



Version control: Performance Data Tables posted July 2025

### **About the FY2025 Sustainability Performance Data**

This performance data reflects the annual disclosure of our sustainability performance at operations and joint ventures where Perseus is the majority owner and operator. Development projects have not been included within the data disclosed unless clearly specified.

Any restatements of this data set will be noted in italics with an explanation for the restatement.

The data in this Databook include our operational sites - Edikan, Yaoure and Sissingue and Exploration. Where possible, we have started collecting and disclosing data on our Meyas Sand Gold Project (MSGP) acquired in May 2022 and the Nyanzaga Gold Project in Tanzania, acquired during Q4 FY24.

### **About the data: figures, rounding, and intensity-based denominators**

**Currencies:** All financial figures are quoted in U.S. dollars unless otherwise noted.

**Rounding:** Some figures and percentages may not add up to the total figure or 100 percent due to rounding.

### **Finding additional financial and non-financial information**

Financial and Investor Relations: For additional information about Perseus's Investor Relations presentations, financials and communications, visit Perseus's Investor Relations page at: <https://perseusmining.com/asx-announcements/>

Governance and ethics: Details of our Board's bylaws, committee charters, guidelines, Perseus Code of Conduct, public Perseus policies and standards, and other governance practices are available on our website at: <https://perseusmining.com/corporate-governance/>

FY2025 annual sustainability reporting suite: The FY2025 Sustainability data tables are part of a larger package of sustainability disclosures in the 2025 Sustainable Development Report which is available on our website: <https://perseusmining.com>

### **Providing feedback**

We welcome feedback on this data set, our annual sustainability report or any other aspect of our Sustainability performance. Please send general comments to [info@perseusmining.com](mailto:info@perseusmining.com)

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## REPORTING, STANDARDS & CERTIFICATIONS

Frameworks	
Global Reporting Initiative (GRI) Index and Sustainable Development Goals	<a href="#">GRI Index</a>
Australian Sustainability Reporting Standards (ASRS) AASB S2	<a href="#">ASRS Progress</a>
Investor Mining and Tailings Initiative	<a href="#">Tailings</a>
Responsible Gold Mining Principles (RGMPs)	<a href="#">RGMP</a>
World Economic Forum International Business Council (IBC) Metrics	<a href="#">WEF IBC Metrics</a>
Sustainability Accounting Standards Board (SASB)	<a href="#">SASB</a>

**ECONOMIC CONTRIBUTIONS**

Economic contributions (USD\$ thousands)	FY2025	FY2024	FY2023	FY2022	FY2021	CY2020	CY2019	CY2018
Total revenue	12,57,241	10,24,307	9,69,273	8,09,525	5,07,823	4,16,542	3,47,829	3,67,301
Basic earnings per share (USD cents)	27.02	23.62	23.49	13.62	7.15	5.86	3.23	(0.12)
Profit/(loss) after tax	4,21,714	3,64,755	3,21,037	2,03,145	1,04,128	78,099	18,719	(983)
Employment costs (1)	42,700	38,197	32,215	33,420	29,429	27,050	22,016	21,846
Payments to providers of capital (2)	56,170	33,190	25,828	10,329	8,905	6,322	1,757	4,180
Government payments and payables (3)	2,19,523	1,98,688	1,18,489	66,771	73,594	69,172	48,370	33,992

(1) Represents employment costs for our countries of mine operation and exploration.

(2) Payments to providers of capital include dividend distributions and payments of interest on loans.

(3) Government payments and payables include corporate taxes, government royalties and employment taxes paid to the Governments of the countries in which we operate.

Direct economic contributions (USD\$ thousands)	FY2025	FY2024	FY2023	FY2022	FY2021	CY2020	CY2019	CY2018
Direct economic value generated	12,57,241	10,24,307	9,69,273	8,09,525	5,07,823	4,16,542	3,47,829	3,67,301
Economic value distributed to host countries	8,13,291	7,17,195	5,37,387	4,97,589	4,28,425	3,84,686	3,11,402	2,90,219
Economic value retained	4,43,950	3,07,112	4,31,886	3,11,936	79,398	31,856	36,427	77,082

Community contributions (USD\$ thousands)	FY2025	FY2024	FY2023	FY2022	FY2021	FY2020	CY2020	CY2019	CY2018
Community investment (discretionary) (1)	592	629	739	231	499		749		
Development fund contributions (non-discretionary) (2)(3)	5,042	3,022	3,545	3,370	1,602		1,117		
Total community contributions	5,634	3,651	4,284	3,601	2,101	1,234	1,866	1,090	813

All community contributions were made in Ghana and Côte d'Ivoire.

Granularity of community contributions reporting has increased since 2020 in alignment with the evolution and increase in transparency of our sustainability reporting.

(1) Community investments are voluntary financial contributions including in-kind donations of assets.

(2) Development contributions are non-discretionary financial contributions, where Perseus is mandated to contribute to community development funds by law and mining agreements.

(3) All community contributions are on a cash basis and Fimbiasso includes amount from prior year with payment made in FY25

Local procurement (USD\$ thousands)	FY2025	FY2024	FY2023	FY2022	FY2021	CY2020	CY2019	CY2018
Local purchases made in Ghana	1,63,705	1,58,282	1,79,261	1,71,530	1,59,106	1,33,916	1,05,624	1,96,037
Local purchases made in Côte d'Ivoire	3,48,048	3,15,289	1,98,149	2,22,267	1,64,196	1,52,682	1,34,302	37,531
Local purchases made in Sudan	4,225	3,088	4,990					
Local purchases made in Tanzania	29,457							
Local purchases - total	5,45,434	4,76,659	3,82,400	3,93,797	3,23,302	2,86,598	2,39,926	2,33,568

Political contributions (USD\$ thousands)	FY2025	FY2024	FY2023	FY2022	FY2021	CY2020	CY2019	CY2018
Total monetary value of financial and in-kind political contributions made directly and indirectly by the organisation	0	0	0	0	0	0	0	0

Production	FY2025	FY2024	FY2023	FY2022	FY2021	FY2020	CY2020
Production of metal ores and finished metal products (ounces)	4,96,551	5,09,977	5,35,281	4,94,014	3,28,632	2,57,639	2,60,045
Production of metal ores and finished metal products (tonnes) (1)	15	16	17	15	10	8	8

(1) Numbers for previous years have been restated due to an error in conversion from ounces to tonnes

Taxes (by country where Perseus is tax resident) (FY2023)	Ghana	Côte d'Ivoire	Australia
Names of the resident entities	Perseus Mining Ghana Limited	Perseus Mining Côte d'Ivoire S.A. (Sissingué) Perseus Mining Fimbiasso S.A. (Sissingué) Perseus Mining Yaouré S.A. (Yaoure)	Perseus Mining Limited
Primary activities of the organization	Mining and extraction	Mining and extraction	Corporate activities for the Group
Number of employees	Refer to People	Refer to People	Refer to People
Revenues from third-party sales (USD\$ thousands)	4,58,622	7,89,460	0
Revenues from intra-group transactions with other tax jurisdictions (USD\$ thousands)	0	0	8,767
Profit/(loss) before tax (USD\$ thousands)	2,06,550	3,77,910	-20,653
Total assets (USD\$ thousands)	4,45,914	9,03,707	5,51,362
Income tax paid on a cash basis (USD\$ thousands)	70,158	8,072	1,466
Income tax pre-paid/(accrued) on profit/loss (USD\$ thousands)	76,008	8,969	1,466
Other taxes incurred during the reporting period:			
Employment taxes withheld (USD\$ thousands)	6,623	12,882	6,917
Other taxes and duties (USD\$ thousands)	21,189	37,551	0

**SAFETY**

Fatalities	FY2025	FY2024	FY2023	FY2022	FY2021	FY2020	FY2019	FY2018
Number of fatalities - employees	0	0	0	0	0	0	0	0
Number of fatalities - contractors	0	0	0	1	0	0	0	0

Total recordable injuries and lost time injuries	FY2025	FY2024	FY2023	FY2022	FY2021	FY2020	FY2019	FY2018
Total recordable injuries - total	8	14	16	15	20	15	17	19
Total recordable injuries - employees	4	3	5	4	8			
Total recordable injuries - contractors	4	11	11	11	12			
Total recordable injury frequency rate (TRIFR) (per 1,000,000 hours worked)	0.60	1.06	1.20	1.29	1.76	1.43	2.22	2.25
Total recordable injury frequency rate (TRIFR) (per 1,000,000 hours worked) - employees	1.08	0.83	1.63	1.21	2.59			
Total recordable injury frequency rate (TRIFR) (per 1,000,000 hours worked) - contractors	0.42	1.15	1.19	1.32	1.45			
Lost time injury frequency rate (LTIFR) (per 1,000,000 hours worked)	0.08	0.15	0.24	0.26	0.45	0.000	0.52	0.47
Lost time injury frequency rate (LTIFR) (per 1,000,000 hours worked) - employees	0.00	0.28	0.00	0.30	0.69			
Lost time injury frequency rate (LTIFR) (per 1,000,000 hours worked) - contractors	0.10	0.10	0.32	0.24	0.36			
Number of hours worked - total	13,336,298	1,318,587	1,231,887	1,163,038	1,137,352	1,051,996	76,55,434	84,26,808

Granularity of reporting of recordable injuries between employees and contractors has increased since 2020 in alignment with the evolution and increase in transparency of our Total Recordable Injury Frequency Rate (TRIFR) is equivalent to and calculated in the same way as All Injury Frequency Rate (AIFR).

(1) The table above excludes injury and hours worked for Sudan, CMA Underground and Tanzania Projects. The TRIFR rate for FY23 was changed to 1.20 instead of 1.30 disclosed previously to align with the methodology used for comparison purposes (both numbers were disclosed last year in our Data Book and PwC provided assurance over the 1.20 number). The TRIFR rate for the whole Group, including Projects is 0.65 for FY25.

Fines and prosecutions	FY2025	FY2024	FY2023	FY2022	FY2021	FY2020	FY2019
Fines and prosecutions – safety (number)	0	0	0	1	0	0	0
Fines and prosecutions – safety (US\$'000)	\$0	\$0	\$0	5	\$0	\$0	\$0

Safety hazards reported per region of operation (FY2025)	Total	Employees	Contractors
Ghana	22,696	11,962	10,734
Côte d'Ivoire	1,379	1,377	2

**Key Safety definitions/reporting criteria**

**Fatalities** - The death of an employee or contractor resulting from a work-related injury or occupational illness, regardless of the time intervening between the time of incident causing the injury, exposure or occupational illness and the time of death and:

- Directly or indirectly involves an employee of the Company while performing work-related duties; or
- Involves Company operations, or involves Company property, plant or while performing work-related duties; or
- Is related to activities of contractors performing work for the Company; or
- Occurs in a place that is considered to be controlled or under the significant influence of the Company.

**Total reportable injuries** - Incidents that include Medical Treatment Injuries, Restricted Work Injuries, Lost Time Injuries and Fatalities

**Medical treatment injury** - A medical treatment injury is a work-related injury which requires the treatment by, or under the specific order of, a medical practitioner, but which does not result in lost days or restricted work (i.e. the injured person receives medical treatment and is able to return to his or her normal duties).

**Restricted Work Injury** - A restricted work injury is a work-related injury where a person can return to work, but only undertake restricted work activities (i.e. the injured person is unable to perform any part or all of their regular duties following the injury, and performs alternative duties). This decision is based upon receiving written advice from a registered medical practitioner that the person is unable to perform either one or more of their routine work functions or work the full day following their injury. If the injured person immediately assumes restricted work duties following the injury, without any time off from work, then the case should be recorded as a Restricted Work Injury and the time spent on restricted duties should be recorded as Restricted Work Days. The decision to allow an injured person to return to work on restricted duties can only be made by a medical professional.

**Lost Time Injuries** - A lost time injury is a work-related injury which results in an employee being away from work on any day(s) after the day on which the injury occurred.

**First Aid Injury** - A first aid injury is a work-related injury which requires one-time treatment and subsequent observation of minor scratches, cuts, burns, splinters or similar minor injuries that do not normally require medical care. Such treatment and observation is considered a First Aid case even if provided by a physician or registered professional personnel.

**Exposure hours** - Represents the actual hours worked by all staff and contractors.

**HEALTH**

<b>Fatalities</b>	<b>FY2025</b>	<b>FY2024</b>	<b>FY2023</b>	<b>FY2022</b>	<b>FY2021</b>	<b>FY2020</b>	<b>FY2019</b>	<b>FY2018</b>
Number of fatal incidents as a result of work-related ill health - employees	0	0	0	0	0	0	0	0
Number of fatal incidents as a result of work-related ill health - contractors	0	0	0	0	0	0	0	0

<b>Occupational illness cases</b>	<b>FY2025</b>	<b>FY2024</b>	<b>FY2023</b>	<b>FY2022</b>	<b>FY2021</b>	<b>FY2020</b>	<b>FY2019</b>	<b>FY2018</b>
Occupational illness cases - total	0	0	0	5	0	0	0	0
Occupational illness cases - employees	0	0	0	5	0	0		
Occupational illness cases - contractors	0	0	0	0	0	0		

Granularity of reporting of occupational illnesses between employees and contractors has increased since 2020 in alignment with the evolution and increase in transparency of our sustainability reporting.

<b>Fines and prosecutions</b>	<b>FY2025</b>	<b>FY2024</b>	<b>FY2023</b>	<b>FY2022</b>	<b>FY2021</b>	<b>FY2020</b>	<b>FY2019</b>
Fines and prosecutions – health (number)	0	0	0	0	0	0	0
Fines and prosecutions – health (US\$'000)	\$0	\$0	\$0	\$0	\$0	\$0	\$0

**WORKFORCE NATIONALISATION BY REGION - EMPLOYEES**

Category (FY2025)	Total Employee Headcount	Headcount Distribution %	Local Employees			
			Local Employees	Employees from Region	Total Regional and Local Community Employment	Expatriates
Ghana	288	21.2%	24.3%	75.7%	100.0%	0.0%
Cote d'Ivoire	759	55.8%	51.0%	42.6%	93.5%	6.5%
Tanzania	190	14.0%	21.1%	65.8%	86.8%	13.2%
Sudan	122	9.0%	61.5%	36.1%	97.5%	2.5%
<b>Total</b>	<b>1,359</b>	<b>100.0%</b>	<b>42.1%</b>	<b>52.2%</b>	<b>94.3%</b>	<b>5.7%</b>

Table above presents information for Permanent and Maximum Term Employees only

**WORKFORCE NATIONALISATION BY REGION - CONTRACTORS**

Category (FY2025)	Total Contractor Headcount	Headcount Distribution %	Local Contractors			
			Local Contractors	Contractors from Region	Total Regional and Local Community Employment	Expatriates
Ghana	1,289	31.2%	59.2%	40.4%	99.6%	0.4%
Cote d'Ivoire	2,034	49.2%	40.0%	53.2%	93.3%	6.7%
Tanzania	808	19.6%	34.8%	63.2%	98.0%	2.0%
<b>Total</b>	<b>4,131</b>	<b>100.0%</b>	<b>46.2%</b>	<b>52.1%</b>	<b>98.3%</b>	<b>3.9%</b>

No contractor data is available for Sudan.

**WORKFORCE DATA BY CATEGORY AND DIVERSITY BY PROPORTION OF TOTAL EMPLOYEES**

Category (FY2025)	Headcount Distribution %	Gender		Age Group			Region					
		Female	Male	Under 30	30-50	Over 50	Ghana	Côte d'Ivoire	Australia	Sudan	Dubai	Tanzania
Board Level	0.4%	0.1%	0.3%	0.0%	0.1%	0.3%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%
Management Level	6.8%	0.9%	5.9%	0.0%	3.9%	2.9%	0.7%	1.9%	2.2%	0.5%	0.2%	1.3%
Senior Level	32.4%	5.5%	26.9%	3.2%	24.5%	4.7%	7.9%	16.5%	1.7%	0.6%	0.1%	5.7%
Junior Level	60.4%	6.5%	53.8%	9.2%	44.2%	6.9%	11.1%	36.4%	0.2%	6.9%	0.2%	5.7%
<b>Total</b>	<b>100.0%</b>	<b>13.0%</b>	<b>87.0%</b>	<b>12.4%</b>	<b>72.8%</b>	<b>14.8%</b>	<b>19.6%</b>	<b>54.8%</b>	<b>4.4%</b>	<b>8.1%</b>	<b>0.5%</b>	<b>12.7%</b>

Table above presents information for Permanent and Maximum Term Employees only.

**WORKFORCE DATA BY PROPORTION OF EACH CATEGORY AND DIVERSITY**

Category (FY2025)	Headcount Distribution %	Gender		Age Group			Region					
		Female	Male	Under 30	30-50	Over 50	Ghana	Côte d'Ivoire	Australia	Sudan	Dubai	Tanzania
Board Level	0.4%	33.3%	66.7%	0.0%	33.3%	66.7%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Management Level	6.8%	13.6%	86.4%	0.0%	57.3%	42.7%	9.7%	28.2%	32.0%	7.8%	2.9%	19.4%
Senior Level	32.4%	16.9%	83.1%	9.8%	75.7%	14.5%	24.3%	51.0%	5.1%	1.8%	0.2%	17.6%
Junior Level	60.4%	10.8%	89.2%	15.2%	73.3%	11.5%	18.4%	60.2%	0.3%	11.5%	0.3%	9.4%
<b>Total</b>	<b>100.0%</b>	<b>13.0%</b>	<b>87.0%</b>	<b>12.4%</b>	<b>72.8%</b>	<b>14.8%</b>	<b>19.6%</b>	<b>54.8%</b>	<b>4.4%</b>	<b>8.1%</b>	<b>0.5%</b>	<b>12.7%</b>

Table above presents information for Permanent and Maximum Term Employees only.

**DIVERSITY**

Board diversity	FY2025	FY2024	FY2023	FY2022	FY2021	2020	2019	2018	2017
Board Diversity	33.33%	33.30%	28.60%	33.33%	33.33%	20.00%	20.00%	33.33%	20.00%
Number of women on the Board	2	2	2	2	2	1	1	1	1
Number of men on the Board	4	4	5	4	4	4	4	2	4

Gender diversity	FY2025	FY2024	FY2023	FY2022	FY2021
Percentage of women in senior levels and management	6.4%	8.1%	13.8%	14.4%	13.7%
Percentage of women - total workforce	13.0%	12.0%	11.0%	13.2%	14.7%

Table above presents information for Permanent and Maximum Term Employees only.

**PAY EQUALITY**

Pay equality % (FY2025)	Ghana	Cote d'Ivoire	Dubai	Australia	Tanzania
Management Level					
Female	0.0%	57.2%	38.4%	54.7%	0.0%
Male	100.0%	42.8%	61.6%	45.3%	100.0%
Senior Level					
Female	45.7%	55.0%	0.0%	48.7%	53.5%
Male	54.3%	45.0%	100.0%	51.3%	46.5%
Junior Level					
Female	48.8%	49.7%	44.9%	51.4%	47.8%
Male	51.2%	50.3%	55.1%	48.6%	52.2%
Total					
Female	21.9%	56.0%	35.7%	49.9%	24.0%
Male	78.1%	44.0%	64.3%	50.1%	76.0%

The data in the table above for our mine operations excludes expat salaries. Exploration employees are included under the relevant regions.

There are currently no female employees in management level positions in Ghana or Tanzania

Pay equity data is not available for Sudan.

**AVERAGE HOURS OF TRAINING PER PERSONNEL - BY REGION**

Role category	FY2025	Ghana	Côte d'Ivoire	Australia
Employees	47.1	39.1	54.1	10.1
Contractors	9.4	4.3	13.6	2.0
<b>Total</b>	<b>28.3</b>	<b>21.7</b>	<b>33.8</b>	<b>6.1</b>

Employee and contractor training hours for Perseus Services have been recognised within the relevant regional categories.

No data available for Sudan and Tanzania.

Total data is the average of employee and contractor hours

**AVERAGE HOURS OF TRAINING PER PERSONNEL - HISTORICAL**

Role category	FY2025	FY2024	FY2023	FY2022	FY2021	CY2020	CY2019	CY2018	CY2017
Employees	47.1	66.6	44.1	50.5	13.4	9.3	18.6	27.0	15.1
Contractors	9.4	13.0	13.8	13.9	11.1	2.4	4.5	3.7	2.1
<b>Total</b>	<b>28.3</b>	<b>39.8</b>	<b>22.1</b>	<b>24.7</b>	<b>12.1</b>	<b>4.3</b>	<b>7.5</b>	<b>10.1</b>	<b>6.2</b>

Contractor training figures only include Perseus training for contractors, no internal and on-the-job training.

**PROPORTION OF GOVERNANCE BODY MEMBERS, EMPLOYEES AND OTHERS TRAINED ON PERSEUS'S ANTI-CORRUPTION POLICIES AND PROCEDURES**

Role category							Region in FY2025		
	FY2025	FY2024	FY2023	FY2022	FY2021	CY2020	Ghana	Côte d'Ivoire	Australia
Board members	100%	100.0%	100.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%
Employees and other business partners	0.8%	1.0%	29.1%	26.7%	26.7%	0.5%	2.3%	0.0%	0.0%

Employee and contractor training hours for Perseus Services have been recognised within the relevant regional categories.

We continued to train our new starters on Perseus Anti-Bribery and Corruption Policies and Procedures throughout the year, a robust training package for all employees, commenced at the June 2025.

**EMPLOYEE HIRING AND TURNOVER RATES**

Employee hiring and turnover categories	Region in FY2025										
	FY2025	FY2024	FY2023	FY2022	FY2021	Ghana	Côte d'Ivoire	Australia	Sudan	Dubai	SMCL
New employee hires (number)	347	290	423	119	164	15	107	32	29	2	162
New employee hire rate (%)	23.04%	22.1%	36.1%	11.5%	18.8%	5.2%	14.1%	72.7%	23.8%	40.0%	85.3%
Employee turnover (number)	70	60	205	157	66	11	27	10	7	1	8
Employee turnover rate (%)	4.94%	4.8%	17.5%	15.1%	7.6%	7.6%	7.1%	45.5%	11.5%	40.0%	8.4%

**EMPLOYEE PARENTAL LEAVE**

Gender	Region in FY2025									
	FY2025	FY2024	FY2023	FY2022	FY2021	Ghana	Côte d'Ivoire	Australia	Tanzania	
<b>No. of employees who were entitled to parental leave</b>										
Female	191	6	42	43	14	38	100	20	33	
Male	1184	80	7	7	8	256	729	42	157	
<b>No. of employees who took parental leave</b>										
Female	14	6	42	43	14	2	8	0	4	
Male	73	80	7	7	8	6	65	0	2	
<b>No. of employees who returned from parental leave in 2025</b>										
Female	7	6	49	39	11	0	5	0	2	
Male	67	80	8	4	8	2	65	0	2	

**Strikes and lock-outs**

	FY2025	FY2024	FY2023	FY2022	FY2021	CY2020
Number of strikes and lock-outs exceeding one weeks duration	0	0	0	0	0	0

**Performance and career development reviews**

	FY2025	FY2024	FY2023	FY2022	FY2021	CY2020
Percentage of total employees who received a regular performance and career development review	100%	100%	100%	100%	83.30%	83.30%

**Key People definitions/reporting criteria:**

- **Nationalisation** rate is based on employee numbers at our Operations and Projects only, not our Corporate & City offices, (Perth, Abidjan, Accra and Dubai).

- **Board:** includes both Executive and Non-Executive Directors.

- **Employee Turnover** includes employee initiated terminations (resignation, retirement and voluntary redundancy), Permanent and Maximum Term employees only.

**COMMUNITIES**

Local communities	FY2025	FY2024	FY2023	FY2022	FY2021	FY2020
Percentage of operations with implemented local community engagement, impact assessments, and/or devel	100%	100%	100%	100%	100%	100%

**HUMAN RIGHTS**

Human rights reviews	FY2025	FY2024	FY2023	FY2022	FY2021	FY2020
Number of operations subject to human rights reviews or human rights impact assessments	3	3	3	3	3	2
Percentage of operations subject to human rights reviews or human rights impact assessments	100%	100%	100%	100%	100%	100%

Table above includes operating assets only.

**COMMUNITY RELATIONS**

Non-technical delays	FY2025	FY2024	FY2023	FY2022	FY2021	FY2020
Number and duration of non-technical delays	0.5 days	0 days	2 days	1 day	8 days	0 days

**SECURITY/HUMAN RIGHTS**

Employee training	FY2025	FY2024	FY2023	FY2022	FY2021	CY2020
Total number of hours in the reporting period devoted to training on human rights policies	143	103	134	110	108	165
Percentage of employees trained during the reporting period in human rights policies	85%	57%	5%	1%	1%	6%
Percentage of contractors trained during the reporting period in human rights policies	100%	100%	31%	15%	13%	11%
Number of external parties trained during the reporting period in human rights policies	1622	1156	829	758	618	745

These hours included training provided on the Voluntary Principles on Security and Human Rights (VPSHRs). The VPSHR training is provided regularly to those employees, contractors and external parties who are involved with or have positions of responsibility relating to security at each of our operations. The contractors include third-party organisations which have provided Perseus with security personnel. The external parties include regular training provided to the local police, Government forces, military personnel and gendarmes in the jurisdictions in which we operate.

Fines and prosecutions	FY2025	FY2024	FY2023	FY2022	FY2021	FY2020
Fines and prosecutions – communities	0	0	0	0	0	0
Fines and prosecutions – communities	\$0	\$0	\$0	\$0	\$0	\$0

Grievances (FY2025)	FY2025	Ghana	Côte d'Ivoire	Perseus Services (1)	Australia
Total number of grievances	115	80	35	1	0
Grievances addressed or reviewed	115	80	35	1	-
Grievances resolved - number	60	28	31	1	-
Grievances resolved - percentage	52%	35%	89%	100%	-

(1) Represents exploration across West Africa.

Grievances by type (FY2025)	FY2025	Ghana	Côte d'Ivoire	Perseus Services (1)	Australia
Structural compensation, dust and noise	13	5	8	0	0
Building cracks and blast	37	37	0	0	0
Resettlement issues	3	3	0	0	0
Crop and land compensation	39	28	11	0	0
Local employment and training	8	0	7	1	0
Road condition	2	0	2	0	0
Other general	13	6	7	0	0
<b>Total</b>	<b>115</b>	<b>79</b>	<b>35</b>	<b>1</b>	<b>0</b>

(1) Represents exploration across West Africa.

35%

Grievances by year	FY2025	FY2024	FY2023	FY2022	FY2021	FY2020
Structural compensation, dust and noi	13	12	5	10	101	12
Building cracks and blast	37	59	52	90	88	62
Resettlement issues	3	2	3	2	3	0
Crop and land compensation	39	28	12	30	60	25
Local employment and training	8	6	8	11	3	2
Road condition	2	7	3	7	2	1
Other general	13	16	15	24	13	7
<b>Total</b>	<b>115</b>	<b>130</b>	<b>98</b>	<b>174</b>	<b>270</b>	<b>109</b>

**ARTISANAL AND SMALL-SCALE MINING (ASM)**

Artisanal and small-scale mining	FY2025	FY2024	FY2023	FY2022	FY2021	CY2020
Identify if ASM takes place on or adjacent to company sites, or presents risks to the company's operations	<b>Yes, for all operations (Edikan, Sissingue and Yaoure)</b>	Yes, for all operations (Edikan, Sissingue and Yaoure)	Yes, for all operations (Edikan, Sissingue and Yaoure)	Yes, for all operations (Edikan, Sissingue and Yaoure)	Yes, for all operations (Edikan, Sissingue and Yaoure)	Yes, for all operations (Edikan, Sissingue and Yaoure)
Company's total number of operations	<b>3</b>	3	3	3	3	3
Percentage of sites where ASM represents a risk	<b>100%</b>	100%	100%	100%	100%	100%
Number of ASM incursions at all sites	<b>362</b>	367	284	212	141	798
Report the nature of the risks and the actions taken to manage and mitigate them	Refer to Page 38 in the Sustainable Development Report	Refer to Page 17 in the Sustainable Development Report	Refer to Page 54 in the 2023 Annual Report	Refer to Page 68 in the Sustainable Development Report	Refer to Page 68 in the Sustainable Development Report	Refer to Page 68 in the Sustainable Development Report

**RESETTLEMENT ACTIVITIES TO DATE**

Resettlement (FY2025)	Edikan	Sissingue	Yaoure
Sites where resettlement of a community occurred	Permanent land-take land access continued at the Nkosuo Pit and Haul Road Project. Resettlement Compensation Negotiation (RCNC) was set-up and completed negotiations of non-occupied structures rates and Resettlement Package Agreement. RCNC commenced the Negotiation of the Resettlement Eligibility Criteria. Payment of 119 structures valid for cash compensation were made. The land to resettle the inhabitants has been acquired.	No resettlement during FY25	No resettlement during FY25
Number of households and, if available, individuals involved in any resettlement program	A total of 10 households living in the 10 Occupied Structures are involved in the Nkosuo Resettlement Programme. Households of 5 out of the 10 occupied structures have been temporarily accommodated prior to commencement of mining.	None	None
Any significant disputes related to resettlement and the processes employed to resolve outstanding issues	1 structure owner with 2 occupied structures is not cooperating with PMGLC to assess the structures. Engagement with the structure owner for structure assessment and resettlement entitlement processing is on-going.	None	None



EMISSIONS

Table with 12 columns: Emissions category, FY2025, FY2024, FY2023, FY2022, FY2021, FY2020, CY2020, CY2019, CY2018, CY2017. Rows include Total greenhouse gas emissions (tCO2-e), Total emissions, Scope 1 emissions, and Scope 2 emissions.

The increase in scope 2 emissions is due to grid electricity improving in Yaoure compared to FY24.

Table with 12 columns: Emissions category, FY2025, FY2024, FY2023, FY2022, FY2021, FY2020, CY2020, CY2019, CY2018, CY2017. Rows include Total greenhouse gas emissions (tCO2-e) by gas, Total emissions, CO2, CH4, and N2O.

Granularity of reporting of greenhouse gas emissions to gas-type level has increased from CY2020 in alignment with the evolution and increase in transparency of our sustainability reporting.

Table with 12 columns: Sources of total greenhouse gas emissions (tCO2-e), FY2025, FY2024, FY2023, FY2022, FY2021, FY2020, CY2020, CY2019, CY2018, CY2017. Rows include Scope 1 (Diesel, LPG, Natural Gas) and Scope 2 (Electricity).

Table with 12 columns: Total greenhouse gas emissions by location (tCO2-e), FY2025, FY2024, FY2023, FY2022, FY2021, FY2020, CY2020, CY2019, CY2018, CY2017. Rows include Elikan (ghana), Sissingué (Côte d'Ivoire), and Yaoure (Côte d'Ivoire).

Exploration emissions are calculated in the operating site data. The emissions for the Perth, Dubai, Abidjan and Accra office buildings are not collected.

Table with 12 columns: Greenhouse gas emissions intensity, FY2025, FY2024, FY2023, FY2022, FY2021, FY2020, CY2020, CY2019, CY2018, CY2017. Rows include Emissions per Material Mined (kg CO2-e/t), Emissions per Material Milled (kg CO2-e/t), and Emissions per Gold Produced (kg CO2-e/oz).

Table with 5 columns: SCOPE 3 EMISSIONS, Total scope 3 greenhouse gas emissions (tCO2-e), FY2025, FY2024, FY2023, FY2022, FY2021. Values: 3,91,058; 4,00,908; 4,69,510; 4,72,742; 2,67,997.

Table with 5 columns: Scope 3 greenhouse gas emissions per category, Emissions breakdown (tCO2-e), FY2025, Emissions calculation methodology, Further detail. Rows 1-15 cover categories like Purchased goods and services, Capital goods, Fuel and energy related activities, etc.

Key Economic Contribution definitions/reporting criteria:

- Scope 1 greenhouse gas (GHG) emissions refer to direct GHG emissions from our operations. They are comprised of petroleum, diesel and liquefied petroleum gas (LPG). The Scope 1 emission factors applied are factors consistent with the Australian National Greenhouse and Energy Reporting Measurement Determination 2008. We use calculation approaches aligned to guidance from the World Resources Institute/World Business Council for Sustainable Development's Greenhouse Gas Protocol (GHG Protocol).

**ENERGY**

Total energy use (GJ)	FY2025	FY2024	FY2023	FY2022	FY2021	FY2020	CY2020	CY2019	CY2018	CY2017
Total energy (GJ)	<b>36,03,690</b>	35,59,979	34,87,675	34,59,837	27,98,241	22,23,806	25,23,890	19,78,415	19,99,916	16,69,319

Total electricity used from grid (GJ)	FY2025	FY2024	FY2023	FY2022	FY2021	FY2020	CY2020	CY2019	CY2018	CY2017
Total electricity consumption from grid (GJ)	<b>3,91,125</b>	3,57,063	4,49,447	7,93,760	5,92,413	4,88,499	4,87,742	4,83,509	4,87,631	4,76,986

No electricity has been sold back to the grid across the years reported above.

Primary sources of energy used (percentage)	FY2025	FY2024	FY2023	FY2022	FY2021	FY2020	CY2020	CY2019	CY2018	CY2017
<b>Renewables</b>										
Hydro (1)	<b>0.2%</b>	0.2%	0.7%	9.1%	9.5%	10.8%	9.4%	12.0%	12.0%	11.7%
Biomass (1)	<b>6.6%</b>	6.1%	7.8%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Solar(1)	<b>0.0%</b>	0.0%								
<b>Non-renewables</b>										
Natural gas (1)	<b>1.7%</b>	1.5%	2.5%	13.8%	11.6%	11.1%	9.9%	12.4%	12.4%	15.0%
Natural gas consumption for on site electricity generation	<b>14.6%</b>	15.1%	14.5%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Diesel	<b>74.4%</b>	74.8%	72.4%	74.7%	78.8%	78.0%	80.6%	75.5%	75.6%	71.4%
Oil (1)	<b>2.44%</b>	2.24%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.9%
LPG	<b>0.1%</b>	0.1%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

(1) Sourced from electricity consumption from grid.

Adjustments made to FY23&FY24 by applying IEA 2022 Country Data

Sources of purchased electricity used (percentage)	FY2025	FY2024	FY2023	FY2022	FY2021	FY2020	CY2020	CY2019	CY2018	CY2017
<b>Renewables</b>										
Hydro	<b>1.7%</b>	1.7%	5.3%	39.5%	44.9%	49.2%	48.8%	49.2%	49.2%	40.9%
Biomass	<b>60.6%</b>	60.8%	56.3%	0.4%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Solar	<b>0.0%</b>	0.0%								
<b>Non-renewables</b>										
Natural gas	<b>15.2%</b>	15.2%	17.8%	60.1%	55.0%	50.7%	51.2%	50.7%	50.7%	52.5%
Oil	<b>22.4%</b>	22.4%	20.6%	0.1%	0.1%	0.0%	0.1%	0.0%	0.0%	6.6%

Adjustments made to FY23&FY24 by applying IEA 2022 Country Data

Energy efficiency	FY2025	FY2024	FY2023	FY2022	FY2021	FY2020	CY2020	CY2019	CY2018	CY2017
Energy per Material Mined (MJ/t)	<b>66.3</b>	64.4	51.5	51.8	71.4	70.2	65.3	63.5	50.7	43.2
Energy per Material Milled (MJ/t)	<b>301.6</b>	305.6	282.9	295.4	322.3	260.9	305.3	234.6	236.6	235.4
Energy per Gold Produced (MJ/oz)	<b>7.3</b>	6.9	6.5	#REF!	8.5	8.6	9.7	7.4	7.0	8.0

All energy consumption (both self-generated and electricity sourced from grid) has been used to calculate the energy efficiency ratios above.

**Key Economic Contribution definitions/reporting criteria:**

**Energy use** includes energy consumption associated with fuel combustion and electricity sourced from the grid. According to information from the International Energy Agency (IEA), an energy mix of hydropower, biomass and oil are involved in the electricity grid sources.

**Energy conversion factors** are standard factors consistent with the Australian National Greenhouse and Energy Reporting Measurement Determination 2008, the Intergovernmental Panel on Climate Change (IPCC), the IEA, Ghana's Fourth National Greenhouse Gas Inventory Report (Feb 2019, latest available) and the National Greenhouse Gas Inventory to the United Nations Framework Convention on Climate Change (UNFCCC), using calculation approaches aligned to guidance from the World Resources Institute/World Business Council for Sustainable Development. Energy consumption is presented for all operations within our operational control.

**WATER**

**Water Use By Type**

Inputs/Withdrawal (kilolitres per annum)	Source/Destination	Freshwater			Other Water		FY2025
		Type 1	Type 2	Type 3	Type 2	Type 3	
	Groundwater	-	27,40,330	14,26,084	-	-	41,66,414
	Surface water	15,95,262	-	-	-	-	15,95,262
	<b>Total</b>	<b>15,95,262</b>	<b>27,40,330</b>	<b>14,26,084</b>	<b>-</b>	<b>-</b>	<b>57,61,676</b>
<b>Outputs/Discharge</b> (kilolitres per annum)	Groundwater	-	19,63,177	3,42,406	-	-	23,05,583
	Surface water	-	-	-	-	-	0
	<b>Total</b>	<b>-</b>	<b>19,63,177</b>	<b>3,42,406</b>	<b>-</b>	<b>-</b>	<b>23,05,583</b>
<b>Consumption</b> (kilolitres per annum)	<b>Total</b>						<b>34,56,093</b>
<b>Re-used water</b> (kilolitres per annum)	<b>Total</b>						<b>1,80,79,612</b>

**Water Use By Year**

Inputs/Withdrawal (kilolitres per annum)	Source/Destination	FY2025	FY2024	FY2023	FY2022 Total	FY2021 Total	FY2020 Total	CY2020 Total	CY2019 Total	CY2018 Total	CY2017 Total
	Groundwater	41,66,414	62,29,114	63,45,795	63,56,905	58,11,286	64,26,592	43,30,174	55,96,779	38,65,161	33,91,704
	Surface water	15,95,262	10,74,144	11,27,675	11,75,134	19,12,314	3,95,227	4,67,693	4,35,531	6,12,437	22,134
	<b>Total</b>	<b>57,61,676</b>	<b>73,03,258</b>	<b>74,73,470</b>	<b>75,32,039</b>	<b>77,23,600</b>	<b>68,21,819</b>	<b>47,97,866</b>	<b>60,32,309</b>	<b>44,77,598</b>	<b>34,13,838</b>
<b>Outputs/Discharge</b> (kilolitres per annum)	Groundwater	23,05,583	35,72,179	40,12,331	36,58,686	20,97,766	51,30,128	28,56,771	42,00,527	20,89,666	17,33,874
	Surface water	0	0	0	0	0	0	0	0	0	0
	<b>Total</b>	<b>23,05,583</b>	<b>35,72,179</b>	<b>40,12,331</b>	<b>36,58,686</b>	<b>20,97,766</b>	<b>51,30,128</b>	<b>28,56,771</b>	<b>42,00,527</b>	<b>20,89,666</b>	<b>17,33,874</b>
<b>Consumption</b> (kilolitres per annum)	<b>Total</b>	<b>34,56,093</b>	<b>37,31,079</b>	<b>34,61,140</b>	<b>38,73,353</b>	<b>45,40,472</b>	<b>18,10,499</b>	<b>19,41,095</b>	<b>18,31,782</b>	<b>23,87,932</b>	<b>16,79,964</b>
<b>Re-used water</b> (kilolitres per annum)	<b>Total</b>	<b>1,80,79,612</b>	<b>1,78,28,352</b>	<b>1,73,07,542</b>	<b>1,58,46,140</b>	<b>1,38,14,828</b>	<b>1,19,05,233</b>	<b>1,23,95,163</b>	<b>1,18,61,475</b>	<b>1,08,80,089</b>	<b>90,44,477</b>

Water withdrawal decreased due to less pit dewatering in Edikan and Yaoure

**Key Economic Contribution definitions/reporting criteria:**

Water data has been reported in accordance with the Global Reporting Initiatives Disclosure 303 and the Minerals Council of Australia's (MCA) Water Accounting Framework. To align with MCA's Water Accounting Framework (2018) water quality is categorised as type 1 (close to drinking water standards), type 2 (suitable for some purposes), and type 3 (unsuitable for most purposes).

**Freshwater** is defined as water containing less than 1,000 mg/L Total Dissolved Solids.

**Other water** is defined as water containing more than 1,000 mg/L Total Dissolved Solids.

**Water consumption** is the sum of all water that has been withdrawn and incorporated into products, has evaporated, or is polluted to the point of being unusable by other users and is therefore not released back to surface water, groundwater, seawater, or a third party over the course of the reporting period, as defined by the MCA's Water Accounting Framework (2018).

We do not operate in areas of baseline water stress. Edikan is located in an area of medium baseline water stress, and Sissingue and Yaoure are located in areas of low water stress as defined by the World Resources Institute's Aqueduct Water Risk Atlas tool.

**TAILINGS AND WASTE ROCK**

Total amounts of overburden, rock, tailings, and sludges and their associated risks (FY2023)	Group	Edikan	Sissingué	Yaouré
Total amount of overburden (waste rock) generated during the year (tonnes)	3,79,68,273	46,46,127	81,47,048	2,51,75,098
Total amount of tailings solids generated during the year (tonnes)	1,19,49,902	63,35,727	14,65,816	41,48,359

**TAILINGS DISCLOSURE PER FACILITY**

Tailings facility	Edikan	Sissingué	Yaouré
"Tailings Dam" Name/Identifier	Edikan FTSF	Edikan CTSF	Sissingué TSF
Location	5°57'26" N 1°55'20" W	5°57'37" N 1°55'46" W	10°26'25" N 6°11'41" W
Ownership	Owned	Owned	Owned
Status	Active	Active	Active
Date of initial operation	Aug-11	Aug-11	Jan-18
Is the Dam currently operated or closed as per currently approved design?	Yes	Yes	Yes
Raising method	Combination of downstream, centreline, and upstream raises to RL 211 m. Downstream raises and rock buttresses constructed at critical embankments. Centreline and upstream raises only used where no other	Embankments have never been raised	Downstream with rock buttressing
Current Maximum Height	37 m (RL 211 m crest level)	23 m (RL 203 m crest level)	31.4m (RL 398.4 m crest level)
Current Tailings Storage Impoundment Volume	~ 61.7 Mm <sup>3</sup> (January 2025)	~ 1.6 Mm <sup>3</sup> (January 2025)	9.4 Mm <sup>3</sup> (January 2025)
Planned Tailings Storage Impoundment Volume in 5 years time	~ 98 Mm <sup>3</sup>	~1.9 Mm <sup>3</sup>	13.2 Mm <sup>3</sup>
Most recent Independent Expert Review	Independent Review by SRK Consulting (December 2024)	Independent Review by SRK Consulting (December 2024)	Independent Review by SRK Consulting (December 2024)
Do you have full and complete relevant engineering records including design, construction, operation, maintenance and/or closure.	Yes	Yes	Yes
What is your hazard categorisation of this facility, based on consequence of failure?	ANCOLD Dam Failure Consequence Category - High B. GISTM Consequence Classification - High.	ANCOLD Dam Failure Consequence Category - High B. GISTM Consequence Classification - High.	ANCOLD Dam Failure Consequence Category - High B. GISTM Consequence Classification - High.
MSHA hazard potential classification	High Hazard Potential	High Hazard Potential	High Hazard Potential
What guideline do you follow for the classification system?	ANCOLD Guidelines on Tailings Dams , 2019 ANCOLD Guidelines on Consequence Categories for Dams, 2012 Global Industry Standard on Tailings Management (GISTM) (GTR, 2020) Ghana: Minerals and Mining (Health, Safety and Technical Regulations, 2012) (L.I. 2182)	ANCOLD Guidelines on Tailings Dams , 2019 ANCOLD Guidelines on Consequence Categories for Dams, 2012 Global Industry Standard on Tailings Management (GISTM) (GTR, 2020) Ghana: Minerals and Mining (Health, Safety and Technical Regulations, 2012) (L.I. 2182)	ANCOLD Guidelines on Tailings Dams , 2019 ANCOLD Guidelines on Consequence Categories for Dams, 2012 Global Industry Standard on Tailings Management (GISTM) (GTR, 2020)
Has this facility, at any point in its history, failed to be confirmed or certified as stable, or experienced notable stability concerns, as identified by an independent engineer (even if later certified as stable by the same or a different firm).	No	No	No
Do you have internal/in house engineering specialist oversight of this facility? Or do you have external engineering support for this purpose?	Both: Internal/in house tailings specialist review of all tailings activities by Group Tailings and Water Manager	Both: Internal/in house tailings specialist review of all tailings activities by Group Tailings and Water Manager	Both: Internal/in house tailings specialist review of all tailings activities by Group Tailings and Water Manager
Has a formal analysis of the downstream impact on communities, ecosystems and critical infrastructure in the event of catastrophic failure been undertaken and to reflect final conditions? If so, when did this assessment take place?	Yes Post-Dam Break analysis was conducted in 2018, revised in 2023	No Impacts of failure from the CTSF would follow the same flow path as the larger FTSF and therefore consequences from a FTSF failure have been adopted for the CTSF	Yes Dam Breach and Consequence Assessment, August 2022. Outcomes are reviewed in all designs
Is there a) a closure plan in place for this dam, and b) does it include long term monitoring?	Yes, concept closure strategy developed. Concept closure design to be prepared in FY26, which will include long term monitoring requirements.	Yes, concept closure strategy developed. Concept closure design to be prepared in FY26, which will include long term monitoring requirements.	Yes, concept closure strategy developed. Concept closure design to be prepared in FY26, which will include long term monitoring requirements.
Have you, or do you plan to assess your tailings facilities against the impact of more regular extreme weather events as a result of climate change, e.g. over the next two years?	Adaptive management / observational approach implemented considering the short LoM. Climate change to be considered in more detail for closure due to the longer time period.	Adaptive management / observational approach implemented considering the short LoM. Climate change to be considered in more detail for closure due to the longer time period.	Adaptive management / observational approach implemented considering the short LoM. Climate change to be considered in more detail for closure due to the longer time period.
Any other relevant information and supporting documentation.	Nil	Nil	Nil
Please state if you have omitted any other exposure to tailings facilities through any joint ventures you may have.			

**IUCN RED LIST AND NATIONAL CONSERVATION LIST SPECIES**

**Region in FY2025**

Category	FY2025	FY2024	FY2023	FY2022	FY2021	Ghana	Côte d'Ivoire	Sudan
Critically endangered	1	1	1	1	1	1	0	0
Endangered	2	2	2	3	3	1	0	1
Vulnerable	5	5	5	19	19	2	3	0
Near threatened	2	2	2	4	4	1	0	1
Least concern	43	43	43	31	31	13	3	27

No new biodiversity studies across the operations

**LAND DISTURBANCE, REHABILITATION AND CONSERVATION**

**Region in FY2025**

Land disturbance, rehabilitation and conservation	FY2025	FY2024	FY2023	FY2022	FY2021	Ghana	Côte d'Ivoire	Sudan
Total land disturbed (hectares)	3,155.6	2,916.2	2,816.1	2,622.7	2,403.4	1,368.9	1,432.7	14.6
Total land rehabilitated (hectares)	287.0	287.0	277.0	249.9	239.9	198.6	78.4	-
Total land disturbed and not yet rehabilitated (hectares)	2,868.6	2,629.2	2,481.4	2,372.8	2,163.5	1,170.3	1,296.6	14.6
Total land rehabilitated against land disturbed (percentage)	9%	10%	10%	9.5%	10.0%	14.5%	5.5%	0.0%
Total amount of land newly disturbed within FY2025 (hectares)	236.5	100.1	193.4	219.3	727.1	14.6	164.2	14.6
Total amount of land newly rehabilitated within FY2025 (hectares)	0.0	10.0	27.1	10.0	52.8	-	27.1	-

Total land disturbed has been updated since the 2020 Sustainability Report to more clearly present land that has actually been disturbed, rather than land area planned to be cleared for the year.

**ACID ROCK DRAINAGE**

Percentage of mine sites where acid rock drainage is:	%
Predicted to occur	67%
Actively mitigated	0%
Under treatment or remediation	0%

At Edikan, most samples showed low acid generating potential.

At Sissingue, based on a limited number of samples, the nature of the host rock and ore suggests that the risk of acidic drainage is likely to be low due to the excess of carbonate relative to sulphide material. Saline and metalliferous drainage could be an issue associated with the presence of sulphides, and we continue to monitor this.

Fines and prosecutions	FY2025	FY2024	FY2023	FY2022	FY2021
Fines and prosecutions – environment (number)	0	0	0	0	0
Fines and prosecutions – environment (US\$'000)	\$0	\$0	\$0	\$0	\$0

**WASTE**

<b>FY25 Waste by composition (metric tonnes)</b>	<b>Waste generated</b>	<b>Waste diverted from disposal</b>	<b>Waste directed to disposal</b>
Hydrocarbon waste	1,106.7	1,056.7	50.0
Tyres	271.6	135.0	2,050.4
Domestic waste	2,209.7	0.0	296.0
Hazardous waste	189.7	0.0	189.8
Common waste	0.1	0.0	0.1
Medical waste	15.6	0.0	15.6
Biodegradable waste	34.7	0.0	71.2
Scrap metal	4,794.5	4,794.5	0.0
Plastic bottles	21.1	19.2	1.9
Batteries	46.5	46.5	0.0
Oil filters	53.9	6.1	51.3
Scrap wood	3.4	0.7	0.0
Laboratory liquid waste	0.0	0.0	0.0
Tailings	90,66,685.9	0.0	90,66,685.9
<b>Total waste</b>	<b>90,75,433.5</b>	<b>6,058.8</b>	<b>90,69,412.1</b>

Tailings data FY25 is adjusted to dry weight compared to slurry weight in FY24.

<b>FY25 Total waste (metric tonnes)</b>	<b>Waste generated</b>	<b>% Waste recycled</b>
<b>Total waste (including Tailings)</b>	<b>90,75,433.5</b>	<b>0.1%</b>
<b>Total waste (excluding Tailings)</b>	<b>8,747.7</b>	<b>69.2%</b>

<b>FY25 Waste diverted from disposal by recovery operation (metric tonnes) (excluding tailings)</b>	<b>Hazardous waste</b>	<b>Non-hazardous waste</b>	<b>Total</b>
Preparation for reuse	0.0	0.0	<b>0.0</b>
Recycling	1,177.5	4,829.4	<b>6,006.9</b>
Other recovery operations	47.0	0.0	<b>47.0</b>
<b>Total</b>	<b>1,224.4</b>	<b>4,829.4</b>	<b>6,053.8</b>

<b>FY25 Waste directed to disposal by disposal operation (metric tonnes) (excluding tailings)</b>	<b>Hazardous waste</b>	<b>Non-hazardous waste</b>	<b>Total</b>
Incineration (with energy recovery)	0.0	0.0	0.0
Incineration (without energy recovery)	15.7	3.1	18.8
Landfilling	192.8	2,244.1	2,436.9
Other disposal operations	0.0	332.4	332.4
<b>Total</b>	<b>208.5</b>	<b>2,579.6</b>	<b>2,788.0</b>

**CLOSURE**

FY25 Closure planning	FY2025	FY2024	FY2023	FY2022	FY2021
Company operations that have closure plans	All operations (Edikan, Sissingué, Fimbiasso and Yaouré)	All operations (Edikan, Sissingué and Yaouré)			
Company's total number of operations	4	3	3	3	3
Percentage of company's total number of operations that have closure plans	100%	100%	100%	100%	100%
Overall financial provision for closure as at FY2025 (USD\$ thousands)	48,484	41,168	39,571	36,741	28,404

*Note: number of operations has been increased to 4 in FY25 to reflect the separate model done for Fimbiasso, part of the Sissingué complex.*

**GLOBAL REPORTING INITIATIVE (GRI) STANDARDS INDEX**

Statement of use: Perseus Mining Limited has reported the information cited in this GRI content index for the period of 1 July 2024 - 30 June 2025.

GRI 1 used

GRI 1: Foundation 2021

GRI Standard	Scope	Disclosure	Disclosure name	Location	Page number	Comments and omissions	
GRI 2	The organisation and its reporting practices	2-1	Organisational details	Annual Report 2025 - Corporate Directory, Operations Review	1, 8-21		
		2-2	Entities included in the organisation's sustainability reporting	Sustainable Development Report 2025 - About This Report	Back cover	List of entities included in consolidated financial reporting is the same as the list included in the sustainability reporting.	
		2-3	Reporting period, frequency and contact point	Sustainable Development Report 2025 - About This Report; A Message from the Chair of the Sustainability Committee	Back cover; 4-5		
		2-4	Restatements of information	GRI Index			
		2-5	External assurance	Sustainable Development Report 2025 - Sustainability Governance; Appendix 4: External Assurance	15; 64-67		
	Activities and workers	2-6	Activities, value chain and other business relationships	Annual Report 2025 - Operations Review	8-21		
		2-7	Employees	<a href="#">Perseus Data Book 2025 - People</a>			
	Governance	2-9	Governance structure and composition	Sustainable Development Report 2025 - Sustainability Governance	12-13		
		2-12	Role of the highest governance body in overseeing the management of impacts	Sustainable Development Report 2025 - Sustainability Governance	12-13		
		2-13	Delegation of responsibility for managing impacts	Sustainable Development Report 2025 - Sustainability Governance	12-13		
		2-19	Remuneration policies	Annual Report 2025 - Remuneration Report	39-51		
	Strategies, policies and practices	2-20	Process to determine remuneration	Annual Report 2025 - Remuneration Report	39-51		
		2-22	Statement on sustainable development strategy	Sustainable Development Report 2025 - A message from the Chair of the Sustainability Committee; Sustainability at Perseus	4-5; 8		
		2-23	Policy commitments	Sustainable Development Report 2025 - Sustainability Governance; Leading with Integrity	14, 18, 20		
		2-25	Processes to remediate negative impacts	2-25-1	Perseus Data Book 2025 - Communities & Human Rights		
				2-25-2	Sustainable Development Report 2025 - Creating Shared Value	38	
		Stakeholder engagement	2-27	Compliance with laws and regulations	Sustainable Development Report 2025 - Leading with Integrity	21	
			2-28	Membership associations	<a href="#">Perseus Data Book 2025 - Communities &amp; Human Rights</a>		
			2-29	Approach to stakeholder engagement	<a href="#">Perseus Data Book 2025 - Biodiversity &amp; Environment</a>		
			2-30	Collective bargaining agreements	Sustainable Development Report 2025 - Leading with integrity	19	
		GRI 3	Material topics	3-1	Process to determine material topics	Sustainable Development Report 2025 - Sustainability at Perseus; Appendix 1: Stakeholder Engagement	8; 58-59
	3-2			List of material topics	Sustainable Development Report - Appendix 2: Materiality Assessment	30	
	GRI 201	Economic performance	3-3	Topic management disclosures	Sustainable Development Report 2025 - Sustainability at Perseus; Appendix 2: Materiality Assessment	10-11; 60	
			201-1	Direct economic value generated and distributed	<a href="#">Perseus Data Book 2025 - Economic Contributions</a>		
	GRI 207	Tax	3-3	Topic management disclosures	Sustainable Development Report 2025 - Creating Shared Value	15	
207-1			Approach to tax	<a href="#">Tax Strategy Policy 2024</a>			
207-2			Tax governance, control, and risk management	<a href="#">Tax Strategy Policy 2024</a>			
207-3			Stakeholder engagement and management of concerns related to tax	<a href="#">Tax Strategy Policy 2024</a>			
GRI 204	Procurement practices	207-4	Country-by-country reporting	<a href="#">Perseus Data Book 2025 - Economic Contributions</a>			
		3-3	Topic management disclosures	Sustainable Development Report 2025 - Creating Shared Value	32-39		
GRI 205	Anti-corruption	204-1	Proportion of spending on local suppliers	<a href="#">Perseus Data Book 2025 - Economic Contributions</a>			
		3-3	Topic management disclosures	Sustainable Development Report 2025 - Leading with Integrity	20		
GRI 303	Water and effluents	205-3	Confirmed incidents of corruption and actions taken	GRI Index		No incidents of corruption were noted during the period.	
		3-3	Topic management disclosures	Sustainable Development Report 2025 - Protecting the Environment	42-43		
		303-1	Interactions with water as a shared resource	Sustainable Development Report 2025 - Protecting the Environment	42-43		
		303-2	Management of water discharge-related impacts	Sustainable Development Report 2025 - Protecting the Environment	42-43		
		303-3	Water withdrawal	<a href="#">Perseus Data Book 2025 - Water</a>			
		303-4	Water discharge	<a href="#">Perseus Data Book 2025 - Water</a>			
		303-5	Water consumption	<a href="#">Perseus Data Book 2025 - Water</a>			
GRI 304	Biodiversity	3-3	Topic management disclosures	Sustainable Development Report 2025 - Protecting the Environment	56-57		
		304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	GRI Index		We lease a total of 54,955 hectares across four extractive operational sites in Ghana and Côte d'Ivoire. These are not in the area of, adjacent to or containing portions of areas that have been formally designated as protected. We will continue to monitor this going forward.	
GRI 305	Emissions	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<a href="#">Perseus Data Book 2025 - Biodiversity &amp; Environment</a>			
		3-3	Topic management disclosures	Sustainable Development Report 2025 - Protecting the Environment	58; 52-53		
		305-1	Direct (Scope 1) GHG emissions	<a href="#">Perseus Data Book 2025 - Emissions</a>			
		305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Perseus Data Book 2025 - Emissions</a>			
		305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Perseus Data Book 2025 - Emissions</a>			
GRI 302	Energy	305-4	GHG emissions intensity	<a href="#">Perseus Data Book 2025 - Emissions</a>			
		3-3	Topic management disclosures	Sustainable Development Report 2025 - Protecting the Environment	54		
GRI 306	Waste	302-1	Energy consumption within the organization	<a href="#">Perseus Data Book 2025 - Energy</a>			
		302-3	Energy intensity	<a href="#">Perseus Data Book 2025 - Energy</a>			
		3-3	Topic management disclosures	Sustainable Development Report 2025 - Protecting the Environment	55		
		306-1	Waste generation and significant waste-related impacts	Sustainable Development Report 2025 - Protecting the Environment	55		
		306-2	Management of significant waste-related impacts	Sustainable Development Report 2025 - Protecting the Environment	55		
GRI 401	Employment	306-3	Waste generated	<a href="#">Perseus Data Book 2025 - Waste</a>			
		306-4	Waste diverted from disposal	<a href="#">Perseus Data Book 2025 - Waste</a>			
		306-5	Waste directed to disposal	<a href="#">Perseus Data Book 2025 - Waste</a>			
		3-3	Topic management disclosures	Sustainable Development Report 2025 - Empowering our People	28-32		
		401-1	New employee hires and employee turnover	<a href="#">Perseus Data Book 2025 - People</a>		Data is currently disclosed by region and by gender. New hire and turnover data by age group is reviewed by sites, but is not currently available for external reporting. We will consider reporting on new employees and turnover by age group in subsequent reporting periods.	
GRI 402	Labour/management relations	401-3	Parental leave	<a href="#">Perseus Data Book 2025 - People</a>			
		3-3	Topic management disclosures	Sustainable Development Report 2025 - Empowering our People	30		
GRI 403	Occupational health and safety	3-3	Topic management disclosures	Sustainable Development Report 2025 - Empowering our People	24-26		
		403-1	Occupational health and safety management system	Sustainable Development Report 2025 - Leading with Integrity; Empowering our People	21; 24		
		403-2	Hazard identification, risk assessment, and incident investigation	Sustainable Development Report 2025 - Empowering our People	24		
		403-3	Occupational health services	Sustainable Development Report 2025 - Empowering our People	26		
		403-5	Worker training on occupational health and safety	Sustainable Development Report 2025 - Empowering our People	24-25		
		403-6	Promotion of worker health	Sustainable Development Report 2025 - Empowering our People	26		
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainable Development Report 2025 - Empowering our People	24-26		
		403-9	Work-related injuries	<a href="#">Perseus Data Book 2025 - Safety</a>			
		403-10	Work-related ill health	<a href="#">Perseus Data Book 2025 - Health</a>			
		3-3	Topic management disclosures	Sustainable Development Report 2025 - Empowering our People	27		
GRI 404	Training and education	404-1	Average hours of training per year per employee	<a href="#">Perseus Data Book 2025 - People</a>			
		404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">Perseus Data Book 2025 - People</a>		We will report on this category by gender in subsequent reporting periods.	
GRI 405	Diversity and equal opportunity	3-3	Topic management disclosures	Sustainable Development Report 2025 - Empowering our People	28		
		405-1	Diversity of governance bodies and employees	<a href="#">Perseus Data Book 2025 - People</a>			
GRI 410	Security practices	405-2	Ratio of basic salary and remuneration of women to men	<a href="#">Perseus Data Book 2025 - People</a>			
		3-3	Topic management disclosures	Sustainable Development Report 2025 - Empowering our People	26		
GRI 413	Local communities	410-1	Security personnel trained in human rights policies or procedures	Sustainable Development Report 2025 - Empowering our People	26		
		3-3	Topic management disclosures	<a href="#">Perseus Data Book 2025 - Communities &amp; Human Rights</a>			
GRI 415	Public policy	413-1	Operations with local community engagement, impact assessments, and development programmes	Sustainable Development Report 2025 - Creating Shared Value	33; 36-39		
		3-3	Topic management disclosures	<a href="#">Perseus Data Book 2025 - Communities &amp; Human Rights</a>			
GRI 14	Land and resource rights	415-1	Political contributions	Sustainable Development Report 2025 - Leading with Integrity	15		
		14-13-1	Topic management disclosures	<a href="#">Perseus Data Book 2025 - Economic Contributions</a>			
GRI 14	Closure and rehabilitation	14.13.2	List the mine sites where ASM occurs on or in close proximity to the site	Sustainable Development Report 2025 - Creating Shared Value	38		
		14.13.2	List the mine sites where involuntary resettlement is planned, ongoing, or has taken place. For each mine, report the number of persons who have been or will be displaced, and a breakdown by gender; describe how peoples' livelihoods and human rights are or could be affected and restored.	<a href="#">Perseus Data Book 2025 - Artisanal Mining</a>			
		14.8.1	Topic management disclosures	Sustainable Development Report 2025 - Protecting the Environment	44-45		
		14.8.4	Report whether each mine site has a closure and a rehabilitation plan in place	<a href="#">Perseus Data Book 2025 - Closure</a>			
		14.8.6	For each mine site, report in hectares total land disturbed and not yet rehabilitated; total land disturbed and rehabilitated (including progressively rehabilitated, if applicable).	<a href="#">Perseus Data Book 2025 - Biodiversity &amp; Environment</a>			
		14.6.1	Topic management disclosures	Sustainable Development Report 2025 - Protecting the Environment	40-42		
GRI 14	Tailings	14.6.3	List the organization's tailings facilities, and report the name, location, and ownership status, including whether the organization is the operator.	<a href="#">Perseus Data Book 2025 - Tailings</a>			
		14.20.3	The number of strikes and lockouts involving 1,000 or more workers lasting one full shift or longer, and their total duration in worker days idle.	<a href="#">Perseus Data Book 2025 - People</a>			

**PROGRESS OF CLIMATE-RELATED FINANCIAL DISCLOSURES**

The below table presents Perseus's progress towards publishing climate-related disclosures prepared in accordance with AASB S2 Climate-related Disclosures, which is the mandatory Australian Sustainability Reporting Standard (ASRS) that has been issued by the Australian Accounting Standards Board (AASB). Full set of disclosures will be published by Perseus in FY26.

	Disclosure	Reference to Disclosure	Page/Comment
Governance	Board oversight of climate-related risks and opportunities	Sustainable Development Report 2025 - Sustainability Governance	12-13
	Role of management in assessing and managing climate-related risks and opportunities	Sustainable Development Report 2025 - Sustainability Governance	13
Strategy	Climate-related risks and opportunities	Sustainable Development Report 2025 - Energy and Climate Change	48-51
	Business model and value chain	Not disclosed	An update is included on page 53
	Strategy and decision-making	Not disclosed	An update is included on page 53
	Financial position, financial performance and cash flows	Not disclosed	An update is included on page 53
	Climate resilience	Not disclosed	An update is included on page 53
Risk Management	Process for identifying and assessing climate-related risks	Sustainable Development Report 2025 - Energy and Climate Change; Appendix 3: Climate-related Risks and Opportunities	48,63
	How climate-related risks are integrated into overall risk management framework	Not disclosed	
Metrics and Targets	Climate-related metrics	Sustainable Development Report 2025 - Energy and Climate Change <a href="#">Perseus Data Book 2024 - Emissions</a>	52
	Climate-related targets	Not disclosed	

**THE RESPONSIBLE GOLD MINING PRINCIPLES**

Key for Perseus alignment with recommended disclosure/commitment:

Fully aligned
Significantly aligned
Partially aligned
Not aligned
Not applicable

Governance	Reference to Disclosure	Page	Perseus' Self Assessment Alignment
<b>Principle 1 – Ethical conduct: we will conduct our business with integrity including absolute opposition to corruption</b>			
Legal compliance	1.1 As a minimum expectation, we will comply with applicable host and home country laws and relevant international law, and will maintain systems to deliver this objective.	Sustainable Development Report 2025 - Sustainability at Perseus Sustainable Development Report 2025 - Leading with Integrity	12-13, 21
Code of conduct	1.2 We will maintain a code of conduct to make clear the standards with which we expect our employees, and those with whom we do business, to comply. We will actively promote awareness of our code and implement systems to monitor and ensure compliance.	Sustainable Development Report 2025 - Leading with Integrity	20
Combating bribery and corruption	1.3 We will put in place controls to combat bribery and corruption in all their forms, conflicts of interest and anti-competitive behaviour by employees, agents or other company representatives.	Sustainable Development Report 2025 - Leading with Integrity	20
Political contributions	1.4 We will disclose the value and beneficiaries of financial and in-kind political contributions that we make, whether directly or through an intermediary.	Sustainable Development Report 2025 - Leading with Integrity <a href="#">Perseus Data Book 2025 - Economic Contributions</a>	21-23
Transparency	1.5 We will publish our tax, royalty and other payments to governments annually by country and project. We support the principles of the Extractive Industries Transparency Initiative (EITI) and will encourage governments to promote greater transparency around revenue flows.	Sustainable Development Report 2025 - Leading with Integrity <a href="#">Perseus Data Book 2025 - Economic Contributions</a>	23
Taxes and transfer pricing	1.6 We will pay the taxes and royalties required by host country codes. We will seek to ensure that transfer pricing outcomes are in line with fair business practices and value creation.	Sustainable Development Report 2025 - Leading with Integrity <a href="#">Tax Strategy Policy 2024</a> <a href="#">Perseus Data Book 2025 - Economic Contributions</a>	23
Accountabilities and reporting	1.7 We will assign accountability for our sustainability performance at Board and/or Executive Committee level. We will report publicly each year on our implementation of the Responsible Gold Mining Principles.	Sustainable Development Report 2025 - Sustainability at Perseus	12-13
<b>Principle 2 – Understanding our impacts: we will engage with our stakeholders and implement management systems so as to ensure that we assess, understand and manage our impacts, realise opportunities and provide remedy where needed</b>			
Risk management	2.1 We will maintain systems to identify and prevent or manage both the risks that face our operations and those which our activities may pose to others.	Sustainable Development Report 2025 - Sustainability at Perseus Website - Risk and Opportunity Management	12-13
Stakeholder engagement	2.2 We will listen to and engage with stakeholders in order to understand better their interests and concerns and integrate this knowledge into how we do business.	Sustainable Development Report 2025 - Sustainability at Perseus	8
Due diligence	2.3 We will regularly and systematically conduct due diligence to identify human rights, corruption and conflict risks associated with our activities and in our supply chain with the intention of preventing adverse impacts. We will exercise risk-based due diligence on those entities to which we sell our products.	Sustainable Development Report 2025 - Sustainability at Perseus Sustainable Development Report 2025 - Leading with Integrity Sustainable Development Report 2025 - Empowering our People	12-13, 18-23, 32
Impact assessment	2.4 We will conduct impact assessments that involve substantive environmental components, socioeconomic (including human rights where relevant) and cultural elements, and ensure that these are periodically updated. We will seek to identify and take account of local cumulative impacts. We will ensure that such assessments are accessible to affected communities and include plans to avoid, minimise, mitigate or compensate for significant adverse impacts.	Sustainable Development Report 2025 - Sustainability at Perseus	16
Resolving grievances	2.5 We will establish fair, accessible, effective and timely mechanisms through which complaints and grievances related to our activities can be raised and resolved and remedies implemented. Those raising such grievances in good faith will not face discrimination or retaliation as a result of raising their concerns.	Sustainable Development Report 2025 - Creating Shared Value Sustainable Development Report 2025 - Protecting the Environment	38, 55
<b>Principle 3 – Supply chain: we will require that our suppliers conduct their businesses ethically and responsibly as a condition of doing business with us</b>			
Supply Chain Policy	3.1 We will adopt and publish a Supply Chain Policy and support our contractors and suppliers to operate responsibly and to standards of ethics, safety, health, human rights and social and environmental performance comparable with our own. We will conduct risk-based monitoring of compliance.	Sustainable Development Report 2025 - Leading with Integrity	20
Local procurement	3.2 We will promote access for local businesses to procurement and contracting opportunities generated by our operations and, where appropriate, provide capacity building support to help them improve their capabilities as suppliers.	Sustainable Development Report 2025 - Leading with Integrity Sustainable Development Report 2025 - Creating Shared Value	20, 34
Market access for ASM	3.3 We support access to legitimate markets for those artisanal and small-scale miners (ASM) who respect applicable legal and regulatory frameworks, who seek to address the environmental, health, human rights and safety challenges often associated with ASM activity, and who, in good faith, seek formalisation. We will consider supporting government initiatives to reduce and eliminate the use of mercury by ASM.	Sustainable Development Report 2025 - Creating Shared Value	38
<b>Social</b>			
<b>Principle 4 – Safety and health: we will protect and promote the safety and occupational health of our workforce (employees and contractors) above all other priorities and will empower them to speak up if they encounter unsafe working conditions</b>			
Safety	4.1 We will be proactive in preventing fatalities and injuries to our workforce. Regular safety training will be conducted and personal protective equipment will be supplied at no cost to our workforce. Our objective is zero harm.	Sustainable Development Report 2025 - Empowering our People	24-26
Safety management systems	4.2 We will implement safety and health management systems based on internationally recognised good practice and focused on continuous improvement of our performance. We will engage regularly on these issues with our workforce and their representatives.	Sustainable Development Report 2025 - Empowering our People	24-26
Occupational health and wellbeing	4.3 We will maintain high standards of occupational health and hygiene and implement risk-based monitoring of the health of our workforce based on occupational exposures. We will promote the physical and mental wellbeing of our workforce.	Sustainable Development Report 2025 - Empowering our People	26
Community health and emergency planning	4.4 We will identify and eliminate or minimise significant risks to the health and safety of local people as a result of our activities and those of our contractors. We will develop, maintain and test emergency response plans based on national regulations and international best practice guidelines, ensuring the involvement of potentially affected stakeholders.	Sustainable Development Report 2025 - Empowering our People Website - ESIA Reports	24-26
<b>Principle 5 – Human rights and conflict: we will respect the human rights of our workforce, affected communities and all those people with whom we interact</b>			
UN Guiding Principles	5.1 We will adopt and implement policies, practices and systems based on the UN Guiding Principles on Business and Human Rights.	Sustainable Development Report 2025 - Leading with Integrity	19
Avoiding complicity	5.2 We will seek to ensure that we do not cause, and are not complicit in, human rights abuses either directly or through our business relationships.	Sustainable Development Report 2025 - Empowering our People	30
Security and human rights	5.3 We will manage security-related human rights risks through implementation of the Voluntary Principles on Security and Human Rights.	Sustainable Development Report 2025 - Empowering our People	26
Conflict	5.4 We will implement the Conflict-free Gold Standard. We will ensure that when we operate in conflict affected or high-risk areas our operations do not cause, support or benefit unlawful armed conflict or contribute to human rights abuses or breaches of international humanitarian law.	Sustainable Development Report 2025 - Leading with Integrity	19
<b>Principle 6 – Labour rights: we will ensure that our operations are places where employees and contractors are treated with respect and are free from discrimination or abusive labour practices</b>			
Wages and benefits	6.1 We will ensure that our workforce receives fair wages and benefits relative to relevant national and local benchmarks, norms and regulations.	Sustainable Development Report 2025 - Empowering our People	30
Preventing discrimination and bullying	6.2 We will engage regularly and constructively with our employees and their representatives and strive to ensure a workplace free from bullying or harassment and unfair discrimination.	Sustainable Development Report 2025 - Empowering our People	30
Child and forced labour	6.3 We prohibit child labour, forced labour and modern slavery in our operations and in our supply chains.	Sustainable Development Report 2025 - Empowering our People	30
Freedom of association and collective bargaining	6.4 We will uphold the legal rights of our workforce to associate with others and to join, or to refrain from joining, labour organisations of their choice and to bargain collectively without discrimination or retaliation.	Sustainable Development Report 2025 - Empowering our People	30
Diversity	6.5 We will implement policies and practices to promote diversity at all levels of the company, including the representation and inclusion of historically underrepresented groups and will report on our progress.	Sustainable Development Report 2025 - Empowering our People	28
Women and mining	6.6 We are committed to identifying and removing barriers to the advancement and fair treatment of women in our workplaces. Through our employment, supply chain, training and community investment programmes, we will aim to contribute to the socio-economic empowerment of women in the communities associated with our operations.	Sustainable Development Report 2025 - Empowering our People	28
Raising concerns	6.7 We will provide a confidential mechanism through which employees and others associated with our activities may raise ethical concerns and which will provide protection from retaliation for those who raise concerns in good faith.	Sustainable Development Report 2025 - Leading with Integrity Sustainable Development Report 2025 - Creating Shared Value	20, 38
<b>Principle 7 – Our Communities: we will contribute to the socio-economic advancement of communities associated with our operations and treat them with dignity and respect</b>			
Community consultation	7.1 We will consult regularly and in good faith with the communities associated with our operations on matters of interest to them, and will take account of their perspectives and concerns.	Sustainable Development Report 2025 - Sustainability at Perseus Sustainable Development Report 2025 - Creating Shared Value	8, 36
Understanding communities	7.2 We will ensure that we engage with communities, including traditional leaders, in a culturally appropriate manner. We will be alert to the dangers of causing differentially negative impacts on women, children, Indigenous Peoples and other potentially vulnerable or marginalised groups. We will strive to ensure that the voices of these groups are heard and that this knowledge is integrated into how we do business.	Sustainable Development Report 2025 - Sustainability at Perseus Sustainable Development Report 2025 - Creating Shared Value	8, 36
Creating local benefits	7.3 We will ensure that the communities associated with our operations are offered meaningful opportunities to benefit from our presence, including through access to jobs and training, and procurement opportunities for local businesses and social investment.	Sustainable Development Report 2025 - Creating Shared Value	32-37
Seeking community support	7.4 We will seek to obtain and sustain the broad-based support of communities affected by our activities.	Sustainable Development Report 2025 - Creating Shared Value	32 - 36
In-migration	7.5 We will work with local authorities and community leaders to control or manage the impact of migratory influxes of people attracted by mine development.	Sustainable Development Report 2025 - Empowering Our People Sustainable Development Report 2025 - Creating Shared Value	29, 34 - 36
Indigenous Peoples	7.6 We will respect the collective and customary rights, culture and connection to the land of Indigenous Peoples. We will work to obtain their free, prior and informed consent where significant adverse impacts may occur during exploration, project design, operation and closure, including around the delivery of sustainable benefits.	Sustainable Development Report 2025 - Empowering Our People Sustainable Development Report 2025 - Creating Shared Value	30, 36
Cultural heritage	7.7 We will seek to preserve cultural heritage from adverse impacts associated with project activities, including through our impact assessments. We will put in place chance finds procedures at all relevant operations.	Sustainable Development Report 2025 - Creating Shared Value Website - ESIA Reports	36
Resettlement	7.8 We will seek to avoid involuntary resettlement. Where this is unavoidable, we will proceed on the basis of meaningful consultation with affected communities, a publicly available planning framework, the restoration of established livelihoods and the provision of fair and timely compensation. We will seek to minimise adverse impacts on displaced people.	Sustainable Development Report 2025 - Creating Shared Value	36
<b>Environment</b>			
<b>Principle 8 – Environmental stewardship: we will ensure that environmental responsibility is at the core of how we work</b>			
Managing environmental impacts	8.1 We will implement systems to monitor and manage our impacts on the environment. We will avoid, minimise, mitigate or compensate for significant adverse impacts on the environment relating to our activities.	Sustainable Development Report 2025 - Protecting the Environment	40
Tailings and waste management	8.2 We will design, build, manage and decommission tailings storage and heap-leaching facilities and large-scale water infrastructure using ongoing management and governance practices in line with widely supported good practice guidelines. We will not develop a new mine that would involve the use of riverine or shallow submarine tailings.	Sustainable Development Report 2025 - Protecting the Environment	42, 55
Cyanide and hazardous materials	8.3 We will identify and manage potential risks relating to the transportation, handling, storage and disposal of all hazardous materials. Where our operations use cyanide, we will ensure that our arrangements for the transport, storage, use and disposal of cyanide are in line with the standards of practice set out in the International Cyanide Management Code.	Sustainable Development Report 2025 - Protecting the Environment	55
Mercury	8.4 We will not use mercury to extract gold in our processing facilities nor accept gold produced by third parties using mercury. We support the Minamata Convention's objective of reducing mercury emissions for the protection of human health and the environment. We will identify point source mercury emissions to the atmosphere arising from our activities and minimise them. We will only sell mercury thereby captured for uses recognised as acceptable by international conventions.	Sustainable Development Report 2025 - Creating Shared Value Sustainable Development Report 2025 - Protecting the Environment	38, 55
Noise and dust	8.5 We will adopt and implement policies and practices to avoid or mitigate impacts on local communities and the environment arising from noise, dust, blasting and vibration.	Sustainable Development Report 2025 - Protecting the Environment	55
<b>Principle 9 – Biodiversity, land use and mine closure: we will work to ensure that fragile ecosystems, habitats and endangered species are protected from damage, and will plan for responsible mine closure</b>			
Biodiversity	9.1 We will implement biodiversity management plans. At a minimum, we will seek to ensure that there is no net loss of critical habitat. Where opportunities arise to do so, we will work with others to produce a net gain for biodiversity. We will incorporate both scientific and traditional knowledge in designing adaptation strategies in ecosystem management and environmental assessment.	Sustainable Development Report 2025 - Protecting the Environment	56
World Heritage Sites	9.2 We will not explore or seek to develop new mining operations in an area designated as a World Heritage Site.	Sustainable Development Report 2025 - Protecting the Environment	56
Land use and deforestation	9.3 We recognise the importance of integrated land use planning. In determining our project footprint, we will give meaningful consideration to the land access needs of nearby communities and to the preservation of biodiversity. We will aim to minimise deforestation arising from our activities.	Sustainable Development Report 2025 - Protecting the Environment	56
Mine closure	9.4 We will plan for the social and environmental aspects of mine closure in consultation with authorities, our workforce, affected communities and other relevant stakeholders. We will make financial and technical provision to ensure planned closure and post-closure commitments are realised, including the rehabilitation of land, beneficial future land use, preservation of water sources and prevention of acid rock drainage and metal leaching.	Sustainable Development Report 2025 - Protecting the Environment	44
<b>Principle 10 – Water, energy and climate change: we will improve the efficiency of our use of water and energy, recognising that the impacts of climate change and water constraints may increasingly become a threat to the locations where we work and a risk to our licence to operate</b>			
Water efficiency	10.1 We will use water efficiently and responsibly and in co-operation with authorities and, where possible, other users. When we operate in water-stressed areas, we will take proportionate and practicable steps to improve the efficiency of our water use and seek to reduce our water footprint, including, where possible, through increased recycling.	Sustainable Development Report 2025 - Protecting the Environment	42
Water access and quality	10.2 Recognising that access to water is a human right and fundamental ecosystem requirement, we will manage our operations so as to ensure that they do not adversely affect the overall quality of catchment water resources available to other users.	Sustainable Development Report 2025 - Protecting the Environment	42
Combating climate change	10.3 We support the objectives of global climate accords through avoidance, reduction or mitigation of carbon emissions. Where relevant, we will work to enhance the ability of our operations and nearby communities to be resilient to the effects of climate change.	Sustainable Development Report 2025 - Protecting the Environment	48-55
Energy efficiency and reporting	10.4 We will work to improve the efficiency of our energy use and to minimise our greenhouse gas emissions intensity. We will measure and report on our CO2 equivalent emissions in line with accepted reporting standards.	Sustainable Development Report 2025 - Protecting the Environment	56

**WEF IBC CORE METRICS AND DISCLOSURES**

Theme	Governance: Core metrics and disclosures	Principles of Governance		Reference to Disclosure	Page
		Sources			
Governing purpose	Setting purpose: The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders	The British Academy and Colin Mayer, GRI 2-12, Embankment Project for Inclusive Capitalism (EPIC) and others		Sustainable Development Report 2025 - Sustainability at Perseus	12-13
Quality of governing body	Governance body composition: Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation.	GRI 2-9, GRI 405-1a, IR 4B		Sustainable Development Report 2025 - Sustainability at Perseus	12-13
				Annual Report 2025 - Governance <a href="#">Perseus Data Book 2025 - People</a>	26
Stakeholder engagement	Material issues impacting stakeholders: A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.	GRI 2-12, GRI 2-29, GRI 3-2		Sustainable Development Report 2025 - Sustainability at Perseus; Appendix 2: Materiality Assessment	10-11, 60-62
Ethical behaviour	Anti-corruption: 1. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region.  a) Total number and nature of incidents of corruption confirmed during the current year, but related to previous years; and b) Total number and nature of incidents of corruption confirmed during the current year, related to this year. 2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption. Protected ethics advice and reporting mechanisms: A description of internal and external mechanisms for: 1. Seeking advice about ethical and lawful behaviour and organizational integrity; and 2. Reporting concerns about unethical or unlawful behaviour and lack of organizational integrity. Integrating risk and opportunity into business process:	GRI 205-2, GRI 205-3		No incidents of corruption were noted during the reporting period, whether relating to current or previous reporting years. Further discussion about our initiatives and mitigation of corruption within our business is included within our Sustainable Development Report 2025 - Ethical Business, Anti-bribery and Corruption	
Risk and opportunity oversight	Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.	GRI 2-26	EPIC, World Economic Forum Integrated Corporate Governance, IR 4D	Sustainable Development Report 2025 - Sustainability at Perseus	8-14

Theme	Planet: Core metrics and disclosures	Planet		Reference to Disclosure	Page
		Sources			
Climate Change	Greenhouse gas (GHG) emissions: For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (TCO2e) GHG Protocol Scope 1 and Scope 2 emissions.  Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	GRI 305:1-3,  TCFD,  GHG Protocol		Sustainable Development Report 2025 - Protecting the Environment	42
				<a href="#">Perseus Data Book 2025 - Emissions</a>	
	TCFD implementation: Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above preindustrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050.	Recommendations of the TCFD; CDSB R01, R02, R03, R04 and R06; SASB 110; Science Based Targets initiative		Sustainable Development Report 2025 - Protecting the Environment	48 - 53
				Note: Perseus is progressing towards alignment with AASB S2 Climate-related Disclosures, part of the Australian Sustainability Reporting Standards (ASRS) issued by the AASB, which will apply to the Company from FY26. <a href="#">Perseus Data Book 2025 - ASRS Progress</a>	
Nature loss	Land use and ecological sensitivity: Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA)	GRI 304-1		We lease a total of 54,955 hectares across four extractive operational sites in Ghana and Côte d'Ivoire. These are not in the area of, adjacent to or containing portions of areas that have been formally designated as protected. We will continue to monitor this going forward.	
Freshwater availability	Water consumption and withdrawal in water-stressed areas: Report for operations where material: megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool.  Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.	SASB CG-HP140a.1,  WRI Aqueduct Water Risk Atlas Tool		Sustainable Development Report 2025 - Protecting the Environment	42
				<a href="#">Perseus Data Book 2025 - Water</a>	

Theme	People: Core metrics and disclosures	People		Reference to Disclosure	Page
		Sources			
Dignity and equality	Diversity and inclusion (%): Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity). Pay equality (%): Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas. Wage level (%): Ratios of standard entry level wage by gender compared to local minimum wage.	GRI 405-1b		<a href="#">Perseus Data Book 2025 - People</a>	
			Adapted from GRI 405-2	<a href="#">Perseus Data Book 2025 - People</a>	
		GRI 202-1,		We will look to disclose this data in future reporting periods.	
		Adapted from DoddFrank Act, US SEC Regulations			
Health and well-being	Risk for incidents of child, forced or compulsory labour: An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to: a) type of operation (such as manufacturing plant) and type of supplier; and b) countries or geographic areas with operations and suppliers considered at risk.	GRI 408-1b, GRI 409-1		Sustainable Development Report 2025 - Empowering our People Modern Slavery Statement Forced Labour and Child Labour Report	32
	Health and safety (%): The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked.	GRI 403-9a&b,		Sustainable Development Report 2025 - Empowering our People	24-26
	An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.	GRI 403-6a		<a href="#">Perseus Data Book 2025 - Safety</a>	
Skills for the future	Training provided (hours): Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees).  Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).	GRI 404-1,  SASB HC 101-15		<a href="#">Perseus Data Book 2025 - People</a>  We have disclosed average training hours, however average training expenditure data is not currently available for public disclosure. We will look to disclose this information in future reporting periods.	

Theme	Prosperity: Core metrics and disclosures	Prosperity		Reference to Disclosure	Page
		Sources			
Employment and wealth generation	Absolute number and rate of employment: 1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region. 2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.  Economic contribution: 1. Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organization's global operations, ideally split out by: – Revenues – Operating costs – Employee wages and benefits – Payments to providers of capital – Payments to government – Community investment 2. Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period. Financial investment contribution: 1. Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy. 2. Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.	Adapted, to include other indicators of diversity, from GRI 401-1a&b		<a href="#">Perseus Data Book 2025 - People</a>	
			GRI 201-1, GRI 201-4	<a href="#">Perseus Data Book 2025 - Economic Contributions</a>	
Innovation of better products and services	Total R&D expenses (\$): Total costs related to research and development, as a percentage of total sales	As referenced in IAS 7 and US GAAP ASC 230		Annual Report 2025	55-57
Community and social vitality	Total tax paid: The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.	US GAAP ASC 730		No claimable Research and Development costs were incurred during the reporting period.	
		Adapted from GRI 201-1		<a href="#">Perseus Data Book 2025 - Economic Contributions</a>	

**SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)**

Topic	Code	Disclosure Title	Perseus Reference	
Greenhouse gas emissions	EM-MM-110a.1.	Gross global Scope 1 emissions	Sustainable Development Report 2025 - Energy and Climate Change <a href="#">Perseus Data Book 2025 - Emissions</a>	52
	EM-MM-110a.2.	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	Sustainable Development Report 2025 - Energy and Climate Change	48 - 53
Air quality	EM-MM-120a.1.	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)	<a href="#">Perseus Data Book 2025 - Emissions</a>	
			Levels of air emissions from categories (2) to (7) are not currently available for public disclosure, but we will look to disclose these emissions in future reporting periods.	
Energy management	EM-MM-130a.1.	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	<a href="#">Perseus Data Book 2025 - Energy</a>	
Water management	EM-MM-140a.1.	(1) Total fresh water withdrawn, (2) total fresh water consumed, (3) percentage in regions with High or Extremely High Baseline Water Stress	<a href="#">Perseus Data Book 2025 - Water</a>	
	EM-MM-140a.2.	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	No incidents of non-compliance occurred during the period.	
Waste and hazardous materials management	EM-MM-150a.1.	Total weight of tailings waste, percentage recycled	<a href="#">Perseus Data Book 2025 - Water</a>	
	EM-MM-150a.2.	Total weight of mineral processing waste, percentage recycled	<a href="#">Perseus Data Book 2025 - Water</a>	
	EM-MM-150a.3.	Number of tailings impoundments, broken down by MSHA hazard potential	<a href="#">Perseus Data Book 2025 - Tailings</a>	
Biodiversity impacts	EM-MM-160a.1.	Description of environmental management policies and practices for active sites	Sustainable Development Report 2025 - Protecting the Environment	40, 56
	EM-MM-160a.2.	Mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	<a href="#">Perseus Data Book 2025 - Biodiversity &amp; Environment</a>	
	EM-MM-160a.3.	P(1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	<a href="#">Perseus Data Book 2025 - Biodiversity &amp; Environment</a>	
Security, Human Rights & Rights of Indigenous Peoples	EM-MM-210a.1.	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Reserves are considered to be in or near an area of active conflict if the reserves are located in the same country where active conflict exists, with conflict defined by the Uppsala Conflict Data Program (UCDP). In accordance with the 2022-2023 UCDP data, armed conflict has occurred in Sudan and therefore our current reserves in Sudan are near areas of conflict. However, it should be noted that this conflict does not currently impact our activities in Sudan. We have strong security practices in place and conform to the World Gold Council's Conflict-free Gold Standard in Ghana and Cote d'Ivoire which are the 2 countries where the Standard applies, as discussed within our Sustainable Development Report.	
	EM-MM-210a.2.	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	Given the cultural context within which we operate, all of our current proven and probable reserves are considered to be in or near land belonging to those who would identify themselves as Indigenous to those regions. Refer to the Sustainable Development Report 2025 - Creating Shared Value for further detail about our local host communities.	
	EM-MM-210a.3.	Discussion of engagement processes and due diligence practices	Sustainable Development Report 2025 - Creating Shared Value	
Community relations	EM-MM-210b.1.	Discussion of process to manage risks and opportunities associated with community rights and interests	Sustainable Development Report 2025 - Creating Shared Value	32, 34, 36, 38
	EM-MM-210b.2.	Number and duration of non-technical delays	<a href="#">Perseus Data Book 2025 - Communities &amp; Human Rights</a>	
Labour relations	EM-MM-310a.1.	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	20.7% of our active workforce is covered under collective bargaining agreements. All of these personnel are foreign employees. We do not have any U.S. based employees.	
	EM-MM-310a.2.	Number and duration of strikes and lockouts	<a href="#">Perseus Data Book 2025 - People</a>	
Workforce health & safety	EM-MM-320a.1.	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR)	<a href="#">Perseus Data Book 2025 - Safety</a>	
		(4) average hours of health, safety, and emergency response training	Rates have been expressed per 1,000,000 hours worked, which is aligned to current prevailing industry practice. While near misses are monitored at each of our operations, NMFR is not currently available for public disclosure. We will look to disclose this rate in future reporting periods. <a href="#">Perseus Data Book 2025 - People</a>	
Business ethics & transparency	EM-MM-510a.1.	Description of the management system for prevention of corruption and bribery throughout the value chain	Sustainable Development Report 2025 - Leading with Integrity	20
	EM-MM-510a.2.	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index (2022).	Perseus does not have operations in the 20 lowest rankings in Transparency International's Corruption Perception Index (2022).	
Activity metrics	EM-MM-000.A	Production of (1) metal ores and (2) finished metal products in metric tons	<a href="#">Perseus Data Book 2025 - Economic Contributions</a>	
	EM-MM-000.B	Total number of employees, percentage contractors	<a href="#">Perseus Data Book 2025 - People</a>	