nakambé Water Agency <p>Regular meetings of the Kiaka CISR and two grievance sub-committee sessions</p> <p>Submission of Modern Slavery Statement (2022) to Australian Government</p>
Institutions and NGOs	<ul style="list-style-type: none"> + Official participatory bodies + Ad-hoc engagement on specialist topics + Community training and development programs 	<ul style="list-style-type: none"> + Sponsorship and delivery of health education campaigns in partnership with national NGOs
Shareholders and providers of capital	<ul style="list-style-type: none"> + Formal meetings and conferences + Public / media releases via the WAF website and Australian Stock Exchange 	<ul style="list-style-type: none"> + Annual General Meeting + Release of 2022 Annual Report and Sustainability Report + Independent Environmental and Social Review of WAF projects as part of Kiaka project financing process
Industry associations and conferences	<ul style="list-style-type: none"> + Participation in industry events, initiatives and conferences 	<ul style="list-style-type: none"> + Participation in the Corporate Social Responsibility forum (Burkina Faso Chamber of Mines) + Conferences attended: Mining Indaba, Diggers & Dealers Mining Forum, Africa Down Under, Denver Gold Forum

² Official participatory bodies for each WAF project are detailed in the 2023 GRI Content Index, available on the WAF website.

The following table presents a summary of the leading topics raised by community stakeholders in the past year. Understanding the topics which are important to our neighbouring communities informs our ongoing community development initiatives, the approach to how we conduct our business and operations, as well as informing the materiality assessment for the 2023 Sustainability Report.

SANBRADO	TOEGA	KIACA
<ul style="list-style-type: none"> + Local employment + Local procurement + Youth training initiatives + Access road + Dust emissions along access road + Cracks in houses, blamed on blasting³ 	<ul style="list-style-type: none"> + Local employment + Investment in community infrastructure (e.g., roads and bridges, water supply, medical facilities, schools) and development projects + Project start date and compensation schedule + Resettlement of impacted households and associated commitments + Actions to benefit displaced artisanal miners 	<ul style="list-style-type: none"> + Employment and procurement opportunities + Livelihood restoration + Support to community infrastructure (water supply, health centre, school, roading) + Dust emissions + Capacity development for young people

GRIEVANCE MECHANISM

WAF views proactively engaging with stakeholders as the primary tool for grievance management: we seek to identify and manage stakeholder concerns as they arise. Should stakeholders be dissatisfied, each project has a grievance mechanism which establishes a process to receive, evaluate and resolve complaints and concerns from community members in the project-affected area. The grievance mechanism is administered by the Community Relations Department at each project, which registers any grievances and then works with the stakeholder and other departments within WAF to investigate the complaint and agree a resolution. If the grievance

relates to resettlement and is not easily resolved, it is escalated to the grievance management subcommittee of the Project's resettlement consultation committee. The subcommittee is composed of representatives from local communities, local authorities, government, and the relevant WAF entity.

The number of grievances over the course of 2023 reflect the stages of project development. At Kiaka, implementation of the Resettlement Action Plan commenced in 2023 with the grievance mechanism working effectively to resolve discrepancies such as property claims, requests for name changes on official documentation, damage to property, and

miscommunications. Of these claims, the majority were solved between the complainant and CRD. Less than 2% of claims lodged in 2023 were escalated to the Grievance Sub-Committee of the Kiaka Resettlement and Compensation Committee (CISR) for resolution. Timeframes for resolving grievances reduced rapidly as the Kiaka community relations team grew and capacity to address grievances increased. The target time for resolution reflects the typical timeframe to resolve grievances that can be addressed directly by the Community Relations Department. Grievances that require external input, such as from the CISR, increase the resolution time, as reflected in the table below.

	SANBRADO	TOEGA	KIACA
Total number of grievances lodged in 2023	22	6	552
Number of grievances resolved by 31 December 2023	12	4	437
Average timeframe for resolution	21 days	21 days	45 days
Target time for resolution	7 days	7 days	Maximum of 30 days
Percentage resolved within targeted timeframe	30%	50%	55%
Leading topics of grievances	Blasting (33.3%) Local procurement (14.3%) Resettlement (14.3%) Dust (14.3%) Property damage (5.9%)	Resettlement (50%) Compensation (50%)	Resettlement (88.9%) Artisanal miners (6.5%) Access road (4.2%) Employment (0.4%)

³ SOMISA's environment and construction departments have undertaken studies at the affected houses and determined that the cracks are likely due to natural settling of the newly constructed houses. Vibration and noise emissions from blasting were within acceptable limits.

OUR PEOPLE



Behind every milestone we achieve, lies the hard work and dedication of our incredible team. Our workforce, spread across our West African gold projects and the Perth head office, is our greatest asset and the key to our continued success. WAF is committed to creating a work environment where people feel valued, respected and safe, and this is reflected in the low rate of staff turnover year after year.

Our employment practices are governed by the labour code of Burkina Faso and Fair Work Australia, as well as good labour practices stipulated by the IFC Performance Standards on Environmental and Social Sustainability and the International Labour Organisation (ILO). Key components of our approach to employment include placing priority on local and national employment, hiring without discrimination, and provision of training and advancement opportunities.

2023 PERFORMANCE UPDATE

In October 2023, the Government of Burkina Faso issued a new decree setting national employment quotas for the mining industry, based upon the phases of a mining project's life cycle and broad types of roles (e.g., geologists, engineers, technicians, administrative managers). The decree will come into effect in April 2024. As part of WAF's employment strategy, consideration is given to the requirements under the new decree and skills available of candidates to successfully undertake positions. It is our intention to continue to develop the skills and experience to enable the transition of roles from expatriate

to national personnel through comprehensive succession planning, training, and development schemes.

A key focus for our human resources teams in 2023 was the recruitment of employees to support construction of the Kiaka Project. In the course of 2023, the Kiaka team grew from 15 employees to 136, across a range of fields such as earthworks, surveying, security, community relations and environment. The nature of roles involved in the early construction stage has resulted in recruitment of a higher number of expatriate personnel with experience in the development of large-scale mine construction projects. It has also attracted more male applicants,



resulting in higher male employment numbers than typically observed in WAF's projects. As a result, the current team has a relatively high rate of expat (non-national) and male employment. As the project transitions from construction into operations, the rates of employment of females and Burkinabé is expected to increase. The Kiaka team is supported by a range of contractors, bringing the Kiaka workforce to a total of 471 people at the end of 2023. In working with contractors, WAF aims to strike a balance between using specialist international contractors where necessary, while using local contractors to complete as much of the work as is safely and technically possible. This is an important part

of building relationships with local communities and contributing to local economic development (further details in Supporting the Local Economy).

Employment at the Sanbrado Project has remained stable over the past 12 months. There has been a low rate of employee turnover (6%) consistent with previous years and net employment increased marginally from the end of 2022 (1.3% or 8 employees). The transition of roles from expatriates to national staff continued, with more than 94% of roles held by national staff by the end of 2023. To support this transition, an improved training delivery program is in place to provide a clear path for career development through the development of skills and

competencies specific to a role (details on page 23). This training program is being rolled out at Sanbrado initially but will be extended to include Kiaka and Toega in the future.

As at the end of 2023, WAF employed a total of 844 employees. Of these, 91% are Burkinabé and more than 19% are female. In addition, 72 interns gained work experience with SOMISA and Kiaka SA during the year, increasing the total number of interns over the life of the projects to 242, while an additional 1,213 contractors contributed to our projects in 2023.

Additional data is provided in the 2023 ESG Databook, available on WAF's website.

HIGHLIGHTS



94%

National employment at Sanbrado is over 94%.



20%

20% of Sanbrado employees are female (and more than 19% across WAF as a whole).



Significant employment growth at Kiaka with the start of large-scale construction works.

APPOINTMENT OF SEYDI NABBE AS WAF'S COUNTRY MANAGER IN BURKINA FASO

Seydi Nabbe commenced as Country Manager (*Directrice Pays*) on 1 October 2023, taking over from Vincent Morel who was part of the WAF team for 12 years. Seydi brings a comprehensive understanding of our commercial business and government relations from her previous role as SOMISA's Commercial Manager.

A typical day as Country Manager involves a blend of strategic decision-making, fostering strong relationships with stakeholders, driving the growth of our projects, and ensuring seamless operations. It is a multifaceted role that requires adaptability and a keen eye for identifying opportunities.

When asked what motivated her to join WAF, Seydi says: "A shared vision for success and impact – I am a firm believer in the power of teamwork, and the collaborative environment aligns perfectly with my values. The possibility of driving growth, making a positive

difference in the local communities, and contributing to the development of Burkina Faso's mining sector truly excites me and keeps me motivated every day."

Seydi's career journey has included diverse experiences in the mining and construction sectors, including two years as President of the Purchasing and Logistics Commission at the Chamber of Mines in Burkina Faso, before joining WAF in September 2020.

"I feel incredibly fortunate to have the opportunity to collaborate with a talented team and sharpen my skills through engaging with a wide range of stakeholders; from working closely with the commercial sector to understanding the needs and concerns of the local community, and navigating the complexities of government interactions, each experience has allowed me to further develop and enhance my abilities."



TRAINING AND PROFESSIONAL DEVELOPMENT

Training and professional development for WAF employees is guided by Individual Development Plans, which are based on the needs of the role and the competency level of the employee. Individual Development Plans articulate the training modules to be completed to advance competency. Each plan is role-specific and articulates the theory, practical and assessment elements for each training module, followed by verification of competency.

The diagram below is an example of how an entry-level employee in the position of Process Technician might progress through various levels. Modules may be completed in a different order depending on requirements and resources available. Once the theory, practical and assessment elements of the training module have been completed, the employee is assessed for verification of competency (VOC). Completion of training modules and confirmation of competency provides the employee

and Company with a clear mechanism to develop and assess skills, which provides a pathway to improved remuneration.

The Individual Development Plan forms part of the succession planning process and clearly identifies the training pathway for the development of skills and competency to enable advancement.



Please refer to the ESG Databook for additional data



OCCUPATIONAL HEALTH AND SAFETY

WAF is committed to creating a work environment where people feel safe and are safe. Open pit and underground mining operations and associated activities present a range of hazards to workers, which could result in significant personal harm and economic hardship. To mitigate these risks, there are health and safety protocols around all aspects of the business. WAF has an active Occupational Health & Safety (OHS) Department that oversees health and safety measures across all areas of operations, and provides training, guidance and incident investigation when necessary. Corporate reviews with site-based OHS teams regularly compare safety results and operational practices to the Company's OHS Management System and ISO 45001.

2023 PERFORMANCE UPDATE

Sanbrado

Two safety audits were conducted at Sanbrado during 2023, one external and one led by WAF's General Manager - Risk. Both audits provided useful feedback on areas for improvement, while also providing positive feedback on the procedures and practices already in place.

Incident investigations form a key activity for the OHS Department. In 2023, 4 medical treatment injuries and 2 restricted work injuries were recorded. Each incident was fully investigated, with corrective actions identified and implemented. All high potential incident (HPI) near misses were also thoroughly investigated, with corrective actions implemented to prevent recurrence.

The OHS Department provided safety training for over 500 people over the course of 2023. These trainings were targeted at employees, contractors and visitors and covered 11 different topics.

In the field of health, a campaign to raise awareness of HIV and Hepatitis B was run on-site for all workers. Screening for these diseases was run over a 2-week period, after which Hepatitis B vaccinations were offered to all those who had tested negative.

Kiaka

With construction activities in full swing at Kiaka, the OHS team has been busy putting in place the systems and processes to keep employees and contractors safe while they are at work. This has included:

- + The preparation of a construction-phase OHS Management Plan, a Medical Emergency Response Plan, and a Traffic Management Plan;
- + The development and implementation of induction and training materials for the large number of new workers on site;
- + Implementation of digital systems to record, track and monitor job-related hazards and associated control measures;
- + Installation of physical barriers and other protective measures; and
- + The recruitment of medical staff to operate the expanded medical clinic now operating on site.

Key OHS hazards at Kiaka were identified through a construction risk assessment workshop, job hazard analyses and inspections by OHS staff, and employee engagement in Take 5 and hazard observation processes. In 2023, key hazards were considered to be: risk of falls when working at height, pedestrian-vehicle interactions, risk of electrocution, contact with buried services, and the risk of injury to unauthorised civilians in the construction area. These risks were identified and managed adequately, with no high consequence injuries in 2023.



A total of 13 first aid injuries were recorded across the year at Kiaka, during which time almost 870,000 man hours were worked.

Highlights for the Kiaka OHS team in 2023 included:

- + Successful emergency medical intervention for a patient who suffered a heart attack on site. The patient was stabilised on site and successfully repatriated to South Africa, where lifesaving surgery was performed.
- + No lost time injuries, work-related injuries or medical treatment injuries.
- + Successful implementation of a digital OHS management system, including a real-time dashboard so OHS personnel can see all health and safety related activity as it is recorded.

However, post year end on 28 January 2024, the Group reported the fatality of a contractor working at the Kiaka Project. No other persons were injured in the accident. WAF and the Kiaka safety team worked with the relevant authorities and the contracting companies involved to investigate the accident and address the causal factors.

UPDATE ON SANBRADO WELL-BEING PROGRAM

An employee wellbeing program was introduced at Sanbrado in 2022, coordinated by the Human Resources Department. The program targeted a number of areas which contribute to quality of life at work, including physical and mental health, motivation and engagement at work, and training and career development.

In 2023, the program continued with a series of awareness campaigns and activities. Topics included: healthy eating, mental health, malaria and addiction to alcohol, tobacco & social media.

In addition, three sport and wellness days were held at the Sanbrado site and Ouagadougou offices in November and December, to promote physical activity and health. Staff and subcontractors came together for a Toolbox Talk which highlighted the importance of engaging in regular physical activity and staying fit and healthy, while enjoying a number of fun activities, including aerobics and volleyball.

Employee wellbeing is a priority for WAF, and our Sport & Wellness Days are intended to encourage our staff to keep active, enjoy themselves, and engage in teamwork and friendly competition.



HIGHLIGHTS



5 million

5 million man hours worked with no lost time injuries.



1.21 million

TRIFR: 1.21 per million man hours (well below the Western Australia industry average of 7.1)



500+

Safety training delivered to more than 500 workers and visitors at Sanbrado

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MANAGING OUR ENVIRONMENTAL FOOTPRINT



WAF is committed to responsible environmental management through the integration of environmental considerations into business decisions at all stages

Each project is subject to a comprehensive ESIA during the permitting process. This enables us to apply the impact mitigation hierarchy to avoid, minimise and mitigate negative environmental impacts, as well as identify opportunities to improve environmental outcomes. Once the mine is operational, environmental management and monitoring continues throughout the life of the project, guided by the Environmental and Social Management System, aligned with ISO 140001 and a project-specific Environmental and Social Management and Monitoring Plan (ESMMP) developed in accordance with international industry practices and standards. Revegetation and rehabilitation take place on a continuous basis to reduce prolonged disturbance to the natural environment and to ensure that planned post-closure outcomes for the environment and the community are achieved.

Commencement of Kiaka Project construction in 2023 influenced a number of corporate and project-level initiatives across the Company, such as developing the Biodiversity and Ecosystem Services Policy to establish a unified approach to managing and, where possible, enhancing biodiversity across our areas of activity.

In addition, as part of the Kiaka construction financing process, an environmental and social due diligence review against the Equator Principles was finalised in December 2023. The output was two Environmental and Social Action Plans (ESAP), setting

out clear tasks and timelines for the environmental and social teams of Sanbrado, Toega and Kiaka. The ESAP process did not identify any areas of high risk or non-conformance with the Equator Principles, but has served to prioritise the development and updating of environmental and social management plans and procedures.

The sections below present key performance updates from the past year, with additional data provided in the 2023 ESG Databook, available on WAF's website.

HIGHLIGHTS



28,000 plants

Production of 28,000 plants for use in on-site and community revegetation projects around the Sanbrado and Kiaka sites.



INTEGRATING ENVIRONMENTAL DATA MANAGEMENT BETWEEN PROJECTS

With construction at the Kiaka Project in full swing, adopting effective environmental management strategies has become a priority. While each project's ESIA identifies site-specific environmental impacts, the general approach to management of these impacts is common to both Sanbrado and Kiaka. As such, the Kiaka Environment Department is in the process of adopting good international industry practices which have been fine-tuned at Sanbrado over three years of operations.

One area of focus in 2023 was the implementation of an environmental management database, developed by the head of Sanbrado's Environment Department. Having already built the bespoke data management system for the Sanbrado Project, he visited Kiaka throughout 2023 to implement a similar system. This data management system enables all monitoring data to be easily recorded, stored and accessed by the team irrespective of location, with data visualisations in a dashboard function, supporting internal and external reporting and information transfer.

Adopting the same data management system is efficient and provides confidence that comparable data is being recorded by both projects. This will enable the Sanbrado, Kiaka and WAF teams to identify trends and site-specific variability. One immediate application is the use of climate data in preparing robust climate change risk assessments and building climate resilience into our projects.



Please refer to the ESG Databook for additional data

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WATER STEWARDSHIP

Water is a scarce resource for much of the year in Burkina Faso. The bulk of the annual rainfall will fall over three to four months in the wet season, outside of which many streams and watercourses will cease to flow. While none of our sites fall within an area of 'water stress', we recognise that the seasonal variability and reliance of local communities make water a significant issue. As such, we apply the same water conservation measures that would apply in an area of water stress.

2023 PERFORMANCE UPDATE

Management of water resources at Sanbrado continued to evolve throughout 2023. A key change in the past year was an increased need for dewatering, as a result of active mining areas going deeper below the surface. With depth comes increasing head pressure from groundwater, resulting in greater inflows to open pit and underground mining areas. As a result, Sanbrado's groundwater extraction and discharge statistics for 2023 are up from 2022 (74% and 153%, respectively). Whenever possible, water from dewatering is captured and stored for use in dust suppression. The remainder is discharged to a designated vegetation area where regular monitoring occurs to ensure that it meets the national discharge criteria and is safe for the downstream environment.

Water consumption also increased at Sanbrado in 2023 due to an increase in water demand by the underground mining operation and increased dust suppression activities on the access road used by communities, WAF and

other companies operating in the area. The delayed onset of the rainy season, high evaporation rates during the dry season and the lifting of the decant tower to match the new height of the TSF meant that less water was available to draw from the TSF, which is the main point of water recycling and reuse on site. Despite these challenges, water re-use from the TSF still averaged more than 4,000m³ per day (approximately 60% of 2022 re-use volume).

Reuse and recycling of water continues to be a priority for the Sanbrado operation. New measures to capture and store water from the dewatering of open pit and underground operations have now been implemented, with dewatering to report to a mined-out pit. From there, water can be drawn throughout the year for use in underground mining operations and dust suppression. This will significantly reduce the amount of water being discharged from site, as well as reducing the amount of water being drawn from the on-site water storage facility (supplied by water extracted from the Nakambé).

At Kiaka, water consumption in 2023 totalled 43kL, sourced from groundwater bores and used primarily for dust suppression and to supply the project's domestic water needs (e.g., drinking

water). Dust suppression is a core facet of our environmental management program during project construction when vegetation clearance and repeated vehicle movements can result in dust creation, particularly in the dry season with associated Harmattan winds. Suppressing this dust is important for maintaining positive relationships with local communities which can be susceptible to dust emissions from increased road traffic along the mine access road and from construction activities, as well as maintaining the health & safety of those working on site.

The Environment Department installed flow meters in late 2023 to enable close monitoring of water consumption. Flow meters are an important tool used across our sites to understand not only our water consumption but to make informed decisions on how to manage site's groundwater supply.

ENERGY CONSUMPTION

2023 marks the first reporting period for which energy consumption across the WAF organisation is presented, including:

- + Electricity drawn from distribution networks in Australia (corporate office) and Burkina Faso (offices and guest houses in Ouagadougou);

- + Self-generated electricity produced and consumed at Sanbrado; and
- + Diesel used to fuel vehicles and generators across our operations.

Electricity consumption in 2023 was 133,000MWh, of which the majority (99.8%) was self-generated and used to power the process plant and other operational needs at Sanbrado. Total energy consumption across the organisation was 1,657,571 GJ.

A commonly tracked metric in the gold mining industry is energy intensity, reporting the amount of energy used per ounce of gold produced. For Sanbrado, energy intensity was 7.14 GJ/oz in 2023 (or 7.31 GJ/oz when using energy consumption across all WAF entities).

EMISSIONS AND CLIMATE CHANGE

Climate change is a pressing environmental concern globally and WAF is keenly aware of its corporate responsibility to minimise greenhouse gas emissions, while also taking steps to improve resilience to a changing climate.

WAF's corporate Sustainability Department has begun developing a company-wide climate strategy with input from subject matter experts and internal stakeholders. This

process will draw together the risks and opportunities associated with climate change, including risks of a changing climate to the Company's business and operations, and how the Company's operations influence global greenhouse gas emissions. It will identify opportunities to further reduce the Company's exposure to climate-related risks and enable us to identify potential for emissions reduction. Closely following the development of the IFRS S2 standard (International Financial Reporting Standards: Climate-related Disclosures), the anticipated Australian regulation in this space⁴ and understanding Burkina Faso's national climate adaptation objectives⁵, WAF is confident the strategy will adequately reflect our operating context, including stakeholder expectations, regulatory framework and supply chain.

2023 PERFORMANCE UPDATE EMISSIONS REPORTING

Scope 1

Scope 1 emissions are those that occur from sources that are controlled or owned by an organisation. In previous reporting periods, WAF has only reported Scope 1 emissions associated with the Sanbrado Project, as no other projects had significant sources of emissions. With the commencement of large-scale construction activities at

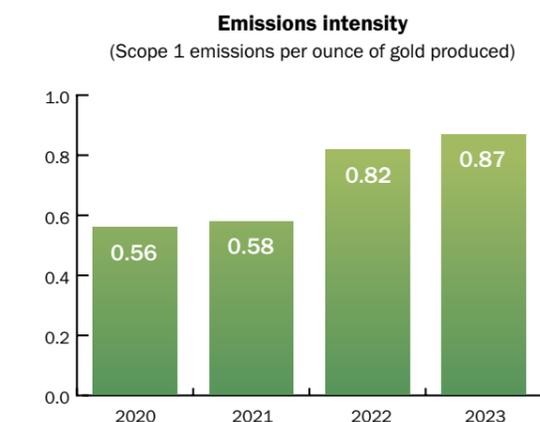
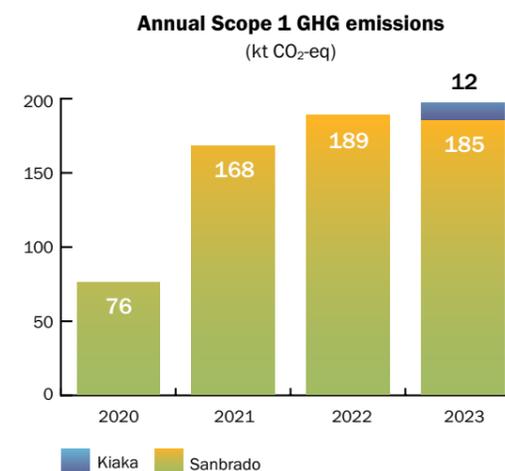
Kiaka in 2023, now is an appropriate time to incorporate Kiaka into our annual reporting of emissions. In 2023, Scope 1 emissions totalled 196.5 kt CO₂-eq (56.8% of total emissions).

For Sanbrado, Scope 1 emissions total 184.9kt CO₂-eq. The bulk of these emissions are associated with fuel use for electricity generation and use in vehicles and mining equipment.

For Kiaka, Scope 1 emissions total 11.6kt CO₂-eq. Of these, 78% are associated with vegetation clearance during construction and 22% are associated with fuel use (for machinery, generators and vehicles).

Scope 2

Scope 2 emissions are the indirect greenhouse gas emissions associated with the purchase of electricity, steam, heat, or cooling. Currently, WAF's only Scope 2 emissions relate to electricity used at the corporate office in Perth, Australia and at the offices and company guesthouses in Ouagadougou, Burkina Faso. Based upon electricity consumption at these locations and relevant emissions factors⁶, total Scope 2 emissions in 2023 were calculated to total 127t CO₂-eq (0.04% of total emissions).



* Correction of 2021 and 2022 GHG emissions: during preparation of the 2023 Sustainability Report, an error was identified in the formula used to calculate Scope 1 emissions in 2021 and 2022. As a result, these emissions have been recalculated and the corrected values are presented here.

⁴ Australian Accounting Standards Board (2023). Australian Sustainability Reporting Standards – Disclosure of Climate-related Financial Information. Source: <https://aasb.gov.au/news/exposure-draft-ed-sr1-australian-sustainability-reporting-standards-disclosure-of-climate-related-financial-information/>

⁵ Ministry of Environment and Fishery Resources (2015). Burkina Faso National Climate Change Adaptation Plan (NAP). Source: https://www4.unfccc.int/sites/NAPC/Documents/Parties/Burkina%20Faso%20NAP_English.pdf

⁶ Sources of emissions factors:

- Australian National Greenhouse Accounts Factors (Aug 2023): Table 1 (Western Australia - South West Interconnected System)

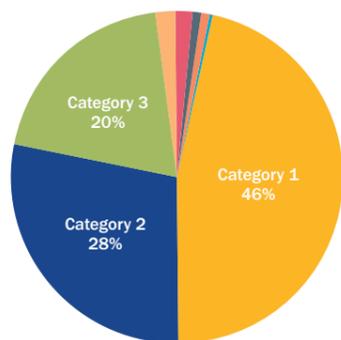
- Institute for Global Environmental Strategies (IGES) List of Country Grid Emission Factors (Nov 2023): Burkina Faso Combined Margin EF (Average)



Scope 3

Scope 3 emissions refer to indirect emissions in an organisation's value chain. WAF reported Scope 3 emissions for the first time in the 2022 Sustainability Report, calculated by the GHG Protocol's Quantis Scope 3 Evaluator. However, there were concerns that this calculation was inaccurate due to the age of the calculator and the potential for double-counting of emissions from fuel use by contractors. With the retirement of the Quantis Evaluator in August 2023 from the GHG Protocol website, WAF commissioned an independent calculation of Scope 3 emissions, conducted by a leading Australian climate change specialist firm. This calculation was prepared in alignment with the GHG Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Scope 3 emissions refer to indirect emissions in an organisation's value chain.

Scope 3 emission sources



WAF's 2023 company-wide Scope 3 emissions are estimated to be as 150kt CO₂-eq (43.2% of total emissions). This is 34% lower than the Scope 3 emissions reported in the 2022 Sustainability Report, validating concerns regarding the accuracy of that calculation. As a result, we intend to track Scope 3 emissions using 2023 as the first year, given that we now have an accurate methodology which can be applied consistently and provide comparable data for reporting and the identification of emissions reduction opportunities. The 2023 calculation highlighted that the bulk of

⁷ <https://ghgprotocol.org/corporate-value-chain-scope-3-standard>

⁸ Excluded from 2023 Scope 3 emissions calculation: Category 8: Upstream leased assets, Category 9: Downstream transportation and distribution, Category 11: Use of sold products, Category 12: End-of-life treatment of sold products, Category 13: Downstream leased assets, Category 14: Franchises, and Category 15: Investments.

our Scope 3 emissions are attributable to Categories 1 (Purchased goods & services), 2 (Capital goods) and 3 (Fuel and energy-related activities), which together account for 94% of our Scope 3 emissions. The remaining 6% of emission sources came from Categories 4 (Upstream transportation and distribution), 5 (Waste generated in operations), 6 (Business travel), 7 (Employee commuting) and 10 (Processing of sold products). Other categories of Scope 3 emissions were excluded from the calculation as they are not applicable to WAF's business model⁸.

BIODIVERSITY

2023 PERFORMANCE UPDATE

As part of the Biodiversity Strategy that WAF began developing in 2023, the Company released its Biodiversity & Ecosystem Services Policy, approved by the Board of Directors in December. This policy outlines the approach that WAF takes towards protecting and enhancing biodiversity and ecosystem services in the regions where we operate.

We are committed to conserving and enhancing biodiversity and ecosystem services, in line with global expectations of a leading corporate citizen working towards meeting the goals of the Kunming-Montreal Global Biodiversity Framework. Our goal is for our operations and activities to be nature positive, which will be aided by working within disclosure frameworks such as Taskforce on Nature-related Financial Disclosures (TNFD) and the International Sustainability Standards Board (ISSB).

At Kiaka, a biodiversity pre-clearance survey procedure was developed ahead of major construction activities to minimise impacts to biodiversity and identify biodiversity features of preservation interest prior to vegetation clearing. Through these surveys, the Kiaka environment team can:

- + Confirm the location of biodiversity features identified during the environmental assessment process.

- + Map the location of any threatened flora species and/or habitat.
- + Provide input into determining appropriate exclusion zones (a designated 'no-go' area that is clearly identified and appropriately fenced to prevent damage to vegetation and habitats).
- + Locate nearby habitat suitable for the release of any fauna encountered during the pre-clearing process or habitat removal.
- + Check for the presence of fauna immediately before clearing begins.
- + Identify any biodiversity management or protection measures that need to be incorporated into the activity-specific Ground Disturbance Permit.

In addition, the nursery at Kiaka produced 7,800 seedlings of local tree species, which will be primarily used in site rehabilitation. Others were donated to the community and planted at schools and health centres. Plant production will continue to increase in the coming years, providing a steady stream of plants for use in progressive rehabilitation of disturbed areas. Due to pre-existing degradation of the environment through human use, very little natural habitat remains within the project development area. By removing grazing and agricultural pressure and with the opportunity to establish a diverse array of natural species during the life of mine, WAF aims to deliver biodiversity gains for a range of plant and animal species, with associated improvements to ecosystem services which will benefit local communities.

REHABILITATION ACTIVITIES AT SANBRADO

From the outset of mining activities at Sanbrado, progressive rehabilitation has played a key role in the planning and management of the site's development. The Environment Department has a 5-year Rehabilitation and Revegetation Plan, focusing on rehabilitation and revegetation within the mine development area, as well as community reforestation projects. Annual clearing for mine activities has decreased year-on-year since operations commenced in 2019. During 2023, 8.7 hectares (ha) was cleared, bringing the total disturbed area to 767ha. However, for the first time, the area of land rehabilitated exceeded the area disturbed, with 10ha rehabilitated in 2023.

With the retirement of Sanbrado's M1 waste rock dump (WRD) in October 2022, rehabilitation commenced immediately to enable planting to start in the 2023 wet season. Working collaboratively with the Earthworks team, Community Relations Department, local community members and the Forestry Service, the team achieved:

- + Battering of slopes and implementing erosion control measures across the WRD (48ha)
- + Covering 10ha with oxide waste and topsoil as a substrate for planting

- + Sowing 50 kg of seeds of herbaceous pioneer species and groundcover plants
- + Planting more than 11,700 trees of social and economic value during the 2023 wet season.

Plant species are selected in consultation with local communities and the Forestry Service to achieve a beneficial landscape after closure.

In addition, WAF supports community revegetation efforts, through the donation of more than 5,000 plants to local communities and schools and a donation of USD\$3,500 toward Burkina Faso's National and Provincial Tree Planting Day. More details in **Community revegetation and nutrition programs** (page 41).

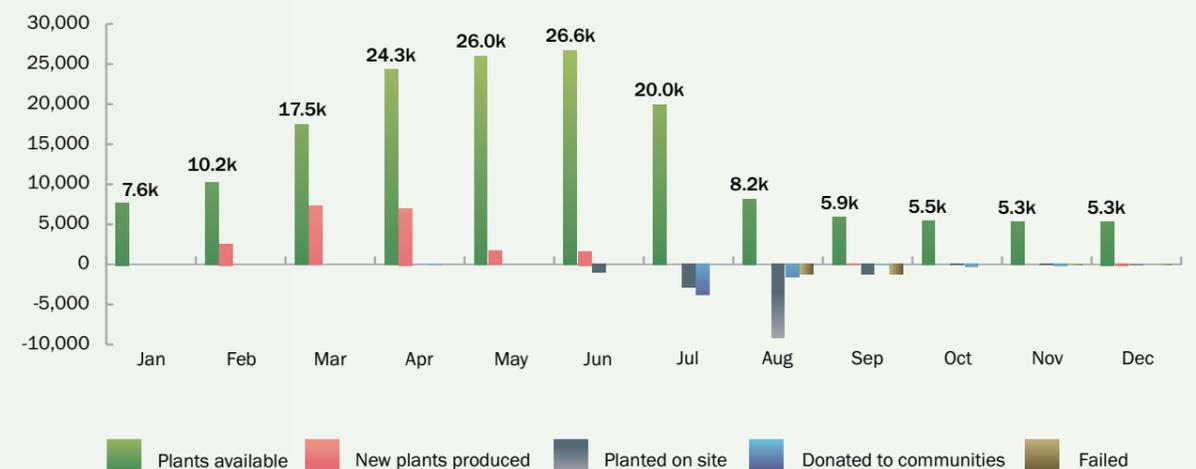
The nursery at Sanbrado produced 26,000 plants in support of on-site and community revegetation projects. A total of 17 species were grown, up from 8 species in 2022. In addition, 10m³ of compost was produced in the first half of 2023 using green waste from around the site. This compost is then used to improve the soil in areas where revegetation efforts are underway.



Ground preparation and vegetation establishment during rehabilitation of the M1 waste rock dump.

The graph below shows that the early part of year is dedicated to plant production (through germination of locally sourced seeds), while the wet season in the middle of the year sees a decrease in plants available in the nursery as they are planted out on site or donated to community revegetation projects.

Plant production and use in revegetation projects



WASTE AND TAILINGS MANAGEMENT

Waste streams at WAF's operations are managed according to international good practice to appropriately handle the waste, minimise the amount of waste sent for disposal and minimise the environmental impact of waste disposal. WAF is committed to the responsible management of waste, through the application of the waste management hierarchy. This calls for the minimisation of waste by avoiding its creation, reusing waste products, and recycling materials wherever possible.

Any remaining waste is treated to minimise environmental impact before disposal. A variety of waste streams are created during mining operations, with the largest by volume being tailings and waste rock, with much smaller but still significant volumes of hazardous and non-hazardous waste.

2023 PERFORMANCE UPDATE

Waste production at Sanbrado in 2023 was comparable with previous years (18.5Mt), with the vast majority (98%) in the form of waste rock and tailings. Of the remaining waste, as much as possible was diverted from disposal. This includes food waste donated to pig farmers, scrap metal and other recyclables sold for a token price to community waste recycling and commercialisation initiatives, and hazardous waste groups sent for decontamination, recycling and preparation for re-use by a government approved waste contractor.

All non-hazardous waste that could not be diverted from disposal (e.g., unsorted domestic waste) was directed to an on-site landfill. No data is available on the volume of waste sent to the landfill in 2023. A method to estimate the volume of this waste stream has been developed and data will be reported in future years.

Approximately 254 metric tons of hazardous waste was sent for disposal off-site, using Government-approved contractors. This included items like oily rags and cyanide boxes which cannot

be recycled or decontaminated and need to be incinerated in an authorised commercial facility.

Education and awareness raising are essential components in Sanbrado's waste management strategy, encouraging individuals to adopt more sustainable practices that reduce the waste volumes sent for disposal. In 2023, all new employees received training on the environmental impacts of waste (including the effects of landfills) and emphasising individual responsibility in minimising waste creation.

Monitoring of waste production and management at Kiaka commenced in the second half of 2023 as construction activities ramped up. While waste production is minor compared to Sanbrado at an estimated 103 metric tons, the management approach is similar. Food waste and recyclables are diverted from disposal through donation to pig farmers and recycling. Hazardous waste is sent off-site for disposal by an approved waste handler. Other waste is currently disposed of on-site by incineration, although this will reduce once a waste sorting facility and lined landfill are constructed.

Tailings management

A key priority for WAF's Sustainability Department and Operations in 2023 was to commence updating WAF's tailings management approach to the Global Industry Standard on Tailings Management (GISTM)⁹. To facilitate this, the independent Engineer of Record visited Sanbrado and the future Kiaka tailings storage facility site in November 2023 to review operating practices and documentation. Outcomes of this exercise formulated the basis for an action plan to be developed and endorsed by the Board of Directors in 2024.

Operationally, the year proceeded as expected for management of the Sanbrado tailings storage facility (TSF). The annual construction program from January to July raised the TSF from RL305 to RL310, transitioning from operating as a 2-cell facility to a single cell. This transition was prompted by previous delays in construction of the dividing embankment between the two cells, which had to wait for the tailings to consolidate and dry before construction could commence.

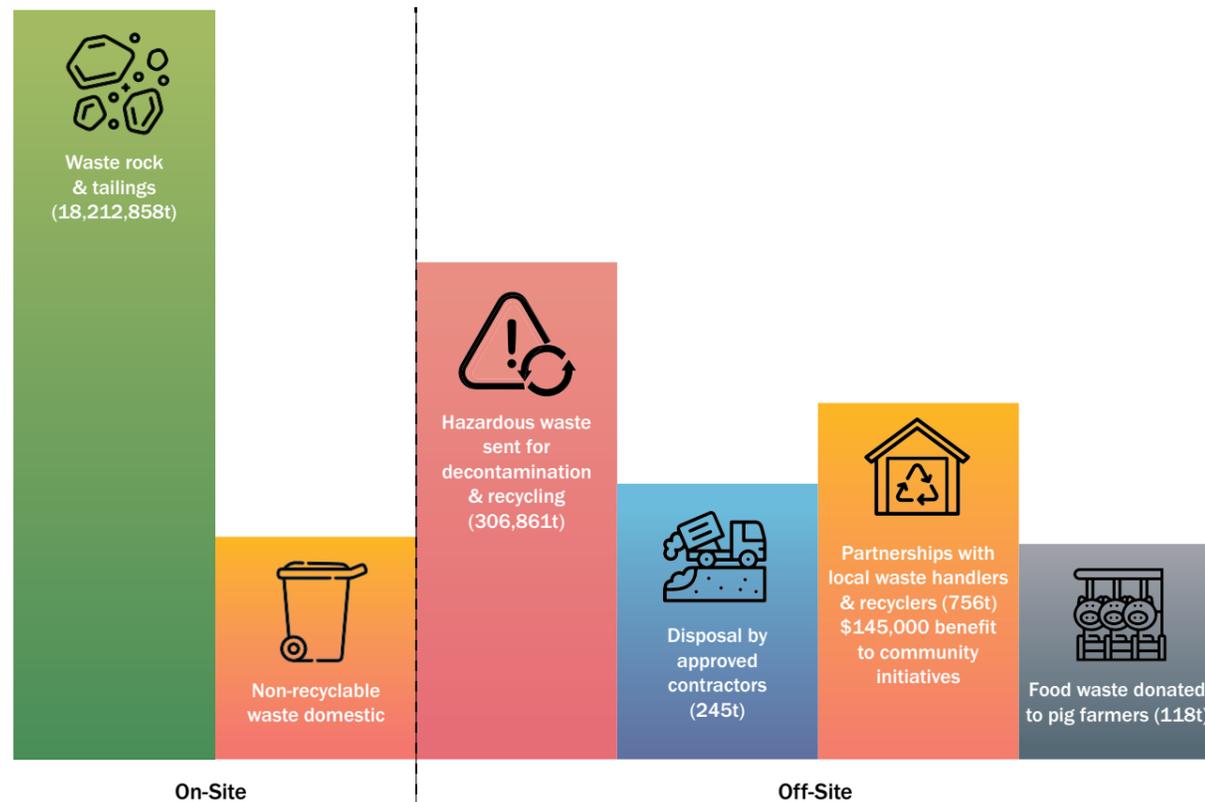


Operating as a single cell presents no new safety or stability concerns. Deposition of tailings continued without interruption and at a similar rate as in previous years.

Regular inspections and monitoring of the TSF and surrounding environment (e.g., groundwater) identified no issues of concern. The inspection schedule is detailed in the GRI Content Index.

Please refer to the ESG Databook for additional data

Managing waste from Sanbrado operations



⁹ Source: <https://globaltailingsreview.org/global-industry-standard/>

WORKING WITH OUR LOCAL COMMUNITIES



WAF recognises that the success of the Company relies on our ability to maintain a social license to operate. Social investment programs are developed through social surveys, community consultation and input, and by providing avenues for stakeholders to share feedback and concerns. Close collaboration with host communities, government and between our operations allows us to jointly identify areas of need and how we can best contribute to sustainable community development.

Cross-project collaboration and mentorship continue to play an important role in the Company's growth, in particular in developing the Kiaka Community Relations Department. Appreciating the importance of establishing strong relationships with our local communities from early stages of project development, staffing the Kiaka Community Relations Department (CRD) was a priority in 2023. After the appointment of the Social Responsibility Manager in mid-February, key positions including Alternate Social Responsibility Manager, Community Relations and Resettlement Superintendent, Livelihood Restoration and Community Development Coordinator, Grievance Management Officers and Community Liaison Officers were recruited. Onboarding involved several team sessions with the Sanbrado Community Relations Department and Sustainability Development Database Administrator. The team received training on operating the Geodetect database, the bespoke social data management system already in use at Sanbrado. The software tracks

all aspects of the CRD's interactions with communities and stakeholders, including socio-economic data, stakeholder engagement activities, compensation, donations and the complete grievance management process from receipt of a complaint to its resolution.

At each project, our Community Relations team is the front face of the Company for communities and

other local stakeholders. They lead the implementation of project-specific social management plans, including the Stakeholder Engagement Plan, the Resettlement Action Plan and associated Livelihood Restoration Plan, the Cultural Heritage Management Plan, and the Community Development Plan, which includes community development initiatives and investments, local procurement, and local employment.

HIGHLIGHTS



Successful recruitment to fill roles in the Kiaka Community Relations team, along with upskilling and training.



95%

The Kiaka resettlement process is proceeding, with 95% of compensation agreements signed and paid by the end of 2023.



43 households

Livestock and animal rearing training and equipment provided to 43 vulnerable households at Sanbrado, to improve food security, nutrition and promote sustainable family farming.



RESETTLEMENT PLANNING AND LIVELIHOOD RESTORATION

Building on the experience of implementing a resettlement and livelihood restoration program at Sanbrado, 2023 saw the development of the Kiaka and Toega resettlement programs. WAF's experience in applying IFC Performance Standard 5 to the regulatory and local context, in addition to relationships with national NGOs as program implementation partners, gave the community relations teams an invaluable advantage.

Weekly updates are prepared by Community Relations for Senior and Executive Management, while the Board of Directors receives monthly progress updates from the Kiaka Project Director and GM Sustainability. Resettlement is also closely monitored by the Board's Risk Committee, considering any actual or potential risks associated with resettlement that may impact the project, as well as project

activities that may negatively impact on communities and the resettlement process.

Following the ESIA and continuing into the permitting process and project construction, WAF works with communities to develop a project-specific resettlement action plan (RAP), which sets out the rights and entitlements of those households who are displaced (physically or economically) by the project. The RAP will include details such as: provision of new housing and land away from the project, compensation for loss of structures or resources (e.g., economically valuable trees or crops), short-term cash compensation for lost income, and access to the livelihood restoration program for those households economically displaced.

The livelihood restoration program is a multi-faceted series of activities to provide project-affected households with the opportunity to restore or improve their livelihoods, compared to pre-project levels. Developed in

conjunction with communities, it sets out a series of training and investment initiatives to promote the diversification of economic activities or to improve the resilience of existing livelihood activities.

2023 PERFORMANCE UPDATE

Sanbrado

Implementation of the Sanbrado Livelihood Restoration Program continued in 2023, with the continuation of some initiatives (such as the improved seeds program and establishment of market gardens), while other initiatives transitioned to community-led management, alongside monitoring and evaluation of the initiatives. The various long-term livelihood restoration initiatives progress at different rates, but the goal is to have all activities transition from being developed by WAF (with input from stakeholders) to ownership and autonomous management by communities as soon as possible within the five-year timeframe of the program. Over time, this results in lower ongoing costs associated with the LRP as the initiatives transition into sustainable economic activities, led by communities. In 2023, spending on resettlement and livelihood restoration activities at Sanbrado totalled \$687,000.

More details on the various LRP initiatives are presented in the 2023 ESG Databook, available on the WAF website.



SANBRADO MORINGA PRODUCTION PROJECT

The Livelihood Restoration Team at Sanbrado launched a new initiative in 2023 aimed at promoting moringa production by local communities, and specifically women affected by the Sanbrado Project. The initiative provides an opportunity to grow moringa for human consumption and prevention of malnutrition, pharmaceutical use, improvement of animal feed, reforestation and soil improvement. *Moringa oleifera* is a highly nutritious plant adapted to the local climatic conditions, which will enable communities to diversify existing agricultural systems, improve nutrition in local communities and create new income-generating activities. Initial stages of project set up focused on:

- + Planting intensive plots of moringa in five market gardens.
- + Providing 4 plants to each of the 225 participating households for home production, along with fences to prevent damage to plants from grazing by livestock.
- + Training on the production and harvesting of moringa and the transformation of dried leaves into powder.
- + Training on the use of moringa to improve nutrition.
- + Introduction of moringa into school canteens, in cooperation with the Committee for the Management of Public Schools and local health centres.



SANBRADO VULNERABLE HOUSEHOLDS PROGRAM

In the area surrounding the Sanbrado Mine, livestock farming is a primary livelihood, as a source of food (e.g., milk, meat), non-food products (e.g., manure, hides), and as a financial resource (through the sale of excess stock). However, vulnerable households tend to have little to no livestock. As part of the Sanbrado Livelihood Restoration Program, an initiative implemented in 2023 was the provision of livestock to vulnerable households in order to improve food security, nutrition and promote sustainable family farming.

A total of 43 vulnerable households benefited from this initiative. Each household was provided with four animals (goats or sheep, determined by each household), an animal enclosure and shelter, feed, and associated equipment (e.g., water troughs, feeders). SOMISA worked with the local government, the Boudry Livestock Service to provide training to each household on rearing and managing livestock, including hygiene, feeding, livestock management, and health. The Livestock Service also provides weekly monitoring of the animals over the course of a year. In total, 28 goats and 144 sheep were provided to vulnerable households, of which 45 were pregnant and resulted in immediate gains for most households.

In the first year, this initiative has produced positive results with new livestock born and 12 animals sold by households. The manure produced by the animals is also being used to fertilise crops and fields.

"We benefited from training provided by the livestock department of Boudry. From 4 animals at the beginning, I ended up with 7 animals after three births. ... I testify to the positive results because I was able to sell an animal to resolve my child's health problem." (DIALLO Salam, a project beneficiary)

Kiaka

The Kiaka Community Relations Department commenced implementation of a staged resettlement program in 2023, working closely with the Construction team to integrate the conditions associated with the mining permit, as well as health and safety procedures for workers and communities.

The Kiaka Project requires acquisition of 1,700 ha of land which has been heavily modified through slash and burn practices, agriculture and livestock grazing. The resettlement program involves 683 project-affected households, consisting of permanent residents living within the project development area (PDA) and seasonal farmers who travel from neighbouring municipalities to cultivate during the rainy season, before returning to their primary dwelling. As a result, more than 1,400 compensation agreements were developed to formalise the financial compensation and other arrangements for the loss of access to land, houses, ancillary and community structures, crops, trees and other assets. Moving allowances and other financial assistance were also included.

These agreements were negotiated via the Resettlement and Compensation Committee (*Comité d'Indemnisation et de suivi de la réinstallation des personnes affectées par le projet aurifère de Kiaka*, abbreviated to CISR), which brings together Kiaka representatives, community members, local and national authorities, and other interested parties. Nine meetings of the CISR were held in 2023, as well as two meetings of the Grievance Management subcommittee.

By the end of 2023, more than 95% of compensation agreements had been signed and payments made. A condition of receiving payment was participating in financial literacy classes organised by Kiaka in collaboration with Coris Bank and taught by a national NGO. The classes covered a range of topics from opening and operating a bank account to personal financial management.



Please refer to the ESG Databook for additional data

Government visit to review progress on Kiaka project development and resettlement program



Compensation paid for communal land is being used by the Niarba community to build a new mosque and youth centre

Resettlement sites

To reflect the cultural diversity of our project area, two resettlement site locations and a new cemetery were identified with project-affected people and host communities. ESIA's were conducted for each site to identify potential impacts of establishing the residential and cultural sites on the local social fabric and existing natural resources. The design of the new resettlement sites was done through extensive consultation with project affected people and host communities. WAF and the Kiaka teams endeavoured for the sites to establish a sense of place through the design of residential structures and communal areas for education, health, cultural practices and recreation. Kiaka is awaiting the final subdivision design approval from the Ministry of Urban Planning and the Ministry of Territorial Administration, Decentralisation and Security.

Memoranda of understanding were also signed with host communities of Guilewaogo and Bassindingo to ensure that their communities would benefit from the development of the resettlement sites beyond financial gain from the land sale, including provision of community infrastructure and construction of 2-hectare market gardens to compensate for the land they have sold through the resettlement process. Kiaka SA will construct perimeter fencing and a water supply network, as well as providing the tools, seeds and training to enable the host

communities to produce a variety of crops for both household consumption and commercial production.

Livelihood restoration

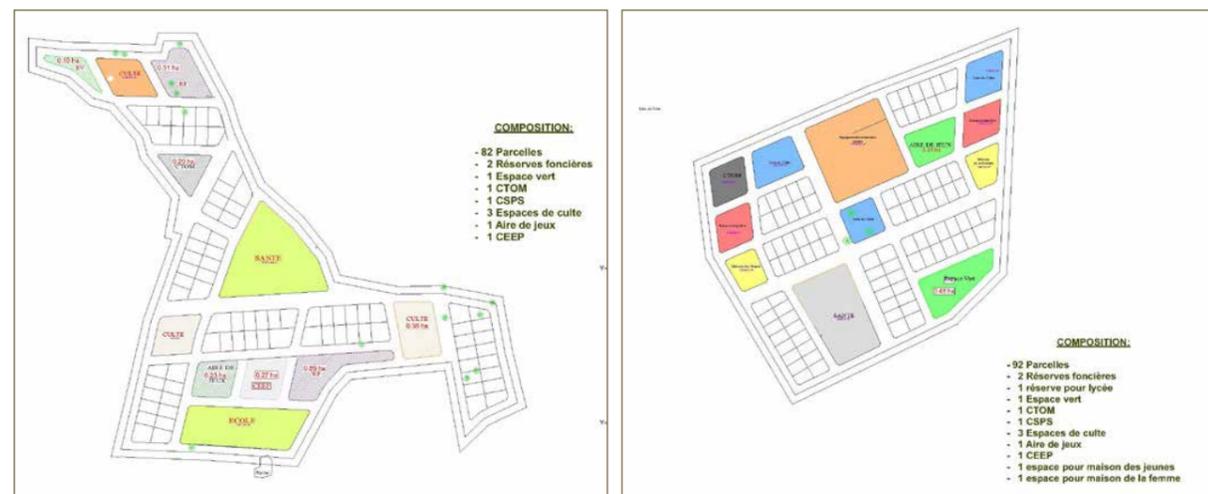
Concurrently with carrying out the resettlement and compensation programs, the Kiaka team has begun developing the Livelihood Restoration Plan (LRP). It has the advantage of incorporating processes that have worked well during the Sanbrado livelihood restoration program and established relationships with NGOs that will help in implementing the Kiaka LRP.

Although agropastoral and artisanal mining activities are the primary livelihood and income generating activities of project affected households of both mine projects, the Kiaka livelihood restoration program will be tailored to the specific needs and desired programs expressed by the impacted communities of the Kiaka Project. To do this, the Kiaka Community Relations Department commissioned a Visioning Study in 2023 to be undertaken in the first quarter of 2024 by a national specialist firm. The Visioning Study will identify suitable livelihood restoration projects with project-affected households and its outcomes will also influence how Kiaka SA implements the Project's Local Employment Plan. Input from regional and local government authorities will also play a role in developing the program to ensure

efficient use of resources and close coordination between the mine's community development programs, the Government's objectives under the national and regional development plans, and those that will be funded through the Local Development Management Fund once the project enters operations.

SANBRADO LIVELIHOOD RESTORATION PROGRAM RECAP:

- + Program started in 2021 with a 5-year plan
- + Developed by international-Burkinabé specialists through consultation with program beneficiaries and implemented by national partners, including NGOs and development agencies
- + 20 livelihood restoration initiatives covering improved seed and fodder production, market gardens, soil improvement and erosion control, agricultural value chain studies and others.
- + Majority of initiatives have transitioned into monitoring phase and first monitoring surveys have been completed



Development of the resettlement site designs is an iterative process in consultation with project-affected people and government

Toega

Although development of the Toega Project is scheduled to follow Kiaka, implementation of the Toega Resettlement Action Plan (RAP) commenced in 2023. In keeping with WAF's commitment to implement industry good practice, the Toega RAP complies with the resettlement legal requirements of Burkina Faso and follows the requirements of IFC Performance Standard 5. In 2023, key activities included:

- + Identification and negotiation of the resettlement site in consultation with project-affected people, host community and government authorities.
- + Development of livelihood restoration measures to support artisanal miners displaced by the Project through close collaboration with the National Agency for the Supervision of Artisanal and Semi-Mechanised Mining (*Agence nationale d'encadrement des exploitations minières artisanales et semi-mécanisées*, abbreviated to ANEEMAS).

- + Discussions with customary authorities regarding the management of sacred sites within the Project Development Area.
- + Preparation of compensation agreements and assisting project-affected people and host communities with documentation (e.g., identity documents, certificates of inheritance).
- + Identifying training priorities for project-affected communities to promote employability and new income generation opportunities, including those specific for women and young people.

By the end of 2023, more than 96% of compensation agreements have been signed and application for resettlement site development and parcelling submitted to the Ministry of Urban Planning. The Toega resettlement program will involve relocating 56 households and providing livelihood restoration programming and assistance for a total of 313 households, who will experience economic impacts from project development.



COMMUNITY DEVELOPMENT INITIATIVES

WAF looks to support the development of infrastructure and services to support the communities around our projects. While recognising the government's responsibility for building and maintaining social services and infrastructure, we work with communities and local authorities to identify projects where we can make a positive contribution. Education and health are the long-term priority areas for WAF's community investments, as well as providing ad hoc support in other areas based upon community needs.

In addition, under the Mining Code, all mining and quarrying companies contribute 1% of revenue to the Local Development Management Fund, which is then spent on development projects within the municipality of the mining project. In 2023, SOMISA's contribution to the fund totalled \$6.3 million.

2023 PERFORMANCE UPDATE

Education

A key focus in WAF's community development program is increasing access to education for communities surrounding our project sites. Our investments in education aim to improve participation across all age groups, from primary school to adults, with a focus on overcoming gender disparities. One of the new initiatives to improve access to education is the university scholarship program, which commenced in 2022. The program provides funding to enable two high achieving students, one male and one female, from local high schools to attend university, in fields related to the mining industry.

This program continued in 2023, with ongoing support to the two students granted the scholarship in 2022, as well as providing scholarships to two new students. The 2023 study scholarships were awarded to two high school students enrolled at L'Université Aube Nouvelle in Ouagadougou, pursuing studies in applied geology and mining.



The scholarships provide tuition, study materials, access to mentors and future internships with SOMISA.

In collaboration with the Boudry Social Service, SOMISA also supported projects aimed at:

- + Reduce school dropout rates through a series of awareness sessions in schools including risks of dropping out of school and effects on school attendance from adolescent pregnancy, participation of children in artisanal gold mining.
- + Promoting continued education and employment opportunities targeted at vulnerable children and young people (e.g., orphans and

internally displaced people). This initiative supports the reintegration of 7 vulnerable children into schooling and a 2-year socio-professional reintegration program for 20 vulnerable young people. In addition, each participating family receives livestock to provide income-generating potential.

Additional data on community development initiatives is provided in the 2023 ESG Databook, available on WAF's website.

Health

COMMUNITY REVEGETATION AND NUTRITION PROGRAMS

The Sanbrado Environment Department and Community Relations Department have worked together to promote reforestation in communities surrounding the Sanbrado mine site. In 2023, more than 5,000 plants grown by the Sanbrado nursery were donated to communities and planted around schools, health centres and public administration buildings. Baobab and moringa were planted in collaboration with the Zorgho Health District to improve the food ration of malnourished children.

Trees and shrubs have also been planted at four local schools to improve biodiversity, environmental awareness and accessibility of food resources. Species planted included guava (*Psidium guajava*), Néré or African locust bean (*Parkia biglobosa*), and moringa (*Moringa oleifera*). In partnership with the Boudry Environmental Service, students, staff and parents' associations at each school received training on plant maintenance and managing the trees.

The team also worked to support development of crop production fields at 14 schools across the Commune of Boudry, across a total area of 24 hectares and resulted in the production of 3.6t of cowpeas, 1.4t of sorghum and 100kg of sesame. These crops will be used in the school canteens to deliver high nutrition meals to school children.



Please refer to the ESG Databook for additional data



COMMUNITY HEALTH AWARENESS PROGRAMS

WAF has supported health awareness programs in the communities surrounding the Sanbrado Project since operations commenced in 2020. These programs are funded by SOMISA and delivered by a Burkinabé NGO, in cooperation with health facilities in local villages (in French: *Centre de Santé et de Promotion Sociale*, abbreviated to CSPS). Campaigns vary from door-to-door visits to speak directly to families, to a village assembly or theatre-style forum for large groups.

In 2023, the health awareness campaigns focused on:

- + Breast cancer with follow-up screening of more than 200 women and referral of four women for further treatment
- + Dangers and risks associated with late-diagnosed diabetes, in collaboration with the Pousghin CSPS. 320 people were screened for diabetes.

- + Family planning awareness raising in 15 villages in the Commune of Boudry.
- + Hepatitis and HIV/AIDS awareness, in collaboration with the Zorgho Health District
- + Risks and prevention of malaria in 15 villages and farming hamlets in the Commune of Boudry.
- + A road safety awareness program about speed limits, use of helmets and seat belts targeting road users on the main access road between Sanbrado and Zempasgo, where the access road meets the national highway RN4.

Other health-focused initiatives delivered in 2023:

- + Training of 17 health workers on the diagnosis and treatment of acute malnutrition.
- + Donation of medical and office equipment worth more than \$13,000 to the health centres at Nagrigré and Kopelin (in the area of the Kiaka project).

GRI CONTENT INDEX

Statement of use: West African Resources Limited has reported in accordance with the GRI Standards for the period 1 January 2023 to 31 December 2023.

SUPPORTING THE LOCAL ECONOMY

WAF's operations in Burkina Faso are designed to support sustainable economic development in the areas where we operate. Our community development program promotes the diversification of economic activities through trades training, internships and provision of support and training to local businesses. SOMISA has worked with several training organisations and service providers located in Burkina Faso to implement these programs. This has the dual benefit of supporting Burkinabé businesses, as well as using locally sourced solutions to ensure fit-for-purpose programs which will be sustainable in the long term.

Each of our projects operates under a project-specific Local Procurement Plan (LPP) which applies throughout the life of mine. The LPP sets out clear procedures for sourcing goods and services locally. At Sanbrado, the list of local suppliers was updated and a dedicated local

procurement coordinator oversees the process internally and serves as the bridge between the commercial team, community relations and the rest of the operational departments who rely on provision of goods and services by external suppliers. Local procurement is a valuable opportunity for benefit sharing with local communities.

The Kiaka LPP was drafted in 2023 as a joint effort between the departments of Community Relations and Procurement. Although we aim to source services from local providers, safety of our personnel and contractors is paramount. In instances where a service or equipment cannot be sourced locally, the Company endeavours to provide training opportunities and ensure the project's Local Employment Plan is applied.

2023 PERFORMANCE UPDATE

In 2023, 59% of all suppliers were registered in Burkina Faso (483 vendors, comparable with 2022) and 69.2% of total expenditure on goods and services was spent within Burkina Faso. The rate of national spending is lower than in previous years due to capital expenditure associated with the Kiaka Project, with the purchase and fabrication of specialist equipment overseas.

In line with the LPP, the Kiaka Project has sought to partner with local suppliers wherever possible since the start of major construction works. As a result, in 2023 the project spent a total of \$9.4 million with 15 vendors located in the area impacted by the project. Goods and services supplied locally have included: earthworks, construction, accommodation, transportation, and supplies of fuel, wood, food products, medicines, water filtration, signage and furniture.

GENERAL DISCLOSURES

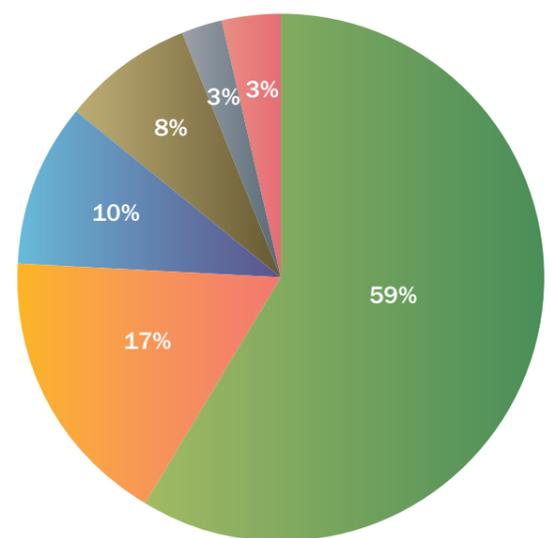
GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
The organisation and its reporting practices		
2-1	Legal name	West African Resources Limited (referred to hereafter as WAF or the Company)
	Nature of ownership and legal form	WAF is a publicly listed company on the Australian Stock Exchange (ASX: WAF).
	Location of headquarters	Perth, Australia
	Countries of operation	Australia and Burkina Faso

2-2	Entities included in sustainability reporting	WAF's sustainability reporting includes all entities listed below, but focuses particularly on those entities that are actively pursuing development of projects in Burkina Faso and the activities of the head office / corporate activities. For all projects, WAF applies consistent management measures to achieve conformance with laws, regulations and international industry standards and good practices. Because our projects are in different stages of development, data may not be available for all disclosures for all entities. To be abundantly clear and avoid any uncertainty, each of the disclosures presented in the ESG Databook is annotated with which entities are included in the data presented.
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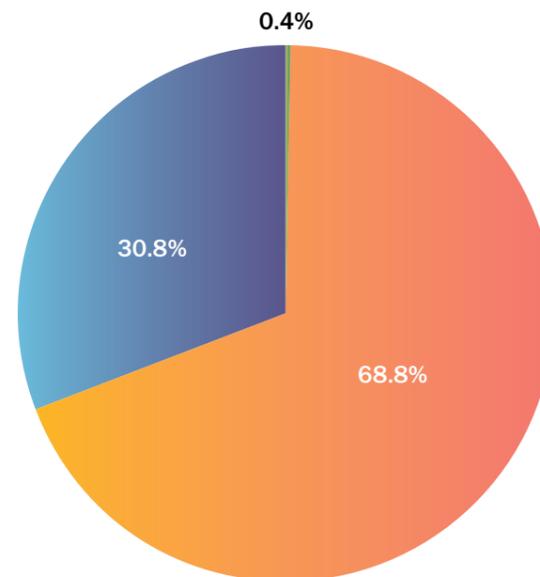
WAF ENTITIES COMMONLY REFERRED TO AS:

Parent company	
West African Resources Limited	WAF Corporate
Direct subsidiaries	
WAF Finance Pty Ltd	
Wura Resources Pty Ltd SARL	MV3 Project
West African Resources Development SARL	
Channel Resources Ltd	
Volta II Ltd	
Indirect subsidiaries	
Channel Resources (Cayman I) Ltd	
Channel Resources (Cayman II) Ltd	
Tanlouka SARL	
Société des Mines de Sanbrado SA	Sanbrado Project or SOMISA
Volta Resources (Cayman) Inc.	
Volta Properties SARL	
Kiaka Gold SARL	Toega Project
Kiaka SA	Kiaka Project

Global distribution of vendors supplying WAF



Proportion of spending on local suppliers



GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
The organisation and its reporting practices		
2-3	Reporting period	1 January to 31 December 2023 (aligned with the financial reporting period of the WAF 2023 Annual Report)
	Frequency of reporting	Annual
	Publication date	28 March 2024
	Contact point for questions about the report	info@westafricanresources.com
2-4	Restatements of information from previous reporting periods	<p>Disclosure 305-1: Direct (Scope 1) GHG emissions. Emissions have been recalculated due to an error being identified in the calculations for the 2021 and 2022 reporting periods.</p> <p>Disclosure 305-3: Other indirect (Scope 3) GHG emissions. Scope 3 emissions were reported for the first time in the 2022 Sustainability Report, calculated by the GHG Protocol's Quantis Scope 3 Evaluator. However, there were concerns about the accuracy of this calculation, which have been validated by the independent Scope 3 assessment completed for the 2023 reporting period. As a result, we intend to track Scope 3 emissions using 2023 as the first year, given that we now have an accurate methodology which can be applied consistently in future years.</p>
2-5	Policy for seeking external assurance	It is WAF's policy to undertake regular external assurance for the Annual Report and periodic external reviews of management systems. The Sustainability Report will be incorporated into this process in future years.
	External assurance of sustainability reporting	WAF's 2023 Sustainability Report has not been subject to external assurance or auditing.
Activities and workers		
2-6	Activities, value chain and other business relationships	Refer to: Sustainability Report (About West African Resources, page 8)
2-7	Employees	Refer to: Sustainability Report (Our People, page 20) Refer to: ESG Databook (Employment)
2-8	Workers who are not employees	Refer to: Sustainability Report (Our People, page 20) Refer to: ESG Databook (Employment)

¹ GRI 1: Foundation 2021.

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Governance		
2-9	Governance structure and composition	Refer to: Sustainability Report (Governance, page 12) Refer to: ESG Databook (About WAF)
2-10	Nomination and selection of the highest governance body	<p>Nomination of the Board of Directors is done following the ASX Principles on Good Governance. Nomination and selection of Board members is described in the Board Charter available at www.westafricanresources.com. The Board is to comprise a majority of non-executive directors and will be of such size and competence necessary to deal with the current and emerging issues of the business of the Company. The Board appoints the Chairman, CEO and independent directors. The Board Charter sets out criteria for mandatory disclosures by independent directors, including clauses related to disclosure to the market and in instances of potential conflicts of interests.</p> <p>Nominations are announced in the Company's releases and at the shareholders annual meeting.</p>
2-11	Chair of the highest governance body	Richard Hyde is both Chair of the Board and Chief Executive Officer. Given Mr Hyde's longevity with the Company (founder, director and shareholder) and technical and corporate experience, the Board considers this to be in WAF's best interests and therefore to the benefit of WAF's shareholders and stakeholders. This situation is subject to ongoing review by the Board and is contingent upon independent Directors forming the majority of the Board. Should the above situation change, the Chairman and the CEO would have defined roles in the organisation (as set out in the Board Charter).
2-12	Role of the highest governance body in overseeing the management of impacts	Refer to: Sustainability Report (Governance, page 12)
2-13	Delegation of responsibility for managing impacts	Refer to: Sustainability Report (Governance, page 12)
2-14	Role of the highest governance body in sustainability reporting	Refer to: Sustainability Report (About this Report, page 2)
2-15	Conflicts of interest	Refer to: Board Charter
2-16	Communication of critical concerns	No critical concerns were communicated to the Board in 2023. Refer to: Sustainability Report (Governance, page 12)
2-17	Collective knowledge of the highest governance body	Refer to: Corporate Governance Statement

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Governance		
2-18	Evaluation of the performance of the highest governance body	Board performance is reviewed at least once each financial year and includes a performance evaluation of: <ul style="list-style-type: none"> + The Board + Individual director's contribution to the Board + Establishing goals and objectives of the Board for the upcoming year <p>The results are internal to the Board, but disclosure is made in the Corporate Governance Statement and on the Company's website: www.westafricanresources.com</p>
2-19	Remuneration policies	Refer to: 2023 Annual Report
2-20	Process to determine remuneration	Refer to: 2023 Annual Report
2-21	Annual total compensation ratio	Refer to: ESG Databook (Employment)
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	Refer to: Sustainability Report (Message from the Chairman, page 4)
2-23	Policy commitments	<p>WAF aims to conduct its business in compliance with the regulatory requirements of the countries we operate in, namely Burkina Faso and Australia. In addition, activities are aligned with good international industry practices with a focus on sustainable development, protection of human rights, minimisation of environmental and socio economic risks, and obtaining a social license to operate from local communities and Burkina Faso as a whole. This includes ongoing engagement with stakeholders using a participatory approach.</p> <p>International standards which guide our activities include:</p> <ul style="list-style-type: none"> + Equator Principles + International Finance Corporation's (IFC) Sustainability Framework + World Bank Group's Environmental, Health and Safety Guidelines for Mining + United Nations' Sustainable Development Goals (SDG) + International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work + The Voluntary Principles on Security and Human Rights + United Nations' Guiding Principles on Business and Human Rights + International Council for Mining and Metals' (ICMM) Mining Principles + World Gold Council's Responsible Gold Mining Principles + International Cyanide Management Code (ICMC) for the Manufacture, Transport, and Use of Cyanide in the Production of Gold + Global Industry Standard on Tailings Management (GISTM) + Convention on Biological Diversity's (CBD) Kunming-Montreal Global Biodiversity Framework

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Strategy, policies and practices		
2-24	Embedding policy commitments	<p>WAF has a corporate governance framework in place that includes the corporate governance policies, charters, and codes formally adopted by the Board of Directors ('the Policies'). The aim of the Policies is to ensure that the Company is effectively and ethically directed and managed, that risks are identified, monitored and assessed and that appropriate disclosures are made.</p> <p>WAF has developed a series of policies to define the Company's values and expectations and are subject to regular review by the Board of Directors. These policies include:</p> <ul style="list-style-type: none"> + Code of Conduct + Corporate Values Policy + People Policy + Human Rights Policy + Diversity in Employment Policy + Risk Management Policy + Occupational Health and Safety Policy + Supply Chain Policy + Environmental Policy + Biodiversity and Ecosystem Services Policy + Community Relations Policy + Drug and Alcohol Policy + Fair Treatment Policy + Local Employment Policy + Whistleblower Policy + Discretionary Support Policy + Social Networks and Social Media Policy <p>Policies are available to all employees in English and French and are implemented through the practices and procedures of each department. Policies applicable to the overall conduct and performance of the Company are found on the website, while those applicable to day-to-day operations are accessible to employees on the Company's intranet portal.</p> <p>Employees are encouraged to seek guidance from their manager or the Human Resources Department about implementation of these policies. If breaches of policy are suspected, employees and stakeholders are able to use the Company's grievance and whistleblower mechanisms. The purpose of the Whistleblower Policy is to encourage employees, contractors, suppliers or any other associated person to report suspected illegal or unacceptable conduct as soon as possible, with the knowledge that their concerns will be taken seriously and their confidentiality respected. It also reassures employees that they can raise genuine concerns without fear of reprisals, even if they turn out to be mistaken.</p> <p>WAF policies apply equally to contractors, who are required to understand, respect and promote the Company's values when they operate at our sites. All contracts include a section committing suppliers and contractors to follow the Project's Code of Conduct and Human Resource (HR) Policies. Audits against these policies are carried out at least annually.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Strategy, policies and practices		
		<p>In addition to the policies listed above, a number of policies and statements have been developed to guide governance of the Board of Directors, including:</p> <ul style="list-style-type: none"> + Corporate Governance Statement + Board Charter + Audit Committee Charter + Remuneration Committee Charter + Nomination Committee Charter + Risk Committee Charter + Trading in Company Securities + Shareholder Communication Strategy and Continuous Disclosure
2-25	Processes to remediate negative impacts	<p>WAF applies the mitigation hierarchy and precautionary principle to avoid, minimise and manage negative impacts caused or contributed to by our projects. This starts during the design stage of each project, where environmental and social impact assessments (ESIAs) identify a range of potential impacts, for which mitigation and management measures and plans are developed and implemented in consultation with stakeholders and subject matter experts. In instances where residual impacts after mitigation or where the impact is irreversible and /or long in duration, additional controls are put in place and plans (e.g., livelihood restoration plans, mine rehabilitation and revegetation).</p> <p>WAF views proactively engaging with stakeholders as the primary tool for grievance management: we seek to identify and manage stakeholder concerns as they arise. Should stakeholders be dissatisfied, each project has a grievance mechanism which establishes a process to receive, evaluate and resolve complaints and concerns from community members in the project-affected area. The grievance mechanism is administered by the Community Relations Department at each project, which registers all grievances and then works with the stakeholder and other departments within WAF to investigate the complaint and agree a resolution.</p> <p>If the grievance relates to resettlement and is not easily resolved, it is escalated to the grievance management subcommittee of the Project's resettlement consultation committee. The subcommittee is composed of representatives from local communities, local authorities, government, and the relevant WAF entity. In 2023, less than 2% of resettlement-related grievances were escalated to the Grievance Sub-Committee of the Kiaka Resettlement and Compensation Committee (CISR) for resolution.</p>
2-26	Mechanisms for seeking advice and raising concerns	<p>Employees are encouraged to seek guidance from their manager or the Human Resources Department about implementation of Company policies.</p> <p>If breaches of policy are suspected, employees and stakeholders are able to use the Company's grievance and whistleblower mechanisms. The purpose of the Whistleblower Policy is to encourage employees, contractors, suppliers or any other associated person to report suspected illegal or unacceptable conduct as soon as possible, with the knowledge that their concerns will be taken seriously and their confidentiality respected. It also reassures employees that they can raise genuine concerns without fear of reprisals, even if they turn out to be mistaken.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Strategy, policies and practices		
2-27	Compliance with laws and regulations	There were no significant instances of non-compliance with laws and regulations in the reporting period.
2-28	Membership associations	<p>WAF is a member of the Australia-Africa Minerals & Energy Group (AAMEG).</p> <p>Company employees and Directors also hold memberships with professional bodies across technical disciplines, such as the Australasian Institute of Mining and Metallurgy.</p>
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	<p>Stakeholder engagement is a core part of our business and a daily activity. WAF actively engages with stakeholders to provide project updates, to listen and respond to concerns or questions, and to understand the viewpoints and expectations of people affected by or interested in our projects. Engagement happens at multiple points within the organisation and for a multitude of reasons, including building and maintaining relationships, and exchanging information and opinions. WAF is committed to an active process of engagement with stakeholders in order to build successful and mutually beneficial relationships. WAF aims to meet international practice and takes guidance from the Equator Principles, the International Finance Corporation and the International Council on Mining and Metals in planning for and conducting stakeholder engagement activities.</p> <p>WAF's engagement activities are based on:</p> <ul style="list-style-type: none"> + Engaging honestly and respectfully with all stakeholders and communities + Giving special care to cultural appropriateness + Building mutually beneficial relationships with stakeholders that are based on trust, mutual respect and understanding + Communicating information to stakeholders in ways that are meaningful + Translating information into languages and formats that are accessible + Planning consultation and ensuring that the process is inclusive and well documented + Investing time in identifying and prioritising stakeholders, assessing their interests and concerns + Taking grievances seriously + Registering grievances so that they can be responded to and addressed in a reliable and timely manner + Ensuring that stakeholder issues, concerns and interests are given due consideration in project planning and design. <p>The community relations teams at Sanbrado, Toega and Kiaka lead WAF's project-specific stakeholder engagement activities. Stakeholders are initially identified through stakeholder mapping exercises conducted during the ESIA, resulting in the development of a project-specific Stakeholder Engagement Plan. The SEP describes the various stakeholder groups and the core methods of engaging with each group. Over time, stakeholder mapping and the SEP are updated to reflect changes in each project's operating environment.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Stakeholder Engagement		

In the development of the RAP for each project, consultation committees are set up to provide a formal setting for the exchange of information on the project, resettlement negotiations and to respond to stakeholder questions or concerns. These committees typically involve local authorities (e.g., Mayor, Prefect), representatives of government authorities (e.g., technical services for environment, agriculture), impacted communities, vulnerable groups (e.g., women, youth) and other interested parties such as non-governmental organisations. Other participatory bodies are established for each project to promote dialogue and the resolution of complaints, as well as for specific purposes (e.g., livelihood restoration). A list of participatory bodies relevant to each project is provided below.

In addition, informal meetings are held with stakeholders throughout the year to respond to questions, concerns or grievances, to provide updates on progress of the project, advise of upcoming activities, or to seek inputs into the development of the ESIA or RAP and the implementation of management plans. At Sanbrado, a community reception room is open every day for stakeholders to visit with any questions, comments or concerns.

OFFICIAL PARTICIPATORY BODIES

Sanbrado

- + SOMISA provincial dialogue framework / *Cadre provincial de dialogue de SOMISA*
- + Sanbrado Gold Project advisory framework / *Cadre consultatif du projet aurifere de Sanbrado (CCCPAS)*
- + Local complaints management committee / *Comité local de gestion des plaintes (CGLP)*
- + Livelihood restoration committee / *Comité de restauration des moyens de subsistance (CRMS)*

Kiaka

- + Compensation and resettlement monitoring committee for people affected by the Kiaka Gold Project / *Comité d'Indemnisation et de suivi de la reinstallation des personnes affectées par le projet aurifère de Kiaka (CISR)*
- + Complaints and community land management subcommittee for compensation of people affected by the Kiaka Gold Project, in the commune of Gogo / *Sous-comité de gestion des plaintes et des terres communautaires pour l'indemnisation des personnes affectées par le Projet aurifère de Kiaka, dans la commune de Gogo*
- + Gogo departmental stakeholders committee / *Comité départemental des parties prenantes de Gogo* (under development as at December 2023)

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Stakeholder Engagement		

Toega

- + Consultation and monitoring framework for the Toega Gold Project / *Cadre de concertation et du suivi du Projet Aurifère de Toega (CCSPAT)*
- + Mankarga V8 consultative committee / *Comité consultatif de Mankarga V8 (CCMV8)*
- + Mankarga V6-Sanbrado-Mankarga Traditionnel consultative committee / *Comité Consultatif de Mankarga V6-Sanbrado-Mankarga Traditionnel (CCMV6-S-MT)*
- + Complaints prevention and management committee / *Comité de prevention et de gestion des plaintes* (under development as at December 2023)

2-30 **Collective bargaining agreements** There is no collective bargaining agreement applicable to operations in Burkina Faso.

Material Topics

3-1 **Process to determine material topics** Refer to: **Sustainability Report** (About This Report, page 2)

3-2 **List of material topics** Refer to: **Sustainability Report** (About This Report, page 3)

OUR PEOPLE

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Employment (GRI 401)		
3-3	Management of material topic	<p>WAF complies with the labour code of Burkina Faso and incorporates guidance from the IFC Performance Standards on Environmental and Social Sustainability and the International Labour Organisation (ILO).</p> <ul style="list-style-type: none"> + Code of Conduct + People Policy + Human Rights Policy + Diversity in Employment Policy + Occupational Health and Safety Policy + Drug and Alcohol Policy + Fair Treatment Policy + Local Employment Policy + Whistleblower Policy + Social Networks and Social Media Policy <p>These policies emphasise prioritising local and national employment, hiring without discrimination, and provision of training and advancement opportunities. Application of these policies in day-to-day activities is reviewed in personnel inductions. All employees have individual employee agreements. Breach or perceived breach of these policies can be reported to management or the human resources department, or anonymously through the Whistleblower Policy, which protects employees, contractors, suppliers or any associated person from repercussions associated with reporting illegal or unethical conduct.</p> <p>In addition to the Code of Conduct and Local Employment Policies, contractors are expected to implement internship and training programs to promote development of the workforce and opportunities for local communities.</p> <p>Diversity</p> <p>WAF strongly encourages diversity in the workplace and is committed to recruiting and managing employees without discrimination. WAF does not set a target for hiring by gender, instead it focuses on providing equal opportunity to all and makes hiring decisions based on the suitability, competency and experience of a candidate for the available position while respecting the cultural norms in the regions where we operate.</p> <p>WAF implements a balanced and fair salary framework which recognises the employee's position and expertise and does not discriminate on the basis of an employee's gender. Remuneration in Burkina Faso is regulated by the Government based upon the employee's position. Roles fall into Categories V to I (and subsets within these categories), which reflect increasing seniority.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Employment (GRI 401)		
		<p>Local employment</p> <p>One of the key ways that WAF supports the local economy is through prioritising local communities for employment, both directly by the Company and employment by subcontractors. Through these employment opportunities, local workers gain paid employment, new and transferrable skills, and experience that will have long-term benefits to their employment prospects, the development of the local workforce and socioeconomic opportunities for the wider community.</p> <p>The Sanbrado Local Employment Policy (LEP) refers to the requirements of IFC Performance Standard 2 (Labour and Working Conditions) and sets out employment objectives corresponding to the degree of impact from the Project. The local employment targets for unskilled and low-skilled positions are:</p> <ul style="list-style-type: none"> + 50% from economically and physically affected communities + 25% from economically affected communities and host communities + 25% from communities along the mine's access routes, wider exploration areas and the rest of the Commune of Boudry. <p>The Sanbrado LEP has served as the basis for development of the Kiaka LEP, with similar targets for employment from local communities.</p>
401-1	New employee hires and employee turnover	<p>Refer to: Sustainability Report (Our People, page 20)</p> <p>Refer to: ESG Databook (Employment)</p>
Occupational Health and Safety (GRI 403)		
3-3	Management of material topic	<p>WAF is committed to creating a work environment where people feel safe and are safe. Open pit and underground mining operations and associated activities present a range of hazards to workers, which could result in significant personal harm and economic hardship. To mitigate these risks, there are health and safety protocols around all aspects of the business, implemented through our Occupational Health and Safety Management System.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Occupational Health and Safety (GRI 403)		
403-1	Occupational health and safety management system	<p>As a Company, we adopt an iterative approach to achieve continuous improvement in our Occupational Health and Safety Management System (OHSMS). The OHSMS incorporates:</p> <ul style="list-style-type: none"> + Legal requirements in Burkina Faso, specifically Arrêté conjoint n° 2008-002/MTSS/MS/SG/DGSST du 6 January 2009 which requires the establishment of health and safety committees within large enterprises; + ISO 45001:2018 – Occupational Health and Safety Management Systems; + ILO C176 (1995) – Safety and Health in Mines Convention; + ISO 31000:2018 – Risk Management; and <p>Industry standards and guidelines, including those from the Western Australia Department of Mines, Industry Regulation and Safety.</p> <p>In addition, the OHSMS brings together decades of experience within the mining industry, procedures applied successfully during the construction phase at Sanbrado and internationally recognised good practice procedures to deliver a simple and all-encompassing OHS system. The OHSMS covers all workers, whether they are employees, offsidiers or contractors.</p> <p>Evaluation of OHS outcomes is based on lead and lag indicators, among other measures. Key lead indicators include records of training and workplace inspections, while the primary lag indicators are safety results such as Total Reportable Injury Frequency Rate (TRIFR). WAF compares its TRIFR against the Western Australian Department of Mines, Industry Regulation and Safety (DMIRS) industry standards for the same comparatives (i.e., gold mining, underground, open pit) and we consistently sit below the DMIRS averages. This measure informs WAF of our placement among other mining companies and confirms the benefits of our strategic approach to OHS.</p>
403-2	Hazard identification, risk assessment, and incident investigation	<p>Initial risk assessments (capturing all employees, visitors, contractors and neighbouring communities) inform the implementation of the hierarchy of controls, to limit the risk to as low as reasonably practicable. These assessments and mitigation measures are reviewed by departmental supervisors and signed off by safety personnel, then communicated to the relevant workers and the wider organisation through Toolbox Talks, OHS meetings, safety boards, inductions and inclusion on the Company risk register. Opportunities for continuous improvement are identified through job hazard analyses, regular inspections and audits, incident investigations, and employee feedback (e.g., Take 5, worker OHS Committee), and are implemented as appropriate.</p> <p>Employees are encouraged to report all hazards, near misses or incidents. Reports can be made by submitting a hazard report form, during regular toolbox talks, or via a direct email or call to a supervisor or the OHS committee. All workers have the right to stop if an unsafe situation occurs in their workplace. All health and safety incidents are reported and investigated. Incident investigations are conducted for incidents involving injury or high potential near miss, using the ICAM (Incident Cause Analysis Method) method to determine the root cause. Contractor partners also utilise this methodology and WAF collaborates with contractors on serious event investigations.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Occupational Health and Safety (GRI 403)		
		<p>WAF encourages reporting of all health and safety matters irrespective of severity to enable us to better analyse, contextualise, and find appropriate response or control measures to ensure unfavourable outcomes do not eventuate.</p> <p>Refer to: Sustainability Report (Our People, page 24)</p>
403-3	Occupational health services	<p>Fully equipped medical clinics are available at Sanbrado and Kiaka to deal with emergency situations and day to day health consultations (occupational or otherwise). Each clinic is staffed by medical physicians and nurses.</p> <p>The Sanbrado clinic is open daily from 0700 to 1800, with a doctor and nurse available on call overnight. The clinic is located within the Sanbrado site close to work areas to facilitate easy access, with no restrictions on when employees are able to visit.</p> <p>The Kiaka clinic was expanded in 2023 to include an advanced medical emergency treatment room, along with the purchase of an ambulance with advanced life support capabilities. The clinic is fully equipped with defibrillators, airway management capabilities, ECG monitors, trauma management capabilities, preliminary diagnostic testing for malaria and dengue fever, medications for emergency medical response and common tropical diseases, and snake anti-venom. The operation of the clinic is supported by a comprehensive electronic patient file management system.</p> <p>Medical centre updates and health alerts are promoted to the workforce via noticeboards, OHS committee meetings, email alerts and on social media. Health monitoring campaigns are regularly deployed for the workforce at Sanbrado (and will be expanded to include Kiaka in future). To date, these have included malaria, COVID 19, HIV, and Hepatitis B.</p>
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>The Sanbrado Workers OHS Committee brings together workers from all departments and contractor teams working on site, the General Manager - Operations, and lead personnel from the clinic and the Health and Safety and Human Resources Departments. The purpose of the committee is to contribute to the protection of the health and safety of all workers, the improvement of working conditions, and risk prevention.</p> <p>Meetings are held quarterly and include discussion of general safety matters, as well of any matters of concern arising in the preceding quarter. The Committee also reviews incidents and makes recommendations to prevent reoccurrence. Safety training is provided to attendees, from where the skills are transferred back to the departments and contractor teams.</p>
403-5	Worker training on occupational health and safety	Refer to: ESG Databook (Training)
403-6	Promotion of worker health	Refer to Disclosure 403-3.

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Occupational Health and Safety (GRI 403)		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	WAF's OHSMS covers all contractors and workers operating on our sites. All contracts include provisions which oblige suppliers and contractors to apply WAF's 'standards, procedures, principles and requirements', which includes WAF's Health & Safety Policy, Alcohol & Drugs Policy, emergency response plans, general site induction, procedures (e.g., incident declaration, emergency response) and applicable safety permits (e.g., working at heights, confined spaces). Where contractors have their own health & safety policies and procedures, these are reviewed to ensure that they are consistent with WAF's expectations.
403-8	Workers covered by an occupational health and safety management system	All employees and workers are covered by WAF's OHSMS (total employees = 844, total workers = 1,233). Three corporate safety reviews were conducted in 2023, which included a strategic review of various safety controls, meeting with workers and examining contractor control measures, particularly in the underground. An external review of WAF's OHSMS was conducted in November 2023 against the requirements of ISO 45001. Although this review was not a formal accreditation, it concluded that the OHSMS was mostly compliant with a score of 94.05%. Most of the areas for improvement were administrative in nature (e.g., document control requirements), which WAF is working to close out.
403-9	Work-related injuries	Refer to: ESG Databook (Health & Safety)
403-10	Work-related ill health	Refer to: ESG Databook (Health & Safety)
Training and Education (GRI 404)		
3-3	Management of material topic	WAF's human resources strategy includes skills development plans, training programs, talent retention and succession planning are all part of the Company's integrated human resources strategy. Training programs target development of technical and role-specific skills, as well as generic competencies. Training needs are identified by the relevant department, supported by the human resources teams, which are guided by the Performance Management Policy. Individual Development Plans are based on the needs of the role and the current competency level of the employee. Individual Development Plans articulate the training modules to be completed to advance competency. The Individual Development Plan is role-specific and identifies the theory, practical and assessment elements for each module. The Individual Development Plan forms part of the succession planning process and clearly identify the training pathway for the development of skills and competency to enable advancement. Some training is generic and broadly applicable to a wide range of employees (e.g., occupational health and safety, security induction), whereas others can be targeted to a specific group or employee (e.g., isolation and tagging training for employees working with electrical hazards). Annual performance reviews are undertaken with each professional employee, enabling the identification of further training needs and professional development goals.

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Training and Education (GRI 404)		
3-3	Management of material topic	The Company has implemented industry recognised training software which supports: + Tracking of compliance and competencies; + Allocation of training modules which are aligned with competency development; + Scheduling of training and tracking of attendance; and + Development of training content. Refer to: Sustainability Report (Our People, page 23)
404-1	Average hours of training per year per employee	Refer to: ESG Databook (Training)
404-2	Programs for upgrading employee skills and transition assistance programs	Refer to: ESG Databook (Training)
404-3	Percentage of employees receiving regular performance and career development reviews	Refer to: ESG Databook (Training)
Diversity and Equal Opportunity (GRI 405)		
3-3	Management of material topic	Refer to Employment (GRI 401)
405-1	Diversity of governance bodies and employees	Refer to: ESG Databook (Employment)
405-2	Ratio of basic salary and remuneration of women to men	Refer to: ESG Databook (Employment)
Non-discrimination (GRI 406)		
3-3	Management of material topic	Refer to Employment (GRI 401)
406-1	Incidents of discrimination and corrective actions taken	No incidents of discrimination were recorded in 2023.
Security Practices (GRI 410)		
3-3	Management of material topic	On-site security is overseen by our Security Departments, who manage contracted private security company and Burkina Faso National Police. All security personnel undergo training in Company policies, including the Voluntary Principles on Security and Human Rights (VPSHR). The Security Departments report to the General Manager of Risk, who is also the chair of WAF's Board of Directors Risk Committee. WAF's VPSHR risk assessment and training was developed following an independent external human rights risk assessment conducted WAF in 2021, in line with the VPSHR. Updates to the VPSHR risk assessments are done as required and reviewed annually between corporate and site. Refresher training on the VPSHR is also done through Toolbox Talks for the security teams. Refer to: Sustainability Report (Governance, page 15)

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Security Practices (GRI 410)		
410-1	Security personnel trained in human rights policies or procedures	Training applies to all security personnel working at our sites, including public and private security. Human rights training content includes both the topic of modern slavery and the Voluntary Principles on Security and Human Rights. Refer to: ESG Databook (Training)

ENVIRONMENTAL FOOTPRINT

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Water and Effluents (GRI 303)		
3-3	Management of material topic	<p>Understanding the existing water environment and the needs of other water users forms a core part of the ESIA for each project, where baseline data collection includes surface water, groundwater, precipitation, flood studies and community usage. The impact assessment process provides the opportunity to maximise water efficiency through project design, minimising water extraction and reducing impacts on the environment and other users. Residual impacts are managed through the project-specific Environmental and Social Management and Monitoring Plan (ESMMP) which establishes objectives for the management of water resources and a regular monitoring regime for both water quality and water availability.</p> <p>While none of our sites fall within an area of 'water stress' as defined in the GRI Standards, the seasonal variability in rainfall and reliance of local communities make water a significant issue. As such, water conservation measures are applied during the design and operation of our projects which minimise water consumption and maximise recycling and recirculation. For example, all water storage facilities are designed to minimise losses through seepage and evaporation, while water recycling and recirculation is maximised by drawing water from the tailings storage facility for re-use in the process plant.</p> <p>A water balance model is developed for each project to show water sources, areas of use, and water loss or discharge. This model is used as the basis for monitoring water efficiency and consumption across the project, which is reported to executive management on a monthly basis. The water balance model is updated as necessary to reflect changes in the operating environment or water management (e.g., addition of flow meters, additional water storage facilities).</p>
303-1	Interactions with water as a shared resource	<p>Water supply</p> <p>The primary sources of water at Sanbrado are freshwater drawn from the Nakambé River and water captured during dewatering of the open pit (groundwater and rainfall). Water from the Nakambé is drawn during the wet season when river flow is high to minimise the impacts on the aquatic environment and downstream users. This water is stored in a water storage facility capable of storing up to 3 million cubic metres and is primarily used in the process plant. Water recycling and recirculation is maximised by drawing water from the tailings storage facility for re-use in the process plant.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Water and Effluents (GRI 303)		
		<p>Surface water runoff and groundwater encountered during mining are captured and stored for use in dust suppression (within the mine site and on roads in surrounding communities) wherever possible. Potable water for use at the mine camp and other facilities is drawn from groundwater bores.</p> <p>Similar water conservation measures will be adopted for Kiaka and Toega as these projects develop. Both projects intend to draw water from the Nakambé River, although this will be minimal for Toega as all ore will be transported to Sanbrado for processing. At present, all water used at both sites is drawn from groundwater bores and used for drinking water, other camp requirements and dust suppression at Kiaka.</p> <p>Water quality</p> <p>WAF implements a range of environmental management measures to minimise impacts to water quality, including the lining of the TSF, containment of potential contaminants (e.g., reagents, fuels, wastewater) through appropriate storage, bunding and spill management protocols, and installation of water management structures. Our objective is for any water leaving our sites to be comparable to baseline water quality and compliant with national standards for the discharge of wastewater into the natural environment.</p> <p>With the Kiaka project being next to the Barrage de Bagré, the water management strategy aims to the extent possible:</p> <ul style="list-style-type: none"> + Prevent water in surrounding watercourses from entering the site and water within the Project fence line from leaving the site, under normal operations; and + Maintain a separation between contact water and non-contact water within the site through diversions and water management structures. <p>Monitoring bores are located at key sites to monitor groundwater levels and water quality that could be impacted by project activities or facilities (e.g., water storage facilities, tailings storage). Additional water quality monitoring is conducted in community boreholes used for potable water. All results are compared to World Health Organisation (WHO) guidelines for potable water.</p> <p>Sanbrado provides the model for water quality monitoring, which will be adopted by Kiaka and Toega as their monitoring capabilities expand. Surface water monitoring locations are placed both upstream and downstream of the mine, as well as within the mining perimeter. Additional water quality sampling is conducted at locations downstream of the mine, but where the watercourse is not influenced by the mine (control sites). The selection of these monitoring locations allows WAF to determine the water quality upstream and away from the mine site and, by comparing with water quality downstream of the mine, to determine whether the mine is impacting water quality or if other (external) factors contribute to any deterioration in water quality. This approach provides WAF with the ability to clearly establish if any complaints about surface water quality are attributable to our operations or other activities in the catchments around the mine site. All samples are analysed for heavy metals, physicochemical parameters, and microbiology.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Water and Effluents (GRI 303)		
303-2	Management of water discharge-related impacts	Refer to Disclosure 303-1.
303-3	Water withdrawal	Refer to: Sustainability Report (Managing Our Environmental Footprint, page 28) Refer to: ESG Databook (Water)
303-4	Water discharge	Refer to: Sustainability Report (Managing Our Environmental Footprint, page 28) Refer to: ESG Databook (Water)
303-5	Water consumption	Refer to: Sustainability Report (Managing Our Environmental Footprint, page 28) Refer to: ESG Databook (Water)
Emissions (GRI 305)		
3-3	Management of material topic	<p>Greenhouse gas emissions</p> <p>Climate change is considered from the outset of each project through project-specific climate change risks assessment and greenhouse gas management plans. Measures to reduce emissions include minimising project footprint and associated ground disturbance, adopting efficiency measures, regular maintenance of static equipment and vehicles.</p> <p>Fuel use related to electricity generation is the primary source of the Company's GHG emissions. The Kiaka Project is planned to source its electricity from the national grid with a 225kV transmission line to be constructed. The national grid obtains its electricity from hydroelectric dams such as the Barrage de Bagré.</p> <p>All WAF projects have been designed to have placeholders for solar farms when generation of solar energy becomes an economically viable option under the regulatory framework.</p> <p>Air quality</p> <p>Emissions of air quality pollutants associated with mining activities are minimised through dust suppression on roads (application of molasses to key site roads, water spraying on community and mine haul roads) and crushers, site speed limits to reduce dust generation, scrubbers installed at the laboratory and a regular schedule of maintenance for vehicles and other equipment which emits air quality pollutants.</p> <p>Sanbrado provides the model for air quality monitoring, which will be adopted by Kiaka and Toega as their activities and monitoring capabilities increase. The text below describes the methodology for monitoring standard air quality parameters as implemented at Sanbrado. The same methods are used at Kiaka and Toega, but with variation in the number and distribution of monitoring stations.</p> <p>Particulate matter</p> <p>Particulate matter (PM) is monitored at 10 fixed locations along the mine fence using a paired monitoring stations setup, with one station installed upwind and the other downwind of mining activities. This monitoring is conducted twice a month for a 24-hour period, with two pairs of stations installed simultaneously. The pairs are then rotated to four other locations the following month (and so on) to ensure that all 10 locations are assessed at least once every quarter. The results obtained are compared against the IFC standards for particulate matter.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Emissions (GRI 305)		
		<p>Dust</p> <p>At the same 10 locations where particulate matter is monitored, dust fallout is monitored using a bucket installed on a 2-metre-tall pole. The bucket has a 30 cm diameter and is filled with 1 litre of water. This is a simple and relatively inexpensive method used to measure the amount of dust that settles in the bucket over a period of 30 days. At the end of the 30-day period, the water in the bucket is poured through a filter and the filter is then dried and weighed. The weight of the filter, minus the weight of the empty filter, provides the amount of dust that has settled over the 30-day period. The results are reported in grams per square metre per 30 days and are compared against the standard provided in the South African Air Quality Act (2004).</p> <p>Gaseous emissions</p> <p>Gaseous monitoring (for O₃, SO₂, NO₂ and CO) is conducted quarterly at the 10 monitoring stations, by installing outdoor passive gas sampling tubes for one month. After the one-month period, the tubes are collected and transferred to an accredited analytical laboratory for processing. Results are compared to the WHO air quality guideline values.</p>
305-1	Direct (Scope 1) GHG emissions	Refer to: Sustainability Report (Managing Our Environmental Footprint, page 29) Refer to: ESG Databook (Energy & Emissions)
305-2	Energy indirect (Scope 2) GHG emissions	Refer to: Sustainability Report (Managing Our Environmental Footprint, page 29) Refer to: ESG Databook (Energy & Emissions)
305-3	Other indirect (Scope 3) GHG emissions	Refer to: Sustainability Report (Managing Our Environmental Footprint, page 30) Refer to: ESG Databook (Energy & Emissions)
305-4	GHG emissions intensity	Refer to: Sustainability Report (Managing Our Environmental Footprint, page 29) Refer to: ESG Databook (Energy & Emissions)
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Refer to: ESG Databook (Energy & Emissions)

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Energy (GRI 302)		
3-3	Management of material topic	<p>Key areas of energy usage in WAF's exploration and mining activities are:</p> <ul style="list-style-type: none"> + Self-generated electricity produced and consumed at Sanbrado; + Diesel used to fuel vehicles and generators across our operations; and + Electricity drawn from distribution networks in Australia (corporate office) and Burkina Faso (offices and guesthouses in Ouagadougou). <p>In all areas, WAF prioritises efficiency and aims to minimise energy use. This starts in the design phase of each project through the design of energy efficient facilities and selection of vehicles and equipment. During operations, we implement a regular maintenance schedule for vehicles and generating equipment to ensure they are operating at peak performance and communicate the importance of energy efficiency measures to our workers through channels such as the weekly Toolbox Talk.</p> <p>All WAF projects have been designed to have placeholders for solar farms when generation of solar energy becomes an economically viable option under the regulatory framework.</p>
302-1	Energy consumption within the organization	<p>Refer to: Sustainability Report (Managing Our Environmental Footprint, page 28)</p> <p>Refer to: ESG Databook (Energy & Emissions)</p>
302-3	Energy intensity	<p>Refer to: Sustainability Report (Managing Our Environmental Footprint, page 28)</p> <p>Refer to: ESG Databook (Energy & Emissions)</p>

Biodiversity (GRI 304)

3-3	Management of material topic	<p>WAF's Biodiversity and Ecosystem Services Policy outlines the approach that WAF takes towards protecting and enhancing biodiversity and ecosystem services in the regions where we operate. We are committed to conserving and enhancing biodiversity and ecosystem services, in line with global expectations of a leading corporate citizen working towards meeting the goals of the Kunming-Montreal Global Biodiversity Framework. Our goal is that our operations and activities should be nature positive and we will demonstrate progress towards this goal by expanding our biodiversity reporting to incorporate the disclosure frameworks developed by the Taskforce on Nature-related Financial Disclosures (TNFD) and the International Sustainability Standards Board (ISSB).</p> <p>Early in the development of each project, an ESIA is conducted which includes a biodiversity component. This study considers the baseline conditions of vegetation, habitat types, terrestrial fauna and aquatic fauna in the area surrounding the proposed project and the potential impacts associated with the project's construction and operation. These studies use a rigorous approach, implementing the requirements of IFC Performance Standard 6 (Biodiversity Conservation and Sustainable Management of Living Natural Resources; IFC, 2012) and associated guidance.</p>
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GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Biodiversity (GRI 304)		
		<p>The ESIA studies conducted for each of our projects have identified that habitat quality and biodiversity in the areas around our projects have been severely degraded due to significant levels of human use (e.g., agricultural cultivation and grazing, artisanal mining, timber exploitation). Outside of cultivated areas, vegetation is predominantly grass and shrub savannah, with a relatively low level of diversity. Of the tree species present, a number have local and national conservation significance.</p> <p>The majority of animal species present around the Sanbrado and Toega projects are commonly occurring species with the exception of the hooded vulture (<i>Necrosyrtes monachus</i>), whose range extends over WAF's project areas in Burkina Faso. The hooded vulture is listed as critically endangered on the IUCN Red List and has been observed at Sanbrado.</p> <p>Biodiversity studies at Kiaka have likewise confirmed that it is a heavily modified landscape with no obvious areas of natural habitat. It is an agro-pastoral landscape dominated by agricultural cultivation, with scattered trees used by the community, notably Karité (<i>Vitellaria paradoxa</i>) and Kosso (<i>Pterocarpus erinaceus</i>) (both are listed as threatened species by the IUCN and are protected by Burkina Faso legislation). Although it is a modified ecosystem, suitable habitat for endangered and critically endangered species does occur, most notably the Nubian Flap-shell Turtle (<i>Cyclanorbis elegans</i>), as well as various species of vultures and raptors. Hooded Vultures (<i>Necrosyrtes monachus</i>) and White-backed Vultures (<i>Gyps africanus</i>) have both been observed in the project area.</p> <p>For each project, a Biodiversity Management Plan (BMP) is developed which presents management and mitigation measures to reduce impacts to biodiversity and ecosystem services within the project development area. The BMP is implemented by the Environment Department at each site throughout the life of mine. Management of biodiversity features is focussed on protecting tree species of conservation significance, improving diversity through the revegetation of disturbed areas, management of invasive species and weeds, and the development of management strategies for priority species (e.g., nationally protected or listed by the IUCN).</p> <p>In addition, where species of conservation concern are identified as potentially occurring in the area of the project and will be impacted by the project's activities, an assessment of critical habitat (as defined by IFC PS 6) is undertaken. Where critical habitat is confirmed, a Biodiversity Action Plan (BAP) is developed to target particular actions towards these species, to ensure that net biodiversity gains are achieved. At Kiaka, critical habitat was confirmed for the Barrage de Bagré and an endangered fish species (<i>Brycinus luteus</i>), which occurs in limited areas of Burkina Faso (no other global populations). A BAP has been developed. Achieving the 'net gain' objective will likely require partnerships with external parties and off-site activities to promote biodiversity conservation and improvements to habitat availability and quality.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Biodiversity (GRI 304)		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<p>The Kiaka Gold Project is adjacent to the Barrage de Bagré Ramsar site. Once constructed, the Project fence line will enclose an area of around 1,900 hectares, which will contain an operational mine and associated infrastructure (processing plant, waste rock dumps, tailings storage facility, etc).</p> <p>The Barrage de Bagré Ramsar site is a man-made dam on the Nakambé River recognised for its biodiversity and for supporting agricultural activities. It is home to various aquatic species of fish, reptiles, amphibians, molluscs and most notably the hippopotamus. The stable waters of the lake enable numerous socio-economic and agricultural activities, including irrigation of the surrounding land. The site is also valuable for erosion control, sediment and nutrient retention, storm protection and groundwater replenishment (Ramsar, 2022).</p> <p>Biodiversity baseline studies have been conducted in 2010 to 2012 and by WAF in 2022 as part of the Kiaka ESIA Update to understand the current state of biodiversity in the project area. WAF plans to conduct additional studies in 2024. A Biodiversity Management Plan (BMP) and Biodiversity Action Plan (BAP) were prepared in 2023 to guide the implementation of biodiversity protection and management measures.</p>
304-2	Significant impacts of activities, products, and services on biodiversity	<p>Impacts to biodiversity occur as a result of mine construction and operations. During construction, the clearance of vegetation and installation of security fencing are the primary causes of disturbance, through the direct loss of habitat and the installation of a barrier to movement for terrestrial species (which will remain for the life of the project). During mining operations, potential for fatality of individual animals occurs as a result of increased vehicle movements and interaction with contaminated material (i.e., birds and reptiles entering the tailings storage facility). There is also the potential for reduced habitat quality through dust deposition, impacts to water quality through sedimentation or pollution, and the accidental introduction of invasive species or pests via materials brought to our sites from other parts of the world.</p> <p>Mitigation measures are implemented to minimise all significant actual and potential negative impacts. Due to pre existing degradation of the environment through human use, very little natural habitat remains within the project development area. By removing grazing and agricultural pressure and with the opportunity to establish a diverse array of natural species during the life of mine through the progressive rehabilitation of disturbed areas, WAF aims to deliver biodiversity gains for a range of plant and animal species, with associated improvements to ecosystem services which will benefit local communities.</p>
304-3	Habitats protected or restored	<p>Refer to: Sustainability Report (Managing Our Environmental Footprint, page 30)</p> <p>Refer to: ESG Databook (Biodiversity)</p>
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<p>Refer to: ESG Databook (Biodiversity)</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Closure Planning and Progressive Rehabilitation		
3-3	Management of material topic	<p>WAF's vision for mine closure at all of our projects is "that a good and achievable standard is set in environmentally and socially conscious mine operations and closure, and that the legacy of the mine is economically positive and sustainable." All WAF projects have a Mine Rehabilitation and Closure Plan (MRCP) and in the case of Sanbrado, an additional Mine Reclamation and Revegetation Management Plan which sets out a rolling 5-year work plan for the progressive rehabilitation and revegetation of disturbed areas.</p> <p>The MRCP sets out the principles and objectives for mine closure. Closure planning is initially conceptual but becomes more detailed throughout the life of mine, with plans updated periodically throughout the operations period. Uncertainties are resolved as rehabilitation techniques are refined, closure investigations are completed, and stakeholder expectations are determined (e.g., which infrastructure should remain in place for government or community use, the desired state of the land to be handed over at the completion of closure activities, how to transition the workforce into other employment).</p> <p>The MRCP includes consideration of the timeframe and cost of closure and rehabilitation activities. Under Burkina Faso regulation of the industrial mining sector, a portion of the estimated closure cost is held in trust by the government to ensure that funds are set aside throughout the life of the mine. This estimate is updated by WAF every six months to reflect the latest unit costs and areas of disturbance. Annual reporting to the government includes the latest closure cost estimate, areas disturbed, areas rehabilitated, and costs incurred in rehabilitation, which is deducted from the outstanding closure liability.</p>
Waste (GRI 306)		
3-3	Management of material topic	<p>By applying the waste management hierarchy, WAF minimises waste by avoiding its creation, reusing waste products (either through repairs and refurbishment or through finding alternative uses for functional parts), and recycling materials wherever possible. If none of these are possible, the remaining waste could be used for energy generation or treated to minimise environmental impact before disposal.</p> <p>The largest waste stream at WAF's operations by volume is tailings (addressed in the following section) and waste rock, which are both managed by the Mining Department and smaller but still significant volumes of hazardous and non-hazardous waste managed by the Environment Department. All of these are managed according to international good practice to appropriately handle the waste, minimise the amount of waste sent for disposal and minimise the environmental impact of waste disposal.</p> <p>Waste rock is the largest waste stream to be managed. Once extracted, it is deposited in waste rock dumps or used as construction material (e.g., roading, tailings storage facility). The Geology Department assesses the waste rock for any potentially acid-forming (PAF) material, which is then encapsulated within non-PAF material in the waste rock dump to prevent acid generation and associated environmental impacts (for further information, refer to <i>Acid Rock Drainage</i> below).</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Waste (GRI 306)		
		<p>Other waste streams created by our mining operations include hazardous and non-hazardous wastes. Wherever there is a demand for our non-hazardous waste products, these are donated to community or business organisations to recycle or reuse for commercial gain. For example, SOMISA works with three local companies to collect, transport, store and commercialise non-hazardous plastic and metallic waste. These businesses operate under contracts with SOMISA to provide these services and are subject to controls to ensure the quality of the process, that no additional pollution is created, and that hygiene and safety norms are respected.</p> <p>Hazardous and non-hazardous waste that can be recycled or re-used is sent off-site with a Government-approved waste management contractor. Other hazardous waste is treated or disposed of by a Government-approved contractor (typically via incineration). The remaining non-hazardous waste is disposed of on-site in a permitted, lined landfill facility at Sanbrado.</p> <p>Non-hazardous waste (e.g., paper and cardboard, plastics, organic/ food waste) is segregated at disposal points around the site, with colour-coded bins and signage to encourage workers to place waste in the correct bin. Hazardous waste (e.g., waste oil, medical waste) is collected and stored securely at the point of creation until such time as it can be taken off-site. In addition, the waste management facility at Sanbrado has a sorting facility where various waste streams can be sorted and stored in preparation for removal.</p>
306-1	Waste generation and significant waste-related impacts	Refer above.
306-2	Management of significant waste-related impacts	Refer above.
306-3	Waste generated	Refer to: Sustainability Report (Managing Our Environmental Footprint, page 32) Refer to: ESG Databook (Waste)
306-4	Waste diverted from disposal	Refer to: Sustainability Report (Managing Our Environmental Footprint, page 32) Refer to: ESG Databook (Waste)
306-5	Waste directed to disposal	Refer to: Sustainability Report (Managing Our Environmental Footprint, page 32) Refer to: ESG Databook (Waste)
Tailings Management		
3-3	Management of material topic	WAF currently operates one tailings storage facility (TSF) at Sanbrado, which was designed and is operated in accordance with the ANCOLD (Australian National Committee on Large Dams) guidelines for tailings dams. In 2023, WAF undertook a gap analysis of the Sanbrado Mine TSF management against the Global Industry Standard on Tailings Management (GISTM; 2020). Outcomes of the gap analysis will include integration of GISTM requirements into the facility management practices and enhancing the existing governance of the facility to meet GISTM guidelines.

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Tailings Management		
		<p>The Sanbrado TSF is a rectangular ring dyke facility formed by multi-zoned embankments, constructed largely from run-of-mine material sourced from both overburden soils and fresh waste rock. It was designed and initially operated as two HDPE-lined cells, with a design capacity of approximately 12.5Mt per cell. Stage 1 construction of Cell 1 was completed in January 2020 and it was commissioned for tailings deposition in the first quarter of 2020. Stage 1 construction of Cell 2 was completed in December 2020 and commissioned in the first quarter of 2021. In 2023, the TSF transitioned from operating as a 2 cell facility to a single cell. Operating as a single cell presents no new safety or stability concerns.</p> <p>The tailings are pumped to the TSF as a slurry. Once deposited, the solids settle out and water can be drawn off and reused in the process plant. The facility has been operated continually since its commissioning and is planned to accommodate the expected throughput of 2.07 Mtpa for 10 years.</p> <p>During the design process, the Sanbrado TSF was assessed to have a dam failure consequence classification of 'High A' under the ANCOLD classification system, which translates to 'Very High' when applying the GISTM classification system. To safeguard the integrity of the TSF against damage due to extreme events, the design adopted the 1 in 10,000 year earthquake as the Maximum Design Earthquake and a 1 in 100 year, 72 hour duration rainfall event.</p> <p>In order to ensure a prompt, coordinated, and effective response to a critical situation or emergency event, the Emergency Preparedness and Response Plan outlines the responsibilities and actions to be taken. The TSF Operating Manual also includes a description of the Trigger Action Response Plan.</p> <p>Detailed closure planning has not yet commenced for the Sanbrado TSF. Conceptual closure planning has been completed and establishes high-level expectations: at the end of the TSF operation, the slopes will be considered to be stable at 3.5H:1V, will shed water and drain freely, and will allow for revegetation with grasses and shrubs.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
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Tailings Management		
	Monitoring	
		The TSF is inspected for safety and potential environmental effects during operations at the following intervals:
	Daily	<ul style="list-style-type: none"> + Pipeline corridor inspected for signs of potential leakage + Visual inspection of TSF embankments for seepage + Tailings levels are checked against embankment crest and marker levels
	Weekly	<ul style="list-style-type: none"> + Visual inspection of TSF embankment integrity + Record water levels in supernatant pond and TSF monitoring boreholes + Reconcile water inputs, outputs and stored volume
	Monthly	<ul style="list-style-type: none"> + Monitor freeboard and tailings beach survey; + Submit monthly environmental monitoring report to TSF Engineer of Record
	Quarterly	<ul style="list-style-type: none"> + Water samples taken from TSF monitoring boreholes for water quality testing
	Annually	<ul style="list-style-type: none"> + TSF inspection by Engineer of Record (EoR)
		Refer to: ESG Databook (Tailings)

Cyanide and Reagent Management

3-3	Management of material topic	<p>WAF has strict protocols for the handling and storage of reagents used in the gold extraction process according to their chemical properties to ensure that any hazard to human health or the environment is minimised. Where necessary, reagents that need to be diluted or mixed have storage capacity for at least one day's operating needs under most conditions, which allows reagent management to be undertaken on day shifts only. The quantity of each reagent held in reserve at any one time varies as a function of shipping schedules and cost, as well as time of year allowing for difficulties with wet season access and other influences.</p> <p>Cyanide is a key reagent in gold processing. WAF applies the International Cyanide Management Code in the transport, handling and storage of cyanide at Sanbrado and will apply the same at Kiaka. Cyanide is delivered to Sanbrado in one tonne bulk bags and stored in the reagent store. Cyanide is mixed with raw water to create a 30.5% w/w solution. The mixed solution is transferred by a cyanide transfer pump to a separate cyanide storage tank, where duty/standby cyanide recirculating pumps circulate the cyanide solution through the process plant. The cyanide mixing and storage tank is contained within a concrete bund with a collection sump to recover spillage, which is delivered back into the processing circuit. The original delivery units are safely transported to a Government-authorized facility for incineration.</p>
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GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
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Acid Rock Drainage		
3-3	Management of material topic	<p>The potential for acid generation from waste rock is managed according to the Acid Rock Drainage Management Plan. This sets out a process for the assessment and management of acid generating potential as follows:</p> <ul style="list-style-type: none"> + Waste rock samples are collected in the pit + Weakly oxidised rock and fresh sedimentary material are sent to the on-site laboratory for testing to identify sulfur content and acid generating potential + Testing results inform the NAF (non acid forming) /PAF (potentially acid forming) block model and how waste rock is managed + PAF material is directed to an encapsulation cell in the waste rock dump to prevent oxidation and the formation of acidic or metalliferous drainage. <p>The general principles of waste rock dump construction at Sanbrado are to:</p> <ul style="list-style-type: none"> + Place sulfidic waste rock in a manner that retards or avoids air entry, to minimise sulfide oxidation and associated water quality issues. + Encapsulate PAF waste rock with oxygen-consuming NAF waste rock to minimise oxygen ingress to PAF material and associated AMD (acid mine drainage) generation. + Employ base-up, thin-lift construction method, with paddock dumping and compaction of both PAF and NAF waste rock, to minimise sulfide oxidation and associated water quality issues. + Strategically incorporate traffic-compacted clay layers within the PAF waste rock to provide further barriers to air entry and AMD generation. + Avoid future end-dumping of waste rock as this facilitates air entry to NAF and PAF zones of waste rock dumps via the coarse rubble layer that forms along the base of end-dumped batters. + Encapsulate end-dumped oxide materials at the base of waste rock dumps (if present) to retard air entry into NAF and PAF zones of waste rock dumps via the coarse rubble layer. <p>Water quality testing is conducted (as per Disclosure 303-1) to monitor for any evidence of acid formation or metalliferous drainage from waste rock piles.</p>

LOCAL COMMUNITIES

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Local Communities (GRI 413)		
3-3	Management of material topic	<p>Key impacts to local communities for each project:</p> <p>Sanbrado: resettlement and loss of access to productive land, disturbance to or loss of cultural heritage sites, disturbance from increased noise & vibration, dust, and traffic, increased travel distance between villages and towns, increased opportunity for employment, increased market for local goods & services.</p> <p>Toega: as above</p> <p>Kiaka: as above, increased distance to access Barrage de Bagré</p> <p>WAF implements good international industry practices and standards in working with local communities around our projects, primarily guided by the IFC Performance Standards on Environmental and Social Sustainability. Community engagement first starts during the exploration and ESIA processes, with the identification of local stakeholders, community leaders and authorities to enable the building of long-term relationships which are recognised and accepted by community members. Focus groups during the ESIA enable in-depth discussions to be held with certain demographics, including women and young people. Detailed stakeholder mapping is regularly updated throughout the life of the project and used in planning ongoing stakeholder engagement activities.</p> <p>The following sections provide more detail on key components of our community programs, which are developed for each of our projects.</p> <p>Social Data Management</p> <p>In 2021, WAF commissioned a Burkinabé data management and software development firm to create a built for purpose social data management system for Sanbrado. The software tracks all aspects of the CRD's interactions with communities and stakeholders, including socio-economic data, stakeholder engagement activities, compensation, donations and the complete grievance management process from receipt of a complaint to its resolution. This has improved the efficiency and granularity of data analysis and enables the Company to identify trends which inform our risk management processes.</p> <p>Similar database and information management systems have been set up for Kiaka and Toega, to facilitate accurate tracking of the resettlement and compensation processes, and to enable cross project data analysis. For Sanbrado and Toega, having similar systems in place is particularly important for stakeholder management as the two projects share similar stakeholders, including landowners, chiefs and government authorities.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Local Communities (GRI 413)		
		<p>Resettlement and Livelihood Restoration</p> <p>Following the ESIA and continuing into the permitting process and project construction, WAF works with communities to develop a project-specific resettlement action plan (RAP), which sets out the rights and entitlements of those households who are displaced (physically or economically) by the project. The RAP will include details such as: provision of new housing and land away from the project, compensation for loss of structures or resources (e.g., economically valuable trees or crops), short-term cash compensation for lost income, and access to the livelihood restoration program for those households economically displaced. WAF signs a unique resettlement agreement with each affected household to confirm their entitlements.</p> <p>Livelihood restoration</p> <p>The livelihood restoration program (LRP) is a multi-faceted series of activities to provide project-affected households with the opportunity to restore or improve their livelihoods, compared to pre-project levels. Developed in conjunction with communities, it sets out a series of training and investment initiatives to promote the diversification of economic activities or to improve the resilience of existing livelihood activities. The types of activities are defined through consultation with community members and the program aims to capture all demographics. Examples include: the development of market gardens, training former artisanal miners to become poultry breeders, training for young people in the fields of construction, electrical work, and mechanics, and the provision of equipment and training for soap making, and weaving and dying of fabric.</p> <p>The LRP is planned to run for five years. All long-term livelihood restoration projects will progress through the following phases at different rates, but the goal is to have all activities transition from being developed by WAF (with input from stakeholders) to ownership and autonomous management by project-affected communities as soon as possible within the five-year timeframe.</p> <ol style="list-style-type: none"> 1. Structure: Develop livelihood restoration program in consultation with stakeholders. 2. Implement: Implementation partners will provide direct organisational and technical training to project-affected households and build or deliver the agreed equipment, inputs, or infrastructure. 3. Support: Provide support as project-affected households or communities take responsibility for the day-to-day operation of livelihood program components. 4. Handover: All aspects of the program are transferred to project-affected households or communities. 5. Autonomous Management: project-affected communities now fully own and manage the infrastructure and livelihood activities. <p>Implementation partners are identified by WAF's Community Relations and Procurement Departments, both from past contracts and through research into organisations undertaking similar projects elsewhere in Burkina Faso.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Local Communities (GRI 413)		
		<p>At the time of the land acquisition process at Sanbrado, it was not possible to identify enough suitable land to offer in-kind replacement for agricultural fields. As a short-term compensation measure, households that were economically displaced from agricultural fields received an annual cash compensation equivalent to the value of crops they would have derived from their fields. While longer-term measures were under development, the project implemented several other short-term livelihood interventions to respond to emergent needs and to pilot programs that could be beneficial in the long-term, such as the provision of financial literacy training, training on agricultural practices, and the harvest and distribution of fodder collected within project footprint.</p> <p>Monitoring and evaluation are the processes by which we assess the success of our program and whether they are meeting the overall objectives of the LRP. Internal monitoring tracks a series of indicators to measure achievement against objectives over time. Evaluation analyses the results from internal monitoring to determine whether the project is adequately mitigating its impacts and whether the LRP is meeting its objectives and commitments. Regular evaluation of the LRP initiatives is undertaken by the livelihood restoration team, in addition to periodic third-party audits. Regular internal reports provide updates on the progress of the various initiatives and any issues to be addressed.</p> <p>Cultural Heritage</p> <p>WAF's approach to managing impacts to cultural heritage is guided by national regulations related to the protection and management of cultural heritage and IFC Performance Standard 8 (Cultural Heritage). The term 'cultural heritage' includes tangible objects and artifacts (e.g., objects, sites, structures) that have archaeological, historical, cultural, or religious value, as well as unique natural features or objects that have cultural value (e.g., sacred groves and rocks).</p> <p>Baseline cultural heritage studies are undertaken as part of each project's ESIA to identify and record tangible and intangible cultural heritage sites and values and how they might be impacted by the project. Cultural heritage studies include walkover surveys of the project development area and interviews with local residents and key informants, such as traditional and religious leaders. Community participation is essential to enable the identification of sacred sites and burial areas. This enables WAF to gain an understanding of the social function and customary rites associated with each site, and the periods during which these rites are practiced.</p> <p>WAF applies the mitigation hierarchy to minimise impacts to cultural heritage within our project areas. Wherever possible, the project layout will be amended to avoid sites of cultural and historical significance. For example, the design of a waste rock dump at Kiaka was amended to avoid a sacred site in active use by communities. The site will not be physically impacted and communities will retain access to perform their customary rites, though access will be controlled for health and safety reasons while the mine site is operational. Similarly, the project development area at Sanbrado was modified to enable communities to retain access to a sacred hill. The water supply pipeline was also realigned after baseline surveys identified that the planned alignment passed through a community cemetery.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Local Communities (GRI 413)		
		<p>In cases where it is not possible to avoid direct physical impacts to a site, consultation will be held with communities to agree an appropriate approach to mitigation. Typically, this will involve either:</p> <ol style="list-style-type: none"> 1) Relocating the cultural heritage site, grave or artifact to an area outside the project footprint, in consultation with the affected community. WAF provides the opportunity and/or compensation for necessary cultural or ceremonial rites associated with relocation; or 2) Deconsecrating the site, which is the least preferred option. If a site of cultural significance cannot be avoided or relocated, stakeholders will be provided the opportunity to perform a ceremony to deconsecrate the site before ground disturbance activities commence. <p>For archaeological artifacts, a suitably qualified expert is employed to assess the value of artifacts identified during baseline studies and any others that are identified during ground disturbance activities (referred to as 'chance finds'). Targeted excavations will be carried out for those artifacts identified as unique or of high cultural heritage value which fall within the project footprint. Protection measures will be put in place for artifacts within the mining perimeter but not in an area of planned disturbance (preservation in situ).</p> <p>A chance finds procedure (CFP) is implemented at each site and training provided to all departments involved in earthworks and ground disturbance activities. The CFP requires that the discovery of any potential cultural heritage artifacts or previously unknown burial sites is reported to the cultural heritage monitor within the Community Relations Department. The CFP describes the assessment and management of such sites, including engagement with external specialists and regulatory authorities where the find is of heritage significance.</p>
413-1	Operations with local community engagement, impact assessments, and development programs	<p>Refer to: Sustainability Report (Working with our Local Communities, page 34)</p> <p>Refer to: ESG Databook (Local Communities)</p>
413-2	Operations with significant actual and potential negative impacts on local communities	<p>Refer to: Sustainability Report (Working with our Local Communities, page 34)</p> <p>Refer to: ESG Databook (Local Communities)</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Indirect Economic Impacts (GRI 203)		
3-3	Management of material topic	<p>The IFC Performance Standards require that projects share the benefits acquired through project development. Benefit sharing refers to a tangible improvement from baseline conditions and is composed of three elements: community development, local procurement, and local employment (addressed under 'Our People'). Community development refers to the voluntary contributions or actions taken by companies to help communities to address their development priorities and to take full advantage of opportunities created by private investment, in ways that are sustainable and support business objectives. By employing a sustainable approach, the overall objective of each project's community development plan (CDP) is to develop the community - while addressing specific local issues and offering equal opportunities to more vulnerable groups - to the point where their socio-economic conditions will not decline at the end of the mine life.</p> <p>The CDP is structured to contribute to the success of the Project by providing tangible benefits to communities, building the capacity of structures which will be present beyond the life of mine, and working effectively with administrative and traditional leadership to do so. The beneficiaries of the CDP are community members and administrative authorities in the project-affected area, with prioritisation of benefit sharing in line with the degree of impact experienced by each community. The CDP is implemented throughout the life of mine.</p> <p>The CDP is built on three methods of intervention: discretionary support, rapid impact projects, and long-term investments.</p> <ul style="list-style-type: none"> + Discretionary support is driven mostly by community requests. The intention is to respond to requests that are one off, ad-hoc, or very near-term, in order to demonstrate that the Project is responsive to the community. Examples of discretionary support are the donation of funds for a school ceremony, cultural day, or football match. + Rapid impact projects are completed in the short- to mid-term. They are readily visible, ready-to-use upon completion and perceptibly demonstrate the benefits of the Project. Rapid impact projects are typically infrastructure that is donated to the community, such as the construction of medical and educational facilities and provision of equipment. + Long-term investments typically relate to a capacity-building investment that will contribute to sustainable development by strengthening local peoples' knowledge or skills, or by improving institutional structures or processes. These types of investments are monitored and benefits occur over a long time period. <p>Investments in education</p> <p>A key focus in WAF's community development program is increasing access to education for the communities surrounding our project sites. This is in support of SDG 4 – Quality Education, which aims to improve rates of literacy and numeracy, and the quality and accessibility of education more broadly. Surveys undertaken during the ESIA's for Sanbrado and Toega identified that school attendance in the area is very low, with distance to schools and financial difficulties being the main contributing factors. Literacy in the adult population is also low. Our investments in education aim to improve participation across all age groups (from primary school to adults), with a focus on overcoming gender disparities.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Indirect Economic Impacts (GRI 203)		
		<p>WAF's efforts to support education come in various forms:</p> <ul style="list-style-type: none"> + SOMISA has built 3 schools around the Sanbrado Project and equipped them with solar panels, equipment and furniture. + Bicycles are donated to the best students of the primary and secondary schools each year. + In 2022, WAF created a university scholarship program to support high school graduates to pursue higher education, which has continued in 2023. Refer to 2022 Sustainability Report for further details. + We also offer internships and training initiatives for local community members. <p>Opportunities for adult education have been supported through the installation of solar power at local schools, which enable night classes to be held for adults who are otherwise occupied during the day. One challenge in implementing adult education programs and training has been the low level of educational achievement in the community. A significant portion of women have not received basic education in reading and writing during normal educational years. As a result, they have very little knowledge related to financial management and have struggled to initiate successful business ventures in the past. By incorporating literacy in French into our training programs, women are now well positioned to participate in business and other matters conducted in French.</p> <p>Community training initiatives</p> <p>Our community development program also promotes the diversification of economic activities through trades training, internships and provision of support and training to local businesses. By supporting the community to develop a range of economic activities, the local economy will be more resilient to market shocks and external factors.</p> <p>SOMISA has worked with several training organisations and service providers located in Burkina Faso to implement these programs. This has the dual benefit of supporting Burkinabé businesses, as well as using locally sourced solutions to ensure fit-for-purpose programs which are sustainable in the long-term. SOMISA also interacts with local, regional and national government bodies in designing and implementing community development projects. The Provincial Director of Youth and Entrepreneurship Promotion is involved in supporting young people in the creation of cooperatives and their businesses.</p> <p>Stakeholder engagement with communities around the Toega Project has identified a number of areas where they would like to receive training to improve their employability and financial autonomy. There are many similarities to the types of training programs previously offered by the Sanbrado Project, primarily due to the proximity of the two projects and close links between communities. As Toega moves towards construction and operations, this list will be refined and training offered as part of the CDP and LRP.</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Indirect Economic Impacts (GRI 203)		
		<p>MEN</p> <ul style="list-style-type: none"> + Entrepreneurship and business management + Poultry and sheep farming + Compost making + Market gardening + Driver training and obtaining a license + Solar energy and electrical installations + Mechanics + Metalworking + Masonry and tile-laying <p>WOMEN</p> <ul style="list-style-type: none"> + Accessing credit to start a business + Poultry and sheep farming + Dairy processing + Market gardening + Weaving and dyeing + Sewing + Soap making + Hairdressing <p>Investments in health</p> <p>Another key area of focus for WAF's community investments is in healthcare infrastructure and services. While recognising the government's responsibility for building and maintaining core infrastructure, we work with communities and local authorities to identify projects where we can make a positive contribution. This includes contributions to the construction of new health centres (Centre de Santé et de Promotion Sociale; CSPS), the donation of medical equipment and other supplies, and the delivery of health awareness programs to communities.</p> <p>Health awareness programs are funded by WAF and delivered by a Burkinabé NGO, in cooperation with health facilities in villages. Campaigns vary from door-to-door visits to speak directly to families, to a village assembly or theatre-style forum for large groups. Topics include malaria, HIV/AIDs, Hepatitis B, women's health and family planning, diabetes, road safety and COVID-19.</p> <p>Local Development Mining Fund</p> <p>Participants in the mining industry in Burkina Faso are also required to contribute to the Local Development Mining Fund (Fonds Minier de Developpement Local), at a rate of 1% of revenue. These funds are managed by a Municipal Mining Fund Monitoring Committee. WAF (through our subsidiary SOMISA) participates as an observer in meetings related to projects proposed for the Commune of Boudry. Participation enables SOMISA to identify community investment projects that may not get funding through the LDMF and target these for direct funding, in addition to our contributions to the LDMF.</p>
203-1	Infrastructure investments and services supported	<p>Refer to: Sustainability Report (Working with our Local Communities, page 40)</p> <p>Refer to: ESG Databook (Local Investments)</p>

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Procurement Practices (GRI 204)		
3-3	Management of material topic	<p>WAF recognises that local procurement is a valuable opportunity for benefit sharing with local communities and aims to source necessary goods and services within the local area or nationally wherever possible.</p> <p>In 2021, the Government of Burkina Faso introduced local content laws specifying conditions for local supply of goods and services for the mining sector. At the time the local content decree and order were issued, Sanbrado already had a Local Procurement Plan. The plan sets out the guidelines and principles to maximise the procurement opportunities that accrue to local and national residents and businesses and to ensure compliance with the local content decree that applies to the mining sector in Burkina Faso. The provisions in the Local Procurement Plan are overseen by the Procurement Department, in close collaboration with the CRD. A designated Local Content Coordinator is responsible for the day-to-day management of local procurement mechanisms.</p> <p>In response to the new legislation and requests from communities for further opportunities in procurement, the SOMISA Procurement Department introduced a new strategy in 2022 to promote suppliers and service providers from local communities. The strategy has been communicated to all SOMISA departments and entails:</p> <ul style="list-style-type: none"> + Identification of the goods and services which can be contracted to local community suppliers. + Evaluation of service offers by a selection committee, using previously established evaluation criteria. <p>A successfully implemented local content strategy includes capacity building, internal organisation and coordination, working with stakeholders, encouraging sustainable investments in infrastructure and innovative projects, and measuring progress. Local and national businesses are consulted about the goods and services that can be locally supplied, based upon the capability of local businesses. The Project's database of local and national contractors/suppliers is updated regularly.</p> <p>WAF also implements a Supply Chain Policy, which outlines the Project's commitment to meaningful engagement with communities and recognises that price is not the only variable to be considered when finding value for money. It stipulates that effective supply chain management requires thoughtful identification, assessment and management of risks across all stages of the mining life cycle.</p> <p>Suppliers are required to comply with and abide by laws, regulations and appropriate social customs of Burkina Faso, as well as international industry practices. All contracts include a section committing suppliers and contractors to follow the Project's Code of Conduct and Human Resource (HR) Policies. Audits against these policies are carried out on at least an annual basis.</p>
204-1	Proportion of spending on local suppliers	<p>Refer to: Sustainability Report (Working with our Local Communities, page 42)</p> <p>Refer to: ESG Databook (Local Investments)</p>

ECONOMIC PERFORMANCE

GRI DISCLOSURE	DESCRIPTION	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Economic Performance (GRI 201)		
3-3	Management of material topic	Refer to: 2023 Annual Report
201-1	Direct economic value generated and distributed	Refer to: ESG Databook (Economic Contributions)

UNITS, ACRONYMS AND GLOSSARY

Units and chemical symbols

CH ₄	methane
CO	carbon monoxide
CO ₂	carbon dioxide
GJ/oz	gigajoules (energy) per ounce of gold produced
f:m	female to male (ratio)
kg	kilogram
MWh	megawatt hours
NO _x	nitrogen oxides
N ₂ O	nitrous oxide
oz	ounce
SO ₂	sulphur dioxide
SO _x	sulphur oxides
t CO ₂ -eq	tonnes of CO ₂ -equivalent
t CO ₂ -eq/oz	tonnes of CO ₂ -equivalent greenhouse gases emitted per ounce of gold produced

Acronyms and abbreviations

CRD	Community Relations Department
EOR	Engineer of Record
ESAP	environmental and social action plan
ESG	environmental, social and governance
ESIA	environmental and social impact assessment
GHG	greenhouse gas
GISTM	Global Industry Standard on Tailings Management
GRI Standards	Global Reporting Initiative Sustainability Reporting Standards
HIV/AIDS	human immunodeficiency virus / acquired immunodeficiency syndrome
ILO	International Labour Organisation
ISO	International Standards Organisation
LPP	Local Procurement Plan
LRP	Livelihood Restoration Plan
LTI	lost time injury
NAF	non acid forming
NGO	non-governmental organisation
OHS	occupational health & safety
PAF	potentially acid-forming
PAP	project-affected people
PDA	Project development area
PM	particulate matter
Q1, Q2, Q3, Q4	quarter 1, quarter 2, quarter 3, quarter 4 of the year
RAP	resettlement action plan
RL	reduced level (the RL of a point is its height above/below the adopted datum. It provides an absolute height, instead of relative)
SDG	Sustainable Development Goals
SOMISA	Société des Mines de Sanbrado SA
TRIFR	total recordable injury frequency rate
TSF	tailings storage facility
WAF	West African Resources Limited

Glossary	
area of high biodiversity value	Area not subject to legal protection, but recognized for important biodiversity features by a number of governmental or non-governmental organizations
base year	Historical datum (such as year) against which a measurement is tracked over time
baseline	Starting point used for comparisons
basic salary	Fixed, minimum amount paid to an employee for performing his or her duties
biogenic carbon dioxide (CO₂) emission	Emission of CO ₂ from the combustion or biodegradation of biomass
carbon dioxide (CO₂) equivalent	Measure used to compare the emissions from various types of greenhouse gas (GHG) based on their global warming potential
community development program	Plan that details actions to minimize, mitigate, or compensate for adverse social and/or economic impacts, and/or to identify opportunities or actions to enhance positive impacts of a project on the community
direct (Scope 1) GHG emissions	Greenhouse gas emissions from sources that are owned or controlled by the organization
discrimination	Act and result of treating persons unequally by imposing unequal burdens or denying benefits instead of treating each person fairly on the basis of individual merit
disposal	Any operation which is not recovery, even where the operation has as a secondary consequence the recovery of energy
effluent	Treated or untreated wastewater that is discharged
employee	individual who is in an employment relationship with the organization according to national law or practice
employee category	Breakdown of employees by level or function
employee turnover	Employees who leave the organization voluntarily or due to dismissal, retirement, or death in service
energy indirect (Scope 2) GHG emissions	Greenhouse gas emissions that result from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the organization
environmental laws and regulations	Laws and regulations related to all types of environmental issues applicable to the organization
freshwater	Water with concentration of total dissolved solids equal to or below 1,000 mg/L
full-time employee	Employee whose working hours per week, month, or year are defined according to national law or practice regarding working time
global warming potential	Value describing the radiative forcing impact of one unit of a given greenhouse gas relative to one unit of CO ₂ over a given period of time
governance body	Formalized group of individuals responsible for the strategic guidance of the organization, the effective monitoring of management, and the accountability of management to the broader organization and its stakeholders
greenhouse gas	Gas that contributes to the greenhouse effect by absorbing infrared radiation
grievance	Perceived injustice evoking an individual's or a group's sense of entitlement, which may be based on law, contract, explicit or implicit promises, customary practice, or general notions of fairness of aggrieved communities
grievance mechanism	Routinized process through which grievances can be raised and remedy can be sought
groundwater	Water that is being held in, and that can be recovered from, an underground formation

hazardous waste	Waste that possesses any of the characteristics contained in Annex III of the Basel Convention, or that is considered to be hazardous by national legislation
hierarchy of controls	Systematic approach to enhance occupational health and safety, eliminate hazards, and minimize risks
high-consequence work-related injury	Work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months
human rights	Rights inherent to all human beings, which include, at a minimum, the rights set out in the UN International Bill of Rights and the principles concerning fundamental rights set out in the ILO Declaration on Fundamental Principles and Rights at Work
impact	Effect the organization has or could have on the economy, environment, and people, including on their human rights, which in turn can indicate its contribution (negative or positive) to sustainable development
incineration	Controlled burning of waste at high temperatures
infrastructure	Facilities built primarily to provide a public service or good rather than a commercial purpose, and from which the organization does not seek to gain direct economic benefit
landfilling	Final depositing of solid waste at, below, or above ground level at engineered disposal sites
local community	Individuals or groups of individuals living or working in areas that are affected or that could be affected by the organization's activities
local supplier	Organization or person that provides a product or service to the organization, and that is based in the same geographic market
material topics	Topics that represent the organization's most significant impacts on the economy, environment, and people, including impacts on their human rights
mitigation	Action(s) taken to reduce the extent of a negative impact
non-guaranteed hours employee	Employee who is not guaranteed a minimum or fixed number of working hours per day, week, or month, but who may need to make themselves available for work as required
occupational health and safety management system	Set of interrelated or interacting elements to establish an occupational health and safety policy and objectives, and to achieve those objectives
occupational health and safety risk	Combination of the likelihood of occurrence of a work-related hazardous situation or exposure, and the severity of injury or ill health that can be caused by the situation or exposure
occupational health services	Services entrusted with essentially preventative functions, and responsible for advising the employer, the workers, and their representatives in the undertaking, on the requirements for establishing and maintaining a safe and healthy work environment, which will facilitate optimal physical and mental health in relation to work and the adaptation of work to the capabilities of workers in the light of their state of physical and mental health
operation with significant actual or potential negative impacts on local communities	Operation, considered alone or in combination with the characteristics of local communities, that has a higher than average potential of negative impacts, or actual negative impacts, on the social, economic or environmental well-being of local communities
other indirect (Scope 3) GHG emissions	Indirect greenhouse gas emissions not included in energy indirect (Scope 2) GHG emissions that occur outside of the organization, including both upstream and downstream emissions

ABOUT THIS REPORT

MESSAGE FROM THE CHAIRMAN

2023 HIGHLIGHTS

ABOUT WEST AFRICAN RESOURCES

OUR APPROACH TO SUSTAINABILITY

OUR PEOPLE

MANAGING OUR ENVIRONMENTAL FOOTPRINT

WORKING WITH OUR LOCAL COMMUNITIES

UNITS, ACRONYMS AND GLOSSARY

part-time employee	Employee whose working hours per week, month or year are less than the number of working hours for full-time employees
permanent employee	Employee with a contract for an indeterminate period (i.e., indefinite contract) for full-time or part-time work
preparation for reuse	Checking, cleaning, or repairing operations, by which products or components of products that have become waste are prepared to be put to use for the same purpose for which they were conceived
protected area	Geographic area that is designated, regulated, or managed to achieve specific conservation objectives
recordable work-related injury or ill health	Work-related injury or ill health that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury or ill health diagnosed by a physician or other licensed healthcare professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness
recycling	Reprocessing of sector or components of products that have become waste, to make new materials
remuneration	Basic salary plus additional amounts paid to a worker
reporting period	Specific time period covered by the reported information
significant air emission	Air emission regulated under international conventions and/or national laws or regulations
stakeholder	Individual or group that has an interest that is affected or could be affected by the organization's activities
supply chain	Range of activities carried out by entities upstream from the organization, which provides products or services that are used in the development of the organization's own products or services
surface water	Water that occurs naturally on the Earth's surface in ice sheets, ice caps, glaciers, icebergs, bogs, ponds, lakes, rivers, and streams
sustainability / sustainable development	Development that meets the needs of the present without compromising the ability of future generations to meet their own needs
temporary employee	Employee with a contract for a limited period (i.e., fixed term contract) that ends when the specific time period expires, or when the specific task or event that has an attached time estimate is completed (e.g., the end of a project or return of replaced employees)
value chain	Range of activities carried out by the organization, and by entities upstream and downstream from the organization, to bring the organization's products or services from their conception to their end use
vulnerable group	Group of individuals with a specific condition or characteristic (e.g., economic, physical, political, social) that could experience negative impacts as a result of the organization's activities more severely than the general population
waste	Anything that the holder discards, intends to discard, or is required to discard
water consumption	Sum of all water that has been withdrawn and incorporated into products, used in the production of crops or generated as waste, has evaporated transpired, or been consumed by humans or livestock, or is polluted to the point of being unusable other users, and is therefore not released back to surface water, groundwater, seawater, or a third party over the course of the reporting period

water discharge	Sum of effluents, used water and unused water released to surface water, groundwater, seawater, or a third party, for which the organization has no further use, over the course of the reporting period
water stewardship	Use of water that is socially equitable, environmentally sustainable, and economically beneficial, achieved through a stakeholder-inclusive process that involves facility- and catchment-based actions
water storage	Water held in water storage facilities or reservoirs
water stress	Ability, or lack thereof, to meet the human and ecological demand for water
water withdrawal	Sum of all water withdrawn from surface water, groundwater, seawater, or a third party for any use over the course of the reporting period
worker	Person that performs work for the organization
work-related hazard	Source or situation with the potential to cause injury or ill health
work-related injury or ill health	Negative impacts on health arising from exposure to hazards at work



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