

20 23

SUSTAINABILITY
REPORT





ACKNOWLEDGEMENT OF COUNTRY

Ramelius Resources Limited (Ramelius) acknowledges and recognises the traditional owners of the lands in which it operates and its link to culture and heritage. We pay respect to their culture and traditions, and to their Elders, past, present, and emerging.

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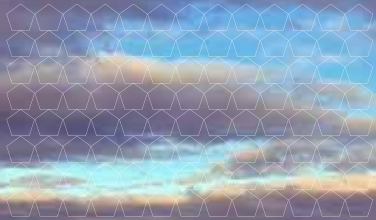
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CONTENTS

2023 PERFORMANCE HIGHLIGHTS	2
MESSAGE FROM THE CEO	4
ABOUT THIS REPORT	6
OUR COMPANY	6
SUSTAINABILITY AT RAMELIUS	7
SUSTAINABILITY GOVERNANCE	8
UNITED NATIONS (UN) SUSTAINABLE DEVELOPMENT GOALS (SDGS)	9
STAKEHOLDER ENGAGEMENT	10
MATERIALITY PROCESS	11
SUSTAINABILITY TARGETS	12
FY23 TARGETS	12
FY24 TARGETS	12
OUR BUSINESS ASSETS	14
OPERATIONS	14
PRODUCTION AND ECONOMIC PERFORMANCE	18
OUR COMPANY	20
ORGANISATIONAL GOVERNANCE	21
ETHICS & HUMAN RIGHTS	22
WHISTLEBLOWING	22
REGULATORY FRAMEWORK AND COMPLIANCE	22
RISK MANAGEMENT	23
INFORMATION TECHNOLOGY	23
INNOVATION & RESEARCH	24
SUPPLY CHAIN MANAGEMENT	25
HUMAN RIGHTS	26
OUR PEOPLE	28
HEALTH, SAFETY AND WELLBEING	30
Safety	30
Health and Wellbeing	32
Emergency Response	32
Diversity	33
TALENT ATTRACTION, DEVELOPMENT AND RETENTION	34
Developing and rewarding our people	34
Developing the next generation	35

OUR COMMUNITIES	38
COMMUNITY INVESTMENT AND ENGAGEMENT	39
FIRST NATIONS PEOPLES AND NATIVE TITLE	43
TAXES, ROYALTIES AND SUPPLIER PAYMENTS	44
OUR ENVIRONMENT	46
CLIMATE CHANGE MANAGEMENT	47
ENERGY AND EMISSIONS REDUCTION ROADMAP	48
CLIMATE RISK AND TCFD	49
CLIMATE SCENARIO ANALYSIS	52
SCOPE 3 EMISSIONS CALCULATIONS	55
OTHER EMISSIONS AND AIR QUALITY	55
WATER AND WASTEWATER MANAGEMENT	55
WASTE AND TAILINGS MANAGEMENT	56
General Wastes	56
Hazardous Materials	57
Tailings Storage Facilities	57
BIODIVERSITY	58
MINE CLOSURE AND REHABILITATION MANAGEMENT	59
PERFORMANCE DATA	60
ECONOMIC PERFORMANCE AND CONTRIBUTIONS	60
REGULATORY COMPLIANCE AND ETHICS	62
HEALTH, SAFETY AND WELLBEING	63
OUR PEOPLE	65
EMISSIONS AND ENERGY PERFORMANCE	68
BIODIVERSITY AND LAND MANAGEMENT	72
WASTE MANAGEMENT	73
TAILINGS STORAGE FACILITIES	74
WATER MANAGEMENT	75
SASB CONTENT INDEX	77

2023 PERFORMANCE HIGHLIGHTS



ZERO
REGULATORY BREACHES
ACROSS ALL OPERATIONS

0

**240,996oz GOLD
PRODUCED**

AT \$1,895/oz



\$530,000
IN COMMUNITY DONATIONS



\$631m
CONTRIBUTED TO
AUSTRALIAN ECONOMY¹

1. Includes a combination of goods & services purchased, wages, taxes, royalties, dividends, state and shire rent, and donations.



OVERVIEW

OVERVIEW

OUR
BUSINESS

OUR
COMPANY

OUR
PEOPLE

OUR
COMMUNITIES

OUR
ENVIRONMENT

PERFORMANCE
DATA

SASB CONTENT
INDEX

20%
REDUCTION

IN LOST TIME INJURIES




13% REDUCTION

IN TOTAL SCOPE 1&2 GHG EMISSIONS

7% REDUCTION

IN GHG EMISSIONS INTENSITY
(PER OZ GOLD PRODUCED)



RAMELIUS
LEADERSHIP PROGRAM
COMMENCED



CONDUCTED


Climate Scenario Analysis Assessment

ENERGY AND EMISSIONS
REDUCTION ROADMAP
COMMENCED




\$480,000

IN GRANTS TO SUPPORT FIRST
NATIONS GROUPS OVER THE LAST
8 YEARS



14% DECREASE

IN TOTAL WATER CONSUMPTION
FOR MINING AND PROCESSING
ACTIVITIES



CYBERSECURITY
RESPONSE PROCEDURE
IMPLEMENTED





MESSAGE FROM THE MANAGING DIRECTOR



DEAR STAKEHOLDERS,

It gives me great pleasure to share with you the fourth standalone annual Sustainability Report published by Ramelius. Since our maiden report, we continue to make forwards strides in achieving our goal of becoming a sustainable gold miner that focuses on delivering superior returns for our stakeholders. We continue to report in alignment with the Sustainability Accounting Standards Board's (SASB) Metals and Mining Industry Standard framework and have captured key indicators recommended by the Global Reporting Initiative (GRI).

Over the past four reporting periods, we have continually enhanced our sustainability progress by expanding our governance policies and procedures and embedding sustainable values into our business strategy. With a firm foundation in place, we believe we are now entering a stage of mature sustainability reporting that will continue to highlight our performance in all Environmental, Social, and Governance (ESG) areas.



OVERVIEW

We monitor our sustainability performance by participating in ESG benchmarking assessments such as S&P’s Corporate Sustainability Assessment (S&P) and global rating agencies MSCI and Sustainalytics. Significant improvements in our recent S&P and Sustainalytics ratings reflects our ongoing improvement.

During the year, we progressed with the rollout of our Ramelius Essentials Program (REP). The REP is a tool that integrates our approach for managing the fundamental requirements of our business such as risk management, safety, compliance, and sustainability. It is underpinned by corporate strategy which sets the long-term direction for Ramelius and the initiatives which must be undertaken to achieve required outcomes.

Led by Non-Executive Director Natalia Streltsova, the Company’s Risk & Sustainability Committee continues to work alongside the Board in overseeing risk, governance, and sustainability issues such as climate change. In financial year 2023 (FY23) the Committee oversaw the development and execution of a Climate Scenario Analysis as part of Ramelius’ continued alignment with the Taskforce on Climate-Related Financial Disclosures (TCFD) recommendations. Running in parallel to this climate work, we initiated the process to calculate our Scope 3 Greenhouse Gas (GHG) emissions. This reflects our commitment to improve our understanding and management of our environmental impacts.

At Ramelius, the health, safety and wellbeing of our employees, contractors and visitors to our workplace is an essential consideration in everything we do. In FY23, we improved our health and safety performance from last reporting period with reductions in both our lost time injury frequency rate (LTIFR) and total recordable injury frequency rate (TRIFR).

We remain committed to further improving our health and safety performance in the future.

Our pursuit of sustainability is supported by the continued financial health of the Company. In FY23, we contributed over \$631 million to the Australian economy including approximately \$12.9 million spent with local businesses, employees and community organisations. Our ongoing sponsorships and engagements ensure that we give back to communities in which we operate, strengthening our relationship with local stakeholders. We strive to provide benefits to our communities well beyond the life of our mines.

In closing, I would like to personally thank our valued employees and contractors for their efforts in ensuring our sustainability mission is achieved. I encourage everyone to embrace our Company values as we strive for sustained improvement and excellence.

Yours sincerely,



Mark Zeptner
Managing Director



OVERVIEW

OUR
BUSINESS

OUR
COMPANY

OUR
PEOPLE

OUR
COMMUNITIES

OUR
ENVIRONMENT

PERFORMANCE
DATA

SASB CONTENT
INDEX

ABOUT THIS REPORT

This Sustainability Report, approved for release by our Board of Directors, covers the period from 1 July 2022 to 30 June 2023 (FY23). The information and data disclosed includes all of Ramelius' current active operations, including producing mines, development sites and exploration assets. The Report forms part of our annual corporate reporting suite. It offers an account of our interaction with our stakeholders and complements Ramelius' FY23 Annual Report.

The currency used throughout this report is Australian Dollars (A\$). The Company's geographical definition of 'local' refers to those within Western Australia, surrounding our operations. This Sustainability Report is aligned to the Sustainability Accounting Standards Board (SASB) requirements for Metals and Mining. Ramelius has continued its participation in ESG benchmarking assessments undertaken by organisations such as S&P Corporate Sustainability Assessment and MSCI and through membership of leading industry bodies. Together with our commitments, partnerships and stakeholder feedback, these assessments and memberships allow us to track our ESG performance against relevant standards and peers to deliver continual improvement.





OUR COMPANY

Ramelius Resources Limited (Ramelius) is a Western Australian gold producer headquartered in East Perth with over 300 employees. We were listed on the Australian Securities Exchange in 2003 (ASX: RMS) and have been in production since 2006.

Ramelius and our subsidiaries are engaged in the exploration, mine development, and production and sale of gold in Australia. In FY23 the Company produced a total of **240,996oz** of gold.

MISSION STATEMENT

To be a sustainable gold producer that focuses on delivering superior returns for stakeholders.

OUR VALUES

We EMPOWER our people

We achieve FIT-FOR-PURPOSE outcomes

We DELIVER and do it SAFELY

We are AUTHENTIC

OVERVIEW

OUR CORPORATE STRATEGY

1

Feed Existing Hubs



2

Acquire Third Hub



3

Ramp Up Greenfields



4

Grow Capability



5

Do the Essentials



OUR CULTURE IS DEFINED BY A 'FIT-FOR-PURPOSE' AND 'CAN-DO' ATTITUDE.



SUSTAINABILITY AT RAMELIUS

SUSTAINABILITY STATEMENT

We believe a sustainable gold producer should deliver more than just financial benefit. It's about the way we do business, the relationships we build with our people and communities and the efforts we make to conserve the environment.

SUSTAINABILITY PILLARS

Our Business	<ul style="list-style-type: none">• Organisational Governance• Economic Performance• Regulatory and Compliance• Information Technology• Innovation
Our People	<ul style="list-style-type: none">• Health, Safety and Wellbeing• Employment and Contractors• Talent Attraction, Development and Retention• Ethics and Human Rights• Diversity
Our Communities	<ul style="list-style-type: none">• First Nations Peoples and Native Title• Taxes, Supplier Payments & Royalties• Community Investment and Engagement
Our Environment	<ul style="list-style-type: none">• Water and Wastewater Management• Greenhouse Gas Emissions and Energy• Waste and Tailings Management• Mine Closure and Rehabilitation• Biodiversity

OVERVIEW

OUR BUSINESS

OUR COMPANY

OUR PEOPLE

OUR COMMUNITIES

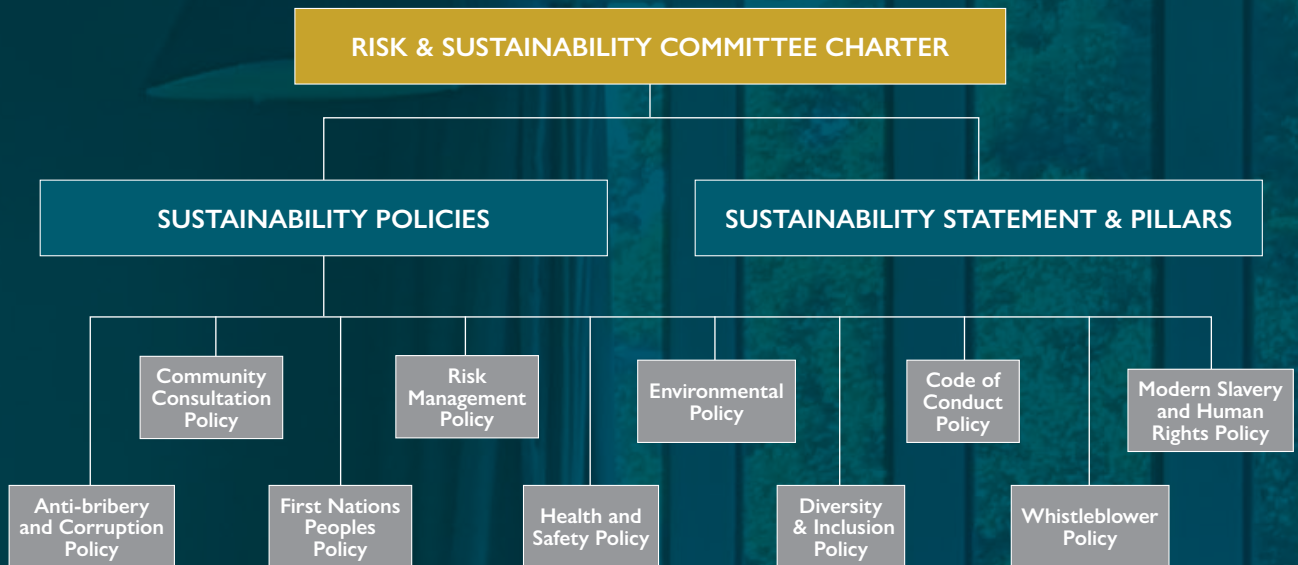
OUR ENVIRONMENT

PERFORMANCE DATA

SASB CONTENT INDEX

SUSTAINABILITY GOVERNANCE

Through the Risk & Sustainability Committee, our Board of Directors maintains oversight of all sustainability impacts and activities across Ramelius. We strive to conduct business in a sustainable manner, guided by the following hierarchy:



OVERVIEW

The Ramelius Board sets strategic direction and defines strategic objectives within a specified risk appetite. The Board also enacts policies that are relevant to the Company's management of climate-related risks. The Board has delegated responsibility to oversee the Company's risk management systems, sustainability programs and mitigating controls to the Risk & Sustainability Committee.

This Committee is comprised of Independent Non-Executive Directors, including the Chair, and is appointed by the Board on whose behalf it acts. The Committee reports to the Board a minimum of four times per year on risk management, health and safety, environment and sustainability activities. The Committee periodically reviews company-wide policies relating to these topics. The Committee also oversees the management of specific climate-related risks and opportunities through regular review of global and industry best practice, internal compliance programs and relevant sustainability frameworks.

At a management level, the Ramelius Executive Team, led by the CEO, is tasked with fulfilling Board-approved strategies and policies and associated risk management plans. Management, via the CEO, reports progress and activities to the Risk & Sustainability Committee at each meeting. Senior function managers provide central coordination through to the Executive Team and CEO. At a site level, risk registers include risks and mitigation plans at all operations. Senior Managers prepare an annual Sustainability Report for endorsement by the Risk & Sustainability Committee and approval by the Board.

UNITED NATIONS (UN) SUSTAINABLE DEVELOPMENT GOALS (SDGS)

We are focused on aligning our environmental, social and governance policies and activities across our operations in accordance with the UN Sustainable Development Goals (SDGs). These are considered the blueprint to achieving a better and more sustainable future for all and as such represent a major inspiration for the future prosperity of our stakeholders.

We continue to report against the 9 SDGs that most align to our business strategy and stakeholder priorities. Throughout this report, we utilise the relevant SDG icons to highlight where our activities contribute progress towards achieving the SDG goals and targets.

In addition to the SDGs, we are participants of the UN's Global Compact and its Ten Principles in the areas of human rights, labour, environment, and anti-corruption. We will continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations, and report progress annually to the UN.

3GOOD HEALTH AND WELL-BEING

5GENDER EQUALITY

8DECENT WORK AND ECONOMIC GROWTH

9INDUSTRY, INNOVATION AND INFRASTRUCTURE

10REDUCED INEQUALITIES

11SUSTAINABLE CITIES AND COMMUNITIES

12RESPONSIBLE CONSUMPTION AND PRODUCTION

13CLIMATE ACTION

17PARTNERSHIPS FOR THE GOALS

United Nations

Global Compact

STAKEHOLDER ENGAGEMENT

One of our key sustainability pillars is the engagement of stakeholders through regular consultation processes, which are guided by our Community Consultation Policy.

Proactive dialogue allows us to keep the stakeholders informed about our activities and to provide a forum through which they can provide feedback to our business. During FY23 we have had regular meetings and correspondence with government departments, local government shires, pastoralists and native title groups.

Our stakeholder groups include:

- Ramelius Board and employees
- Shareholders, lenders, investment community and insurers
- Suppliers, contractors, partners, and customers
- Regulators and government
- Local communities, shires, and landowners
- First Nations Peoples and title holders
- Media and non-governmental organisations (NGO)s and
- Education, research, and training organisations

Stakeholder Group	Engagement Channels	Focus Areas
Ramelius Board	Board meetings Committee meetings Site visits	• All aspects of Ramelius operations and performance
Ramelius Employees	Engagement surveys and performance reviews Company newsletters Intranet and email Inductions and training programs	• Health, safety and wellbeing • Job security • Benefits and remuneration • Working conditions and rosters • Training and development opportunities
Shareholders, lenders, insurers	ASX announcements Investor briefings and presentations Financial reports Annual reports AGM	• Financial performance • ESG performance • Risk management • Resources, reserves, projects
Suppliers, contractors, partners and customers	Contract agreement meetings Internal and external communication channels	• ESG performance • Safety protocols • Partnership opportunities
Regulators and government	Project applications Briefings and meetings Inspections and reviews Impact assessments	• ESG performance • Compliance and approvals • Impact management
Local communities, shires and landowners	Committee meetings In-person meetings Newsletters, website updates, social media Site tours Annual and Sustainability reports Public forums	• Community support, development and investment opportunities • Environmental stewardship • Employment opportunities • Procurement • Land access agreements
First Nations Peoples and title holders	In-person meetings and consultation Public forums and awareness sessions Cultural heritage surveys	• Protection of cultural heritage • Community support • First nations employment, training and business opportunities
Media and NGOs	ASX announcements Media releases Company website Annual reporting	• Financial performance • ESG performance • Engagement with communities • Impact management
Education, research and training organisations	Partnership presentations Conferences and forums	• Partnership opportunities • Industry associations • Industry trends

OVERVIEW

MATERIALITY PROCESS

This report focuses on the governance, economic, social and environmental topics identified as being of material value to our business and stakeholders.

Our materiality process takes guidance from the Global Reporting Initiative (GRI) and takes into account feedback from internal and external stakeholders. During FY23 we performed an internal materiality review with the Company's Sustainability Working Group to ensure our material topics continue to accurately reflect our corporate mission, strategic imperatives and stakeholder concerns.

Moving forward into FY24 we plan to conduct a comprehensive external stakeholder survey that will better align to updated GRI requirements. This will involve examining our industry context and identifying our most significant impacts on the economy, environment, and people across our value chain.

Our material topics are presented in the following table:

Topics
Health, safety & wellbeing
Economic performance
First Nations Peoples & Native Title
Community investment & engagement
Water management
Employment & contractors
Talent attraction, development & retention
Greenhouse gas emissions & energy
Regulatory & compliance
Ethics & Human Rights
Waste & tailings
Taxes, supplier payments & royalties
Mine closure & rehabilitation
Information technology
Biodiversity
Diversity
Innovation



SUSTAINABILITY TARGETS

FY23 TARGETS AND PROGRESS

Topic	FY23 Targets	Status
Our Business		
Information Technology	All employees to complete online cybersecurity training	Completed
Economic Performance	Meet all production targets	Completed
Our People		
Health, Safety and Wellbeing	Implement Principal Mining Hazard Standards Complete development of enhanced Safety Leadership training package	Completed
Talent Attraction, Development and Retention	Reduce employee turnover from FY22 (FY22 - 21%, FY23 - 20%)	Completed (20% in FY23)
Employment and Contractors	Launch paid parental leave and general benefits program	Completed
Diversity	Increase female representation in workforce (FY22 - 19%, FY23 - 19%)	Maintained (19% Females)
Ethics and Human Rights	All employees to receive further whistleblower and workplace behaviour awareness training	Completed
Our Communities		
Community Engagement and Investment	Maintain contributions of up to \$2/oz towards community investment & engagement	Completed (Over \$2/oz)
Taxes, Supplier Payments and Royalties	Improve year on year procurement spend within our regional areas (FY22 - \$11.3m, FY23 - \$12.9m)	Completed (10% increase)
Our Environment		
GHG Emissions and Energy	Completion of an Energy & Emissions Reduction Roadmap	Completed
Water	Reduce freshwater usage for operational processes	Missed ²
Waste and Tailings	Generate zero acid mine drainage	Completed
Mine Closure and Rehabilitation	Successfully and responsibly close operations with no liabilities or legacy issues	Completed
Biodiversity	No impacts on any International Union for Conservation of Nature (IUCN) listed flora or fauna	Completed

FY24 TARGETS

Topic	FY24 Targets
Our Business	
Information Technology	All employees to complete online cybersecurity training
Economic Performance	Meet all production targets
Our People	
Health, Safety and Wellbeing	Embed Principal Mining Hazards (PMH) Standards Deliver Intensive Safety Leadership training package
Talent Attraction, Development and Retention	Maintain employee turnover below industry average
Employment and Contractors	Refine performance review process and embed into annual cycle
Diversity	Increase female representation in workforce (FY23 - 19%)
Ethics and Human Rights	All employees to receive further whistleblower and workplace behaviour awareness training
Our Communities	
Community Engagement and Investment	Increase contributions up to \$3/oz towards community investment & engagement
Taxes, Supplier Payments and Royalties	Increase proportion of spend in regional areas (FY23 - \$12.9m)
Our Environment	
GHG Emissions and Energy	1. Set emissions reduction target for 2030 2. Make Financial Investment Decision for Mt Magnet renewables project
Water	Reduce freshwater purchased for operational processes (FY23 – 62,000m ³)
Waste and Tailings	Generate zero impact to surrounding environment resulting from acid mine drainage
Mine Closure and Rehabilitation	Achieve closure outcomes and criteria in mine closure plans
Biodiversity	Ensure impacts on biodiversity are managed in compliance with conditions of approvals and permits

2. Justification for not achieving this target was due to fresh water being purchased for use at the Edna May processing plant. This was a short-term fix following some infrastructure changes at the site. This is no longer being used.

OVERVIEW



OVERVIEW

OUR
BUSINESS

OUR
COMPANY

OUR
PEOPLE

OUR
COMMUNITIES

OUR
ENVIRONMENT

PERFORMANCE
DATA

SASB CONTENT
INDEX

OUR ASSETS

OPERATIONS

Edna May Gold Mine

Location:	Westonia Greenstone Belt, within the Southern Cross Province of Western Australia's Archaean Yilgarn Craton.
Acquired:	October 2017 from Evolution Mining Ltd, as an operating open pit gold operation.
Operations:	Annual production since 2011 has ranged from 66koz to 99koz.
Processing:	2.9 million tonne per annum (Mtpa) conventional carbon-in-leach (CIL) gold plant comprising of two stage crushing, semi-autogenous grinding (SAG) and Ball mill, gravity circuit and leach.



Edna May
Photo: Michael Lepre

Mt Magnet Gold Mine

Location:	500km north-east of Perth in the Murchison Goldfield of the Western Australian Yilgarn Craton.
Acquired:	2010 from Harmony Gold, restarted operations in 2011.
Operations:	Numerous open pit and underground mines plus exploration targets with a total area covering 225km ² . During 2021, gold produced since operations were restarted passed 1,000,000oz.
Processing:	Milling occurs at the Checkers Gold Mill, a 1.9Mtpa conventional gold mill.



Mt Magnet Gold Mine

OUR BUSINESS

Tampia Gold Mine	
Location:	12km south-east of the town of Narembeen in the Western Australia wheatbelt and 250km east of Perth.
Acquired:	Via takeover of Explaurum Limited in late 2018 to early 2019.
Operations:	Mining operations were completed late in the financial year at the Tampia Gold Mine (Tampia). At 30 June 2023 significant stockpiles remained (1.2Mt at 1.47g/t for 56,000 ounces of contained gold), which will see haulage to Edna May continue into early in the 2025 financial year. At the date of this report much of the rehabilitation work had been undertaken.



North Pit Pools -Tampia
Photo: Mikayla Mullen

Marda Gold Mine	
Location:	130km north of the town of Southern Cross and 400km north-east of Perth, WA.
Acquired:	February 2019.
Operations:	Consists of several shallow unmined gold deposits. Mining commenced in November 2019 at the Dugite Pit. Road train ore haulage commenced in March 2020.



Marda Golden Orb

OVERVIEW

OUR BUSINESS

OUR COMPANY

OUR PEOPLE

OUR COMMUNITIES

OUR ENVIRONMENT

PERFORMANCE DATA

SASB CONTENT INDEX

ACTIVE OPERATIONS (continued)

Vivien Gold Mine	
Location:	Near the Agnew Gold Mine, 15km west of the town of Leinster in Western Australia.
Acquired:	From Gold Fields Ltd with exploration drilling, feasibility studies and statutory approval completed in 2013.
Operations:	Mining has now concluded at the Vivien Gold Mine with the last ore load coming to surface on 11 January 2023. By the end of January 2023 all stockpiled ore had been hauled to, and milled at, Mt Magnet. In early February 2023 all items plant, equipment and infrastructure were demobilised, and the site was placed on care & maintenance. The final reconciled gold production from Vivien over the period of Ramelius ownership (2015 – 2023) was 1.5 million tonnes at grade of 5.68g/t for 260,000 recovered ounces. Vivien was acquired by Ramelius in 2015 at a cost of \$10 million and, over its life, generated net cash flows of \$130 million for Ramelius.



Vivien Gold Mine

Penny Gold Mine	
Location:	150km south-east of our Mt Magnet operations and approximately 550km northeast of Perth in Western Australia.
Acquired:	In 2020 via off-market takeover offer of Spectrum Metals Limited.
Operations:	Site infrastructure and camp construction were completed in the reporting period. Mine development is advancing to plan with the seventh ore drive level well advanced, which is increasing the number of stope work areas available. The CRF plant and associated backfill system have been commissioned. Steeper, higher grade sections of the orebody have been accessed, which simplifies stope design and execution. The new haulage contractor has established full resourcing onsite and is moving ore to Mt Magnet in a timely manner that matches mine production rates.



Penny Pit
Photo: Mikayla Ginbey

OUR BUSINESS

DEVELOPMENT PROJECT

Syme's Find	
Location:	60km south of the township of Moorine Rock, within the Holleton Greenstone belt in the Southern Cross Province of the Eastern Goldfields.
Acquired:	In 2021 from Mount Hampton Gold Mining Company Pty Ltd.
Operations:	Drilling to date has defined two moderately south-east plunging shoots of supergene and hypogene gold mineralisation associated with quartz veinlets within the host rock. Open pit trucking (120km to Edna May) has begun.



EXPLORATION PROJECTS

Rebecca Gold Project	
Location:	153km east of Kalgoorlie, covering a greenstone belt on the eastern margin of the Norseman-Wiluna Greenstone Belt.
Acquired:	In January 2022 via off-market takeover of Apollo Consolidated Limited.
Operations:	Contains three advanced and growing gold discoveries – Rebecca, Duke, and Duchess, in which gold mineralisation is hosted by broad zones of disseminated sulphides in gneiss. Drilling will test a pipeline of new exploration targets as well as working through ongoing resource delineation and step-out drilling.



OVERVIEW

OUR BUSINESS

OUR COMPANY

OUR PEOPLE

OUR COMMUNITIES

OUR ENVIRONMENT

PERFORMANCE DATA

SASB CONTENT INDEX

EXPLORATION PROJECTS (continued)

Roe Gold Project (Breaker Resources NL)	
Location:	100km east of Kalgoorlie in one of Australia's premier gold provinces at the southern end of the Keith-Kilkenny Tectonic Zone.
Acquired:	On 20 March 2023, Ramelius announced a recommended off-market takeover offer for Breaker Resources. The compulsory acquisition process commenced on 22 May 2023 with Ramelius obtaining 100% control on 29 June 2023.
Operations:	With a current total Mineral Resource estimate of 32 Mt @ 1.6 g/t for 1.7 million ounces, Roe provides additional scale through regional consolidation with Ramelius' Rebecca Project. Current focus is on integrating the Roe Mineral Resource into an overall project plan for the Rebecca and Roe Gold Projects to enable the completion of a Pre-Feasibility Study for a combined project. The targeted delivery of this study is early 2024.

Roe – Lake Drilling
Photo: Stephane Roudaut



We also have ongoing gold exploration projects as part of existing Mt Magnet and Edna May Gold Mines.

More information on our assets and holdings is available in our FY23 Annual Report, available on our website.

ECONOMIC PERFORMANCE

Maintaining high and stable levels of economic growth is one of the key objectives of sustainable development (SDG 8).

Economic performance, and therefore sustainability, aims to improve standards of living through efficient use of assets to maintain long-term company profitability. Economic performance creates economic value and therefore requires Ramelius to make decisions in the most fiscally responsible way possible. During FY23 we achieved our operational guidance with group production of 240,996oz (Guidance 240,000 - 250,000oz) at an AISC of A\$1,895/oz (Guidance A\$1,1750 - \$1,950/oz).

Our project and production decisions are made to create long-term value, rather than just the short-term benefits. To be a sustainable business and execute its sustainability strategies, we must have financial stability. On a larger scale,

we contribute to a sustainable economy that is strong and resilient, environmentally conscious and creates value for communities. Without strong economic performance, we would limit our capacity to provide jobs for local workforces, generate tax revenue to fund public services or support supplier businesses. In terms of local workforce, we are transparent about our preference for local hiring, by explicitly expressing in our job ads that we strive to hire local employees from the regions in which we operate and provide local employment opportunities where possible. Our strategy aims to promote a sustainable economy that fosters economic development, local prosperity through goods and services, and through partnerships within regions to generate jobs.

OUR BUSINESS



OVERVIEW

OUR
BUSINESS

OUR
COMPANY

OUR
PEOPLE

OUR
COMMUNITIES

OUR
ENVIRONMENT

PERFORMANCE
DATA

SASB CONTENT
INDEX

OUR COMPANY

GOVERNANCE PERFORMANCE 2023

**ZERO
REGULATORY
BREACHES**

ACROSS ALL OPERATIONS IN FY23

0

**PRODUCED
240,996oz GOLD**

At \$1,895/oz

MAINTAINED A SALES/AISC
MARGIN OF 27%”



**IMPLEMENTED IT CYBER
SECURITY RESPONSE
PROCEDURE**



GOAL 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE

UN Rationale: Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.

Our contributions:

- As a gold producer, we acknowledge the significant contribution that we make to the industrial use of gold as a conductor in electronics, including components for clean energy components such as renewable energy and battery storage. Gold is also used in other innovative industrial products and infrastructure in the energy, medical, aerospace, dentistry and health sectors.
- We are engaged in state-of-the-art research to boost innovation in the Australian mining industry and to increase the efficiency of gold exploration through our membership in the Gold Industry Group. Additionally, we collaborate on several research and innovation initiatives with the CSIRO.

OUR COMPANY

ORGANISATIONAL GOVERNANCE

Good corporate governance is the basis on which business objectives and stakeholder value depend. Ramelius regularly reviews governance practices and policies in order to incorporate changes in law and best practice into our governance processes.

Through our Risk & Sustainability Committee, the Board oversees sustainability strategy, measures performance, and considers sustainability risks and opportunities. Day-to-day oversight of sustainability operations and administration is the responsibility of our CEO, who in turn delegates specific responsibilities to the senior management team.

We continue to align our corporate governance policies and practices to the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations: 4th Edition, to meet stakeholder expectations.

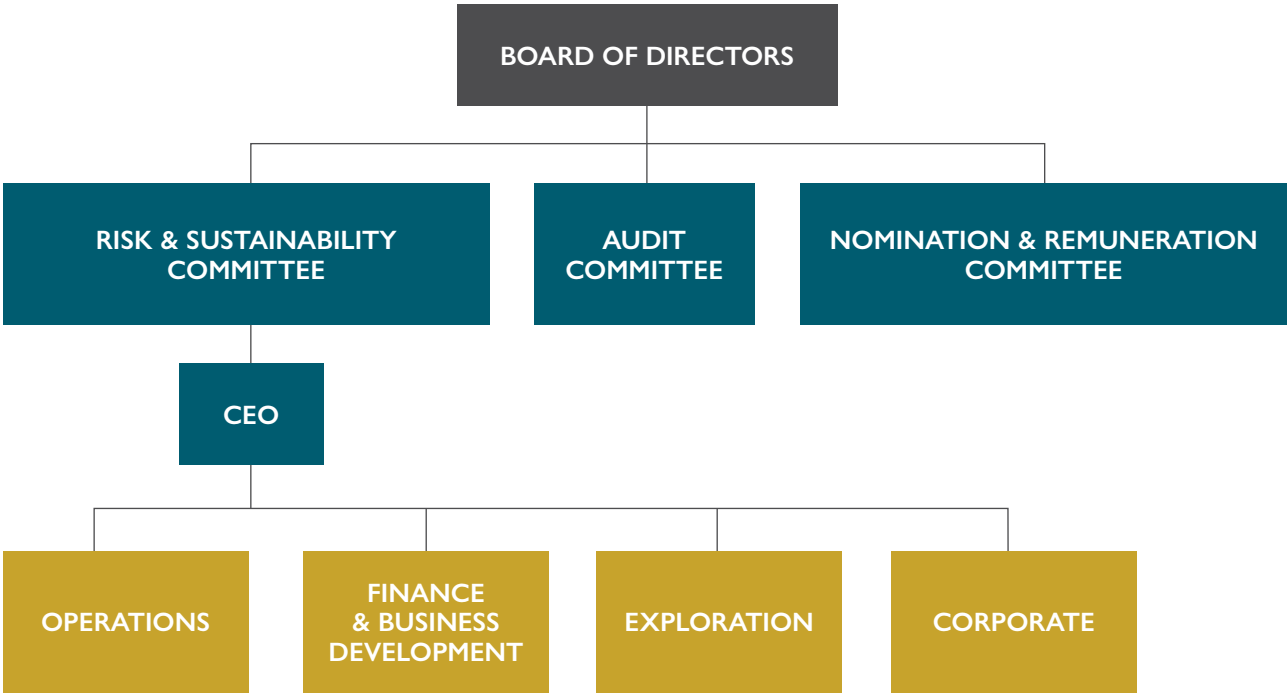
We also take guidance where possible from the Mining Principles published by the International Council on Mining & Metals. These define good practice environmental, social and governance requirements for the mining and metals industry through a comprehensive set of performance expectations related to tailings management, pollution, waste, resettlement and mine closure.

Our Corporate Governance Statement is released in October each year. The statement discloses the extent to which Ramelius has followed the recommendations set by the ASX Corporate Governance Council's recommendations during the reporting period.

We have in place a formal Sustainability Management Procedure which describes the mandatory steps undertaken in managing our approach to sustainability. This procedure is issued in accordance with our Ramelius Essentials Standard which includes the 'must do' requirements for sustainability management. The procedure provides structure for how we deliver our sustainability objectives

- **Principles:** We will be clear on what we are committed to and how we will approach each area of Sustainability
- **Stakeholders:** We will understand who has a stake in our business, how they are impacted by our decisions and actions and what they need from us
- **Integration:** Our approach to Sustainability will be part of business as usual, understood throughout the company and incorporated in decision making and business processes
- **Measurement:** We will know we are succeeding by establishing practical measures of our Sustainability performance and monitoring achievement against them
- **Reporting:** We will be transparent in communicating to our stakeholders our Sustainability commitment, approach, challenges and achievements

Our sustainability governance structure is as follows:



Further details of our corporate governance framework, policies and practices are available on our website.

OVERVIEW

OUR BUSINESS

OUR COMPANY

OUR PEOPLE

OUR COMMUNITIES

OUR ENVIRONMENT

PERFORMANCE DATA

SASB CONTENT INDEX

ETHICS & HUMAN RIGHTS

All Ramelius employees, including independent contractors who operate for or on behalf of Ramelius, are expected to uphold the standards outlined in our Code of Conduct Policy. As a condition of their employment, this mandates that all workers and contractors uphold suitable standards of conduct, ethics, and integrity.

The Anti-Bribery and Corruption Policy ensures that all employees behave honestly and follow the laws and ethical standards of our company across all of our operations. Conduct that is unethical, dishonest, or corrupt is not permitted. To prevent, detect, and respond to acts that involve or could entail unethical practise such as bribery, and/or corruption, we are committed to mitigating risks and maintaining controls. Employees of Ramelius who are discovered to have committed an act of corruption or bribery shall face disciplinary action. The policy also ensures that we only conduct business with partners who also engage in ethical and lawful practices. In FY23 there were no cases of bribery or corruption recorded.

CODE OF CONDUCT POLICY EXPECTATIONS

Honesty and fairness in all dealings with stakeholders, co-workers, management, and the public

Respect for our equipment, supplies and property

Zero tolerance for discrimination, harassment, or offensive language and/or behaviour in the workplace

Adherence to appropriate Professional Codes of Practice and/or ethics

Zero tolerance for postings on any social media platform material that could reasonably be deemed inappropriate or unlawful

WHISTLEBLOWING

To enable all directors, employees, potential employees, contractors, consultants, and external stakeholders to raise concerns with the option to remain anonymous, we have in place an external whistleblower platform through YourCall.

We have in place company-wide training on our Whistleblower Policy and procedures. The training strives to ensure that every employee is aware of the Whistleblower Policy and knows how to report any improper, unethical, or unlawful behaviour. This is in accordance with the extended legal rights and protections for whistleblowers provided by the Corporations Act 2001 (Cth) (Corporations Act), which is overseen by the Australian Securities & Investments Commission (ASIC). Our Whistleblower Policy is available on our website.

Our Incident Reporting and Investigation Procedure outlines the process involved in incident reporting and the investigation requirements for all incidents for Ramelius and our subsidiaries. This procedure aims to ensure all actions from incident reporting and investigations are captured and managed. This procedure is based on legislative, company and site requirements.

REGULATORY AND COMPLIANCE

We acknowledge the range of governance, social and environmental responsibilities to which we must adhere to ensure our business meets community and government expectations.

Some of the key regulatory bodies and frameworks we report under include:

THE NATIONAL POLLUTANT INVENTORY (NPI):

Provides the community, industry and government with information about substance emissions in Australia.

NATIONAL GREENHOUSE AND ENERGY REPORTING (NGER):

The national framework for reporting and disseminating company information about greenhouse gas emissions, energy production and energy consumption.

WORKPLACE GENDER EQUALITY AGENCY (WGEA):

An Australian Government statutory agency charged with promoting and improving gender equality in Australian workplaces.

AUSTRALIAN ATTORNEY-GENERAL (MODERN SLAVERY ACT 2018 (CTH)):

Requires certain large businesses and other entities in Australia to make annual public reports on their actions to address modern slavery risks in their operations and supply chains.

OUR COMPANY



RISK MANAGEMENT

Risk management at Ramelius is overseen by our Board of Directors. All of our Board members are highly experienced in the oversight, management and mitigation of critical business risks. The Board, Audit and Risk & Sustainability Committees, and Executive Team regularly review the risk portfolio of the business and the effective management of risks.

Our risk and control framework, Ramelius Essentials, provides the foundation for empowering our people to perform by ensuring that we do the fundamental things well. The Essentials Working Group (EWG) meet every two months, with risk management an agenda item at least quarterly. The Essentials Program focuses on integrating our approach to managing the fundamental requirements for our business which are to:

1. Maintain and apply good standard practices for controlling our activities
2. Understand and effectively manage key risks across our business
3. Learn, share, and take action from these learnings
4. Comply with the requirements of laws impacting our business
5. Maintain a safe system of work
6. Operate in accordance with industry sustainability principles
7. Remain resilient in the face of adverse and extreme events
8. Constantly monitor and review our activities and performance.

Risk registers are held for each of our sites as well as the corporate office and are managed by the respective work group with oversight provided by our HSE Managers. A risk manager's responsibility is to coordinate the development and

maintenance of registers of material risks and opportunities. They must monitor and control improvement activities, as well as report to key stakeholders on material risks. Each risk register is formally reviewed and updated at least annually and is used in the budget planning process to prioritise expenditure in an effort to mitigate risk. Climate-related risks and relevant ESG risks and opportunities are also incorporated into the sustainability risk register. Further information on risk management can be found in the Risk & Sustainability Committee Charter and Risk Management Policy on our website.

Helping us maintain compliance and adequate management of risks is our Lessons Learned Procedure. Lessons Learned is simply knowledge and insight gained through experience, which when shared, improves our corporate, project and operational capabilities and practices. To capture and communicate knowledge from lessons, a formal process is applied to identify and analyse positive and negative outcomes from an experience. This includes capturing what we did well or gaps, so that we can reduce the risk of repeating mistakes and increases our ability to repeat successes.

An experience that is subject to lessons learned might be:

- A project we delivered
- An activity or task we were involved in
- An incident that occurred or a near miss

INFORMATION TECHNOLOGY

Information technology and cyber security are viewed as significant risks for the Company. We prioritise protection of the confidentiality, integrity and availability of our business information and the systems and equipment on which our information is stored. It is our responsibility to manage increasing external threats to information integrity and the risk of internal release or misuse, either deliberate or accidental. These commitments are outlined within our Information Security Policy. IT security matters are overseen by the Board and Audit Committee. We are updating our Audit Committee Charter to reflect this fact.

Cyber incidents occur when there is a breach that requires corrective action because it threatens the confidentiality, availability and integrity of an information system or the information a system processes, stores or transmits. To support our mitigation efforts, we have a series of measures and procedures that will protect our organisation from cyber-attacks and IT system interruptions. During the year, we implemented the IT Cyber Security Response Procedure. The Procedure serves to:

- Identify the systems and procedures in place to minimise the likelihood of a cyber security incident
- Define the processes required to ensure an organised approach to managing cyber security incidents within Ramelius
- Coordinate responses and resolution efforts to prevent or limit subsequent damage

The global cyber threat landscape is continuously evolving and changing so it is essential for us to have systems and processes in place that provide autonomous detection and self-learning of threats. We currently utilise the DarkTrace Enterprise Immune and Antigena Autonomous Response platform to protect our data, information, and technology assets from sophisticated attackers, by detecting, investigating, and responding to cyber threats in real-time. In conjunction with the DarkTrace system, we conduct a number of initiatives to prevent incidents from occurring. These include:

- Mandatory training to educate employees on cyber security best practices and the identification of potential threats
- Contracted an external cyber security incident response team to be available to react 24/7 to any cyber incidents
- Penetration testing conducted four times a year (three by external providers, and one internally)
- Monitoring external threat detection and intrusion detection systems
- External verification and vulnerability analysis

During FY23 we recorded no information technology breaches.

INNOVATION AND RESEARCH

Innovation is an important component of our business and a driver for resource efficiency, productivity improvement and competitive advantage.

We recognise the importance of partnerships to generate innovative ways to capture economic, environmental and social value and are committed to collaborative research and development.



CSIRO RESEARCH

Ramelius is continuing to support innovative research into mineral exploration being undertaken by Australia's national science agency the Commonwealth Scientific and Industrial Research Organisation (CSIRO). The research project, Distal Footprints in the South West Yilgarn is a collaboration between CSIRO, Ramelius, Geological Survey of WA (GSWA), and other industry partners. It is supported by the Western Australian Government through the Minerals Research Institute of WA (MRIWA).

The project area covers our exploration and mine tenure over Tampia, Edna May, Marda and Ularring. A number of regional and deposit scale activity reports and presentations have been completed by the research team over the last year. These include the finalisation of the Tampia 3D geological model, hydro-geochemistry compilation and assessment, a regolith map layer that includes additional information from geophysics, digital elevation model (DEM) and Aster imagery, a passive seismic survey at Tampia and an Airborne electromagnetic (AEM) depth to basement study.

As a Company sponsor, Ramelius was also provided with a set of geochemistry outputs (including Au, Li and Ni) from deep learning methods applied to open source drillhole and surface geochemical databases. The process uses new neural network modelling that is outperforming traditional machine learning algorithms and once the data is cleaned up and the network is trained it can predict the distribution of an unknown element.

All the datasets and knowledge received to date is being fed into our exploration efforts in the South West Yilgarn and we look forward to receiving further insights as the project progresses.

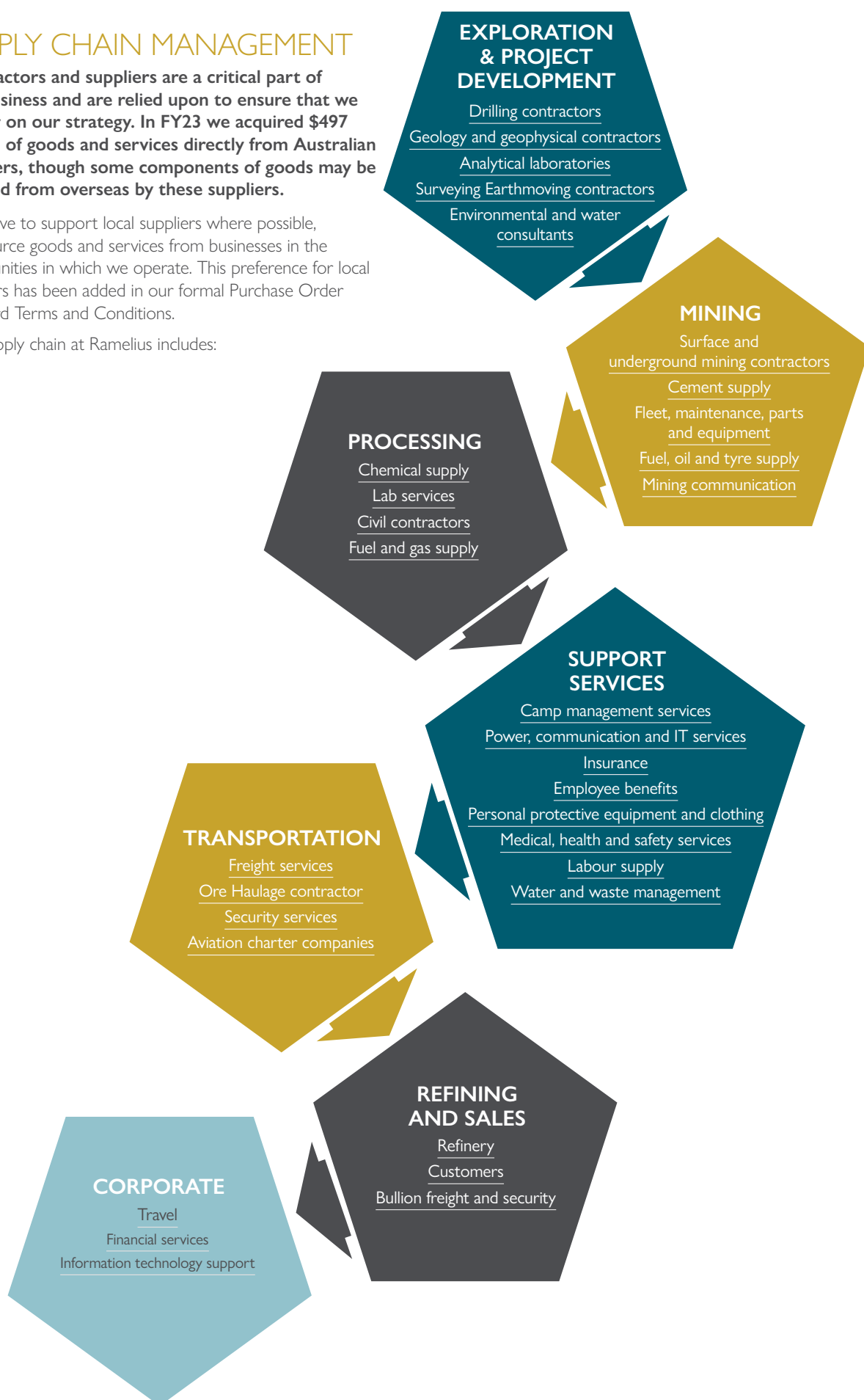
OUR COMPANY

SUPPLY CHAIN MANAGEMENT

Contractors and suppliers are a critical part of our business and are relied upon to ensure that we deliver on our strategy. In FY23 we acquired \$497 million of goods and services directly from Australian suppliers, though some components of goods may be sourced from overseas by these suppliers.

We strive to support local suppliers where possible, and source goods and services from businesses in the communities in which we operate. This preference for local suppliers has been added in our formal Purchase Order Standard Terms and Conditions.

The supply chain at Ramelius includes:



OVERVIEW

OUR
BUSINESS

OUR
COMPANY

OUR
PEOPLE

OUR
COMMUNITIES

OUR
ENVIRONMENT

PERFORMANCE
DATA

SASB CONTENT
INDEX

At Ramelius, we demand that our suppliers act in an ethical and responsible manner as a condition of conducting business with us. This is enforced via our Purchase Order Standard Terms and Conditions which sets out the minimum requirements we expect from our supply chain partners. Our standard supplier contracts contain anti-corruption and modern slavery clauses, which require suppliers not to engage in conduct inconsistent with Australian and international laws and standards. We have the right to terminate a supplier contract for breaches of these provisions.

We assess the potential for modern slavery risks within our supply chain by engaging with suppliers during the screening process. This formal and informal contact, which includes the completion of a specific modern slavery risk questionnaire by our suppliers, allows us to consider all aspects of a supplier's business and to identify matters that may need further attention or remediation. The questionnaire is designed to:

1. Enable suppliers to assess and address modern slavery risks as required under the Act;
2. Support the identification of modern slavery risks;
3. Foster collaborative efforts to address these risks;
4. Improve transparency; and
5. Identify areas for further due diligence

The potential for modern slavery in our business is considered low as our offices, operations, and suppliers during FY23 were Australian-based and therefore subject to a strong regulatory environment. The most relevant risk areas within our supply chains with potential for modern slavery practices to exist are First Nations peoples and remote communities in which we operate, procurement of certain goods and services (part of which may be sourced overseas), and labour conditions. All personnel, whether Ramelius or contractor-engaged, are subject to Australian employment law and undertake various induction, other training, and qualification programs. We are also guided by the UN Guiding Principles on Business and Human Rights.

In FY24 we plan to develop a standalone Supplier Code of Conduct that will align with our Company values and legal requirements. This will include a formalised supplier checklist for contracting that will capture a wider range of ESG criteria, such as engagement regarding climate change risks and opportunities.

HUMAN RIGHTS

The Voluntary Principles on Security and Human Rights (VPSHR) and the UN Guiding Principles on Business and Human Rights serve as our guiding principles in ensuring that everyone has access to their basic freedoms and human rights. Our Modern Slavery and Human Rights Policy supports this commitment.

Due diligence in respect to human rights is carried out to guarantee we continue to monitor the effectiveness of our Human Rights Policy. Each year we issue our Modern Slavery Statement, which details our expectations for the dangers of modern slavery in our operations and supply networks as well as the steps we take to address those risks. This is governed by the Commonwealth Modern Slavery Act 2018: Guidance for Reporting Entities.

Forced work, human trafficking, child labour, and discrimination are some of the potential human rights risks that are examined during our due diligence procedure. Women, First Nations peoples, local communities, and our own employees are among the populations that are most at risk from these issues. We continue to review both existing and new activities to identify, prevent, and manage risks associated to modern slavery and human rights.



OUR COMPANY



Edna May Gold Mine (by Ali Rahim)

OVERVIEW

OUR
BUSINESS

OUR
COMPANY

OUR
PEOPLE

OUR
COMMUNITIES

OUR
ENVIRONMENT

PERFORMANCE
DATA

SASB CONTENT
INDEX

OUR PEOPLE

OUR PEOPLE PERFORMANCE 2023

**20%
REDUCTION**

IN LOST TIME INJURIES



7% DECREASE

IN TOTAL RECORDABLE INJURIES
FREQUENCY RATE



COMMENCED

PAID SECONDARY CARER
PARENTAL LEAVE



**27% OF OPEN
POSITIONS**

FILLED BY INTERNAL
CANDIDATES



43 HOURS

EMPLOYEE AVERAGE OF TRAINING
IN FY23



COMMENCED

RAMELIUS LEADERSHIP TRAINING
PROGRAM



OUR PEOPLE



GOAL 3: GOOD HEALTH AND WELL-BEING

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

Our contributions:

- Implemented high on-site safety standards to minimise the risk of employee and contractor harm from occupational hazards, air pollution, transport accidents and other risks.
- Provide employee medical checks and a health assistance program across all operations. Also developing employee health and wellness programs to help reduce illness and disease.
- Developed and piloted Ramelius Leadership Program with full rollout in FY24.



GOAL 5: GENDER EQUALITY

UN Rationale: Achieve gender equality and empower all women and girls.

Our contributions:

- We are committed to recruiting the best candidates regardless of gender, age, religion or cultural background. Our Diversity Policy states our commitment to a workforce comprised of individuals with a wide range of backgrounds, skills and experiences.
- Our Diversity & Inclusion Strategy which articulates the targets of year-on-year improvement in gender diversity across the Group and within leadership roles. Regular overall gender pay gap and like for like remuneration analysis allows outcomes to be reviewed and measured.



GOAL 8: DECENT WORK AND ECONOMIC GROWTH

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

Our contributions:

- We publicly report to shareholders and investors to ensure they are informed on corporate governance issues and sustainability matters, including business related risks and maintenance of risk registers across all sites. We release an annual Modern Slavery Statement outlining an assessment to identify key modern slavery risks in our operations and supply chain. Our supplier contracts also include modern slavery provisions and clauses for like remuneration analysis allows outcomes to be reviewed and measured.



HEALTH, SAFETY AND WELLBEING

SAFETY

At Ramelius, the health, safety and wellbeing of our employees, contractors and visitors to our workplace is an essential consideration in everything we do. Our vision is to create a physically and mentally healthy working environment with improved workforce participation and increased social inclusion.

Our Health and Safety Policy and Safety Management Standards (SMS) provide the foundation for the development and application of systems and standards at corporate and the site level. The SMS provide management with a clear understanding of the expected standards for managing health and safety. To meet these standards, the hazards associated with sites will be identified, assessed and controlled to minimise any risk they may pose to the health and safety of people.

The Health and Safety Policy and SMS forms part of the RMS Mine Safety Management System (MSMS), which includes these Standards, together with other associated documents (e.g., Policies, Standards, Risk Assessments, Procedures, Forms and Guidelines). Implementation of the SMS at site level is the responsibility of Site Management through the appointed Site Senior Executive or Exploration Manager. These Standards provide the blueprint that prescribes how health and safety is to be managed at all RMS Sites. At all times, we strive to increase the number of proactive safety systems and strategies being implemented across all our sites. This includes undertaking regular systems development and standardisation for existing sites and rolling out the existing systems and process for new sites. The structure of the Management System is as follows:



We are committed to minimising the risk of harm and supporting physical and mental health and wellbeing by:

- Reducing workplace hazards as much as reasonably practical
- Maintaining a safety management system that enables a safe and healthy workplace
- Embedding the Principal Mining Hazard Management Plan into the day-to-day activities at all Ramelius operational sites
- Providing training on health and safety standards and procedures
- Fully complying with relevant legislation, regulations and standards relating to occupational health and safety in our workplace
- Openly communicating, receiving, and acting on feedback to continually improve safety, health and wellbeing
- Understanding and adopting good industry practice
- Being prepared to respond to an incident or emergency
- Maintaining measurable safety and health targets aimed at minimising work related injury or illness
- Ongoing audit, review and improvement of our safety management system and high impact activities within our organisation

We recognise that we work in a higher risk industry and that we must prioritise best practices in health and safety as fundamental to our licence to operate. We have a very low risk tolerance for failing to comply with our safety management system and causing any harm to any person.

Significant Incidents require a more comprehensive investigation to be completed. Incident Cause Analysis Method (ICAM) is the Ramelius formal investigation method preferred for all incidents that require detailed analysis based on either risk or regularity of occurrence. The ICAM process enables identification of systemic health, safety or environmental deficiencies, assists investigation teams to identify root causes, contributing factors, corrective and preventative actions.

OUR PEOPLE

It is expected that all directors, executives, employees, and contractors (Ramelius Personnel) contribute to a culture which prioritises an injury free and healthy workplace by:

- Valuing safe work practices through leadership, supervision and by demonstrating the priority of a safe and healthy workplace through action
- Taking personal responsibility for your own safety, health and wellbeing including
- Being fit for work and able to carry out required activities
- Using personal protective equipment when required
- Immediately stopping any activity that appears unsafe
- Fully complying with the requirements of our safety management system
- Proactively participating in relevant training, education and acting on instruction
- Understanding and acting to reduce risks to health and safety before undertaking activities
- Immediately reporting any hazard, or incident or near miss relating to the health safety or wellbeing of staff, contractors or visitors for investigation and remedial action
- Conducting Job Hazard Analysis (JHA) when using dangerous chemicals
- Being provided with a Material Safety Data Sheet (MSDS) for each chemical and being trained in the use of the MSDS

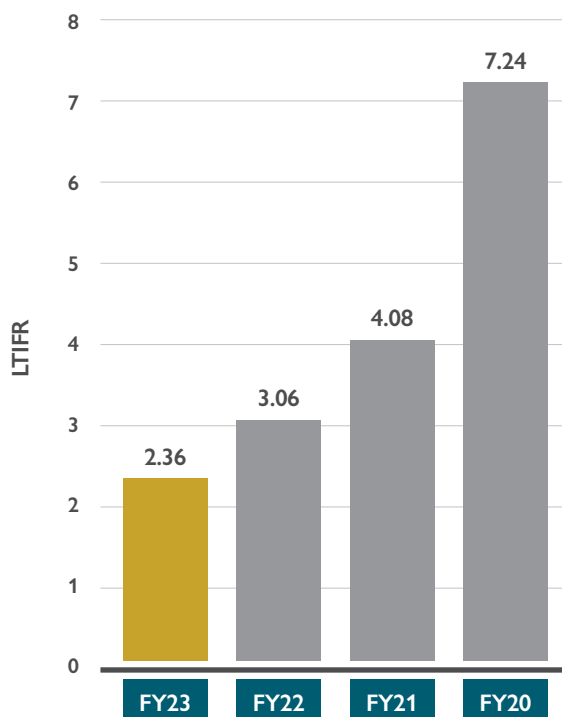
Health and safety are a line management responsibility with system and process support handled by our health and safety team.

Ramelius uses the INX system for management of health and safety data including all onboarding compliances, incident reporting, investigation actions and outcomes and training records. The Learning Management System (LMS) module, added to Ramelius' INX system in 2020 has improved the onboarding processes and site access compliances. The overall use of the INX system continues to be a work in progress with more online learning for compliances, competencies and procedures being introduced where appropriate. During FY23, each full-time employee across our active sites averaged 53 hours of health, safety and emergency response training.

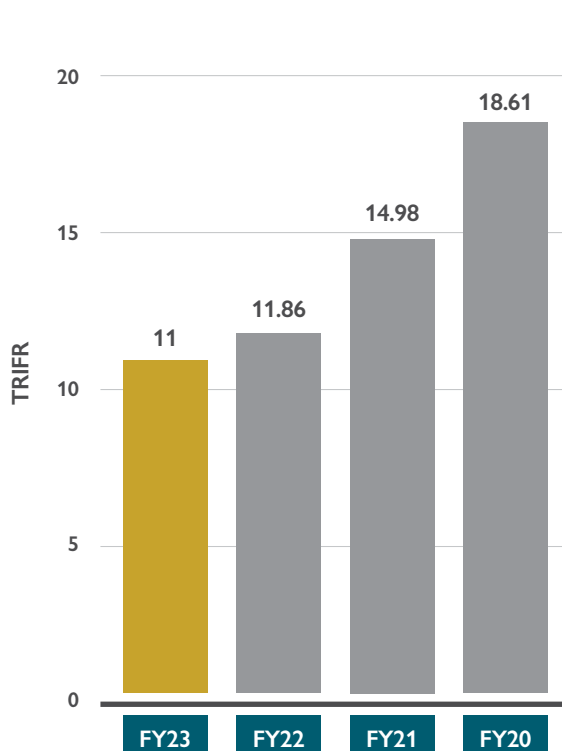
In FY23, Ramelius achieved safety frequency rates of 11.00 for Total Recordable Injury Frequency Rate (TRIFR) and 2.36 for Lost Time Injury Frequency Rate (LTIFR). Although these results have reduced from last year, we remain committed to further improving our health and safety performance. A full breakdown of our health and safety performance is located at the end of this report.

In FY24, we will focus further on education and taking action across our operations in order to further improve our TRIFR and LTIFR rates. We also plan to embed a Principal Mining Hazard Management Plan and continue to rollout the Ramelius Leadership Program training package.

LOST TIME INJURY FREQUENCY RATE



TOTAL RECORDABLE INJURY FREQUENCY RATE



HEALTH AND WELLBEING

Ramelius takes a proactive approach to the health and wellbeing of our workforce.

Our vision is to create a physically and mentally healthy working environment with improved workforce participation and increased social inclusion. We aim to do this by fostering more supportive and engaging team environments in order to increase resilience, enhance positive early intervention and reduce negative mental health outcomes.

The Ramelius medical services provider OccuMed, has continued to deliver a comprehensive service for the business. All of the Ramelius operations have been able to set up the site facilities and systems rapidly due to the relationship that is now well established with OccuMed. Partnering with OccuMed, Ramelius provides the following services:

- Pre-Employment Medicals (PEM)
- Occupational physician reviews of contractors
- Periodical medicals
- Fitness-for-work testing and Job Role Profiles
- Workers compensation and injury management services
- Tele-health service
- Remote medical support
- Poisons Permit Licence Holder.

EMERGENCY RESPONSE

Each site has a core group of ERT volunteers who support the fulltime safety emergency personnel in regard to emergency preparedness.

Site ERT target numbers are developed and agreed upon with site management teams and are based on a thorough analysis of the type of activities being undertaken and the size of the workforce. The ERT is made up of both employee and contractor team members. There were 62 active ERT members spread across 5 sites at the end of the FY23, 54 of these members are fully qualified. During FY23 we once again conducted three Certificate III in Mine Emergency Response and Rescue courses with a total of 61 people from five of our operational sites attending the course.

Emergency Rescue Team members	Mt Magnet	Edna May	Viven	Marda	Tampia	Penny	Total
FY22	22	11	17	6	13	8	77
FY23	23	20	12	7	10	12	84



OUR PEOPLE



DIVERSITY

At Ramelius we understand that our current and future prosperity relies on the success of our workforce. Our priority is to always ensure the health, safety, and wellbeing of our workforce and providing opportunities for our employees to fulfil their potentials.

Ramelius encourages and supports a workplace that fosters inclusivity, diversity, and equity. We provide a workplace free from discrimination and harassment, in which people are treated with respect, equity, dignity, and fairness. This is reflected in our Diversity and Inclusion Policy, Code of Conduct Policy, and Workplace Behaviour Procedure. The Policies, Procedure, and Code outline how our leaders are expected to do in order to address complaints and grievances, particularly those involving bullying, harassment, and discrimination.

We have in place a Gender Diversity & Inclusion Strategy to support our diversity commitments. This strategy lays out the goals for yearly improvements across the Group and in leadership positions. We have improved how we measure our diversity metrics for gender, First Nation Peoples involvement, and community engagement through a monthly People Report that has been introduced to the Executive and Board. Each time a new employee is hired, a condition is changed, a salary is reviewed, or a report is submitted, an analysis of the overall gender pay gap and like-for-like compensation is routinely undertaken.

Further information is provided in our Diversity and Inclusion Policy and 2023 Workplace Gender Equality Public Report.

CASE STUDY

Parental Leave

During FY23, we had nine male parents access paid Secondary Carer parental leave, an excellent uptake of the program. Our paid Parental Leave program is reflective of our commitment to our employees and the ability to share caring responsibilities overall benefit our employees and their families through improved well-being and happiness.



Daniel Hayes

Leading Hand Field Technician – Exploration

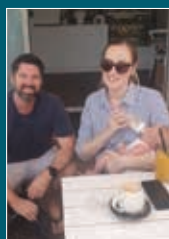
“In February this year my beautiful wife Kathrin gave birth our gorgeous daughter Emma. I was able to benefit from the Secondary Carers leave kindly offered by Ramelius under the Parental Leave Program. We have a 4-year-old daughter Sophia, and the time off enabled me to take care of Sophia and provide support to Kathrin when Emma arrived, and then on in her recovery and transition back home. To be there for the birth and in the weeks after this was special and extremely helpful to our family dynamic. To bond with our newborn and guide our older daughter through the new addition to our family is immeasurable.”



Max Zhang

Open Pit Mining Superintendent – Mt Magnet

“I consider myself fortunate that Ramelius revised the parental leave policy in 2022, enabling me to utilise secondary carers leave for my second daughter who was born in June 2022. As a FIFO worker, the Secondary Carers leave provided extra support to my family, allowing me to spend quality time with my newborn daughter, Grace, and to assist my wife, Jun, in caring for our older daughter, Kate. This additional time off not only gave me more time at home but also provided significant financial support, which was of great benefit to my family. The paid secondary care leave serves as a financial lifeline, helping families navigate the challenges that come with the transition of welcoming a new family member. I'm thankful for the secondary parental leave policy, as it has provided valuable support in our journey as a growing family.”



Shannon Tibby

Underground Mine Surveyor – Mt Magnet

“The secondary carers parental leave is a fantastic initiative that allowed myself as a new father, to spend more quality time with my wife and our newborn baby boy, Grayson. I absolutely treasured every moment of it, as we had been trying to fall pregnant for quite some time and we were over the moon to introduce him into the world. It was really special to get to spend quality time with him in those precious first weeks. The extra time at home was greatly appreciated.”

At Ramelius, we view sexual harassment as a serious issue that requires immediate and robust intervention. Sexual harassment has serious, long-lasting effects that are detrimental to people's physical and mental health. The West Australian Government's Enough is Enough investigation in 2022 revealed unacceptable incidences across the WA mining sector, experienced particularly by women in FIFO circumstances.

As a member of the Australian mining sector, we were deeply disappointed by the findings of the State Government's investigation. As an employer and a company that promotes the principles of human decency, it is our duty to make sure that this behaviour is not tolerated in any way at work. The Company has explicit policies and strategies in place to combat sexual harassment and implement grievance procedures if needed. Upon hire, every employee receives training on preventing sexual harassment. A workplace etiquette campaign with online and in-person training materials has been launched. This has been included in the Ramelius Leadership Program which we have developed this year and will complete the full rollout during FY24.



TALENT ATTRACTION, DEVELOPMENT AND RETENTION

DEVELOPING AND REWARDING OUR PEOPLE

We offer our employees the opportunities and assistance required to advance their education and skillsets.

This helps to ensure they can perform their roles more effectively and increases their chances of being promoted to other internal positions. Our Training Management ensures our employees and contractors are provided with the information, instruction and training to effectively carry out their health and safety responsibilities and undertake effective risk management strategies to minimise risk of injury to themselves and others.

Our Annual Performance Review Program provides a structure process to ensure work performance is managed appropriately and aligns to the Company strategy set by the Board and Executive team. The program covers the following:

- establishing understanding of work expectations to ensure the right work is planned and completed
- agreeing development needs for effectiveness in the Team Member's current position
- providing ongoing, meaningful feedback, coaching and leadership
- motivating employees and improving work performance
- generating and discussing a fair assessment of performance
- aligning performance to effective recognition and reward.

Annual performance reviews were conducted for all employees in FY23. Additional training, including mines rescue training, was also offered to enhance employee performance and effectiveness.

During the reporting period, we developed the Ramelius Leadership Program. The program has been divided into three stages and will be delivered over the next financial year. In June 2023, we ran a pilot package titled the Leadership Intensive Workshop (LIW), which is the first stage of the program. A total of 20 participants were involved that belonged to the Ramelius Executive Team, General Managers from all sites, all Exploration Managers, and all Group Managers. In the coming financial year, the LIW will be delivered to all personnel in a Supervisory role within the greater business. We estimate a total of 110 people to attend the LIW over the next financial year. A breakdown of the elements included in each stage of the Program is provided below.

RAMELIUS LEADERSHIP PROGRAM		
STAGE 1	STAGE 2	STAGE 3
<ul style="list-style-type: none"> • Leadership Profiling • Ramelius Essentials • Communication • Problem Solving & Decision Making • Change Management 	<ul style="list-style-type: none"> • Mental Health • Conflict Management • Fitness for Work 	<ul style="list-style-type: none"> • Risk Management Courses – Required for Statutory Appointments (April 2025) • Legislation Training Course – Required to complete Appointment Examination • ICAM Lead Investigator • Internal Policies and Procedures

OUR PEOPLE

CASE STUDY



Leadership Intensive Workshop

Paul Marlow

Mine Manager at Penny Gold Mine

I first started working for Ramelius in 2008 at our first mine, Wattle Dam. After leaving in 2012, I returned in 2014 to work on the Vivien project, where I progressed to mine manager and stayed until it was finished in February 2023. I then moved across to Penny.

In June 2023, I undertook the 2-day Leadership Intensive Workshop (part of the wider Leadership Development Program). Objectives of this workshop included:

- Understanding my role as a leader at Ramelius
- Gaining insight into my personal management styles, preferences and impacts
- Understanding strategies to communicate effectively with other styles
- Gaining insight and strategies into team development, conflict resolution and effective delegation
- Enhancing my skills to manage individual performance and provide effective feedback
- Building my skills and processes for supervising safe, cost-effective production

I found the workshop to be highly insightful with a highly engaging facilitator. It has had a positive impact on the way I perform as a leader and empowered me with tools to improve my management skills. By providing this workshop and the broader Leadership Development Program, Ramelius is demonstrating to all leaders within the company the importance the company places on them and their development.

Employee remuneration is based on the level of responsibility of each position, the technical skills and credentials needed to carry out the role, and benchmarking against internal relativities and industry statistics. This is set out in our Remuneration and Employee Benefits Procedure which applies to all Ramelius employees (unless otherwise detailed), whether full time permanent, part time permanent, full time maximum term, part time maximum term or casuals. At Ramelius, we are committed to ensuring that there is no discrimination at any stage of the pay review procedure. We conduct gender pay gap analyses and made like-for-like corrections. We will continue to take gender into consideration when conducting periodic reviews of employee remuneration.

Every Ramelius employee plays a crucial role in maintaining our strong sustainability performance. Our short-term incentive (STI) programme includes ESG-related Key Performance Indicator (KPI). This KPI accounts for 10% of an eligible employee's total potential STI and is determined by the Company's performance against its ESG Targets (see page 52 of the 2023 Ramelius Annual Report). The KPI will work to promote accountability and make sure the entire company is actively involved in attaining our collective sustainability goals. In FY23 we conducted a review of our organisational structure which was approved by the Nomination & Remuneration Committee. The review ensures

that roles are on the correct incentive level and that new starters are able to be shown where they belong within the Company's incentive scheme quickly and efficiently.

We recognise the importance of attracting and selecting talented people with the skills and capabilities to successfully perform their roles for the Company. Last year we introduced a programme for employee referrals to support recruiting and offer incentives for current employees. The Employee Referral benefit is designed to reward Employees for their referral of qualified candidates for positions at the Company. Since its implementation, we have experienced success in attracting talented individuals to join our workforce.

DEVELOPING THE NEXT GENERATION

We provide work placements, graduate programmes, and apprenticeships in an effort to support students and recent graduates who are seeking a future in the mining industry.

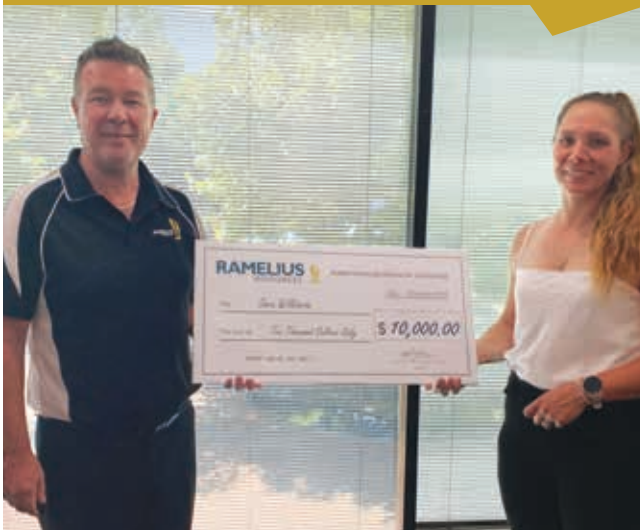
Our graduate program offers various workplace options across our operations such as open pit, underground, and exploratory settings. We strive to support graduates in their transition from study to professional work. We hired seven graduates and apprentices in FY23. These initiatives aim to promote and

develop participants into future leaders and technical experts by encouraging, testing, and rewarding them in a professional workplace setting.

We also regularly supply local primary school children a healthy morning tea and vegetables for their Sip & Crunch. A Department of Education initiative, Sip & Crunch offers students healthy food alternatives, such as fresh fruit and vegetables, to help them refuel and rehydrate for the day's learning.

We also sponsor the WA School of Mines Wallabies, a non-profit, student run organisation that participates in events and programs like the Australian Institute of Mining and Metallurgy (AusIMM) National Mining Competition and New Leaders Conferences, international collegiate mining competitions and orientation weeks.

CASE STUDY



Bob Kennedy Memorial Scholarship

In memory of former Chairman, Robert (Bob) Kennedy, Ramelius offer a \$10,000 scholarship that contributes to direct costs of study. The scholarship aims to help those in need of financial support to enable students to realise their full potential. The eligibility criteria encompass families of Ramelius employees and high schools within the communities where we operate, including Narembeen, Merredin, and Mount Magnet high schools.

In February 2023 we were pleased to announce the successful candidate for the Scholarship was awarded to Sara Wilkinson, Bachelor of Nursing at Edith Cowan University (ECU).

"I applied for this scholarship as I would be able to study full time, and in turn finish my studies sooner (in almost half the time) while significantly reducing the financial stress associated with my degree.

Having a degree in nursing will allow me to expand my career path, such as working towards being a paramedic with St Johns, or working at a nursing post in a remote mining community to name a few.

The Scholarship will pay for more than year's tuition for me plus uniform, shoes, extra tools and books. This will take a lot of stress off me and my family and will lighten my HECS dept, with only one to two years of tuition left to pay".

CASE STUDY

Mount Magnet SHINE/SHIMMER Educational Program

The SHINE program first commenced in 2020 to provide additional support to girls and young women living in Mount Magnet, to succeed at school and work towards their goals. The tailored SHIMMER and SHINE programs at Mount Magnet District High School (MMDHS) has been running for the past 3 years. FY23 was the third year that Ramelius have been involved, having proudly contributed \$20,000 per year towards program costs, as well as in-kind donations towards accommodation, flights and lunches. Providing these in-kind donations allows the facilitator from Geraldton to stay locally, on a drive-in drive-out delivery model, which otherwise wouldn't be possible due to lack of accommodation, and the flights are offered for the students and families to travel back to Perth.

Their complementary programs work alongside traditional education, with the aim of encouraging girls to stay in school. Encouragingly, SHINE has been the catalyst for increased school attendance rates, particularly on days the program has been running, despite MMDHS being a transient population with Aboriginal families. As a result of higher attendance rates, female students are receiving more opportunities to achieve their education goals and inspire others at the same time. Ramelius hold SHINE's belief, that developing girls' education provides them with increased opportunities in life, whilst empowering them to unlock their full potential and take the path to generational change.



Tigerlily Ryan – Shine Program

Having been through the Shine Program during school, Tigerlily Ryan is now an employee of Ramelius and a fantastic example of how the program benefits and helps set the girls up for future professional success. Tigerlily commenced with the Company as an admin officer and is now a full-time Process Operator. Tigerlily said:

"Being a part of the Shine Program and coming to Mt Magnet to work has been one of the best things because I am learning things I didn't know about. I enjoy being able to learn different things like learning how the plant works. I feel like I belong here I get along with the crew, you can always have a good laugh."

OUR PEOPLE



2023 has seen a tailored SHIMMER program get delivered to female students in years 5&6, and the SHINE program to female students in years 7 onwards. The 22 girls enrolled in the school programs receive ongoing support by dedicated program facilitator, Zoe Whitby. SHINE provide additional support within the school system through extracurricular activities, shaping their future opportunities and connecting them to the broader community. Mentoring and support within a safe space is available for sustained trauma, providing advocacy to support the girls in challenging times.

SHINE has local community support with Bidi Bidi, GRAMS, Department of Communities and Cecilia Kelly, all of which recognise the significance of having a program to empower and engage local girls at the school, particularly those at risk of experiencing social, family, emotional or health issues. SHINE facilitators and students also participate with local activities and events when they arise.

OVERVIEW
OUR BUSINESS
OUR COMPANY
OUR PEOPLE
OUR COMMUNITIES
OUR ENVIRONMENT
PERFORMANCE DATA
SASB CONTENT INDEX

OUR COMMUNITIES

COMMUNITY PERFORMANCE 2023

\$530,000
IN DONATIONS TO SUPPORT
COMMUNITY INITIATIVES AND
GROUPS IN FY23



\$631m
CONTRIBUTED TO
AUSTRALIAN ECONOMY
IN FY23*



* Includes a combination of goods & services purchased, wages, taxes, royalties, dividends, state and shire rent, and donations.

\$480,000
IN GRANTS TO SUPPORT FIRST NATIONS
COMMUNITY GROUPS OVER THE LAST EIGHT YEARS





OUR COMMUNITIES



GOAL 10: REDUCED INEQUALITIES

UN Rationale: Reduce inequality within and among countries.

Our contributions:

- We consider native title holders/indigenous communities one of our core stakeholder groups across all of our operations. We strive to work from a position of respect for local indigenous culture with the aim of creating goodwill, mutual awareness, understanding and respect.



GOAL 11: SUSTAINABLE CITIES AND COMMUNITIES

UN Rationale: Make cities and human settlements inclusive, safe, resilient and sustainable.

Our contributions:

- As outlined in our First Nations Peoples Policy, we work with Aboriginal representatives to improve communication and to better understand the views and beliefs of local First Nations communities. We aim to ensure that employees and contractors approach local sites with respect and a clear understanding of importance of the land to First Nations communities.



GOAL 17: PARTNERSHIP FOR THE GOALS

UN Rationale: Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development.

Our contributions:

- Ramelius partners with an extended number of public, private and civil society organisations to benefit stakeholders and drive positive impacts in communities. A selection of these can be found in the community section of this report.

OUR COMMUNITIES

At Ramelius we maintain genuine stakeholder engagement and establish partnerships that empower surrounding communities, build trust, and reduce operational risk. Our approach to managing our social responsibility ensures that we deliver sustainable and long-lasting social and economic benefits to native titleholders, local communities, and interest holders in the regions in which our projects are located.

Our commitments are upheld by our Community Consultation Policy which ensures that we:

- Establish appropriate levels of consultation and involvement at all stages of operations
- Provide information that is easily understood and accessible
- Establish a clear process for engagement appropriate for each community stakeholder
- Proactively engage with and respond to community views in an honest and balanced way; and
- Document actions, address complaints, and provide feedback that is transparent.

We are required by law to report on stakeholder consultation in our mining proposals for new projects, changes to existing

projects, as well as in our mine closure plans. Such consultation measures may take the form of reports, discussion, agreements, field tests work, site visits, and electronic correspondence with Shires in which we operate and government authorities.

There were no community grievances reported in FY23.

COMMUNITY INVESTMENT AND ENGAGEMENT

We are committed to involving local and First Nations Peoples communities in the areas in which we operate in planning and decision-making and ensuring accountability through effective communication and consultation strategies.

Last year we set a target to maintain contributions of up to \$2 per ounce of gold produced towards community investment and engagement activities. We are delighted to confirm that we achieved this target, with approximately \$530,000 of total donations and funding towards community events and initiatives. Moving forward into FY24, we have set the target to increase our contributions to \$3 per ounce of gold produced.

We recognise that financial and in-kind contributions make a significant impact in supporting the prosperity of our surrounding communities. Our community investments are carefully considered to ensure they address community needs, create positive change, as well as aligning with our business priorities. In FY23, we donated approximately \$530,000 to support initiatives and groups seeking to build lasting, positive community impact.



We also made \$10,000 worth of in-kind donations towards additional events and programs.

In FY23, our major donations went to the Shire of Mount Magnet's Community Benefit Fund, Shire of Narembeen Community Benefit Fund, CoRE Foundation Merredin Program, MACA Cancer 200 Challenge, Netball WA, Royal Flying Doctor Service, Fortuna Foundation Positive Spin Project, and the Gold Industry Group (GIG). An overview of the community-related projects in which Ramelius has been involved through our membership of GIG is provided in the Case Study which includes a snapshot of grants provided to local community groups.

As we progress into FY24, our intention is to establish a comprehensive Community Engagement/Stakeholder Plan. This is designed to implement a systematic approach, such as a company-wide policy, standard, framework, or management process, ensuring the effective inclusion of the interests of affected communities in our decision-making processes.

CASE STUDY

Gold Industry Group (GIG) Community Initiatives

Ramelius provides ongoing support to a wide range of initiatives covering communities, education, youth sport, diversity, tourism, First Nations Australians advancement, health & safety, environment, and economic growth, through our membership of the Gold Industry Group (GIG). These include:

- Pathways in Australia's gold industry for jobseekers, employees, students and teachers through Gold Jobs, a central online hub of employment opportunities
- Education in science, technology, engineering and mathematics (STEM) in Australian primary and secondary schools across four states through GIG's National Gold Education Program
- GIG's annual Great Diversity Debate which promotes gender diversity in the Australian gold mining industry
- Gold tourism initiatives and businesses to drive economic growth across WA's gold mining region through GIG's Heart of Gold Australia app which promotes Perth and Kalgoorlie Heart of Gold Discovery Trails and the other gold tourism experiences
- Educational and sporting pathways for women and First Nations communities through Netball WA of which GIG is a Premier Partner. This includes annual scholarships to assist student netballers pursue a career in gold mining and Leadership Camps held with Netball WA's Aboriginal All Stars to help young First Nations players develop their leadership qualities, prioritise health and well-being and improve their netball skills; and

Sporting opportunities, facilities and equipment for young female Aboriginal and Torres Strait Islanders through the Shooting Stars netball team of which GIG is a Premier Partner.

Ramelius employee, Mikayla Ginbey, facilitating Gold Class STEM sessions to year 5&6 students at Willetton Primary School



OUR COMMUNITIES

OVERVIEW

OUR BUSINESS

OUR COMPANY

OUR PEOPLE

OUR COMMUNITIES

OUR ENVIRONMENT

PERFORMANCE DATA

SASB CONTENT INDEX

CASE STUDY

MACA Cancer Ride 200

In October 2022, Ramelius team members participated in the MACA Cancer 200 Bike Ride, a 200km journey, raising vital funds for cancer research. The Harry Perkins Institute of Medical Research is WA's largest medical research institute which has made major discoveries around diseases including heart disease, diabetes, and cancer. The Company contributed approximately \$15,000 towards the cause, which was made up of donations to Ramelius' team 'Horse Power', and raffle tickets for Company employees for the MACA Raffle.



CASE STUDY

Breast Cancer Awareness Month

In line with the Breast Cancer Awareness month in October, Ramelius were proud to support the National Breast Cancer Foundation (NBCF), through the purchase of pink high vis shirts for our site employees.

The NBCF receive no government funding and rely heavily on the support of the public and organisations. For this reason, Ramelius were pleased to be involved to spread awareness, and contribute to the fantastic cause by purchasing pink Bisley high vis shirts for our site employees, which were embroidered with the NBCF logo, the Ramelius logo and their name. Bisley then donated \$3 to the NBCF, for each shirt purchased by Ramelius.

Ramelius employees



CASE STUDY

Royal Flying Doctor Service

Ramelius was proud to again sponsor the Royal Flying Doctor Service (RFDS) WA in FY23. Western Australia is a vast and remote state and making sure people across the regions have access to health care and emergency, life-saving treatment is what they do at the Royal Flying Doctor Service Western Operations. FY23 was the fourth year in which Ramelius sponsored the RFDS, which has seen funding go towards the purchase of a new Hamilton T1 Ventilator for their aircrafts, to ensure patients receive the very best care. Ramelius' funding has also contributed to technology and innovation, advanced medical equipment, training the best doctors and flight nurses and more.



CASE STUDY

CoRE Foundation Wheatbelt Hub

Ramelius was proud to again sponsor the CoRE program at Merredin College in FY23, a program which is based in the greater Wheatbelt region of WVA, extending from Ravensthorpe in the south, Northampton in the north and to the northern Goldfields in the east.

The CoRE program's vision is to 'imagine a better future where life-long learning is unleashed in the classroom'. This classroom is known as #therealclassroom, where industry practices are embraced by the students, and students are taken out into the real world to network with industry professionals.

CoRE hold various activities and initiatives throughout schools, including field trips, outdoor resources challenges, professional development/games, special STEM Events & conferences and more.



CASE STUDY

Naremben Community Benefit Fund

FY23 was the second year of the Ramelius Resources & Shire of Naremben Community Benefit Fund (CBF). The purpose of the fund is to provide grants to Naremben community groups for programs and / or community infrastructure. The fund represents a future-focused partnership between the Shire of Naremben, Ramelius Resources, and the Go Naremben Progress Association.

SPEED ALERT SIGNAGE (ST JOHN AMBULANCE)

Through the CBF, two Speed Alert signs were purchased to be erected on the Kondinin-Naremben Road and the Merredin-Naremben Road. The purpose of the signs is to assist drivers in ascertaining the speed of their vehicle. The signs will also be used to assist with SOCK (Save Our Country Kids) Week, a Naremben Community Resource Centre (CRC) initiative that has been a very successful safety campaign in past years. By having the alerts close to town, they will hopefully act as an additional safety measure within the townsite, protecting their pedestrians.



GOALS FOR THE NAREMBEN HOCKEY CLUB

Naremben Hockey Club hold their training weekly from March to late August, playing a minimum of 7 home and away games per season. The Club had a set of goals manufactured for the home field that they play and train on. It was noticed in 2022 that they were not up to the International Hockey Federation standard and are different in dimensions from other goals. Through the CBF, Ramelius were able to contribute to the new goals, which all the players are benefiting from.

'JOSH KENNEDY NIGHT' FUNDRAISING EVENT (BAT & BALL CLUB)

The Josh Kennedy Function was held by the Naremben Bat & Ball Club in March 2023 to raise money for junior sport in Naremben, whilst providing social opportunities for the community. The youth of the town had a great time at the footy clinic, attracting a large crowd to the function in the evening, with the special guests of Josh Kennedy and Mark LeCras. The event was highly successful, with over \$13,000 raised for the youth of the town.



OUR COMMUNITIES

FIRST NATIONS PEOPLES AND NATIVE TITLE

We value First Nations Peoples communities and are determined to engage from a place of respect and consider the culture, traditions, and cultural landmarks of these communities. In order to build support, awareness, and understanding between parties, we work to promote a cooperative attitude.

As defined in our First Nations Peoples Policy, we engage with representatives of First Nations Peoples to build stronger communication channels so we can better understand the views and beliefs of the First Nations communities local to our operations.

We make sure that workers and contractors respect culturally significant locations and are aware of the value the land holds for First Nations Peoples. We are dedicated to taking the necessary action to recognise and lessen any unanticipated consequences on First Nations Peoples' communities, lands, cultures, traditions, and cultural places from our actions.

We have been involved in a number of educational, cultural, and sporting initiatives to further our understanding of First Nations Peoples culture and strengthen our ties with communities. Examples of these initiatives are shown in the case studies below.

MOUNT MAGNET
COMMUNITY BENEFIT
FUND

FY23 saw the continuation of the Community Benefit Fund between the Shire of Mount Magnet and Mt Magnet Gold Pty Ltd. The purpose of the fund is to provide grants to the Mount Magnet community groups for programs and / or community infrastructure. In FY23, the MMCBF contributed to the Mount Magnet Racecourse resurfacing, the Shire Pensioner Unit Gopher and the Race Club Grounds beautification, to name a few.

MOUNT MAGNET
GROUNDS
BEAUTIFICATION

The Mount Magnet Race Club sought to install extra turf and reticulation to the Club Grounds. The club held their annual Gymkhana in April 2023, attracting young people from the region. The grounds beautification is expected to increase the liveability of the area, particularly focusing on the grounds adjacent to the playground. The funding allowed for new turf to be laid, with organic fertiliser, as well as new reticulation installed.



MOUNT MAGNET
RACECOURSE
RESURFACING

The Mount Magnet Racecourse is one of the few remaining functional racetracks that are still holding race events in this area. Their 2022 event drew in approximately 800 people of all ages and walks of life, from not only Mount Magnet but also neighbouring communities. Since the last resurfacing, the track had been deteriorating for some time, hence the request for funds to have it resurfaced. The resurfacing of the track has ensured that successful events will continue to run going forward, bringing the community together for fantastic days out.

SHIRE PENSIONER UNIT
GOPHER

The Shire requested funding for the purchase of a shared use Gopher (and shed to house it in at the Mount Magnet Pensioner Units) when it became apparent to a number of the local ratepayers, that some residents have been struggling with walking from their homes to the doctor's clinic, shops and shire office. This was particularly difficult during the summer when temperatures were extreme. After being approached by a local resident, the shire applied on behalf of the pensioners.

TAXES, ROYALTIES AND SUPPLIER PAYMENTS

Through the payment of taxes, government royalties, workforce wages and supplier payments, Ramelius makes a significant financial contribution to local, regional and national economies.

During the year, we achieved our FY23 target to improve year on year procurement spend within our regional areas. Having spent \$7.28 million on goods and services from local suppliers in FY22, we increased this figure by \$554k in FY23, bringing our total to \$7.83 million. Moving forward into FY24, we will once again target an increase in local procurement spending.

In FY23, we contributed over \$631.3 million to the Australian economy through the following mechanisms:

- **Goods & Services:** \$497 million
- **Wages:** \$65.8 million
- **Taxes:** \$36.7 million
- **Royalties:** \$18.3million
- **Dividends:** \$8.7 million
- **State & Shire Rent:** \$4.7 million
- **Community Contributions & Donations:** \$530,000

The Ramelius Board has approved a company-wide Tax Policy and Tax Control Framework, as well as a Financial Management Policy which outlines how the Company plans, records, analyses and reports financial and non-financial data. Collectively, these policies apply to directors, employees and contractors. The Tax policies are for internal use only and are not publicly available. The Tax policies require us to act with honesty, fairness, transparency, respect, and to not enter into transactions where they lack commercial substance. The Tax policies also require us to operate within the 'spirit' as well as the letter of the law, and to not establish entities or legal structures, including their use in tax havens, without sound non-tax commercial purpose and rationale. The Company must not enter tax avoidance schemes and must remain tax compliant in all of the jurisdictions it operates in. We are currently in the process of adding a publicly available statement of our tax strategy on our website.

The Company's internal Finance Standard describes the mandatory steps to be undertaken in Financial Management. The standard is issued in accordance with the Financial Management Policy and gives effect to the relevant Ramelius Risk Appetite Statement.

OUR COMMUNITIES



OVERVIEW

OUR
BUSINESS

OUR
COMPANY

OUR
PEOPLE

OUR
COMMUNITIES

OUR
ENVIRONMENT

PERFORMANCE
DATA

SASB CONTENT
INDEX

OUR ENVIRONMENT

ENVIRONMENTAL PERFORMANCE 2023

13% REDUCTION

IN TOTAL SCOPE 1&2 GHG EMISSIONS

7% REDUCTION

IN GHG EMISSIONS INTENSITY
(PER OZ GOLD PRODUCED)



**34% OF
DISTURBED
LAND**

HAS BEEN REHABILITATED



14% DECREASE

DECREASE IN TOTAL WATER
CONSUMPTION FOR MINING AND
PROCESSING ACTIVITIES



7% REDUCTION

IN TOTAL ENERGY CONSUMED



**CONDUCTED
CLIMATE SCENARIO
ANALYSIS
ASSESSMENT**



COMMENCED

SCOPE 3 GHG EMISSIONS
CALCULATIONS PROCESS



COMMENCED

ENERGY AND EMISSIONS
REDUCTION ROADMAP



OUR ENVIRONMENT



GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

UN Rationale: Ensure sustainable consumption and production patterns.

Our contributions:

- In addition to this Sustainability Report, we acknowledge our social responsibilities and the need to meet community expectations around ESG reporting. We report in accordance with the National Pollutant Inventory (NPI), National Greenhouse and Energy Reporting (NGER), Workplace Gender Equality Agency (WGEA) and the Modern Slavery Act 2018.



GOAL 13: CLIMATE ACTION

UN Rationale: Take urgent action to combat climate change and its impacts.

Our contributions:

- We are committed to understanding and proactively managing the impact of climate-related risks to our business and continue to align our climate response to the TCFD recommendations. This includes integrating climate-related risks and opportunities into our overall strategic planning and decision-making and exploring potential mitigation measures and actions.
- We understand and acknowledge that physical and transitional risks associated with climate change have the potential to negatively impact our business. Top priority climate-related risks include reduced water availability, extreme weather events, changes to legislation and regulation, reputational risk, and technological and market changes.

OUR ENVIRONMENT

We are committed to achieving a high level of environmental performance across all our operations. We have a responsibility to not only achieve all legislative compliance expectations but also to strive for best practice in meeting the environmental expectations of the communities in which we operate.

Our Environmental Policy outlines the guiding environmental principles and commitments we have set to ensure we conduct our business activities in a responsible manner.

We operate all mine sites in accordance with the policies, regulations and environmental requirements outlined in State and Federal legislation. All our operations have been assessed under a rigorous risk and outcomes-based environmental assessment process with clear objectives. We aim to ensure the environmental risk assessment and setting of site-specific environmental outcomes is consistent with the expectations of our stakeholders. Ongoing monitoring of approved projects occurs throughout the life of a project and measures environmental outcomes and completion criteria of each project.

Data on water, greenhouse gas emissions and energy, wastewater management, putrescible waste management, mine closure and rehabilitation, and biodiversity are collated annually across our operations. Much of the data are independently reported on by third party consultants. We began formal reporting on sustainability in FY20 and at that time, baseline environmental monitoring processes were established. This assisted the company in measuring our environmental performance and enabled us to strive for year-on-year improvements.

CLIMATE CHANGE MANAGEMENT

Ramelius is aware of its impact on global greenhouse gas emissions (GHG) and climate change. We recognise that risks related to the climate may have an impact on our business, and that we have a responsibility to reduce our emissions.

In accordance with the National Greenhouse and Energy Reporting (NGER), we continue to collect and report our annual GHG emissions, energy production and consumption performance. We continue to evaluate decarbonisation measures that will aim to reduce our overall emissions.

We have procedures and systems in place to measure air quality and our GHG emissions. Our short- to medium-term plan for controlling Scope 1 and Scope 2 emissions is to use grid electricity rather than burning diesel to power our sites. We have been successful with this at our facilities that are close to the electrical grid in Western Australia, in particular the energy-intensive processing hubs at Mt Magnet and Edna May, which are close to the grids of the Westonia and Mount Magnet townships. Currently, our remote regional sites must source electricity by using diesel, which is carefully tracked and optimised wherever practical.

This year, our net total of energy consumed was 2,127,470 GJ which results in a 6.7% decrease from last year's total. During the same period, our total Scope 1 and 2 emissions were 150,704 tCO₂-e (a 13% decrease from last year). These decreases are in line with the reduced activity at both our Vivien and Tampia sites. Our FY23 emissions intensity for ounces of gold produced was 0.62 tCO₂ -e/oz, which is lower than previous year's emissions intensity of 0.67 tCO₂-e/oz This falls below S&P's Global

OVERVIEW

OUR
BUSINESS

OUR
COMPANY

OUR
PEOPLE

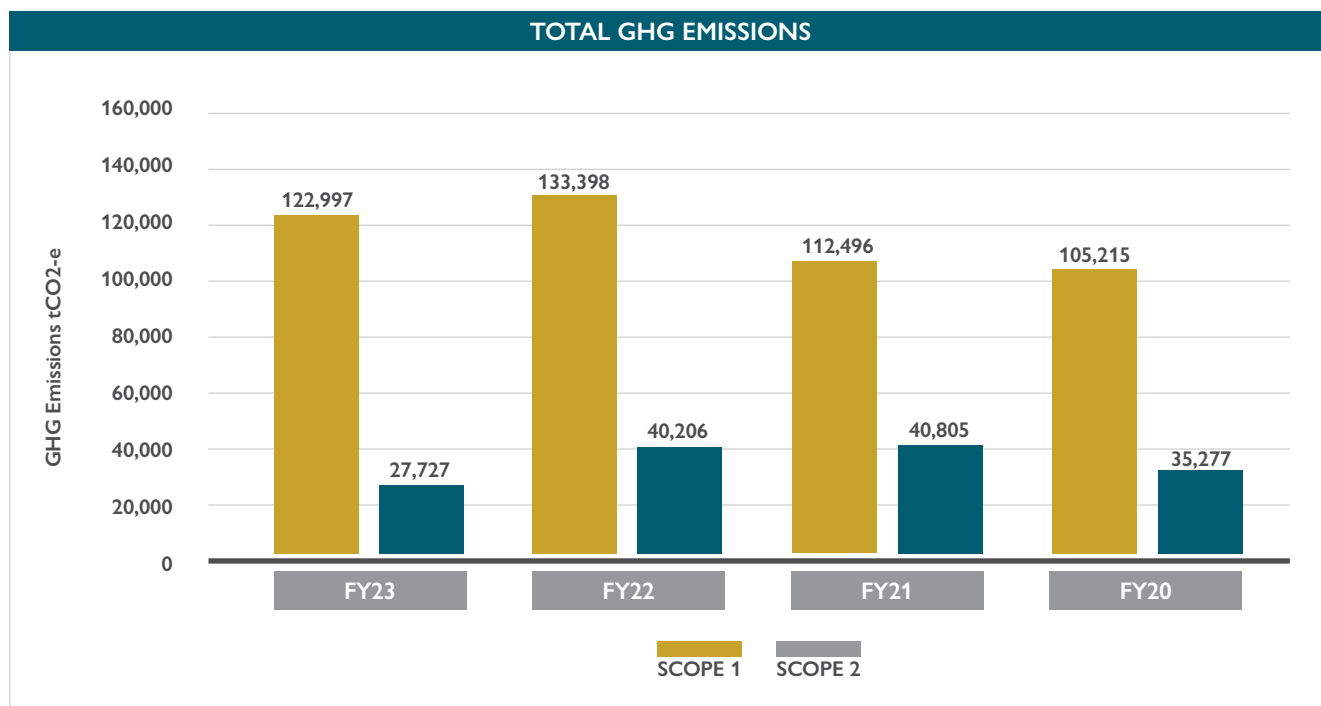
OUR
COMMUNITIES

OUR
ENVIRONMENT

PERFORMANCE
DATA

SASB CONTENT
INDEX

estimated 2020 emissions intensity average for Australian gold miners of 0.73 tCO₂-e/oz. An in-depth breakdown of our annual energy consumption and GHG emissions can be found in the performance data section at the end of this Report.



ENERGY AND EMISSIONS REDUCTION ROADMAP

We continue to review the feasibility, effectiveness, and availability of alternate technologies such as the use of renewable energy sources or low emission vehicles and trucks as a way of reducing emissions in the future.

In October of 2022, we established an energy and emissions reduction roadmap with the help of external specialists Partners in Performance. The multi-year roadmap covers five phases which include:

- planning and approvals
- manufacturing and construction
- market research
- trialling, optimising, developing infrastructures
- operation

The scope of the roadmap focuses on our Mt Magnet, Edna May and Rebecca operations and considers potential renewable projects and fleet electrification opportunities. Alongside this will be the formation of a project team for execution of the decarbonisation program.

The roadmap takes a comprehensive review of estimated costs, timeframes, benefits and challenges of achieving decarbonisation in our operations. By taking a thorough approach, we will ensure that our actions are in the best interest of our company as well as ensuring we are able to meet our emissions reductions

aspirations. Ultimately, an emissions target for 2030 will be set and this is targeted to be communicated with appropriate supporting data in the FY24 Sustainability Report.

Decarbonisation Activities Assessed	
Consumption Monitoring	<ul style="list-style-type: none"> • Mine-specific emissions reporting • Equipment-specific emissions reporting • Installing timers on industrial fans • Including a carbon price
Alternative Power	<ul style="list-style-type: none"> • Maximising proportion of power generation from gas rather than diesel at Mt Magnet • Exploring feasibility of solar, wind and battery power generation at Mt Magnet • Partnering with suppliers to move towards electric power alternatives
Fleet Efficiency	<ul style="list-style-type: none"> • Modifying pits to allow larger load-bearing trucks for greater fuel efficiency • Upgrade existing triple road trains to quad road trains • Examining alternatives to diesel powered trucks • Vehicle-specific emissions reporting

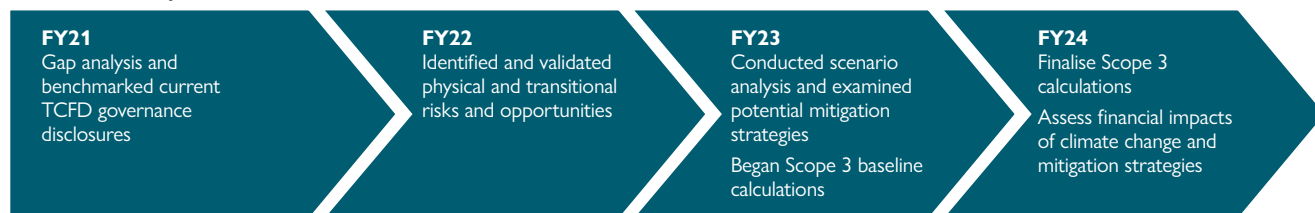
OUR ENVIRONMENT

CLIMATE RISK

Climate-related risk and the shift to a low-carbon economy are two important focus areas for our business.

We address these topics by continuing our alignment with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) framework. In FY23 we built upon our progress by conducting scenario analyses and beginning our Scope 3 baseline calculations. This was achieved with the aid of specialised sustainability and climate consultants, Futureproof.

TCFD Roadmap



TRANSITIONAL AND PHYSICAL RISKS AND OPPORTUNITIES IDENTIFIED

Transition Risks	Cause	Lines of Business Impacted	Short	Medium	Long
Increasing fuel & electricity costs	Reduced fuel supply Carbon taxes	Finance – increased costs Supply chain – access to capital	✓	✓	✓
Capital expenditure on alternative power generation	Investor & stakeholder pressure Emerging technologies	Finance – increased operational expenditure Operations – integration challenges & complexity	✓	✓	✓
Attracting & retaining talent	Employee preferences Competition with peers Diminishing labour pool	Workforce – can't fill required roles, increased turnover, errors Finance – increased recruitment costs			✓
Physical Risks	Cause	Lines of Business Impacted	Short	Medium	Long
Water stress	Extreme climate events Hotter temperatures Erratic rainfall	Finance – increased costs to access water Operations – processing capacity limits	✓	✓	✓
Severe weather events	Changing climate & weather	Finance – replacing damaged infrastructure, higher construction costs Operations – site access difficulties	✓	✓	✓
Opportunities	Cause	Lines of Business Impacted	Short	Medium	Long
Electrification & decarbonisation	Global trends Cheaper technology Social expectations	Finance – Reduced operational costs Operations – lower emissions			✓

Short-term = Risks and opportunities that may impact near-term financial results, including those that may materialise within the current annual reporting cycle.

Medium-term = Risks & opportunities that may materially impact financial results due to longer-term manifestation of climate-related impacts that may require significant adjustment of strategy, including those that may materialise over a 2-5 year timeframe.

Long-term = Risks and opportunities that may fundamentally impact the viability of our long-term strategy and business model, including those that may materialise over a 5-10 year timeframe.



TCFD Recommendation	Ramelius Approach	Our Progress
GOVERNANCE Disclose the organisation's governance around climate-related risks and opportunities		
Describe the Board's oversight of climate-related risks and opportunities	<p>The Ramelius Board ensures that climate-related risks and opportunities are incorporated into the strategic direction and objectives they set out. Climate risk topics are included on board agendas where examination and discussion take place. The Board is committed to disclose climate-related strategies consistently and transparently to stakeholders. To help carry out this work, The Board has delegated responsibility to oversee the Company's risk management systems, sustainability programs and mitigating controls to the Risk & Sustainability Committee. This Committee is comprised of Independent Non-Executive Directors, including the Chairperson, and the CEO, and is appointed by the Board on whose behalf it acts.</p> <p>In accordance with the Risk & Sustainability Committee Charter the Committee is responsible for making recommendations to the Board regarding the Company's sustainability objectives, including its climate change strategy. The climate change strategy ensures both physical and transitional climate related risks and opportunities which affect the Company's ability to achieve its objectives are identified, assessed and where relevant, mitigated. This includes oversight of Ramelius' pathway towards decarbonisation and emissions reductions. The Committee also oversees the management of specific climate-related risks and opportunities through regular review of global best practice, internal compliance programs and relevant sustainability frameworks. The Committee reports to the Board a minimum four times per year.</p> <p>Our risk appetite is approved by the Board and determines the approach adopted by the Leadership Team in achieving the Company's strategic goals.</p>	<ul style="list-style-type: none"> ✓ Five Committee meetings held during FY23 with all members in attendance ✓ On recommendation from the Committee, the Board endorsed the development of an Energy & Emissions Reduction Roadmap. ✓ Committed to continuing TCFD alignment by conducting scenario analyses and resilience testing in FY23. ✓ Completed a peer benchmarking review to set a baseline reference point for actions and disclosures in relation to climate-related risks and opportunities ✓ Enhanced Board climate risk knowledge levels through specialist training carried out by ESG and climate consultancy Futureproof. ✓ Inclusion of climate change risks within Environmental Policy ✓ Leadership members participated in interview process for scenario analysis assessment.
Describe management's role in assessing and managing climate-related risks and opportunities	<p>At management level, the Ramelius Executive Team, led by the CEO, is responsible for fulfilling Board-approved strategies, policies, and associated risk management plans which include climate-related issues. Management, via the CEO, reports progress and activities to the Risk & Sustainability Committee at each meeting. The Group Environment Manager provides central coordination through to the Leadership Team and CEO.</p> <p>At site level, Risk Registers include risks and mitigation plans at all operations. Senior Managers prepare an annual Sustainability Report for endorsement by the Risk & Sustainability Committee and approval by the Board. The Company's risk management program, Ramelius Essentials, supports the objective of being a sustainable gold producer. Senior Managers across all functions are responsible for embedding strategic risk management in decision making at every level of the company.</p> <p>The Sustainability Working Group supports management's role in overseeing sustainability risks and opportunities, including those related to climate change. This Group consists of cross-functional members and contains representation from each of our business units. Climate-related risks and opportunities are discussed and escalated, when required, to the Committee.</p> <p>Ramelius management are responsible for reviewing and monitoring, and reporting to the Board where appropriate, on matters including:</p> <ul style="list-style-type: none"> • The effectiveness of the Company's policies, systems and governance structure in identifying and managing material climate-related risks. • The coordination and review of climate-related risks, strategy, and reporting. • The development and implementation of initiatives regarding emissions reduction. <p>The policies and systems for ensuring compliance with applicable legal and regulatory requirements associated with climate-related matters.</p>	<ul style="list-style-type: none"> ✓ Mandated that climate-related risks and opportunities are a responsibility of all Senior Managers across all functions. These managers form the Sustainability Working Group that meets quarterly to discuss climate and other ESG risks and opportunities. ✓ Working towards enhancing management's role in climate-related matters will continue during FY24 ✓ Enhanced management climate risk knowledge levels through specialist training carried out by ESG and climate consultancy Futureproof. ✓ Management prepare an Annual Sustainability Report for endorsement by the Risk and Sustainability Committee and approval by the Board.

OUR ENVIRONMENT

TCFD Recommendation	Ramelius Approach	Our Progress
STRATEGY Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning		
<p>Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long-term</p> <p>Short-term = Impacts near-term financial results, or may materialise within the current reporting cycle</p> <p>Medium-term = Extended manifestation of impacts that may require significant strategy adjustment strategy, including those that may materialise over a 2-5 year timeframe</p> <p>Long-term = Fundamentally impacts the viability of our long-term strategy and business model, including those that may materialise over a 5-10 year timeframe.</p> <p>Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning</p> <p>Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario</p>	<p>Emissions and climate is a material topic for Ramelius. Our comprehensive approach to sustainability is embedded in our corporate strategy and our sustainability statement to "deliver more than just financial benefit. It's about the way we do business, the relationships we build with our people and communities and the efforts we make to conserve the environment."</p> <p>In January 2022 the Company's Sustainability Working Group carried out a climate risk assessment to compile the draft list of short, medium, and long term climate risks and opportunities. Climate risks were categorised as either transitional or physical with potential causes and impacts determined. Each risk and opportunity were then given a rating according to three different areas: likelihood, consequence, and control. Likelihood refers to the probability of the risk occurring within a particular timeframe. Consequence deals with the potential outcome of a risk event that affects a firm's operations. The control aspect refers to any actions or processes a company has in place that can reduce the likelihood of risk events occurring or minimise risk impacts. These factors were combined to produce an overall risk rating of either extreme, high, moderate, or low. A list of the risks and opportunities considered can be found below in the table titled 'Climate Risks and Opportunities'. A review of the identified risks and opportunities was conducted during FY23 as part of our scenario analysis assessment. No changes were made.</p> <p>Climate related risks and opportunities are considered in annual strategic planning with the Board and executives. The strategic planning process includes a comprehensive scan of changes and emerging issues associated with our internal and external business environment. The issues and their implications are analysed, with actions to mitigate risks and capture opportunities, incorporated into an annual strategic initiatives plan. The 2022 scan revealed several issues specifically relating to climate related risks and opportunities. These relate to stakeholder requirements, investor and community attitudes, emerging technologies, competitor activity and changes to the natural environment. In addition, specific TCFD initiatives are incorporated in the annual Essentials workplan.</p> <p>In FY23 we completed a climate scenario assessment report presenting the key outcomes of our climate scenario analysis. Climate scenarios are hypothetical pathways of potential future climate outcomes based on different climate policy, technology, and market assumptions. By considering a range of climate scenarios, we better understand how various climate-related risks and opportunities may affect our operations, supply chains, markets, and financial performance over time.</p>	<ul style="list-style-type: none"> ✓ Identified and validated physical and transitional climate risks and opportunities over the short, medium, and long term. ✓ Reviewed which business lines could be impacted by climate related risks and opportunities. ✓ Conducted a scenario analysis assessment against three potential climate pathways. ✓ Established an Energy and Emissions Reduction Roadmap. ✓ Working towards addressing the financial impacts of climate related risks and opportunities.
RISK MANAGEMENT Disclose how the organisation identifies, assesses and manages climate-related risks.		
<p>Describe the organisation's processes for identifying and assessing climate-related risks</p>	<p>In FY21 a Sustainability Risk Register was established relating to many ESG aspects such as safety, environment, community, and compliance. The register is subject to an annual risk and change review with ongoing monitoring of control activities. In FY22 a climate change risk review was conducted with the outcomes incorporated into the Sustainability Risk Register. Climate-related risks and opportunities are identified by the Risk and Sustainability Committee who then make recommendations to the Board for approval. Once the Board approves the climate risks as material, they are then placed into the Sustainability Risk Register which is an important component of the overall enterprise Risk Register. The risks and opportunities with an 'extreme' or 'high' rating were approved by the Board in FY22. Currently, climate-related risks are addressed on a longer-term basis, while other sustainability risks are shorter to medium-term. A review of the identified risks and opportunities was conducted during FY23 as part of our scenario analysis assessment. No changes were made.</p> <p>Emerging regulatory requirements is one risk example we are addressing as part of our long-term climate risk management. The Company participates in the WA Chamber of Minerals and Energy (CME) Climate and Energy Reference Group (CERG). The CERG is tasked with leading policy development on climate, greenhouse gases, and energy-related issues impacting the resource sector. As members, we contribute to developing legislation and reform by providing advice to the CME Environmental Committee. By being at the forefront of policy change, we will be prepared for emerging regulatory requirements for climate change action and contribute to industry initiatives to reduce impact.</p>	<ul style="list-style-type: none"> ✓ FY21 Sustainability Risk Register was established. The register is regularly reviewed by the Risk & Sustainability Committee. ✓ Conducted a climate change risk review in FY22 with material risks incorporated into the Company's overall Risk Register, on behalf of the Board's approval. ✓ Reviewed climate-related risks and opportunities in FY23 as part of scenario analysis assessment.

OVERVIEW

OUR BUSINESS

OUR COMPANY

OUR PEOPLE

OUR COMMUNITIES

OUR ENVIRONMENT

PERFORMANCE DATA

SASB CONTENT INDEX

TCFD Recommendation	Ramelius Approach	Our Progress
METRICS AND TARGETS Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material		
<p>Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.</p> <p>Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.</p> <p>Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.</p>	<p>At Ramelius, we recognise the importance of utilising data metrics to assess and manage our climate-related risks and opportunities. We ensure our data metrics are useful for decision making, clear and understandable, and consistent over time. For the past three years we have disclosed our annual Scope 1 and 2 greenhouse gas emissions in accordance with NGER methodologies (found within Performance Data section). Reporting consistent and historical data allows us to track our emissions performance and progress. For the second consecutive year, we have disclosed our emissions data at a site level to provide a clearer picture of our carbon footprint.</p> <p>The TCFD recommendations encourage companies to set and disclose targets for their climate-related metrics. During FY23 we continued to refine our data metrics and began calculating our baseline Scope 3 emissions. We plan to set an emissions reduction target in FY24. Setting targets will help to galvanise climate-action efforts and identify any gaps in our current operations.</p>	<ul style="list-style-type: none"> ✓ Measured and disclosed Scope 1 and 2 emissions for the past four years. Disclosed site level emissions for the past two years. ✓ Measurements are made using GHG Protocol and Australian government NGER methodologies by specialist carbon accounts Greenbase. ✓ Disclosed emissions intensity for tonnes of emissions per oz of gold produced. ✓ Commenced baseline Scope 3 emissions calculations.

CLIMATE SCENARIO ANALYSIS

We are committed to understanding and managing the impact of climate-related transition and physical risks.

To support this commitment, we conducted a climate scenario analysis. Climate scenarios are hypothetical pathways of potential future climate outcomes based on different climate policy, technology, and market assumptions. By considering a range of climate scenarios, we can better understand how various climate-related risks and opportunities may affect our operations, supply chains, markets, and financial performance over time.

The assessment invited us to consider how our strategies might change to address potential climate-related risks and opportunities to better understand the potential implications of climate change on the company. The use of scenarios in assessing climate-related issues and their potential financial implications is important for improving the disclosure of decision-useful, climate-related information.



Three scenarios were developed to describe potential future conditions at different time horizons and were based on the research of globally recognised institutions such as the International Energy Agency (IEA) and the Intergovernmental Panel on Climate Change's ('IPCC'). They provided information on how we are analysing, preparing and aligning the business for the risks and opportunities that may emerge due to climate change.

Interviews were conducted with Ramelius senior leadership to discuss the impact of the different climate scenarios on the business. The focus was to examine how different factors play out under each scenario using a Social, Technological, Economic, Environmental and Political ('STEEP') framework. Each factor describes potential future conditions at different time horizons. All of these descriptions set the scene of what the future would look like in different scenarios.

OUR ENVIRONMENT

Key factors	Scenario 1	Scenario 2	Scenario 3
Scenario description	<ul style="list-style-type: none"> Climate resilient scenario On track to meet targets under the Paris Agreement. Ambitious and achievable emissions targets are set Fast technological advancement and adoption, and strong regulation Depicts a successful climate transition through robust policies and incentives for all sectors and industries 	<ul style="list-style-type: none"> 'Middle ground' scenario Existing emissions targets are assumed to be fully met on time. However, no additional ambitious targets are set Government climate policies tend to be conservative Climate mitigations mostly determined by market mechanisms, business decisions and consumer expectations 	<ul style="list-style-type: none"> Business-as-usual scenario Trajectory implied by today's policy settings Governments do not release any new climate policies Emissions targets are not met Industries continue their current practices without substantial investments in renewable energy. High temperature rise (around 4°C) by the end of the 21st century
Scenario referenced	<ul style="list-style-type: none"> IEA NZE Scenario IPCC RCP 2.6 NGFS Orderly Transition Scenario 	<ul style="list-style-type: none"> IEA APS Scenario IPCC RCP 4.5 NGFS Disorderly Transition Scenario 	<ul style="list-style-type: none"> IEA STEPS Scenario IPCC RCP 8.5 NGFS Hot House World Scenario
Policy ambition⁴	Below ~2°C	~3°C	~4°C
Research focus on timeline⁵	2030 and 2050	2030 and 2050	2030 and 2050
Climate awareness	High	Moderate	Low
Technological advancement	Fast	Moderate	Slow
Extreme weather events	Infrequent	Moderate	Frequent
Fossil fuel supply	Low	Moderate	High
Renewable energy supply	High	Moderate	Low
Climate policy drive	Heavy increase	Moderate increase	No additional climate policies

4. Policy ambition refers to the policies countries proposed and to be proposed would limit warming to around below 2°C, around 3°C or around 4°C by 2100.

5. There are no definite timestamps for these scenarios. They illustrate possible futures at potential time horizons and how different actions lead up to degrees of temperature rise.



Potential climate-related risks and opportunities associated with key scenario factors were assessed by senior leaders, while talking into consideration our sensitivity to assumptions under various time horizons. The different scenario factors and potential risks and opportunities identified are summarised in the table below.

Factors considered	Scenario context	Potential risks & opportunities
Social – Environmental awareness and investor behaviour	Changing public environmental awareness and investor behaviour results in investment allocation towards companies whose products offer greater contribution to decarbonisation	<ul style="list-style-type: none"> • Risk: Decreased financial capital attraction due to shifting stakeholder sustainability expectations. • Risk: Decreased demand for new gold projects.
Social – employment in the gold industry	Employees expect that businesses will act effectively to tackle climate change. Failing to adapt and transition to a low-carbon future may impact the ability of the gold industry to attract and retain talent.	<ul style="list-style-type: none"> • Risk: Challenges associated with attracting and retaining talent due to changing stakeholder behaviours.
Technological – investment, innovation and development	Innovation and technological advancement provides increasingly affordable and reliable clean energy alternatives which will redirect existing capital away from fossil fuels.	<ul style="list-style-type: none"> • Risk: Prohibitive financial impact due to technological change relative to mine life. • Opportunity: Engaging with contractors to encourage adoption of renewables.
Environmental – rising sea levels and extreme weather events	Physical risks resulting from climate change can have financial implications such as direct damage to assets and indirect impacts from supply chain disruption.	<ul style="list-style-type: none"> • Risk: No significant physical risks were identified as having material impact on carrying value or cost of Ramelius' operations
Economic – fossil fuel and renewable energy supply	Increasing demand for renewables may result in reduced demand for fossil fuels. This reduction can influence fossil fuel investment decisions, production levels and prices. An increasing supply of renewables could also influence the same economic factors.	<ul style="list-style-type: none"> • Risk: Increased fossil fuel prices would not pose a risk in the short-term. • Opportunity: Decreasing renewable energy costs could create cost reduction opportunities in the long-term.
Policy – public policy on climate change mitigation, adaptation and carbon pricing	Ambitious climate change policies are put in place to achieve targets of the Paris Agreement. Comes in the form of mandates, incentives, advocacy and carbon pricing.	<ul style="list-style-type: none"> • Risk: Growing costs due to increased regulation.

The scenario analysis helped to broaden the views and considerations that go into our business strategy development and improve specific planning decisions to help strengthen the resilience of Ramelius. Moving forward, we will use the factors, trends and assessment results as reference points. This will enable us to stay ahead of future events such as emerging regulations, technological trends and changing stakeholder behaviours. After understanding the climate-related risks or opportunities that may affect lines of business under various scenarios, we will continue to explore mitigation and adaptation initiatives to address risks and capture opportunities.



SCOPE 3 EMISSIONS CALCULATIONS

Scope 3 emissions encompass a broader range of greenhouse gas emissions that occur throughout the entire product life cycle, from production to transportation and end-uses.

Scope 3 emissions can be challenging to quantify and manage, but they are increasingly recognised for understanding and assessing companies' entire value chain emissions impact and identify areas of high risk. In this context, we commenced our first Scope 3 materiality analysis and baseline data collection. This exercise helped us gain insight into our major carbon footprint beyond our direct operations (Scope 1) and indirect emissions from energy consumption (Scope 2), allowing us to better understand and address our broader sustainability challenges and opportunities.

The following were considered applicable to us and included in our assessment:

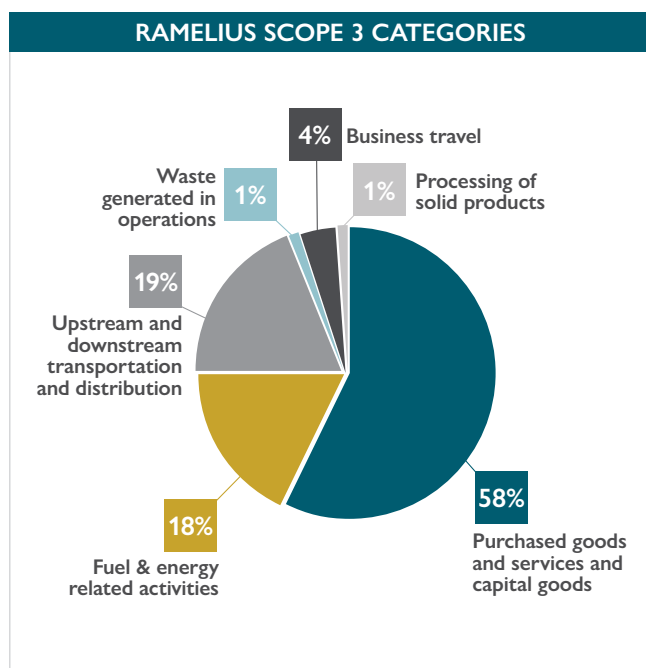
- Purchased goods and services
- Capital goods
- Fuel and energy related activities

OUR ENVIRONMENT

- Upstream transportation and distribution
- Waste generated in operations
- Business travel
- Employee commuting
- Downstream transportation and distribution
- Processing of sold products

Our approach to addressing Scope 3 emissions is evolving. Our first Scope 3 assessment adopted spend-based and average-data methods. We will seek opportunities to adopt hybrid and supplier-specific methods in our subsequent assessments, reflecting our commitment to continually improving our understanding and management of our environmental impacts.

In FY23, our total Scope 3 emissions were estimated at 212,668 tCO₂-e. The most significant contributions to our Scope 3 emissions are purchased goods and services and capital goods at 58% of total Scope 3 emissions. A breakdown of our Scope 3 emissions categories is provided in the pie chart.



OTHER EMISSIONS AND AIR QUALITY

Weather, analyse, and report estimates of materials moved (usages), emissions to air (fugitive), and transfers of National Pollutant Inventory (NPI) substances in our waste streams, including atmospheric pollutants across our sites. We utilise the following clean production practises and pollution control tools:

- dust suppression (water sprays/chemical suppression)
- breaks/covered/enclosed stockpiles
- continued inspection and monitoring programmes for potential spills or leak sources,
- improved maintenance scheduling
- record keeping, and procedures

- installed overflow alarms and automatic shutoff valves on reagent and waste discharge lines.

We recognise that dust pollution from mining and trucking activities can also reduce air quality. Procedures are in place across all our mine sites to reduce dust generation by watering surfaces with saline water and monitoring dust deposition levels at sensitive environmental receptor locations. There have been no air quality non-compliances during the reporting period. The Performance Data section of this report contains our air emissions performance for this year.

WATER AND WASTEWATER MANAGEMENT

At Ramelius we recognise that the semi-arid geographical locations of our operations are in some of the most water-deprived regions of the WA's Wheatbelt and the Goldfields.

The climate in these areas is mostly hot and dry with variable annual rainfall. We are conscious of water being a valuable resource, not just to our operations but also to the communities and pastoralists of the regions in which we operate.

It is our objective to maximise efficiencies of water use, this includes eliminating leaks and spills through infrastructure maintenance programs; actively recirculating water for mining and processing activities; and eliminating wastage. This is achieved through the reclamation of water from tailings storage facilities (TSFs) for re-use in the processing circuit as well as the recirculation of water used for underground services.

We strive for optimal water management by maximising our re-use of water, minimising our reliance on natural surface and groundwater sources and preferentially utilising sources of saline water, instead of freshwater.

Each site complies with water licensing conditions to ensure our operational impacts are ecologically sustainable, environmentally acceptable, not prejudicial to other current and future needs for water and unlikely to have a detrimental effect on another user or source. Volumes of groundwater abstracted as well as recycled process water are measured at each site, with water quality testing undertaken in accordance with licence conditions. Hydrogeological analysis identifies risks associated with water abstraction and discharge. Annual Groundwater Monitoring Summaries are produced in accordance with Environmental Protection licences. Annual Audit Compliance Reports are submitted to the Department of Water and Environmental Regulation. When processing ore, mine dewatering or water reclaimed from the TSF is used. Supplementary water is sourced from groundwater bores. In the disposal of wastewater at our operations, we conduct monitoring to measure the impacts this may have on surrounding environments.

6. Spend-based estimates emissions for goods and services by collecting data on the economic value of goods and services purchased and multiplying it by relevant secondary (e.g., industry average) emission factors

7. estimates emissions for goods and services by collecting data on the mass (e.g., kilograms or pounds), or other relevant units of goods or services purchased and multiplying by the relevant secondary (e.g., industry average) emission factors

During FY23, we abstracted a total 5,018ML of raw saline water for all our sites which decreased from last years' abstraction volume of 6,183ML. An additional 1,605ML of wastewater was reused at Ramelius' two processing plants; reclaimed from ponding on the Tailings Storage Facilities (TSF).

In FY24, we will access sources of saline water for our operations in preference to freshwater and continue to recycle and re-use water from TSFs reducing demand on groundwater resources.

WASTE AND TAILINGS MANAGEMENT

GENERAL WASTES

Mining operations have the potential to generate significant streams of hazardous and non-hazardous waste. We manage product stewardship by purchasing from reputable suppliers with a preference for local WA sourced goods.

We manage putrescible wastes and recycle goods as efficiently and cost-effectively as possible. Some sites have licensed landfills in operation, to manage putrescible wastes. Some recyclable wastes are separated, temporarily stored, and then removed from site when economic quantities are reached. Waste oils, grease and other hydrocarbon-contaminated wastes are taken to a licensed management facility for disposal or recycling by a licensed waste transport provider. Several of our sites have hydrocarbon bioremediation pads where hydrocarbon contaminated soils can be rendered inert using biological processes. Other waste products include effluent from wastewater treatment plants which is also treated biologically, with some treated wastewater used for irrigation of revegetated areas at Edna May.

HAZARDOUS MATERIALS

A formal Hazardous Materials procedure is in place detailing requirements for the purchase, transport, storage, use and disposal of hazardous substances and dangerous goods. A hazardous substance register is developed and maintained consisting of an index of substances used for each site with all personnel having access to this register.

When disposing of hazardous materials, each chemical undergoes a risk assessment. Records of hazardous materials received, stored, and disposed of are maintained, in accordance with the Hazardous Chemical Management Procedure.

Ramelius undertakes internal audits of waste management to ensure compliance with statutory requirements. The volume of wastes disposed is measured and reported in the Ramelius National Pollutant Inventory reporting and in accordance with National Environment Protection Measures (Implementation) Act 1998. During the reporting year, there has been no significant incidents associated with handling, storage, transportation, or disposal of hazardous materials used in mineral processing activities.

TAILINGS STORAGE FACILITIES

Ramelius builds, owns, and operates Tailings Storage Facilities (TSF) at our two processing hubs: at Mt Magnet and Edna May. The design, construction, operation, and closure of these facilities is controlled by government regulation, codes of practice and relevant guidelines, as well as our own internal standards, policies, and management processes.

The chosen location, design, construction method, operational strategy, monitoring and surveillance, emergency response planning and rehabilitation of each TSF undergoes a rigorous risk and environmental impact assessments prior to approval.



OUR ENVIRONMENT

Specialist engineers are engaged by Ramelius to ensure all factors that can potentially impact the long-term performance of each TSF are considered and addressed. The design process is complex and ensures the integrity and safety of each TSF during; normal and irregular operation; extreme weather and events; and decommissioning.

During the reporting period, there were no incidents of seepage from the tailings facilities that contain any meaningful concentration of hazardous materials, or significant spills or releases that had impacts on the environment, employees, and/ or surrounding communities. TSF's were operated in accordance with license conditions. It is Ramelius' ongoing objective to meet compliance with TSF statutory obligations.

Moving forward into FY24, we will continue construction of TSF lifts at both our Edna May and Mt Magnet Operations. During the year we will also submit applications for the construction of a second TSF.



OVERVIEW

OUR
BUSINESS

OUR
COMPANY

OUR
PEOPLE

OUR
COMMUNITIES

OUR
ENVIRONMENT

PERFORMANCE
DATA

SASB CONTENT
INDEX



BIODIVERSITY

We recognise that our activities have the potential to cause harm to the natural environment and that we must act upon opportunities to minimise environmental impact. We seek, wherever possible, to minimise harm, while acting as a responsible custodian of the environment.

We act in accordance with statutory obligations imposed on our operations. We aim to minimise harm to the environment by managing risks. Occasionally, significant fauna, flora and vegetation are encountered during surveys and additional levels of planning are required to manage and mitigate associated risks. Ecosystem Function Analysis results of analogue sites are compared against rehabilitation sites to measure the success of our restoration measures.

We seek to protect fauna, flora, and vegetation so that biological diversity and ecological integrity are maintained. Each of our new greenfield projects and proposed operational expansions are subject to rigorous environmental baseline and impact assessment studies, undertaken to a standard consistent with best practice guidance. All of these baseline environmental and biodiversity study reports are submitted to environmental regulators during the mining project permit application process. The information contributes to Western Australia's environmental and biodiversity datasets which then provides a broader decision-making base for regulators, an expanded knowledge base of the State's flora and fauna, and improved availability of environmental information for the community to create better environmental outcomes for the State.

During the reporting year, we commenced a review and refinement of our group wide Environmental Management System (EMS). The EMS operates in accordance with our stand-alone Environment Policy that was developed last year. The purpose of the EMS is to guide our operations in identifying and managing risks, and minimising environmental impacts of our operations. This helps us to understand, long-term threats to the sustainability of our operations, including climate change.

The potential for acid rock drainage (ARD) impacts to the surrounding environment is measured by monitoring of TSF bores designed to detect leaching by ongoing monitoring regimen. We do not currently monitor leachates from the waste rock landforms (WRLs), although we do conduct periodic photo monitoring. We have management practices to encapsulate sulphides within the WRLs and our operations are unlikely to have climate conditions conducive to leaching these sulphides.

In accordance with our goal towards rehabilitation, we have rehabilitated approximately 747ha of land to date. We will continue to ensure our impacts on biodiversity are managed in compliance with conditions of approvals and permits.

OUR ENVIRONMENT

MINE CLOSURE AND REHABILITATION MANAGEMENT

We understand the importance of implementing appropriate mine closure, rehabilitation and eventual tenement relinquishment plans for the successful delivery of a defined post-mining land use at all our sites. All our operations seek to minimise land clearing.

In Western Australia, it is a legal requirement that Mine Closure Plans (MCP) be submitted to the Department of Mines, Industry Regulation and Safety (DMIRS), pursuant to the requirements of the Mining Act 1978 (WA). All Mining Proposals and MCPs are publicly available through online system MINEDEX – maintained by DMIRS.

We approach mine closure as a disciplined and integrated practice with a process of early planning, progressive rehabilitation during operations, and final decommissioning, rehabilitation, and relinquishment. Consideration is given to environmental, social, and economic factors from an early stage of mine development and throughout the life of our projects, and we use a risk and opportunity-based process to guide decision-making in planning and implementing closure-related activities. We engage with stakeholders to achieve these commitments. Progressive rehabilitation is undertaken across the group at each site and Ramelius is well positioned to achieve objectives set out in the MCP.

Closure models are reviewed twice annually with an Internal half year review and an end of year review by external auditors. We engage an external party to prepare triennial review of closure estimates. Our Rehabilitation Expenditure Procedure ensures consistent application and evaluation to enable appropriate allocation of provision for rehabilitation on a group basis.

The closure outcomes we strive to achieve are a balanced result of social, environmental, and legal considerations. Revegetation targets are primarily on restoring the disturbance land in a manner that promotes biological diversity and ecological integrity. Where possible, waste dumps are profiled during active operations to promote progressive rehabilitation.

No operations were closed during the FY23 reporting period. The Vivien site was placed into care and maintenance in March 2023 with progressive rehabilitation and closure activities being undertaken during the reporting year. The Tampia site ceased mining in May 2023 and progressive rehabilitation and closure activities are ongoing. This site remains operational with haulage activities planned into the next reporting period. The amount of land currently under rehabilitation is 747 hectares which equates to 34% of disturbed land restored.

Moving forward into FY24, we will continue to achieve closure outcomes and criteria established in our MCP. This includes undertaking mine closure tasks at Marda, Tampia and Vivien. We also plan to commence rehabilitation projects at Mt Magnet which includes installing fencing for management of goats and a weed eradication program.



OVERVIEW

OUR BUSINESS

OUR COMPANY

OUR PEOPLE

OUR COMMUNITIES

OUR ENVIRONMENT

PERFORMANCE DATA

SASB CONTENT INDEX

PERFORMANCE DATA

ECONOMIC PERFORMANCE AND CONTRIBUTIONS

Economic contribution			
	FY23	FY22	FY21
Contributed into Australian Economy (A\$) million	631.3	622.1	529.9
Direct spend with community organisations (A\$) million	12.9	11.3	10.2
Reconciliation to income tax payable (A\$) million			
Profit before income tax expense	90.3	22.5	174.7
Permanent differences	5.5	15.1	1.1
Temporary differences:			
– Accounting and tax depreciation differences	-12.5	3.8	4.5
– Mine development	-79.7	39.9	13.9
– Exploration and evaluation expenditure	-30.9	-18.4	8
– Provisions	0.1	-1.1	0.8
– Other	2.2	-1.5	11
Taxable income before utilisation of carried forward tax losses	-25.0	60.3	139.1
Australian income tax payable	-7.5	18.1	41.7
Corporate income tax paid during the year ended	-	-20.7	3.9
Utilisation of carried forward losses	-	-2.6	7.5
Net income tax payable/(receivable)	-7.5	-5.2	30.3

PERFORMANCE DATA

Economic Contributions	Unit	Supplier payments		Wages		Dividends		Interest		Taxes		Royalties		State and Shire Rent		Total contribution	
		FY23	FY22	FY23	FY22	FY23	FY22	FY23	FY22	FY23	FY22	FY23	FY22	FY23	FY22	FY23	FY22
Local suppliers, share rates & local employees	A\$ million	4.0	3.1	4.2	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.7	4.2	12.9	11.3
National economy (excluding local suppliers & employees)	A\$ million	493.1	492.1	61.6	51.8	8.7	20.4	0.0	0.3	36.7	26.4	18.3	26.4	0	0.0	618.4	610.8
TOTAL	A\$ million	497.0	495.2	65.8	55.8	8.7	20.4	0.0	0.3	36.7	26.4	18.3	26.4	4.7	4.2	622.2	622.1

Metric	Unit	FY23	FY22	FY21
Production of metal ores	Metric tons (t) saleable	7.50	7.33	7.71

Production Data	Unit	FY23	FY22	FY21	FY20	FY019	FY18
Edna May							
Gold Produced	oz	113,053	132,114	110,950	63,297	81,839	72,521
Mt Magnet							
Gold Produced	oz	127,943	126,511	161,159	167,129	114,840	83,191
TOTAL							
Gold Produced	oz	240,996	258,625	272,109	230,426	196,679	208,118a

a52,406 of gold produced from Vivien mine

Political Contributions & Public Policy	Unit	FY23
Lobbying, interest representation or similar	\$	224,860
Local, regional or national political campaigns / organisations / candidates	\$	0
Trade associations or tax-exempt groups	\$	0
Total contributions	\$	224,860

Note: Ramelius does not hold any government investment within its shareholding structure.

REGULATORY COMPLIANCE AND ETHICS

Environmental compliance	Unit	Edna May	Mt Magnet	Marda	Penny	Tampia	Vvien	Rebecca	Total FY23	Total FY22
Material environmental incidents*	Number	0	0	0	0	0	0	0	0	0
Monetary value of significant fines	\$	0	0	0	0	0	0	0	0	0
Non-monetary sanctions	Number	0	0	0	0	0	0	0	0	0
Non-material environmental incidents**	Number	2	1	0	0	0	0	0	3	36

*Material environmental incidents are instances of non-compliance with laws and regulations resulting in fines or non-monetary sanctions. No such incidents occurred.
 **None of these environmental incidents are considered material in nature but must be reported (regardless of size/severity) as it is a requirement of DMIRS and DWER.

Business compliance	Unit	FY23	FY22
Total number of confirmed incidents of corruption, anti-competitive behaviour or other unethical business practices	Number	0	0
Monetary value of significant fines	\$	0	0
Non-monetary sanctions	Number	0	0

IT Security/Cybersecurity	Unit	FY23
Total number of information security breaches	Number	0
Total number of clients, customers and employees affected by the breaches	Number	0
Total number of clients, customers and employees affected by the breaches	Number	0
Number of employees who completed cybersecurity training	Number	0

Metric	Unit	Total FY23	Total FY22
Percentage and number of governance body members, employees, contractors and business partners who have received training or communication on ethics, conduct and anti-corruption policies and procedures	Percentage (%)	100	93
	Number	NR	NR

PERFORMANCE DATA

REGULATORY COMPLIANCE AND ETHICS (continued)

Metric	Unit	FY23	FY22
Total number of incidents of discrimination	Number		0
Total number of confirmed incidents of human rights violations, including rights of First Nations Peoples	Number		0

HEALTH, SAFETY AND WELLBEING

Employees & Contractors	Unit	Edna May			Mt Magnet			Marda			Penny			Tampia			Vivien			Exploration		
		FY23	FY22	FY21	FY23	FY22	FY21	FY23	FY22	FY21	FY23	FY22	FY21	FY23	FY22	FY21	FY23	FY22	FY21	FY23	FY22	FY21
Near miss frequency rate (NMFR)	Rate	28.6	19.8	14.3	20	26.2	38.8	53.8	86.3	22.7	13.3	50.5	0	40.3	5.6	14.5	25.3	13.2	0	59	16.4	10.1
Number of Fatalities (Employees)	Number	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Number of Fatalities (Contractors)	Number	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lost time injury (LTI)	Number	1	1	2	5	2	1	0	3	3	0	0	0	0	0	0	0	1	1	0	1	1
Medical treatment injury (MTI)	Number	3	2	9	5	5	2	4	2	2	4	1	0	1	1	0	0	1	3	3	3	0
Restricted work	Number	4	7	6	13	8	9	1	1	4	3	0	0	0	0	0	0	3	2	1	1	3
Fatality rate	Rate	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lost time injury frequency rates (LTIFR)*	Rate	1.79	1.66	2.87	5.02	2.10	1.11	0.00	17.26	22.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.63	11.62	0.00	8.21	10.13
Total recordable injury frequency rate (TRIFR)*	Rate	8.96	13.26	11.46	13.06	10.51	11.09	5.39	23.02	39.84	13.27	0.00	0.00	0.00	2.80	0.00	0.00	26.52	23.24	7.39	32.84	40.54
Total number of hours worked	Number	558,124	603,187	698,052	995,660	951,441	901,357	185,535	173,788	175,716	226,151	177,956	15,286	272,795	356,785	68,856	79,039	150,817	172,084	135,390	121,804	95,436

HEALTH, SAFETY AND WELLBEING (continued)

Employees & Contractors Metric	Unit	Ramelius Total			
		FY23	FY22	FY21	FY20
Near miss frequency rate (NMFR)	Rate	27.5	25.6	23.6	23.6
Number of Fatalities (Employees)	Number	0	0	0	0
Number of Fatalities (Contractors)	Number	0	0	0	0
Lost time injury (LTI)	Number	6	8	10	10
Medical treatment injury (MTI)	Number	20	15	18	18
Restricted work	Number	22	23	23	23
Fatality rate	Rate	0	0	0	0
Lost time injury frequency rates (LTIFR)	Rate	2.36	3.06	4.08	4.08
Total recordable injury frequency rate (TRIFR)	Rate	11.00	11.86	14.98	14.98
Total number of hours worked	Number	2,544,705	2,612,838	2,203,268	2,203,268

Health & Safety Training (FY23)	Unit	Edna May	Mt Magnet	Marda	Penny	Tampia	Vivien	Exploration	Total
Average hours of health, safety, and emergency response training for (a) full-time employees	Average hours per employee	60	110	40	50	20	40	Nil	320
Average hours of health, safety, and emergency response training for (b) contractors	Average hours per employee	34	39	15	22	12	28	Nil	150
Average hours of health, safety, and emergency response training for full-time employees and contractors (combined)	Average hours per employee	94	149	55	72	32	68	Nil	470

Work-related ill health (FY23) Employees & Contractors	Unit	Edna May	Mt Magnet	Marda	Penny	Tampia	Vivien	Rebecca	Total
Fatalities as result of work-related ill health	Number	0	0	0	0	0	0	0	0
Cases of recordable work-related ill health	Number	0	0	0	0	0	0	0	0

PERFORMANCE DATA

OUR PEOPLE

Employment trends (FY23)		Units	Edna May	Mt Magnet	Marda	Penny	Tampia	Vivien	Exploration	Corporate
Total number of employees and contractors		Number	175	453	74	108	106	N/A	36	41
Total number of employees		Number	86	112	15	15	13	N/A	29	40
Total number of contractors		Number	77	293	57	71	75	N/A	7	1
Percentage contractors		Percentage (%)	44%	64%	77%	66%	71%	N/A	19%	2%

Employment trends	Units	Ramelius Total	
		FY23	FY22
Total number of employees and contractors	Number	1,025	1,034
Total number of employees	Number	313	320
Total number of contractors	Number	606	706
Percentage contractors	Percentage (%)	59%	68%
Total number of Nationals	Number	1,014	1,021
Total number of Expats	Number	11	13

Employees FY23	Board		Executive/ GM		Senior Managers		Senior/ Supts		Pro- fessional		Trade		Operator/ Technicians		Adminis- tration		Graduate/ Apprentice		Other		Total (FY23)		Total (FY22)	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Number #	3	2	7	1	23	5	50	10	68	15	33	0	59	9	1	16	5	0	4	2	253	60	260	60
Percentage %	60%	40%	88%	12%	82%	18%	83%	17%	82%	18%	100%	0%	87%	13%	6%	94%	100%	0%	66%	44%	81%	19%	81%	19%

Employee Age Groups FY23	<36		36-55		>55	
	FY23	FY22	FY23	FY22	FY23	FY22
Number #	111	104	159	157	43	59

OVERVIEW

OUR BUSINESS

OUR COMPANY

OUR PEOPLE

OUR COMMUNITIES

OUR ENVIRONMENT

PERFORMANCE DATA

SASB CONTENT INDEX

OUR PEOPLE (continued)

Employees FY23		Corporate		Mt Magnet		Edna May		Vivien		Marda		Tampia		Penny		Exploration	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Number #		22	17	94	15	82	6	7	3	12	3	7	3	11	3	23	5
Percentage %		58%	41%	86%	14%	92%	8%	73%	27%	81%	19%	70%	30%	81%	19%	83%	17%

Employee Hires	Units	FY23	FY22
Total Employee Hires	Number	94	109
Open positions filled by internal candidates (internal hires)	Number	35	NR
	%	27%	NR

Employee Hires FY23 (Position)	Executive/GM	Senior Managers/Managers	Senior/Supts	Professional	Trade	Operator/Technicians	Administration	Graduate/Apprentice
Number #	0	5	15	27	9	20	11	7

Employee Hires by Age Group (FY23)	<36	36-55	>55
Number #	44	38	12

Employee Hires by Gender	FY23		FY22	
	Male	Female	Male	Female
Number #	71	23	87	22

OUR PEOPLE (continued)

Employee Turnover (12 month rolling average)	Units	Ramelius Total	
		FY23	FY22
Voluntary employee turnover rate	%	20%	21%
Total employee turnover rate	%	31%	35%

Note: No major layoffs during the reporting period.

Metric	Unit	FY23	FY22
Percentage of active workforce covered under collective bargaining agreements*	Percentage (%)	12%	13%
Number and duration of strikes and lockouts**	Number;	0	0
	Days	0	0
Total number and percentage of indigenous employees***	Number	3	3
	Percentage (%)	1.2%	1.2%
Total number and percentage of local employees***	Number	27	30
	Percentage (%)	11.6%	12.1%

Parental Leave (FY23)	Unit	Ramelius Total	
		Male	Female
Employees entitled to parental leave	Number	200	51
Employees that took parental leave	Number	9	2
Employees that returned to work during FY23 after parental leave ended	Number	9	1
Rate of employees who returned to work once parental leave period ended	Rate	100%	100%
Employees that returned to work after parental leave ended that were still employed 12 months after their return to work	Number	9	1
Retention rate of employees who remained at work 12 months after their return to work	Rate	100%	100%

Training & Development Employees	FY23
Average hours of training per employee	43

OUR PEOPLE (continued)

Metric	Unit	FY23
Total employees invited to engagement survey	Number	322
Percentage of employees who responded to engagement survey	%	59%
Percentage of employees who received a performance appraisal	%	57%
Employee Tenure	Unit	FY23
Average years employed by the company for female employees	Avg years	2
Average years employed by the company for male employees	Avg years	3

EMISSIONS AND ENERGY PERFORMANCE

	Unit	Edna May			Mt Magnet			Marda		
		FY23	FY22	FY21	FY23	FY22	FY21	FY23	FY22	FY21
GHG Emissions (per site)										
Total Scope 1 Emissions	Metric tons (t) CO ₂ -e	31,502	29,600	30,854	62,379	68,227	64,190	6,754	7,076	6,770
Total Scope 2 Emissions	Metric tons (t) CO ₂ -e	27,480	40,181	40,805	0	0	0	0	0	0
Total Scope 1&2	Metric tons (t) CO ₂ -e	58,982	69,780	71,659	62,379	68,227	64,190	6,754	7,076	6,771
GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO ₂ equivalent	Metric tons (t) CO ₂ -e	0	0	0	0	0	0	0	0	0

	Unit	Penny			Tampia			Vivien			Rebecca (Exploration)		
		FY23	FY22	FY21	FY23	FY22	FY21	FY23	FY22	FY21	FY23	FY22	FY21
GHG Emissions (per site)													
Total Scope 1 Emissions	Metric tons (t) CO ₂ -e	7,360	5,163	193	11,170	14,363	1,989	3,386	8,341	8,499	426	628	1
Total Scope 2 Emissions	Metric tons (t) CO ₂ -e	0	0	0	247	0	0	0	0	0	0	25	0
Total Scope 1&2	Metric tons (t) CO ₂ -e	7,360	5,163	193	11,417	14,363	1,989	3,386	8,341	8,499	426	653	1
GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO ₂ equivalent	Metric tons (t) CO ₂ -e	0	0	0	0	0	0	0	0	0	0	0	0

PERFORMANCE DATA

EMISSIONS AND ENERGY PERFORMANCE (continued)

Emissions Intensity (per producing sites)	Unit	Edna May			Mt Magnet		
		FY23	FY22	FY21	FY23	FY22	FY21
Emissions intensity of gold produced (Scope 1&2)	tCO ₂ -e/oz	0.52	0.53	0.65	0.49	0.54	0.40

Emissions Intensity (per producing sites)	Unit	Ramelius Total			
		FY23	FY22	FY21	FY20
Total Scope 1 Emissions	Metric tons (t) CO ₂ -e	122,977	133,398	112,496	105,215
Total Scope 2 Emissions	Metric tons (t) CO ₂ -e	27,727	40,206	40,805	35,277
Total Scope 1&2	Metric tons (t) CO ₂ -e	150,704	173,603	153,302	140,442
Emission intensity (t CO ₂ e/oz of gold produced)	t CO ₂ -e/oz	0.62	0.67	0.56	0.61
GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO ₂ equivalent	Metric tons (t) CO ₂ -e	0	0	0	0
Greenhouse gases included in Scope 1 calculations	CO ₂ , CH ₄ , N ₂ O, SF ₆				

Air pollution	Unit	Edna May		Mt Magnet		Marda		Penny		Tampia		Vivien	
		FY23	FY22	FY21	FY23	FY22	FY21	FY23	FY22	FY23	FY22	FY23	FY22
Carbon Monoxide (CO)	Tonnes (t)	74.7	89.7	141.4	277.4	323.9	312.3	39.3	36.4	44.6	44.6	75.5	109.5
Oxides of Nitrogen (NOx) (excluding N ₂ O)	Tonnes (t)	171.0	180.1	346.0	428.1	534.6	499.9	69.5	67.9	66.8	116.5	131.0	128.3
Sulphur Dioxide (SOx)	Tonnes (t)	0.1	0.1	0.2	0.3	0.3	0.3	0.0	0.0	0.0	0.1	0.1	0.1
Particulate matter (PM10)	Tonnes (t)	1057.5	976.0	983.9	1565.2	1456.2	1280.5	457.1	371.3	307.7	590.7	296.9	493.7
Mercury (Hg)	Tonnes (t)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Lead (Pb)	Tonnes (t)	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Volatile organic compounds (VOCs)	Tonnes (t)	10.6	11.4	24.4	48.9	46.8	48.2	4.4	4.5	3.9	8.7	7.1	4.5

EMISSIONS AND ENERGY PERFORMANCE (continued)

Air pollution Air emissions of the following pollutants:	Unit	Ramelius Total		
		FY23	FY22	FY21
Carbon Monoxide (CO)	Tonnes (t)	519.7	628.2	558.0
Oxides of Nitrogen (NOx) (excluding N2O)	Tonnes (t)	952.6	1107.2	1019.3
Sulphur Dioxide (SOx)	Tonnes (t)	0.6	0.6	0.6
Particulate matter (PM10)	Tonnes (t)	4040.4	4168.9	3033.1
Mercury (Hg)	Tonnes (t)	0.0	0.0	0.0
Lead (Pb)	Tonnes (t)	0.1	0.2	0.2
Volatile organic compounds (VOCs)	Tonnes (t)	83.5	82.3	81.8

Energy (per site)	Unit	Edna May			Mt Magnet			Marda			Penny		
		FY23	FY22	FY21	FY23	FY22	FY21	FY23	FY22	FY21	FY23	FY22	FY21
Total energy consumed*	Gigajoules (GJ)	690,158	685,120	685,120	1,281,229	1,346,994	1,310,372	97,500	102,086	96,793	106,191	74,147	2,752
Energy Produced	Gigajoules (GJ)	46,143	45,255	45,255	217,123	215,938	228,041	-	-	-	-	619	-
Net energy consumed	Gigajoules (GJ)	644,015	639,865	639,865	1,064,106	1,131,055	1,082,331	97,500	102,086	96,793	106,191	73,528	2,752
Percentage of total energy consumption derived from grid power	%	34%	31%	31%	0	0	0	0	0	0	0	0	0
Percentage of total energy consumption derived from renewable energy sources	%	0	0	0	0	0	0	0	0	0	0	0	0

Energy (per site)	Unit	Tampia			Vivien			Rebecca (Exploration)		
		FY23	FY22	FY21	FY23	FY22	FY21	FY23	FY22	FY21
Total energy consumed*	Gigajoules (GJ)	161,372	204,577	29,098	61,058	149,602	151,153	6,060	9,082	20
Energy Produced	Gigajoules (GJ)	-	-	-	12,832	30,797	30,097	-	-	-
Net energy consumed	Gigajoules (GJ)	161,372	204,577	29,098	48,226	118,805	121,056	6,060	9,082	20
Percentage of total energy consumption derived from grid power	%	0	0	0	0	0	0	0	0	0
Percentage of total energy consumption derived from renewable energy sources	%	0	0	0	0	0	0	0	0	0

*Where applicable, total energy consumed is derived from a combination of grid electricity, self-generated energy, fuel combustion (transport and non-transport), and other industrial processes.

PERFORMANCE DATA

EMISSIONS AND ENERGY PERFORMANCE (continued)

Energy Intensity (per producing sites)	Unit	Edna May			Mt Magnet		
		FY23	FY22	FY21	FY23	FY22	FY21
Energy intensity of gold produced	GJ/oz	6.10	5.19	5.98	10.01	10.65	8.13

Energy (total)	Unit	Tampia				
		FY23	FY22	FY21	FY20	
Total energy consumed*	Gigajoules (GJ)	2,403,568	2,571,608	2,253,720	2,073,976	
Energy Produced	Gigajoules (GJ)	276,098	292,609	258,138	226,023	
Net energy consumed	Gigajoules (GJ)	2,127,470	2,278,998	1,995,582	1,847,953	
Percentage of total energy consumption derived from grid power	%	9.8	8.2%	9.4%	5.8%	
Percentage of total energy consumption derived from renewable energy sources	%	0	0	0	0	
Energy intensity of gold produced	GJ/oz	9.97	9.94	8.28	9	

*Where applicable, total energy consumed is derived from a combination of grid electricity, self-generated energy, fuel combustion (transport and non-transport), and other industrial processes.

**Total energy consumed does not include energy consumed from the corporate office as it is deemed immaterial.

Energy Consumption Sources (FY23)	Unit	Edna May	Mt Magnet	Marda	Penny	Tampia	Vivien	Total
LPG	Tonnes (t)	169.0	170.0	0.0	0.1	0.0	0.0	339.1
Diesel	Tonnes (t)	9,226.0	8,676.0	2,222.0	2,176.2	3,303.0	1,093.5	26,696.70
Explosives	Tonnes (t)	282.0	2,143.0	822.0	381.5	1,937.0	121.2	5686.7
Natural Gas	Tonnes (t)	0.0	12,293.0	0.0	0.0	0.0	0.0	12,293.0
Petrol (ULP)	Tonnes (t)	0.0	0.0	0.0	0.0	4.93	0.0	4.93

Note: Does not capture exploration activities

BIODIVERSITY AND LAND MANAGEMENT

Land Management	Unit	Edna May	Mt Magnet	Tampia	Vivien	Marda	Penny	Rebecca
Land disturbed to date	hectare (ha)	536.8	1227.1	39.5	8.2	253.6	114.7	7.7
Land rehabilitated to date	hectare (ha)	8.4	591.5	99.8	23.5	2.6	21.9	0.0

Land Management	Unit	FY23	FY22	FY21	FY20
Land disturbed	hectare (ha)	2,188	2,145	1,960	1,788
Land rehabilitated	hectare (ha)	747	680	687	583
Total land tenement	hectare (ha)	341,321			
Percentage of assets that have mine closure plans in place	%	100			

Mine Closure	Unit	Edna May	Mt Magnet	Marda	Penny	Tampia	Vivien	Rebecca
Is there a mine closure plan in place?	Yes/No	FY23	FY23	FY23	FY23	FY23	FY23	FY23
Status of closure activities implementation	Status	progressive	progressive	active	progressive	active	active	N/A

*Exploration site and so no MCP in place

PERFORMANCE DATA

WASTE MANAGEMENT

Waste Generation	Unit	Edna May			Mt Magnet			Marda			Penny			Tampia			Vivien		
		FY23	FY22	FY21	FY23	FY22	FY21	FY23	FY22	FY21	FY23	FY22	FY21	FY23	FY22	FY21	FY23	FY22	FY21
Total weight of non-mineral waste generated (scrap metal, reject coal, used oil, tires, batteries, and other solid wastes etc)	kilotons (kt)	NR	NR	NR		NR	NR		NR	NR		NR	NR		NR	NR	NR	NR	NR
Total non-mineral waste disposed*	Kilotons (kt)	3.04	NR	NR	2.57	NR	NR	0.17	NR	NR	0.1	NR	NR	0.32	NR	NR	0.32	NR	NR
Total weight of waste rock waste (overburden, interburden, rejects, etc)	kilotons (kt)	82	15,757	14,910	5,880	5,983	9,600	4,868	3,953	3,683	234	1,571	0	4,296	10,538	558	0	0	0
Total waste-rock repurposed/reused	Kilotons (kt)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total weight of hazardous waste* generated	kilotons (kt)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total weight of hazardous waste recycled/reused	kilotons (kt)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Number of significant incidents associated with hazardous materials and waste management	Number	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Waste Generation	Unit	Rebecca			Total		
		FY23	FY22	FY21	FY23	FY22	FY21
Total weight of non-mineral waste generated (scrap metal, reject coal, used oil, tires, batteries, and other solid wastes etc)	kilotons (kt)	NR	NR	NR	NR	NR	NR
Total non-mineral waste disposed*	Kilotons (kt)	NR	NR	NR	6.54	NR	NR
Total weight of waste rock waste (overburden, interburden, rejects, etc)	kilotons (kt)	0	0	0	15,360	37,802	28,751
Total waste-rock repurposed/reused	Kilotons (kt)	0	0	0	0	0	0
Total weight of hazardous waste* generated	kilotons (kt)	0	0	0	0	0	0
Total weight of hazardous waste recycled/reused	kilotons (kt)	0	0	0	0	0	0
Number of significant incidents associated with hazardous materials and waste management	Number	0	0	0	0	0	0

OVERVIEW

OUR BUSINESS

OUR COMPANY

OUR PEOPLE

OUR COMMUNITIES

OUR ENVIRONMENT

PERFORMANCE DATA

SASB CONTENT INDEX

Non-mineral waste recycled/reused	Unit	FY23
Tyres	kg	3,960
Waste Oil	L	269,000
General recycling	m ³	300
Hydrocarbon bins	Number	18
Coolant	L	8,000
Oily water	L	2,000

Waste which has been diverted from disposal through preparation for reuse, recycling, composting or other recovery operations.

Data only captures Mt Magnet and Tampia sites.

TAILINGS STORAGE FACILITIES

Tailings Generation	Unit	Edna May		Mt Magnet		Ramelius Total	
Metric		FY23	FY22	FY23	FY22	FY23	FY22
Energy intensity of gold produced	Metric tons (t)	1,924,222	2,699,354	3,701,135	1,736,071	5,625,357	4,435,425

*solids in tailings excludes water in slurry

PERFORMANCE DATA

TAILINGS STORAGE FACILITIES (continued)

Metric	Units	EMO TSF	MMG TSF 1	MMG TSF 2	MMG TSF 3	MMG Yuletide In-pit TSF
Location	-	Edna May	Mt Magnet	Mt Magnet	Mt Magnet	Mt Magnet
Ownership status	-	Owned	Owned	Owned	Owned	Owned
Operational status	-	Active	Active	Active	Active	Inactive
Construction method	-	Downstream	Upstream	Upstream	Upstream	In-pit
Maximum permitted storage capacity	Metric tonnes (t)	32.5 x 106m ³	9.40 x 106m ³	14.19 x 106m ³	25.33 x 106m ³	1.012 x 106m ³
Current amount of tailings stored (end of FY23)	Metric tonnes (t)	3,330,000	1,219,000	1,372,000	3,192,000	56,000
Total weight of tailings produced (FY23)	Metric tonnes (t)	1,924,222	2,701,832	999,303	0	0
Consequence classification	-	High Category 1	Significant Category ¹	Significant Category 1	Significant Category 1	Low Category 3
Date of most recent independent technical review	Date	Jan-23	July-23	July-23	July-23	July-23
Material findings from review	Yes / No	N	N	N	N	N
Mitigation measures implemented	Yes / No	N/A	N/A	N/A	N/A	N/A
Site-specific EPRPs	Yes / No	Yes	Yes	Yes	Yes	No
Number and nature of significant incidents/ non-compliance/ infringements/fines	Number	0	0	0	0	0

WATER MANAGEMENT

Metric	Unit	Edna May		Mt Magnet		Marda		Penny	
		FY23	FY22	FY23	FY22	FY23	FY22	FY23	FY22
Total water abstracted from freshwater sources on Project tenure: fresh = (<1000 mg/L TDS)	cubic metres (m ³) ^a	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Municipal water purchased for operational use ^b	cubic metres (m ³)	62,000	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Hyper-saline water abstracted (>30,000 mg/L TDS)	cubic metres (m ³)	1,971,370	2,201,700*	2,248,662	2,333,344*	172,436	408,884	192,115	219,700*
Water consumed for mining and processing activities	cubic metres (m ³)	2,401,955	2,434,137*	2,773,462	3,034,831*	172,436	408,884	174,049	14,859*
Water recycled/reused for mining and processing activities ^c	cubic metres (m ³)	487,423	240,549	1,117,208	701,487	N/A	N/A	N/A	N/A
Percentage of water consumed that was recycled/reused	%	20	10	40	23*	N/A	N/A	N/A	N/A
Water discharged to mining voids ^d	cubic metres (m ³)	56,838	8,112*	592,408	0*	N/A	N/A	41,910	204,841*
Total water withdrawn in regions with High or Extremely High Baseline Water Stress	cubic metres (m ³)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total water consumed in regions with High or Extremely High Baseline Water Stress	cubic metres (m ³)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number of reportable incidents of non-compliance associated with water licences	Number	2	0	1	0	0	0	0	0

OVERVIEW

OUR BUSINESS

OUR COMPANY

OUR PEOPLE

OUR COMMUNITIES

OUR ENVIRONMENT

PERFORMANCE DATA

SASB CONTENT INDEX

WATER MANAGEMENT (continued)

Metric	Unit	Tampia		Vivien		Rebecca		Total	
		FY23	FY22	FY23	FY22	FY23	FY22	FY23	FY22
Total water abstracted from freshwater sources on Project tenure: fresh = (<1000 mg/L TDS)	cubic metres (m ³) ^a	N/A	N/A	N/A	N/A	N/A	N/A	0	0
Municipal water purchased for operational use ^b	cubic metres (m ³)	N/A	N/A	N/A	N/A	N/A	N/A	62,000	0
Hyper-saline water abstracted (>30,000 mg/L TDS)	cubic metres (m ³)	433,656	354,000	N/A	665,763	N/A	N/A	5,018,239	6,183,391*
Water consumed for mining and processing activities	cubic metres (m ³)	433,656	354,000	N/A	665,763	N/A	N/A	5,955,558	6,912,474*
Water recycled/reused for mining and processing activities ^c	cubic metres (m ³)	N/A	N/A	N/A	N/A	N/A	N/A	1,604,631	942,036
Percentage of water consumed that was recycled/reused	%	N/A	N/A	N/A	N/A	N/A	N/A	30	14
Water discharged to mining voids ^d	cubic metres (m ³)	N/A	N/A	N/A	N/A	N/A	N/A	691,156	212,953
Total water withdrawn in regions with High or Extremely High Baseline Water Stress	cubic metres (m ³)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total water consumed in regions with High or Extremely High Baseline Water Stress	cubic metres (m ³)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number of reportable incidents of non-compliance associated with water licences	Number	N/A	N/A	N/A	N/A	N/A	N/A	3	0

Note: Non-compliance incidents were reported to the Department of Water and Environmental Regulation (DWER) through Annual Audit Compliance Reports (AACR)

*Last year's report disclosed incorrect figures, errors have been rectified

^a Previous reports have incorrectly reported volumes in Thousand m³, this has been corrected to m³

^b municipal water was purchased for Edna May Operations to make up the short-fall of fresh water usually generated through the RO plant from hypersaline groundwater resources. This practice has now stopped.

^c water reclaimed from tailings decant d water discharged into mining voids less water taken

Ramelius does not undertake these activities

Water Intensity (per producing sites)	Unit	Edna May		Mt Magnet	
		FY23	FY22	FY23	FY22
Water intensity of gold produced (water consumed per ounce gold produced)	Thousand cubic metres (m ³)/oz	9.82	2.78	8.20	15.54

PERFORMANCE DATA

SASB CONTENT INDEX

SASB Standard	SASB code	Report Section	Page No.
Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-MM-110a.1	Climate Change Management Performance data <i>Note: None of our GHG emissions fall under emissions-limiting regulations</i>	Page 47 Page 69
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.	EM-MM-110a.2	Climate Change Management Energy and Emissions Reduction Roadmap	Page 47 Page 48
Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	EM-MM-120a.1	Performance data	Page 69
Total energy consumed	EM-MM-130a.1	Climate Change Management Performance data	Page 47 Page 70
% Of grid electricity	EM-MM-130a.1	Performance data	Page 70
% Of renewable electricity	EM-MM-130a.1	Performance data	Page 70
Total fresh water withdrawn	EM-MM-140a.1	Water and wastewater management Performance Data	Page 56 Page 75
Total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	EM-MM-140a.1	<i>Note: None of our Operations and Exploration/ Development sites are located within regions of High or Extremely High Baseline Water Stress as classified by the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct"</i>	N/A
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	EM-MM-140a.2	Water and wastewater management Performance data	Page 56 Page 75
Total weight of non-mineral waste generated	EM-MM-150a.4	Performance data	Page 73
Total weight of tailings produced	EM-MM-150a.5	Performance data	Page 73
Total weight of waste rock generated	EM-MM-150a.6	Performance data	Page 73
Total weight of hazardous waste generated	EM-MM-150a.7	Performance data	Page 73
Total weight of hazardous waste recycled	EM-MM-150a.8	Performance data	Page 73
Number of significant incidents associated with hazardous materials and waste management	EM-MM-150a.9	Waste and tailings management Performance data	Page 56 Page 73
Description of waste and hazardous materials management policies and procedures for active and inactive operations	EM-MM150a.10	Waste and tailings management	Page 56
Description of environmental management policies and practices for active sites	EM-MM-160a.1	Environmental Management	Page 47
Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	EM-MM-160a.2	<i>Note: None of our mine sites have ARD to be predicted to occur, actively mitigates, or under treatment or remediation.</i>	N/A
Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-MM-160a.3	<i>Note: None of our proved or probable reserves are in or near sites with protected conservation status or endangered species habitats.</i>	N/A
Percentage of (1) proved and (2) probable reserves in or near areas of conflict	EM-MM-210a.1	<i>Note: All Ramelius operations are located in Australia where there is no conflict</i>	N/A
Percentage of (1) proved and (2) probable reserves in or near indigenous land	EM-MM-210a.2	<i>Note: All of Ramelius' operations fall on land recognised under Indigenous Native Title. The Native Title Act 1993, ensures the co-existence of land management with the recognition and protection of Native Title.</i>	N/A

OVERVIEW

OUR
BUSINESS

OUR
COMPANY

OUR
PEOPLE

OUR
COMMUNITIES

OUR
ENVIRONMENT

PERFORMANCE
DATA

SASB CONTENT
INDEX

PERFORMANCE DATA

SASB Standard	SASB code	Report Section	Page No.
Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	EM-MM-210a.3	First Nations Peoples and Native Title Human rights	Page 43 Page 26
Discussion of process to manage risks and opportunities associated with community rights and interests	EM-MM-210b.1	Risk Management Our Communities First Nations Peoples and Native Title	Page 23 Page 39 Page 43
Number and duration of non-technical delays	EM-MM-210b.2	<i>Note: There were no non-technical delays during FY23.</i>	N/A
Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	EM-MM-310a.1	<i>Note: 12% of our active workforce are covered under collective bargaining agreements.</i>	N/A
Number and duration of strikes and lockouts	EM-MM-310a.2	<i>Note: There were no strikers or lockouts during FY23.</i>	N/A
MSHA all-incidence rate	EM-MM-320a.1	N/A - does not apply to Australian operations	N/A
Fatality rate	EM-MM-320a.1	Performance data	Page 63
Near miss frequency rate (NMFR)	EM-MM-320a.1	Performance data	Page 63
Average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	EM-MM-320a.1	Performance data	Page 63
Description of the management system for prevention of corruption and bribery throughout the value chain	EM-MM-510a.1	Ethical & human rights	Page 22
Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-MM-510a.2	<i>Note: All Ramelius operations are located in Australia</i>	N/A
Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	EM-MM-540a.1	Waste and tailings management Performance data	Page 57 Page 75
Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	EM-MM-540a.2	Waste and tailings management	Page 56
Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	EM-MM-540a.3	Waste and tailings management Health, safety, and wellbeing	Page 56 Page 30
Production of (1) metal ores and (2) finished metal products	EM-MM-000.A	Performance Data	Page 60
Total number of employees, percentage contractors	EM-MM-000.B	Performance data	Page 65



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