



Resolute



2023
SUSTAINABILITY REPORT

CREATING VALUE FOR
SHAREHOLDERS
AND COMMUNITIES
WHERE WE OPERATE.



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About this Report

Resolute Mining Limited's (Resolute or the Company) 2023 Sustainability Report presents the environment, social and governance (ESG) performance of the Company for the period from 1 January 2023 to 31 December 2023 and has been prepared for Resolute's stakeholders.

Resolute is a multi-mine, gold producer which has adopted Sustainability as one of its Company Values.

This Sustainability Report provides a transparent account of how Resolute addressed its material ESG exposures in 2023 and details the Company's efforts to deliver lasting value to stakeholders. This report is complemented by Resolute's 2023 Annual Report, which presents the Company's operational and financial results in accordance with statutory and regulatory reporting obligations.

Resolute's Board, CEO, Sustainability Committee and asset-level General Managers have reviewed and endorsed the data and statements presented in this report.

Scope

All references to Resolute, the Company, we, us and our, refer to Resolute Mining Limited (ABN 097 088 689) and its subsidiaries. This Sustainability Report focusses on reporting the ESG performance of Resolute's current operating mines over which we have management control. It does not currently include assets under care and maintenance, our exploration portfolio or investments.

All dollar figures are in United States Dollar (USD) currency unless otherwise stated. All references to 2023 are for the 12-month period from 1 January 2023 to 31 December 2023 unless otherwise stated.

This Sustainability Report is prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards (Core Option), the G4 Mining and Metals Sector Disclosures and the Sustainability Accounting Standards Board (SASB) for the metals and mining industry. In addition, this report is aligned with the Responsible Gold Mining Principles, the International Council on Mining and Metals Mining Principles, and the UN Global Compact Principles and the Task Force on Climate-Related Financial Disclosures (TCFD).

Assurance

Resolute has elected to not seek external assurance for this Sustainability Report, however operations were externally assured in 2023 against the requirements of the Responsible Gold Mining Principles, Conflict Free Gold Standard, ISO 14001 and ISO 45001.

For more information, please contact:

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2023

HIGHLIGHTS

ECONOMIC



\$575 million

Economic value distributed in Mali and Senegal

\$338 million

Procurement expenditure in Mali and Senegal

\$14.5 million

Local procurement expenditure in host communities and local regions

SOCIAL



\$2.06 million

Spent in Community Investment

Human Rights Risk Assessment

Completed group-wide

95%

National Employment

ENVIRONMENT



Zero Significant

Environmental incidents

Climate Change Risk-Assessment

Completed group-wide

SAFETY



TRIFR of 1.71

Per million hours worked and no LTI

Conformance with the RGMPs

Achieved

GOVERNANCE



ISO 14001 and 45001 certification

Maintained



PART 1

OVERVIEW

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OVERVIEW

With more than 30 years' experience, Rolute has the expertise to continue optimising the performance of its two producing gold mines in Africa: the Syama Mine in Mali (Syama) and the Mako Mine in Senegal (Mako).



During 2023, Rolute continued to focus on productivity improvements and cost efficiencies at its gold mines, implementing a range of cost cutting initiatives as well as progressing organic growth projects such as the Oxide Plant Conversion Project for sulphide processing at Syama.

Rolute poured 330,994oz of gold at an AISC of \$1,467 /oz, compared to 353,069oz at an AISC of \$1,498/oz in the prior year which included an extra contribution of residual gold processed from legacy ponds.

Syama and Mako mined a near-record 6.6 million tonnes (Mt) of ore with the processing plants milling 6.0Mt of ore at a grade of 2.06 grams per tonne of gold (g/t).

The 2023 result was impacted by production challenges including mining accessibility during the rainy season at both sites and a high-carbon pocket in the Tabakoroni pit at Syama.

These were remedied and both sites returned to design levels in the December quarter.

Rolute had stable performance across both mines successfully implementing a number of initiatives to improve operational performance and reduce costs. At Syama this involved stricter inventory management and capital reviews. At Mako an oxygen plant was commissioned improving recoveries and the power plant purchased to improve the fuel burn efficiencies and reliance on contractors.

The Company's mine in Mali provides a strong platform for organic growth. This is being realised with the initiation of a

project to convert the Oxide Plant into a Sulphide processing facility Project which is underpinned by the Syama North Resource that increased to over three and a half million ounces of gold. Construction of this project is expected to commence in the first quarter of 2024 providing a strong growth opportunity for the Company.

Rolute is also active in exploration with drilling campaigns across our Africa tenements in Mali, Senegal and Guinea. In Mali, exploration has increased the Mineral Resource by 58% over the 2021 estimate driven entirely by an increase in volume of gold mineralisation. In Senegal, the company is seeking to extend the current remaining three-year mine life of the Mako project and has embarked on a comprehensive regional exploration program over the 100% owned projects Koulountou and Sangola and the joint ventures at Mamakanti, Laminia, Bantaco and Tomboronkoto. In Guinea, Rolute controls four gold Exploration projects located within and along the margin of the Siguiri Basin and has identified anomalies that are being progressively tested.

Rolute's registered office is in Perth, Western Australia. During 2023 select back-office support functions were moved from Perth, to London, UK aligning them with the same time zone as the mining operations in West Africa.

The Company trades on the Australian Securities Exchange (ASX) and the London Stock Exchange (LSE) under the ticker RSG.

OUR OPERATIONS



SYAMA

Located in the southwest of Mali, West Africa approximately 300km southeast from the capital Bamako, the Syama operations processed 3.8Mt and produced 211.1 koz in 2023.



Syama is owned by a local subsidiary, Société des Mines de Syama S.A. (SOMISY) in which Resolute has an 80% interest and the Government of Mali holds the remaining 20%. The Tabakoroni complex which is approximately 32km south of Syama is 90% owned by Société des Mines de Finkolo S.A. (SOMIFI), and the Government of Mali holds the remaining 10%. Included within the SOMISY tenement holding is the processing facilities and camp infrastructure.

At Syama, the sulphide processing circuit comprises three-stage crushing, milling, flotation, roasting, calcine leaching and elution processes. Ore is sourced from the underground mine which has adopted sub-level caving as a sustainable mining method. The oxide processing circuit comprises conventional crushing, SAG milling and leaching, with ore sourced from a series of satellite open pit deposits.

In 2023, Resolute made key improvements to the sulphide processing circuit, with overall eleven days of roaster shutdown during the year to complete maintenance work. In addition, more reliable crushers were installed in the third quarter. Gold production from the sulphide processing operations were down 6% to 151.3koz at an AISC of \$1,390/oz compared to \$1,410/oz in 2022. The decrease in AISC is attributed to the ongoing cost saving initiatives.

The underground mining operation in 2023 achieved 4% higher production and at a higher grade than the prior year with mined tonnage of approximately 2.4Mt.

Gold production from the oxide processing operations for 2023 was 59.9koz at an AISC of \$1,631/oz compared to \$1,801/oz in 2022. This decrease was due to a reduction in operating cost and sustaining capital expenditure.

The open pit mining operation achieved 1.8Mt of ore, with the final cuts from the Tabakoroni pits containing marginally higher levels of organic carbon, which impacted gold production Q2 2023.

Recognising the diminishing oxide reserves, Resolute are now progressing on its Syama Sulphide Conversion Project (SSCP), which will increase the overall sulphide ore processing capacity by 60% from 2.4tpa to 4.0Mtpa by modifying the oxide comminution circuit and upgrading the roaster capacity. The expansion project is underpinned by the Syama North Mineral Resource which now totals 38 million tonnes at 2.9g/t for 3.5Moz, within 200m of surface. Construction is planned to commence in Q1 2024 with commissioning expected in the first half of 2025. The project is targeting a sustainable production level in excess of 250 koz per annum, whilst maintaining the flexibility to switch processing between oxide or sulphide ore.

The Company believe that the large 10.3Moz Resource at Syama can support a larger operation than currently operated. In 2024, a longer-term expansion project will be studied over the next two years with target production levels of over 400koz per annum exploiting various large sulphide deposits already identified along the 85km of strike. The expansion project will unlock the true potential at Syama in creating a Tier 1 asset that benefits all its stakeholders.



GOLD PRODUCTION

211,146oz

AISC

\$1,458/oz

PROCESSING

3.8Mt at 2.15g/t
and 80.8% recovery

RESOURCES

10.3Moz at 2.5g/t

RESERVES

4.0Moz at 2.6g/t

MAKO

The Mako Gold Mine which is a high quality, open pit mine with potential life extension through several near-mine exploration opportunities is located in eastern Senegal, in an area of environmental sensitivity, adjacent to the UNESCO World Heritage listed Niokolo-Koba National Park and the Gambia River.



Mako is owned and operated by Resolute's Senegalese subsidiary, Petowal Mining Company S.A. (Petowal). Resolute has a 90% interest in Petowal and the Government of Senegal holds the remaining 10%.

Mako is a conventional drill and blast, truck and shovel operation with mining services undertaken by an established contractor. The carbon in leach processing plant has 2.1 Mtpa of installed capacity and comprises a crushing circuit, SAG Mill and gold extraction circuit. Mako continues to deliver consistently strong results and cash flows. Consistent ore grades and metallurgical characteristics support reliable production.

In 2023, Mako produced 119.8koz of gold at an AISC of \$1,373/oz, compared to 129.4koz of gold at an AISC of \$1,318/oz in 2022. AISC costs were up 4% on the prior year due to higher costs associated with the planned pit cutback consisting of \$25 million of waste stripping.

The mining operation achieved 2.4Mt of ore which decreased from 2.9Mt in 2022, this scheduled decrease was related to the pit cutback and increased waste stripping. Mine ore grades increased as expected from 1.79 g/t in 2022 to 1.89 g/t. A number of processing improvements i.e. optimisation of a new oxygen plant has seen an increase recoveries from 91% to 93%. Improved maintenance scheduling and equipment selection has also reduced the number of planned shutdowns increasing plant availability and reducing maintenance costs.

Identified exploration targets have the potential to increase mine life and exploration programmes are in progress focussing on pit extensions and satellite deposits within trucking distance of the mill. Resolute controls more than 485km² of prospective exploration ground within a 30km radius of Mako, either directly or through joint ventures with Senegalese partners.

Resolute respects and values the significance of the environmental sensitivities present in the areas surrounding Mako and seeks to ensure there is no net loss of critical habitat as a result of the development and management of the mine.



GOLD PRODUCTION

119,846oz

AISC

\$1,373/oz

PROCESSING

2.1Mt at 1.91g/t and 92% recovery

RESOURCES

935koz at 1.4g/t

RESERVES

402koz at 1.5g/t



OUR PURPOSE

We are a trusted and responsible gold miner, driven by excellence to create value for shareholders and the communities in which we operate.

OUR VALUES



Respect

We respect each other and the countries and communities in which we operate



Accountability

We own our actions and deliver on our commitments



Integrity

We are ethical, open and honest



Sustainability

We prioritise health, safety and environment, operating responsibly to manage risk and opportunity



Empowerment

We set ambitious goals, foster high performance and support our people to generate new ideas

2023 HIGHLIGHTS

GOLD PRODUCTION

330,992_{oz}

ALL-IN SUSTAINING COST

\$1,469_{/oz}

TOTAL GOLD SOLD

329,061_{oz}

AVERAGE PRICE ACHIEVED

\$1,920_{/oz}

ANNUAL REVENUE

\$631 million

FROM THE CEO

I am pleased to present Resolute's 2023 Sustainability Report, which sets out our key sustainability achievements during the year along with our continued commitment to addressing material sustainability risks and opportunities for our business and the communities where we operate.



TERRY HOLOHAN, CEO

2023 in review

It is a pleasure to report on the tremendous progress Resolute made throughout 2023, with significant work having gone into turning the company around both financially as well as improving operational efficiencies in alignment with our core value of Sustainability.

Several Leadership and Management team changes took place in 2023, along with membership to the Sustainability Committee, as we remained focused on integrating sustainability within our operating practices, at both the site and corporate level.

Operating Responsibly

A key achievement was receiving external assurance of our conformance with the World Gold Council's Responsible Gold Mining Principles and Conflict Free Gold Standard, which certifies that our gold is produced responsibly and does not contribute to unlawful armed conflict.

Whilst we are proud of the work that went into achieving conformance, we recognise that the journey does not stop there and remain focused on continual improvements across all ten Principles.

Moreover in 2023, we maintained our group certification for ISO 14001 and ISO 45001 standards and continue to strengthen our group environmental monitoring and reporting capabilities. We are pleased to report no significant environmental incident or non-compliance again in 2023.

Health and Safety

The safety of our people is paramount, and we have an ongoing focus on training and safety. In 2023 we rolled out a new Incident Reporting Standard. As a result, our recordable injury frequency rate increased to 1.71 for 2023, but still remains largely below industry average. We have operated 2.3 years LTI-Free (840 days) at Mako and Syama operating 4.9 years LTI-Free (1,787 days) at the end of 2023 – statistics we are all very proud of.

Community

Resolute continues to maintain positive relationships with local stakeholders and recorded no significant community grievances or industrial disputes in 2023. This is supported by our aim to create benefits for local communities by prioritising local employment, procurement and investing in social projects aligned with the principles of sustainable development.

We remain steadfast in our efforts to nationalise our workforce and are pleased to report an increase to 95% national employment across employees and contractors.

During 2023, we provided \$2.1 million in Community Investment as well as procuring more than \$338 million in Mali and Senegal during the year, with more than \$14.5 million sourced from communes, villages, and regions around our mining license areas.

Climate Change

In 2023 we completed a transitional and physical climate change risk assessment for the group which has allowed us to disclose in alignment with the Task Force on Climate-related Financial Disclosures (TCFD) in this report. We recognise that changing weather patterns are already influencing our operations as well as the wider industry commitment to a low carbon economy. One of the main hazards moving forward at our operations are the increased frequency of rainstorms and rises in average daily temperatures. We are already improving and adapting our existing control measures to reduce these hazards and enable our sites to continue operating safely and efficiently over the coming years.

Human Rights

Resolute's Sustainability Strategy continues to evolve as the Company's understanding of ESG risk and opportunity at our assets matures. In 2023, we commissioned our first group Human Rights Risk Assessment that identified several salient risks to our operations. We have noted these and will be addressing areas of improvement during 2024.

ESG Ratings

In parallel to improvements in our operational performance, we also achieved increases in ESG ratings and are pleased to be recognised as performing favourably amongst our peers. Of note our relative performance is rated in the 81st percentile by the S&P Jones CSA, in the 92nd percentile by Moody's, in the 76th percentile by MSCI and in the 65th percentile by Sustainalytics. We continue to score highly in transparency and ESG risk management.

With these systematic improvements in our ESG credentials we believe, as a team of professionals, that we are consistently adding notional value to this Company as ultimately viewed by the discerning audience. While this is not yet widely credited as a value-add by the global markets at some point in the near future, in our opinion, there will be a positive re-rate for such proactive businesses as Resolute. With our ongoing programs in place, and when Sustainability becomes a pre-requisite, Resolute will be well placed to take advantage of this.

I would like to thank all of our employees for their various initiatives and extend my thanks to all of our stakeholders and shareholders for your ongoing support. Resolute remains committed to continual improvement of its sustainability credentials to ensure that we reduce our environmental footprint and increase the efficiency and safety of our operations. As always, we will continue to work closely with our stakeholders to build on this positive trajectory in the year ahead.

Terry Holohan

Managing Director and
Chief Executive Officer

OUR APPROACH TO ESG

Leading Practice

We operate our business responsibly, with careful consideration for the health, safety and wellbeing of our people, the communities in which we operate, and the environment.

Our operating philosophy is that responsible mining practices result in improved business performance. We aim to comply with all relevant government legislation, policies, and plans applicable to the jurisdictions in which we operate, and to go

beyond compliance to align with leading practice at all our sites when feasible.

Resolute applies international environmental and social standards across our operations and draws upon the following relevant industry-relevant standards and guidelines. We seek to externally assure our management systems, and disclose annually in line with best practice.

We receive external assurance annually against

Responsible Gold Mining Principles (RGMPs)	Resolute's commitment to responsible gold mining is demonstrated by our adherence to the RGMPs. These principles have been developed by the World Gold Council and outline their expectations for a number of stakeholders including gold producers, consumers, investors and the downstream gold supply chain.
Conflict Free Gold Standard	A World Gold Council standard which was subject to intensive consultation provides a mechanism by which gold producers can assess and provide assurance that their gold has been extracted in a manner that does not cause, support or benefit unlawful armed conflict or contribute to serious human rights abuses or breaches of international humanitarian law.
International Organization for Standardization (ISO) 14001 & 45001	Produces internationally recognised set of standards that provide a systematic framework for identifying and managing risks, whilst focussing on continuous improvement. Resolute management systems have been developed and implemented in accordance with ISO 45001 Occupational Health and Safety and ISO 14001 Environmental Management.

We disclose annually against

Global Reporting Initiative (GRI)	Resolute has adopted the GRI Standards to guide its sustainability reporting. GRI are an independent international organisation who developed their standards using multi stakeholder engagement. The standards support organisations to understand and report on Sustainability performance.
Sustainability Accountancy Standards Board (SASB)	Resolute provides disclosure of financially material sustainability information to its investors aligned to the SASB set of standards. SASB are a recognised independent not-for-profit organisation.
The Greenhouse Gas Protocol	GHG protocol which was jointly convened by the World Business Council for Sustainable Development (WBCSD) and World Resources Institute (WRI), provides guidance and accounting methodologies for calculating and reporting GHG emissions.
Task Force on Climate-Related Financial Disclosures (TCFD)	To assist with informing investors and stakeholders with climate related disclosures, the Financial Stability Board formed the Task Force on Climate-Related Financial Disclosures. which intern produced guidelines, which Resolute has adopted in preparing our disclosures.
Global Industry Standard on Tailings Management (GISTM)	Following a number of catastrophic tailings dams failure a number of stakeholders including the International Council on Mining and Metals ("ICMM"), the United Nations Environment Programme ("UNEP") and the Principles for Responsible Investment ("PRI") recognized the need for establishing an international standard for the safer management of tailings storage facilities. Resolute seeks to meet the requirements of the GISTM by Q3 2025.
Extractive Industry Transparency Initiative (EITI)	Extractive Industries Transparency Initiative (EITI) is a global initiative that promotes open and accountable management of the resources industry. The standard requires disclosure of information through the extractive industry including taxes and payment to governments.
UN Global Compact (UNGC)	The UNGC is the world largest sustainability initiative and is endorsed at CEO level. Companies align with universal principles on human rights, labour, environment and anti-corruption and take action to advance societal goals.
UN Sustainable Development Goals (SDGs)	Developed by the United Nations the 17 Sustainable Development Goals outline a series of measures and objectives with the aim of creating "peace and prosperity for and the planet, now and into the future." Resolute recognises that its operations have the potential to influence a number of these goals and has developed strategies and management plans recognising their importance.

Our approach is guided by

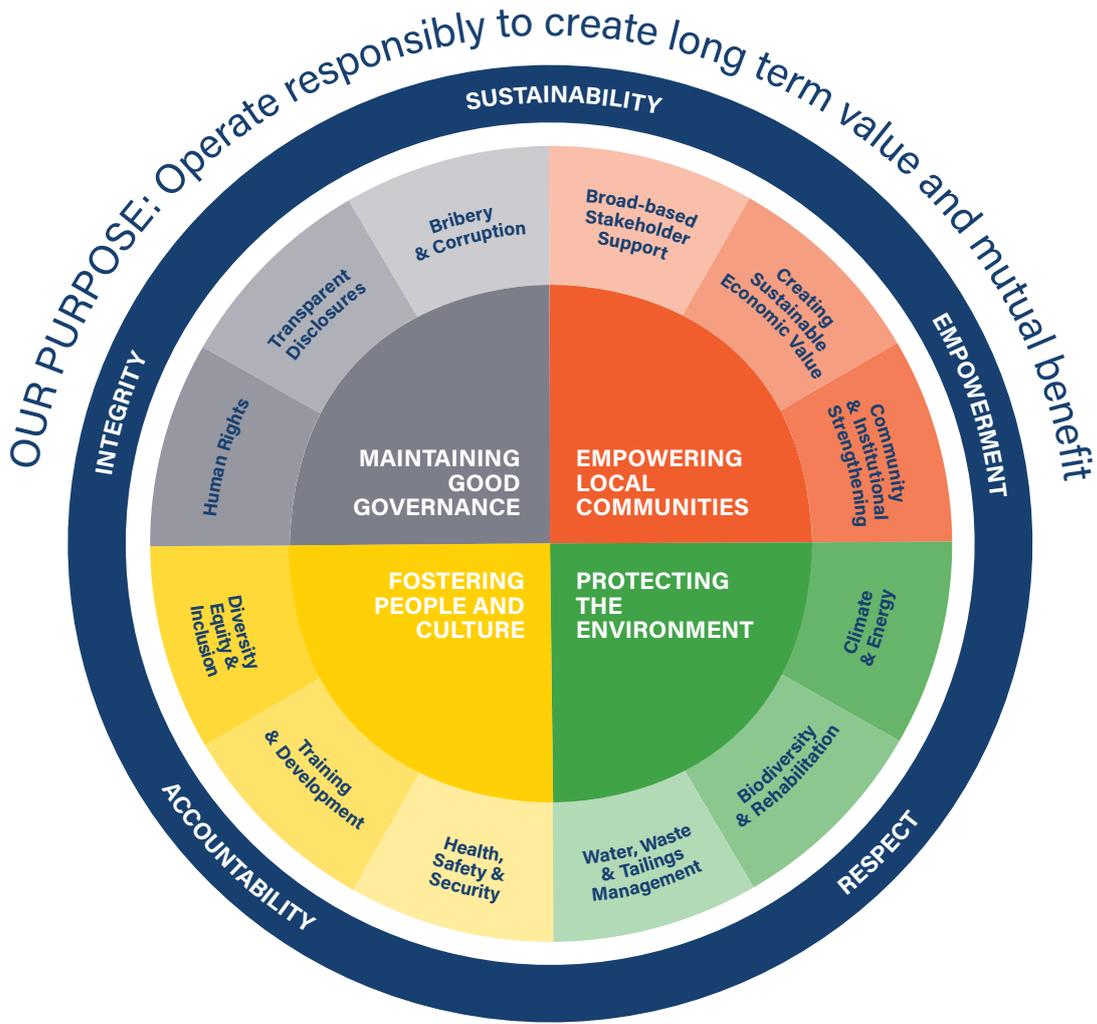
<p>International Finance Corporation (IFC) Environmental and Social Performance Standards</p>	<p>The International Finance Corporation, a member of the World Bank Group, has produced a series of standards designed to ensure industry considers the risks and impacts posed by its operations to neighbouring communities, its workforce and the environment. The standards are designed to help avoid, mitigate, and manage risks and impacts as a way of doing business in a sustainable way.</p>
<p>World Bank Sector (Mining) Environment, Health, and Safety Guidelines</p>	<p>These guidelines provide industry with a series of performance criteria to ensure risks associated with environmental, health, and safety of an operation are appropriately managed and mitigated.</p>
<p>International Council on Mining and Metals (ICMM) Sustainable Development Framework</p>	<p>The ICMM is an industry body who have outlined a series of expectations with regards to members performance. The expectations cover a number of aspects to ensure operations are managed responsibly in a sustainable manner.</p>
<p>United Nations Guiding Principles on Business and Human Rights</p>	<p>Resolute are committed to the UNGPs which provide a standard for companies to meet their respective duties and responsibilities to prevent, address and remedy if required human rights abuses.</p>
<p>United Nations Voluntary Principles on Security and Human Rights</p>	<p>Our security provisions at our operating sites are guided by the Voluntary Principles on Security and Human Rights.</p>
<p>International Cyanide Management Code</p>	<p>Is a voluntary programme designed to improve the management and use of Cyanide by considering all aspects which include transport, storage and use in gold production with the aim to protect humans and reducing environmental harm. Although Resolute operation are not currently certified by the ICMC we seek to ensure are management practices and infrastructure consider the programme when feasible.</p>



ESG Strategy

Our Company Purpose and Values were reviewed in 2021 to reframe the organisation and enable improvements in our organisational culture and group performance. Sustainability is now a core value at Resolute and is central to our commitment to operating responsibly across all jurisdictions.

Our sustainability strategy is our primary guide to prioritise sustainability efforts and to embed a culture of sustainability across the business. We are continuing to strengthen our sustainability credentials whilst recognising that our assets are at varying levels of maturity. Multi-year priorities and targets are being reviewed under four key strategic pillars and we will continue to monitor and report our performance in accordance with ESG guidance relevant to the resources sector.



Strategic ESG Priorities

Maintaining Good Governance	<ul style="list-style-type: none"> • Comply with all applicable laws, regulations and license conditions in the jurisdictions in which we operate. • Conduct business ethically and with honesty and integrity, with a “zero-tolerance” approach to bribery and corruption. • Conform with the Responsible Gold Mining Principles across all operations. • Respect the internationally recognised human rights of our employees, host communities and other stakeholders. • Identify and effectively manage actual and potential human rights risks. • Report on our ESG performance to the Sustainability Committee and disclose information to relevant stakeholder groups through the publication of annual sustainability reports.
Empowering Local Communities	<ul style="list-style-type: none"> • Implement measures to avoid, minimise, mitigate or compensate for adverse business-related impacts. • Engage regularly with all relevant stakeholders, including host communities and local government institutions, through culturally appropriate channels, to communicate business developments, ensure their perspectives and concerns are understood, and seek to secure broad-based support for our operations. • Consult meaningfully to seek to obtain free, prior and informed consent from communities for any business activity that could adversely impact them throughout the lifecycle of the mine. • Establish effective grievance mechanisms where complaints related to our activities can be raised by communities and are aimed to be resolved in a timely manner. • Create benefits by prioritising local employment, procurement and investing in social projects that are aligned with the needs and aspirations of host communities and the principles of sustainable development.
Protecting the Environment	<ul style="list-style-type: none"> • Implement robust management systems, practices and standards to mitigate impacts and safeguard natural resources for future generations. • Introduce strategies that seek to reduce resource consumption, waste disposal and environmental emissions. • Use water responsibly and efficiently in cooperation with authorities and manage our operations to seek to ensure they do not adversely affect the overall quality of catchment water resources available to other users. • Implement a robust Tailings Governance Framework to optimise asset integrity and ensure effective risk mitigation in Conformance with the GISTM. • Identify climate change related risks and opportunities, recognise our role in combatting climate change through where possible, the reduction of GHG emissions and disclose our progress in alignment with the TCFD. • Plan for responsible mine closure in consultation with authorities, affected communities and other relevant stakeholders. Incorporate closure objectives into life of mine planning and make financial and technical provisions for progressive rehabilitation. • Implement biodiversity management plans that adhere to the mitigation hierarchy, seek to ensure there is no net loss of critical habitat and, where possible, work with others to produce a net gain for biodiversity.
Fostering People and Culture	<ul style="list-style-type: none"> • Reduce occupational injuries and HPIs and maintain strong safety performance. • Maintain an accountable, diverse, equitable and inclusive organisational culture that is free from all forms of harassment and discrimination and empowers employees, respecting and promoting their individual and collective rights. • Promote workplace diversity, equity, and inclusion, set measurable targets and provide appropriate training. • Maintain a talent management framework that includes training, mentoring, coaching and other targeted development initiatives to continually build the capability of our people. • Maintain accessible and culturally appropriate complaints and grievance mechanisms for employees, contractors and stakeholders to raise issues and concerns to the Company.

2023 SUSTAINABILITY HIGHLIGHTS



Comformance with the World Gold Council's Responsible Gold Mining Principles **achieved**

Human Rights training implemented in English and in French across the group

Group-wide Human Rights Risk Assessment **completed**

Supplier Code of Conduct **published**

Membership to the UN Global Compact **renewed**

Ambitious **gender diversity targets** across the group

MAINTAINING GOOD GOVERNANCE



Paid parental leave beyond legislative requirements and **high retention rate** once back to work

95% national direct employees and contractors

ISO:45001 Certification maintained at group level

Zero industrial disputes and close collaboration with employees representatives

TRIFR of 1.71 per million hours worked, below industry average

No LTIs since 2021

FOSTERING PEOPLE AND CULTURE





EMPOWERING LOCAL COMMUNITIES



Zero community grievances

\$338 million procurement expenditure in Mali and Senegal

\$14.5 million local procurement expenditure in host communities and local regions

\$2.06 million spent in community investment

\$575 million Economic value distributed to Mali and Senegal

PROTECTING THE ENVIRONMENT



Zero significant environmental incidents

ISO:14001 Certification maintained at group level

Group-wide Climate Change Risk Assessment **completed**

Preserving communities **right to water** at both mine sites

Improved waste management initiatives at both mine sites

Supporting initiatives towards Biodiversity Net Gain within the Tomboronkoto Commune and the Nikolo-Koba National Park

Building technical knowledge capacity to enhance Mine Closure Planning



OUR COMMITMENTS

UN Global Compact and the Sustainable Development Goals

In 2023 we renewed our membership to the UN Global Compact, the world's largest corporate responsibility initiative, with more than 21,000 private sector signatories in 162 countries. It consists of ten principles across labour, human rights, environment, and anti-corruption in support of the UN Sustainable Development Goals (SDGs).

We are integrating these principles into our sustainability strategy, resulting in an increased focus on aligning our governance, people, environmental and social activities with the SDGs where feasible.

For the past 3-years we are disclosing our progress year-on-year against the SDGs we believe are the most material to our business.

- | | |
|--|--|
| SDG | <ul style="list-style-type: none"> ■ All our operations have stakeholder engagement plans |
| 16 PEACE, JUSTICE AND STRONG INSTITUTIONS | <ul style="list-style-type: none"> ■ Grievance Mechanism Standard and context-specific procedures per operations ■ All corporate policies reviewed against the UNGP ■ Human Rights training across the group ■ Working Responsibly Policy ■ Board level oversight on Sustainability ■ Biodiversity Offset Advisory Panel |



- | | |
|------------------------|---|
| SDG | <ul style="list-style-type: none"> ■ No significant environmental incidents ■ No material direct adverse impact to the PNNK arising from operations of the Mako Gold Mine |
| 15 LIFE ON LAND | <ul style="list-style-type: none"> ■ Protected 1700km² of the PNNK national park in partnership with the NGO Panthera and the Senegal Department of National Parks ■ Progressive rehabilitation of degraded land across both sites ■ Biodiversity Management plans at all sites ■ Group ISO 14001 certification maintained |

- SDG 17** PARTNERSHIPS FOR THE GOALS
- Alignment with the Responsible Gold Mining Principles
- Alignment with the Conflict-Free Gold Standard
- Countries of operations are active in the EITI
- Partnerships with NGOs for programme implementation at site
- Membership to the UN Global Compact

- SDG 1** NO POVERTY
- Direct payments to the governments of over \$104 million in 2023
- Payment of employee wages and benefits of \$53.1 million in 2023
- Direct community investment over \$2.06 million in 2023 across Mako and Syama

- SDG 3** GOOD HEALTH AND WELL-BEING
- Robust health and safety policies and procedures
- Group ISO 45001 certification maintained
- Strong safety performance with LTIF and TRIF below industry-peer standards and no LTI
- Primary, occupational, and emergency medicine capability established across operations
- Routine health surveillance, including drug & alcohol and infectious disease testing
- Ongoing health and hygiene education and awareness
- Private health insurance support for all direct employees

- SDG 4** QUALITY EDUCATION
- Construction of primary schools in Syama and Mako host communities
- Ongoing host community training and education
- Artisan training across operations
- Scholarship and internship programmes

- SDG 5** GENDER EQUALITY
- Gender diversity targets endorsed by the Board
- Paid Parental Leave policies across the group
- Sexual Harassment Policy approved by the Board
- Increase in women in STEM positions across the group

- SDG 6** CLEAN WATER AND SANITATION
- Water extraction from the Gambia and Bagoe Rivers undertaken in accordance with licencing conditions
- Construction of critical water infrastructure at community level
- Regular monitoring of surface and groundwater quality and no major water quality issues associated with mine operation

- SDG 8** DECENT WORK AND ECONOMIC GROWTH
- Direct employment of 964 nationals, representing 91% of our operations workforce
- \$53.12 million paid in 2023 for employee wages and benefits
- 14% of national new hires aged under 30 years

- SDG 10** REDUCED INEQUALITIES
- Gender pay gap analysis conducted at least twice a year
- Diversity, Equity & Inclusion Policy approved by the Board
- Gender parity considered for all our Apprenticeship and Traineeship programmes at West African operations

- SDG 13** CLIMATE ACTION
- Disclosure of Scope 1,2 and 3 emissions
- Group Climate Change Risk Assessment
- Commitment to achieve Net-Zero by 2050 in line with our peers
- Board and executive level climate change training



Responsible Gold Mining Principles and Conflict Free Gold Standard

As a member of the World Gold Council, we are committed to operating responsibly following the Responsible Gold Mining Principles (RGMPs) from mine development through to closure.

The boundary for implementing the RGMPs includes all mining and processing operations over which we have direct control and is consistent with the reporting boundaries publicly disclosed in our Sustainability Report.

Additionally, companies are required to align their business practices with the Conflict-Free Gold Standard to assure that gold production does not cause, support, or benefit unlawful armed conflict or contribute to serious human rights abuses or breaches of international humanitarian law.

Companies implementing the RGMPs, and Conflict-Free Gold Standard are required to obtain yearly external assurance from a third-party, independent assurance provider.

In 2023, Resolute was granted two independent assurance reports for the third consecutive year, with auditors validating that our Company reports have been prepared and presented fairly in all material respects. Following this review, our operations have been found conformant with the RGMPs in line with the World Gold Council's timeline. With performance improvements opportunities identified the following areas, which will be addressed in 2024:

- Improving our supplier due diligence process, including with regards to human rights
- Establishing a systematic risk-based monitoring plan for suppliers against their performance based on the Supplier's Code of Conduct.

Furthermore, our operations are aligned with the Conflict-Free Gold Standard. Whilst we do not source gold from third parties, we operate in Mali, which was considered a conflict affected or high-risk area as defined by the Standard since the 2022 assessment, thus we were found to demonstrate compliance with a more stringent version of the Standard.

We will be undergoing our fourth year of third-party assurance against the RGMPs and the Conflict-Free Gold Standard in 2024 and are committed to continuous performance improvements.

The external assurance statements and management reports, are available on our website: <https://www.rml.com.au/about-us/corporate-governance>

External ESG Ratings

We recognise the importance of disclosing our ESG metrics to the investment community to allow the benchmarking of sustainability performance across the mining sector. We are committed to increasing our disclosure of material ESG information and we are actively working to improve our ESG ratings across platforms by directly engaging with providers and improving our ESG disclosures. We are pleased that our performance continues to rate highly amongst our peers. We continue to rate highly in transparency and disclosure across all providers.

This year we focused on engaging with Sustainalytics, Bloomberg, ISS, MSCI & Moody's to improve our ESG ratings, and completed our 4th submission to the S&P Global Corporate Sustainability Assessment (CSA).

In 2023, Resolute was proud to score in the 81st percentile for the CSA in the Metals and Mining sector (an increase from the 43rd percentile in 2019).

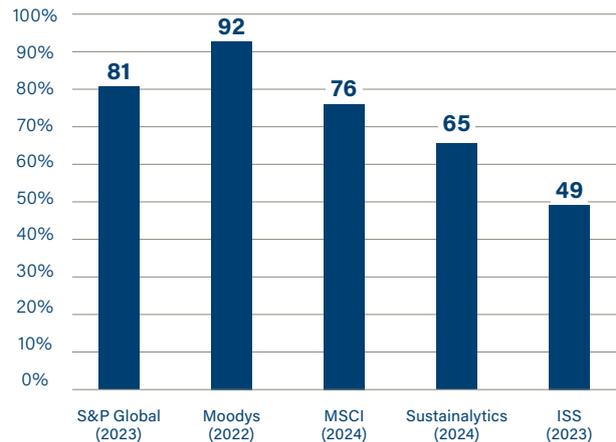
In addition, Resolute was ranked in the 92nd percentile the Metals and Mining sector by Moody's (ranking 5 out of 66 in the sector), putting us ahead of our peers and rating our ESG performance as "Robust". Moody's assessed our reporting rate as 78% compared to a sector average of 62%.

We increased its MSCI rating to AA, putting us as a "Leader" amongst the 83 companies in the Precious Metals universe (an increase from a BB rating in 2019). We rank in the 76th percentile.

With Sustainalytics, Resolute ranks in the 51st percentile for the Gold Sub-industry, and in the 54th percentile for the Precious Metals Industry groups. We were rated "strong" in ESG Risk Management.

ISS rate us C- in the Mining & integrated Production Universe, ranking in the 49th percentile, and rates our Transparency Level "High".

Resolute Relative Performance on ESG Ratings, 2023



Percentile ranking based on:

S&P CSA – Score 45, 81st percentile, out of 243 companies in the metals in mining sector.

Moodys – 92nd percentile, rank 5 of 66 in the metals in mining & metals Asia pacific sector.

MSCI – 76th percentile, ranked 63rd out of 83 in the precious metals universe assuming Resolute are at the midpoint of the AA percentile group.

Sustainalytics – 65th percentile in the gold sub-industry; Ranked 31st out of 89 with 1 being the top score.

ISS – 49th percentile, ranked 91st out of 186 in the mining and integrated production industry group assuming RML are at the midpoint of the C- percentile group.

STAKEHOLDER ENGAGEMENT

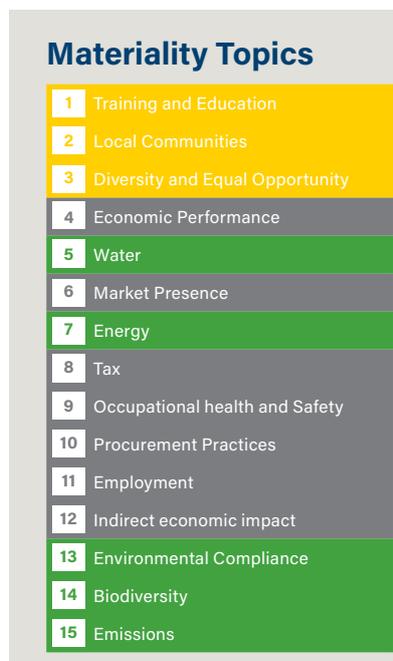
Our stakeholder engagement is an ongoing process that extends throughout an asset’s operational life cycle. It encompasses information sharing and consultation to participation, negotiation, and partnerships with stakeholders. The frequency and method of engagement varies depending on stakeholder needs, with more detail provided throughout this report. Our stakeholders are individuals or groups who are directly or indirectly affected our business activities as well as those who may have the ability to influence Company outcomes.

The Company’s approach to stakeholder engagement is focused on the following principles: Proactive early engagement to identify risk and opportunity, idea generation and information sharing, respect, trust, and mutual benefit. We view stakeholder engagement as central to maintaining our licence to operate.

Key stakeholder groups and our approach to engagement include:

Stakeholder Group	Engagement Method
Host communities	Weekly formal and courtesy meetings with community stakeholders, monthly multi-stakeholder forums, public consultations, community grievance mechanisms, community investment planning, awareness campaigns, social and cultural events, site visits, online news articles, radio and television.
Governments of Senegal and Mali (at the local, regional, and national level)	In person meetings with government agencies and regulators, inspections and audits, site visits, community investment planning, engagement through the chamber of mines, national or regional forums and roundtables.
Employees	Daily pre-shift meetings, weekly management meetings, monthly toolbox meetings, monthly employee representatives or union meetings, safety briefings, performance reviews, training and development programmes, grievance mechanism and whistleblower hotline, social and cultural events, intranet, internal newsletters and/or magazine.
Suppliers and contractors	Formal and informal meetings with contract owners and onsite management teams, contract process and compliance checks, safety briefings, training and site inspections, grievance mechanism and whistleblower hotline.
Shareholders	In person and virtual meetings, Investor conferences, annual general meetings, annual and quarterly reports, news releases, regulatory filings, and site visits.
Non-governmental and civil society organisations	In person meetings, weekly calls, email updates, national or international forums and roundtables, site visits and strategic partnerships.

ANNUAL MATERIALITY ASSESSMENT



Resolute reviews the materiality of our sustainability issues annually with our internal and external stakeholders. Our review is conducted in alignment with the Global Reporting Initiative (GRI) Principles for Determining Report Content. In 2023 we carried out a full review of our materiality assessment which reflects the change in the material issues identified.

Materiality Assessment Process

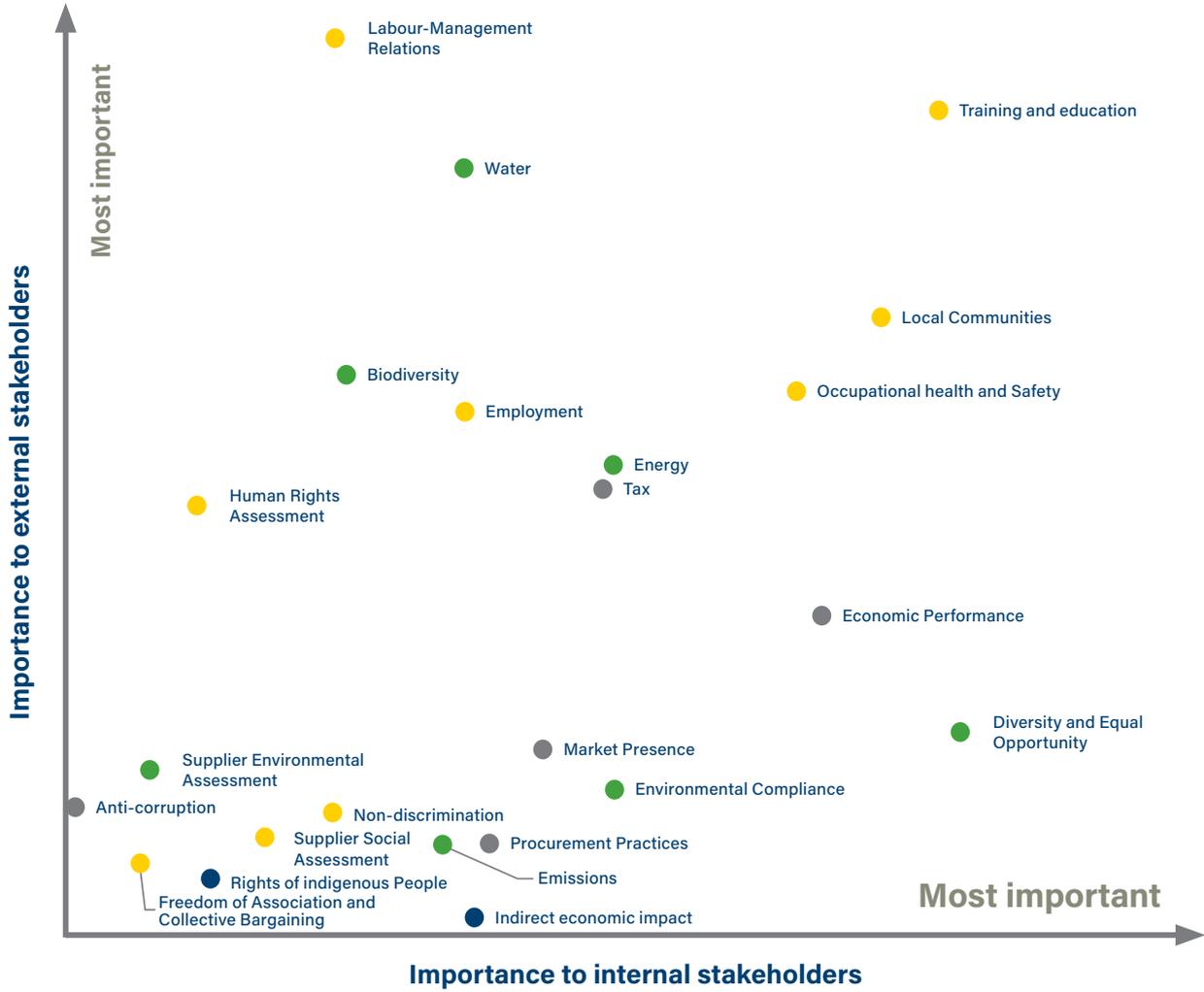
We identified eight stakeholder groups which were asked to select the seven most important sustainability issues for the business:

- Internal stakeholders: Board, corporate and site representatives
- External stakeholders: Shareholders, supply chain actors, government representatives, local communities, and non-government organisations.

The responses were weighted to ensure balanced representation between Syama and Mako, and to account for the relative importance of stakeholders. They are ranked on the combined responses of all stakeholders.

Topics presented in the materiality matrix are covered in this report, with priority given to those topics assessed by stakeholders as being most important, with the exception of Tax which will be covered from 2024 onwards.

Materiality Matrix



- Economic topics
- Environmental topics
- Social topics



PART 2

MAINTAINING GOOD GOVERNANCE

Sustainability Governance

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Transparency and Business Ethics

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Human Rights and Modern Slavery

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MAINTAINING GOOD GOVERNANCE

Our sustainability strategy and underpinning approach is guided by the Board with governance and oversight responsibility assigned to the Sustainability Committee.

Conformance with the World Gold Council's **RESPONSIBLE GOLD MINING PRINCIPLES**

DIVERSITY, EQUITY, INCLUSION AND SEXUAL HARASSMENT POLICIES established and training packages to be rolled out across the Group in a culturally appropriate way from 2024

HUMAN RIGHTS RISKS ASSESSED at both site and corporate levels



SUSTAINABILITY GOVERNANCE

Sustainability Committee

Our sustainability strategy and underpinning approach is guided by the Board with governance and oversight responsibility assigned to the Sustainability Committee (Committee).

The Committee reviews and guides Resolute's sustainability performance and the management of associated sustainability risks. These relate to the performance of the People, Health, Safety, Security, Environment & Community Divisions within Resolute and include regular assessments of the Company's alignment with leading practice including the RGMPs.

The Managing Director and CEO chairs the Committee which consists of several non-executive directors each of whom have diverse knowledge, skills, and experience. It is guided by the Sustainability Committee Charter.

The Committee recommends to the Board the adoption of initiatives to drive continual improvement in sustainability performance at Resolute, including but not limited to the publication of our annual Sustainability Report. Sustainability considerations have been incorporated into both short and long-term incentive plans and are linked to assessments of executive and Company performance.

Resolute's executive team reports Sustainability performance to the Committee at its meetings.

Board and Board Committee Structure



Resolute Policies, Procedures and Statements

We continued to strengthen our sustainability policy framework, publishing a Supply Chain Policy and updating the Environment and Water Stewardship Policies. The policies further formalise our commitment to operating responsibly across current and emerging ESG risk areas in line with the RGMPs, our strategy and stakeholder expectations.

All policies are available on our website and we will continue to refine them in line with material ESG challenges impacting the resources sector.

Resolute Mining Limited - Code of Conduct

Outlines the Company's expectations of all Directors, Officers and Employees and is supported by the following:

Key policies, procedures and statements

Guiding our approach to responsible mining

Health, Safety and Security Policy	Environment Policy	Social Performance Policy	Human Rights Policy	Anti-Bribery and Corruption Policy	Diversity and Inclusion Policy	Complaints and Grievance Procedure
Sexual Harassment Policy	Responsible Tailings Management Policy	Water Stewardship Policy	Working Responsibly Policy	Supply Chain Policy	Climate Change Statement	Modern Slavery Statement

Key shareholder protections

 Securities Trading Policy	 Enterprise Risk Management Framework	 Continuous Disclosure Policy	 Conflicts of Interest Policy	 Privacy Policy
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Underpinned by

Whistleblower Policy

Formalised confidential reporting and recourse mechanism for inappropriate conduct



Enterprise Risk Management Framework

Our proactive and considered approach to risk and opportunity management helps us to protect and enhance the value of the business. Risk appetite statements have been established by our Board and guide management and mitigation efforts across the Company.

The Board has ultimate accountability for ensuring material risks are identified and managed in accordance with predetermined risk appetite statements. Board intervention occurs when there is a significant change in the Company's risk profile across any of its material exposures.

The Audit and Risk Committee provides risk management oversight across all material exposures. It engages proactively with the Executive Team to optimise Resolute's systems of risk identification, mitigation, management, assurance, and reporting.

Executive management provides regular updates to the Audit and Risk Committee relative to new and emerging risks and their mitigations.



Sustainability Risks

Resolute reviews its Sustainability Risks annually. The following table provides a high-level account of Group material exposures and current controls¹.

Health		
<p>RISK</p> <p>Health event impacting employee health, safety and wellbeing and/ or business operations/continuity</p>	<p>Current Controls</p>	<ul style="list-style-type: none"> • Infectious disease management protocols • Implementation of WHO guidelines and other industry standards • Primary, occupational and emergency medical capability established at each asset • Medical review and external audits • Occupational health assessments/ surveillance • Injury and medical emergency evacuation protocols • Malaria mitigation program
Safety		
<p>RISK</p> <p>Serious injury or fatality (single or multiple) sustained at work or whilst commuting to/from work</p>	<p>Current Controls</p>	<ul style="list-style-type: none"> • Industry standard safety management systems • Embedded safety conscious culture • Staff safety training programs • Contractor pre-qualification, induction and training • Regular review processes and procedures • Critical Hazard Management • High risk training systems and competency verification • ISO 45001 certification
Security		
<p>RISK</p> <p>Security event adversely impacting employee health, safety and wellbeing and business continuity</p>	<p>Current Controls</p>	<ul style="list-style-type: none"> • Security Management Framework • Specialist internal/external security services providers • Crisis and Emergency Management System • Multi-source real-time intelligence • Regular review and audits • Strong stakeholder relations and engagement
Governance		
<p>RISK</p> <p>Uncertain political/fiscal/ tax environments and government instability</p>	<p>Current Controls</p>	<ul style="list-style-type: none"> • Ongoing stakeholder/ government engagement • Dedicated Country Manager and other in-country expertise • Strong local development track record and local stakeholder support • Active proponents of non-political government agendas • Mining Agreements in each operating jurisdiction • Business continuity planning
Social		
<p>RISK</p> <p>Community unrest/activities, such as ASM, adversely impacting license to operate</p>	<p>Current Controls</p>	<ul style="list-style-type: none"> • Ongoing stakeholder/ government engagement • Regular review of stakeholder engagement plans • Strong local development track record and local stakeholder support • Community investment strategy and Social Performance Policy • Local employment and training
Environment		
<p>RISK</p> <p>Negative environmental impact/ environmental incident due to Resolute activities or failures</p>	<p>Current Controls</p>	<ul style="list-style-type: none"> • Environmental license / permits • ESIA commissioning and compliance • Internal / external audits • ISO14001 Certification • Trained and competent Environmental Professionals

Governance		
<p>RISK</p> <p>Bribery or corruption allegations impacting license to operate</p>	<p>Current Controls</p>	<ul style="list-style-type: none"> ▪ Ongoing Anti-Bribery and Corruption and Code of Conduct training and declarations are in place for all staff ▪ Inclusion of Anti-Bribery and Corruption requirements for sub-contractors included within contracts ▪ Independently operated whistle-blower hotline ▪ Financial system controls in place ▪ Fraud risk assessments ▪ Regular review and audits
Social		
<p>RISK</p> <p>Inability to attract and retain the required skills to maintain safe operational and corporate performance</p>	<p>Current Controls</p>	<ul style="list-style-type: none"> ▪ Established recruitment and learning development systems ▪ Site-level training and development programs ▪ Nationalisation / regionalisation of asset workforce(s) ▪ Workforce planning initiatives ▪ Improved company culture and employee policy framework
Environment		
<p>RISK</p> <p>Unable to effectively respond / adjust to physical and legislative operating environment changes driven by climate change</p>	<p>Current Controls</p>	<ul style="list-style-type: none"> ▪ Climate physical and transition risk review ▪ Climate change policy & Interim strategy ▪ Emissions monitoring
Social		
<p>RISK</p> <p>Human Rights exposures associated with Resolute's business activities threatens business continuity/viability</p>	<p>Current Controls</p>	<ul style="list-style-type: none"> ▪ Human Rights risk review ▪ Contract service agreements with key suppliers ▪ Labour law compliance for all employment practices ▪ Commitment to Voluntary Principles of Security & Human Rights ▪ Training and education of workforce ▪ Stakeholder engagement ▪ Human Rights Policy
Environment		
<p>RISK</p> <p>Catastrophic failure of Tailings Storage Facility</p>	<p>Current Controls</p>	<ul style="list-style-type: none"> ▪ Tailings governance framework ▪ Daily, weekly, monthly TSF monitoring ▪ Environmental monitoring e.g. ground/surface water quality ▪ Engineer on Record at all sites ▪ Annual external audits ▪ Deposition strategies ▪ Operation and design parameters ▪ Specialist TSF contractors/expertise (non-engineering)

Note

1 Material exposure is defined in the ASX Recommendations as "a real possibility that the risk in question could materially impact the Company's ability to create or preserve value for Shareholders over the short, medium or longer term."

TRANSPARENCY AND BUSINESS ETHICS

Resolute's commitment to maintaining the highest level of business ethics is conveyed to our people and stakeholders at all levels, and communicated primarily through the Antibribery and Corruption Policy, Code of Conduct and Working Responsibly Policy. As with all facets of our business, at a minimum we seek to comply with all applicable laws

and regulations in our countries of operations. Resolute aspires to achieve best practice, creating opportunities for Resolute's business partners to assist both its stakeholders and communities, while operating openly, honestly, with integrity and responsibility and maintaining a strong sense of corporate social responsibility.

Economic Contribution

Generating economic value for all stakeholders in the countries that we operate is important to us. In 2023, Resolute made direct economic contributions of more than \$631 million in Mali and Senegal. This included payments to national and regional governments of \$104 million, direct employment costs

(wages and benefits) of \$53 million, and community investments of \$2.06 million which aimed to improve education, healthcare, and livelihood development. The Company's 2023 Annual Report further details our financial performance.

Economic Value Generated and Distributed, 2019 - 2023 (\$ million)

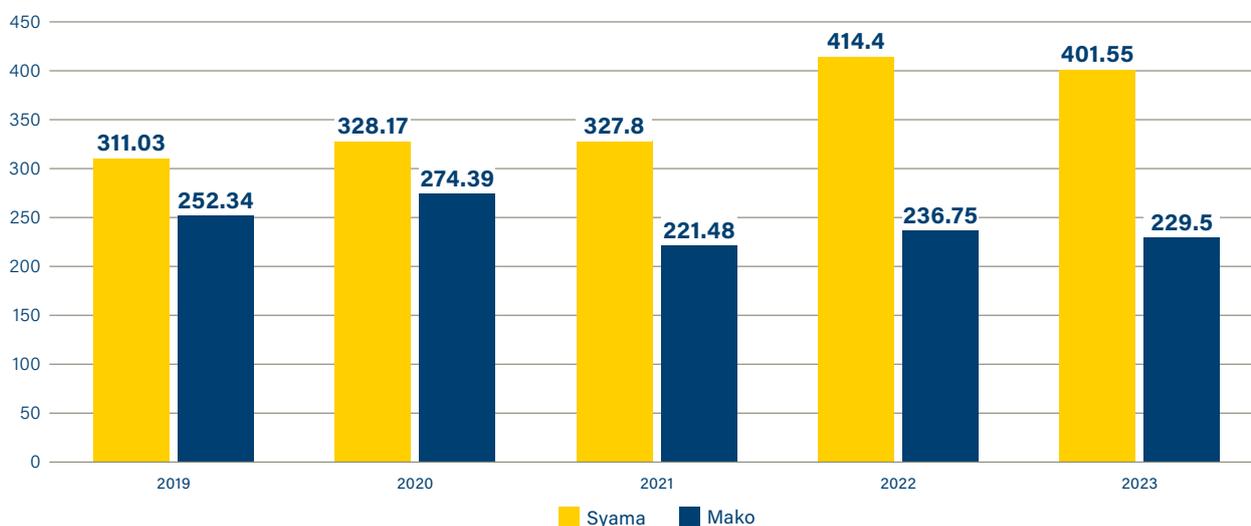
		2019	2020	2021	2022	2023
Economic value generated	Revenues	563.37	602.56	549.28	651.16	631.05
	Operating costs (excludes wages and benefits)	358.79	517.33	412.8	404.37	403.39
Economic value distributed	Employee wages and benefits ¹	30.99	33.18	53.9	49.87	53.12
	Payments to providers of capital	13.64	79.67	67.1	47.35	12.47
	Payments to government comprising:	67.5	127.46	93.7	100.17	104.34
	Royalties	32.98	45.15	33	36.7	35.53
	Other taxes and duties ²	25.09	70.22	51.28	52.44	56.84
	Other institutional support	9.43	12.08	9.5	11.05	11.95
	Community investment ³	1.74	2.74	2.58	2.88	2.06
Economic value retained	Generated minus distributed	90.72	-157.82	-80.9	46.49	55.61

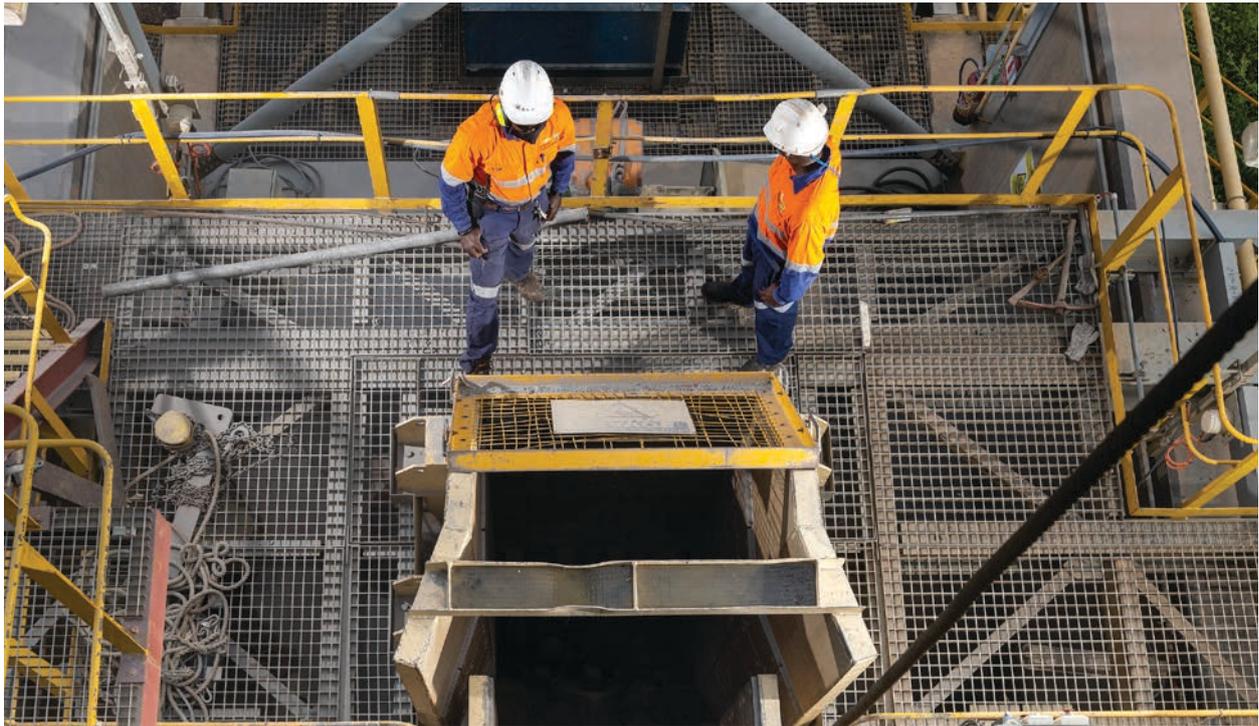
1 Gross wages and benefits to national employees

2 Excludes payroll taxes on wages and benefits to national employees

3 Investments that do not constitute impact mitigation measures

Economic Value Generated and Distributed, 2019 - 2023 (\$ million)





Anti-bribery and corruption

Resolute considers bribery and corruption to be an affront to the Company Values which inhibit its ability to operate and threaten the generation of shareholder value.

Group and asset-level risk assessment processes consider the potential bribery and corruption exposures in all operating jurisdictions. These risks are considered high and serious, and stringent financial, commercial, training, assurance and other controls have been implemented to effectively mitigate bribery and corruption risks across all areas of the business

and our supply chain. All employees undertake anti-bribery and corruption, Code of Conduct and whistle-blower training when they join the company and undergo refresher training every two years. Compliance is monitored via Resolute's Learning Management System.

Recurring anti-corruption training is also delivered at the Group and site levels through hypothetical scenario analysis and the study of real-life industry examples of bribery and corruption.

In 2023 we did not receive fines for bribery and corruption.

Whistleblowing

Resolute has established a whistleblower hotline utilising KPMG's FairCall service (both in its corporate offices and in-country at its mine sites) that affords employees and stakeholders a confidential mechanism to raise bribery, corruption and other third-party allegations against the Company and its representatives. All allegations received are treated very seriously and fully investigated by designated members of the Executive Team (and external investigators where warranted in accordance with Resolute's Whistleblower Policy).

A report of each use of the FairCall hotline is reported to Resolute's Disclosure Protection Officer within 24 hours. A report is then investigated by the Disclosure Investigation Officer, whose role is to investigate the substance of the

complaint to determine whether there is evidence in support of the matters raised. The investigation will draw upon external resources as required and a full report made to the CEO (or directly to the Chair of the Audit and Risk Committee in the event that a complaint involves the CEO or a director), with appropriate action taken in response to relevant findings.

Resolute typically receives between two and four reports of suspected disclosable conduct annually. There was one whistleblower report in 2020, two in 2021, three in 2022 and zero in 2023. All cases have been investigated and closed with disciplinary action being taken in one instance. We will be reviewing our Whistleblowing system our 2024 to improve its accessibility.

Producing Responsible Gold

Resolute has been a member of the World Gold Council since 2019, and as such aligns its operating practices with the Responsible Gold Mining Principles (RGMPs) and the Conflict Free Gold Standard (CFGs). The RGMPs provide a framework through which gold mining companies can provide confidence that their gold has been produced responsibly, whilst the CFGs helps companies to provide assurance that their gold is not contributing to unlawful armed conflict, serious human rights abuses and breaches in international humanitarian law. The

CFGs has been integrated in the RGMPs as part of Principle 5.4. Our externally assured RGMPs and CFGs reports are available annually since 2020 in the Governance section of our website.

Resolute produces gold as doré bars, which require further refining before they can be used to produce gold items. Since 2020, Resolute refines all the gold it produces via the Perth Mint which is a certified member of the London Bullion Market Association (LBMA). We do not purchase externally produced gold.



Political engagement and Trade/ Industry Associations

Resolute does not provide any political or religious financial contributions of any kind and ensures host communities remain the beneficiaries of sustainable development efforts. In line with LSE Listing Rule requirements, Resolute publishes an annual report titled 'Reports on Payments to Governments'.

In Senegal, we are members of the Chamber of Mines for which we pay an annual membership fee of \$16,500. We have employees sitting on the Board of Directors and on the Legal and Fiscal Committee. During 2023, we aligned with the minimum percentage of local procurement required to be purchased by mining companies, the operationalisation of the mining rehabilitation fund, and the operationalisation of the Local Development Support Fund (FADL). Additionally, the Managing Director of PMC has a mandate as a French Foreign Trade Advisor where he represents the mining sector in the Senegalese Foreign Trade Advisors Committee. In Mali, we are members of the Chamber of Mines and the Group of Mining Sector Professionals of Mali. During 2023, we engaged on the revision of the Mining Code and Local Content Law and Decree.

In both countries, we are members of the National Committees of the EITI and attend regular meetings, without paying any membership fees.

To date, Resolute has not participated in external initiatives to combat corruption but remains open to considering all options going forward within its areas of operation.

All charitable donations and in-kind assistance provided by the Company are recorded and reported monthly and the amounts are disclosed in the Community Section of this Report.

Cybersecurity

Cybersecurity is and remains a growing threat, with the mining sector being successfully targeted several times this last year. Resolute takes a broad approach to Cybersecurity across its estate, tailoring its response to threats as they emerge. Cybersecurity at Resolute is managed between our senior IT leadership team that report to the CFO and our partnership with leading external specialist team that provide Security Operation Center (SOC) and other security services. Any incidents or material threats are reported to the Audit & Risk Committee. Resolute has developed a security roadmap with advanced AI security mixed with a large amount of solid traditional security knowledge and process tailored to our operations. We have implemented new higher encryption VPN's, a new End User Computing (EUC) defence suite, enhanced ID and email protection and reduced our attack surface by 27% this year alone. We are narrowing and hardening points on ingress and egress and will continue to monitor and audit these.

We conduct regular audits and third-party penetration testing annually. We have experienced no material breach in the last three years.

HUMAN RIGHTS AND MODERN SLAVERY

We are committed to respecting all internationally recognised human rights, including those covered under the Universal Declaration of Human Rights and the International Labour Organisation. We are steadfast in our dedication to eliminating all forms of modern slavery within our business and supply chain and are implementing and enforcing effective internal processes according to the requirements of Modern Slavery Acts in both the United Kingdom and Australia. Resolute's operations abide by the Voluntary Principles on Security and Human Rights.

In 2023 we commissioned our first Human Rights Risk Assessment (HRRRA) to benchmark our management system against international good practices to identify gaps and obtain recommendations for strengthening the system. The frameworks used were the ICMM Human Rights Due Diligence Matrix. The UN Guiding Principles' effectiveness criterion 31. The IFC Performance Standard 5: Land Acquisition and Involuntary Resettlement.

Implementation of the recommendations will support Resolute in establishing more robust and effective human rights due diligence, in line with international good practice. This proactive approach will help to increase Resolute's capacity to identify and address human rights risks and contribute significantly to the protection and promotion of human rights within its sphere of influence.

In parallel, we continued to implement our mandatory group-wide human rights training, provide training to direct and contract security personnel in the Voluntary Principles of Security and Human Rights and develop suppliers' questionnaires, including human rights questions and surveys.

Resolute's Human Rights Policy and Modern Slavery Statement are available at www.rml.com.au/corporate-governance.

The Human rights risk areas most relevant to Resolute and identified during the HRRRA are:

Risk Topic	Risk Description	Potential Rights Impacted	Mitigation
1. Security and Human Rights	Indirect human rights violations committed by security personnel on-site in part due to the use of state forces.	Right to life through inappropriate use of force, right to liberty and security through arbitrary arrests, freedom from torture or degrading treatment, freedom of movement, right to privacy, freedoms of expression and assembly.	<ul style="list-style-type: none"> MoU stipulating terms of engagement Frequent multi-stakeholder meetings Regular joint training with in-house security team
2. Labour Rights	Direct impact on and off-site due to contractors not meeting Resolute standards and policies due to limited corporate oversight.	Fundamental human rights, including fair wages and benefits rights, freedom of association and collective bargaining rights and the right to safe and healthy working conditions.	<ul style="list-style-type: none"> Supply chain due diligence -Audits of site-based contractors against our code of conduct
3. Community Rights	Direct impact the community rights of both staff on site and locals, particularly regarding engagement and consent rights if the grievance mechanism is underutilised.	Fundamental rights including traditional land rights, access to resources, cultural heritage rights, environmental rights, and the rights to life, community engagement and consent, indigenous peoples' rights.	<ul style="list-style-type: none"> Regular community engagement and review of grievance mechanism Free, Prior and Informed Consent for all significant development
4. Environmental Rights	Direct risk of noise, dust pollution, contamination and a tailings accident.	Access to clean water, environmental safety, and sanitation rights, transparency and information rights, right to health, right to life, health and safety, and economic rights.	<ul style="list-style-type: none"> Operating in accordance with ESIA Compliance with national laws and international good practice
5. Economic Rights	Direct impact on the rights of stakeholders affected by resettlement and/or economic displacement as a result of land acquisitions.	Social security rights, resource rights, the right to tenure and access to remedy.	<ul style="list-style-type: none"> Regular stakeholder engagement and review of grievance mechanism Free, Prior and Informed Consent for all significant development

Risk Topic	Risk Description	Potential Rights Impacted	Mitigation
6. Access to Remedy	Direct or indirect impact from serious incident escalations as a result of stakeholders' limited access to remedy.	Remediation right and access, community engagement and consent rights, including Indigenous peoples' rights.	<ul style="list-style-type: none"> Trusted and accessible grievance mechanism Record all grievances and complaints to ensure adequate remedy
7. Land and Resource Rights	Direct impact on land and resources rights of resettled communities due to inadequate monitoring.	Land and resource rights, including the cultural rights and rights of indigenous and local communities, the right to information and participation, right to an adequate standard of living.	<ul style="list-style-type: none"> Detailed protocol to distribute compensation Long term monitoring of impacts
8. Modern Slavery and Forced Labour	Indirect impact on the rights of stakeholders, especially those that are external and based off-site.	Prevention of child labour and human trafficking rights, right to freedom from slavery and forced labour, workers' right to just and favourable conditions of work, right to freedom of movement, right to an adequate standard of living and the right to security of a person.	<ul style="list-style-type: none"> Inclusion of controls in procedures Supply chain due diligence -Audits of site-based contractors against our code of conduct
9. Discrimination and Gender Rights	Direct impact on the rights of women and vulnerable groups both on and off-site due to discrimination in employment opportunities.	Fundamental equality rights, which extend to occupational health and safety rights, access to remedy and justice.	<ul style="list-style-type: none"> Women specific hotline Unconscious bias and DE&I training
10. Health	Direct and indirect impact on the health rights of stakeholders both on and off-site due to potential gender biases in health and safety standards.	Labour rights including the assurance of safe and healthy working conditions.	<ul style="list-style-type: none"> Review of health and safety standards
11. Education	Direct effect on community members' right to information and transparency due to information not being readily accessible vulnerable stakeholders.	Rights of indigenous people, right of non-discriminant education and access to education.	<ul style="list-style-type: none"> Review frequency and format of human rights and grievance mechanism training



PART 3

FOSTERING PEOPLE AND CULTURE

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Diversity, Equity and Inclusion

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Training and Skills Development

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Health, Safety and Security

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FOSTERING PEOPLE AND CULTURE

An accountable, diverse, equitable and inclusive organisational culture that is free from all forms of discrimination is important to Resolute. We empower our people and respect their individual and collective rights.

Employees and Contractors

3,567

National Employment

95%

ISO 45001

CERTIFICATION ACHIEVED FOR THE GROUP

TRIFR

OF 1.71 PER MILLION HOURS WORKED



OUR MANAGEMENT APPROACH

We are committed to maintaining an accountable, diverse, equitable, and inclusive organisational culture that is free from all forms of discrimination, one that empowers our people, respects their differences, and leverages their potential. This is reinforced by our senior leaders and managers and through our People policies, especially our Diversity, Equity and Inclusion; Health, Safety and Security; Human Rights; Sexual Harassment; Flexible Working; Parental Leave; and Working Responsibly policies.

The health, safety and wellbeing of our people is our priority. In 2023, we reinforced our health and high-risk systems, training, and protocols, achieving ISO certification ISO:45001 for our Occupational Health & Safety management systems. This was an ambitious objective set at the beginning of the year.

In empowering our people, we also hold them accountable to Resolute’s expectations of the way we conduct our business and how our employees and contractors carry out their duties.

The material workforce topics covered in this section include:

- Employment
- Labour Relations Management
- Diversity, Equity and Inclusion
- Occupational Health and Safety
- Training and Education

EMPLOYMENT

Our workforce comprised of 1,099 employees at the end of December 2023. This was split across corporate offices in Perth (Western Australia), London (United Kingdom) and remote working locations, as well as our African operations and exploration projects.

We also engage 2,468 contractors, predominantly based at our operations in Mali and Senegal. This is 16% lower than 2022. Key contract partners provided mining, blasting, and catering services.

Gender breakdown of Employees and Contractors across the Group, 2023

	Group			Corporate			Mali			Senegal		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Employees	1099	1032	67	39	26	13	790	762	28	270	244	26
Contractors	2470	2335	135	7	3	4	1581	1556	25	882	776	106

Resolute's combined direct and contract workforce at our African operations in 2023 consisted of 95% national employees, representing 1 percentage point higher than 2022. Expat headcount was reduced in Senegal from 36 to 15 and in Mali from 99 to 82 in the last year, demonstrating our commitment to developing nationals in the countries we operate.

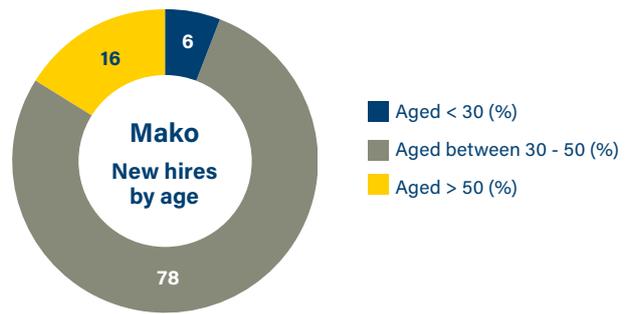
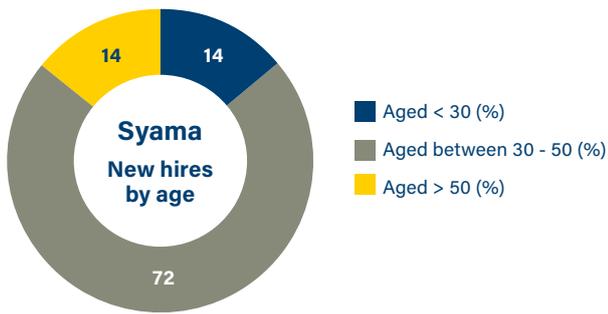
The combination of our succession, nationalisation and development strategies are delivering positive results, and 40% of senior management and 35% of management personnel across our site operations are national employees. Our targeted succession and development plans identified talented people for coaching, mentoring and secondment opportunities.

In 2023, 77 new employees from 16 different nationalities joined Resolute, of whom 58% were employed in the West African operations. Our local employment strategy reserves all entry level and semi-skilled roles for local and regional employees. Skilled professionals typically come from in or around the capital cities of the countries in which we operate.

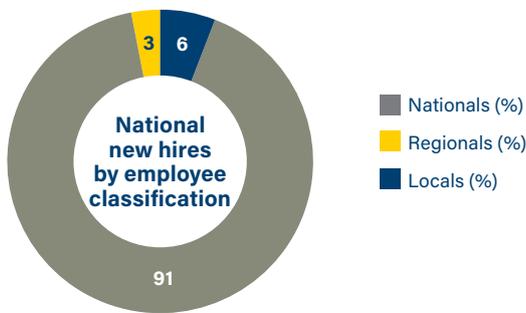
Overall, 22% of all open roles in 2023 were internal hires. At Syama, 23% of open roles were filled by internal hires and at Mako we hired internally for 43% of our open positions. At our corporate offices, all new hires were external hires, which is accounted for by the move of some of the corporate functions from Perth to London.

Resolute’s position on non-regular employment is to focus on specific and temporary needs, such as temporary contracts during activity peaks to manage both employees’ workload and operational costs. Temporary contracts are more common at our Syama operation, and we comply with local legislation by offering the same overall conditions of employment as permanent employees. The temporary workers can be later considered for permanent positions as part of a recruitment process.

New hires at West African Operations, 2023
by age group



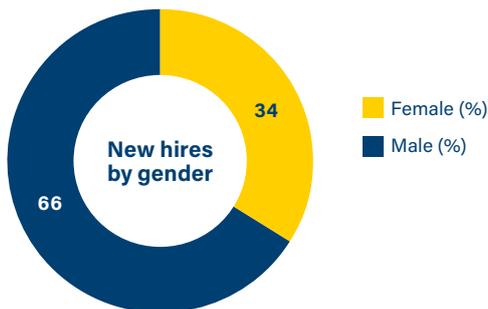
National new hires at West African Operations, 2023
by employee classification



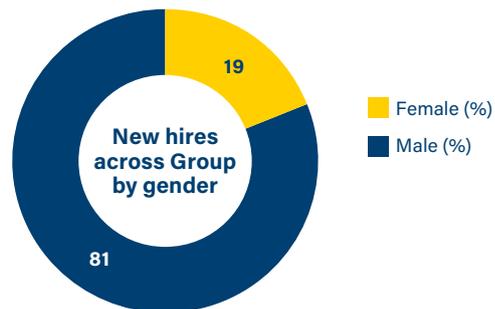
New hires at West African Operations, 2023
by gender



New hires at Corporate, 2023
by gender



New hires across the Group, 2023
by gender



Turnover

Employee initiated turnover remained low in 2023, at 0.01% at Syama and 0.46% at Mako for national employees, a decrease of 3.9 and 1.54 percentage points respectively. Expatriate voluntary turnover decreased, from 16% in 2022 to 6% at Syama, and from 12% in 2022 to 8% at Mako. Turnover is monitored monthly and exit interviews help us understand opportunities to improve retention.

Benefits

Our range of employee benefits are regularly reviewed to ensure we continue to attract and retain talented people. Resolute provides private health insurance to all senior national employees and their immediate families while also providing health insurance support to employees in non-senior roles. We also consider the different jurisdictions in which we operate when designing our remuneration and benefits policies and adapt to the local markets.

Pensions and social security are available company wide. Company funded pension schemes are in place for corporate employees in the UK and Australia. Social security provisions are in place for employees at Syama.

Companywide we offer our employees comprehensive healthcare insurance, including dental and optical cover, and annual medical assessments. At Mako and Syama we offer competitive benefits and incentives. Some examples include bonuses to employees when they get married and have their first child, benefits in-kind, including housing, water, electricity, food, telephone and education allowances.

Temporary and part-time employees receive the same benefits as permanent and full-time employees by law and collective agreements across the Company.

We support parents with balancing work and family commitments. All employees are entitled to parental leave. There was a positive response to our new Parental Leave Policy in 2023, with 194 employees across the Group taking parental leave of which 95% were male. All employees returned to work after parental leave, with three employees remaining on parental leave at the end of 2023.

We support mothers returning to work. At our corporate offices they can take advantage of flexible working opportunities. On site, employees can request flexible hours and support for breastfeeding, including break allowances and nursing rooms.

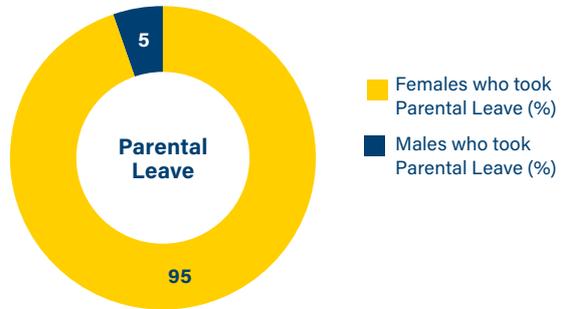
During H1 2023 back-office support functions were moved from Perth to London, UK improving responsiveness and service levels for our West African operations by supporting them from the same time zone. While relocation was offered to impacted employees all chose redundancy explaining the high headcount churn at Perth in 2023. Overall voluntary attrition for the group was 3.8% and involuntary attrition was 7.2%.

Our policies provide generous entitlements that go beyond the minimum legislative requirements in the jurisdictions in which we operate. The added flexible return to work arrangements ensure new parents can effectively balance family responsibilities with work commitments. The introduction of the 'buddy system' also means that employees who take parental leave can stay connected to the workplace and are kept up to date with business developments during their leave, at their own pace.

We offer above the statutory requirements for parental leave for the primary and secondary caregivers at all our sites and corporate offices.

At Resolute, most employees are eligible to a variable performance-based pay: across the Group, senior level employees are eligible to a short-term incentive program based on individual and Company targets, and at our sites, team members and middle management are eligible to a monthly production bonus based on key local Company objectives. Individual contributors at our corporate offices only have a fixed pay as part of our current remuneration strategy.

Employees who took Paid Parental Leave, 2023 by gender





LABOUR RELATIONS MANAGEMENT

Resolute supports the right to freedom of association and collective bargaining.

In Mali and Senegal, Resolute’s labour relations are founded on the respective national legal frameworks and guide the development of strategies to manage employee relations risk and opportunities.

At Syama, we are grateful for the constructive dialogue with union committee and staff delegates elected in mid-2021 for their three-year mandate. Regular training sessions ensure all representatives are aware of their rights and responsibilities as part of their elected role. The Regional Labour Inspector took part in our Leadership Development Program at Syama in 2022 and in the special training session for staff Representatives in 2023, enabling our government stakeholders to engage with employees and for staff representatives and the broader workforce to better understand the Malian Labour Code and employee/employer obligations and responsibilities.

The staff representatives meet monthly with the SOMISY Managing Director and the People team to discuss safety, production updates, and employee-related issues to improve collaboration and understanding. The monthly hygiene and health committee and the local recruitment committee at Syama engage with our stakeholders and consolidate our relationships with them.

Mako staff delegates, elected in early 2022 for a three-year mandate consistent with the Labour Code and the Establishment Agreement, were trained on their roles and responsibilities in partnership with the Kedougou Labour Inspector, and hold regular meetings with senior management and the People team to discuss and address matters that impact employees.

As with Syama, the 2023 Leadership Development Programme included the participation of the local labour authorities and all participants, including staff delegates, received training on the labour framework with the Labour Inspector.

While there is no stipulated minimum notice period that Resolute is required to give employees for operational changes at its sites, such changes are made in line with the Company’s values, following applicable legal frameworks and fairness tests. There are no formal policies on restructuring or other major changes, but when they arise, they are implemented following collaboration and consultation with Union representatives and staff delegates. At Syama, the notice period and provisions for consultation and negotiation are specified in collective agreements.

All employees at both Syama and Mako are covered by collective conventions. These agreements are negotiated between unions, government and industry representatives that determine workers’ employment conditions and collective rights.

Employees in our corporate offices in Australia and the UK are engaged via individual employment contracts. In their cases, like at our sites, we carry out consultation processes with employees in the event of significant restructuring. Any restructuring that would result in meaningful changes to employees' terms and conditions would be agreed by both parties in writing.

In 2023, some of the corporate support functions were moved from Australia to the UK to improve service levels to our sites in West Africa in similar time zones. As part of the execution of this strategy, impacted employees in Australia were consulted during the decision-making process by senior leaders and the People team, and were provided with more than the minimum legal notice as part of a restructuring package. Senior leaders communicated decisions as early as possible in the process, and a coordinated transition was concluded in December.

As part of our accountability culture, on site grievances are managed informally in the first instance between the employee and their manager. The environment is one of open communication, where most instances are resolved by managers, and the engagement of the People team or employee representatives happens where escalation is necessary. As such, there were zero formal grievances reported in 2023. There is an opportunity to ensure a harmonised understanding of grievances that need to be reported and closely monitored, and this procedure will be reviewed in 2024.

Good evidence of the positive working environment and the proper management of eventual grievances meant that there were no strikes or industrial action in the last three years up to and including 2023 on site and no indication of such trends.

DIVERSITY, EQUITY AND INCLUSION

Resolute champions the diversity of our workforce and maintains a workplace built on the principles of equal opportunity, where all individuals are treated with respect and inclusivity. Our Diversity, Equity and Inclusion Policy guides how we recruit, reward and retain our workforce and create an inclusive environment where employees are encouraged to bring their full selves to work. We believe a diverse and inclusive workplace enables improved

Bullying & harassment

Resolute considers discrimination, victimisation and harassment, and their various forms, including sexual harassment, to be an affront to workplace diversity and inclusion. We have a zero-tolerance approach to any such behaviour exhibited in the workplace, at a work event, while working remotely or while travelling for business purposes. Resolute requires all employees to behave in a manner consistent with Resolute's values, and other applicable policies at all times. Code of Conduct and other training is provided to

Diversity

Diversity considerations form part of the selection criteria in all recruitment processes. Standardised and transparent recruitment practices are maintained at Resolute to ensure the most suitably qualified candidates are selected. Conscious and unconscious bias evaluations are considered at each stage in the recruitment process so that candidates from diverse backgrounds are not excluded from selection.

Entry level and semi-skilled roles at Resolute's operating sites are reserved for members of the host and local communities. Local, regional and national employment are key site-level diversity initiatives and are central to Resolute maintaining its license to operate. Workforce planning, succession planning

CASE STUDY

ENHANCED TRAINING FOR EFFECTIVE EMPLOYEE REPRESENTATION

Employee representatives play a crucial role in our commitment to be a responsible and dynamic mining company. At our Mako Mine, they are democratically elected every three years, carry the voice of the workers, and are a vital link between employees and management.

In 2023, the employee representative committee joined the National Confederation of Workers of Senegal, which are not only limited to representation but also training and coaching of the personnel. A pivotal moment in this collaboration was the visit of a trade union representative to the mine site, to meet with the employee representatives, foster a constructive dialogue and better understand the mining specific labour context. In addition, staff representatives were capacity built by the Labour Inspectorate of Kédougou. This three-day program provided a thorough understanding of the laws governing their role and strengthened their ability to carry out their mission efficiently and effectively. These initiatives demonstrate PMCs strong commitment to transparent and participatory governance, where every voice counts to ensure a safe and fulfilling work environment for all.

decision making where different, creative, and innovative viewpoints are considered, drawing on the multiple experiences and perspectives prevalent in people from diverse backgrounds. A diverse and inclusive workplace facilitates improved attraction and retention of high calibre people from diverse talent pools and helps to ensure Resolute remains representative of the jurisdictions and markets in which it operates.

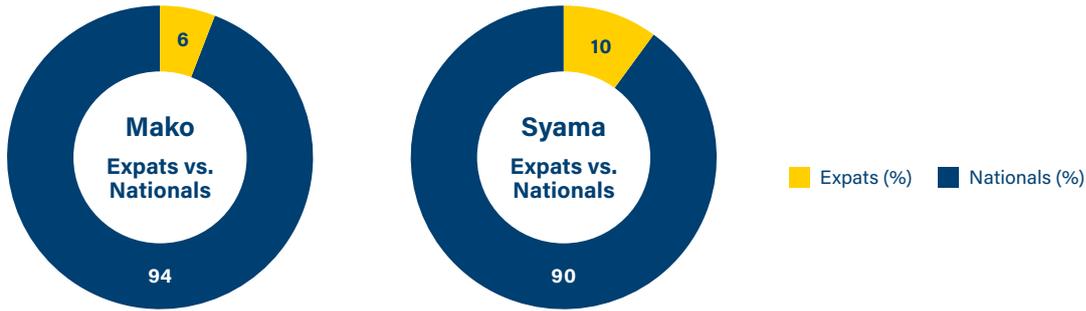
all employees on commencement, and new employees and contractors are required to review the group Sexual Harassment Policy. Annual refresher training is run for all employees to reinforce these behavioural expectations.

There were no reported cases of sexual harassment across the Group in 2023. We proceeded with the roll-out of the policy training in 2023 and 2024. The completion of the 2022 Leadership Development Programme also included the topic.

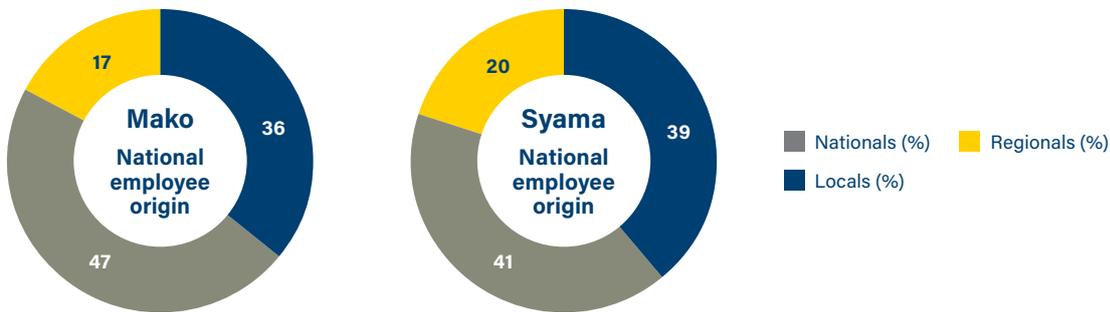
and talent management initiatives link directly with diversity and inclusion considerations so that employees from diverse backgrounds are actively developed for, and appointed to, management and senior management roles across Resolute.

Our expatriate workforce train, coach and mentor our national employees. We continue to deploy a "concentric circles" strategy to recruitment by looking within our host communities first before searching regionally, then nationally and continentally, before finally looking internationally. This has resulted in 61% of our expatriate workforce coming from the African continent, with 16% from West Africa and 46% from the rest of Africa.

Expatriate and national employees at both operations, 2023



National employee classification, 2023



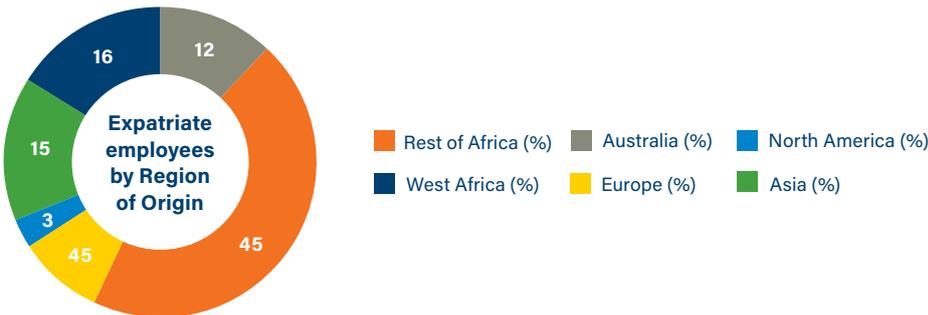
Definition:

- National: from the rest of the country
- Regional: from the region of the mine site
- Local: from the host communities

To compare the last three years; in 2021, at Syama 89% of employees were nationals and 11% were expats and at Mako 86% of employees were nationals and 14% were expats. In 2022 at Syama and Mako, 88% of employees were nationals and 12% were expats.

Expatriate employees by Region of Origin, 2023

Resolute employs expatriates from 27 different countries, with the majority (65%) coming from within the African continent.



We recognise that certain legal frameworks and cultural norms in our operating jurisdictions can pose challenges to fulfilling gender diversity and equal opportunity commitments.

Currently, female employees represent 6% of the total employees across the Group (no change since 2022). At Syama and Mako female representation is 4% (up 1 percentage point from 2022) and 10% respectively.

While gender diversity at our corporate offices is higher, 33% female, we recognise the need to improve gender diversity at the Board, executive and operations levels. We continue to address the challenge of attracting and retaining female professionals in technical roles and in remote areas. Our focus is to develop our current female employees, ensuring equity

in accessing development opportunities, and partnering with recruiters who understand our diversity objectives. We have continuously worked with candidates from local communities and ensure there are female and male candidates equally represented in traineeships and internships.

To drive greater diversity in our external candidate pipelines, we use a variety of job boards, social media outlets and recruiters.

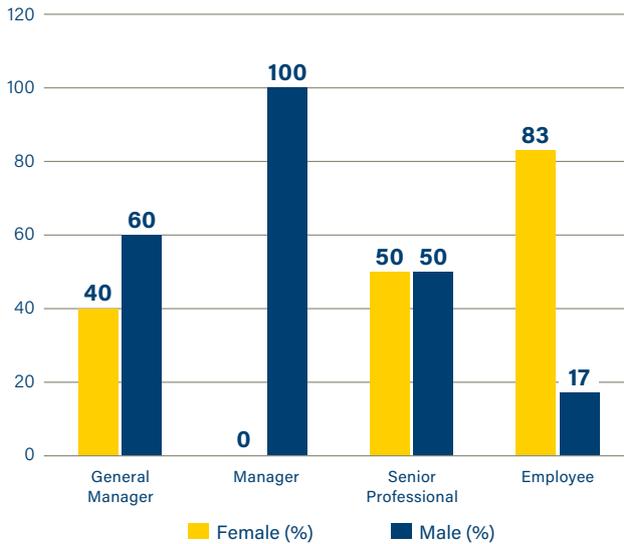
In 2024, Resolute Mining is joining the International Women in Resources Mentoring Program, a cross-companies development initiative coordinated by International Women in Mining (iWIM). Resolute will have a mentee from one of our sites in West Africa, and also will participate as one of the programme sponsors.

Progress made against Board approved gender diversity targets, 2020-2023

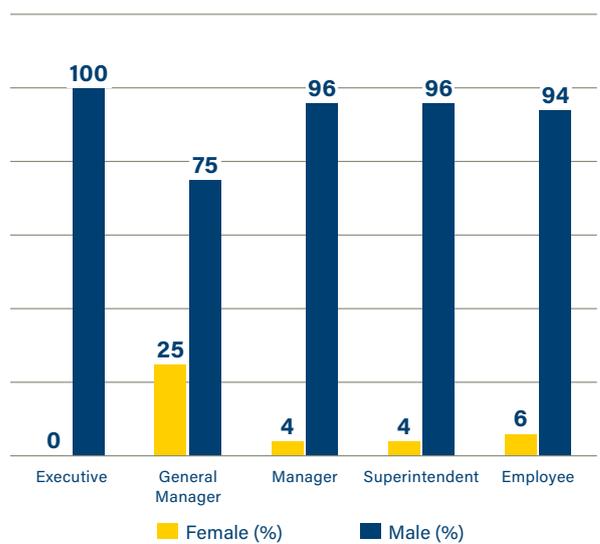
Business Area	Gender Diversity Key Performance Indicator	Target Timeframe								
		2025	2020	2021	2022	2023				
Board of Directors	Representation of women on the Board of Directors of the Company		33%	17%	17%	14%				
Executive Committee (ExCo)	Representation of women in senior executive roles, defined as the Key Management Personnel and Executives of the Company, excluding the MD and CEO who is included under the Board	50% ± 10%	20%	41%	0%	37%	0%	38%	0%	28%
Corporate Group	Representation of women across corporate business divisions (e.g. Perth and London)		44%	45%	47%	33%				
Operations	Representation of women across African operations (e.g. Syama, Mako and Exploration)	15%	7%	6%	5%	5%				

Gender diversity of Resolute employees, 2023

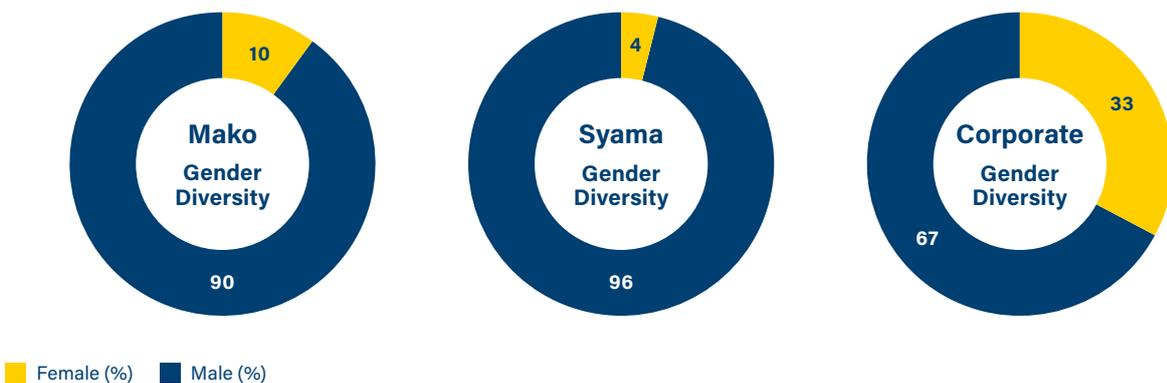
Corporate - Female vs Male representation by level of work



Group - Female vs Male representation by level of work



Gender diversity of Resolute employees across the Group, 2023



CASE STUDY

ADVOCATING FOR GENDER DIVERSITY IN THE MINING SECTOR



Resolute is fully committed to diversity, equity, and inclusion (DE&I) and recently took a step forward in the promotion of gender equality in the mining industry by participating in a major workshop. The event was held by Women in Mining Senegal (WIM Senegal) on the 22nd of September 2023 at the National Assembly in Dakar. The main objective was to engage members of parliament and policy makers on improving laws, policies and strategies that promote the rights of women in the mining industry in an effort to reduce the exclusion factors that women often face.

The company was proudly represented by a delegation of six workers to present the preliminary results of the pilot gender index for the Senegalese extractive sector, and to document the factors of exclusion of women in the mining industry in Kédougou which we are actively trying to address. Resolute is committed to establishing a high performing, diverse and inclusive workforce, one that is free from discriminatory behaviours and practices, and is sensitive to the cultures and jurisdictions in which it operates.

CASE STUDY

MALI'S FIRST FEMALE UNDERGROUND DRILLER



Meet Adiaratou Diabaté. Born in the rural commune of Fourou, she is amongst the best long-hole drillers at the Syama Underground Mine.

Adiaratou holds a bachelor's degree in educational sciences. She was recruited into an employment program at Syama designed to harness young local talent, to train and develop underground mining teams and operators of automated machines. Following completion of training on manual trucks, automated trucks and long-hole drilling operations, she was hired as the only female underground driller at Syama and operates the Sandvik DL421i long-hole drilling machine.

At Resolute, we challenge ourselves to create a diverse and inclusive organisational culture and we actively support the promotion of women in technical and senior roles. In a predominately male industry, Resolute provides training and development to offer women opportunities to progress their careers in mining and be represented across all levels of our workforce.

Gender Pay Equity

Twice a year we conduct a pay equity analysis across the Group to ensure fairness and consistency in remuneration, and further contributing to our diversity, equity, and inclusion objectives. Identified anomalies are addressed immediately where possible or, at least, during the annual salary review process. Resolute participates in salary benchmarking surveys and amends its remuneration framework annually relative to market developments to remain fair and competitive.

We ensure male and female employees in like-for-like roles are remunerated equally, however in our corporate offices, there is an overall gender pay gap of 28% in favour of men (excluding

executive remuneration). This reflects the challenges that we face in attracting women to operational/technical roles that are traditionally remunerated at a higher level than support functions. 85% of female employees across corporate offices remain in support functions.

Similar challenges exist at our operations given the underrepresentation of women at our Syama and Mako mine sites. The analysis of the data also shows that when comparing like-for-like roles in more granular details (by level of work and by function), the gender pay gap is significantly lower.

Key DE&I Initiatives

In 2023, we rolled out and consolidated several initiatives to increase diversity, equity and inclusion:

- We currently offer flexible working arrangements. Corporate employees are supported with the option of hybrid working and part-time schedules to promote better work/life balance and the attraction and retention of diverse people, which resulted in a high take up of those arrangements. At the sites, part-time working is not available but other flexible working opportunities exist, including adaptability of roster schedules.
- High uptake of our Paid Parental Leave.
- Resolute Diversity, Equity and Inclusion Policy training package was developed in French and English. Implementation began in 2023 and will continue into 2024.
- A Performance Appraisal Framework was developed and implemented for year-end reviews in 2023. The framework highlighted methods to counter unconscious bias in performance appraisals and provide fair and consistent feedback and performance ratings for all employees in the Group.
- Conscious and unconscious bias evaluations continue to be considered at each stage of the recruitment process and further training will be implemented with the diversity, equity and inclusion (DE&I) training.

TRAINING AND SKILLS DEVELOPMENT

Improving the rigor and scope of our training capability contributes to improving our health and safety, nationalisation, local employment and diversity and inclusion strategies and efforts. There is compulsory training for all employees on a variety of topics including health and safety, anti-bribery and corruption, whistleblowing, human rights and cybersecurity.

We continued to review, standardise and deliver training programmes in areas related to our high-risk systems of work.

- Critical Hazard Management Standards
- Job Safety Analysis
- Incident Cause Analysis Management (ICAM) Investigation
- Hazard and Risk Assessment
- Permit to Work
- Isolation and Tagging
- Working at Heights
- Confined Space
- Defensive Driving.

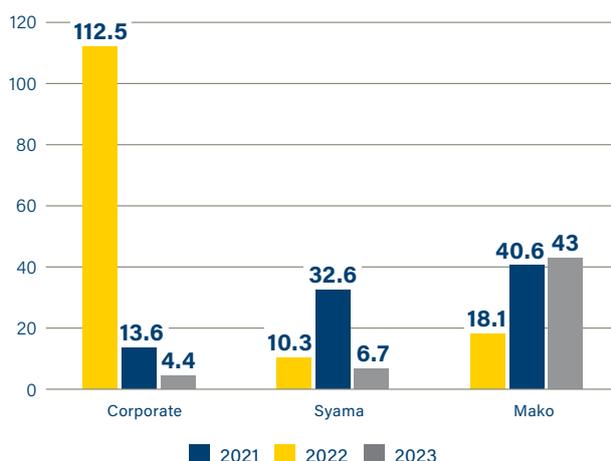
Our Learning Management System is the primary platform for employees to complete mandatory training compliance and reporting, for employees who have access to online learning. Face-to-face or classroom training is provided to employees without online access.

In 2023 human rights training was delivered to employees via online and instructor-led formats. The Mako mine site recorded 98% of employees and 84% of contractors receiving human rights training. At Syama 25% of employees received this training.

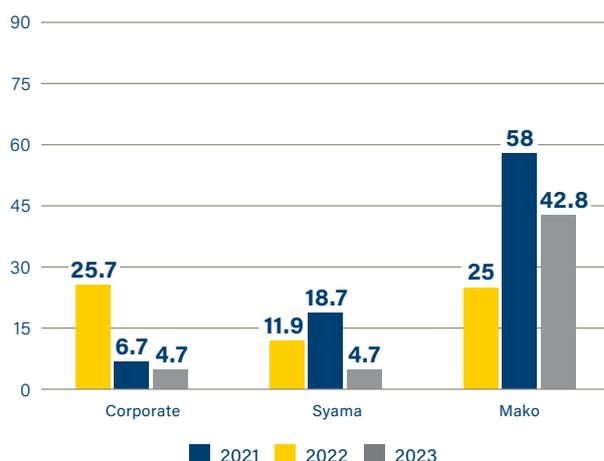
All employees, contractors and visitors receive mandatory site inductions to ensure they are made aware of relevant policies, processes, and practices. Area-specific inductions are also provided.

At Syama and Mako, training for most employees is largely on-the-job, supplemented by mentoring and coaching from management and external service providers as required.

Female Average Training Hours by Location, 2021-2023



Male Average Training Hours by Location, 2021-2023



Average amount spent for training and development by employee, 2021-2023

by location

Location	Average Spend per Employee - 2021	Average Spend per Employee - 2022	Average Spend per Employee - 2023
Corporate	\$5,216.00	\$1,554.00	\$25.00
Syama	\$85.00	\$1,912.00	\$234.00
Mako	\$27.00	\$596.00	\$149.25

Apprenticeship, Traineeship and Scholarship Programmes

Both our West African operations run apprenticeship and traineeship programmes annually to support the development of young people from local communities and provide opportunities and skills to develop livelihoods beyond mining. In Syama, we had 79 interns for three to six months work experience periods, ending 2023 with 11 current apprentices on site. To continue building on our training programmes, in 2024 we will launch the Mako Scholarship Programme to support young promising people in the Tomborokoto commune in continuing their education. A total of 130 scholarships funded by employees and contractors will be allocated across 30 elementary schools, 1 middle school and 1 high school.

To support better training and development opportunities for the women who work at Resolute, we received a delegation from Women in Mining Senegal on our Mako site in 2023. This was in support of the gender index Women in Mining Senegal are building to understand issues facing women in the extractive industry and to provide greater context and information to their data gathering efforts. They met with women across the organisation in all departments and in the community to discuss issues and opportunities facing female employees on site.

Performance Reviews and Development

All our employees receive annual performance reviews as part of our annual performance and development review process, which provides a structured opportunity for employees across the group to receive feedback on their performance and discuss career and development opportunities.

We continually explore ways to improve the performance review process to ensure it remains fit for purpose. We also aim to ensure that nationalisation becomes a performance measure for expatriate employees and as such, continue to consider linking the obligation to coach and mentor national employees to variable remuneration where appropriate.

CASE STUDY

DEVELOPING LOCAL TALENT AT SYAMA



Our operation in Syama is committed to and proud of developing our communities' youth. One of the successful initiatives, which started in 2021, is the Internship Program.

In 2023 79 young professionals joined Resolute for a three to six month work experience in various departments, where they were offered the opportunity to learn by observing and being coached by our experts. The feedback from the interns has been very positive, which encourages us to continue the programme in 2024.



HEALTH, SAFETY & SECURITY

Our management approach

We consistently engage with our people to ensure they understand their role, how to operate safely in challenging environments and to provide feedback for continual improvement. This has been achieved through the implementation of lead indicators such as:

- Monthly safety meetings
- In-field Visible Leadership Interactions
- Weekly inspections across all departments
- Weekly toolbox talks
- Regular visits by the CEO and Executive Committee.

Resolute’s Occupational Health, Safety and Security management system is guided by our Policy and underpinned by a series of Plans and Standards which advise on minimum requirements. Procedures detail the steps to be taken to achieve the standards and are verified through Planned Task Observations. Operations have the authority to compile their site-specific documents to align to the group’s requirements.

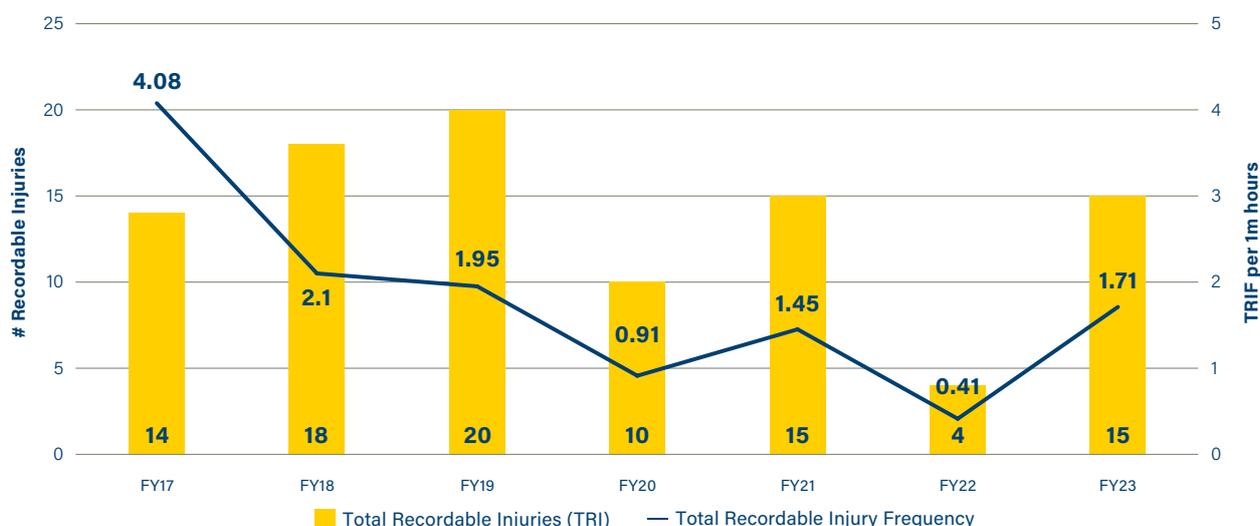
The management systems are applicable to all personnel working at our operations, and the standards used by our contracting partners may not be less restrictive than the Resolute requirements. Our safety teams spend large amounts of their time in the field, advising and guiding operators on the appropriate safety and health standards in order to prevent incidents.

Health and Safety Performance

Through diligent application of our Health and Safety systems and processes, and excellent operating discipline by our people, we have managed to achieve another year without a Lost Time Injury (LTI), and a massive 25,989,798 hours have been worked since the last LTI in March 2021.

Following a review of our procedures and adopted more restrictive reporting requirements, the Total Recordable Injury Frequency regressed from 0.41 to 1.71 per million exposure hours. This was as a result of four Restricted Work Injuries and 11 Medical Treatment Injuries. During the same reporting period, 27 First Aid Injuries were reported.

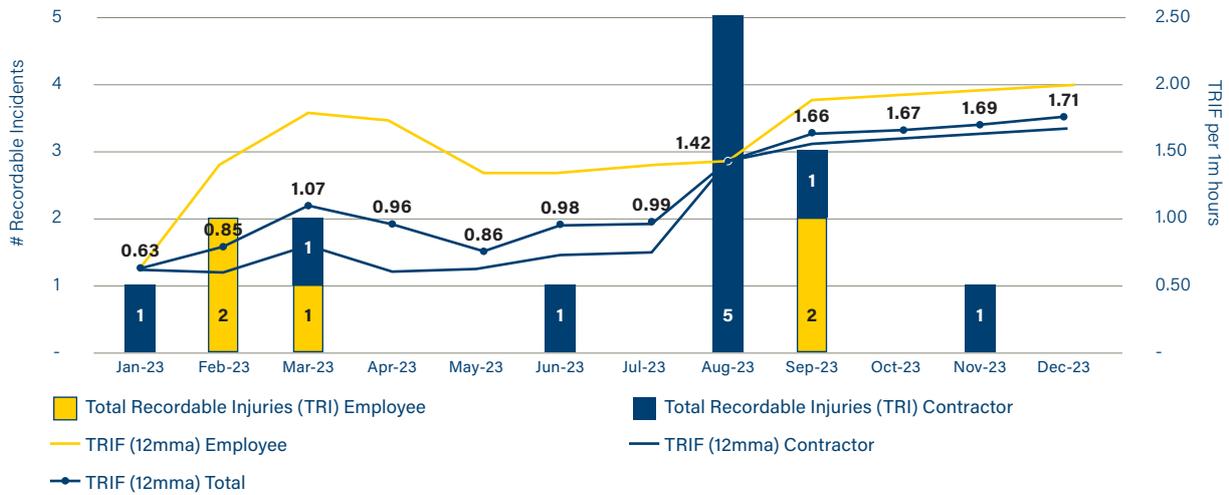
Total Recordable Injury (TRIFR) across the Group, 2017-2023



The reporting of incidents has been improved with the rollout of a new Incident Reporting Standard that is aligned to the Occupational Safety and Health Administration (OSHA) in the USA, and independence in the governance of incident and injury classifications and the determination of High Potential Incidents (HPI). A Near Miss Incident (NMI) that results

in a risk rating consequence of either Significant or Critical is considered a High Potential Incident (HPI) and is recorded in our safety management software and tracked utilising the HPI frequency rate which compares the number of HPIs against the total hours worked.

Total Recordable Injury (TRIFR) across the Group, 2023



An analysis of the reported injuries shows:

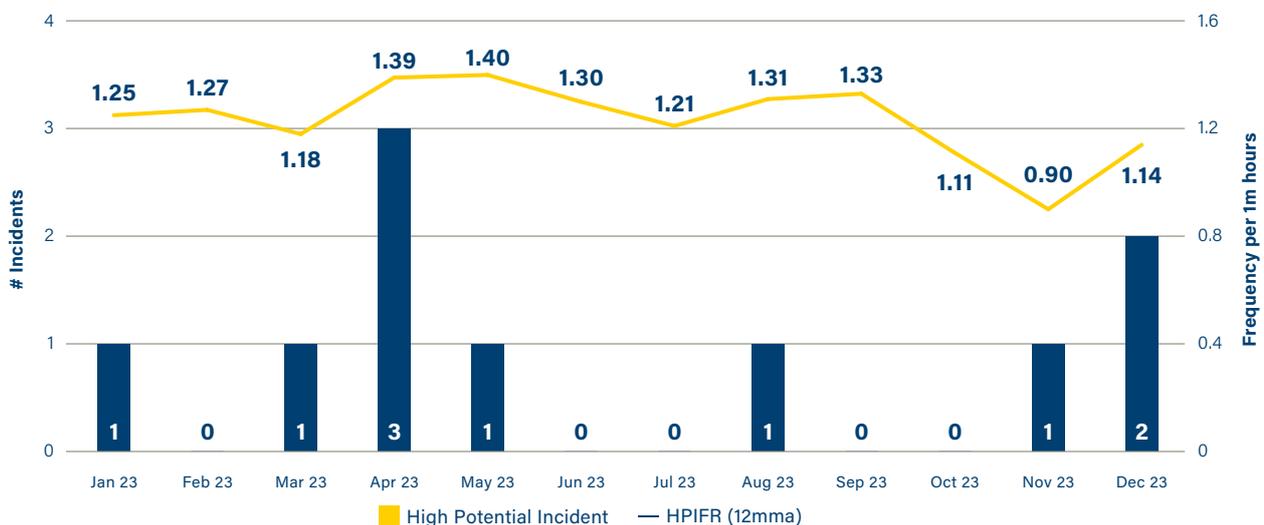
	Group	Mako	Syama	Employee	Contractor	Male	Female
Number of Fatalities	0	0	0	0	0	0	0
Number of Lost Time Injuries	0	0	0	0	0	0	0
Number of Recordable Injuries	15	4	11	5	10	15	0
TRIF per 1m hours (12mma)	1.71	1.49	1.94	1.81	1.67	1.71	0
Number of First Aid Injuries	27	14	13	8	19	27	0
All injury frequency	4.79	6.69	4.24	4.70	4.83	4.79	0

Eleven HPIs were reported during the year. These represent the close-call events that may have resulted in lost time. All incidents are assessed through the Incident Cause Analysis Method (ICAM). Bilingual training was organised in 2022 across sites to ensure our teams are trained on investigation methods in line with international best practices, and refresher training was given in 2023. The investigations identify the deep root-causes which are discussed in detail and lessons learned are socialised across the group to continually improve

safety outcomes. Lessons from these investigations are shared through toolbox talks and pre-start meetings. Incidents with repeated root causes are unacceptable to Resolute.

Contractor hours make up the largest percentage of the total hours worked and is the greatest exposure area. Contractor management across the Group will continue to be a key safety focus.

High Potential Incident (HPI) Frequencies across the Group, 2023



In the reporting period an effort was made to improve the quality of proactive safety-related activities, and over 11,000 such leading indicators were reported. These included:

- 144 audits
- 206 critical hazard audits
- 9035 inspections

In addition, a monthly Group Safety Forum was initiated where the leadership teams from the operations interact with the Group Safety and Operations leaders to discuss High Potential Incidents (HPI), and safety improvement plans.

Operations continued to engage through safety forums where lessons were disseminated, and 759 such sessions were recorded. These include the Monthly Safety Forums, 39 Management Review Meetings, 195 Safety and Toolbox Talks and 23 HSE Committee meetings.

A monthly HPI review is led by the Chief Operating Officer (COO) and Group Manager Health Safety and Security. Contractors are now included where applicable, to ensure they align to our standards and expectations.

Efforts continue to reduce the number of HPis through employee and contractor training, verification of competency and ensuring alignment with Resolute’s safe-systems of work.

We have a Group Injury Management Standard, which stipulates the minimum requirements for the assessment, treatment and management of work-related and serious non work-related injuries and illnesses.

Company and asset-level incident rates continue to be below Western Australian mining industry frequency averages, and no work-related fatalities were recorded.

As part of the focus on leading indicators, Resolute Mining retained its ISO 45001 certifications with a successful independent audit completed in November, and the private aerodrome at Syama was certificated for use by the Malian Civil Aviation Authority.

Training, mentoring and coaching are critical leading indicators to improve the competency of our people. In this regard, 317 Planned Task Observations and 293 in-field interactions between workers and management were recorded. Further training to improve the quality of investigations was undertaken, and, in total 21,558 hours of safety-related training was undertaken at our operations.

CASE STUDY

IMPROVING INCIDENT INVESTIGATION TECHNIQUES

As the health and safety maturity of our company improves, so too do we need to improve our systems and processes. Enhancing the quality of our incident investigations to ensure that the deep organizational failures that allowed an incident to occur are well understood and then well controlled was undertaken through an ICAM refresher course for our front-line leaders and senior safety professionals. Our philosophy is less about blaming people for making mistakes than having robust processes in place for their training and supervision. In total, 79 employees and contractors were trained by a safety professional who has undertaken over 150 investigations into incidents around the world.

CASE STUDY

REINFORCING RESOLUTE'S COMMITMENT TO SAFETY AND PREPAREDNESS AT ALL LEVELS OF ITS MINING OPERATIONS



In November our Syama mine concluded an intensive Emergency Preparedness and Response Training aimed at fortifying the capabilities of its Emergency Response Team (ERT) in conducting underground search and rescue operations. The focus of the training revolved around the proficient use of the BG4 Breathing Apparatus, a vital tool ensuring safety in challenging underground environments.

The course emphasized emergency procedures related to the BG4, including scenarios such as team member collapse, the implementation of the Buddy-Buddy system, efficient handling of team emergencies, and the assembly, disassembly and maintenance protocol of the apparatus itself.

One of the core objectives of this training initiative was to evaluate the ERT's current level of emergency preparedness while significantly enhancing their expertise in utilizing the long-duration BG4. Equipped with enhanced knowledge and practical skills, team members were trained to proficiently execute search and rescue missions in challenging underground conditions while ensuring safety and efficiency. This comprehensive training further solidifies Resolute’s dedication to prioritizing safety and preparedness across its mining operations.

Health, Hygiene and Wellbeing

We recognise that the nature of our activities means there is potential for our people to be exposed to a range of occupational health hazards including noise, dust and chemical inhalation, injuries, and geographically associated illnesses. We refine our proactive prevention initiatives and strategies continuously to mitigate the risk of illnesses and occupational diseases occurring.

- Task-appropriate PPE provided to all our employees, including hearing protection, safety glasses, dust masks and breathing devices
- Annual occupational health assessments and surveillance
- Occupational hygiene monitoring and reporting
- Infectious disease management
- Primary, occupational, and emergency medical capability strengthened at each asset
- Injury and medical emergency evacuation protocols
- Malaria mitigation programme
- Annual external audits of site medical infrastructures and practices to ensure asset level health capabilities remain effective and aligned to leading practice, including the WHO guidelines.

We monitor occupational exposures and infectious disease at our assets closely and have clinics at both sites to coordinate monitoring and response efforts.

The on-site clinics were active during the year. A total of 9101 clinic cases were reported, with 22% being routine medical surveillance and the balance being walk-in cases. On average, 25 cases were handled each day.

Breakdown of Clinical Cases across the Group, 2023

	Mako	Syama	Total
Pre-employment medicals	69	689	758
Annual medicals	189	1218	1407
Exit medicals	16	8	24
Total routine medical surveillance	85	1915	2000
Walk-in cases	3163	3749	6912
Total cases	3437	5664	9101
Cases per month	286	472	758
Cases per day	9	16	24

Three non- work-related cases were evacuated from the Mako clinic to hospitals in Kédougou or Dakar for specialist treatment. No medical evacuations were reported by the Syama clinic.

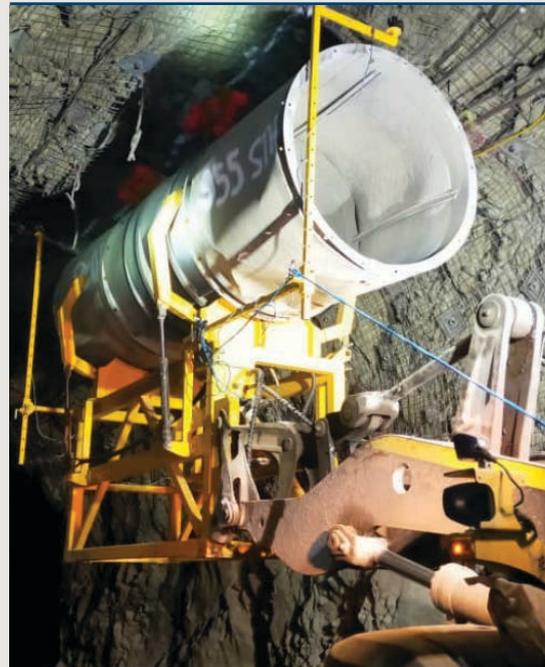
A total of 2554 malaria tests were conducted, and 13% were found to be positive, allowing for early treatment to prevent serious illness. With robust vaccination programmes in place, the Covid-19 risk decreased significantly, with only 67 positive cases recorded, of which 11 were to camp residents.

Regular and on-going monitoring of health and hygiene stressors was undertaken. A total of 2566 samples were taken to proactively identify potentially harmful exposures, including 2104 samples of potable water sources, 191 samples of kitchen and mess surfaces, 130 tests for respirable dust and 56 samples for over-exposure to cyanide.

To ensure a workforce that is fit for work, 172 836 breath alcohol tests were conducted, with 13 positive cases recorded. These personnel were denied entry to the site and were subject to

CASE STUDY

IMPROVING SAFETY AND EFFICIENCY OF THE SYAMA UNDERGROUND MINE



Resolute is constantly looking for ways to improve safety and efficiency around its mining sites, and one area where recent advancements have been made is the installation of ventilation fans at Syama Underground. In the past, ventilation fans were often moved and installed using a bogger, a type of underground loader. However, this method had its limitations, as it required safety valves to be installed on the hydraulic system to prevent the bucket from falling if it lost pressure, it also reduced the performance of the machine and it exposed personnel to working at heights around the platform. Enter the Volvo 120 IT Hydraulic Fan Cradle a new method for installing ventilation fans that involves using a cradle to hold and move the fan. This greatly reduces installation and removal times and eliminates the need for personnel to work around or below unsecured fans, which can weigh up to 6.5 tons, resulting in less interruption of mining activities.

disciplinary processes. There were no positive results for the 772 drug tests undertaken.

A medical consultancy was contracted to undertake routine medical examinations of Corporate and Expatriate employees, to review medical processes at the site clinics to ensure conformance with best-practices, and to provide expert advice on potential trauma cases. The consultant will work closely with the medical staff at our clinics and will liaise with our medical insurer.

At Resolute’s corporate offices we offer an Employee Assistance Programme (EAP) as part of the extended healthcare insurance. This includes a hotline for stress related cases and counselling services and is extended to include senior leadership at Syama and Mako. We are continuously assessing if there needs to be a structured programme to support the medical and People teams at our mine sites, which are currently the culturally accepted alternatives to using an EAP.

Job redesign is another option available to employees across our sites to support stress management, although it is not often taken up, meaning it may require improvements to boost its efficacy.

Stress management training at Syama is provided as part of fatigue management training and procedure. Information about stress is widely available for employees to access through inductions and toolbox meetings held regularly. Internal health and safety data is used to assess stress levels and causes of stress through regular risk assessments and further analysed in the monthly Health and Safety Committee meeting. Employee representatives are present at this meeting to discuss current issues and recommendations.

We avoid using overtime working patterns to reduce stress from overwork through roster schedules that ensure appropriate coverage while employees are on breaks.

Stress risk assessments are part of day-to-day management responsibilities and are included in the risk register, risk assessments, job safety assessments and the informal risk assessments at our sites.

CASE STUDY

THE MAKO MINE OPENS ITS DOORS TO FAMILIES



Resolute recently wrote a new chapter in its commitment to the well-being of its workers by opening the doors of the Mako mine to the families of employees. The families had the opportunity to visit the mine site and meet the colleagues of their loved ones, many of which are responsible for their safety. This event was much more than an ordinary site visit. It was an experience rich in discoveries, emotions, and a moment of communion which fortified the bonds within the extended PMC family.

PMC's initiative to open its doors to its workers' families demonstrated its commitment to a more inclusive approach. By encouraging this openness, the mine contributes not only to the well-being of its employees but also to the creation of an organizational culture based on transparency and family support.

Security

Resolute’s security function ensures our staff can work and operate in a safe and secure environment and to protect the security of our assets in potentially challenging and volatile political and social environments. Our security approach is both risk-based and stakeholder reliant, and information and support to site operations are provided by designated corporate security professionals.

Resolute has fully manned and trained national security department which is accountable for proactively anticipating threats to our people and assets through information gathering at a regional and local level in order to create an intelligence picture. This is enhanced by a third-party product that provides real-time information to the Group and site security personnel on risk and incidents related to travel, security, conflicts, crime and terrorism to complement local intelligence. At the site level, we have a comprehensive security plan providing a multi-layered security approach that incorporates Crime Prevention Through Environmental Design (CPTED) strategies, including designated K9 response, UAV surveillance and ground support team and biometric access control and electronic surveillance.

Our security philosophy relies on the recognised 3D security philosophy; Detect, Delay and Deny. To enable detection, high-magnification PTZ cameras are installed in strategic locations so that security control personnel can scan for movement and zoom in if a threat is detected. Improved illumination assists in this regard. Engagement and employment of residents from neighbouring communities as security observers around the perimeters of high-risk areas enhances our security capability and improves the warning and reporting around company assets and locations. Roving patrols are backed up by a Security Response Team and the K9 unit is deployed as necessary. To delay and deny potential insurgents, stout fencing is installed around high-risk areas, and high-value goods are secured in locked stores. Host nation security forces are integrated into the security management plan to provide alignment of strategies and standard operating procedures. We are partnering with local authorities, including the Police and Gendarmes to provide a legal response to offenses committed near sites. The relationship is underpinned by Resolute’s alignment with the Voluntary Principles on Security and Human Rights, and training in the application of these principles and the use of force continuum was undertaken by the relevant authorities with both the company security personnel and local security observers.

CASE STUDY

PROVIDING A SAFE AND SECURE ENVIRONMENT FOR OUR EMPLOYEES AND VISITORS



The Syama mine site is taking a proactive approach to combat the use and supply of illegal drugs. The Security Department is implementing a procedure that involves the use of hand searches as well as specially trained patrol and search dogs to search vehicles, luggage, accommodations, and communal areas. This innovative approach makes Syama the only mine site in Mali to have such specialized narcotic detection capabilities. The K9 unit at Syama has 7 dogs trained in explosive detection, narcotic detection and/or tracking, handler protection and criminal apprehension. This investment in cutting-edge training is a testament to Syama’s commitment to maintaining a safe and secure environment for all its employees and visitors. The possession, use or distribution of illegal drugs is strictly prohibited and results in disciplinary action. No positive drug test was recorded in 2023.

PART 4

EMPOWERING LOCAL COMMUNITIES

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EMPOWERING LOCAL COMMUNITIES

Resolute strives to maintain high standards of social performance and implements robust management systems, practices, and safeguards to mitigate any adverse business impacts. We contribute to the sustainable economic development of local communities with the aim of leaving a positive legacy through the creation of direct and indirect employment and procurement opportunities, and social investment. We built strong relationships with our host communities, local governments, civil society and broader national stakeholders to maintain our licence to operate.

Procurement sourced from national companies where we operate

\$14.5 million

COMMUNITY INVESTMENT

\$2.06 million

DIRECT ECONOMIC CONTRIBUTION IN MALI AND SENEGAL

\$632 million

OUR MANAGEMENT APPROACH

Our approach to social performance is underpinned by our corporate social performance policy and enacted at site via management standards and operational procedures.

We are committed to comply with all applicable laws, regulations, and licence conditions; ensure social risk and opportunity are managed effectively; seek to implement measures to avoid, minimise, mitigate, or compensate for adverse business-related impacts, whilst acknowledging that women, children, indigenous people, and other vulnerable groups are likely to experience different levels of impacts.

We seek to create benefits for local communities by prioritising local employment, procurement and investing in social projects aligned with the principles of sustainable development.

The standards, frameworks and strategies that support our social policies clarify our expectations, ensure alignment across operations and drive performance improvements.

Resolute’s social policies, including our Human Rights Policy and Supply Chain Policy are available at www.rml.com.au/corporate-governance

The social topics covered in this section include:

- Community engagement and grievances
- Community impact and management measures
- Community investment
- Local Procurement.

The Company follows international leading practice in the management of impacts and risks through the evaluation of all technically and financially feasible alternatives and the application of the mitigation hierarchy.

Resolute’s approach to social performance is underpinned by its Corporate Social Performance Policy. This Policy outlines the Company’s commitment to: comply with all applicable laws, regulations and licence conditions; ensure social risk and opportunity are managed effectively; seek to implement measures to avoid, minimise, mitigate or compensate for adverse business-related impacts, whilst acknowledging that women, children, indigenous people and other vulnerable groups are likely to experience different levels of impacts.

Incorporate environmental impact assessment into all significant planning processes; implement measures to avoid, minimise or mitigate any business-related impacts; set Company targets to drive accountability and improve environmental performance; and proactively disclose environmental information to relevant stakeholder groups.

We seek to create benefits for host communities by prioritising local employment, procurement and investing in social projects that are aligned with the needs and aspirations of these communities and the principles of sustainable development.

The corporate social policies are supported by Corporate Social Standards, Frameworks and Strategies that clarify expectations to ensure alignment across operations and drive performance improvements. In 2023, Resolute consolidated its sustainability architecture by developing additional Corporate Standards.



COMMUNITY ENGAGEMENT

Resolute recognises community engagement as an ongoing process that plays a crucial role in maintaining broad-based support for its operations. The Company promotes transparent communication, interactive dialogue, and inclusive participation to ensure that local community perspectives and concerns are considered during decision-making. In addition, the Company regularly meets with local and regional government representatives. Established Stakeholder Engagement Plans and frameworks underpin all engagement structures. These are built on detailed mappings of stakeholder relationships and influence to reduce business risks.

Several permanent and ad hoc consultation structures have been established to ensure stakeholders have accurate and timely access to relevant information, understand local communities' perspectives and concerns, address feedback and complaints, and enable discussions in a culturally appropriate manner.

Resolute's host communities are defined as follows:

- Syama Gold Mine: villages within the Fourou Commune
- Mako Gold Mine: villages within the Tomboronkoto Commune

At Mako, engagement is channelled through The Local Consultative Committee (LCC). This monthly forum consists of representatives from the four villages closest to the mine site, the Commune Council and Company representatives. The Mayor of the Commune acts as an independent chairman of the committee. A Local Employment Working Group complements the LCC, and a Local Procurement Working Group, which the Sub-prefect of Bandafassi leads, aims to ensure local stakeholders are empowered to capitalise on opportunities linked to the mine. In addition, regular Community Fora are held.

Syama has two primary community consultation mechanisms: the Syama Mining Communities Consultative Committee (SMCCC) and the Finkolo Mining Communities Consultative Committee (FMCCC). These committees include representatives from 24 villages of the Rural Municipality of Fourou and other relevant stakeholders. Youth coordination meetings for Fourou and a local recruitment committee augment the committees, congregating community representatives to foster youth and local procurement opportunities.

Formal community meetings, 2019-2023

Mine	Community Group	2019	2020	2021	2022	2023
Syama	Community Advisory Committee (monthly meetings)	12	4	6	12	12
	Consultative meetings on the coordination of young people in Fourou	24	29	36	33	41
	Local Recruitment Committee	12	3	11	10	11
Mako	Local Consultative Committee	12	3	3	4	1
	Local Employment Working Group	9	1	3	4	5
	Local Procurement Working Group	2	0	8	9	13
	Community Fora	0	0	4	3	5

COMMUNITY COMPLAINTS AND GRIEVANCES

We recognise there are times when community members take issue with our mining operations. We have established accessible mechanisms for local stakeholders to voice their concerns and we address and resolve these issues quickly and respectfully.

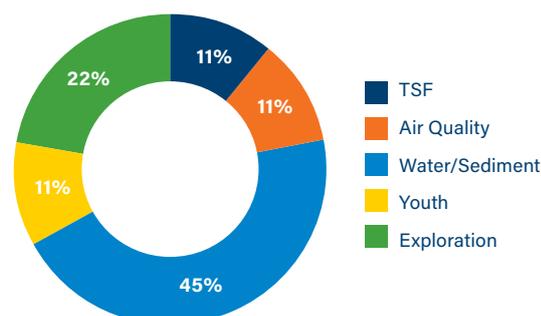
The Community and Local Stakeholder Complaints and Grievance Procedure provides a legitimate, simple, accessible, equitable, rights-compatible, and culturally appropriate mechanism for the community and local stakeholders to raise concerns. Specifically, it is a transparent process for escalating grievances. If necessary, we involve an independent third-party to support the complaint resolution process.

We aim to have 75% of complaints resolved within 14 days and the remaining 25% within 30 days. A complaint will escalate to the status of a grievance if, after all reasonable attempts have been made to resolve the matter, the complainant is still not satisfied with the resolution proposed by the Company. The site General Managers assume accountability for the grievance review process which is then escalated to the COO who approves the course of action. We aim to resolve all grievances within 90 days.

Complaints and grievances are tracked daily at site-level by the Community Managers and reported weekly to the Executive Committee. The Community Managers are responsible for monitoring the frequency and nature of complaints to enable the proactive identification of persistent underlying issues or root causes that may not otherwise be detected. Once identified, these can be addressed to ensure they do not escalate.

In 2023, Resolute received nine community complaints (4 Mako, 5 Syama), a reduction from the 12 received in 2022. Four were related to water or sediment overflow, two related to engagement with our exploration team, and one each related to concerns around the in-pit tailings deposition at Syama, impacts of SO₂ on a farm and a misunderstanding with the youths. All complaints were closed in a timely manner, and none of the complaints were classified as significant nor escalated to grievances.

Community complaints per category, 2023



COMMUNITY INCIDENTS

Our Incident Management Standard sets the minimum standards for incident management across the Group to ensure effective and consistent management and reporting. An incident is described as any unplanned occurrence or event that has resulted in or has the potential to result in adverse consequences to people, property, the environment, heritage, reputation, production, or a combination of these. Significant deviations from procedures (non-conformance) are also classified as an incident. Resolute assesses the severity of community incidents via the Company's Risk Management Framework on all occasions.

During 2023, we reported one community incident at Mako and none at Syama. At Mako whilst the company had secured consent, following a multi-year engagement, to carry out an exploration drilling campaign on the outskirts of the Tomboronkoto village, complex community dynamics and misinformation resulted in a community incident where armed community members clashed with Gendarmes. The Company responded quickly, and the situation was pacified within a few hours. Engagement with community members cleared the misunderstandings and drilling started the next day. The relationship with the Tomboronkoto community has since then remained positive.

Community incident categorisation and results, 2019-2023

Incident Category	General Descriptor	2019		2020		2021		2022		2023	
		Syama	Mako								
MINOR	Minor damage to structures of some significance										
	Minor reparable infringement to cultural heritage	1	1	2	1	0	1	0	1	0	0
	Damage or loss of community asset										
MODERATE	Ongoing serious social issues										
	Permanent damage to items of cultural heritage										
	Injury to community member	3	3	0	0	1	1	1	1	0	1
	Strong community complaints/reaction Significant compensation required										
SIGNIFICANT	Very serious widespread social impacts, irreparable damage to highly valued structures / items / sites of cultural significance										
	Community fatality	1	0	0	0	0	0	0	0	0	0
	Aggressive community reaction: stoppage of operation during negotiation External arbitration required										

COMMUNITY IMPACT AND MANAGEMENT MEASURES

Resolute recognises that the operation of a mine in a rural area can potentially cause adverse impacts to local communities (particularly vulnerable households) if not appropriately managed. The Company follows international leading practice in the management of social impacts and risks through the evaluation of all technically and financially feasible alternatives and the application of the mitigation hierarchy. We are committed to avoiding the physical and economic displacement of host communities and, where unavoidable, may proceed via meaningful consultation with affected communities.

In Mali, the Syama operations were extended at its Paysans site, requiring a land acquisition of 14.13ha from local communities.

A joint committee between Resolute, the affected local communities and local authorities facilitated the community engagement. The final agreement provided compensation totalling \$57,240 in monetary contributions and support for affected farmers to purchase alternative farming land.

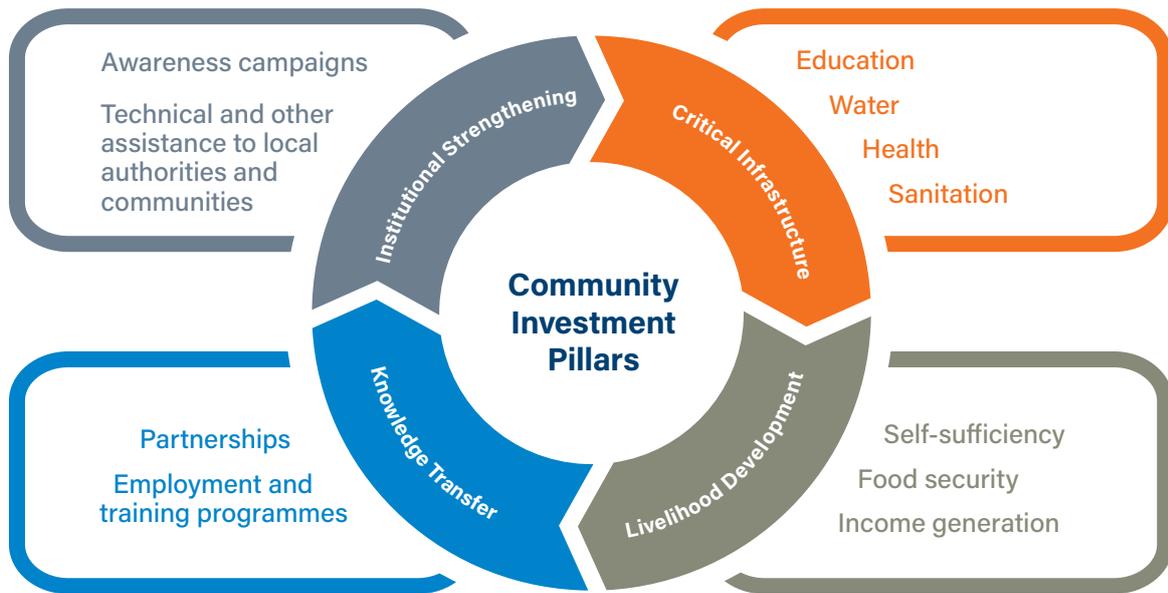
In Senegal, PMC has successfully finalised the livelihood restoration program established for the four villages whose livelihoods were impacted by the development of the mine. The Company now focuses on providing advice, feedback, and resources to the livelihood restoration programme to ensure the sustainability of the programme. In 2023, we contributed \$55,630 for the maintenance of the market garden perimeters.

COMMUNITY INVESTMENTS

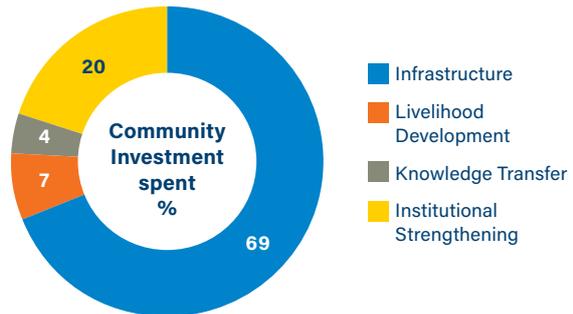
We take a strategic approach to community investment to ensure our programmes are transparent in how they allocate funds, that we monitor and evaluate their impact, and achieve an equitable distribution of benefits and to enable local stakeholders to take part. Our aim is to ensure investments with long-term viability align with local, regional, and national development plans.

Our group-wide Community Investment Strategy defines four investment pillars that guide all future funding allocations:

- Institutional Strengthening
- Critical Infrastructure
- Livelihood Development
- Knowledge Transfer.



In 2023, Resolute committed more than \$2.06 million towards community investment. At Mako, the Social and Environmental Investment Fund, established in partnership with local authorities, allocated \$1.11 million to implement communal and regional projects. Of this amount \$981,150 was disbursed, \$452,311 to the Kedougou Department, and \$528,838 to the Tomboronkoto Department. At Syama, the Community Development, Environment and Health Plan (CEHP) with participating communities in the commune of Fourou to finance projects. In 2023, the CEHP allocated \$336,700, with over \$76,000 from our contractors to co-finance these projects. How the funding was used is outlined below:



Critical social infrastructure

We invest in critical social infrastructure and equipment to improve social services, prioritising road infrastructure, access to water, education and structuring projects in response to vital community needs. In 2023, we allocated over \$994 million to critical social infrastructure.

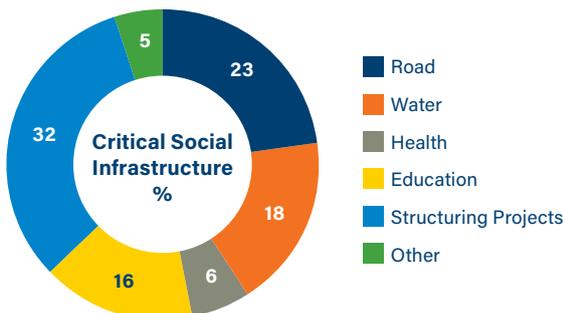
The main areas financed during 2023 were structuring projects, roads, water and education infrastructure.

- Structuring projects represented 32% of the funds and supported the Phase 1 development of an economic area in between the Mako and Niéméniké villages in Senegal, comprised of a heavy-duty vehicle parking and associated commercial buildings.
- Road infrastructure improvements represented 23% of the funds for maintaining the roads between Kadiolo and Kadiana in Mali, and for the construction of a super in Senegal.
- Water infrastructure received 18% of the funds to drill boreholes and equip them with manual or solar water pumps in villages surrounding the Mako and Syama mines.
- Educational infrastructure received 16% of the funds to finance student accommodation for local students in Dakar, and the construction and equipment of classrooms in Kédougou.
- Health received 6% of funds for the installation of solar power for the Ouatialy health center (CSCOM) close to our Syama operation, and the construction of a waiting room at the Kédougou regional hospital in Senegal.
- Finally, other projects received 5% of the funds and included the construction of a youth centre in Dindéfelo close to our Mako operation.

Knowledge Transfer and Training Programmes

Resolute invests in training and education programmes that improve social and economic empowerment, allowing local people to acquire job skills or create their own small businesses.

At Mako and Syama, programs for local communities include adult literacy, community youth apprenticeships, internships, and educational scholarships. In 2023 at Syama, we organised obstetrical and neonatal training for the doctors of the Fourou commune, and continued financing five literacy centres around our Syama operation. At Mako, we funded skills training for youths, and consolidated its partnership with NGO Teach a Man to Fish, to implement an educational program for developing entrepreneurial skills in school-aged children across five schools in the commune of Tomboronkoto. In 2023, 186 students are taking part in the programme across 15 classrooms, with 20 teachers receiving entrepreneurial training.



CASE STUDY

YOUTH ORIENTATION FORUM IN TOMBORONKOTO

PMC organised a Youth Orientation Forum in September 2023 in Tomboronkoto, Kédougou region, with the aim of strengthening the employability of young people in the commune. The forum focussed on:

- Providing accessible information on training opportunities in various sectors, both technical and professional;
- Highlighting growing sectors such as mining and construction, offering young people a better understanding of required skills and opportunities;
- Clarifying the available funding sources to support professional training.

This event was organized with the active participation of local communities, and the presence of high-level authorities underlined the importance of this initiative. Over 500 participants attended the forum, mostly young people with an average age of 29, and 16 companies and organisation were represented. The conference allowed direct exchanges between the authorities and young people on issues of employability and promising careers and promoted a better understanding of the opportunities for training and careers, while strengthening the link between PMC and local communities.

CASE STUDY

YOUTH LITERACY PROGRAMME AT SYAMA AND TABAKORONI

In 2021 we initiated two youth literacy test centres in Syama and Tabakoroni on writing, reading and calculating to facilitate their employability. The age varies from 15 to 21 years old with a total of 30 persons per centre. In 2022, following positive results from the previous year, we extended the project to Ouatialy, Guouene and Torokoro. These five literacy centres trained 150 youths and resulted in two returning to the normal schooling system, and 20 being selected for professional training in Sikasso at the “Regional Chamber of trades”.

CASE STUDY

EVALUATION OF THE SCHOOL ENTREPRENEURSHIP PROGRAMME



The partnership between Resolute and Teach A Man to Fish aimed to support five schools in the vicinity of Mako Gold mine, Senegal, to participate in the School Enterprise Challenge: a global business start-up Awards Programme which aims to turn young people into socially responsible, young entrepreneurs.

This Programme was successful in strengthening the finances of the schools in the surrounding community through generating increased sustainable income from school enterprises and improved the quality of education offered to young people as a result of using businesses as a platform for enhanced learning and skills development.

The five participating schools developed an income-generating business activity, including poultry and vegetable farming. School businesses generated a total of \$672 in revenues over 1 - 2.5 months of running. In the context of

Senegal, this amount is significant. Research indicates that fees and indirect costs each school year can be upwards of 50,000 CFA (circa \$93) per student, forcing many children to drop out. The participating schools developed a plan to use profits from the business to fund costs of education for vulnerable young people.

A total of 177 students (51% female, 49% male) actively participated in running the school businesses. They were supported by 19 teachers. 80% of teachers reported students gained the most in leadership, confidence, problem solving, communication, decision making, teamwork, and aspiration through the school business implementation process. They also improved on socialising with others. Furthermore, 80% of teachers reported an improvement in maths, writing & reading, science, and business studies.

Livelihood Development

We invest in developing sustainable livelihoods and markets to create income generating opportunities outside of our mines and enable host communities to benefit from an improved local economy post mine closure.

In Syama, we continued the implementation of income-generating projects for youth and women in the local communities around the mine. In 2023 activities were mostly the consolidation of women market gardens in Lolle, Fouguele, Tabakroni and Kembereke.

In Mako, livelihood projects are managed under the governance and budget of our Livelihood Restoration Programme, (see section Community Impacts and Management Measures). In 2023, we maintained training and capacity building programmes to support self-sufficiency, and additionally supported youth and women self-employment activities, and a soap making facility in Tambanoumya.

Institutional Strengthening

We invest in initiatives to strengthen the management and governance of community and local government institutions, enabling effective self-determination, and empowering stakeholders to maintain local projects beyond mine closure.

In 2023, we financed communication activities, social support funds, activities centred around youth, sport and culture, a territorial attaché to support the government with the

implementation of projects financed under the FISE, and ad hoc support to schools and health posts with the provision of medicines and equipment.

CASE STUDY

ESTABLISHING THE FONSTAB REVOLVING CREDIT FACILITY IN THE TOMBORONKOTO COMMUNE



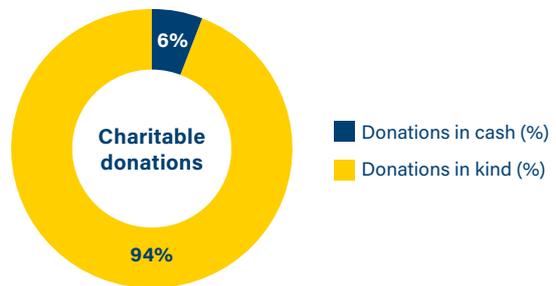
Increasing local procurement is a key priority at Mako. We foster access for local enterprises to procurement opportunities and drive our own suppliers to procure locally. It is in this context that PMC assisted with the establishment of the Fonstab Revolving Credit Facility in the Tomboronkoto Commune.

The Fonstab is a government project aim at supporting cattle and sheep farmers develop their businesses. Business propositions were developed with technical assistance from

the livestock management department, and the funds were managed and allocated by the LBA bank at preferential interest rates of 5% (instead of 12%). Over \$30,000 was allocated to projects focussed on cattle and sheep trading and processing. An evaluation of the Fonstab Revolving Credit Facility in 2003 demonstrated it was a success with 100% of the borrowed funds repaid.

Other Community Contributions

In 2023, we contributed \$194,795 to charitable initiatives, cash donations and in-kind assistance, more than double the amount allocated in 2022. Cash donations represented 6% of contributions, funding initiatives such as national and cultural days, training programs and ambulance repairs. In-kind donations represented 94% and included medical equipment, computers, food and didactic and educational materials, plants, and trees, among others. Our workforce volunteered their time to participate in community activities. During 2023, Syama only had donations in kind.



LOCAL PROCUREMENT

We procure a diverse a range of goods and services to sustain our local exploration and mining activities that contribute to the economic expansion of our host countries.

We work to establish links between international suppliers and local distributors to source goods locally and strengthen the local supply chain. At Syama and Mako, we prioritise sourcing goods and services from national suppliers and directly from host communities where possible. We also encourage our international suppliers to register their businesses nationally and localise elements of their operations. In 2023, we purchased 78% of our goods and services from nationally registered companies or foreign companies with registered operations in host countries, representing a 4% increase from 2022.

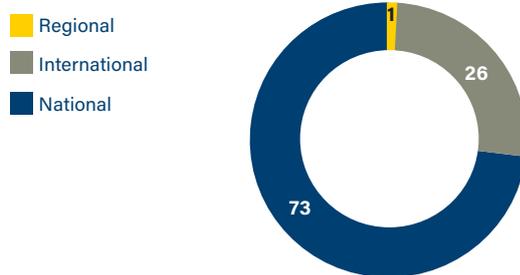
At the site level, we actively work with local suppliers to enhance opportunities for their participation in the supply chain. In 2023, we continued engaging with key site-based contractors to identify their purchasing needs, establish a local procurement database, and map new opportunities. We also continued implementing our commitments regarding procurement, spending more than \$338 million in Mali and Senegal during the year.

In 2023 we tripled our local procurement spend by injecting more than \$14.5 million into local communities in order to procure locally from communes, villages, and regions around our mining license areas.

Our Mako operations host three procurement committees at the internal, communal, and regional levels. These committees meet monthly or quarterly to strengthen communication with local suppliers and identify procurement opportunities. A dedicated local procurement expert is embedded within the community team and accompanies local business and community groups to respond to procurement needs, providing training and capacity building as required.

At Syama, procurement needs are discussed during the monthly multi-stakeholder forum (the SMCCC and FMCCC), and the community team meet regularly with local stakeholders to identify procurement opportunities.

Procurement Spent in Mali and Senegal in 2023 (by % of total spent)



CASE STUDY

LOCAL PROCUREMENT REVOLVING FUND IN THE TOMBORONKOTO COMMUNE



The CADEL (framework of actors for local economic development) was established by the Mako mine to participate in the promotion of local purchasing in the commune of Tomboronkoto. The objectives are to: facilitate exchanges of information between the Company and stakeholders on issues relating to local purchases; allow local contractors and suppliers who would like to provide goods and services to the mine and its subcontractors to control and be fully integrated into the procurement processes; considerably increase the volume of local purchases and; promote positive discrimination towards suppliers and

entrepreneurs in the commune of Tomboronkoto. The CADEL is made up of 23 members and meets monthly.

A recurring issue faced by local companies were the 45 days contractual payment delays which they felt were too long. To remediate this delay, the PMC’s social investment fund established the CADEL Revolving Fund of \$50,000 to provide bridge loans with 0.5% interest for 3 months. 7 local companies used the revolving fund in 2023 to provide messing facilities, transport, fresh produce and meat to the mine and site-based contractors.

PART 5

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PROTECTING THE ENVIRONMENT

Resolute aims to operate in an environmentally responsible manner, to minimise the impact of its activities and enhance the environment in the jurisdictions in which it operates. Aligned to key performance indicators, Resolute's operations have achieved the following key objectives in 2023.

significant
environmental
non-compliance
events

zero

ISO 14001

CERTIFICATION MAINTAINED
AT GROUP LEVEL

PRESERVING

RIGHT TO WATER

FOR COMMUNITIES AT BOTH MINE SITES

SUPPORTING INITIATIVES TOWARDS

BIODIVERSITY NET GAIN

WITHIN TOMBORONKOTO COMMUNE AND
THE NIKOLO-KOBA NATIONAL PARK

BUILDING TECHNICAL KNOWLEDGE
CAPACITY TO ENHANCE

MINE CLOSURE PLANNING

DISCLOSURE OF

CLIMATE CHANGE RELATED RISKS & OPPORTUNITIES

IN ALIGNMENT WITH THE TCFD

STRENGTHENING

GROUP ENVIRONMENTAL MONITORING
AND REPORTING CAPABILITIES



OUR MANAGEMENT APPROACH

The Company follows international leading practice in the management of impacts and risks through the evaluation and consideration of technically and financially feasible alternatives and the application of the mitigation hierarchy. To aid with oversight of environmental performance we utilise a number of management tools to periodically review environmental performance tracked against our legal and financial commitments.

Our approach to environmental management is underpinned by our Corporate Environment Policy. This Policy outlines the Company's commitment to: comply with all applicable laws, regulations and licence conditions, ensure environmental risk and opportunity are managed effectively, incorporate environmental impact assessment into all significant planning processes, implement measures to avoid, minimise or mitigate any business-related impacts, set Company targets to drive accountability and improve environmental performance and proactively disclose environmental information to relevant stakeholder groups.

Resolute's Environmental Policy and supporting key management system documentation i.e. Water Stewardship Policy, Climate Change Statement and Responsible Tailings Management Policy are available at <https://www.rml.com.au/about-us/corporate-governance/>.

Our corporate environmental policies are supported by corporate Environmental Standards, Frameworks, Strategies and Codes of Conduct that clarifies our expectations with employees, contractors and ensures alignment across operations and drives performance improvements.

Corporate policies and standards are applied at the operations through a site level Environmental Management System (EMS), which account for site specific environmental risks, opportunities and the regulatory context. The EMS is comprised of an Environmental Management Plan and relevant standard operating procedures, including monitoring, evaluation, and reporting mechanisms. Aligned to Resolute values accountabilities are defined within key EMS documents to ensure roles and responsibilities are fully understood.

A key achievement in 2023, was our maintenance of the group-level ISO:14001 EMS certification, which scope included our corporate offices and both operating mine sites.

Throughout the year our environmental performance was regularly audited and in 2023 both our operating sites have been audited by representatives of their respective Governments agencies to validate reported environmental performance or commitments, with no significant concerns identified at either operation.

Our operations have also been reviewed by a number of independent 3rd parties to validate our performance against the standards, guidelines and voluntary commitments that we align to. These reviewers have assessed performance against the Responsible Gold Guidance, Responsible Gold Mining Principles, Conflict Free Gold Standard, ISO 14001, tailings management and biodiversity offset programmes.

We recognise that as mining operators we have a duty to ensure our operations are managed in the most responsible manner feasible and that being a good neighbour is key to this approach. To ensure awareness of our environmental monitoring programmes and performance, both formal and informal community engagements are held throughout the year providing an opportunity for environmental performance to be discussed within our local communities and any concerns raised.

The environmental topics covered in this section include:

- Environmental monitoring and compliance
- Air quality
- Water and effluents
- Energy, climate change and greenhouse gas emissions
- Waste management
- Tailings management
- Progressive rehabilitation and closure
- Biodiversity.

ENVIRONMENTAL MONITORING AND COMPLIANCE

We recorded no significant environmental incidents or regulatory non-compliances in 2023.

Our risk management framework provides guidance on the classification of environmental incidents based on the extent of any impacts, non-compliance to regulatory requirements or operational commitments.

Syama recorded 4 moderate and 8 minor incidents in the reporting period. The majority of these incidents relate to the management of surface water quality and hydrocarbon spills, with localised impacts. Mako recorded 11 minor incidents in the reporting period. The majority of these incidents relate to hydrocarbon spills, with localised impacts.

Leading indicators are also used at an operational level to demonstrate our commitment to managing our environmental performance. Both operational sites have established environmental training programmes for general and specific topics which are provided to employee and contractors, inspections of key operational areas, focussed awareness raising and continuous improvement initiatives.

One initiative that has seen improved employee participation and ownership at Syama is a monthly housekeeping award which is presented to the highest performing business function.

Over the last three year we continue to see an overall reduction of incidents at both sites. This is due to increased awareness raising, competency building and the training of ISO champions within each business function to provide wider support and guidance on environmental matters and assist with the tracking and implementation of corrective actions.

We are mindful that minor incidents that can highlight more systematic issues and therefore environmental incidents are reported internally through INX InControl and investigated. INX is a comprehensive software management system tool that allows transparency of corrective actions responsibilities and progress.

Our environmental teams are trained in ICAM, which provides a structured framework to identify all the factors contributing to individual incidents. These investigations allow Resolute teams to implement or adjust mitigation measures to prevent reoccurrence. Site level environmental incident classifications are reviewed periodically to ensure that they align with the group risk framework and allow appropriate escalation to senior management as necessary.

Environmental incidents, 2021-2023

Indicator	General Descriptor	2021		2022		2023	
		Syama	Mako	Syama	Mako	Syama	Mako
MINOR	Environmental impact: small and/or localised impact (e.g. large contained spill, incorrect waste disposal).						
	On-site: can be remediated within 1 week	21	17	27	9	8	11
	Off-site: can be remediated within 1 shift						
	Compliance: single exceedance of regulatory requirement.						
MODERATE	Environmental impact: substantial localised impact (e.g. unapproved clearing, disturbing heritage site).						
	On-site: confined impact requiring medium-term recovery (1 month+)						
	Off-site: can be remediated within 1 week	15	0	0	3	4	0
	Compliance: management and control of the impact is the subject of regulatory inspection, corporate policy, however, it is unlikely that prosecution may result from non-compliance.						
SIGNIFICANT	Environmental impact: serious environmental impact. May impact off lease areas (e.g. uncontrolled fire, destroying heritage site).						
	On-site: unconfined impact requiring long-term recovery (years)	0	0	0	0	0	0
	Off-site: confined impact requiring medium-term recovery (1 month or more)						
	Compliance: management and control of the impact is required by legislation or statutory obligations and it is likely that prosecution may result from non-compliance.						
CRITICAL	Environmental impact: disastrous and/or widespread impact (e.g. tailings dam breach).						
	On-site: widespread unconfined and long-term recovery impact; major damage remains (years)	0	0	0	0	0	0
	Off-site: unconfined and long-term recovery impacts; damage remains (years)						
	Compliance: prosecution will result in process halt and lost production time.						

AIR QUALITY

Our mining activities result in air emissions through power generation, processing, transport and the use of diesel-powered drilling, hauling and crushing equipment. These activities emit Carbon dioxide (CO₂), Nitrogen dioxide (NO₂), Sulphur Dioxide (SO₂), particulate matter (PM) and generate dust.

Priority air quality issues for Resolute are the emissions of SO₂ at Syama, the emission of particulate matter and the generation of dust at both Mako and Syama. Due to the locations in which we operate, air quality monitoring programmes have been developed which assess the air quality within our neighbouring villages. Awareness of environmental monitoring programmes are supplemented by formal and informal community engagements in which environmental monitoring performance is routinely presented to community stakeholders.

At Syama, the treatment of the refractory gold ore includes a high temperature roasting process, which results in an SO₂ byproduct. Syama is required to monitor SO₂, particulate matter (PM10) and dust concentrations at five Air Quality Monitoring Stations (AQMS) in communities surrounding the mine: Syama, Fourou, Tembléni, Bananso and N'Golopéne.

There are currently no national ambient air quality standards in Mali, and monitoring is assessed against the Environmental Social Impact Assessment (ESIA) thresholds, which were based on World Bank guidelines from 1996 as required by the relevant Syama ESIA's (2007 & 2022).

Sulphur dioxide historically has been monitored at Syama both actively and passively to ensure transparency of any environmental impacts at the AQMS. Following our decision to decommission obsolete air quality sampling equipment in 2022, an upgraded air quality monitoring and reporting system has now been installed at all AQMS in late 2023. The new monitoring network is currently being commissioned and once operating will provide real-time air quality data for a range of gases including SO₂. During this interim period, we have relied solely on conducting passive SO₂ monitoring using Radiello tubes.

In conjunction with monitoring, Syama operations implement a precautionary air quality management approach that utilises modelled air quality parameters, supplemented by a predictive Cubic Conformal Atmospheric Measurement (CCAM) forecast model. The CCAM forecast uses weather patterns in conjunction with predicted SO₂ emission data to indicate potential localised elevations of SO₂. This enables the operations to consider if remedial actions are required to be taken at the processing facility. The commissioning of the newly installed SO₂ monitoring network will require the recalibration of the CCAM, which is intended to be completed in early 2024.

During the period, monitoring results from the Radiello tubes were generally below the Syama ESIA annual average limits of 50µg/m³ and no local complaints were recorded relating to SO₂ emissions from any of the surrounding communities.

SO₂ emissions for the Syama Gold Mine, 2021-2023

Indicator	Unit	2021	2022	2023
Roaster feed	t	160,837	175,165	169,533
Sulphide	%	23.3	23.2	23.85
SO ₂ emitted*	t	72,622	78,838	78,356
Average daily emission	t	199	216	215

*97% conversion of S to SO₂

At Syama fallout dust deposition monitoring was conducted at the villages of Fourou, Tembléni, Bananso and N'Golopéne. Deposition rates were low during the majority of the year at most locations. However, weather conditions associated with the Harmattan from January to mid-April have resulted in elevated dust concentrations at N'Golopéne, Tembléni, Bananso. Elevated dust readings at Syama are also associated with road traffic.

Mitigation measures for dust suppression at both sites include:

- Regular watering and maintenance of unsealed road surfaces and heavily trafficked areas, which increase during periods of high risk (e.g., commuter periods, dry and windy conditions)
- Application of gravel and paving on heavily trafficked unsealed project roads
- Lower vehicle speed limits
- Low emission diesel engines and/or catalytic converters for heavy vehicles, trucks, and excavators
- Covering dusty material loads if passing through settlements.

At Mako, environmental dust monitoring locations are established at the villages of Tambanoumouya, Liguekoto, Niemenike and within the Niokolo-Koba National Park Buffer Zone (PNNK), which are routinely monitored in the dry season for PM10, PM2.5 and total dust. Results are compared to IFC Air Emissions and Air Quality Guidelines (2007), WHO Air Quality Guidelines (2005), and national regulation conditions.

Similar to results at Syama, dust concentrations are impacted by regional weather conditions (Harmattan) which resulted in elevated dust concentrations during the dry season, causing concentrations to exceed both National and WHO guidelines. The occurrence of exceedances is consistent with baseline conditions.

Emissions from the diesel power station and the plant are unlikely to affect air quality in key sensitive areas such as surrounding villages and the PNNK, if plant and equipment are appropriately operated and maintained.



WATER AND EFFLUENTS

We recognise access to water as a fundamental human right and we seek to implement robust management systems, practices, standards and safeguards to drive sustainable and responsible water management in the catchments in which we operate.

Access to water is essential to support mining activities and is used for ore processing (e.g., grinding, flotation), dust suppression and domestic use. Site level water management procedures ensure water is used efficiently, limiting the volumes abstracted and reusing water where possible. We do not currently have any operations in areas of high-water stress.

In 2023, water abstraction at both sites was performed in accordance with regulatory requirements and abstractions were significantly below authorised annual allocations.

At Mako, water is abstracted from the Gambia River during the wet season for dam storage and drawn down in the dry season. During the year, water was withdrawn in accordance with regulatory requirements and our abstraction operations were reviewed by Government representatives. The mineral processing operation utilised 1.3 million m³ of process water from the TSF for reuse in the processing plant significantly reducing the reliance on abstraction from the Gambia River, which abstraction volumes were just over 50% of the allocated annual volume for the fourth consecutive year, demonstrating our commitment to reducing environmental impacts where feasible.

At Syama, surface water is abstracted from the Bagoé River, with permitted abstraction rates decreasing in the dry season. To reduce abstraction from the Bagoé River under normal conditions a significant volume of rainwater is also harvested and stored in the northern satellite pits along with groundwater

inflows abstracted from the underground mine. Process water is also recycled from the tailings storage facility (TSF) for reuse in the processing plant. In 2023 the volume of water abstracted from the Bagoé River was below 40% of the allocated annual volume, demonstrating our commitment to reducing environmental impacts where feasible.

At Syama, in 2023 to support operational requirements a one-off application for permitting additional monthly abstraction from the Bagoé River over a limited period was agreed with the relevant Government bodies.

At Mako and Syama the nature of mine development and localised changing weather conditions has required one-off discharge applications to be requested and approved. At Mako the open pit mine has now been developed below the water table and changing rainfall patterns in the year resulted in an accumulation of rainwater, which required discharging to the environment. At Syama prior to the recommencement of mining within an open pit, historically harvested rainwater was discharged into the environment. At both operations discharged water was sampled prior to being released to ensure water quality.

A review of site water balance is ongoing at both sites, with the aim of achieving a 70% recycling rate to align with industry leading practice. Water Management teams comprising operational, environmental, and social personnel have been established at both sites to provide strategic oversight of water consumption practices in accordance with our policies.



Water withdrawal, reuse and discharge, 2021–2023

Indicator	2021		2022		2023	
	Syama	Mako	Syama	Mako	Syama	Mako
Water Withdrawn	2462	1,109	2,156	927	1,531	2,125
Surface Water	2,360	1,109	1,975	927	1,418	1,056
Groundwater	102	n/a	181	n/a	113	1,069
Water Reused	n/a	1,509	n/a	1,646	n/a	1,351
Water Discharged	0	0	781	0	n/a	551

We aim to avoid the release of pollutants in our operations, or when avoidance is not possible, minimise and control the intensity and mass flow of their release. Resolute maintains a comprehensive surface and groundwater monitoring programme at its operating sites, with weekly, monthly, quarterly or biannual sampling frequencies depending on the locations. In 2023, no significant downstream chemical water quality issues related to Resolute operations were recorded.

At Syama, run-off from mine-affected areas is dispersed to three ephemeral creeks, before entering the larger catchments of the Bafini River to the north and the Bagoie River to the west. Surface water and groundwater quality samples were mostly within applicable ESIA guidelines; however some parameters notably Iron (Fe) periodically exceeded the applicable discharge and ambient standards. This parameter is being closely reviewed on an ongoing basis as the Company assesses solutions to this issue.

At Mako, the mine was originally designed around the principle of zero discharge, and as a result in normal operating conditions surface water runoff from within the immediate catchment is negligible. As part of the operations commitments, we monitor the Gambia River at locations above and below the catchment discharge. During the reporting period the water quality of Gambia River was affected by 3rd Parties activities impacting the river water quality, influencing our interpretations of sample results.

In preparation of the designed tailings facility embankment raise to be constructed in 2024, downstream seepage monitoring bores have been installed in the reporting period to ensure continuity of monitoring as the existing seepage monitoring bores will be decommissioned.

ENERGY AND CLIMATE CHANGE

We recognise the challenges that climate change presents and our role in supporting the goals of the Paris Agreement to limit the increase in global average temperatures to 2°C and transition towards carbon neutrality by 2050. We acknowledge that gold mining is an energy and water intensive process, and that reducing consumption and associated costs are a key element to continued business success. This will require an adaptive approach to the management of mining operations and the business more broadly.

Our approach to Climate Change is guided by our Climate Change Statement with a commitment to become carbon neutral by 2050, in line with industry. We have developed an Interim Climate Change Strategy and accompanying action plan with a focus on improving the governance of climate-related issues, identifying and mitigating material climate-related risks, measuring and reducing impacts on climate change, engaging with stakeholders, and improving climate-related disclosures and reporting.

The Board's Sustainability Committee has oversight of Resolute's climate change response, which is a standing item on the agenda. During the period the committee received the results of our completed Physical and Transitional assessments which were completed in accordance with TFCF guidelines and supported by industry specialists. The importance of climate change continues to be reflected within Executive Management Teams KPIs, which are annually reviewed.

At our operations, most greenhouse gas emissions are from fossil fuels (heavy fuel oil and diesel) used to produce electricity, for transportation and for mobile equipment uses. At both Syama and Mako, there is no grid connection within the vicinity of the sites, and limited potential for direct investment in renewable energy due to topography, land access, life of

mine and other challenges. Resolute however, continues to engage with regional and local Governments to ensure any future opportunities are evaluated. Aligned to our Sustainability values despite being incremental we will continue to implement efficiencies where feasible, which is demonstrated at Mako which reduced CO₂ emissions by recognising an in-pit backfilling opportunity and upgrading of the power generation stationary plant to improve operational efficiency.

At Mako, electricity is generated by an on-site 14MW diesel power station which comprises eleven 1300kW generating units. At Syama, a power station was commissioned in 2021 to reduce both power generation costs and GHG emissions. The plant includes three thermal energy Modular Block generators providing 30MW of energy to the operation, a heavy fuel oil facility and a 10MW battery storage system providing spinning reserve displacement, to counterbalance sudden variations in load. The combined generated electricity was approximately 250,906 MWh which is aligned to 2022.

Resolute has been disclosing its Scope 1 and 2 GHG emissions since 2019, and Scope 3 emissions since 2020. These are calculated using the GHG Protocol Corporate Accounting and Reporting Standard.

Our Scope 1 and 2 emissions have increased in the reporting period by approximately 12%.

Emission intensity has been influenced at Mako due to the in-combination effect of increased processed tonnes of a lower grade in comparison to previous years, while the emission intensity at Syama has been influenced by increased material mined from both underground and open pit sources and reduced gold production.

Total GHG Emissions Scope 1 & 2, 2021-2023

Indicator	Sub-Indicator	Unit	2021		2022		2023	
			Syama	Mako	Syama	Mako	Syama	Mako
GHG emissions	Scope 1	tCO ₂ e	160,345	106,650	180,502	110,862	212,685	114,144
	Scope 2	tCO ₂ e	6	16	8	17	26	17
	Total Scope 1 and 2	tCO₂e	267,017		291,389		326,873	

GHG Emissions Intensity, 2021-2023

Indicator	Unit	2021		2022		2023	
		Syama	Mako	Syama	Mako	Syama	Mako
GHG emissions per ounce of gold produced	tCO ₂ e per Au oz	0.83	0.84	0.81	0.86	1.01	0.95

Resolute calculates Scope 3 emissions for 12 of the Scope 3 emissions categories, the remaining three categories not being relevant to the business. This data considers the materiality of emission sources in the value chain. This year to support the calculation of Scope 3 emissions from our operations, Resolute has worked in partnership with industry specialists at Normative to calculate our spend-based emissions and validate our calculated activity-based emissions using their Carbon Accounting software. The Normative Carbon Accounting software methodologies are aligned to the Greenhouse Gas Protocol and apply inhouse extensive datasets that use the latest available scientific based region and country specific emission factors. The database Normative uses for the spend-based assessment is the global database Exiobase 3

(an Environmentally Extended Multi-Regional-Input-Output database) which is suited for environmental evaluations.

Due to the change in approach a number of substantial variances have been reported within some Scope 3 categories, these variations were expected and are consistent with other industries that have updated their approach to carbon accounting. The variations are attributable to several factors that include higher sectoral granularity and updated economic values for production. These components have improved both accuracy and reduced uncertainty of our Scope 3 reporting. Further information on our approach to Scope 3 calculations is readily available via the Resolute website.

Total GHG Emissions Scope 3, 2021-2023

Indicator	Sub-Indicator	Unit	2021		2022		2023	
			Syama	Mako	Syama	Mako	Syama	Mako
GHG emissions	Scope 3	tCO ₂ e	523,042	290,138	646,744	331,268	150,900	105,800
	Total		813,180		978,012		256,700	



Alignment with the TCFD

In 2022, we committed to responding to the recommendation of the Task Force on Climate-Related Financial Disclosures (TCFD), by assessing climate change transitional and physical group level risks and opportunities. We can advise that this was completed in 2023 and achievements in the year include;

- Competency building of climate change risks within the Sustainability Committee to strengthen our climate change governance and guidance.
- Assessing the transitional risks of climate change on our business.
- Assessing the physical risks of climate change on our operations, including supply routes.
- Review and refinement of our internal emission tracking practices to assist with future identification of continuous improvement opportunities.

By completing these assessments, we are now able to disclose the identified risks and opportunities and inform our stakeholders of the potential impacts to business continuity, and confirm the management practices that will need to be adapted to mitigate any identified risks.

We recognise that changing weather patterns are already influencing our operations and the wider industry's commitment to a low carbon economy. We are committed to becoming carbon neutral by 2050 and continuing to align with TCFD recommendations by ensuring aspects of climate change are integrated into our business Risk Management Framework and strategic planning.

Emission Scenarios – To support the assessments, a number of possible emission scenarios were used, sourced from the Intergovernmental Panel on Climate Change's (IPCC). These emission scenarios included the SSP1-2.6, SSP3-7.0 and SSP5-8.5 models. These scenarios combine both qualitative and quantitative information to inform the assessments. The SSP1-2.6 scenario is a low-emission scenario where the global temperature rise is limited to below 2°C by 2100, SSP3-7.0 is considered a medium-to high-emission scenario where warming is expected to be >3°C by the end of the century, and SSP5 – 8.5 is considered a high-emission scenario where warming is expected to be in excess of 3.8°C by the end of the century. The changing climatic conditions experienced within these scenarios pose varying climate related hazards and varying degrees of risk to our operations or business continuity.

Time horizons – Aligned to TCFD guidance changing climatic conditions were considered over a range of time horizons; short, medium and long-term. The short-term time horizon was considered to provide hazards presented as a baseline, medium-term up to 2030 and long-term 2050. When considering the long-term risks posed to the operations the current life of mine of our existing operations needs to be taken into consideration and as a result the medium-term time horizon is currently considered to be the most relevant to operational risks at Syama, with Mako ceasing planned production in 2027.

The completed assessments applied the Resolute Enterprise Risk Management Framework to aid in the evaluation of how changing climatic conditions may present a risk to our business continuity and pose a material risk to our operational performance. The Table following outlines how identified risks are intended to be managed within the Resolute Enterprise Risk Management Framework and responsibilities for ensuring identified mitigations are resourced and implemented.

Risk Rating	Priority	Tolerability & Escalation
CRITICAL	1	<ul style="list-style-type: none"> • CEO appointed as Risk Owner to ensure appropriate resources and mitigation strategies implemented. • Risks with this rating are unacceptable to Resolute and urgent action shall be taken to avoid / reduce the risk. • Notification to, and approval to conduct or continue activity required from, Executive Management & Board.
VERY HIGH	2	<ul style="list-style-type: none"> • General Manager appointed as Risk Owner to ensure appropriate resources and mitigation strategies implemented. • Action shall be taken to avoid / reduce the risk to As Low As Reasonably Practicable (ALARP). • Notification to Executive Management and oversight required to ensure controls are deemed effective. Board escalation required as per established risk reporting mechanisms.
HIGH	3	<ul style="list-style-type: none"> • Area Manager appointed as Risk Owner to ensure appropriate resources and mitigation strategies implemented. • Risks with this rating are undesirable and additional risk mitigation strategies shall be considered to reduce the risk to As Low As Reasonably Practicable (ALARP). • Notification to Executive Management not typically required unless risk controls are deemed ineffective and require significant improvement.

There are multiple external influencing factors that may affect both physical and transitional risks. These may include local government policy, technology and market change, all of which are variable and hard to predict. By considering multiple scenarios in the assessments a range of impacts can be considered.

Transitional Risks and Opportunities – The assessment which considers the risks and opportunities associated with the transition to a low carbon economy identified a number of probable outcomes that may impact the wider industry and our business resilience. The most material transition risks identified include carbon pricing, external pressure to decarbonize and rising cost of fossil-fuel based energy. Due to our current site constraints and dependence on fossil fuels as our primary source of energy for both stationary and mobile equipment, any fluctuations on fuel or carbon emission pricing would have an impact on our operational expenditure. Opportunities identified a potential increase in gold demand and the decarbonisation of our assets would provide resilience to the identified transitional risks.

The countries in which we operate, Mali and Senegal, are both signatories to the UNFCCC Paris Agreement and committed to reducing GHG emissions and have National Determined Contributions (NDC) emission reduction targets of 39% and 29% respectively. In order to achieve these targets, energy intensive industries including mining may become a focus of the Government. One regulatory tool used by Governments is the implementation of a carbon pricing scheme, which are design to encourage the adoption of low emission energy.

Mali and Senegal currently don't have carbon pricing schemes in place, but due to our global supply chain reliance a number of suppliers are already exposed. As with the wider mining industry we face a carbon pricing risk and will consider incorporating carbon pricing mechanisms and monitoring regional policies to inform key business decisions.

Considering the life of mine of our assets and that the greatest transitional risk exposure is considered in the medium to long term, any future inorganic or organic growth options should consider capacity for low carbon emissions options.

Physical Risks and Opportunities – Due to the similar climates of the countries in which operate, the assessment identified five physical changing climatic conditions that would pose a risk to our operating mines and the wider business performance. These conditions include extreme heat, storms, flooding, water stress & drought and wildfires. The table below outlines the climatic conditions and associated trends that would present a hazard to our operations or supply chains.

Climatic conditions	Trends Summary	Variable Considered & (Data Source)	Data Source
Extreme Heat	Maximum daily temperature projected to rise.	Warm Spell Duration Index Human Heat Stress Maximum Daily Temperature	IPCC Site based data
Storms	Storms are projected to increase in both frequency and intensity.	Mean Daily Windspeed, Annual Tropical Cyclone Count Highest Windspeed Recorded Storm Frequency	IPCC IBTrACS & American Meteorological Society Site based data IPCC Regional Fact Sheet
Flooding	Increase in rainfall amount in certain return period.	Pluvial Flooding Inundation Depth Coastal Flooding Inundation Depth Record of Monthly Rainfall Maximum 1-day Rainfall Maximum 5-day Rainfall Total Monthly Rainfall	Site based data Fatom-Global IPCC
Water Stress & Drought	Dry season rainfall is projected to decrease.	Water Stress Rating Consecutive Dry Days Water Seasonal Variability Consecutive Dry Days Total Rainfall	World Resources Institute (WRI) IPCC
Wildfires	The number of days with wildfire-permitting climate conditions are projected to increase.	Forest Fire Danger Index Maximum Burned Area	IPCC European Space Agency



The consideration of the projected climate data trends within the varying time horizons enhanced previous site-based risk assessments, which had already captured the majority of the hazards and control measures. The evaluation identified the inherent risks posed by the changing climatic conditions and, where required, confirmed a series of mitigations or technical studies that would be needed to inform future assessments and

inform the evaluation of residual risks. In total 43 risk items were considered between the two operations. Of these only 3 risk items were evaluated as having an increased risk profile within the 2030-time horizon. The 3 risk items are listed in the Table below. When considering the 2050-time horizon 9 risk items were evaluated as having an increased risk profile. These 9 risk items will be assessed further in subsequent assessments.

Hazard	Risk Description	Risk Rating		Key existing and planned control measures
		Baseline (Inherent)	2030	
Increasing frequency of storms and wind speed intensity	Storms leading to unsafe working conditions and potential health and safety risks for site personnel	High	Very High	<ul style="list-style-type: none"> Infrastructure designed and maintained to appropriate standard. Severe weather event procedure with reduced personnel movements. Early warning system of approaching lightening. Emergency response planning and preparedness.
	Storms leading to damage of electricity transmission infrastructure.	Medium	High	<ul style="list-style-type: none"> Onsite power supply with limited distance for transmission. Power line corridors maintained. Redundancy spares of considered key equipment maintained onsite. Emergency response planning and preparedness.
Increasing daily temperature and prolonged dry conditions	Ambient temperatures increasing dust generation on-site and causing health and safety risks.	High	Very High	<ul style="list-style-type: none"> Dust suppression equipment operated to control dust generation at source. Maintain haul roads to control dust generation. Allocation of dust suppression equipment for intersections or high traffic areas. Dust monitoring and management plans. Ongoing dust suppressant trials.

Following the completion of the assessment this year which has increased the profile or climate related risks at Board and Operational level, the next steps will be to ensure the identified risks are integrated within the Risk Management Framework with appropriate controls identified to reduce the residual risks.

In 2024 we will seek to advance our understanding of our emission profile by establish tools and methodologies for tracking our GHG emissions with a view of establishing robust emission reduction targets.

CASE STUDY

UPGRADING THE COOLING SYSTEM CONFIGURATION OF THE MAKO POWER PLANT

Due to the remote location of the Mako mine in Senegal which is isolated from the national power grid, our electricity supply is generated on-site by a 14MW diesel power station which comprises eleven 1300kW generating units. Diesel consumption of these units is approximately 1.8 million litres a month and stationary power generation accounts for approximately 60% of the operations annual CO₂ emissions. Aligned to our commitment to reduce our environmental impacts the maintenance team have been completing a series of upgrades to these units to enable them to run from 75% load to 85% load with the objective of improving fuel efficiency of each unit which will reduce the overall CO₂ emissions generated by the operation. Although the emission reduction will only be incremental the efficiency improvement project demonstrates our commitment to reducing our emission profile where feasible.

WASTE MANAGEMENT

Our operations generate a range of hazardous and non-hazardous waste materials throughout construction, commissioning, mining, ore processing, maintenance, administration, procurement, general camp maintenance and operational activities.

Detailed waste management plans provide a framework for managing waste in compliance with regulatory requirements and best-practice guidelines. Our waste management approach is to minimise production of waste (re-use), recycle, treat and dispose safely.

Waste segregation is a key component of our overall waste management strategy due to the relative isolation of the operations and the limited availability of off-site waste management services. Non-mineral waste streams are separated at source and those wastes awaiting further treatment, transport and/or disposal are held at a designated

Waste Management Facility. All bins are demarcated using colour coded signage.

At Syama, hazardous waste is disposed of on-site, mostly in an incinerator. Recyclable waste is collected by a certified local waste contractor.

At Mako, waste oil and grease is collected by an energy supply company for recovery and safe disposal. Hazardous waste is also incinerated in a controlled environment. Certain waste products are temporarily stockpiled on site before being disposed of via batched encapsulation and secure landfill.

At both sites, waste management requirements are incorporated into existing induction and awareness training programmes.

In addition, monthly 'housekeeping days' were operationalised across sites to raise awareness and improve waste management.

Hazardous and non-hazardous waste disposal, 2021-2023

Indicator	Sub-indicator	Unit	2021		2022		2023	
			Syama	Mako	Syama	Mako	Syama	Mako
Total amount of waste disposed	Recycled	kg	941,645	1,309,863	1,298,879	1,256,454	961,554	1,157,589
	Composted	kg	15,518	-	21,100	-	36,200	0
	Recovery (including energy recovery)	l	2	607,504		632,000	0	564,950
	Incineration (mass burn)	kg	91,843	337,426	95,900	282,067	126,800	248,544
	Landfill	kg	210,465	9,054	266,600	10,771	266,200	5,096
	On-site storage	kg	-	3,207		135	0	0
Hazardous waste	Recycled	kg	300,625	6,554	535,379	3,762	410,154	2,825
	Recovery (including energy recovery)	l	-	607,504	-	632,000	0	564,950
	Incineration (mass burn)	kg	91,843	224,766	95,900	199,644	126,800	190,196
Non-hazardous waste	Recycled	kg	641,020	1,303,309	763,500	1,252,690	551,400	1,154,764
	Composted	kg	15,518	-	21,100	-	36,200	0
	Recovery (including energy recovery)	l	-	-	-	-	0	0
	Incineration (mass burn)	kg	-	112,660	-	82,423	0	58,348
	Landfill	kg	210,465	9,054	266,600	10,771	266,200	5,096
	On-site storage	kg	-	3,207	-	135	0	0

Other waste stream includes the generation of waste from mining operations and tailings from mineral processing. The table below details the volumes of these waste materials generated in 2023. Both waste streams are managed within the project boundaries and in accordance with ESIA commitments.

Mining waste generated, 2023

Indicator	Sub-indicator	Unit	2023	
			Syama	Mako
Total amount of waste disposed onsite	Non mineralised waste rock	BCM	5,679,343	6,686,150
	Processed Material	Tonnes	3,680,712	2,050,080

CASE STUDY

MAINTAINING A CLEAN AND SAFE WORKING ENVIRONMENT



Maintaining a clean and safe work environment remains a top priority at Syama and to support this commitment the team has implemented a number of initiatives to empower and encourage its employees to take ownership of their immediate work area.

A monthly “housekeeping day” has been implemented across the operation, where all departments and contractors actively participate in cleaning their designated work areas. Supported by department ISO 14001 champions, evidence of their efforts is documented and submitted to the Environment department for review. To encourage friendly competition a coveted trophy is awarded to the “champion department” during the monthly General Manager’s meeting.

In recognition of the abundance of single-use plastic Syama has also launched a successful plastic bag ban. The initiative has required comprehensive awareness raising and reinforcement campaigns to implement. To support implementation Resolute has donated reusable bags to both employees and contractors to aid with the transition.

The results of both initiatives have seen improvement in employee participation, ownership of their works area and intern a general improvement in site housekeeping and reduction in plastic waste.

The approach to waste management at both mine is to apply the waste hierarchy of control. To support this approach the ability to segregate waste is essential to ensure that all waste streams can be managed appropriately. At each waste collection point a series of bins are provided to ensure that employees have the opportunity to segregate their waste at source.

At Mako due to its location and proximity to the Niokolo Koba National Park, waste collection points provide an opportunity for wildlife, in particularly food waste. To reduce this opportunity for wildlife especially baboons, wildlife resistant bins have been engineered to prevent wildlife from accessing the bins, which has reduced interactions with the local wildlife.

TAILINGS MANAGEMENT

Resolute maintains high standards for tailings management, taking a proactive approach to support the operation of safe tailings storage during all phases of the facilities lifecycle. Currently Resolute does not manage any heap-leaching facilities within the boundaries of its operations. We implement robust management systems, practices, standards and safeguards to mitigate adverse impacts.

Our Group Responsible Tailings Management Policy provides clear asset-level guidance and enables improved disclosure in accordance with the International Council on Mining and Metals Guidelines and the Global Industry Standard on Tailings Management (GISTM).

We currently own and operate two above-ground tailings dams, one at Mako and Syama. Syama also operates an in-pit tailings facility, which has future designs to be developed with an above-ground containment structure. This structure is scheduled to commence construction in early 2024.

Both above ground tailings dams have appointed an external Engineer on Record (EoR) to guide site activities in accordance with TSF design and operational requirements. Annual external TSF audits are undertaken at each site to confirm TSF structural integrity and confirm responsible management practices are being implemented.

The latest external TSF audits were commissioned at Mako in March 2023 and February 2023 for the above ground TSF and June 2023 for the in-pit TSF at Syama, with no significant issues identified at either facility. There have been no incidents relating to the structural integrity of tailings dams in Resolute's history.

In 2023, there were no embankment raises at the Mako TSF with the current embankment height at 160.3 mRL. The LOM design includes a final embankment raise (Stage 4) which will commence construction in early 2024. As with previous embankment raises construction will be supervised by a tailings dam engineer from Knight Piesold and the design will be in accordance with ANCOLD 2019 standards. The construction will take the final embankment height to 168 mRL to provide a final total tailings volume of 19.6 Mt. In advance of the final embankment construction, during 2023 a number of enabling works were completed. These included

construction of the emergency spillways corridor, construction of the underdrainage seepage recovery system, installation of monitoring bores and clearance of the embankment footprint of redundant services and vegetation. During 2024 it is envisaged that a tailings option study will be completed to consider the possible future tailings storage option if any extension to the Mako operations is identified.

At Syama following the commissioning of the in-pit tailings facility which started in October 2022, the annual deposition of tailings into the above ground facility has been significantly reduced. Due to the location of the facility which is adjacent to the processing plant, a single cell which is designated for calcine storage continues to be operated. The majority of the oxide and sulphide tailings are deposited within the approved in-pit tailings facility. The above-ground facility embankment height is currently at 401 mRL. The designed total storage capacity of the above ground facility is 10.3Mm³ with a current stored tailings volume of 9.76Mm³.

It is proposed that current in-pit tailings facility will be developed further with the construction of a staged retention embankment commencing in 2024. To support this proposal a ESIA and supporting studies have been completed in the reporting period. The intent is that TSF embankment downgradient height will be 35m above ground level. During 2024 it is envisaged that a future tailings option study will be completed to ensure tailings storage capacity aligns with Syama's future plans.

In addition, at Syama a TSF closure options study is being progressed which considers the feasibility of preparing the structure to support the installation of solar panels.

Resolute is not currently closing or decommissioning any tailings storage facilities.

Since 2020 we have been responding to the Church of England's call for increased transparency on tailings dam management and provided disclosures to the initiative. An updated Tailings Storage Facilities Disclosures' table is provided below. We welcomed the publication of the new Global Industry Standard on Tailings Management, and we are committed to align our management practices with the GISTM by 2025.



Above Ground Tailings Disclosure, 2023

Mine name	Syama Gold Project	Mako Gold Project
Location of Facility	Adjacent to plant site	Adjacent to plant site
Methods used in the processing of the ore prior to deposition.	Comminution, flotation, concentrate roasting, CIL	Comminution, CIL
Tailings storage	Conventional	Conventional
Toxic materials in TSF	Residual free cyanide	Residual free cyanide
Operational and closed facilities		
Year construction was started	1992	2016
Current Tailings production	Nominal 4.0 Mt/a	Nominal 2.1 Mt/a
Current density/water content of the tailings being deposited	45% (w/w)	50% (w/w)
Expected remaining years of operation	15	4
TSF Monitoring		
Frequency of internal inspections	Daily	Daily
Date of last internal inspection including outcome	31 Dec 23 (no issues)	31 Dec 23 (no issues)
Frequency of external inspections	Annual	Annual
External firm performing inspections	Runningwolf	Knight Piesold
Date of last external inspection including outcome.	February 2023 No significant issues as the facilities are currently dormant in plan for closure for the FTSF. PMF requirement to standard and freeboard compliance in accordance with ANCOLD	March 2023 No significant issues.
TSF risk rating	High Major C	High C
For TMF with embankment retaining structures		
Construction Type	Combination of upstream and downstream Will transition to inpit tailings in Sep 2022	Downstream
Ground topography	Slight slope	Sloping – Valley-Fill
Spillway or other structure to mitigate overtopping	Yes, a spill way has been constructed and in place with secondary pump systems and discharge lines installed to manage water levels by pumping to storage dams	Yes
Drain system	No	Underdrain
Standards/guidelines applied to the dam design and construction.	ANCOLD, 2012 DMPWA Code of Practice, 2015 DMPWA Guide to the Preparation of a Design Report for TSF, 2015	ANCOLD, 2012 with 2022 lift in accordance with ANCOLD 2019
Factor of Safety (under current conditions and "worst case/undrained conditions")	Temporary construction loading, static condition, short-term / undrained ≥ 1.3 strengths Normal operations, static condition, short-term / undrained strengths ≥ 1.5 Normal operations, static condition, long-term / drained strengths ≥ 1.5 Post-seismic condition, Operational Basis Earthquake (OBE) ≥ 1.1 Post-seismic condition, Safety Evaluation Earthquake (SEE) ≥ 1.0	Stability Factor of Safety - Static Operation -1.3; Static Closure - 1.5; Seismic Operational Basis Earthquake - 1.1; Seismic Maximum Design Earthquake - 1.1
Current dimensions of main structure, including height, upstream slope and downstream slope	Current height is 401 mRL	600 m x 500 m Current embankment at 160.3 mRL
Planned final dimensions of main structure	Final embankment height will be at 401 mRL	LOM (2022) final embankment to 168 mRL
Current volume of tailings facility (m ³ , tonnes, etc.).	9.76 Mm ³	9.9 Mt
Planned final volume of tailings facility.	10.3 Mm ³	19.6 Mt

Mine name	Syama Gold Project	Mako Gold Project
Surrounding environment analysis		
Climatic zone where evaporation levels are exceeded by precipitation?	No	Yes
Seismicity rating of the TSF's location	0.00 - 0.01 g	Operating Basis Earthquake (OBE) - 0.03 g Safety Evaluation Earthquake (SEE) - 0.10 g
Blasting from neighbouring mining operations	Yes, from underground mining operations	Yes, from open cut mining operations
Distance of the TSF to the mining operations.	Approx. 1,000 m	Approx. 250 m
Identification of habitation(s)/settlements(s) and/or flora/fauna critical habitat(s) or high biodiversity area(s) located downstream of the facility, with indication of areas or number of populations at risk, and the mitigative measures that have been undertaken or remain to be implemented	Sparsely populated area near dam, township of Bananso is about 10.5 km downstream. PMP over LoM is 0.00014%	No permanent residences or structures of any kind are located downstream of the TSF. The Niokolo-Koba National Park (Critical Habitat) is located about 4.5 km downstream of the TSF. The TSF will be downstream construction only and includes an emergency spillway for each raise. The design operating procedure requires a minimum freeboard and stormwater capacity for the greater of: (i) 1 in 1,000 year recurrence interval, 72 hour storm event occurring on an average conditions pond, or (ii) 1 in 100 year wet rainfall sequence pond.
Nearest critical infrastructure downstream from the facility, including nearby TSFs.	Township of Bananso located about 10.5 km downstream	No critical infrastructure has been identified downstream of the TSF.

Cyanide Management

Cyanide is the major reagent used in the primary production of gold and is a hazardous chemical that requires careful management. Until a commercially viable and environmentally sound alternative exists, Resolute will continue to use cyanide at its operations.

We have implemented a Cyanide Management Standard that defines the minimum requirements for cyanide management across the Group and is guided by the International Cyanide Management Code (ICMC). It is our intent to adopt the principles contained in the ICMC, within practical constraints.

Further guidance is contained in Resolute's Critical Hazard Management Standard – Hazardous Chemicals and Dangerous Goods, which sets the minimum requirements for the storage, handling, use and disposal of cyanide at our operations. Minimum training and verification of competency requirements are also stipulated as are risk and emergency management protocols. No employee is permitted to work with cyanide unless they are trained, competent and authorised.

In 2023 Resolute completed an internal review of its operating practices against the principles of ICMC at Syama following the assessment completed at Mako in 2022, which highlighted no material issues. The completed review confirmed that the complexity of mineral processing at Syama and infrastructure limitations required both engineering and operational improvements to align with the requirements of the ICMC. Annual Cyanide consumptions is approximately 1425 tons at Mako and 1590 tons at Syama.

Extensive ground and surface water monitoring programmes are in place at both sites to ensure no adverse environmental and community impacts occur as a result of our cyanide use. In addition, Resolute only sources cyanide from suppliers who are signatories to the International Cyanide Management Code.

PROGRESSIVE REHABILITATION AND CLOSURE

Our overall objective for mine closure is to prevent or minimise adverse long-term environmental, physical, social and economic impacts, and to create stable landforms that provide self-sustaining natural ecosystems and leave a positive legacy on surrounding communities and other associated groups. We are not currently closing a mine site, nor do we have assets under care and maintenance. When the time comes, we are committed to involve host communities in closure planning to ensure benefits are maximized.

We have measures in place to address and avoid environmental and landscape impacts. A formal internal permitting process is in place at both Mako and Syama to control activities associated with mining, construction and exploration works that have potential to impact on land, property, flora and or fauna. Environmental Disturbance Permits are mandatory for land clearing activities at all mining and exploration sites. Resolute’s Corporate Land Management Standard aligns site-level environmental disturbance permitting processes to the Group Enterprise Risk Management Framework and ensures there is a clear escalation process for the approval of any sensitive land disturbances.

Total land disturbed, 2021–2023

Total land disturbed	Unit	2021	2022	2023
Syama	ha	140.1	68.2	136.81
Mako	ha	7.7	1.57	11.8
Total	ha	147.7	64.37	148.61

A key aspect of mine closure is undertaking progressive rehabilitation, which is the restoration of disturbed land during the mining process, rather than large-scale works at the end of a mine’s life.



Mako waste rock dump, August 2021

Due to the design and configuration of the Mako mine there is limited opportunity to conduct extensive progressive rehabilitation. Due to these limitations the focus for mine closure activity is on establishing field-based treatment options that can be implemented at closure. Established trials have been set up to evaluate the performance of different surface treatment options which include varying configurations of; waste dump slopes angles, surface treatments, seed application and sediment control. Image below shows the performance of the trials.

At Syama, a total area of 15.7ha has been rehabilitated in 2023, with the rehabilitation of waste rock dumps at Tabakoroni and Cashew, which were satellite open pits. Following the completion of earth works, a revegetation programme was launched with the participation of the local Forestry department and Sub-Prefect of Fourou, which planted local tree species, grown from local seeds in the Syama nursery. In total, 22,944 tree seedlings were produced in the Syama nursery. An assessment criteria of the success of the Cashew rehabilitation is demonstrated by a 93% tree survival rate.

In addition, Syama carried out compensatory reforestation initiatives, providing tree seedlings to neighbouring villages and offering support to the Forestry departments of Fourou, Kadiolo, and Sikasso. In total approximately 3,500 seedlings were donated.

Both sites have completed a review of their mine closure plans in 2023 which is supported by updated closure liability estimates which are reviewed annually.

Total land rehabilitated, 2021–2023

Total Land Rehabilitated	Unit	2021	2022	2023
Syama	ha	18.7	16.0	15.7
Mako	ha	0.7	0.28	0
Total	ha	19.4	16.28	15.7



Mako waste rock dump, August 2023

BIODIVERSITY

We are cognisant of the potential impact of mining activities on biodiversity. We have implemented biodiversity management plans that adhere to the mitigation hierarchy across operations, seek to ensure there is no net loss of critical habitat and, where possible, work with others to produce a net gain for biodiversity. We do not explore or seek to develop new mining operations in World Heritage designated areas, and aspired to no net deforestation in our operations. In 2022, the company extended this commitment to UNESCO Man and Biosphere Reserves, IUCN category I-V protected areas, and wetlands designated under the Ramsar Convention. Our proven (4,558,000 tonnes @ 1.2 g/t) and probable reserves (4,948,00 tonnes @2.2g/t) reported in the 2022 Annual Report for Mako would, however, be considered near sites with protected conservation status or endangered species habitat.

The Mako mine is in an area of high ecological value, close to the Niokolo-Koba National Park (PNNK), a World Heritage Site, and the Gambia River. Both are areas of high ecological value. Although Mako is expected to have no direct impact and negligible residual impact on the PNNK, some residual impacts on biodiversity will result from mine development and operations. This includes residual impacts on the habitats of the Western chimpanzees, hippopotamus, leopards and two restricted-range plant species (*Lepidagathis Capituliformis* and *Tephrosia Berhautiana*). Natural habitats impacted include gallery forests, wooded savannah, bowel habitats, and the Gambia River. To mitigate these impacts, Resolute implements ecological monitoring surveys and has developed a biodiversity offset programme.

Residual biodiversity impacts, Mako Gold Mine

Species / Natural Habitat	Residual Impact (quality hectares)	Summary of Impacts
Western chimpanzee	-473 QH	Direct habitat loss and disturbance resulting from mine operation has displaced the Mako chimpanzee community from the eastern margins of their ranging habitat in areas outside the PNNK. This is equivalent to approximately 10% of their habitat range. The core habitat of the Mako chimpanzees is within the PNNK and is not directly impacted by the mine.
Leopard	-211 QH	Leopards are present in low numbers outside the PNNK and their range is limited by available prey species. Mine operation is known to have resulted in some direct loss and disturbance of leopard habitat.
Hippopotamus	-19 QH	Impacts are predicted to come mostly from human-hippopotamus conflict (exacerbated by in-migration) and from livelihood development which will increase agriculture in some areas of hippopotamus habitat.
African lion	Negligible	It is uncommon for lions to venture outside of the PNNK.
Giant eland, African wild dog, African elephant	None	Transect surveys and impact modelling confirmed that no residual impacts are anticipated.
Gallery forest	-12 QH	Loss and degradation
Wooded savannah	-80 QH	Loss and degradation
Bowel habitat	-61 QH	Loss and degradation. This habitat includes the priority plant species <i>L. capituliformis</i> and <i>T. berhautiana</i> .
Gambia River	-19 QH	Loss and degradation

The Syama mine is in the Sudan Ecosystem of south-east Mali. Ecological conditions of the site are characterised by diversity of habitats; including savanna, rivers bordered by gallery forests, timbered valleys and plateaus.

A field survey, undertaken in February 2019, identified that local ecosystems had been impacted by Artisanal and Small-Scale Mining (ASM), agriculture, sedentary livestock, logging,

settlements and other rural activities. There were, however, several protected flora and fauna species identified within the exploitation permit area that require management and protection. During the reporting period, the Biodiversity management plans have been further updated following an alien and invasives species review.

Ecological Monitoring

Mako undertakes annual ecological monitoring surveys, including transect surveys and camera traps, to ensure the impacts to the habitat of priority species is consistent with those predicted in the ESIA and supporting baseline studies.

These surveys have been repeated since 2016, alternating between the wet and dry season. To date, there is no evidence of degradation to the PNNK or the Gambia River resulting from the operational activities of Mako.

These surveys are complemented by camera traps that are downloaded on a monthly basis, and which reveal the continuous presence of biodiversity within the project development area and around the PNNK buffer zone.

The 2023 annual wet season ecological survey within the PDA and its surroundings confirm the presence of priority species that continue to be sighted: elephant, leopard, lion & chimpanzee. See captured images below of chimpanzee and lions.



Petowal Biodiversity Offset Programme

The Company has implemented the Petowal Biodiversity Offset Programme (PBOP) to achieve a ‘net gain’ in priority biodiversity features and to offset the residual impacts of the mine.

It aligns with IFC Performance Standard 6 and the Business and Biodiversity Offset Programme’s Standard on Biodiversity Offsets, and necessitates an innovative approach informed by broad stakeholder engagement, robust science, expert advisory support, and independent audits to evaluate performance.

The PBOP comprises landscape-level conservation management, covering an area in the southeast part of the PNNK and contiguous community lands in the Commune of Tomboronkoto that are not currently formally protected.

PNNK Component

The PNNK Component of the PBOP is governed by an agreement between Direction of National Parks (DNP), the international NGO Panthera and PMC. This initiative involves the implementation of a conservation programme in a 1,700km² Intervention Zone (IZ), in the southeast corner of the PNNK, equivalent to a quarter of the park.

The overall objective is to secure the IZ through an effective system of forest patrols to better monitor and protect wildlife and its habitat, through technical and financial support routed in the existing structure of the DPN. It has proven to be successful in establishing basic processes, capacity, logistics, and infrastructure to enable protection of the IZ.

Since the start of the programme there has been a decrease in poaching and other illegal activities in the IZ, and an increase in sighting frequency of large ungulates. In addition, this programme has attracted additional funding to the PNNK, leading to an increase in budget available for the park operations.

Tomboronkoto Commune Component

The Tomboronkoto Commune Component of the PBOP operates in partnership with the municipal council of Tomboronkoto and 13 communities, focussing on conservation efforts outside the PNNK, but within the surrounding Biosphere Reserve. It aims to formalise the protection of community lands, acting as wildlife corridors over the long-term through the facilitation of a commune level land-use and micro-land use planning exercise, and targeted livelihood interventions. This programme is managed by a dedicated team under the oversight of PMC and the Commune Council and with the advisory of the international conservation NGO Fauna and Flora International.

Achievements of the programme in 2023 include the reinforcement of the established three conservation zones in the landscape, which are harmonised with the Commune land-use plan, and the ongoing support of their management

The offset programme is guided by a six-member independent advisory panel with regional experience in conservation, rural development, primatology, civil society and academia. It reviews technical plans and monitoring results, engages with stakeholders and provides expert recommendations to the Company. The Panel meets bi-annually to track and advise on the offsets progress. In 2024, we aim to commission an independent audit of the offset programme to validate its progress.

Activities completed in the reporting period include:

- Monitoring of key wildlife species including – capturing and tagging of lions and camera trap surveys
- Capacity building of the park authority staff – (e.g. First Aid, Weapon Safety, Stop and Search and legal mandates, human rights and wider issues on conservation and environmental law)
- Providing technical support for law enforcement agents – equipment, aerial surveillance

Infrastructure improvements focussed on the outfitting of the ranger base on Mt Assirik, which is equipped with solar power, radio and internet. Located at the heart of the IZ, this is now a permanent base for rangers and allows for patrolling over a larger area. Further activities focussed on improving and rehabilitating roads to provide permanent access to patrols throughout the IZ, and on maintaining law enforcement activities and installation of river crossing locations.

committees. The conservation zones are established in a participatory manner, with full involvement and support of the impacted communities, and endorsed by the Commune leadership and government technical services. The process is monitored by an independent third-party NGO to ensure free prior and informed consent as per Resolute’s Social Performance Policy.

In 2023 the programme has supported the management of the conservation zones, and piloted revenue generation opportunities in the impacted communities, including the commercialisation of non-timber forest products, honey production and self-financing schemes. Additionally, we have committed to using genetic analyses to confirm the presence of corridors in between the conservation zones to implement further protection activities.

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Australian Business Number

ABN 39 097 088 689

Share Registry

Computershare Investor Services Pty Limited
Level 11, 172 St Georges Terrace
Perth, Western Australia 6000

Home Exchange

Australian Securities Exchange
Level 40, Central Park
152-158 St Georges Terrace
Perth, Western Australia 6000

Quoted on the official lists of the Australian Securities Exchange (ASX) and the London Stock Exchange (LSE) under the ticker "RSG"

Auditor

Ernst & Young
Ernst & Young Building
11 Mounts Bay Rd
Perth, Western Australia 6000

Shareholders wishing to receive copies of Resolute's ASX announcements by e-mail should register their interest by contacting the Company at contact@rml.com.au

Securities on Issue

27 March 2024

Ordinary Shares	2,129,050,013
Performance Rights	14,236,468

STAY IN TOUCH

Website

Resolute maintains a website where all major announcements to the ASX/LSE are available:
www.rml.com.au



www.linkedin.com/company/resolute-mining



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Resolute

