



# ESG Update

Environmental, Social and Governance

2022





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## About This Report

This ESG Report presents a summary of our approach to generating sustainable value for our stakeholders and our continued progress on improving Environmental, Social and Governance performance.

The metrics used to communicate our ESG related performance within this document cover the assets operated by Allied in 2022. The period covered in this report extends from 1 January to 31 December 2022. The report covers our three gold mines and exploration activities in Africa. However, the timing of our acquisitions is important to this report, as it explains why some assets have more available ESG data compared to others. We have noted throughout where we have included data that is pre-acquisition.

The currency used throughout the report is in US Dollars (USD). The report has been approved for release by the Allied Gold Board.

This report is intended to evaluate how we align to the Sustainability Accounting Standards Board (SASB) Standards for metals and mining and describes contributions to the United Nations (UN) Sustainable Development Goals (SDGs). By reporting against these frameworks, we can communicate with our stakeholders about the sustainability of our business in a clear and straightforward way, draw comparisons to our peers, and drive continued integration of sustainability into our business, identifying new opportunities to increase value for stakeholders.

This report has been prepared with the help of professional sustainability consultants, Futureproof. More information can be found on their website: <https://futureproofconsulting.com.au/>

# CEO Statement on Sustainability

I am pleased to introduce this year's ESG Report, which details the activities undertaken by Allied during 2022 and outlines the plans for 2023 and beyond. I have been involved with the Company since early 2023, and began formal due diligence, including on sustainability matters, in April 2023. As the incoming Chairman and CEO (effective from July 2023), my statement provides a more independent reflection of the year that has been, the credit for which goes to Justin Dibb and the senior management team.

I am impressed that as Allied has transformed from a small exploration company to a multi-asset mining company we have demonstrated a clear commitment to continual improvement in ESG performance. With plans to transition from being privately-owned to a public company later in 2023, this will form a solid foundation for work throughout 2023 and beyond.

Allied produced our first annual ESG Report for the 2021 calendar year – a year in which we acquired two mines and realised rapid business growth. This highlighted the need to get to work on consolidating and harmonising ESG practices across the business. This is not something that can be achieved overnight, but I am impressed with the step change improvements that have been made, as evident in this year's report.

In review of Allied's 2022 ESG performance, there has been clear progress in several strategic areas.

- **Health and wellbeing:** Allied recorded an increased Lost time Injury Frequency Rate (LTIFR), although the Total Recordable Injury Rate (TRIFR) decreased for the second successive year. The increased LTIFR saw Allied implement a number of interventions to interrupt the trend. We pride ourselves in taking steps to reduce the risk of injury and worse, fatalities. We are pleased to report there were no workplace fatalities in 2022. In addition, Allied has improved the monitoring of safety leading indicators, with this data being disclosed for the first time as part of this report.
- **Security of tenure:** Allied has continued to invest in programmes to extend the operational life of the existing mines. In 2022, this resulted in the receipt of key approvals at both the Agbaou and Sadiola mines, specifically a 10-year extension of the Agbaou mining license and approval to develop the Sadiola Sulphides Project.
- **Climate action:** Investor interest in climate action continues to increase with investors leveraging the TCFD-aligned disclosures in investment decisions. In 2022, Allied has responded to this, by initiating our TCFD journey, with an independent evaluation of climate-related risk and opportunities. This important piece of work will inform development of a Climate Change Strategy over the coming years.
- **Tailing management:** Allied's tailings management practices are based on robust oversight and assurance. Key milestones in 2022 included completion of the northern and western embankment buttresses of the Sadiola TSF and the commencement of construction of the next lift at Bonikro TSF. In 2022, Allied continued work to align practices with the Global Industry Standard on Tailings Management (GISTM) with a plan to have completed alignment at all facilities by 2025.
- **Generating shared value:** Allied continues to contribute to generate value for the regions in which we operate. In 2022, the direct economic contribution from Allied's activities was USD 683 million, including taxes, royalties, expenditure, and salaries. Almost USD 3 million of this was directly invested into the host communities. In addition, Allied have continued to prioritise programmes in place to enhance value creation for our host communities, with a specific focus on targeting the inequalities within the areas we work.

## LOOKING AHEAD

We recognise that the mining and broader business sector has a responsibility, alongside governments and communities, to work collectively to deliver positive sustainability outcomes. We are committed to working responsibly, in a manner that manages our impacts and contributes to building a positive legacy beyond the life of our mines, recognising that our ESG performance is integral to our long-term business success and ability to generate value for our stakeholders. This commitment is also reflected by the development and disclosure of Allied's first set of ESG targets, which will apply for 2023/2024. In the later part of 2023, we will develop a focused agenda for progressing alignment of our ESG framework with the World Gold Council Responsible Gold Mining Principles.

We would like to thank our Allied employees who contributed to achieving the ESG progress made in 2022. Combined with our business partners, your efforts and commitments to sustainable values will take us into a successful future. We look forward to working with you as we take Allied public and continue to achieve good results and advance our ESG journey.

**Peter Marrone**  
Chairman and Chief Executive Officer

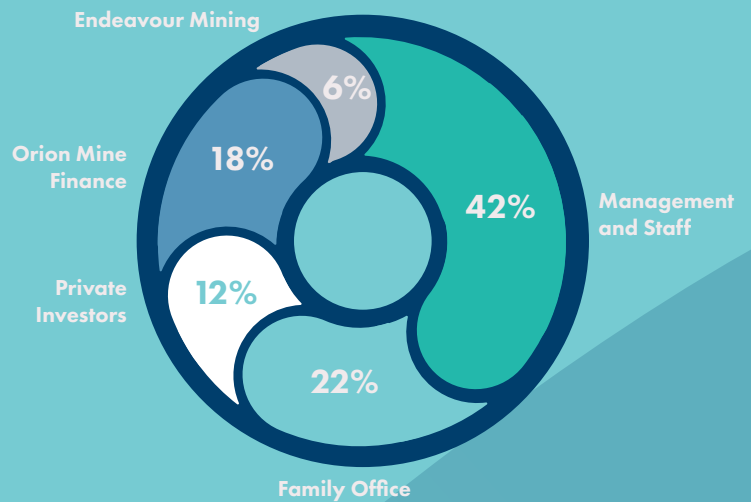
**Daniel Racine**  
President and Director



# Company Overview

## INTRODUCTION

Allied Gold Corp ('Allied' or 'the Company') is a substantial new public mining company. Led by a team of mine developers with a proven track record of generating value to tier one assets, we aspire to become the next generation senior gold producer in Africa.



### COMPANY MILESTONES

#### 2017

Entered into an agreement to acquire majority interest in the Dish Mountain gold development project Ethiopia (now known as Kurmuk Gold Project)

#### 2017

Entered into an agreement to acquire majority interest in the El Sid exploration project in Egypt (now known as El Fawakheir)

#### 2020

Developed and implemented policies for HSEC (Health, Safety, Environment and Community), Human Rights, Recruitment and Code of conduct (communicated in 4 languages across the business)

#### 2019

Acquired Bonikro Gold Mine May 2019 in Côte d'Ivoire

#### 2021

- Acquired Sadiola Gold Mine January 2021 in Mali
- ESIA to restart operations at Sadiola Gold mine approved
- ESIA for Hiré extension project approved
- Acquired Agbaou Gold Mine March 2021 in Côte d'Ivoire
- ESIA for Kurmuk Gold Project approved
- Awarded mining licence for Kurmuk Gold Project
- Signed Development Agreement for Kurmuk Gold Project
- Signed amendment to Sadiola Mining Convention

#### 2022

- Published first Corporate ESG Report
- Renewal of mining license at Agbaou
- ESIA for Sadiola Sulphides Project approved
- ESIA for Kurmuk Power Line approved

## PORTFOLIO OVERVIEW

### SADIOLA, MALI

STATUS: **Production**

PRODUCTION IN 2022: 175,447 OZ  
RESERVES AT END 2022: 7,250 KOZ

### BONIKRO, CÔTE D'IVOIRE

STATUS: **Production**

PRODUCTION IN 2022: 92,742 OZ  
RESERVES AT END 2022: 645.3 KOZ

### AGBAOU, CÔTE D'IVOIRE

STATUS: **Production**

PRODUCTION IN 2022: 103,254 OZ  
RESERVES AT END 2022: 374.1 KOZ

### EL FAWAKHEIR, EGYPT

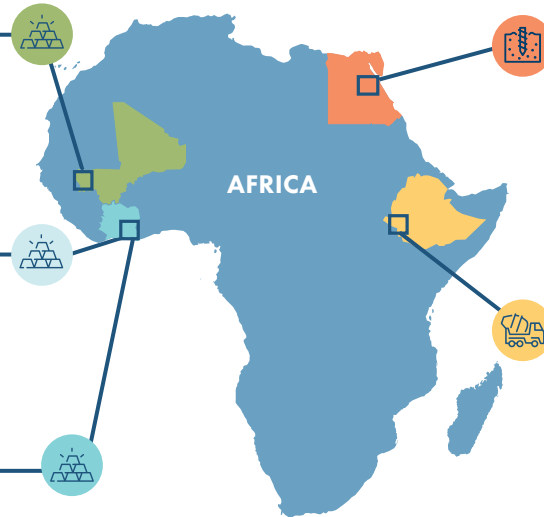
STATUS: **Drilling**

PRODUCTION IN 2022: NOT APPLICABLE  
RESERVES AT END 2022: NOT APPLICABLE

### KURMUK, ETHIOPIA

STATUS: **Bankable Feasibility Study**

PRODUCTION IN 2022: NOT APPLICABLE  
RESERVES AT END 2022: 2,601.5 KOZ



We have three mines and two development projects in Africa, along with offices in UAE, Australia and South Africa. Of our operating mines, two are in Côte d'Ivoire (Agbaou Gold Mine and Bonikro Gold Mine) and one is in Mali (Sadiola Gold Mine). Our advanced development project is in Ethiopia (Kurmuk Gold Project) and the early-stage exploration site is in Egypt (El Fawakheir).

Our operating mines were acquired from well-established gold mining companies in the past four years. Upon acquisition, all three mines were approaching closure, since then our approach has been to secure tenure, stabilise operations and prioritise exploration as a key driver to turnaround these sites and extend the operational life.



COMPANY ASSETS

# Our Mining Operations







## AGBAOU GOLD MINE

The Agbaou Gold Mine (Agbaou) is near the Bonikro mine, approximately 200 km northwest of Abidjan in Côte d'Ivoire, West Africa.

In 2021, Allied purchased an 85% stake in Agbaou Gold Operations SA (the entity that owns Agbaou) from Endeavour Mining. The balance of ownership is held by the Côte d'Ivoire government (10%) and a Côte d'Ivoire's state company for mining development, SODEMI (5%).

The mine has been operating since 2013 and is a conventional truck and excavator open pit mine.

In 2022, Agbaou produced 103,254 ounces of gold.



## BONIKRO GOLD MINE

The Bonikro Gold Mine (Bonikro) is in the Goh-Djiboua District in southern Côte d'Ivoire, West Africa, approximately 100km south of the capital Yamoussoukro and 214 km northwest of the commercial capital Abidjan.

In 2019, Allied purchased an 89.89% stake in Afrique Gold (the entity that owns Bonikro). The balance of ownership is held by the Côte d'Ivoire government (10%) and a minority shareholder (0.11%).

The mine has been operating since 2008 and is a conventional truck and excavator open pit mine. In 2014, satellite mining operations commenced at Hiré, with ore hauled to the process plant at Bonikro.

In 2022, Bonikro produced 92,742 ounces of gold. In addition, we initiated the development studies for satellite mining at Oumé (approximately 15 km north of Bonikro).



## SADIOLA GOLD MINE

The Sadiola Gold Mine (Sadiola) is 400 km northwest of the capital city Bamako, and 70 km to the south of the regional capital of Kayes in the western part of the Republic of Mali, West Africa.

In 2021, Allied purchased an 80% stake in SEMOS (the entity that owns Sadiola) from IAMGOLD Corporation and AngloGold Ashanti Limited. The balance of ownership is held by the Republic of Mali (20%).

The mine has been operating since 1996 and is a conventional truck and excavator open pit mine. Upon acquisition, the site was preparing for closure after more than two decades of operation.

Mining activity had ceased in 2018 and the Mining Convention was due to lapse. In 2021 mining was restarted and the Mining Convention was extended for 20 years.

In 2022, Sadiola produced 175,447 ounces of gold. In addition, we advanced the development studies for the Sadiola Sulphides Project, an extension of the Sadiola mine that targets the deeper sulphide ore.

COMPANY ASSETS

# Our Development Sites





## KURMUK GOLD PROJECT

The Kurmuk Gold Project (Kurmuk) is an advanced development project in the Benishangul Gumuz region, in western Ethiopia.

Kurmuk is owned by Kurmuk Gold Mine (KGM) PLC (formerly known as Ascom Mining Ethiopia PLC). Allied has a 64.46% stake in KGM, with the potential to increase to 70% as part of a share transfer agreement signed in August 2017.

At acquisition, Kurmuk was a greenfield discovery lacking a development plan at the expiry of its 10-year exploration licence term. Allied has invested in exploration and progressed the required studies to support development of the project. In September 2021, KGM was awarded a Mining Licence and a Development Agreement was signed with the Government of Ethiopia.



## EL FAWAKHEIR PROJECT

The El Fawakheir Gold Project (El Fawakheir) is an early-stage exploration site in the Eastern Desert in Egypt, owned by SMW Gold.

The exploration licence incorporates Egypt's largest colonial era gold mine. Allied has a 50% stake in SMW Gold, acquired through a 50/50 production sharing agreement with the Government signed in October 2017. Under this agreement there is the potential to earn an effective 92.5% stake by funding exploration activities.



# 2022 In Review



## OPERATIONS



**371,433**  
OUNCES OF GOLD  
PRODUCED

32% INCREASE  
FROM 2021



AN INCREASE ORE  
RESERVES THROUGH  
EXPLORATION OF

**1,090 KOZ**



**IVORIAN MINING  
EXCELLENCE AWARD**

WAS AWARDED TO AGBAOU FOR ITS ESG  
INITIATIVES, WITH BONIKRO TAKING THIRD  
PLACE IN THE SAME CATEGORY

## GOVERNANCE



**RENEWAL OF THE  
MINING LICENSE  
AT AGBAOU (CÔTE D'IVOIRE)**



**ESIA APPROVAL RECEIVED:**

ESIA APPROVAL OF THE SADIOLA SULPHIDES PROJECT (SSP)  
THAT EXTENDS THE MINE LIFE AT SADIOLA (MALI)



**ESIA PROCESS  
PROGRESSED**

FOR THE SSP POWERLINE CORRIDOR

**NO INCIDENTS REPORTED**

IN RELATION TO **CORRUPTION, ANTI COMPETITIVE** OR  
**ANTI-TRUST BEHAVIOUR** IN 2022



## HEALTH, SAFETY AND WELLBEING



**TRIFR 0.82 | LTIFR 0.44**

32% IMPROVEMENT IN  
CONSOLIDATED TRIFR FROM 2021

**ZERO WORKPLACE FATALITIES**

IMPROVED MONITORING OF HEALTH AND SAFETY  
LEADING INDICATORS, INCLUDING TRAINING  
HOURS. THERE WERE **15,016 HOURS** OF  
HEALTH, SAFETY AND EMERGENCY RESPONSE  
TRAINING RECEIVED AT OUR OPERATING MINES



CONDUCTED **TARGETED SAFETY  
CAMPAIGNS** ACROSS THE BUSINESS

## OUR PEOPLE



**5290  
PEOPLE  
EMPLOYED**

**UPDATED HR  
MANAGEMENT  
SYSTEM** FOR THE  
ENTIRE BUSINESS



**INCREASE IN FEMALE  
REPRESENTATION**  
IN OUR WORKFORCE  
8% TO 10%

**97%**  
OF WORKFORCE  
COMPRISED OF  
NATIONAL EMPLOYEES



## ENVIRONMENT



**COMPLETED OUR  
CLIMATE CHANGE  
RISK ASSESSMENT**  
ALIGNED TO TCFD

**IMPLEMENTED A SOFTWARE  
SOLUTION FOR ENVIRONMENTAL DATA  
MANAGEMENT ACROSS OUR SITES**

**IMPROVED ENERGY  
INTENSITY** FOR OUR  
OPERATIONAL MINES  
FROM 2021 (11.86  
TO 10.03)

**IMPROVED EMISSIONS  
INTENSITY** FOR OUR OPERATIONAL  
MINES FROM 2021 (0.904 TO 0.76)

**COMPLETED A STABILITY REVIEW  
OF OUR TSF EMBANKMENTS IN  
LINE WITH ANCOLD GUIDELINES.  
IMPROVED THE FACTOR OF  
SAFETY OF THE SADIOLA TSF  
THOUGH THE COMPLETION OF  
THE NORTHERN AND WESTERN  
BUTTRESSES**

CONDUCTED BIODIVERSITY STUDIES AS  
PART OF OUR ENVIRONMENTAL AND  
SOCIAL IMPACT ASSESSMENTS (ESIAs) FOR  
EXPANSION AND DEVELOPMENT PROJECTS  
IN CÔTE D'IVOIRE, MALI, AND ETHIOPIA



## OUR COMMUNITIES

**TOTAL ECONOMIC CONTRIBUTION OF  
USD 683 MILLION, WHICH INCLUDES USD  
518 MILLION IN PROCUREMENT SPEND**

**USD 2.9 MILLION SPENT ON COMMUNITY DEVELOPMENT**



SECURITY CODE OF  
CONDUCT ROLLED OUT;  
**200 SECURITY GUARDS**  
UNDERWENT SECURITY  
CODE OF CONDUCT  
TRAINING.



**COMPLETED THE PHYSICAL RESETTLEMENT  
FOR THE HIRÉ EXPANSION PROJECT, WITH  
INTERNAL MONITORING UNDERWAY**

**RESOLVED 88% OF THE COMMUNITY  
GRIEVANCES RECEIVED**

# Our ESG Journey

## Our overarching objectives remain to operate responsibly and create shared value for all stakeholders.

At Allied, we view ESG as a journey, and like all journeys how we navigate ours will differ to others. Following a period of rapid growth through acquisitions, our priority has been to consolidate and harmonise our approach to ESG across the business. We are proud of the step change improvements made over 2022 that we will continue to strengthen in the coming year. In April 2023 we announced our intention to become a publicly listed company later in 2023. While ESG practices have long been considered in our business (as reflected in this report), this plan to go public will drive another step change in our ESG performance throughout 2023 and 2024 to respond to the rapidly growing expectations on this front.

To date, our ESG performance has primarily been evaluated against the requirements of the Equator Principles and IFC Performance Standards. We align our practices with globally recognised ESG reporting frameworks and initiatives, of which the Sustainability Accounting Standards Board (SASB) standards remain our framework of choice and forms the basis of our disclosure reporting. As a component of the public process commencing in 2023, we are proposing full adherence to Responsible Gold Mining Principles (RGMPs) by end of 2026 into our ESG performance framework. In 2022, we undertook an initial assessment of differences between RGMPs and our existing ESG reporting frameworks to identify areas for improvement around ESG systems and processes, enabling us to prioritise future work programmes to integrate the RGMPs into our sustainability performance moving forward. During 2023 we will fully develop the plan and ensure the financial cost to adherence is fully developed to ensure implementation in 2024-2026.

We continue to align our ESG strategies to the United Nations Sustainable Development Goals (SDGs) and within this report we highlight how our activities have contributed progress towards the SDGs. We also demonstrate our commitment towards the TCFD in this report, with the aim to implement the TCFD recommendations over a multi-year roadmap, ensuring that we appropriately capture the required disclosures.

Further refinement in reporting on ESG performance and implementation of leading practices will be established according to business need and requirements by our stakeholders.

While Allied has risk management in place and has adopted a number of leading practices, we have identified a number of good practices to help improve and articulate our ESG performance. We have developed a work plan and targets for priority implementation through to 2024. Feedback we receive from the report, including this work plan and targets, will help us to refine our ESG improvements.



## OUR APPROACH TO ESG

### Compliance

Ensure immediate compliance with any current and impending ESG related **legal requirements and commitments**



### Framework

Select appropriate **ESG framework** guidelines for performance and reporting



### Materiality

Determine **Allied material topics** (i.e. specific ESG priorities of most relevance to Allied business and its stakeholders) within the broader ESG and sustainability agenda



### Action plan

Develop and disclose a **phased action plan** and timeline for achieving full compliance with the selected ESG framework guidelines and resulting commitments



# 2023 and 2024 Targets

	SUB-AREA	TARGET	METRICS
Governance & ethics	Compensation	Establish a framework for executive compensation linked to ESG performance.	Established framework.
	Ethics	Establish and implement anti bribery and corruption training for senior management.	% of corporate and subsidiary management staff that have completed training.
	Ethics	Establish a corporate whistle blower procedure.	Established procedure.
	Ethics	Disclosure of payments to the Government by type (i.e., taxes, royalties, shares, fees etc.).	Government payments by type.
	Human rights	Conduct a company-wide human rights risk assessment.	Completed risk assessment.
	Human rights	Zero substantiated allegations of human rights abuses.	Number of substantiated allegations of human rights abuses.
	Supply chain management	Implement a corporate policy and corporate standard for supply chain management.	Established policy.
	ESG Performance Standards	Develop and commence implementation plan for adherence to RGMPs by 2026.	Action plan developed and costed to deliver adherence for 2026 in place by YE 2023.
Our people	Employment	National employment > 95% at all operations.	% of national employees and contractors.
	Employment	Establish local employment targets at all operations.	Established target.
	Employment	Employee voluntary turnover rate of 10% or less at all operations.	% voluntary turnover.
	Employment	Establish and maintain employee grievance mechanism at all operations.	Established procedure.
	Diversity, equity and inclusion	Implement a corporate policy for diversity, equity, and inclusion.	Established policy.
	Diversity, equity and inclusion	Achieve year on year increase of female participation across the organisation.	% of female employees and contractors.
	Diversity, equity and inclusion	Achieve gender equity amongst new recruits.	% of female new recruits.
	Health & safety	Zero workplace fatalities.	Fatalities (number).
	Health & safety	Maintain or improve consolidated TRIFR year-on-year.	Total Reportable Injury Frequency Rate (TRIFR).
Health & safety	Complete all identified corrective actions for significant incidents (reportable injuries and SPIs/SIs).	% completion of corrective actions.	

	SUB-AREA	TARGET	METRICS
Our communities	Social performance	No significant community events.	Number of community events.
	Stakeholder engagement	Disclose details on the number of community engagement activities undertaken across the operations.	Number of community engagements.
	Stakeholder engagement	Report community grievances, with details on types of grievances.	Number of community grievances by type.
	Stakeholder engagement	Resolve all grievances within the target timeframe.	% of grievances resolved within target timeframe.
	Security	Complete annual human rights training to over 95% of security workforce.	% of security workforce that completed VPSHR training.
	Local benefit	Establish national and local level procurement targets for each operation.	Established targets.
	Local benefit	Company contributions (compulsory and voluntary) to community development at operational mines to equate to at least 0.5% of revenue.	Community contributions as a % of revenue.
	Land acquisition and resettlement	Conduct third party monitoring and evaluation of Hire resettlement.	Completed monitoring.
Environment	Compliance	No significant environmental incidents.	Number of environmental incidents.
	TSF	No significant TSF incidents.	Number of TSF incidents.
	TSF	Establish and maintain trigger action response plans for each existing TSF.	% of TSF with trigger action plans.
	Climate	Complete TCFD gap assessment and develop an action plan to close gaps.	Completed gap analysis and action plan.
	Biodiversity	All mines in areas of critical/high biodiversity shall have biodiversity management plans.	% of applicable sites with biodiversity management plans.
	Water	Establish targets for water recycle rate at each operation.	Water recycle rate.
	Mine Closure	Establish standardised reporting of land rehabilitation across all operations.	Land rehabilitated by operation (in ha).

# Our Stakeholders

Building and maintaining strong, effective and enduring relationships with our stakeholders will ensure the long-term success of our business. Across our operations we strive to understand the topics that are most material to our stakeholders.



**STAKEHOLDERS**

EMPLOYEES	PROSPECTIVE INVESTORS	CONSULTANTS
CONTRACTORS	LENDERS	SUPPLIERS
SHAREHOLDERS	COMMUNITIES	ESG RATING AGENCIES
PARTNERS	SECURITY FORCES	MEDIA
GOVERNMENTS (Local/Regional/National)	NGOs	DOWNSTREAM USERS OF END PRODUCT







## MATERIAL TOPICS

Our materiality assessment forms the basis of this ESG report, ensuring we are focussed on matters most important to our Company and our stakeholders.

In 2021 we undertook a materiality assessment that identified and prioritised the most important ESG topics for our business and stakeholders, based on input from Allied senior management, subject matter experts, known stakeholder expectations, and an analysis of the broader ESG context.

In 2022, we conducted an internal materiality update to determine if our material topics were still relevant and if any new topics should be considered. The review resulted in the restructuring and renaming of some material topics and the categories to which they belong. The updated topics aim to better address our relevant ESG impacts. The full list of material topics can be found below.

It is important to note that the revision of our material topics considered the guideline outlined by the Global Reporting Initiative (GRI) and the industry specific topics found within the SASB Metals and Mining standards. In this report, we address our material topics by disclosing against the SASB reporting indicators.



The SDGs, which have been adopted by over 190 countries, are designed to address the big global challenges we face through the promotion of sustainable development.



# Mapping to the SDGs

The United Nations’ 17 Sustainable Development Goals (SDGs) and 169 targets came into effect in January 2016. The SDGs, which have been adopted by over 190 countries, are designed to address the big global challenges we face through the promotion of sustainable development. While we support all 17 goals, there are 6 goals of most relevance to our business, which are shown below with cross references to the applicable report section.



Ensure healthy lives and promote well-being for all at all ages.

## SDG 3 Good Health and Well-being



SDG TARGET

3.3 - By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases.

3.0 Strengthen the capacity of all countries, developing countries, for early warning, risk reduction and management of national and global health risks.



ALLIED GOLD CONTRIBUTION

The wellbeing of our workforce and contractors is at the centre of our operations and decision-making processes. In addition to our Operational Health and Safety strategy, we contribute to the health of our employees with awareness and screening campaigns targeting malaria, AIDs, diabetes, breast cancer, and cervical cancer.

See more: Page 37



Providing quality education for all.

## SDG 4 Quality Education



SDG TARGET

4.4 - By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

4.6 - By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy



ALLIED GOLD CONTRIBUTION

Our skill development activities focused on improving the technical and professional development of our workforce as well as young graduates to help them improve their capabilities. The activities we have implemented are designed to facilitate their day-to-day activities as well as in their working life, contributing to their employability.

See more: Page 28, 30, 51



## SDG 6 Clean Water and Sanitation



Ensure access to water and sanitation for all.

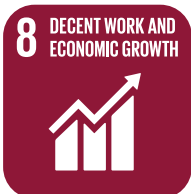
6.b Support and strengthen the participation of local communities in improving water and sanitation management.



### ALLIED GOLD CONTRIBUTION

Responsible water management is a critical issue in our host countries, where droughts and accessibility to drinkable water are active challenges. We continuously and proactively monitor our water usage and related impacts to ensure it remains available to local communities and operations alike.

See more: Page 50, 61



## SDG 8 Decent Work and Economic Growth



Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all.

8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.



### ALLIED GOLD CONTRIBUTION

We understand the positive impact that local employment has in the countries where we operate. Our Human Resources Management strives to attract and retain employees who are locals to the host country, as well as promote the inclusion of women in our workforce.

See more: Page 27, 28, 29



## SDG 10 Reduced Inequalities



Reduce inequality within and among countries.

10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.



### ALLIED GOLD CONTRIBUTION

Our strategy to attract, develop, promote, and retain people is based on the performance of each employee. We pride ourselves of our efforts to be a fair employer, giving training opportunities to our workforce according to their needs. To keep improving our systems, in 2022, we have developed a Corporate Gender Equity Policy (to be launched in 2023) that aims to promote a corporate culture that is inclusive and respectful of our differences.

See more: Page 19, 27



## SDG 16 Peace, Justice and Strong Institutions



Promote just, peaceful and inclusive societies.

16.5 Substantially reduce corruption and bribery in all their forms..



### ALLIED GOLD CONTRIBUTION

Our corporate values are guided by a strong sense of Corporate Ethics. Our company policies frame our behaviour as an organisation and as Allied employees. We promote respectful relationships in our dependencies and outside of them, with a special focus on respecting human rights and managing potential risks of unethical behaviour.

See more: Page 19, 39, 43

# GOVERNANCE

We are committed to making ESG work through good governance.

## 2022 HIGHLIGHTS

- ✓ Renewal of the mining license at Agbaou for 10 years
- ✓ Ivoirian Mining Excellence Award awarded to Agbaou with Bonikro in third place
- ✓ ESIA approval received for the Sadiola Sulphides Project (SSP) to expand the life of mine by 20 years
- ✓ ESIA process progressed for the SSP Powerline, a high voltage powerline between Kayes and the site
- ✓ Progressed development of our supply chain strategy

# Corporate Governance

This section presents our governance structure that was in place throughout 2022. As discussed in Our ESG Journey section, public listing planned for 2023 will introduce changes to our Board and subsequently the approach to corporate governance.

The highest level of oversight at Allied Gold sits with the Board of Directors (Board), who maintain ultimate responsibility for Company performance, including ESG performance. The Board Charter establishes the roles and responsibilities of the Board, including their role in terms of overall strategic direction, risk management and reporting, and ensuring compliance with the Company’s own governance documentation, including the Code of Conduct, and associated corporate policies. The Board fulfils its mandate directly through established committees and at regular meetings as required.

The Board delegates day-to-day decision making to the President and Chief Executive Officer (CEO) and the Executive Committee. At the executive level, corporate oversight, and implementation of the ESG programme are the direct responsibility of our Executive Director and Head of Business Development, who reports directly to the President and CEO, The Executive Committee are supported by our corporate senior management team.

At site level, processes are in place to ensure ESG matters, including risk identification and management, are integrated into the day-to-day management of our business. General Managers are responsible at the site level for implementation of our ESG commitments, with regular reporting to corporate. With the help of Senior Managers, a Sustainability Report is prepared for endorsement and approval by the Board each year.

## AUDIT AND RISK MANAGEMENT COMMITTEE

This body is responsible for monitoring our risk management framework, corporate wide compliance processes, financial reporting, and the performance of our audit program. The Committee ensures that our systems are effectively apprising the risks to which our organisation is exposed. They meet quarterly and report their work directly to the Board.

## BUSINESS ETHICS

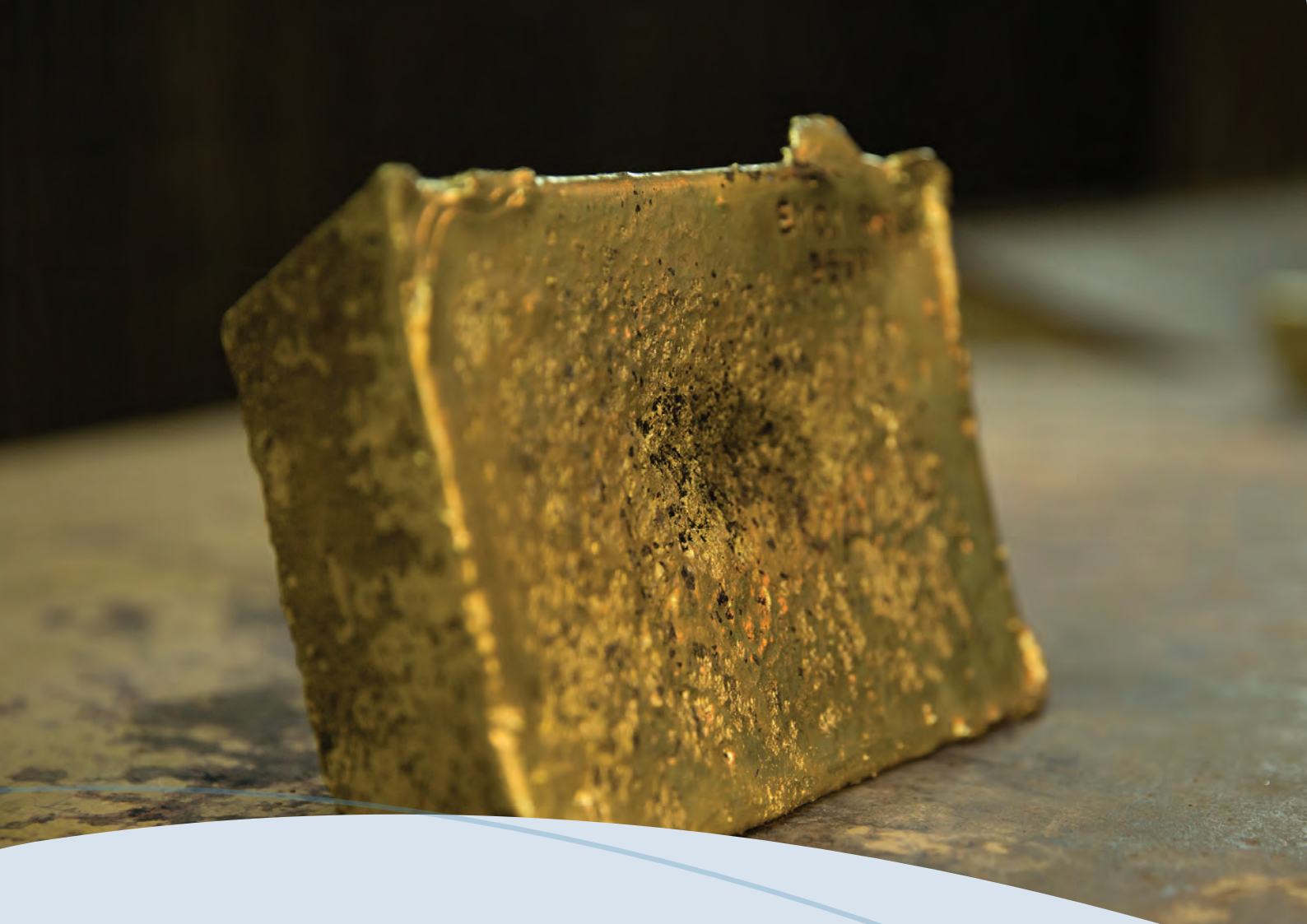
We have clear expectations around business conduct, with a commitment to doing things the right way, every day.

Our Code of Conduct outlines the standards of ethical behaviour expected from our people and those working on our behalf. The Code applies to all directors, management, employees, contractors, and suppliers and commits them to conducting business with integrity and in accordance with all applicable legislation. We have also adopted a Security Code of Conduct that establishes our expectations in terms of ethical and lawful behaviour of our security personnel.

In 2023/2024 we intend to establish a corporate whistleblower procedure and ensure all senior management have received formal training in anti-bribery and corruption.

## OUR VALUES





In 2022 there were no reported incidents relating to corruption, anticompetitive or anti-trust behaviour.

**OUR CODE OF CONDUCT IS SUPPORTED BY A SUITE OF CORPORATE POLICIES, SPECIFICALLY:**

- **HUMAN RIGHTS POLICY:** Establishes the overarching principles for the preservation and protection of human rights as defined in the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, International Humanitarian law, and the laws of the countries in which we operate.
- **ANTI-BRIBERY AND CORRUPTION POLICY:** Outlines the principles prohibiting bribery, facilitation payments, improper gift-giving and receiving activities, and money laundering.
- **HSEC POLICY:** Establishes overarching principles to guide performance, including commitments to comply with legislation and other obligations, protect our environment, workforce, and communities, identify and eliminate/ manage hazards, risks, and impacts, engage with stakeholders, and to continuous improvement.
- **RECRUITMENT POLICY:** Ensures transparency and fairness in all recruitment processes and sets the framework to comply with our legal obligations and be an 'equal opportunity' employer.

**OUR NEW TARGETS TO KEEP IMPROVING OUR CORPORATE BEHAVIOUR:**

 Review and update HSEC Policy, Human Rights Policy, and Recruitment Policy

 Develop Supply Chain Policy and Gender Equality Policy

# Health, Safety, Environment and Community Management Framework

Our Health, Safety, Environment and Community (HSEC) Management System (MS) Framework establishes the overarching requirements of an integrated HSEC management across each of our sites, aligned with the requirements of the ISO 14001 and 45001.

The framework uses the Plan-Do-Check-Act (PDCA) methodology, a simple and effective process for solving problems and managing change. This methodology includes a component of continuous improvement built into the process so that the organisation never reaches a state of 'business as usual' but continues to seek ways to improve how we conduct our business.

The framework comprises 13 elements that link closely to the PDCA cycle, providing flexibility for systems and procedures to be scaled to reflect the nature of site activities. The HSEC MS framework applies to all subsidiaries and requires all sites (exploration and operational) to have an HSEC Management System that aligns with provisions of the HSEC framework and the nature and scale of activities. An update to this framework is intended to be released in 2023.



In Côte d'Ivoire, the Government recognise national excellence across a variety of fields. In 2022, the Mining Excellence Award was awarded to Agbaou for its environmental, social and governance initiatives, with Bonikro taking third place in the same category.



## LEGAL AND REGULATORY COMPLIANCE

Legal and regulatory compliance is essential to business continuity and is a key component of our approach to responsible management. We require our sites to establish, implement, and maintain processes to ensure they are aware of current legal requirements and other obligations, how these apply, and how these are accounted for.

In 2022, we received several key approvals, including the renewal of the mining license at Agbaou for 10 years, and the ESIA for the Sadiola Sulphides Project (SSP) to extend the life of mine by 20 years, and. Additionally, ESIA processes were progressed for the SSP powerline corridor connecting Sadiola to the national grid, the development of the Oumé Satellite Project at Bonikro, and the Stage 8/9 lifts of the Agbaou TSF.

Regular external audits of our compliance with legal requirements and other commitments are undertaken at our mines and our advance development project, as required under legislation or conditions of approval. There are varying audit timeframes across our jurisdictions; every three years in Côte d'Ivoire, five years in Mali, and annually in Ethiopia. In 2022, the required audits were undertaken at Agbaou and Bonikro (Côte d'Ivoire) and Kurmuk (Ethiopia). In Mali, our Sadiola mine (along with two others in the region) was included in a strategic environmental and social review of the mining sector, carried out as part of the implementation of the World Bank's project on governance in the mining sector in the country (referred to as PGSM). The review was undertaken by representatives of the PGSM from a range of state authorities, with the overarching objective to evaluate our performance in health and safety and sustainable development.

In addition to the legal compliance audits, we continue to have annual external audits of our compliance with the IFC Performance Standards. In 2023 we are planning to initiate development of a compliance database across the business to capture all our legal and other commitments.

For all audits identified actions are captured and tracked through to completion.

## RISK MANAGEMENT

Our business faces a number of risks, therefore understanding and managing these is an integral part of our business activities.

Understanding our risks and opportunities enables better decision making, which is why our governance processes are structured for effective risk management. We utilise a six-step process for understanding and managing our risks, focussed on establishing the context, followed by risk identification, analysis, and evaluation, ahead of risk treatment and monitoring.

Our approach to risk management is outlined in Element 2 of our HSEC MS framework. From a top-down perspective, the Board has ultimate accountability for the development and implementation of risk management strategy, as established within the Board Charter. These responsibilities include identifying principal risks of the Company's business, ensuring an appropriate risk management framework is in place, and establishing the acceptable levels of risk.

The Audit and Risk Management Committee assists the Board in fulfilling its risk management duties. As established within the Committee's Charter, it must review and make recommendations to the Board regarding the Company's Risk Management Policy and the adequacy of risk management processes. The Committee reports regularly to the Board, at least four times a year.

Our approach provides for risk management across two separate levels, the enterprise level and the site or project level. The enterprise level is the group wide risks, whereas the site and project level encompass is the risks relevant to an individual site or project.

At the enterprise level, our corporate senior management team are regularly identifying and managing the strategic or emerging risks that apply across the business. These risks are communicated to the Executive Committee; however, work is underway to establish processes for regular consolidation of these risks for more streamlined reporting.







## SUPPLY CHAIN MANAGEMENT

Across our business, we source a diverse range of products and services. We want to work with suppliers that share our values and maintain sustainable practices.

Responsible supply chain management means we need to identify, assess, and manage the risks in our supply chain associated policies extend to our supply chain business partners. These include clauses specific to labour and human rights, health and safety, environmental protection, and business conduct and ethics. Failure to adhere to the Code of Conduct may be grounds for terminating the supplier relationship.

We recognise that strengthening our supply chain management is crucial to advancing our corporate sustainability commitments. Throughout 2022, we have progressed development of our supply chain strategy, including early work on a supply chain policy, standardised procurement management practices, and contextual risk assessment tool, to be finalised in 2023.

The intention is to improve our knowledge of suppliers by incorporating ESG screening in the procurement process, while ensuring these requirements do not preclude local procurement. These enhanced procurement practices will enable a more accurate evaluation of potential risks, which will feed into the determination of ongoing oversight requirements.

## OUR RISK MANAGEMENT MATRIX



## 2023 SUPPLY CHAIN MANAGEMENT FOCUS

- ✓ Finalise the supply chain policy.
- ✓ Finalise the procurement management practices.
- ✓ Finalise the contextual risk assessment tool.
- ✓ Evaluate appropriateness of third-party solutions to screen current and future suppliers

# SOCIAL

We strive to provide a safe work environment for our workers, preventing, managing, and mitigating our environmental and social impacts, and contributing to the social development of our communities and host countries.

## 2022 HIGHLIGHTS



### OUR PEOPLE

- ✓ 5,290 people employed
- ✓ Updated Human Resources (HR) management system for the entire business
- ✓ 97% of workforce comprised of national employees
- ✓ Increase in female representation in our workforce (8% to 10%)



### HEALTH, SAFETY & WELLBEING:

- ✓ Zero workplace fatalities
- ✓ 32% improvement in our consolidated TRIFR
- ✓ Improved monitoring of health and safety leading indicators, including training hours. There were 15,016 hours of health, safety and emergency response training received at our operating mines.
- ✓ Conducted targeted safety campaigns across the business



### OUR COMMUNITIES

- ✓ Total economic contribution of USD683 million, which includes USD518 million in procurement spend
- ✓ USD 2.9 million spent on community development
- ✓ Security Code of Conduct rolled out; 200 security guards underwent Security Code of Conduct training
- ✓ Resolved 88% of the community grievances received
- ✓ Completed the physical resettlement for the Hiré Expansion Project, with internal monitoring underway



# Our People

**We believe our people are the foundation of our success, which is why our approach to people management is critical to our overall business activities.**

We implement fair employment practices, recognise, and respect employee rights, and promote labour relations. We are committed to attracting and retaining talent by fostering an inclusive and diverse workplace, investing in training and career development, managing performance, and rewarding talent.

Our human resources group is responsible for overseeing the approach to people management across the business. Our mines have Human Resources Departments led by an HR Manager, and our advanced development project, Kurmuk, has a dedicated HR Manager. These managers report directly to the site General Manager and indirectly to our corporate VP, Human Resources.

Each mine has developed a Human Resources policy and implementing procedures that comply with host country legal requirements. In 2022, we harmonized the HR procedures of our Côte d'Ivoire mines to ensure a consistent approach between the two sites. At Sadiola, the Recruitment and Selection Policy was updated to prioritise our commitment to local employment. (i.e., surrounding communities and Malian citizens), prohibit any form of discrimination, and reaffirm that we will not tolerate the use of child or forced labour.



## EMPLOYMENT

As of the end of 2022, our workforce comprises 5,290 people, which includes 1,929 permanent employees and 3,361 contractors. Over 5,000 people are employed across 4 countries in Africa, which is reflected in the Company-wide statistics, whereby 97% of our workforce are national employees, an increase from 96% in 2021. Note: national employees are those employees who are nationals of the host country of the relevant office or site.

Across the sites, workforce numbers either remained stable or increased between 2021 and 2022. The most notable changes are in the proportion of employees and contractors between 2021 and 2022; at Bonikro there was a change to contractor mining in 2022, which explains the reduction in employees and increase in contractors (refer to Industrial Relations section) and at Kurmuk there was an increase in exploration drilling undertaken by contractors.



\*This information includes our workers based in Australia, UAE, South Africa, Abidjan, Bamako, Cairo, and Addis Ababa





### UPDATING OUR HR MANAGEMENT SYSTEM

During 2022, we investigated and tested BambooHR, a software solution that manages the employee record. As this software solution automates many of the operational HR tasks, it frees up our HR departments to spend more time focussing on what is important - our people. Following successful pilot testing, this software is being rolled out across the mine sites for use in 2023.

Agbaou, Côte d'Ivoire			
EMPLOYMENT TRENDS	2022	2021	2020
Total number of employees and contractors	1,308	1,311	NA
Total number of employees	335	302	NA
Total number of contractors	992	1009	NA
Percentage contractors	76	77	NA

Bonikro, Côte d'Ivoire			
EMPLOYMENT TRENDS	2022	2021	2020
Total number of employees and contractors	1,312	1,256	1,209
Total number of employees	357	612	493
Total number of contractors	955	644	716
Percentage contractors	73	51	59

Sadiola, Mali			
EMPLOYMENT TRENDS	2022	2021	2020
Total number of employees and contractors	2,332	2,213	NA
Total number of employees	960	904	NA
Total number of contractors	1,372	1,309	NA
Percentage contractors	59	59	NA

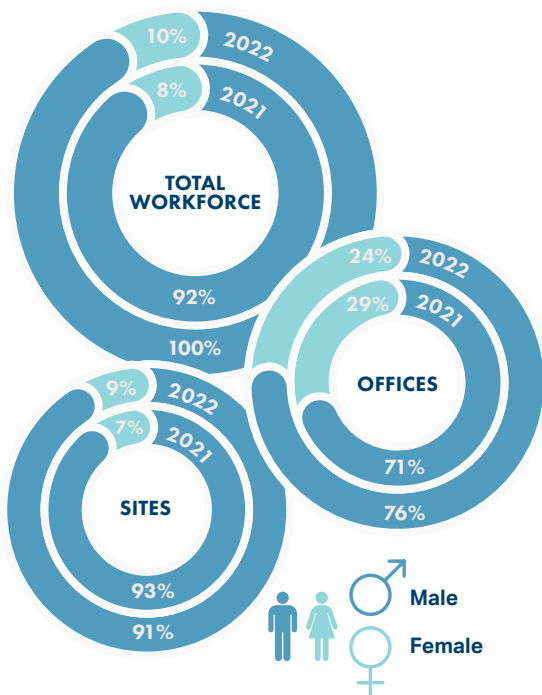
Kurmuk, Ethiopia			
EMPLOYMENT TRENDS	2022	2021	2020
Total number of employees and contractors	166	93	130
Total number of employees	127	92	74
Total number of contractors	39	1	56
Percentage contractors	23	1	43

El Fawakheir, Egypt			
EMPLOYMENT TRENDS	2022	2021	2020
Total number of employees and contractors	40	40	28
Total number of employees	38	40	4
Total number of contractors	2	0	24
Percentage contractors	5	0	86

## DIVERSITY AND INCLUSION

We believe diversity is essential to our business. We prohibit discrimination on any basis, which is reflected in both the Code of Conduct and Recruitment Policy.

Gender diversity remains a challenge across the mining sector and is exacerbated by the cultural traditions and expectations in many of the jurisdictions in which we operate. However, we remain committed to promoting and advancing diversity within our sites. In 2022, we increased the percentage of female representation across our workforce from 8% in 2021 to 10% in 2022. The female representation at our sites was 9% and at our offices was 24%.



During 2022, there were no reported incidents of discrimination.

Our progress towards advancing gender diversity in 2022 is best demonstrated through our intern and graduate programmes, where we have demonstrated our commitment to promote more balanced gender representation (refer to Developing and Retaining Talent section). Moving forward, we will look to disclose gender diversity of our new recruits as a more meaningful indicator of our commitment to continue to promote gender diversity.

We are striving to create a more diverse work environment and are currently reviewing our Corporate Gender Equity Policy, which is anticipated to be launched next year.



## DEVELOPING AND RETAINING TALENT

We are aware of the 'talent crunch' being experienced across the mining sector, and as such implementing effective talent management practices is vital to the sustainability of our activities. We are responding to this challenge by strengthening practices to attract and retain talent, such as implementing internship programmes, investing in our employees through training and skills development, implementing performance management processes, succession planning and retention programmes.

At this stage, programmes related to developing and retaining talent are largely site driven, except for Allied Exploration which has implemented a programme across all five sites (refer to Case Study). The operations progress in 2022 is summarised below.



### AGBAOU AND BONIKRO

- The internship programme had 32 participants at Agbaou and 17 participants at Bonikro. The female participation in this programme was 25% at Agbaou and 53% at Bonikro. The programme was run across multiple departments, with increased emphasis on enhancing female representation across the more traditionally male departments, for example 3 of the 8 mining interns at Bonikro were women.
- As part of the talent management agenda, a 9-box talent review was undertaken to measure employee performance and identify those with leadership potential. Subsequently, a programme of 'career interviews' commenced, whereby identified individuals were able to discuss career aspirations with the General Manager.
- We selected two graduate engineers (1 Agbaou and 1 Bonikro) to attend a graduate mining engineer training programme in the UK.
- Performance management processes continue to be implemented with the support of the HR department. The 2021 performance reviews were completed in January 2022; 612 employees were due for review and there was a 99% completion rate.
- Our people continued to receive external and internal training courses as required. Examples of training provided include refresher training on work procedures, emergency first aid for Emergency Response Team, Data-Sight software, incident investigation etc.

### SADIOLA

- The internship programme had 63 participants across 12 departments. The female participation in this programme was 21%.
- Performance management processes continue to be implemented with the support of the HR department.
- We also selected two graduate engineers from Sadiola to attend a graduate mining engineer training programme in the UK.
- Our people continued to receive external and internal training courses as required. Examples of training provided include refresher training on work procedures, defensive driving, cyanide first aid and confined space for Emergency Response Team, incident investigation etc.

# DEVELOPING AND RETAINING TALENT: CASE STUDY

## ALLIED EXPLORATION – GRADUATE RECRUITMENT AND TRAINING

We recognise that our people are the foundation of our success and that to maintain this, we need to invest in young talent to empower them to become future leaders of our Company. We also recognise that development of young talent can make important and lasting contributions towards achieving the UN Sustainable Development Goals (SDG), particularly SDG 4: Quality Education, SDG 5: Gender Equality, and SDG 8: Decent Work and Economic Growth.

Allied Exploration has actively prioritised this, with an established geology graduate recruitment and training programme focused on building the talent pipeline within the jurisdictions in which we operate. The programme was initiated in Ethiopia in 2017, and has gradually expanded to other jurisdictions, reflecting the growth of Allied over time.

As a young company that has kept a relatively low profile, our approach to graduate recruitment has centred around us reaching out to top university graduates and inviting them to interview with us. This has relied on significant time investment from key personnel, particularly our SVP – Exploration, with the full support of our now Chief Geology and Strategic Officer.

Since 2017, we have recruited 45 graduates and 4 trainees. We believe the best place to learn is on the job, so our recruits are involved in exploration duties right from the start, with ongoing support and learning from experienced mentors. Where we utilise international experts on site, we also seek to have them deliver training for our graduates to provide additional learning opportunities.

Allied Exploration has actively sought opportunities for exploration geologists to gain international experience on our other sites. Recruits from our first intake of graduates had the opportunity to join the exploration team at Bonikro in in 2019, and as Allied has grown further opportunities have become available. As the graduate programme started in Ethiopia, most of the international opportunities have been for these recruits, however in 2022, our first graduate from Côte d'Ivoire has gone to Ethiopia.

To date, the retention rate of our recruits is 94%. Most of our recruits are from Ethiopia (41%) which reflects the duration of the programme in that location, with the remainder from Côte d'Ivoire (24%), Mali (20%), and Egypt (15%).

Gender equality has been promoted through the programme, with women accounting for 46% of retained recruits, which is a huge success given the patriarchal traditions and cultures in many of our operational jurisdictions. By country, female representation amongst retained recruits is as follows – Côte d'Ivoire (55%), Ethiopia (50%), Egypt (50%) and Mali (33%).

Our graduates have shown a willingness to learn and develop their careers. Since the initial intake in 2017, 3 graduate geologists are now senior exploration geologists (2 female and 1 male), and 9 graduate geologists are now exploration geologists (5 female and 4 male). They are now involved in mentoring next generation of geologists.

Training and development of recruits will continue throughout 2023, with a focus on consolidating the programme given the period of rapid expansion and growth of exploration activities across the business. There will be emphasis on getting a few more international opportunities for our recruits in West Africa and Egypt. There will likely be another intake in Ethiopia in 2023, primarily in support of the eventual transition from exploration to operations.



## EMPLOYEE PROFILES



**RAHWA ALEMAYEHU – SENIOR EXPLORATION GEOLOGIST**

Rahwa joined Allied Exploration as a Graduate in 2017 after completing her Bachelors of Geology. Rahwa was part of the first intake of graduates at a time when the Kurmuk Project was the primary company focus. As such, Rahwa had the opportunity to spend the first two years working closely with the senior geologists on a day-to-day basis.

The on-the-job training has enabled Rahwa to put years of study into practice. After a few years, Rahwa was promoted to Exploration Geologist, and then more recently, Senior Exploration Geologist. In addition to her time at our Kurmuk site, Rahwa has had the opportunity to work on our sites in Côte d'Ivoire, Mali, and Egypt. This has provided gradual exposure to more senior roles, by covering breaks for other senior exploration geologists, which has stood her in good stead for her current role managing exploration activities at our Egypt site.

Rahwa is aware of the challenges facing graduates, in particular female graduates in terms of the external pressure to conform to cultural norms and the transition to life on a remote site, which reflects in her approach to mentoring and supporting current graduates. As she says, "the little things matter".

Rahwa says the graduate programme has had a great impact on her life. Her advice to future recruits is to be brave and ready to accept challenges - you'll be a better geologist and it is a great opportunity to apply what you learnt at university and more.



**MEHIRET TEFERA – SENIOR EXPLORATION GEOLOGIST**

Mehiret joined Allied Exploration as a Graduate in 2017 after completing her Bachelors of Geology and Earth Sciences. Mehiret was based at the Kurmuk site for the first few years, working and learning alongside senior exploration geologists with over 20 years' experience.

Mehiret's roles and responsibilities have gradually evolved over time, which is reflected in promotions to Exploration Geologist and more recently Senior Exploration Geologist. Mehiret got the opportunity to join the exploration team at our Bonikro site in 2019, where she stayed for two years, and then in 2022 she spent 6 months at our Sadiola site, before going back to Ethiopia. These international opportunities have allowed her to learn more about the industry and the company at a broader level.

Mehiret started supporting and mentoring other graduates in 2019, and in her current role is now managing 4 exploration geologists and 8 graduate geologists.

Mehiret also recognises the challenge of breaking the cultural norm, along with the difficulties of a lifestyle on a remote camp. However, these challenges have been made easier by the feeling of being part of real team.

For Mehiret, the highlights so far are being a geologist, along with the opportunities to work and learn alongside wonderful people, manage different people, and gain international experience.

Her advice to future recruits is to take the opportunity!





**EMMANUELLE ESMEL –  
EXPLORATION GEOLOGIST**

Emmanuelle joined Allied Exploration as a Graduate in 2020, a year after completing her Masters in Petrology and Metallogeny. Emmanuelle was based at the Bonikro site for the first 15 months, following which she had opportunity to join the exploration team at our Sadiola site in July 2021, where she stayed for 4 months. This international opportunity has been a major highlight of her time at Allied so far, getting the opportunity to learn and work alongside other people within Allied. Emmanuelle was promoted to Exploration Geologist in 2022.

Emmanuelle identifies the early career development in itself as one of the main challenges she faced, however the ongoing support and training provided by the company has made this journey easier. Emmanuelle is grateful for the support and encouragement received from all the geologists she has worked with during her time at Allied.

Emmanuelle considers the geology graduate programme a good opportunity to grow your career. Her advice to future recruits is to be patient and hardworking.



**SALY CAMARA –  
EXPLORATION GEOLOGIST**

Saly joined Allied Exploration in 2020. Saly was based at the Bonikro site for the first two years, initially as a trainee geologist, before being promoted to Graduate Exploration Geologist after 6 months. Saly was promoted to Exploration Geologist in May 2022, following which she had opportunity to join the exploration team at our Kurmuk site. This international opportunity has been a major highlight of her time at Allied so far, getting the opportunity to meet other people within Allied and improve her knowledge. Her time at Kurmuk also presented challenges, in particular undertaking field research in very rugged terrain, which was different to previous locations she had worked in.

Saly appreciates the training and support from many people in the Company, as well as the promotion of a team spirit, that has enabled her to adapt in her new role and boost her career.

Her advice to future recruits is do not set limits, be focussed, and set goals every day.





## INDUSTRIAL RELATIONS

Labour relations are managed at a local level within the relevant legislative context and aim to achieve a constructive and collaborative environment conducive for dialogue and engagement. This is achieved through regular formal and informal interactions with employee representatives and external stakeholders from various statutory bodies.

Unions play an active role representing the interest of our workers, advocating for the rights of its members and interests in the workplace. At Allied Gold, all our operations are unionised based on the following percentages: Agbaou 95%, Bonikro 96%, and Sadiola 100%. Additionally, collective agreements exist covering all national employees.

### INSTITUTION AGREEMENTS AT AGBAOU AND BONIKRO

- Institution Agreements are in place at Agbaou and Bonikro that specify the basic HR policies and processes to be used by the Company and employee entitlements. These collective agreements are essentially site-specific agreements that establish the terms and conditions of employment, accounting for the specifics of the industry.
- The Institution Agreements are revised and updated every three years. The agreement was entered into by the Company, National Government Ministry of Employment and Social Protection, and the Unions. The Agreements are valid until 18 August 2024.
- Engagement commenced in 2022 on updates to the Institutional Agreement at Agbaou.

At Bonikro, a priority focus throughout 2022 was the transition from owner mining to contractor mining. This transition affected 251 employees, of which 228 were absorbed by the mining contractor. Compliance with legislative requirements, along with active and transparent engagement through regular information sessions with the union and staff representatives was critical to this transition. This work led to a smooth and successful labour transition on 31 July 2022. Engagement continued post-transition, including a 4 day 'road show' held 3 months after the transition where feedback was sought on the collaboration with the mining contractor and suggestions for improvement.

At Sadiola, union relations have been strained, largely due to discontent around the calculation of production bonuses and job classifications. The trade union embarked upon a 3-day strike in February and a subsequent 5-day strike notice was issued for March, however this was suspended. Rebuilding relations with unions and employee representatives has been prioritised to keep the social climate stable. Team building sessions were conducted with a participation rate of 82%.

# Health, Safety And Wellbeing

At Allied Gold, we believe our people should be able to return home from work, safe and healthy, every day – nothing is more important to us. We are committed to providing and maintaining a work environment that protects the health and safety of our people and our communities.



We recognise the mining industry in general presents many hazards that require continuous and effective management to protect our people. We seek to achieve this across our sites by working with our people to identify hazards and assess risks in the workplace to identify appropriate controls. We continue to use leading and lagging indicators to evaluate safety performance. We continue to work to strengthen our workplace safety culture. Alongside this, we also support a range of initiatives that support the health and wellbeing of our people.

## HEALTH & SAFETY LEADERSHIP

We recognise a positive workplace safety culture is founded upon a shared safety vision across every level of the business. Our commitment to this vision is reflected in our HSEC Policy, which requires us to:

- Comply with all applicable legislation.
- Implement a management system that ensures health and safety is integrated into all business units across the organisation.
- Prevent, eliminate and/or control hazards to minimise health and safety risks and impacts.
- Ensure all employees and contractors are aware of their responsibilities and provide ongoing education and training to increase their knowledge.

We understand the importance of effective leadership in maintaining a positive workplace safety culture; what our leaders say and do matters in reinforcing our commitment to safety. Our management system framework establishes expectations on processes to be implemented to proactively manage risks and facilitate continuous improvements in safety performance, which is implemented by experienced personnel across both corporate and site levels.

## SAFETY-FIRST CULTURE

We understand that a strong safety culture requires a competent workforce, and that competence comes from regular training and engagement. Our people are provided with the health and safety training through initial onboarding, and then regularly through further training (i.e., refresher training, updating skills) and general awareness raising to support continual learning and encourage and promote wider accountability for health and safety performance.

Some of the ways we seek to reinforce this safety-first culture across our sites, include:

### SAFETY-FIRST CULTURE

**Pre-start meetings**  
All operational departments start their shift with a brief and interactive safety session, which set our teams up for a safe and productive day.

**Safety toolbox**  
Regular Safety Toolbox Meetings complement our training programmes, raising safety awareness through topical and relevant campaigns, such as the use of PPE, and working at heights, confined spaces, and fatigue management.

**Promoting hazard reporting**  
Our people are encouraged to identify and report hazards and near misses. This type of reporting enables us to proactively reduce future incidents rather than waiting for one to happen.

**Zero-tolerance**  
We have a zero-tolerance policy for drugs and alcohol, with random testing conducted across our sites.

**Driving safe**  
We regularly check the driving speed of our onsite vehicles, which allow us to educate and modify driver behaviour.

**Continuous Learning**  
We consider continuous learning a vital component of our safety culture.

A key component of our commitment to continuous improvement is to increase safety by learning from our mistakes. Each site records and reports health and safety incidents, with serious incidents immediately reported to senior management at site and corporate. We are committed to comprehensive investigation, analysis, and reporting of incidents to identify root causes and implement corrective measures where necessary.

## SAFETY PERFORMANCE

Throughout 2022 we implemented targeted campaigns and initiatives to reinforce our safety culture across our mines. Across all mines, hazard awareness campaigns were run to promote hazard identification and reporting following an increase in incidents in Q1 2022, along with targeted campaigns related to the root causes of recent incidents. A key feature of these campaigns was the variation in approaches taken to deliver and reinforce the safety messages.

Some examples of campaigns in 2022 include:

### GENERAL SAFETY AWARENESS

- Hazard awareness campaigns were implemented across our mines to promote the practice identifying and reporting hazards, with employees and contractors encouraged to share photos of hazards spotted in the workplace and photos of the remedial action taken.
- At Agbaou and Bonikro, a safety reset campaign – ‘think safety, act safely’ was run over three weeks and involved stop work interactive safety demonstrations prepared by all departments.
- At Sadiola, the 6 Golden Rules of safety were developed; these relate to confined spaces, working at height, energy isolation and machinery lockout, vehicle safety, site-specific rules, and lifting and material handling, which were then subject to on the ground campaigns.
- At Sadiola, a campaign was run to communicate the importance of incident reporting and implementing plans to promote this.



### ROAD SAFETY

- At Agbaou and Bonikro, an internal road safety campaign was implemented, that focussed on awareness of distractions linked to phones and headphones.

### FATIGUE MANAGEMENT

- All our mines ran fatigue management campaigns in 2022.
- At Agbaou and Bonikro, a ‘design a sign’ competition was launched for fatigue management, with several of these made up into billboards that were installed along the haul road.
- At Sadiola, the campaign was run ahead of the holy month of Ramadan, during which many of our employees are fasting. The campaign focussed on the potential for increased health and safety risks because of the effects of fasting, combined with increased temperatures at that time of the year.

In addition to awareness raising campaigns, we continued to conduct internal and external training sessions throughout the year, including first aid, use of life jackets, defensive driving, and incident cause and analysis investigations.

We continue to record leading indicators to evaluate the health and safety programmes across our sites and contribute to continuous improvement. The leading indicators tracked across all mines include supervisory inspections, training hours, task observations, hazard reporting, critical control monitoring, and corrective action closures.

In total, there were 15,016 hours of health, safety, and emergency response related-training activities at our mines. Training is also conducted across our exploration sites, although not yet recorded in a standardised manner for disclosure.

Health, safety, and emergency response	Agbaou Côte d'Ivoire	Bonikro Côte d'Ivoire	Sadiola Mali
a) full-time employees	1,062	1,736	10,873
b) contract employees	456	148	741
Total of training hours for full-time employees and contractors (combined)*	1,518	1,884	11,614

\* This data will be converted to averages (at a later stage) using employment data provided separately  
 Note: training hours includes training of employees and contractors, there is no separation of hours as mixed training sessions.

There was a significant increase in the reporting of hazards across the sites in 2022 compared to 2021, 5,053 and 2,626 respectively, likely attributable to the emphasis placed on this in the various hazard awareness campaigns. In 2022 there were 14,673 supervisory workplace visits, and 22,791 task observations.

LEADING INDICATORS	Agbaou, Côte d'Ivoire		Bonikro, Côte d'Ivoire		Sadiola, Mali	
	2022	2021	2022	2021	2022	2021
Supervisory workplace visits/ inspections (numbers)	131	171	13,739	14,919	803	528
Task Observations (numbers)	6,358	760	13,718	14,902	2,715	3,022
Hazards Reported (numbers)	832	973	706	514	3,515	1,139
Caught in the Act Safety Intervention/ Interaction (numbers)	122	123	NA	NA	1,711	1,799
Critical Control Monitoring (numbers)	NA	NA	13,718	14,902	64,677	21,310

We continue to track Total Recordable Injury Frequency Rate (TRIFR) and the Lost Time Injury Frequency Rate (LTIFR), and in 2022 have extended our disclosure to include the all-incident frequency rate (AIFR) at our mines.

We are pleased to report that there were **0 workplace fatalities**. This year we also report a 24% improvement in our consolidated TRIFR compared with 2021 (1.08 in 2021 to 0.82 in 2022), with all sites showing improvement from 2021.

However, this year saw an increase in our consolidated LTIFR from 0.33 to 0.44, with 6 lost time injuries recorded across the company in 2022. Of these, 5 lost time injuries were recorded in Q1 2022 and to address the concerning trend a number of safety awareness initiatives were implemented across the operations.

## INJURY FREQUENCY RATES

Operation	Year	LTIFR*	TRIFR^	AIFR#
Agbaou Côte d'Ivoire	2022	0.3	0.3	1.19
	2021	0	1.07	1.42
	2020	NA	NA	NA
Bonikro, Côte d'Ivoire	2022	0.29	1.44	2.87
	2021	0.28	0.83	4.17
	2020	0.97	1.62	8.42
Sadiola, Mali	2022	0.5	0.5	1.00
	2021	0	0.2	0.40
	2020	NA	NA	NA
Kurmuk, Ethiopia	2022	0	0	9.33
	2021	3.19	9.56	44.59
	2020	0	0	45.09
El Fawakheir, Egypt	2022	0	10.32	92.90
	2021	31.76	47.64	111.16
	2020	NA	NA	NA
Total company	2022	0.44	0.82	2.45
	2021	0.33	1.08	3.48
	2020	0.86	1.43	10.61

\* LTIFR Lost Time Injury Frequency Rate

^ TRIFR Total Recordable Injury Frequency Rate (Fatalities + LTI + RWI + MTI)

# AIFR All Injury Frequency Rate (Fatalities + LTI + RWI + MTI + FAI)

## OCCUPATIONAL HEALTH

Our mines have on-site medical clinics to ensure we are able to respond to injuries and sickness when required. All our clinics can test for malaria, COVID-19, and other prevalent illnesses. However, except for the Sadiola mine clinic, primary health treatment is referred off site. Our Sadiola clinic provides primary health, paediatric, minor surgical and maternity support to our people and their families that reside in the Sadiola mine town.

## IMMUNISATIONS

Throughout the year our clinics run a range of vaccination programmes available to all employees and contractors. These campaigns target the most common diseases in each country, such as tetanus, meningitis, hepatitis B, typhoid, yellow fever, and pneumococcal disease.

## MALARIA

In 2022 we continue working towards reducing the number of Malaria cases in our workforce. Agbaou (vs 315 in 2021), 708 at Bonikro (vs 675 in 2021), 161 at Sadiola (vs 205 in 2021), and 30 at Kurmuk.



### CASE STUDY - PROMOTING HEALTH AWARENESS AND SCREENING

Agbaou actively participates in annual global health events, by undertaking awareness campaigns and offering voluntary screening to the workforce and in some instances, the surrounding communities, providing a simple way to boost engagement, and promote health and wellbeing. In 2022, Agbaou implemented campaigns related to breast and cervical cancer, diabetes, HIV / AIDs, and malaria.

In October, Agbaou ran a Pink October campaign. This involved internal awareness raising through pre-start and toolbox meetings (conducted by site doctor). This was supplemented by an external medical team, who also undertook awareness raising sessions with Agbaou village. Free screening was available to workers and Agbaou village during a 3-day period, with 152 women screened for breast and cervical cancer.

Site wide awareness raising campaigns were also run for diabetes and HIV/AIDs, with voluntary testing available for site workers. There were 223 workers tested for diabetes and 300 workers screening for HIV/AIDs.

Agbaou implements malaria control programmes across the site and surrounding area, with this work supplemented by campaigns undertaken with the site and communities to raise awareness of the efforts being made and to encourage further action to reduce exposure.





# Our Communities

We are committed to be a positive force in our host countries, making meaningful contributions to our communities through local employment, training, and wellbeing.





## LOCAL COMMUNITY WELLBEING

**We have a responsibility to create value for our host countries and communities, to deliver a positive legacy for future generations. We are committed to building and maintaining trust-based relationships with stakeholders.**

Our approach to social performance broadly involves three distinct, but interrelated components: stakeholder engagement, mitigating negative impacts, and enhancing positive benefits across all stages of the mine life.

Each of our mines and exploration sites have a dedicated social performance department (or personnel) that manage all aspects of social performance. These managers' report directly to the site General Manager, and indirectly to our corporate SVP, ESG.

Each site has established procedures for managing social risks, impacts, and opportunities. In 2022, we harmonised the social performance procedures of our Côte d'Ivoire mines to ensure a consistent approach between the two sites. Engagement was undertaken with stakeholders throughout 2021, and in 2022 the harmonised procedures related to grievance mechanism, land access management, 'local-local' employment and per diems were approved.

At Agbaou, our approach to social performance is now supported by a recently signed community agreement (referred to as a village level agreement - VLA). Although not mandatory, we feel this demonstrates respect and commitment to mutually beneficial relationships by increasing positive impacts for local livelihoods and development. The VLA is a negotiated agreement, that is the result of extensive work by our Social Performance department (refer to Case Study).

During 2022, Agbaou signed a negotiated Village-Level Agreement with the local community.



## CASE STUDY - FROM CONFLICT TO VILLAGE LEVEL AGREEMENT

In 2022, Agbaou signed a Village Level Agreement with Agbaou village. This was the result of extensive good-faith negotiations between Agbaou and Agbaou village, ultimately establishing a new form of governance that seeks to formalise the commitments to each other.

Work on the Village Level Agreement commenced in 2021. At the time, the relationship with Agbaou village was strained, which was attributed to unresolved legacy issues and ongoing concerns over the allocation of development benefits to Agbaou village in contrast to other villages (particularly those driven by regulatory obligations). The deterioration in the relationship was evident, with several non-technical delays, challenges to critical compensation processes, and community stakeholders preferring to utilise alternative recourse for grievances rather than attempting to seek resolution via the established community grievance mechanism.

Negotiations between Agbaou and the Agbaou village were overseen by the Sub-Prefect and continued over a 14-month period. In essence this became an impact-benefit agreement, recognising that Agbaou village, as the closest community to our operations, experiences the more significant impacts than that of villages further afield. As a result, Agbaou village negotiated an increase in the project benefits received directly from Agbaou, including increased discretionary funds for community development (to offset the equal distribution of mandatory community development funds across all villages) and an increase in compensation rates for long-term access to natural resources. The Village Level Agreement protects the right for stakeholders to raise concerns about impacts, but with a commitment to initially seek resolution via the established community grievance mechanism ahead of alternate recourse mechanisms.

The Village Level Agreement was signed on 21 October 2022.

## STAKEHOLDER ENGAGEMENT

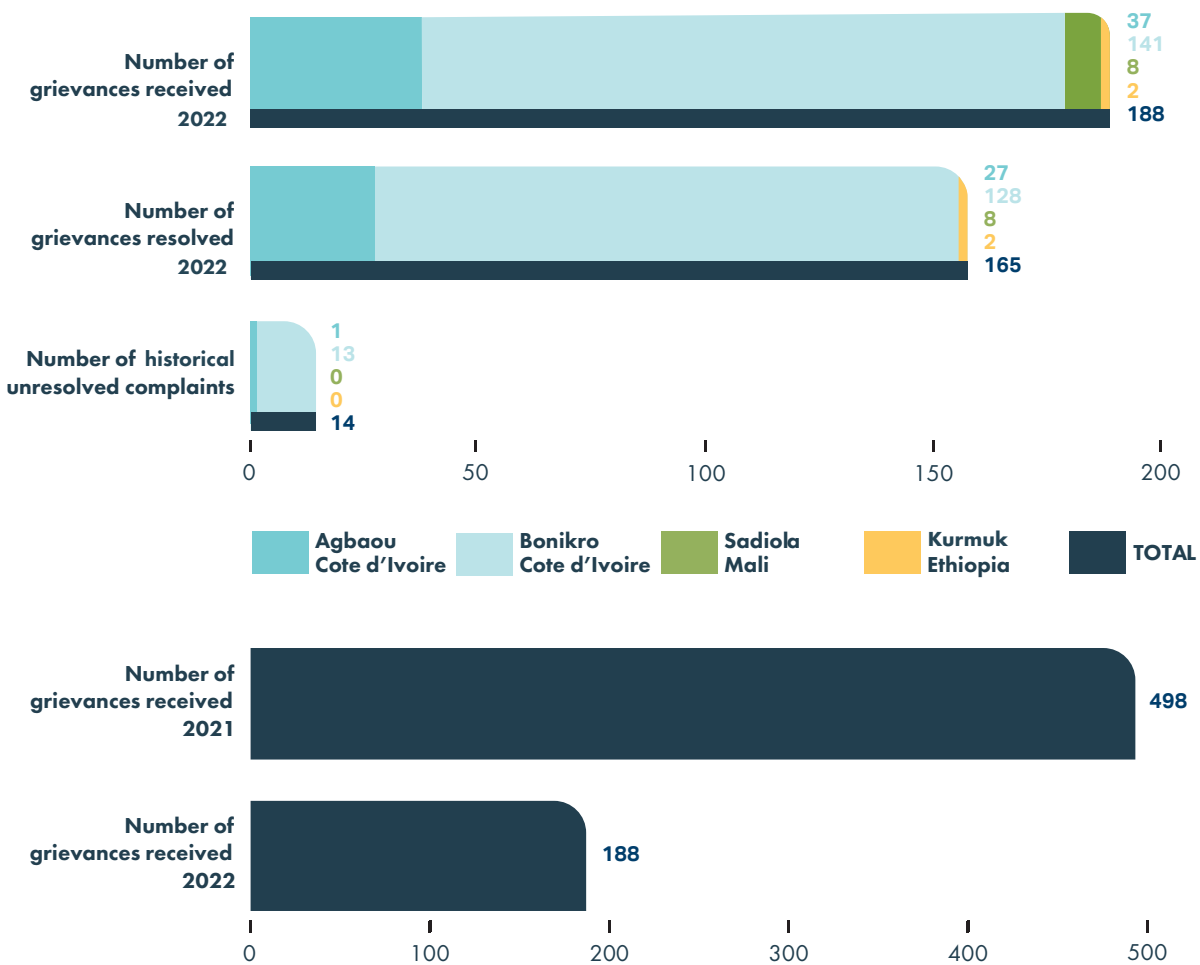
Our community relations approach aims to gain and maintain a ‘social license to operate’ by building constructive relationships with our stakeholders. Our mines and development projects have Stakeholder Engagement Plans based on the identification and analysis of stakeholders potentially affected by our activities and those that can influence our activities. Our engagement approach is underpinned by three key principles: cultural sensitivity, transparency, and two-way communication.

During 2022, a variety of stakeholder engagement methods were utilised, depending on the social and cultural context. These included public meetings, door-to-door visits, and focus-group discussions.

In 2022, we received 188 community grievances across our operations, and resolved 165 of them. Generally, the grievances received can be separated into four categories: complaints relating to local compensation, local employment, impacts (i.e., structural damage, dust, noise, water) and employee behaviour. There are 14 unresolved grievances from previous years, primarily at Bonikro.

In 2022 we resolved 88% of the community grievances received across our assets. Across our sites, there were a total of 12 non-technical delays accounting for approximately 4.5 days.

### SUMMARY OF GRIEVANCES



## MANAGING SOCIAL IMPACTS

### SECURITY

Our security teams play a critical role in protecting our people and assets and maintaining business continuity. We operate across jurisdictions that present significant security threats from a range of sources, that require management within challenging operating contexts (i.e., remote locations, limited infrastructure, and in some cases, geopolitical instability). The nature of their roles mean they are critical to our commitment to ensuring respect for human rights.

All Allied sites have security departments commensurate with the level of security risk and the operating context. These departments work in partnership with our Community Relations departments. The Security Manager reports directly to the site General Manager (who reports to our Corporate Chief Operating Officer) and indirectly to the corporate Senior Vice President (SVP) of Security. Our security teams comprise a mix of employees and private contractors, supported by federal police in Côte d'Ivoire, state law enforcement in Mali and federal and community police/ security in Ethiopia and Egypt. Memorandums of Understanding are in place with public security forces at our mines.

Our approach to security is guided by plans designed to meet our security needs while demonstrating our commitment to respect human rights by implementing the Voluntary Principles on Security and Human Rights (VPSHR). This commitment is enshrined in our Security Code of Conduct that was rolled out in 2022.

All security personnel are required to comply with the Security Code of Conduct and associated policies and procedures. Current measures to facilitate compliance include measures such as ensuring appropriate contractual arrangements with private security providers are in place, which includes appropriate training and sharing our expectations of VPSHR compliance with public security forces. Our training material addresses UN requirements, with training records retained for all security personnel. During 2022, 200 security guards underwent Security Code of Conduct training. This training package is currently being rolled out to all security personnel across our sites.

Each site has a Security Management Plan which documents the identified threats and associated risks and impacts, the required security arrangements and controls, and the resources required to implement the plan. The security risk assessment, which forms the basis of the plan, is undertaken annually. Security risks vary across our sites and can include conflict with illegal miners, labour unrest, political unrest, criminal activities, and the threat of terrorist groups operating in Mali. Specific plans addressing the issue of illegal mining in significant detail are a sub plan of the main security plans.

Our teams monitor security threats and emerging issues through risk advisory services, government security intelligence and local engagement. They aim to detect and address issues before they escalate and design and implement appropriate physical controls.

We record and investigate all security events, including any incidents related to unlawful or abusive acts by the Company or contractor security forces. The main security events recorded in 2022 were related to trespassing (primarily for illegal mining), theft, and property damage. There were no allegations of human rights violations.

Under the SASB definitions, our mine in Mali and our exploration site in Ethiopia are in or near areas of conflict. In 2022, the conflicts in these areas have not affected our operations in either jurisdiction.

Security Training	UNIT	Agbaou Côte d'Ivoire	Bonikro Côte d'Ivoire	Sadiola Mali	Kurmuk Ethiopia	El Fawakheir Egypt
Percentage of security personnel that received training of VPSHR	%	100	100	100	100	0*
Incidents and allegations of incidents related to human rights abuses by security	Number	0	0	0	0	0

\*Although no formal training was undertaken, all hired security has been briefed by the General Manager on human rights



#### CASE STUDY - SADIOLA, SECURITY TRAINING

One of the main security issues at Sadiola is the repeated incursion and trespassing of miners into active mining areas to access open pits, low-grade stockpiles, or waste dumps. Security continues to be a key element in protecting our people and assets, as well as the safety of the illegal miners themselves. However, this is a salient issue for us due to the potential for conflict between illegal miners and the site security teams.

As part of our commitment to respect and protect human rights, we organised external training for 200 security officers most likely to interact with illegal miners. The security training was conducted from 1-8 December 2022 by a Malian law firm; the lead trainer was a respected attorney who is also on list of counsel for the International Criminal Court.

The overall objective of the training was to strengthen the capabilities of the security officers, to enable them to fulfil their role in securing the site while respecting human rights. There was a performance evaluation of trainees. The lead trainer will also produce a report identifying actions that could improve the approach to security management.

The training was the first of its kind in the 25 years of SEMOS history. It was well received by attendees, with a recommendation for this to be extended to our other security officers.

## ARTISANAL AND SMALL-SCALE MINING

Artisanal and small-scale mining (ASM) and illegal mining is an important livelihood and income source for many people around the world. ASM and illegal mining activities are typically labour intensive and involve relatively simple techniques for exploration, mining, and processing. These activities are largely unregulated, creating significant risks and impacts on our licenses which are often not within our direct control.

At our mines and development projects, ASM and illegal mining activities continue in and around our licenses. There are a range of factors contributing to the continuation (and in some cases, growth) of these activities in our operating jurisdictions, including high gold prices and the increasing difficulty of earning a livelihood through other rural activities.

Our approach to management of these risks and impacts on our mines is guided by our Trespass and Illegal Mining Action Plans that establish multi-faceted strategic priorities for 2022 to 2024 (reviewed and updated annually), focussed on the following areas.

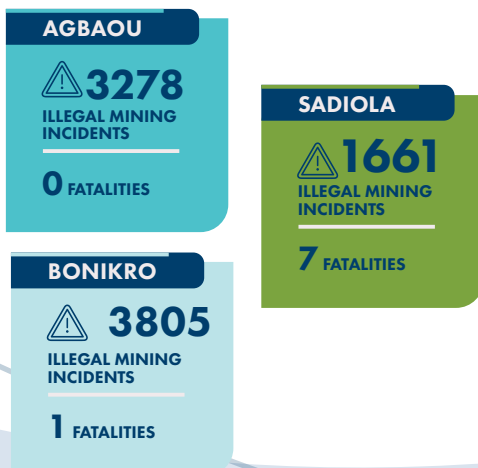
- **Government:** Recognising the role of governments in enabling and preventing ASM, initiatives centre on maintaining constructive relationships to facilitate dialogue on possible actions for governments to consider in relation to illegal ASM.
- **Communities:** Utilise community engagement programmes to highlight the risks and impacts associated with ASM activities and facilitate greater awareness of the positive benefits associated with our mining activities.

- **Law and Justice:** Facilitate the development of Law Enforcement sector within the project catchment to improve service delivery and ultimately toward intelligence-led interventions.
- **Operations:** Implementation of a holistic approach to management of illegal ASM by looking for options to deter ASM (i.e., re-evaluating approaches to local employment, procurement, and community development through this lens).
- **Public Relations:** Continue to develop relationships with non-government stakeholders to facilitate partnerships on development projects. Alongside this we will continue monitoring and security patrol of our boundaries with removal of illegal miners from our operations.

Key performance indicators have been established for each of these strategic areas and progress against these indicators is monitored and reported quarterly.

As a Company, our main concern of illegal entry onto our mining licences are the safety and security risks this presents for people, both our employees and the ASM and illegal miners themselves. Intrusions onto the mining licence and protected zone are frequent in all our operating jurisdictions. At our Côte d'Ivoire mines an increase in ASM activity is evident, along with frequent intrusion into the mining licences and active mining areas. At Bonikro, one illegal miner was killed when digging on a waste dump. Incursions have tragically resulted in seven fatalities of people who have trespassed illegally onto the mining licence at Sadiola in 2022. The fatalities associated with illegal mining on the site are due to rockfalls and drowning.

### SUMMARY OF ILLEGAL MINING INCIDENTS





## LAND ACQUISITION AND RESETTLEMENT

Land is critical for our operational activities as well as for our surrounding communities. Access to land for the development or expansion of mine sites may involve resettlement of individuals or communities through physical or economic displacement. We make every effort to avoid the need to resettle people, however where unavoidable, we are committed to mitigating, restoring, and improving the standards of living of displaced people.

Resettlement is a salient issue at our Bonikro and Sadiola operations and our Kurmuk development project, which all have planned or ongoing resettlement projects. Resettlement activities are managed by Social Performance departments, in coordination with senior management. Any resettlement work we undertake is done accordance with host-country requirements and uplifted to align with the requirements of IFC Performance Standard 5 (Land Acquisition and Involuntary Resettlement).

OPERATION	2022 EXPANSION AND RESETTLEMENT ACTIVITIES
<b>Agbaou (Côte d'Ivoire)</b>	<p><b>Waste Rock Dump 2 Extension</b></p> <p>Two farm shelters were identified within the affected area, which were the subject of an evaluation by the Government. These parties were provided with indemnity compensation.</p>
<b>Bonikro (Côte d'Ivoire)</b>	<p><b>Hiré Expansion</b></p> <p>The Hiré Expansion Project required access to land in two distinct areas, with different displacement impacts: a 25ha expansion into the Hiré town and a 441ha expansion into an agricultural area. Earlier access to the 25ha area was required for operational reasons, and as such the resettlement work in this area was prioritised.</p> <p>The land take in the 25ha zone required resettlement of 363 households affecting 2,197 people. Individual transaction protocols were developed and agreed for each lot. Most landholders chose to relocate to a new urban lot in the town; this included landholders who chose to have the company build their replacement house and others who chose to build their own house. A 23ha relocation site (175 lots) was provided by the municipality, and an additional 54 urban lots were acquired from elsewhere in the town. The relocation site is comprised of 85 houses, along with supporting infrastructure and services (i.e., roads, electricity, water supply) and was handed over to the town in October 2022. There were 54 houses built by the company on other urban lots in the town. The physical resettlement is now complete, and internal monitoring is underway.</p> <p>The land take in the 441ha zone affects 65 landowners and 951 individual farms or plots. We have agreed with affected parties to acquire and compensate the land only, allowing continued use of the land by affected parties thereby deferring the economic displacement. So far 315ha of land within this zone (involving 39 landowners) has been formally acquired and compensated.</p> <p><b>Bonikro Pit</b></p> <p>The extension of the Bonikro Pit (approximately 10 ha) involved compensating four landowners and 20 farmers and the dewatering of the pit involved compensating 27 land users.</p> <p><b>Access to Exploration Areas</b></p> <p>Temporary access to land is often required for exploration activities. In 2022 we worked with our communities to enable access around two prospects. Through negotiation we provided compensation to 113 land users for impacts on crops.</p>
<b>Sadiola (Mali)</b>	<p><b>Relocation of Gendarmerie</b></p> <p>Operational expansion required relocation of the Gendarmerie (offices and accommodation) and a restaurant. Initial planning for this relocation commenced back in 2013. The new premises were available for handover in 2019, however the affected people delayed relocation. Extensive engagement was undertaken throughout 2021 and 2022, resulting in the official relocation of the Gendarmerie and restaurant in December 2022.</p> <p><b>Sadiola Sulphides Project (SSP)</b></p> <p>We are in the initial stages of planning for economic displacement associated with development of the SSP. A preliminary inventory of potentially affected assets was developed, with 183 fields identified within the area of influence of the proposed powerline infrastructure.</p>
<b>Kurmuk (Ethiopia)</b>	<p>We are in the initial stages of planning for physical and economic displacement associated with development of the Kurmuk Project.</p>



### CASE STUDY - HIRÉ EXPANSION PROJECT, RESETTLEMENT

Implementation of the Hiré Expansion Project required physical resettlement of households located immediately adjacent to two mine pits (due to their location within the blast zone). Afrique Gold worked with PSIE (an independent consultant) throughout the resettlement process, from its inception through negotiations, compensation, and the physical relocation of all households to their new village.

The resettlement affected 363 households, and together with an independent valuator, individual compensation agreements were negotiated with each affected household. The process prioritised strong stakeholder engagement, with over 250 engagement meetings were conducted over a period of 20 months. Of the affected households, the majority chose to relocate to a new urban

lot within the town –either in the new neighbourhood (i.e., relocation site) or to other urban lots within the town.

The relocation site provided an opportunity to improve the wellbeing of affected parties, through improved living conditions, as well as improved access to infrastructure and services. Buildings were constructed out of compressed stabilised earth bricks (produced from local soil), which provides improved temperature control, sound insulation, fire resistance etc. The houses are also equipped with biodigester septic tanks. The site is equipped with supporting infrastructure and services, including a primary school, places of worship, an extension of the road network, electricity, and water supply. The relocation site was formally handed over to the administrative authorities in October 2022.

The result reflects the collaborative efforts of Afrique Gold, PSIE, residents and many other stakeholders. In addition, Afrique Gold have maximised the potential to maximise local procurement (and indirect job opportunities), with this project carried implemented entirely by Ivorian companies. The project is estimated to have created 300 jobs and injected over USD 6.5 million into the local and national economy.

## INDIGENOUS PEOPLES

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

At our development project in Ethiopia, the people in our local communities are considered indigenous people (predominately Berta). The Berta people are considered indigenous under international law.

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

## GENERATING VALUE

### DIRECT ECONOMIC CONTRIBUTIONS

Our sites infuse significant capital into our host country economies, which has the potential to contribute positive social and economic progress in the places in which we operate.

Our mines make substantial contribution to host-country economies, in the form of taxes, royalties, capital and operating expenditure, along with the positive effects of enabling jobs and business development.

These contributions, when well-managed, have the potential to improve the quality of life of the surrounding communities, as well as enhance overall socio-economic development of the host country.

Central to formalising our economic contributions for our mines are the Mining Development Agreements (also referred to as Mining Conventions or Establishment Conventions); these govern our relationship with each host country. In 2022, our total economic contribution amounted to USD 683.6 million representing an increase of 30% since 2021 where our total amounted USD 526.1 million.

### SUMMARY OF HOST COUNTRY FINANCIAL CONTRIBUTIONS (US\$ MILLION)

2022	Agbaou Côte d'Ivoire	Bonikro Côte d'Ivoire	Sadiola Mali	Kurmuk Ethiopia	El Fawakheir Egypt
Total procurement spent	\$107,064,871	\$162,076,523	\$236,752,745	\$4,698,595	\$8,139,037
Royalties	\$9,720,932	\$9,985,403	\$18,931,817	NA	NA
Taxes	\$6,258,668	\$7,538,405	\$44,096,297	\$343,252	NA
Salaries / Wages	\$10,807,214	\$18,921,456	\$21,334,563	\$787,401	\$580,830
Dividends	\$11,352,459	\$2,451,682	NA	NA	NA
Interest	NA	\$674,379	\$137,848	NA	NA
Donations*	\$350,397	\$556,240	\$130,007	NA	NA
<b>TOTAL</b>	<b>\$145,554,541</b>	<b>\$202,204,088</b>	<b>\$321,383,276</b>	<b>\$5,829,248</b>	<b>\$8,719,867</b>





## COMMUNITY INVESTMENT

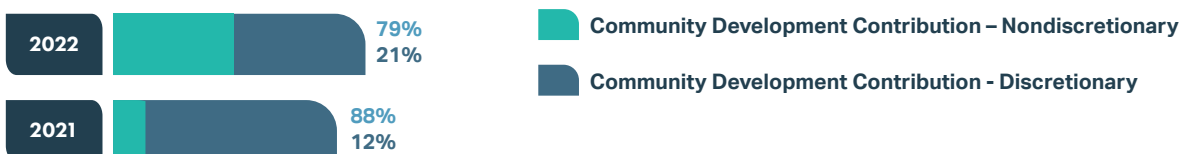
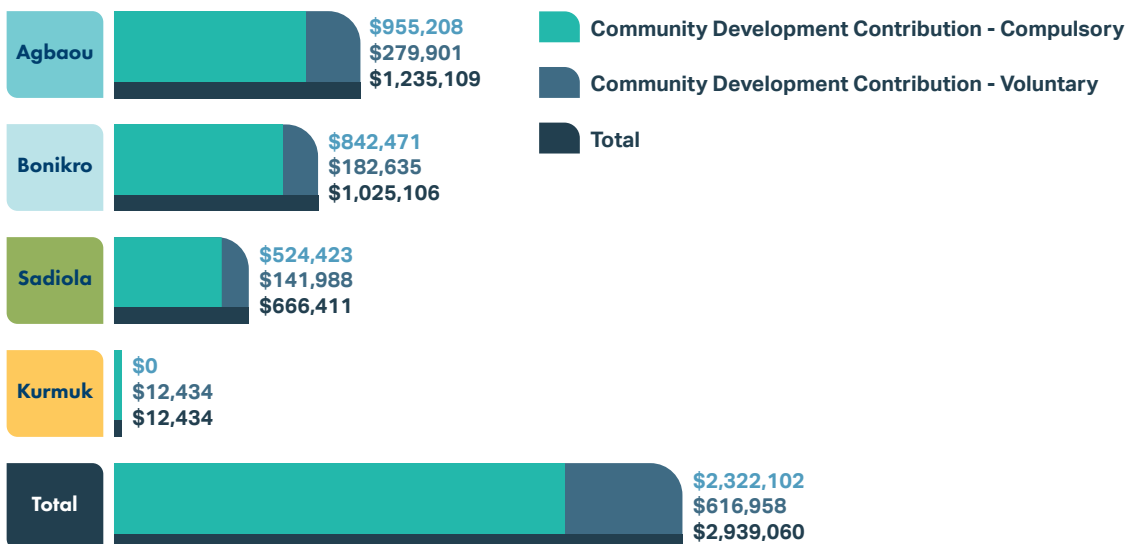
In all our jurisdictions there are legislated requirements for our mines to contribute to community development funds, which are typically transposed into our mining agreements.

In Côte d'Ivoire and Mali, our government-mandated investments are managed under established Community Development Plans on two-to-three-year cycles. Use of these funds are typically approved by a local development committee primarily comprised of local administration and community members, which ensures community ownership of the use of funds.

In Ethiopia, our recently signed mining agreement has similar obligations related to community investment that become applicable in 2023. Typically, these funds are invested into establishing or enhancing social infrastructure, services, and livelihood activities.

We also make voluntary contributions to the development of our local communities to support additional projects or activities.

In 2022, we invested a total of USD 2.9 million, an increase of 7.4% from last year.



## AGBAOU

At Agbaou, these community development agreement funds have been used for projects focused on provision of education infrastructure and rehabilitation of roading infrastructure. This included the construction of a new college with 8 classrooms, 2 specialised rooms, and offices, along with connection to water and electricity. A further 3 classrooms were built for an existing school, with provision of tables, benches, and office furniture across two schools and two colleges. The funds also supported extensive reprofiling of roads in the area.

Our discretionary investments were to support local initiatives through in-kind support and donations, as well as to support rubber and oil palm tree plantation projects. In 2022, rubber and oil palm tree plantation projects were initiated in four local communities, covering a total area of 38 hectares. Further plantation projects are planned for 2023.

## BONIKRO

At Bonikro, these community development agreement funds have been used for projects focused on provision of social infrastructure and services and agricultural development. This included the upgrade and extension of the market, provision of equipment for water tower in the main town, construction of water towers in two villages, provision of medical equipment, supply of pesticides and seedlings to three cooperatives, extension of the electricity network in three villages (including installation of transformers at two of these villages), and construction of a water irrigation system to support the existing low-land rice development project.

Our discretionary investments were to support local initiatives through in-kind support and donations, as well as to support of two existing agricultural projects as follows:

- Provision of fertilisers to support stakeholder involved in the lowland rice development project. The project now covers approximately 19 ha, and in the last production cycle produced over 80 tons of rice. An extension to this project is planned for 2023 if the water irrigation system functions as intended.
- a 12.5ha extension of our oil palm tree plantation project, which now covers an area of 60.8ha. Of this, 32ha will come into production by 2024 with an average yield of 4 to 5 t/ha of oil palm fruit.

In 2021 we established a tournament that has been highly successful in supporting social cohesion and goodwill. The tournament focusses around four activities, maracana (a type of football), cooking, drawing, and road safety awareness. In its second edition this year, more than 1,500 participants were involved.

## SADIOLA

At Sadiola, the projects funded were also focused on provision of social infrastructure and services, within the Kayes Region, and the Sadiola and Diamou rural communes. Across the rural communes, this included the completion of works for the Sadiola community water supply project, installation of solar power at the Sadiola police station, installation of solar power at the community health centres and provision of equipment and ultrasound devices, and installation of solar streetlights to reinforce public lighting. Within the region, this included the rehabilitation of the hospital maternity ward, provision of maternity equipment and pharmaceutical products, and support for the repair works at the penitentiary.

Our discretionary investments were used to support local initiatives through in-kind assistance, support, sponsorship for other vulnerable people, and other groups and associations.

## KURMUK

At Kurmuk, our discretionary investments were focussed on enhancing the school development undertaken in 2021. In 2022, we constructed the fencing around the new school and supplied learning materials for students within our district. We also graded and levelled the community football pitch.



## LOCAL EMPLOYMENT AND PROCUREMENT

**We recognise that local employment and procurement is vital to ensuring tangible value is provided to the countries and communities that host our operations.**

All our operations have established practices that encourage and promote the hiring of local candidates, including the provision of skills-based training to enhance the employability of people from our local communities. In 2022, our operations employed a total of 5,290 people.

Currently, each site records details on the numbers of national employees (refer to Our People section) and the in-country procurement spend. However, further work is required to standardise the recording of regional and local employees and suppliers to enable us to meaningfully understand the distribution of positive benefits.

Despite this, work is ongoing to enhance direct and indirect job creation through local employment and procurement across our mines.



## AGBAOU AND BONIKRO

At Agbaou and Bonikro, the Social Performance departments continue to implement a local recruitment procedure as way of enhancing local job creation. A workshop was held with local stakeholders in June 2022 to provide feedback and suggestions for ongoing implementation of the procedure. In 2022, at Agbaou there were 112 local jobs directly with Agbaou and a further 191 local jobs with our contractors. At Bonikro there were 1,253 local jobs, including 275 permanent jobs, 52 fixed-term contracts, and 627 casual contracts.

Both sites also implemented various training programmes to enhance the ability of local people to obtain direct or indirect employment. At Agbaou, we provided training for 21 people within departments across our site. At Bonikro we financed the training of 50 young people in operating tipper and dump trucks (32 received their driving licences and training certificates) and follow up capacity-building training for seven managers of local service providers, focussed on management of administrative, accounting, and financial procedures and improving competitiveness on the local market.

At Bonikro, the implementation of the resettlement project for the Hiré Expansion Project was also an opportunity to maximise local procurement. The resettlement project was undertaken entirely by local and national companies, with this estimated to have created 300 jobs and injected over USD 6.5 million into the local economy.

## SADIOLA

At Sadiola there had been increasing discontent from youth around the limited direct employment opportunities at the mine. The site had been sourcing 50% of labour for unskilled jobs from local communities, however in 2022, they increased this commitment to 60%.

We continued the HEY, English will Help You! programme across the 2022-2023 school year. This is a programme designed to reinforce the teaching and learning of English at the schools of Sadiola village and Sadiola mine.



# ENVIRONMENT

As environmental stewards, we are focused on the responsible use and protection of natural resources we share.

## 2022 HIGHLIGHTS

- ✔ Implemented a software solution for environmental data management across our sites
- ✔ Initiated climate change risk assessment aligned to TCFD
- ✔ Improved emissions intensity for our operational mines from 2021 (0.904 to 0.76)
- ✔ Improved energy intensity for our operational mines from 2021 (11.86 to 10.03).
- ✔ **Completed the northern and western embankment buttresses of the Sadiola TSF**
- ✔ **Completed a stability review of our TSF embankments in line with ANCOLD guidelines**
- ✔ Conducted biodiversity studies as part of our environmental and social impact assessments (ESIAs) for expansion and development projects in Côte d'Ivoire, Mali, and Ethiopia



# Environmental Management

Environmental management is an operational requirement; it is fundamental to maintaining compliance with our obligations and effectively managing risks and impacts.

Each of our mines and exploration sites have a dedicated environmental department (or personnel) that manage all aspects of environmental performance. Our priority is to minimise our environmental footprint by proactively identifying and managing our environmental impacts, and consequently the wellbeing of our people and communities.

Our commitment to responsible environmental management is embedded in our HSEC Policy, which requires us to:

- Comply with all applicable legislation.
- Implement a management system that ensures environmental considerations are integrated into all business units across the organisation.
- Identify environmental and community impacts and implement appropriate controls to manage these.
- Communicate openly with stakeholders on our HSEC performance.

Throughout 2022 we continued our operational management of risks and potential impacts across all sites, and all stages in the life of each site, from exploration through to post-closure. In 2022, we had three environmental incidents at our mines: one at Bonikro two at Sadiola as follows.

- At Bonikro, wash bay attendants started pumping water from a sump to the environment to reduce the total volume.
- At Sadiola, following a period of heavy rainfall, there was unplanned discharge of water that had ponded on the ROM pad (approximately 6,500 m<sup>3</sup>). The discharge location was as per existing surface water management strategies, however the volume of water discharged over a short duration resulted in noticeable flows across an access road. Although the discharge was not in breach of any obligations in permits or regulations, the location meant it was considered a serious potential incident. Investigations concluded no environmental impact. Following the incident, corrective actions were implemented.
- At Sadiola, there was unauthorised clearance of a previously rehabilitated area – to avoid expansion of the total footprint of disturbance, a previously rehabilitated waste dump was expanded vertically with placement of mine waste.



## CASE STUDY - IMPROVED ENVIRONMENTAL DATA MANAGEMENT

Until recently, our extensive environmental monitoring programme was largely managed via excel workbooks. This was time consuming to maintain and made it difficult to have confidence in the integrity of historical data.

In 2021, a decision was made to implement DataSight, a software solution for environmental data management. The most important early task was to migrate historical data to the new system, with this completed in March 2022.

Recognising the challenges associated with implementation of a new software solution, we arranged for DataSight staff to provide an onsite training workshop at Bonikro, attended by 'data stewards' from our other sites.

A single database now holds all our environmental monitoring data for our sites, with site and corporate staff able to access. Data stewardship is critical, and through implementation of DataSight we are managing our environmental data more appropriately. We are now benefiting from a streamlined data management process, enabling us to focus on using our data to optimise environmental management.



# Energy and Climate Change




Climate change is one of the biggest global challenges of our time, and we recognise the importance of our role in contributing to emission reduction efforts. While a global issue, climate change presents increasing tangible risks to our activities and our host communities in which we operate.

We aim to be proactive in the identification and mitigation of current and future climate risks to our business. In 2022, a capacity-building workshop was run by a third party to upskill senior management on the TCFD requirements and climate risk. With reference to the TCFD framework, we have assessed the climate related risks and opportunities to Allied from climate change. Risk management practices for physical climate risks are well integrated into our internal site risk management processes. Further work is required to embed management of the transitional risks and opportunities into our strategic planning processes, particularly for our expansion projects and development sites.

Mining is energy-intensive; it is a significant operational expense and the main source of our GHG emissions. In line with the Greenhouse Gas Protocol, we track and report our Scope 1 and Scope 2 emissions each year, measuring both the direct and indirect emissions generated by our mines. This has yet to be extended to include our corporate offices and exploration sites.

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

## TARGETS FOR 2023

-  Gap analysis against TCFD
-  Develop our Climate Change Strategy
-  Implementation of upgraded air and noise monitoring programmes

## CLIMATE CHANGE RISK ASSESSMENT

With the support of third-party climate change specialists, we conducted a multi-disciplinary workshop to identify our climate-related risks and opportunities and the necessary associated measures required to increase our resilience to climate risk.

The TCFD divides climate-related risks into two major categories, physical and transitional. Physical risks emanating from climate change are the physical impacts associated with individual events or longer-term changes in weather patterns. Transitional risks are those associated with changes that may occur through the transition to a lower-carbon economy, which could include policy and legal risks, technology risks, market response risks, and reputational risks.

### PHYSICAL RISK

Our assessment of physical risk is supported by modelled projections of future climate (for the year 2030 and 2050) at the locations of our mines and our advanced development project. Projections were evaluated from 2020 baseline conditions under two scenarios: RCP 2.6 (best case) and RCP 8.5 (worst case). These Representative Concentration Pathways (RCP) were adopted by the International Panel on Climate Change (IPCC) as greenhouse gas concentration trajectories that describe different climate futures. The table below highlights the different climate impacts for each scenario.

Warming by 2050*	Côte d'Ivoire		Mali		Ethiopia	
	RCP 2.6	RCP 8.5	RCP 2.6	RCP 8.5	RCP 2.6	RCP 8.5
Average annual rainfall	-1.0%	+2.8%	+2.2%	+3.9%	-6.6%	-11.4%
Change in ARI rainfall depths	▼	▼	▲	▲▲	▼	▼
Frequency of extreme dry conditions	▼	▼	▲	▲▲	▲	▲
Frequency of extreme wet conditions	▼	▼	▲	▲	▼	▼
Annual average temperature	+0.9 °C	+1.8 °C	+0.9 °C	+1.7 °C	+1.1 °C	+2.2 °C
Maximum annual average temperature	+0.7 °C	+1.5 °C	+0.9 °C	+1.7 °C	+0.9 °C	+1.7 °C
Annual PET	+2.6%	+6.2%	+2.7%	+4.6%	+2.5%	+5.4%

\* From 2020

Our existing mines, with relatively short remaining life spans are less exposed to the longer-term changes in weather patterns but remain exposed to the more frequent and intense extreme weather events that have been observed around the world. Our expansion and development projects that have longer life spans (10-15 years) are exposed to both types of acute and chronic physical risk. The significance of the physical risks identified varies across our operating locations, based on the climatic zone, the sources of water and energy used for our activities, and key supply chain routes.

### TRANSITIONAL RISK

Our primary transitional risk is associated with emerging climate-related legislation within the countries of operations, or in the import / export countries linked to our activities, which may include moves to introduce carbon pricing or taxes. The risk applies across all our sites due to our reliance on diesel, used in the mining fleet, to transport supplies to / from site, for primary power generation at Sadiola (currently) and the exploration sites, and for backup generators.

A summary of our risk and opportunity inventory is presented below.

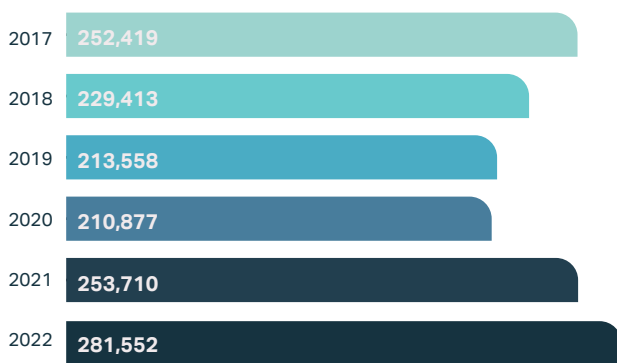
CATEGORY	DESCRIPTION	CÔTE D'IVOIRE	MALI	ETHIOPIA	EGYPT	
RISKS	Extreme rainfall events have the capacity to damage the mine and associated infrastructure that can cause delays to operations, revenue losses and risks to personnel and communities.	High	High	High	High	
	Extreme rainfall events can result in uncontrolled, unplanned, or unpermitted off-site discharges.	Medium	Medium			
	Increased intensity and frequency of extreme rainfall	High	High			
	Increased rainfall or extreme rainfall events could flood decant structures, exceed stormwater runoff capacity, cause overtopping of the TSF, undermine slope stability.	High	High			
	Extreme rainfall events disrupting transport to/from site via road affecting transport of workers and delivery of supplies or infrastructure/equipment needed for development projects.	Medium	High	High	Medium	
	Extreme rainfall events disrupting transport to/ from site via air (depending on impacts to runways/ landing pads) affecting transport of workers and export of gold.	Low	Low			
	Increased frequency of droughts	Medium	Medium	High	Low	
	Prolonged or increased frequency of droughts, both within the region of the site and within the upstream/ downstream watershed, can affect water availability to supply Allied activities and other water users in the catchment.	Medium	Medium	Low		
	Prolonged droughts, both within the upstream watershed of hydropower dams may affect power supply (i.e., through load shedding) to Allied sites where the grid electricity is primarily generated through hydropower.	Medium	Medium	Low		
	Drought may impact on food security in local communities, where livelihoods are dependent upon subsistence agriculture. This has the potential to lead to conflict over water resources and/or civil unrest, which can disrupt operations and lead to reputational damage.	Low	Medium	Medium	Low	
Rising temperatures	High	Medium	Medium	Medium		
Rising temperatures	Low	Medium	Medium	Medium		
Rising temperatures	Rising temperatures may increase frequency of bushfires, that are already a risk at Sadiola and Kurmuk. Bush fires present risks to electricity distribution (i.e., interrupt powerlines) and to site infrastructure (i.e., camps, fuel storage, explosives storage).	Medium	Medium	Medium	Medium	
Rising temperatures	A warming trend is expected for all sites with an increase in minimum and maximum temperatures. An increase in the frequency of hot days may require more safeguards to protect worker health and safety.	Low	Medium	Medium	Medium	
Policy/ legal changes	Climate-related legislation is increasing in many countries. Impacts to Allied activities may arise from emerging legislation within the countries of operations, or in the import/export countries linked to our activities.	Medium	Medium	Medium	Medium	
Market	Allied purchases several commodities whose prices can fluctuate significantly. All sites rely on large volumes of diesel, used in the mining fleet, to transport supplies to/from site, for primary power generation at Sadiola, Mali (currently) and the exploration sites, and for backup generators at the other mines.	Medium	High	Medium	Medium	
Market	Emissions intensive sectors may face increasingly higher costs of insurance or may be excluded altogether.	Medium	Medium	Medium	Medium	
Reputation	Lenders have increasing climate-related requirements.	Medium	Medium	Medium	Medium	
Reputation	Company reputation could be damaged if Allied does not meet expectations, potentially impacting the ability of the company to attract finance and deliver investor returns.	Medium	Medium	Medium	Medium	
OPPORTUNITIES	Energy source	Consideration of renewable energy sources for onsite generation.	Medium	High	High	
	Energy source	Consideration of alternative fuel sources for vehicle fleet.	Low	Low	Low	
	Markets	Development of nature-based solutions to sequester carbon.	Medium	Medium	Medium	Medium
		Explore opportunities related to the transition to a low-carbon future.	Medium	Medium	Medium	Medium
		Explore opportunities associated related the mining of other minerals necessary for the transition to a low carbon future.	Low	Low	Low	Low
	Products and services	Explore options to collaborate with industry on opportunities to transition to a low carbon future.	Medium	Medium	Medium	Medium
	Resilience	Use internal carbon price in financial modelling to test impacts under various scenarios.	Medium	Medium	Medium	Medium
Resource efficiency	Implement energy efficiency initiatives throughout operations.	Medium	Medium	Medium	Medium	

High Medium Low

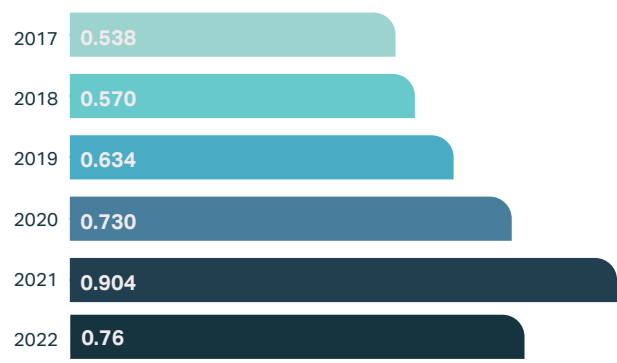
## ENERGY USE AND EMISSIONS

In 2022, our total Scope 1 and 2 emissions (at our three operating mines) were an estimated 281,552 tonnes of CO<sup>2</sup>e, and the corresponding emissions intensity was 0.76 tonnes CO<sup>2</sup>e per ounce of gold produced. Our Scope 1 and 2 emissions were approximately 11% higher than in 2021.

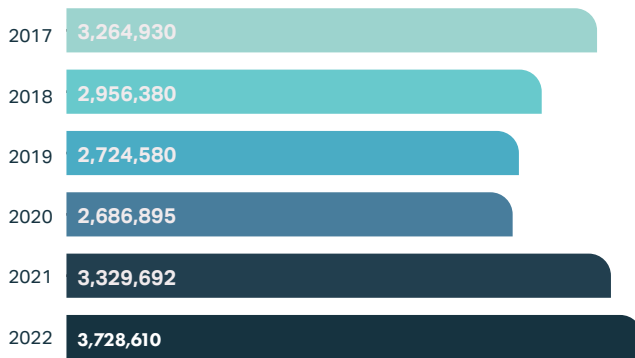
Our Scope 1 emissions associated with diesel usage represent our primary emission challenge. In 2022 our total energy consumption was 3,728,610 gigajoules (GJ), with a corresponding energy intensity of 10.03 GJ of energy per ounce of gold produced. Our total energy consumption increased by 12% from 2021. The increase in energy consumption and emissions is attributable to the increased production at both Bonikro and Sadiola. Between 2021 and 2022, gold production increased by 22% at Bonikro and by 82% at Sadiola; this is reflected by the improved emission intensity and energy intensity at both sites.



**Operational Mines: GHG emissions (Scope 1 & 2)**  
(metric tonnes)



**Operational Mines: GHG emissions intensity**  
(tonnes CO<sub>2</sub> equivalent per ounce produced)



**Operational Mines: Energy consumption**  
(gigajoules)



**Operational Mines: Energy intensity**  
(gigajoules per ounce produced)

These graphs present the combined data for all operating mines and includes totalised data predating Allied's acquisition (Agbaou - March 2021, Bonikro - May 2019 and Sadiola - January 2021)

Our total operational energy consumption was 3,728,610 GJ, of which 9.87% was generated by grid electricity. Our Sadiola mine accounted for 54% of this energy consumption, which is attributable to the mine not being connected to the Mali national grid and therefore reliant on energy produced through diesel generation. The future focus is to reduce our reliance on the use diesel for electricity generation at Sadiola (currently 24 ML per year) by implementing development of a high voltage powerline to connect to the national grid. The 2023 focus will be on progressing the permitting of this development and negotiating tariffs as the intention is that we will construct the powerline to hand over to the government for ongoing operations and maintenance. Investigations are also ongoing into the installation of a 40 MW solar panel array at Sadiola.

# Dust, Noise and Vibrations

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

In terms of dust and noise, the environmental and social setting at our sites has presented challenges for the interpretation of monitoring data, in particular identifying mine-related contributions to dust and noise in the nearby communities. As such, a priority focus area has been the reconfiguration of our monitoring networks to enable greater understanding of our impacts, in particular the impact of other natural (i.e., Harmattan) and wider community sources of dust and noise.



In 2022, the progress towards this target is as follows:

OPERATION	2022 DUST, NOISE, VIBRATION MANAGEMENT ACTIVITIES
<b>Agbaou and Bonikro (Côte d'Ivoire)</b>	<p><b>New monitoring and training programs</b></p> <p>At our Côte d'Ivoire mines a third-party designed an updated air quality and noise monitoring programme and provided employee training on the air quality monitoring equipment. The monitoring programme is being partially implemented, however full implementation requires the purchase of additional monitors, which will be phased.</p>
<b>Sadiola (Mali)</b>	<p><b>Air and noise monitors installed</b></p> <p>At Sadiola, five combined air quality and noise monitors were purchased and installed. The manufacturer has been contacted to address QA/QC issues with the data generated, and it is expected that the monitoring programme will be implemented in mid-late 2023.</p>
<b>Kurmuk (Ethiopia)</b>	<p><b>Monitoring program initiated</b></p> <p>At Kurmuk, a scope was awarded (in Q4 2022) to a third party to design and set up air quality and noise monitoring programme. It is intended that this be implemented in 2023, as we have committed to installing and maintaining an appropriate air quality monitoring programme prior to construction.</p>

We are committed to keeping our local communities informed about the timing and extent of activities they could perceive (such as blasting). Blast vibration monitoring is undertaken across all our mines.

Historically there have been numerous grievances related to perceived damage to community assets from blasting, which have been difficult to address given the absence of prior information on the structures. At Bonikro, the implementation of the Hiré Expansion Project presented further risks of grievances related to blast damage. As a pre-emptive measure, a study was conducted of almost 600 buildings beyond the blast limit in collaboration with the regional authorities and an independent third party that will serve as the basis of assessments of any future grievances or complaints related to structural damage. A similar study will be undertaken at Sadiola ahead of the SSP implementation. We keep an active register of complaints from our local communities regarding air, noise and vibration and work with our communities to manage them.



# Water and Wastewater Management

As a shared resource, water is critical to the operation of our assets, the livelihoods of our communities and supports many of the ecosystems we depend upon. We believe good water management a central part of successful and sustainable mining operations, and as such we are committed to appropriate water management.

Maintaining a sound understanding of each site's climate characteristics and the potential effect of a changing climate is fundamental to the management of water resources in the locations we operate. Our two mines in Côte d'Ivoire (Agbaou and Bonikro) are in the tropical savanna climate zone (low water stress) and our mine in Mali (Sadiola) is in a hot semi-arid climate zone (medium to high water stress). Our advanced development project in Ethiopia (Kurmuk) is also in tropical savanna climate zone and our early exploration site in Egypt (El Fawakheir) is in the hot desert climate zone. None of our sites are in regions with High or Extremely High-water stress.

Our mines and advanced development project have ongoing climate monitoring programmes that support our ongoing evaluation of climate characteristics. We also have projected changes in climate (for the year 2030 and 2050) for these sites, which is used to support our ongoing assessment of risks and opportunities.

The water used at our mines and exploration sites is predominantly sourced from groundwater with additional supply from surface water (i.e., small ponds), except for Sadiola, which sources its raw water entirely from surface water. At all three operating mines, operational and environmental monitoring programmes are implemented; this includes the volumes of water abstracted, reused, and discharged, water levels and water quality. Our total water abstraction from our operational mines in 2022 was 10,650 megalitres (ML), an increase of 23% from 2021, which is mainly attributable to the ongoing dewatering of pit lakes at Sadiola to facilitate mining.

At our exploration sites, monitoring of volumes of groundwater abstracted is ongoing. Monitoring of volumes of surface water abstracted commenced at Kurmuk in Q3 2022. At Kurmuk, an extensive streamflow monitoring network continues to be implemented across the site, utilising a video flow monitoring technique in place of the more traditional flow measurement techniques that were not feasible due to the flashy nature of flows in the channel.

General surface water management at our mines includes the use of diversion channels to redirect upstream catchment flows around key infrastructure components. Erosion and sedimentation are a key water-related challenge, which is proactively managed to reduce sediment loading in surface waters. The nature of wet season rainfall characteristics across our three mines means erosion and sedimentation are already occurring as part of the natural system, with our operational activities and other local catchment activities (such as artisanal mining and crop cultivation) further contributing to this.

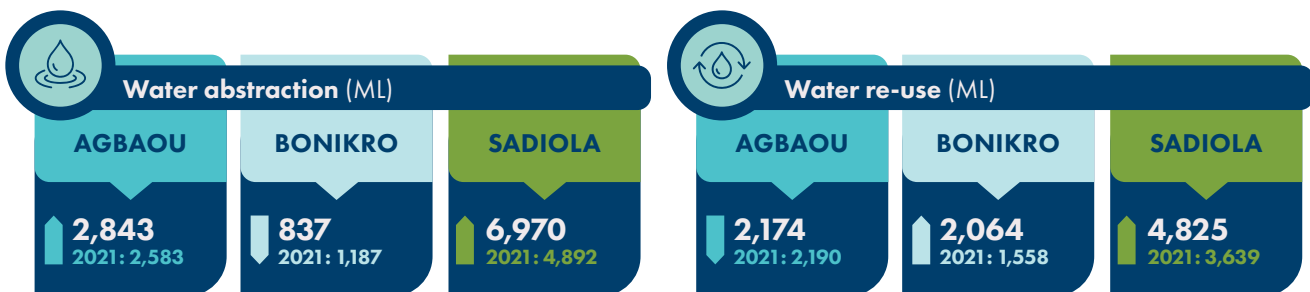
A range of design measures are implemented around our waste rock dumps to reduce runoff and retain sediment such as collection drains, berms, sediment control dams, coarse rock dumps etc. Within our process plant areas, stormwater is directed to collection sumps and pumped back into the process water circuit. Roadside drainage incorporates channels and culverts along access roads so the roads can still be utilised during heavy rainfall events. Several proactive water management strategies and techniques are being implemented at Allied Gold Mine sites and these include development of predictive, pit lake water balance models to mitigate safety and production-related risks. In addition, site wide-water balance models are being developed to improve water management and conservation.

The proactive management of erosion and sedimentation was reflected in significant reduction in water-related grievances between 2021 and 2022. At Agbaou, there were 8 grievances related to water impacts, of which the majority were related to flooding of fields downstream of a waste rock dump. At Bonikro, several grievances were raised in relation to allegations of flood damage of agricultural plots from the discharge of dewatered water, with investigations conducted by an independent authority to determine whether this was attributable to dewatering activities.

There were also several grievances raised in relation to community flooding downstream of one of the open pits.

At Sadiola, 3 grievances were raised in relation to sedimentation impacts downstream of a waste rock dump, compared to 86 grievances received in this area in the previous year. This was due to corrective measures implemented following the 2021 grievances, with excavation of a silt trap downstream of the waste rock dump at the end of 2021, and active removal of silt build up during the 2022 wet season.

As reported last year, there is a legacy issue associated with the existing Tailings Storage Facility (TSF) at Sadiola. Water quality monitoring data indicates the shallow groundwater has been impacted with elevated total dissolved solids (TDS) and cyanide levels in the immediate vicinity of the TSF and return water dam. In 2022, a third-party was engaged to undertake an assessment of the seepage impacts and develop an action plan for us to meet our commitments regarding this seepage



WATER MANAGEMENT	UNIT	Agbaou Côte d'Ivoire	Bonikro Côte d'Ivoire	Sadiola Mali	TOTAL
Total water abstracted	Megalitre (ML)	2,843	837	6,970	10,650
Total water re-used*	Megalitre (ML)	2,174	2,064	4,825	9,063
Total freshwater withdrawn	Megalitre (ML)	2,843	837	5,975	9,655
Groundwater	Megalitre (ML)	1,910	557	0	2,467
Surface water	Megalitre (ML)	933	280	5,975	7,188
Total freshwater consumed	Megalitre (ML)	2,843	837	5,975	9,655
Total freshwater consumed in regions of High or Extremely High baseline water stress	Megalitre (ML)	0	0	0	0
Total water discharged	Megalitre (ML)	749	1,158	803	2,710
Non-compliance incidents associated with water quality permits, standards, regulations	Number	0	0	0	0

\*Refers to tailings decant return water





## WATER MANAGEMENT INITIATIVES AT OUR OPERATIONAL SITES INCLUDE:

- ✓ Developing predictive Pit Lake models to assist with pit lake dewatering planning and management
- ✓ Improve the surface water management around Pits to reduce water ingress
- ✓ Review and potentially rationalise water monitoring networks and develop site specific groundwater quality standards
- ✓ Update/develop site-wide water balance models to improve site water management and consumption



### CASE STUDY - SADIOLA – COMMUNITY CYANIDE TRAINING

SEMOS believes that open dialogue and public education on cyanide are important to improving understanding of the subject. SEMOS has an ongoing programme to maintain dialogue with local communities on cyanide management practices.

In 2022, we conducted 4 training sessions with representatives from our surrounding communities. Over 90% of the previously training participants attended this year's training programme. The objective of the training sessions is to update participants knowledge on our application of cyanide measures during transportation and use of cyanide. The participants were also given a tour of the process plant and TSF and given the opportunity to raise their questions and concerns directly to the various technical managers.



# Waste Management

At Allied, we are committed to identifying and minimising the environmental and community impacts of the various waste streams generated from our activities. Wastes from our mining and processing activities are our most significant waste streams, however we also generate smaller quantities of non-mining (or general) waste each year.

## MINING WASTE

Our mining activities require the extraction of large volumes of waste rock. We are dedicated to responsibly managing the waste rock we produce across our operations to reduce risks to our people, communities, and the environment and lessen post-mining rehabilitation and closure costs. Our mines have numerous active waste rock dumps that were engineered prior to our acquisition.

Our focus remains on monitoring environmental media and slope stability, to facilitate detection of risks and assist early adoption of mitigation measures. Currently, our monitoring indicates no quantifiable impact from the geochemical characteristics of the waste rock at our mines. Where waste rock is not chemically hazardous, we assess possibilities to utilise it as a construction material. In doing so, we can reduce the amount of waste directed into the engineered waste rock dumps.

## NON-MINING WASTE

The non-mining waste we produce includes tyres, hydrocarbons, reagents, and domestic waste, with this comprising both hazardous and non-hazardous waste streams. Our target is for all our sites to effectively apply the waste management hierarchy – emphasising the need to prevent or minimise waste generation and maximise the waste reuse or recycling, ahead of safely disposing of any remaining waste.

We acknowledge that we can do better regarding waste management across our sites. Currently, there is limited attention given to waste prevention and minimisation, with our waste management procedures primarily applicable from generation to disposal of wastes. In addition, we must address varying issues with aspects of our waste management strategies following waste generation, including segregation, treatment, and storage practices. Despite practices that require improvement, our sites do record the volumes of wastes generated and treated monthly, and accredited waste contractors are used for the transportation and disposal of the waste streams at our mines.

There are contextual challenges to some aspects of our waste management approach, including the limited national infrastructure and remote locations necessitating greater reliance on single-use plastic and packaging.

We recognise that we can and must improve our waste management practices at our sites, particularly practices within our direct control. Our primary focus over the next year will be on enhancing internal site practices following the generation of wastes, including appropriate waste segregation at collection points and handling areas. We will also look to improve our temporary waste storage practices (i.e., signage, labelling, security, and containment), and review our waste treatment strategies in terms of environmental and public health risks. Once internal processes are in order, we can then investigate strategies to address some of the contextual challenges facing our sites, with a particular focus on greater prevention and minimisation and enhanced reuse and recycling.

OPERATION	2022 WASTE MANAGEMENT ACTIVITIES
<b>Agbaou (Côte d'Ivoire)</b>	<b>Landfill authorisation</b> Applied for authorisation of the Agbaou landfill facility.
<b>Agbaou and Bonikro (Côte d'Ivoire)</b>	<b>Landfill inspections</b> Inspections of the site landfills at Agbaou and Bonikro undertaken by National Waste Management Agency.
<b>Bonikro (Côte d'Ivoire)</b>	<b>New contractor hire</b> Replaced the contractor used for transportation and disposal of waste oil.
<b>Sadiola (Mali)</b>	<b>Updated management plan</b> Commissioned updates to the Waste Management Plan and associated procedures.

Waste Management Indicators 2022	UNIT	Agbaou Côte d'Ivoire	Bonikro Côte d'Ivoire	Sadiola Mali	Kurmuk Ethiopia	El Fawakheir Egypt	TOTAL
Total weight of waste rock generated	metric tons (t)	23,082,525	23,623,206	30,620,380	0	NA	77,326,111
Total weight of non-mineral waste generated	metric tons (t)	685	1,610.8	380	14.4	36.4	2,726.6
Total weight of hazardous waste generated	metric tons (t)	162.1	212.3	37	1.2	0	412.6
Total weight of hazardous waste recycled	metric tons (t)	89.6	158.4	0	0	0	248
Total number of significant incidents associated with hazardous materials and waste management	Number	0	0	0	0	0	0

In 2022 there were no significant incidents involving hazardous materials or waste management.

# Tailings Storage Facilities

Tailings is the fine ground waste generated from the processing of ore. It consists of fine rock, soil particles, water, and residual chemicals used to extract the gold from the rock. Tailings represent our most significant source of hazardous waste and require safe storage in Tailings Storage Facilities (TSFs).

We are committed to the responsible management of our TSFs. A risk-based approach is adopted for TSF management throughout all stages of the TSF life cycle, from initial design through to construction, operation and eventual decommissioning and closure. Our TSFs are operated in line with the Australian National Committee on Large Dams (ANCOLD) standards and country-specific regulatory requirements (where applicable). Over the past year we have embarked on a programme to align our processes to the Global Industry Standard on Tailings Management (GISTM). We have completed external gap analyses against the GISTM for our TSFs, with action plans developed to address shortfalls.

Allied Gold, through our operating companies, manage three operational TSFs. The ANCOLD consequence classification of the Agbaou, Bonikro, and Sadiola TSFs is respectively High B, High C, and High A.

## THE KEY TSF MANAGEMENT ROLES AT EACH OPERATION ARE:



### Responsible Tailings Facility Engineer

Allied Gold employee responsible for oversight overall engineering stewardship, of the TSF, including planning, operation, surveillance, maintenance, and change management.



### Engineer of Record

External, independent professional engineer who maintains the dam design, certifies dam integrity, and supports the Responsible Tailings Facility Engineer on any technical matters.

We have world class engineering consultant firms design all TSF lifts and expansions, with quality assurance and control (QA/QC) across all construction phases of TSF lifts and expansions. QA/QC activities typically require completion of field verification and inspections of the works, taking samples of construction materials and performing laboratory testing to confirm materials meet design criteria.

Each TSF is operated in accordance with a Tailings Management Framework (TMF) and a TSF Operation Maintenance and Surveillance Manual (OMSM). These documents describe the key actions required to safely manage our TSFs. At Bonikro, a Trigger Action Response Plan (TARP) has been developed which defines the normal working conditions for the site, and the minimum actions required by the site when trigger alerts occur.



During operation, we carry out daily visual inspection and monitoring to check the facility is operated in accordance with the design intent. The operational monitoring includes rainfall, groundwater levels and quality, decant water quality, supernatant pond level, water recovery, embankment phreatic surface levels, seepage monitoring, and embankment movement (through survey pins).

Each site has an Emergency Preparedness and Response Plan (EPRP) (or equivalent procedure) specific to the TSF, including for tailings dam failures in line with the risk profile. The Agbaou and Bonikro plans will be updated in 2023 to reflect the recently updated dam break assessments. Routine training is undertaken on these plans.

We are committed to continually improving the management of our facilities by developing and incorporating best practices. Our assurance process includes regular review of the TSF management by our operational experts and the Engineer of Record. The annual audits assess the facility to ensure safe management in accordance with operational guidelines and identify and evaluate potential risks posed by the TSF. The independent review is undertaken by a consultant tailings specialist and assesses compliance with the site Tailings Management Framework (TMF) and TSF Operation Maintenance and Surveillance Manual (OMSM). The annual audit reports are reviewed by the site's General Manager and our senior management team including the Accountable Executive Officer.

Over the course of 2022, our operations produced 9.96 million tonnes of tailings. All inspections and reviews were conducted as scheduled and zero significant incidents relating to our TSFs occurred. The below tables summarise each of our TSFs, their respective performances, and recent management measures undertaken.

Metric	Agbaou	Bonikro	Sadiola
Location	Côte d'Ivoire	Côte d'Ivoire	Mali
Commission date	2013	2008	1996
Ownership status	Owned and operated by Allied Gold Corporation	Owned and operated by Allied Gold Corporation	Owned and operated by Allied Gold Corporation
Operational status	Active	Active	Active
Construction method	Downstream	Combination of centreline, upstream and downstream. Stage 7 under construction is downstream.	Upstream using cyclone method with Buttress
Maximum permitted storage capacity (metric tons)	<b>26,864,707</b>	<b>41,892,469</b>	<b>138,645,000</b>
Current amount of tailings stored (end of 2022) (metric tons)	<b>24,205,888</b>	<b>31,227,749</b>	<b>124,931,422</b>
Total weight of tailings produced (in 2022) (metric tons)	<b>2,560,250</b>	<b>2,513,421</b>	<b>4,889,771</b>
Consequence classification	ANCOLD High B; GISTM Very High	ANCOLD High C; GISTM High	ANCOLD: High A; GISTM: Very High
Date of most recent independent technical review	April 2021 (TSF Gap Analysis - GISTM Alignment)	April 2021 (TSF Gap Analysis - GISTM Alignment)	May 2021 (TSF Gap Analysis - GISTM Alignment)
Material findings (yes/no)	<b>Yes.</b> GISTM clause ref. 2.3, 2.4, 5.8: Develop and document a breach analysis.	<b>Yes.</b> GISTM clause ref. 2.3, 2.4, 5.8: Develop and document a breach analysis.	<b>Yes.</b> GISTM clause ref. 2.3, 2.4, 5.8: Develop and document a breach analysis.
Mitigation measures implemented (yes/no)	<b>Yes.</b> TSF Dam Break Assessment updated end of 2022 and issued early 2023.	<b>Yes.</b> Dam Break Assessment developed and issued in September 2021.	<b>Yes.</b> Dam Break Assessment developed and issued by October 2022.
Site-specific EPRPs (yes/no)	<b>Yes</b> - However will be updated to consider new Dam Break Assessment	<b>Yes</b> - However will be updated to consider new Dam Break Assessment	<b>Yes</b>
Number and nature of significant incidents/ non-compliance/ infringements/fines	<b>0</b>	<b>0</b>	<b>0</b>

## Key performance during 2022 at our sites was as follows:

### AGBAOU

- Completed a stability review of the embankment in line with ANCOLD guidelines in July 2022.
- Initiated the design and planning work for the TSF Stage 8 and 9 in October 2022.
- Initiated the dam break assessment in accordance with ANCOLD guidelines in December 2022.

### BONIKRO

- Completed a stability review of the embankment in line with ANCOLD guidelines in July 2022.
- Initiated construction of TSF Stage 7 (from RL 229m to RL230m) in October 2022.

### SADIOLA

- Completed the northern embankment buttress in January 2022 and the western embankment buttress in February 2022.
- Appointed an Engineer of Record in July 2022.
- Completed a stability assessment of the embankment in line with ANCOLD guidelines.
- Completed the dam break assessment in accordance with ANCOLD guidelines in October 2022.

## In 2023, we will continue to embed the GISTM requirements into our governance and operational frameworks. Key actions are to:

Key actions are to:

- Organise independent reviewer visit to each site for an updated GISTM gap analysis.
- Develop and implement a risk register for the TSFs.
- Develop and implement monthly deposition plans to optimise filling of capacity and ensure that freeboards are maintained.
- Embed TSF visual inspection on all sites using the AIE watchkeeping forms and tools.
- Update the Agbaou TSF Operating Manual, with addition of a Trigger Action Response Plan.
- Update the EPRPs for Agbaou and Bonikro and to reflect the updated dam break assessments.
- Complete construction of TSF the Stage 8 at Agbaou and Stage 7 at Bonikro
- Develop a Trigger Action Response Plan for Sadiola.

# Biodiversity

Allied is committed to integrating biodiversity management across all our sites, throughout every stage of the mine life.

We operate across a variety of different ecoregions, including the East Guinean Forest in Côte d'Ivoire, the West Sudanian Savanna in Mali, the East Sudanian Savanna in Ethiopia, and the Sahara Desert in Egypt. Recognising there is no 'one-size-fits-all' approach to biodiversity management, we tailor our approach to reflect the nature of our activities and situational context at each site. The risk profile at each site reflects the biodiversity sensitivity of the area, surrounding land use (including patterns of land use change), and the stage within the mine life.

None of our mines are close to World Heritage Areas or nationally designated protected areas, except for two classified forests – Sangoué and Taabo (designated forestry areas zoned for protection and production) that overlap our Agbaou and Bonikro mining licenses in Côte d'Ivoire. These were proclaimed after the approval and development of the mines. The biodiversity value around our existing mines is relatively low, primarily due to habitat degradation through conversion for agriculture and artisanal and small-scale mining (ASM) activities. At our Côte d'Ivoire mines, much of this degradation appears to have occurred prior to commencement of mining.

In terms of our expansion projects, the proposed Oumé Project in Côte d'Ivoire is close to two classified forests (Doka and Sangoué), and a section of the proposed SSP powerline corridor in Mali would traverse through the East Dinguira Forest.

Our development project in Ethiopia is within an area of high biodiversity. The high biodiversity value is based on the presence of sensitive habitats, in particular the riverine forests, two inselbergs, and an area of woodland habitat that represents an unbroken connectivity corridor within the wider regional landscape. In addition, there are several fauna species in the threatened conservation categories.

An important part of our management approach is building our knowledge base of the biodiversity context at our sites. Throughout 2022, we have added to our knowledge base through biodiversity studies conducted as part of our environmental and social impact assessments (ESIAs) for expansion and development projects in Côte d'Ivoire, Mali, and Ethiopia as follows:

SITE	2022 ACTIVITIES
Côte d'Ivoire	<p><b>Wet season survey</b></p> <p>As part of the ESIA process for the Oumé Project, we commissioned a wet season survey of flora and terrestrial ecological integrity. The survey examined two areas: 305km<sup>2</sup> covering the Oumé development and immediate surrounds (including the area north of Bonikro) and 173km<sup>2</sup> covering the area between Agbaou and Hiré. This survey provided an opportunity to confirm the earlier desk-top evaluation of land use and habitat change (conducted in 2021) that covered a wider area surrounding our Côte d'Ivoire sites (~2,680km<sup>2</sup>).</p>
Mali	<p><b>Flora and fauna surveys</b></p> <p>As part of the ESIA process for the high-voltage powerline between Kayes and Sadiola, flora surveys were conducted along the planned corridor and surrounds, along with fauna surveys focussed on mammals, birds, and reptiles.</p>
Ethiopia	<p><b>Fauna surveys</b></p> <p>Ahead of project development, we undertook additional wet season surveys of mammals, birds, and reptiles/amphibians across the Ashashire area (~257km<sup>2</sup>).</p>

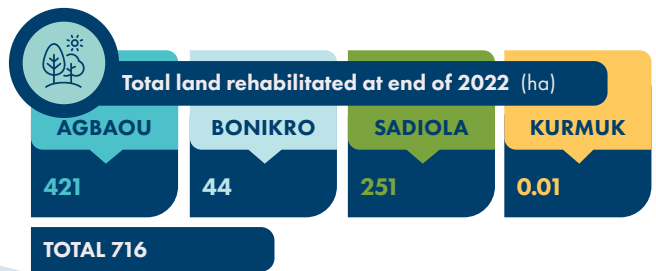
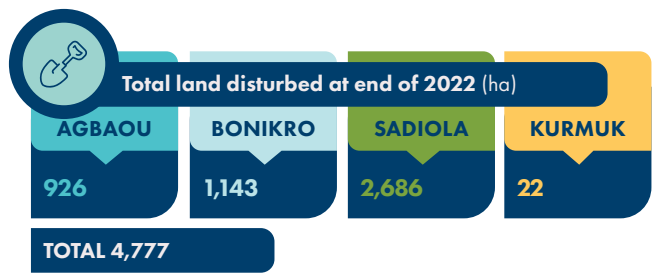
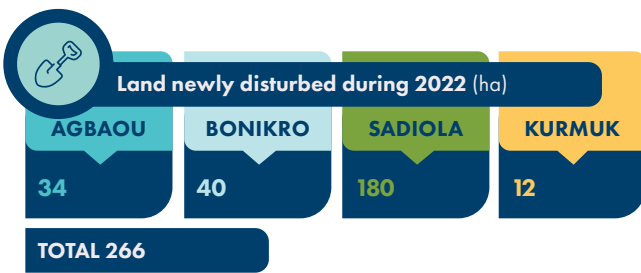


These activities allow us to understand potential impacts and are critical to the development and integration of management strategies throughout the mine life, from exploration/acquisition through to mine closure. At each of our sites, we apply the mitigation hierarchy, by progressively identifying measures to avoid, minimise, and rehabilitate habitats to reduce the negative impacts on biodiversity, and where appropriate application of compensatory measures.



Minimisation of land clearance and progressive rehabilitation are an important part of our approach to biodiversity management. Progressive rehabilitation has been undertaken at our operational sites, to restore the environment faster and consequently minimise negative biodiversity impacts. However, current opportunities for progressive rehabilitation are limited by the development stage (refer to Mine Closure topic).

At our Agbaou mine, we continue to preserve a forest reserve within the mining license. We continue to include the Félix Houphouët-Boigny University in work related to this reserve, with work commissioned to evaluate the biological effectiveness in 2023. People from the nearby communities continue to support the conservation effort, for example, in seed collection, creation of forest nurseries, and maintenance work. At our Sadiola site we have an established plant nursery, and all the plants used in our rehabilitation activities are sourced from this nursery.





# Mine Closure

Planning for closure is an essential part of our activities and we consider mining a temporary use of land – at some point, all mines must be closed and rehabilitated to facilitate transition to a postmining land use. At Allied, we are committed to integrated closure management throughout the mine life, recognising that progressive rehabilitation provides the opportunity to confirm effectiveness of proposed rehabilitation actions prior to closure and reduce financial liabilities at the end of the mine life.

Our mines have existing closure plans that comply with host-country legislation. These include the update of the financial liability for closure at year end based on the agreed closure strategies for each site. Additionally, the environmental permitting process for expansion projects or 'new developments', also require new or updated mine closure plans. The Closure Plans for new developments are subsequently integrated into the overarching Closure Plan for each site.

Implementation of our commitment for progressive rehabilitation is challenging at our existing operational mines, where our objective is to unlock asset value and extend operational life. Opportunities for progressive rehabilitation are limited while expansion plans are in development, to avoid potential sterilisation of valuable resources or create inefficiencies. The importance of this 'pause' while plans are in development was reinforced in 2022, where some development activities required disturbance of previously rehabilitated land at two of our mines in order to minimise expansion of the disturbed footprint.

Our priority for 2023 is to develop more comprehensive Closure Plans for Agbaou and Bonikro, given they are likely approaching closure in the next 5 to 10 years. These plans will outline the activities to be carried out in the short term to support the planning and implementation of final closure activities. These include dress identified risks, such as further studies, trials, monitoring, collaboration with stakeholders, and refining closure objectives/criteria, along with any progressive rehabilitation activities. In addition, the targets set in our previous report will roll over to 2023.

**Ensuring we remain accountable for our financial liabilities and updating this on an annual basis is core to our business activities. The year end 2022 consolidated liability is \$129.3 million (an increase from 123.1 million as at year end 2021). This number is presented in 'today's dollars' and have not been inflated or discounted.**



# Glossary

<b>AIFR</b>	All-incident frequency rate
<b>ANCOLD</b>	Australian National Committee on Large Dams
<b>ARD</b>	Acid rock drainage
<b>ASM</b>	Artisanal and small-scale mining
<b>CY22</b>	Calendar year 2022
<b>EITI</b>	Extractive International Transparency Initiative
<b>EPRP</b>	Emergency Preparedness and Response Plan
<b>ESG</b>	Environmental, Social Governance
<b>ESIA</b>	Environment and Social Impact Assessment
<b>GISTM</b>	Global Industry Standard on Tailings Management
<b>GRI</b>	Global Reporting Initiative
<b>HR</b>	Human resources
<b>HSEC</b>	Health, Safety, Environment and Community
<b>ICAM</b>	Incident Cause Analysis Methods
<b>IFC</b>	International Finance Corporation
<b>IUCN</b>	International Union for Conservation ie: International Union for Conservation of Nature
<b>KGM</b>	Kurmuk Gold Mine
<b>LTI</b>	Lost time injury
<b>LTIFR</b>	Lost time injury frequency rate
<b>MS</b>	Management System
<b>MTI</b>	Medical treatment injury
<b>N/A</b>	Not applicable
<b>NGOs</b>	Non-government organisations
<b>NMFR</b>	Near miss frequency rate
<b>OH&amp;S</b>	Occupational health and safety
<b>OMSM</b>	TSF Operation Maintenance and Surveillance Manual
<b>PDCA</b>	Plan-Do-Check-Act
<b>PGSM</b>	World Bank's Project on Governance in the Mining sector
<b>PPE</b>	Personal protective equipment
<b>QA/QC</b>	Quality assurance and quality control
<b>RGMPs</b>	Responsible Gold Mining Principles
<b>SASB</b>	Sustainability Accounting Standards Board
<b>SDGs</b>	Sustainable Development Goals
<b>TARP</b>	Trigger Action Response Plan
<b>TCFD</b>	Task Force on Climate-related Financial Disclosures
<b>TMF</b>	Tailings Management Framework
<b>TRIFR</b>	Total recordable injury frequency rate
<b>TSF</b>	Tailings storage facility
<b>UN</b>	United Nations
<b>USD</b>	United States Dollars
<b>VLA</b>	Village level agreement

# SASB Content Index

SASB STANDARD	SASB CODE	REPORT SECTION	PAGE NUMBER
Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-MM-110a.1	Environment – Emissions and energy <i>Of the seven GHG emissions covered under the Kyoto Protocol, only carbon dioxide (CO2) was included in our Scope 1 emissions calculations.</i>	60
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.	EM-MM-110a.2	Environment – Emissions and energy	57
Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	EM-MM-120a.1	<i>Except for PM10 monitoring at Bonikro, Allied does not currently monitor these air pollutants.</i>	n/a
Total energy consumed	EM-MM-130a.1	Environment – Emissions and energy	60
% Of grid electricity	EM-MM-130a.1	Environment – Emissions and energy	60
% Of renewable electricity	EM-MM-130a.1	Environment – Emissions and energy	60
Total fresh water withdrawn	EM-MM-140a.1	Environment – Water and wastewater management	63
Total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	EM-MM-140a.1	Environment – Water and wastewater management	63
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	EM-MM-140a.2	Environment – Water and wastewater management	63
Total weight of non-mineral waste generated	EM-MM-150a.4	Environment – Waste management	66
Total weight of tailings produced	EM-MM-150a.5	Environment – Tailings storage facilities	68
Total weight of waste rock generated	EM-MM-150a.6	Environment – Waste management	66
Total weight of hazardous waste generated	EM-MM-150a.7	Environment – Waste management	66
Total weight of hazardous waste recycled	EM-MM-150a.8	Environment – Waste management	66
Number of significant incidents associated with hazardous materials and waste management	EM-MM-150a.9	Environment – Waste management	66
Description of waste and hazardous materials management policies and procedures for active and inactive operations	EM-MM150a.10	Environment – Waste management	65
Description of environmental management policies and practices for active sites	EM-MM-160a.1	Environment – Environmental Management	67
Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	EM-MM-160a.2	<i>Acid rock drainage (ARD) is not predicted to occur at any of our sites. As such, ARD is not currently actively mitigated, under treatment or remediation.</i>	n/a
Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-MM-160a.3	Environment - Biodiversity <i>100% of proved and probable reserves at Kurmuk are in or near areas of critical habitat. Bonikro Gold Mine is located near the Sangou Forest; however, the Forest does not fall within the IUCN's 'i-vi' management category to be considered a site with protected conservation status.</i>	70

## SASB Content Index Continued..

SASB STANDARD	SASB CODE	REPORT SECTION	PAGE NUMBER
Percentage of (1) proved and (2) probable reserves in or near areas of conflict	EM-MM-210a.1	Our Communities – Security <i>100% of proved and probable reserves at Sadiola and Kurmuk are in or near areas of conflict. None of our remaining sites fall under this category.</i>	45
Percentage of (1) proved and (2) probable reserves in or near indigenous land	EM-MM-210a.2	Our Communities – Indigenous Peoples <i>100% of proved and probable reserves at Kurmuk are in or near indigenous land. None of our remaining sites fall under this category.</i>	49
Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	EM-MM-210a.3	Our Communities	41
Discussion of process to manage risks and opportunities associated with community rights and interests	EM-MM-210b.1	(Across entire chapter)	41
Number and duration of non-technical delays	EM-MM-210b.2	Our Communities	44
Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	EM-MM-310a.1	(Across entire chapter)	34
Number and duration of strikes and lockouts	EM-MM-310a.2	Industrial Relations	34
MSHA all-incidence rate	EM-MM-320a.1	Our People – Industrial relations	38
Fatality rate	EM-MM-320a.1	Health, Safety, and Wellbeing - Safety performance	38
Near miss frequency rate (NMFR)	EM-MM-320a.1	Health, Safety, and Wellbeing – Safety performance	38
Average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	EM-MM-320a.1	Health, Safety, and Wellbeing – Safety performance	37
Description of the management system for prevention of corruption and bribery throughout the value chain	EM-MM-510a.1	Governance - Business Ethics	20
Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-MM-510a.2	Governance - Business Ethics	n/a
Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	EM-MM-540a.1	Environment – Tailings storage facilities	68
Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	EM-MM-540a.2	Environment – Tailings storage facilities	67
Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	EM-MM-540a.3	Environment – Tailings storage facilities	67
Production of (1) metal ores and (2) finished metal products	EM-MM-000.A	Company Overview – Our Assets Total of 371,443 ounces of gold produced in 2022.	6
Total number of employees, percentage contractors	EM-MM-000.B	Our People – Employment	28





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