



2025 Sustainability Report





Acknowledgement of Country

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

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Overview





2025 Performance Highlights

301,664oz gold produced



Implementation of Principal Mining Hazards Management Plan



Community Contributions made equivalent up to \$3/oz produced



Reduction in GHG emissions intensity



Hybrid Power Plant at Mt Magnet



Increased female participation in workforce



Delivery of Leadership Program to employees



Employee turnover below industry peers



Message from our Risk & Sustainability Committee Chair

I am delighted to share our FY25 Sustainability Report, which provides detail on our progress and achievements in responsible gold mining. This year, Ramelius built upon the record milestones achieved last year and we maintained our focus on reinforcing a culture of integrity, safety and community involvement. These values guide us as we continue our mission of being a sustainable gold miner.



This year, we focused on expanding our training programs, notably our Leadership Development Program, with Stage 2 of this Program currently being rolled out across the business. Our leaders also attended workshops that sought to promote a healthier and safer workplace by focusing on mental health and addressing fatigue in an industry which faces such challenges every day.

Safety is a priority here at Ramelius. The Total Recordable Injury Frequency Rate (TRIFR) for FY25 is 11.12, up 17% from FY24. The Board continuously monitors safety performance and noted this increase during the year. While acknowledging the challenges of the industry, we are seeking to analyse and address the root causes of this increase and turn the trend for

improved safety performance in FY26. A major step on this path in FY25 was implementing our Principal Mining Hazards Management Plan across all of our sites. This allows us to identify current or future hazards and reduce the potential and impact of future safety incidents before they occur.

As we prepare for upcoming climate-related financial disclosure requirements, we refreshed our climate change scenario analysis. Our identification of physical and transitional climate risks and opportunities will help us to better prepare for and manage our exposure to these risks in future. We also continue to actively pursue opportunities to reduce our carbon footprint, including the continued construction of our hybrid power plant at our Mt Magnet operations which, when complete, will incorporate wind, solar, gas power generation and battery energy storage. The implementation of our solar and battery energy storage systems was complete at the end of FY25, providing 6.7MW of solar power and 8.3 MW of battery energy storage.

Our diversity and inclusion efforts gained momentum this year, with representation of women in our workforce rising from 19% in FY24 to 23% in FY25.

We introduced new employee schemes allowing for extended parental leave for both parents.

Community engagement was central to our efforts. We made significant contributions to various initiatives, including educational programs and community benefit funds, showing our dedication to giving back.

We also continued to collaborate with our First Nations communities, engaging in educational and cultural initiatives that strengthen our ties and enhance our understanding. Our involvement with local schools focused on empowering young people and providing resources to foster their educational success.

In closing, I extend my gratitude to our employees, contractors and the communities in which we operate for their dedication and assistance in achieving our sustainability mission. Together, we're shaping a more responsible future in gold mining.

Yours sincerely,

A stylized, handwritten signature in black ink, appearing to read 'N. Streltsova', with a long horizontal flourish extending to the right.

Natalia Streltsova
Chair, Risk & Sustainability Committee

About this Report

This Sustainability Report, approved for release by our Board of Directors (Board), covers the period from 1 July 2024 to 30 June 2025 (FY25).

Our report provides details on all of Ramelius' active operations, including operational mines, development projects and exploration assets. It forms part of our annual corporate reporting suite and complements the information present in our FY25 Annual Report, and should be reviewed alongside our FY25 ESG Databook and the information included in the specific sustainability topic sections on our website.

The currency used throughout this report is in Australian Dollars (AUD\$). The Ramelius geographical definition of 'local' refers to those that fall within the 50km radius of our mines and projects, with the exception of Rebecca-Roe where we include the Kalgoorlie area. This Sustainability Report is aligned to the Sustainability Accounting Standards Board (**SASB**) requirements for Metals and Mining. A SASB Content Index has been provided in the ESG Databook that complements this report. Ramelius also performs continuous ESG benchmarking assessments such as S&P Corporate Sustainability Assessment and MSCI, as well as through our membership of leading industry bodies, to ensure our commitments, performance and progress against peers and other companies in industry are fit for purpose and demonstrate continuous improvement.

During the year, we enhanced our website to reflect our sustainability efforts. Information on our material topic commitments and management approaches can be found on our website. This allows our Sustainability Reports to have a clearer focus on the sustainability accomplishments made during the reporting year.

Our updated website can be accessed here. We have also published an ESG Databook for the first time this year to streamline the presentation of key metrics.

This report has not received external assurance, however, with the help of an external consultant, we have undertaken a process to review the collation and presentation approach to key data points, in anticipation of Climate-related reporting requirements becoming mandatory in Australia and specifically for Ramelius for FY26.

Our Company

Ramelius Resources Ltd (referred to as Ramelius, the Company, we and our throughout this report) is a Western Australian gold producer head quartered in Perth with over 300 employees. We were incorporated in 1979, listed on the Australian Securities Exchange in 2003 (ASX: RMS) and have been in production since 2006.

Ramelius and its wholly owned subsidiaries are engaged in the exploration, mine development and production and sale of gold in Australia. In FY25 the Company produced a total of 301,664 oz of gold at an All In Sustaining Cost (AISC) of A\$1,551/oz.

Our Mission

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



Our culture is defined by a 'Fit-For-Purpose' and 'Can-Do' attitude.

1. Performance data disclosed in previous Sustainability Reports included data from our Vivien Gold Mine and Marda Gold Mine. As of FY24, Ramelius no longer holds these projects, and therefore performance data for FY24 and FY25 no longer include data for these projects.

2. Data in this report includes information about our Edna May Mine. This mine site is currently in care and maintenance stages and will not be operational in FY26.

Our Assets

A summary of our assets is provided below to provide readers with operational context when reviewing our sustainability report. Further details of our assets and operations can be found in our FY25 Annual Report and website.

Subsequent to 30 June 2025, Ramelius completed the acquisition of Spartan Resources Limited (Spartan) and its associated assets. Given the acquisition occurred subsequent to the date of this report, the Spartan assets have been excluded from the scope of this Sustainability Report. However, reporting on those assets will be included in the FY26 reporting suite.



Ramelius Operations	
MT MAGNET OPERATIONS	Operated by Ramelius since 2011 and located proximal to the Mount Magnet townsite. The site consists of numerous open pit and underground mines, the Checkers processing facility and exploration targets covering an area of 225km ² .
EDNA MAY GOLD MINE	Operated by Ramelius since 2017 and located north of the Westonia townsite. The site consists of open pit and underground mines as well as a processing facility. This site entered care and maintenance during the 2025 reporting year.
TAMPIA GOLD MINE	Owned and operated by Ramelius since 2019 and located 12km from the town of Narembeen. Mining ceased in 2023 with ore haulage to Edna May continuing until March 2025. This site is currently under care and maintenance with rehabilitation activities underway.
PENNY GOLD MINE	Operated by Ramelius since 2020. The site consists of open pit and underground mines. Ore is transported to the Mt Magnet Operations for processing. Penny ore is free milling with high gold recoveries being achieved.
SYMES FIND	Operated by Ramelius since 2023 and located 60km south of the townsite of Moorine Rock. Mining ceased in 2024 with ore haulage to Edna May continuing until March 2025. This site is currently under care and maintenance with rehabilitation activities completed during the year.
REBECCA-ROE GOLD PROJECT	The Rebecca-Roe Gold Project tenements have been held by Ramelius since 2020. The site is located approximately 145km east of Kalgoorlie. The project is expected to consist of open pit and underground mines as well as the construction of a processing facility.



Sustainability at Ramelius

As a gold producer we want to build strong relationships with our people, ethically conduct our business and make a positive impact on the communities and stakeholders involved in our operations, all while preserving the environment in which we operate. In alignment with our values, we also recognise the importance of transparency and accountability in how we sustainably conduct business, and the importance of sustainability reporting to facilitate this.

Materiality Assessment

Our FY25 report focuses on our most critical sustainability issues for our business and stakeholders. Our materiality process takes guidance from the Global Reporting Initiative (GRI) and SASB Standards.

During FY25, we engaged an external consultant to assist in uplifting and refreshing our materiality assessment, to ensure our material topics continue to accurately reflect our corporate mission, most material strategic imperatives and stakeholder feedback. The process began by benchmarking against peers and material topics in our industry to ensure that we considered broader business context and identified any emerging sustainability issues.

We then conducted interviews with key stakeholders in the Company to understand what is important to us as an organisation and to determine this is where our principal impact areas lie.

Using the outputs of this process and overlaying this across our previous materiality output, we re-evaluated and refined our material topics to better align our efforts with the areas that have the greatest impact

and potential for value creation at Ramelius, for both our business and our stakeholders. Highlighted on the next page are the topics that will be of highest priority in guiding our operational and strategic sustainability direction and will allow our reporting to prioritise the areas where we can make the most significant impact.

All topics we identified in previous sustainability materiality assessments will continue to hold relevance in our sustainability strategy, and we continue to be focused on economic performance, organisational governance and compliance and ethics. However, these represent broader enterprise-level risks to our business and will accordingly be managed in alignment with our enterprise risk framework. Our approach to the overall governance over these areas is also included in this report on page 42.

We have also ensured that our material topics are aligned to the United Nations (UN) Sustainable Development Goals (SDGs) which are of most focus for our Company and where we feel we can have the greatest impact. More information on the UN SDGs is provided on our website, with icons displayed on the next page in each material topic section to demonstrate how they align to each of our focus SDGs.

Our Assets

Materiality Topics



OUR PEOPLE

1. Health, Safety and Wellbeing
2. Equity, Inclusion and Diversity
3. Talent, Capability and Engagement




OUR COMMUNITIES

4. Community Investment and Engagement
5. First Nations People and Native Title



OUR ENVIRONMENT


6. Biodiversity and Land Management
7. Water Management
8. Mine Closure Preparedness and Rehabilitation
9. Tailings, Waste and Other Emissions



OUR CLIMATE

10. Climate Change Management

Our FY25 Sustainability Snapshot



Our People

11.12 TRIFR

110 hours of health, safety and emergency response training completed by staff (employees and contractors)

23% Representation of women in the workforce




Our Communities

\$3/oz gold in community investments

\$615,000 in community donations

\$12,000 in community grants




Our Environment and Climate

32MW hybrid power plant underway at Mount Magnet

410,000kWH of solar energy produced

\$2m spent on rehabilitation across the Edna May Hub



Our Governance

Overall Production target met

No modern slavery risk issues identified in screening of suppliers

0 Material compliance or regulatory breaches

Sustainability Targets

Targets and Progress

Topic	FY25 Target	Outcome
Our Business	All employees to complete online cybersecurity training.	All employees have completed the training this year. This will be refreshed each year.
Health, Safety and Wellbeing	Deliver Stage Two Leadership Program (Mental Health, Fatigue Management and Drug and Alcohol)	Target achieved.
Diversity, Inclusion & Talent Attraction	Maintain employee turnover below industry average.	Target achieved.
	Complete Psychosocial Safety audit across the business.	Target achieved.
	Increase female representation in workforce, targeting peer average.	Target achieved.
Community Engagement	Maintain contribution of up to \$3/oz towards community investment and engagement (assuming a minimum of \$2/oz).	Target achieved.
Ethics & Human Rights	All employees to receive whistleblower, workplace behaviour and reporting training.	Target achieved.
Taxes, supplier payments, and royalties	Improve proportion of procurement spend within regional areas, reporting to Committee on a six-monthly basis.	Target not met. With the transition of Edna May into care and maintenance, procurement spend in regional areas did not increase as a proportion of total spend on the prior year.
Climate Change and GHG Emissions	Improve definition of Scope 3 emissions.	Target achieved. We have undertaken an extensive exercise to assess the materiality of each Scope 3 category in our footprint, and we have developed a tool to better streamline the reporting of Scope 3 emissions for our most material value chain categories. We will use this to assess our Scope 3 footprint each year and to determine opportunities for collaboration with our suppliers and customers.
	Demonstrate preparedness of ASRS by achieving 75% compliance.	Target achieved. We have made significant progress in uplifting our climate-related disclosures to meet the requirements of the Australian Sustainability Reporting Standards, with additional work completed outside of this report to ensure we meet the compliance requirements by 30 June 2026. Our current preparedness rate is 76%.
Mine Closure and Rehabilitation	Achieve progressive rehabilitation targets as set in FY25 Budget.	Target achieved. Closure and rehabilitation activities were undertaken across the Edna May, Marda* Tampia and Symes projects. <i>1. * Note Marda assets were divested during the reporting period.</i>

Our People



Targets set in FY24:
Reduction in TRIFR compared to prior year. Target was not achieved.

Safety

PERFORMANCE IN FY25

Health & Safety Performance		FY25	FY24	FY23
Near miss frequency rate (NMFR)	Rate	33.8	29.4	27.5
Lost time injury frequency rates (LTIFR)	Rate	3.03	0.00	2.36
Total recordable injury frequency rate (TRIFR)	Rate	11.12	9.24	11.00

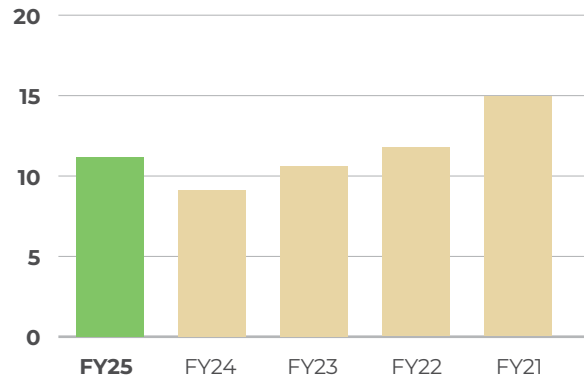
At Ramelius, the health, safety and wellbeing of our employees, contractors and visitors are fundamental to everything we do. We are dedicated to fostering a safe, supportive and inclusive workplace. The Ramelius Health and Safety Policy and Mines Safety Management System (MSMS) is outlined in detail on our website, and affirms our commitment to our health and safety duties.

Ramelius recognises that we operate in a high-risk industry, and we have a low tolerance for failing to comply with our Mine Safety Management System and causing harm to any person. During FY25, each full-time employee across our active sites averaged 70 hours of health, safety and emergency response training, and contractors averaged 40 hours of health, safety and emergency response training, for a total of 110 hours of training on average for each team member. We acknowledge the importance of this training and aim to increase this year on year where possible.

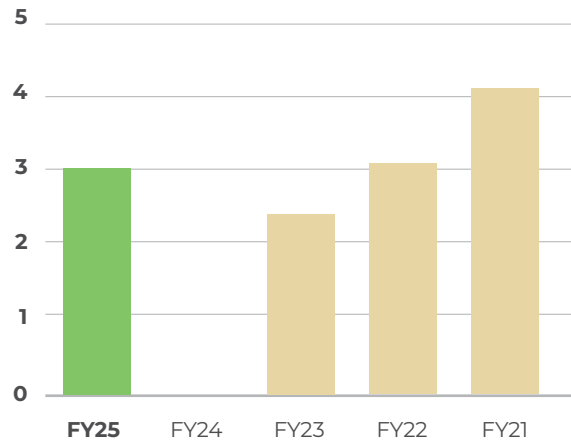
We achieved a TRIFR of 11.12 and an LTIFR of 3.03, which have both increased from prior year but overall trend lower than our TRIFR and LTIFR rates over the last five years. Nevertheless, we are disappointed in the drop in our performance year on year, and we have investigated the cause of these injuries to ensure we address their root cause. Ramelius is committed to improving the health and safety of their employees throughout the company and focusing on the reduction of workplace injuries in FY26.

Both our employees and contractors' safety are of high importance and to ensure continued safety across all areas, all new Contractor Safety Management Plans are reviewed during the selection and engagement process, with an acceptance letter issued to contractors once their plans are reviewed and approved. We have also rolled out our Principal Mining Hazards Management Plan (PMHMP) across all sites to identify and address hazards before they turn into injuries. Further information is included in the case study on the next page.

Total Recordable Injury Frequency Rate (TRIFR)



Lost Time Injury Frequency Rate (LTIFR)



Our ESG Databook contains further breakdown of our health and safety metrics for the year.



Our People

Emergency Response

Each site has an Emergency Response Team (ERT) who support the full-time safety emergency personnel to ensure emergency preparedness. The ERT is made up of both employee and contractor team members. There were 53 active ERT members spread across 3 sites at the end of FY25, with 34 of these members fully qualified. During FY25, we conducted three Cert III in Mine Emergency Response and Rescue courses with a total of 18 people from three of our operational sites attending these courses.

Project Site	ERT Members
Mt Magnet	21
Penny Gold	17
Edna May	15
Total	53

The Ramelius ERT performed at the 2024 Chamber of Minerals and Energy (CME) Underground Emergency Response Competition held in Kalgoorlie. This was the first underground competition that Ramelius competed in and we achieved fourth place overall. The team consisted of eight Ramelius employees from across all our sites. We are proud of our performance and the learnings achieved through collaboration with other participants.



CASE STUDY

Principal Mining Hazards Management Plan

Ramelius has rolled out our Principal Mining Hazards Management Plan (PMHMP) across all sites to help identify and address potential Principal Mining Hazards. This process allows us to identify current or future Principal Mining Hazards and minimise the likelihood and impact of future safety incidents related to these hazards. An assessment was completed to identify the 23 Principal Mining Hazards at our sites.

In FY25, each site has completed four stages of an internal self-audit addressing a total of 19 of the Principal Mining Hazards. As a result of the internal audits to date, 121 recommendations were identified and of these, 98 have been actioned. The final stage of the audit is to be completed in FY26.

Completed	ERT Ongoing	Future Plans
Identification of critical hazards	Addressing the remaining 23 recommendations	Stage 5: implementing 4 final hazards
Workshop for senior leaders to facilitate the implementation		Resolving recommendations
Stage 1,2,3 & 4: implementing 19 hazards		Audit to be conducted by internal Ramelius health and safety team
Outcomes and recommendations to date		

STOP!

KNOW THE PRINCIPAL MINING HAZARDS AND HELP MINIMISE RISK FOR EVERYONE



Our People



Health and Wellbeing

PERFORMANCE IN FY25

Health and Safety Training	Unit	FY25	FY24
Average hours of health, safety, and emergency response training for (a) full-time employees	Average hours per employee	70.00	80.00
Average hours of health, safety, and emergency response training for (b) contractors	Average hours per employee	40.00	35.00

Work-Related Ill Health	Unit	FY25	FY24
Fatalities as result of work related ill health	Number	0	0
Cases of recordable work-related ill health	Number	0	0

In FY25, we reflected on our psychosocial audit conducted last year at Mt Magnet, Penny and the Perth office. The results of this audit allowed us to assess the risk exposure of violence and harassment both in the industry and the Company. The overall response from the audit confirmed that Ramelius has a positive reporting culture. Employees indicated a desire to develop deeper knowledge on the subject matter

Ramelius also provided the RMS Workplace Behaviour & Bystander training during the year. The findings from this audit were used in the development of our leadership program outlined on page 20 and Ramelius risk assessment tools were reviewed and updated to include psychosocial hazards.

The Ramelius medical services provider OccuMED has continued to deliver a comprehensive service for us. In collaboration with OccuMED, we provide the following services to our employees:

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

Looking Ahead

In FY26, we are focused on completing the final stages of the Principal Mining Hazard Management Plan audit. Following on from the self-assessment audit conducted, Ramelius will perform a follow up internal audit. This will involve key members of our Health and Safety team going out to the mine sites to ensure the hazards have been addressed correctly and the appropriate controls are in place to effectively address each hazard.

Ensuring our employees are up to date with training and education is a priority and we have implemented a review of all appointed person registers. A statutory training matrix is presented and reviewed fortnightly to track training progress. This is to ensure our training for all appointed persons is fully compliant with the Work Health and Safety (Mines) Regulations 2022 (WA) by March 2026.



Our People



Targets set in FY24:
 Increase employee diversity.
 4% increase achieved in FY25.

Equality, Inclusion and Diversity

PERFORMANCE IN FY25

Employment Trends	Unit	FY25	FY24	FY23
Total number of employees	Number	253	312	320
% of female employees	%	23%	19%	18%
Total number of contractors	Number	484	464	716
Total number of employees and contractors	Number	737	776	1,036
% of contractors	%	66%	61%	69%

At Ramelius, we foster a culture of inclusivity, diversity and equity, aiming to create a workplace free from discrimination and harassment where everyone is treated with respect and fairness.

Our commitments are reflected in our policies on our website:

- Diversity and Inclusion Policy.
- Code of Conduct Policy.
- Whistleblower Policy.
- Annual Workplace Gender Equality Public Reports.

During the year, we focused on our women in leadership positions and encouraged our employees to partake in leadership development programs. As an industry we face a shortage of female representation and encourage women to pursue careers in mining. This year, we achieved increased representation across several areas including:

- Increase of 10% in our female employees in leadership positions.
- Increase of 4% of overall female representation in our workforce, up from 19% in FY24.
- 33% of female representation at a board level.

We are committed to our annual submission to WGEA's Gender Equality Report and working towards equality across the industry.

CASE STUDY

Enhanced Employee Offerings

We conducted an Employee Engagement Survey to better understand the values of our employees. We used these results to develop and enhance employee benefits. A highlight from our changes includes Enhanced Paid Parental Leave, with some of the following benefits:

- Paid parental leave for primary caregivers has increased by 2 weeks.
- Paid parental leave for primary caregivers can start up to 12 months after the child's birth or adoption.
- Paid parental leave for secondary caregivers has increased by 2 weeks.
- Additional benefits when returning to work within 12 months from the start of parental leave.
- Additional leave for fertility and miscarriage support.

We value our employees and understand their needs both professionally and personally.

We have had a positive uptake on the parental leave options to date from both the women and men of Ramelius.

In addition to the improvements to our parental leave options, we introduced various other employee benefits:

- Private Health Insurance premium of up to \$2,500 per year.
- Salary Sacrificing for Motor Vehicle leasing and Airport Parking.

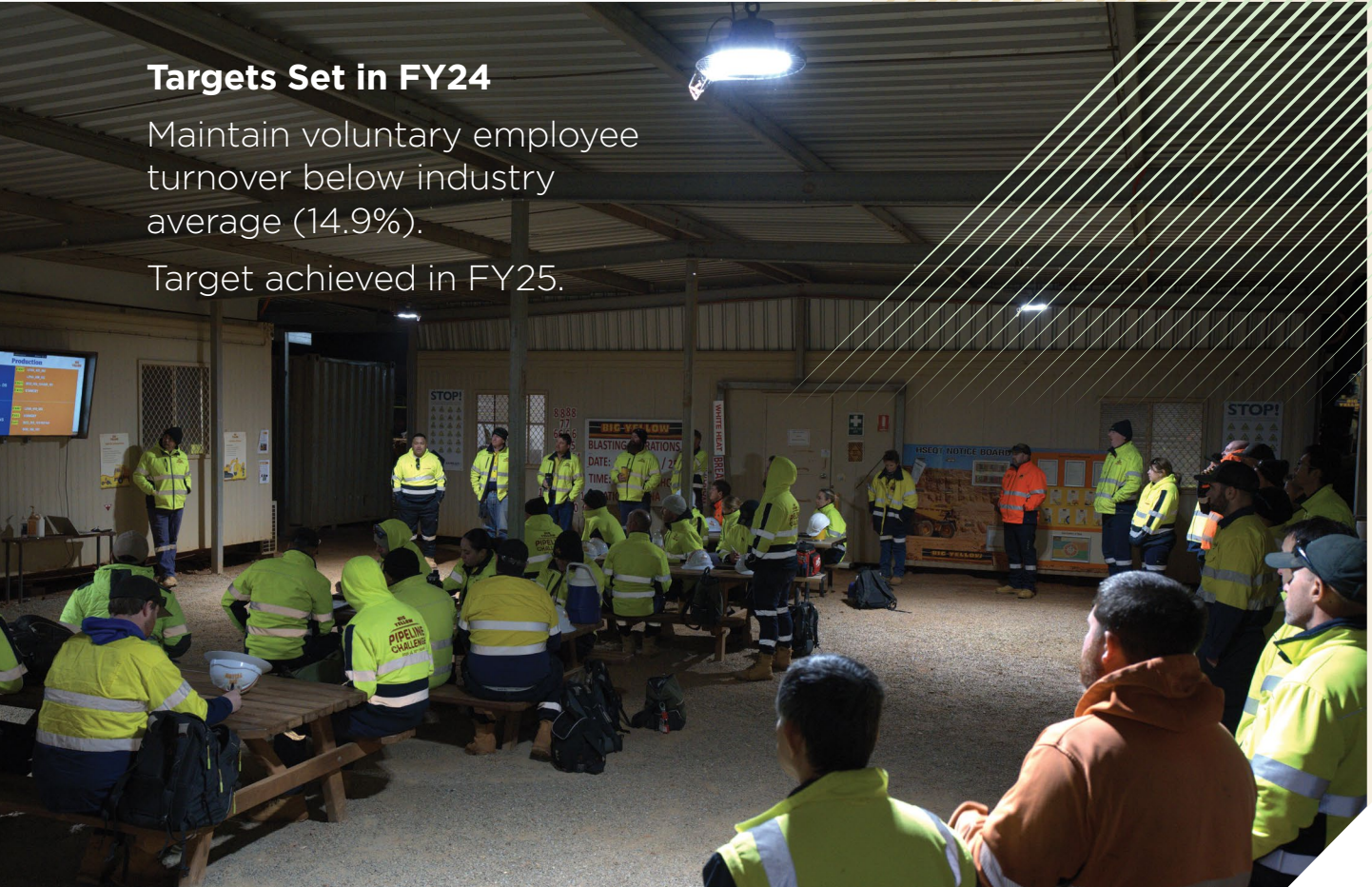
We will continue to improve and enhance our employees' experiences and ensure equal access to opportunities.

Our People

Targets Set in FY24

Maintain voluntary employee turnover below industry average (14.9%).

Target achieved in FY25.



Talent, Capability and Engagement

PERFORMANCE IN FY25

Employee Turnover (12 Month Rolling Average)		FY25	FY24
Voluntary employee turnover rate	%	11%	17%
Total employee turnover rate (%)	%	37%	27%

Talent

Ramelius focuses on ensuring a supportive environment for employees and providing opportunities to learn and develop necessary skills. An important part of our future is the recruitment process for new graduates. During the year, we welcomed six undergraduate students into our vacation student program. During their time at Mt Magnet, the students worked with geology, environmental, underground mining, open pit mining and survey teams.

In addition to our graduate programs, we offer the Robert 'Bob' Kennedy memorial Scholarship each year. This is a \$10,000 scholarship to help students in need of financial support. This scholarship is in collaboration with Curtin University for students studying mining related degrees.

We prioritise our recruitment process to ensure a smooth and positive experience for our staff. We use a real time survey which captures data during the onboarding process and the first 6 months working in Ramelius. In FY25, our recruitment feedback showed a 100% favourable for communication throughout the application process and that they would recommend others to work at Ramelius.

Capability

As Ramelius we value the learning and development of our employees and concentrate on offering them the opportunities and assistance to advance their education and skillsets. In FY25, the Workplace Behaviour & Active Bystander Training was provided to encourage our employees to speak out against unacceptable workplace behaviour. This focuses on changing attitudes to create a more respectful workplace.

During FY25, our annual Performance Review Program was provided for all employees. This program allowed

clear goals for employees to work towards and feedback throughout the program to ensure both their success and the company's. The final review process received 100% participation for the group.

Our Leadership Development Training has been rolled out to all leaders in FY25. This program educated the leaders on the impacts of fatigue, drugs & alcohol and mental health on an employee's fitness for work. Further information can be found on page 20 about the stages of the program.

Engagement

Ramelius understands the competitive nature of the employment market and wants to ensure that employees feel valued in their roles. The remuneration at Ramelius is carefully considered in line with internal and external factors. We work with our leaders to ensure fairness and equality across the Company.

For FY25, our overall employee turnover saw an increase to 37% for the group. Our Edna May operations entered into care and maintenance during the year which contributed significantly to this rise. We consulted with each employee affected by the transition of our Edna May operations into care and maintenance. Through consultation, 24% of employees accepted new positions

within the Group while the remaining employees were assisted by Ramelius to new employment or retirement. By comparison our voluntary turnover rate saw a decline by 10% overall.

During the year, we hosted a Local Recruitment Information Day in the town of Mount Magnet during March 2025. The initiative is part of Ramelius' commitment to positively engage with the local communities and create employment opportunities for regional job seekers to join us working at Ramelius. Local residents had the opportunity to meet with the Ramelius team and learn about careers in mining and their future in the industry.



CASE STUDY

Leadership Stage 2

During the year we utilised our results from the psychosocial audit performed in FY24 to develop Stage 2 of our Leadership Program. This involved the courses covering Fatigue Management, Drug & Alcohol Use and Mental Health, which are all key risks faced in the industry. 78 employees completed the training during the year, with further courses being offered in FY26. The course was provided to all Supervisors, Managers and our Executive team.

The two-day workshop run by BSS Corporate Psychology Services was designed to provide an understanding of the following topics and how to combat these in the workplace:

1. **Fatigue Management:** This course covered the impact of fatigue on health, safety and performance. Attendees were provided with practical strategies to address issues facing them in the workplace.
2. **Mental Health at Work:** Our employees were provided with the necessary information to understand how to recognise mental health issues, the appropriate action to take and strategies to use dependent on the situation.
3. **Alcohol and Drug Use:** This course outlined the impact of drugs and alcohol on the work environment and educating leaders on the consequences of misuse.



94% of leaders who attended the workshop confirmed that they had an improved understanding in the areas of Fitness for Work, Fatigue Management and Mental Health.

Looking Ahead

Moving forward into FY26 and beyond, we will continue to build on our efforts to maintain a diverse and inclusive workplace. Our plans for FY26 include:

- Developing and establishing a Domestic and Family Violence Procedure.
- Educating employees on our new Parental Leave program.

In FY26 we are also determined to continue improving our approach to attracting, developing and retaining talent. One initiative in the pipeline for the coming year is to increase representation at career engagement events including AusIMM, and those held at the University of Western Australia and Curtin University.



Our Communities



Targets set in FY24:
 Minimum \$2 per oz/gold up to \$3 per oz/gold in community investment.
 Target achieved in FY25.

Community Investment and Engagement

PERFORMANCE IN FY25

Health & Safety Performance	Unit	FY25	FY24
Community donations	Dollar	\$615,000	\$520,000
Grants	Dollar	\$606,000	\$540,000
In-kind support	Dollar	\$12,000	\$14,000
Contributions to Australian economy	Million	\$804.4	\$696.8

By listening and involving people in planning and decision-making, we aim to create genuine and supportive connections through open communication and consultation. We are committed to building respectful, collaborative relationships with local and First Nations communities in the regions where we operate which includes the Mount Magnet, Westonia, Southern Cross and metropolitan Perth areas. More information about our community policies is available on our website.

Together, we achieved our target of contributing up to \$3 per ounce of gold produced towards community investment and engagement activities. This was comprised of total donations and funding of \$615,000 going towards community activities and initiatives. Alongside our financial contributions, Ramelius also provided in-kind support to the communities in which we work of approximately \$12,000.

We supported many community programs during the year. Some of the highlights of our community donations this year included the following:

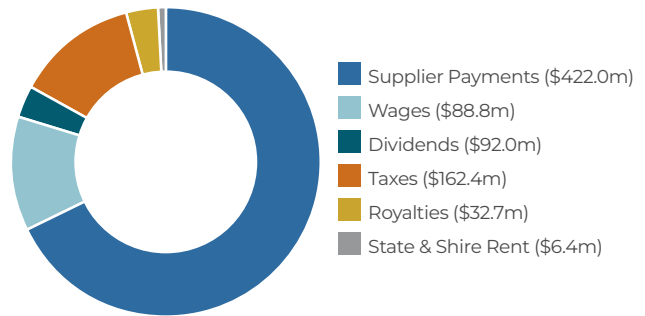
Community Program	Our Contribution
Yilgarn Agricultural Show Supporting Southern Cross community area	For the third year running, we sponsored the Yilgarn Agricultural Society's Southern Cross Community Show in August 2024, a local event celebrating community talent across arts, crafts, and produce. One of the many highlights was the return of the Men's Mental Health Tug of War, uniting the mining industry and community in support of mental health awareness.
Southern Cross 2 Day Motorcycle Enduro Supporting Southern Cross community area	Ramelius co-sponsored the Southern Cross 2 Day Motorcycle Enduro in September 2024, a major community event that drew hundreds of participants and spectators across the Wheatbelt. Spanning nearly 370km of rugged terrain, the event highlighted rider endurance and skill, with Ramelius staff actively supporting operations and connecting with the dedicated organisers.
CoRE Learning Foundation's Wheatbelt Supporting broader mid-west wheatbelt region	Ramelius sponsored the CoRE Learning Foundation's Wheatbelt Resources Challenge in October 2024 held in Merredin, where regional students engaged in a day of teamwork, leadership, and a simulated mining experience. Judged by Ramelius staff and CoRE's Suzy Urbaniak, the event showcased student talent and our commitment to inspiring future leaders in the resource industry.
CoRE Learning Foundation's Wheatbelt Supporting broader mid-west wheatbelt region MACA 200 Ride for Cancer Supporting WA state-based cancer research	In October 2024, Ramelius' Team Horse Power completed the 200km MACA Cancer 200 ride. The team was joined by approximately 2,000 cyclists in raising a record-breaking \$10.1 million for cancer research.
R U OK Day and Beyond Blue Fundraiser dollar match Supporting mental health awareness at each of our mine operations	Ramelius acknowledged "R U OK? Day" on 12 September 2024 by distributing blue high-vis shirts to employees across its sites to support the initiative and raise awareness. It additionally dollar-matched all employee donations to Beyond Blue, and the company continues to promote mental health support services as part of its broader focus on workforce health and wellbeing.
HBF Run for a Reason Supporting a number of WA state-based charities	In May 2025, Ramelius' team "Horse Power" participated in the HBF Run for a Reason, Perth's largest annual fundraising event, which raised over \$1.9 million for more than 350 charities. The team completed both the 3km and 12km courses, representing the company despite challenging weather conditions.
Mt Magnet School Supporting Mt Magnet community area	Ramelius has supported the Mt Magnet school for a number of years. This support continued in FY25 and included the provision of fresh fruit and vegetables to the Crunch and Sip Program and promoting children's participation in sport.
Shine / Shimmer Educational Program Supporting Mt Magnet community area	Ramelius has committed to supporting the SHINE and SHIMMER programs at Mount Magnet District High School for three years, which aim to encourage school attendance and engagement among girls and young women. The programs have been associated with improved attendance and employment outcomes, including the hiring of First Nations women onsite, this support will continue into FY26.
Robert "Bob" Kennedy Scholarship 2025 Recipient Supporting broader mid-west wheatbelt region	Ramelius supports the next generation of leaders in the gold industry through the awarding of scholarships and vacation work placements. This year, we awarded the 2025 Robert 'Bob' Kennedy Scholarship to Shawn Iguana, a third-year Bachelor of Mine and Engineering Surveying student at the WA School of Mines who also joined us as a Vacation Survey Student at the Mt Magnet Mine to gain practical experience.
Outstanding Performance in Mining Geomechanics (WASM award) Supporting broader mid-west wheatbelt region	Ramelius supports academic achievement in mining studies and the development of future leaders in industry. Ramelius sponsored the Outstanding Performance in Mining Geomechanics Award at the WA School of Mines (WASM) prize-giving ceremony in May 2025, which was awarded to Aquib Ahmed.
Royal Flying Doctor Service partnership Supporting broader mid-west wheatbelt region	In FY25, Ramelius renewed its three-year sponsorship of the Royal Flying Doctor Service (RFDS), marking six years of support. Recent funding contributed to the purchase of MEQU bloodwarmers for aircraft, with 6,259 patients attending RFDS clinics in the Midwest region during the year.

Our Communities

In FY25, we additionally contributed \$804.4 million to the Australian economy through the following mechanisms: Goods and services, wages, taxes, royalties, dividends, interest, state and share rent, community contributions and donations.

We are also proud to contribute to broader industry group and community initiatives, and have highlighted two case studies featuring our support in these areas further in this report.

Contributions to the Australian Economy (\$m)



CASE STUDY

Case Study: Gold Industry Group (GIG) Community Initiatives

Ramelius has a strong involvement in initiatives with the GIG which cover support of communities, education, recreation, diversity, health and economic growth in the regions in which GIG companies operate. These initiatives include:

- A centralised online hub offering employment opportunities in Australia's gold industry.
- Education in science, technology, engineering and mathematics (STEM) in Australian primary and secondary schools across four states through the GIG National Gold Education Program.
- GIG's Heart of Gold app promotes tourism initiatives and businesses to drive economic growth across WA's gold mining region.
- 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 wellbeing and improve their netball skills.



CASE STUDY

Collaboration with WA Government and University of Western Australia in our Southwest Regions

Ramelius has been working alongside Australia's national science agency to support innovative research into mineral exploration. The project, Distal Footprints in the Southwest Yilgarn, is a collaboration between the Commonwealth Scientific and Industrial Research Organisation (CSIRO), Geological Survey of WA (GSWA), Ramelius and other industry companies. It is supported by the Western Australian Government through the Minerals Research Institute of WA (MRIWA). The project, which is helping to capture insights into the Mineral Systems of the South-West, is due to wrap up in early FY26.

Over the past four years, the research teams have been collecting samples and analysing data to determine innovative exploration techniques. Ramelius is applying these outcomes to support exploration efforts across our projects. Some of the project's takeaways include a comprehensive look at the diversity of Mineral deposit discoveries, data analytics to enhance workflows and efficiency of mineral exploration, gold fertility indicators using sulphur isotopes, gold fingerprinting and dating, and Digital Elevation Modelling (DEM) and landscape regimes to determine highest probabilities of detection.

Following the success of the Distal Footprints project, Ramelius is pleased to continue its research and innovation efforts in WA by joining the collaborative research project, Yilgarn 2030, which is set to begin early FY26. The five-year project will see Ramelius work alongside a team of researchers from the University of Western Australia, the Centre for Exploration Targeting and GSWA. It will also be supported by MRIWA.

Yilgarn 2030 aims at bridging the gap between terrane selection and camp scale exploration strategies by undertaking frontier applied geosciences to drive new discoveries.



Looking Ahead

Our staff are genuinely passionate about the programs we support, and many choose to get involved in company-led initiatives in their own time. Throughout the year, they take part in a range of activities and work with charities that hold special meaning for the Ramelius team. In FY25 we spent \$4.7 million on goods and services from regional suppliers. The FY26 target is to once again improve the proportion of procurement spend within regional areas.

We also recognise the importance and complexity of our stakeholder footprint across our operations and our head office. In FY26, we will perform an exercise to better understand our stakeholders, and to formalize our approach for prioritisation of communication and engagement with these stakeholders, including community donation activities.

Our Communities

First Nations and Native Title

PERFORMANCE IN FY25

Local Engagement		FY25	FY24	FY23
Total number and percentage of Indigenous employees	Number	2	3	3
	%	1%	1%	1%
Total number and percentage of local employees ¹	Number	6	20	27
	%	2.4%	6.4%	11.6%

1. 1. Local employees defined as those employees who are local to the mines which we operate.

We value the meaningful relationships we have with First Nations communities and are committed to open, respectful communication. Our goal is to build a culturally safe environment and show genuine respect for the lands that sustain us.

We work closely with Native Title groups across our sites to ensure we respect culturally significant locations and customs. At the Rebecca-Roe Gold Project, we are collaborating with the Kakarra Aboriginal Corporation toward a Native Title Agreement to support future mining plans. We regularly partner with the Badimia Land Aboriginal Corporation (BLAC) to undertake heritage surveys, ensuring cultural values are recognised and protected. Further information can be found in our First Nations Policy.

We are committed to promoting First Nations arts and culture and continue to participate in cultural awareness sessions. In FY25, we engaged in two art and storytelling sessions with the BLAC.

Our involvement with the Badimia people of Mount Magnet is important to Ramelius and by offering a number of initiatives for the community, it provides opportunities to the local schools and residents.

Ramelius is actively engaged with the Mt Magnet school, providing fresh fruit and vegetables to the Crunch and Sip Program and promoting children’s participation in sport by supplying the local football team with boots and jerseys.

In FY25 we also continued our commitments to the Mount Magnet Community Benefit Fund (MMCBF) administered by the Shire of Mount Magnet, which then provides various social benefits back to the Mount Magnet community.



Throughout the year, our staff members also hosted community events such as barbecues to provide a gathering for the families and children to socialise and play.

Looking Ahead

It is important to Ramelius that our impact in the community provides for future job opportunities in our industry. In the coming year, we have budgeted for four school-based traineeships. In doing so, we host periodic career fairs with major contractors to establish a database of Indigenous people who are interested in working in the mining and construction sector. The careers fairs are an opportunity to showcase future job opportunities and promote pre-apprenticeship TAFE courses which would help us to fill apprenticeship vacancies in FY26.

In addition to the existing seed collection for waste dump rehabilitation undertaken to ensure the successful revegetation of disturbed areas, Ramelius is looking to expand its relationship with the BLAC in FY26 and will seek to jointly identify potential business opportunities.

CASE STUDY

Mount Magnet SHINE/ SHIMMER Educational Program

Ramelius has provided a three-year commitment to support the SHINE and SHIMMER programs at Mount Magnet District High School, which offers girls and young women additional support to excel at their schooling and future endeavours. The programs run in conjunction with traditional education and aim to encourage girls to stay in school. SHINE continues to be successful, with increased school attendance rates recorded, particularly on days the program was run. It has also led to First Nations women being employed onsite. We will continue to support SHINE and SHIMMER in FY26.



Our Environment



Targets set in FY24:
Develop offset rehabilitation plan for Edna May.
Achieved in FY25.

Performance in FY25

In FY25, our operations spanned the Western Australian Murchison and Avon Wheatbelt bioregions encompassing diverse environments each with its own unique characteristics.

To support environmental stewardship, Ramelius has implemented a group-wide Environmental Management System. This provides a structured framework to support our understanding of these areas and helps us effectively manage risks while advancing opportunities for environmental improvements.

Biodiversity and Land Management

PERFORMANCE IN FY25

Land Disturbance and Rehabilitation		FY25	FY24	FY23
Land disturbed to date	Hectare (ha)	3,284	2,458	2,188
Land rehabilitated to date	Hectare (ha)	869	1,080	747
Total land tenement	Hectare (ha)	337,735	430,707	341,321

We recognise our ecological responsibilities and ensure our activities meet regulatory requirements. Beyond compliance, we have implemented a range of initiatives to understand and protect the environment, reflecting our commitment to responsible development. For more information on our biodiversity management practices, please visit our website.

- Land function analysis is undertaken across all of our sites and is used to compare the health of rehabilitated sites with surrounding landscapes. At Mt Magnet each waste landform is assessed on a triennial cycle. We have recently undertaken a remote sensing study, for more details, see the rehabilitation and closure section of this document.
- An initiative between Mt Magnet Operation, the Boogardie pastoral leaseholder, and Badimia Traditional Owners established a seed collection and distribution program. The program brings together diverse land management practices and unites different land beneficiaries by integrating traditional cultural knowledge with scientific insights. More details are included in the rehabilitation section of this document.
- Vegetation health assessments are conducted annually at the Eucalypt woodland areas surrounding Edna May. The evaluation compares species richness, plant abundance and diversity, as well as the percentage of vegetation cover. This allows us to measure any impacts to the surrounding environment. Monitoring this year showed that species richness and plant density was consistent with the previous year and that vegetation cover has increased overall.
- We also conduct an annual survey of threatened flora species *Eremophila resinosa* at the Edna May. The patterns seen in the local populations were also evident at the regional level and showed a correlation with climatic conditions. As in previous year, there was no evidence of impacts from current mining activities on any of the populations.
- Edna May has an Offset Rehabilitation Plan which was established in 2015. The Offset area includes of the revegetation of 75ha of ex-farmland.
- During the year, the Cue Project commenced open pit mining. The waste rock landform was constructed over the top of a complete open pit in an initiative to utilise disturbed land and minimise the clearing of native vegetation. Progressive rehabilitation of the landform will commence in FY26.

Water Management

PERFORMANCE IN FY25

Water Management by Site		FY25	FY24	FY23
Total water consumed	Cubic metres (m ³)	4,375,962	4,916,776	5,080,237
Percentage of water consumed that was recycled/reused.	%	10%	18%	22%
Total water discharged	Cubic metres (m ³)	293,821	154,198	691,156
Number of incidents of non-compliance associated with water quality permits, standards, and regulations.	Number	-	5	3
Water intensity of gold produced (water consumed per ounce gold produced)	Cubic metres (m ³)/oz	15	17	21

Water is a valuable resource. At Ramelius, we strive for optimal water management by maximising the use of water from sources with no other beneficial users. We do not abstract freshwater for processing or mining activities.

We acknowledge that water is a shared and precious resource for communities, ecosystems and the mining industry alike. The availability of water plays a significant role in our operational performance and long-term business viability. We are committed to managing our supply responsibly. We prioritise water sources without other beneficial users to minimise the impact on shared resources.

In compliance with regulatory requirements our sites operate in accordance with the required licences which includes annual reporting of volumes and water quality. We maintain water balances for each site and measure groundwater abstraction; transport; consumption; and discharge using flow meters.

Our Environment

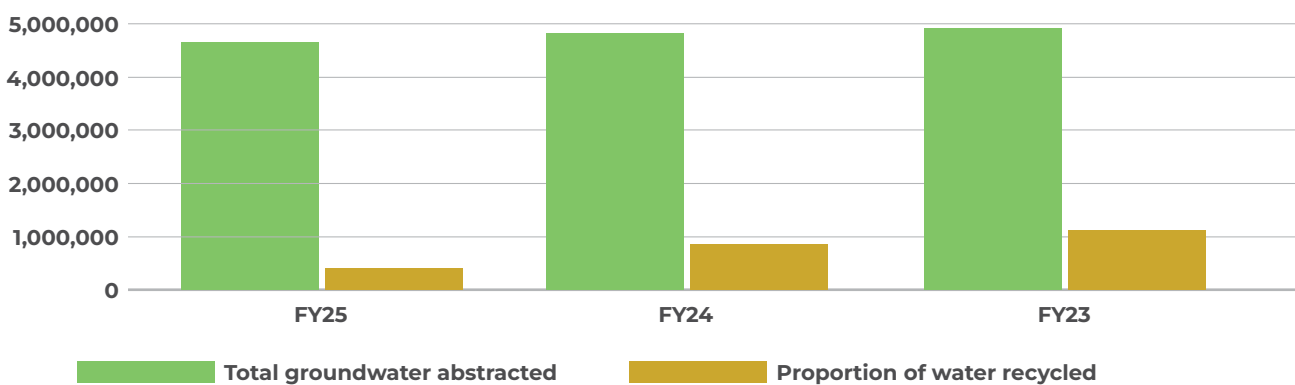
We conduct monitoring across each site to measure water levels and water chemistry, we use this data to evaluate impacts; apply effective controls; and protect water resources for the long term. At Mt Magnet the town water supply known as the Genga borefield aquifer, is located proximal to our operations. We conduct monitoring and undertake studies to:

- understand the potential for mining to impact the Genga borefield
- determine any impacts of stormwater diversion on catchment yield

Analysing the results of monitoring enables us to apply effective controls; and informs the impact assessments for future mine development. In FY25, we continued to recycle water reclaimed from tailings which reduced demand on natural resources. During the year, we abstracted 4,655,009m³ of groundwater across all our sites which was less than the previous years of 4,865,158m³. There was a reduction in groundwater abstracted at Edna May due to the completion of ore processing; and reduction of dust suppression of haulage routes across the Edna May hub. Mt Magnet saw an increase in groundwater abstraction due to increased volumes of ore processed; underground development at Penny and the commencement of open pit mining at Cue.

A total of 32,130m³ of water was purchased from municipal supplies which is less than the previous year of 51,618m³ this reduction is a result of ceasing activities at Edna May and Tampia sites. These volumes are expected to be further reduced in FY26 with only small quantities expected to be consumed whilst the sites remain placed in care and maintenance.

Total Water Consumption (m³)



We aim to maximise water recycling by decanting water from our tailings storage facilities for reuse in processing. In FY25, we recycled 436,447 m³ of water, representing 9% of our total water consumption. This was lower than the 905,553 m³ recycled in the previous year, largely due to a 20% reduction of water recycling at Edna May following the cessation of processing activities.



CASE STUDY

Rebecca Inland Waters

We recognise the importance of protecting the inland water environments at the Rebecca Project. Our project is located proximal to inland salt lakes that support unique aquatic ecosystems and fringing vegetation, all of which require careful stewardship.

Lake Rebecca holds cultural importance for Aboriginal communities, and it has been agreed with the Traditional Owners that no activities will be undertaken on the lake. The planned project disturbance footprint will avoid the lake; surplus water will be directed for use in the processing facility, ensuring no impact on inland waters.

The mine closure plan will contemplate designs and placements of mining features that will preserve these inland waters. This delivers a meaningful benefit for Traditional Owners, environmental stewardship, and our business objectives.



Mine Closure Preparedness and Rehabilitation Management

Ramelius is committed to delivering defined post-mining land uses at all our sites. We aim to minimise the removal of native vegetation where possible and have established revegetation targets at our sites to restore disturbed land by promoting biological diversity and ecological integrity.

Closure activities are conducted in accordance with approved Mine Closure Plans (MCP). Ramelius currently holds a total of 856ha of land under rehabilitation. During FY25 we rehabilitated a further 25ha of land across the Edna May and Mt Magnet hubs.

Edna May Hub

Closure activities are now complete at Symes and include the decommissioning and removal of infrastructure and the rehabilitation of landforms, laydown areas and transport corridors across an 18ha area. In addition, seedlings were sourced from a local Wheatbelt supplier and planted in an effort to establish a corridor between two areas of remnant bushland.

Our Environment

We are pleased to report on the progress of rehabilitation at Tampia with additional works planned for FY26. Timely rehabilitation at both Symes and Tampia has returned available farmland with some areas already being used for cropping. These outcomes reflect our commitment to meeting post-closure obligations and delivering long-term environmental benefits.

At Marda we rehabilitated five waste rock landforms, constructed open pit abandonment bunds and re-established surface water flows by contouring and revegetating disturbed areas. Although this site was divested during the past year, we are pleased to report on this positive legacy.

Mt Magnet Hub

During the year, we rehabilitated 7ha of land at Mt Magnet, with efforts concentrated on laydown and hardstand areas. We intensified our focus on reducing threats from introduced species and predation, recognising these as key factors in long-term rehabilitation success.

FY25 saw the successful rollout of the Weed Eradication Program, removing introduced species improves the establishment and resilience of native vegetation. Notably, the Boogardie pastoral leaseholder undertook mustering of feral goats across our tenements, an initiative expected to support vegetation establishment and reduce grazing pressure on regenerating plants in rehabilitation areas.

Tailings, Waste and Other Emissions

PERFORMANCE IN FY25

Tailings and Waste Generation		FY25	FY24	FY23
Total weight of tailings produced	Metric tonnes (t)	6,979,484	7,735,067	6,988,045
Waste sent to on site landfill	Kilotonnes (kt)	9.2	5.0	6.5
Total weight of waste rock waste (overburden)	Kilotonnes (kt)	14,109.2	8,976.0	15,360.0

Air Quality

We analyse and report on 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.

Waste and Tailings Management

Waste products are managed in accordance with granted Environmental Protection licenses at all Ramelius operations.

Putrescible wastes are managed onsite where a licensed landfill is in operation. In FY25, a total of 9214 tonnes of putrescible waste was disposed of across the group. This is an increase on the previous year as a result of whole of site clean up initiatives undertaken at both Edna May and Mt Magnet.

Hydrocarbon contaminated materials are removed from site by licenced contractors where waste oil is recycled. Recyclable materials removed from site and during FY25 included 860 tonnes of scrap metal. At Edna May 29 tonnes of redundant equipment and other refuse was removed by a local contractor.

During the reporting year, there were no material incidents or non-conformances associated with handling, storage, transportation, or disposal of waste materials.

Tailings Storage Facilities (TSF)

At Mt Magnet, there are three operational TSF cells that receive tailings from the Checkers processing facility and during the year we commenced an embankment raise to increase tailings storage capacity. The Black Cat TSF is decommissioned and rehabilitated; the top surface has since been repurposed for the installation of a solar power array.

At Edna May, the Corsini TSF remains active with tailings deposition ceasing during FY25. This TSF is integrated with the waste rock landform and the lower southern and western embankments have been rehabilitated. A historical TSF has been partially rehabilitated and in recent years the top surface repurposed as storage of ore stockpiles.

In FY25, 3,276,746 tonnes of ore was processed to produce a Ramelius record of 301,664 oz of gold resulting in 6,979,484t of tailings. In compliance with regulatory requirements, Ramelius submits separate annual reports to DWER and DMPE. There were no reportable incidents associated with the operation of TSFs during FY25.

Looking Ahead

Rehabilitation planning will focus on re-establishing surface flows, removing hardstand areas, reshaping the waste rock landforms, and removing the internal road networks. This includes rehabilitation across 45ha of land at Tampia and 79ha of land across Mt Magnet, Penny and Cue.

We have undertaken a refreshed approach to monitoring rehabilitation performance at Mt Magnet by using remote sensing technology. This will enable us to assess the performance of historical and newly rehabilitated landforms. The approach uses data captured by an unmanned aerial vehicle to assess erosion and vegetation metrics. Remote sensing technology will inform on the ground investigations and the design of future projects and is expected to continue in FY26 and beyond.

In FY26, we will continue to apply water recycling practices across our operations to manage our volumes of water consumption on site.

Ramelius aims to secure approval in FY26 for the construction and operation of a TSF at Rebecca. Engineering designs are also underway to expand tailings storage capacity at Mt Magnet aligned to the 17-year life of mine expected at the site.



Our Climate



Targets set in FY24:
Achieve 75% AASB S2 preparedness.
76% achieved in FY25.

At Ramelius, we recognise that climate change may present a material risk with the potential to impact our operations, supply chains, customers, teams and communities around our mines. We are aware of our impact on global greenhouse gas emissions (GHG) and climate change by operating in the mining industry. We continuously identify ways to reduce these potential impacts. Where possible, we implement measures to minimise adverse effects on our environment.

In accordance with the National Greenhouse and Energy Reporting (NGER), we continue to collect and report our annual emissions, energy production and consumption performance. We are committed to fostering a culture that supports environmental stewardship. Through communications across the company, we keep our teams informed on environmental updates. For further details, refer to our Environmental Policy.

We also recognise that mandatory climate-related reporting will apply in Australia for reporting periods commencing 1 January 2025. For Ramelius, this means we will report in accordance with these requirements for the reporting period ended 30 June 2026.

In FY25, we commenced the process of uplifting our reporting suite and data reporting and capture to recognise these new requirements. The structure of this section of our report reflects the updated climate reporting requirements under AASB S2 Climate-related Disclosures (AASB S2), and will be further refined ahead of mandatory reporting in FY26.

Governance Overview

Our Board maintains oversight of all climate risks and opportunities and their potential impacts and activities across Ramelius. The Board plays an important role in shaping strategic direction and establishing strategic objectives with a clearly defined risk appetite.

The Board is supported by Committees, including the Risk & Sustainability Committee which provide key recommendations to the Board on climate-related activities. More information on the makeup of our Board is available on our website.

A governance system has been established to manage the risks and opportunities associated with climate and to oversee our approach to climate strategy and targets. This system involves our Board, executive, senior management and subject matter experts from across the business.

As mentioned elsewhere in this report, the Board has delegated responsibility to oversee our risk management systems, sustainability programs and mitigating controls to the Risk & Sustainability Committee. The Ramelius executive team has primary responsibility for the day-to-day management of sustainability matters, including GHG management plans and delivery of our hybrid power project.

More information on our sustainability governance can be found on our website. These responsibilities are detailed in the table below.

Committee	Role in Oversight	Frequency of Meetings and Reviews
Board	Overall oversight of climate-related risks and opportunities and determination of targets or reduction opportunities. Approval of Sustainability reports, targets or reduction opportunities, and projects that underpin progress to greenhouse gas emission reductions based on recommendations provided by the Risk & Sustainability Committee.	Board meetings occur approximately monthly, with advice received from management and, where applicable, the Chair of the Risk & Sustainability Committee. Packs are prepared by management and provided to the Board to guide their review.
Risk & Sustainability Committee	Supports the Board in fulfilling its duties and responsibilities in respect of climate-related risks and opportunities. Oversight over the Company's climate strategy and maintaining the policies and procedures that underpin the Company's approach to Climate. Makes recommendations to the Board on Climate targets or reduction opportunities. Provides oversight over the Company's Climate-related reporting and its accuracy and integrity. Provides recommendations to the Board on the accuracy and integrity of Climate-related reporting.	Meets at least four times per year. Packs are prepared by management and provided to the Committee to guide their review.
Audit Committee	Will provide oversight of internal audits and external audits, including those which relate to climate. Consider the Company's Climate reporting and its accuracy and integrity.	Meets at least four times per year. Packs are prepared by management and provided to the Audit Committee to guide their review.

Our Climate

Executive Remuneration

Executive remuneration outcomes do not currently consider or incorporate climate-related performance metrics or progress against targets. We may include such outcomes in the future. Please refer to page 40 which includes GHG as part of the ESG component.

Management Oversight

Ramelius has a sustainability team including the Executive General Manager - Legal, Risk and Sustainability, who reports into the CEO. They are responsible for day-to-day delivery of the climate strategy, scenario analysis, climate risk and opportunity identification, performance monitoring, and reporting.

Oversight of the sustainability team is provided by the Risk and Sustainability Committee Charter. The Committee helps to identify the risks and opportunities, who then make recommendation to the Board for approval. The Committee consists of a group of cross-practice subject matter experts from across the business who meet regularly throughout the year to discuss and review changes. Our climate-related risks and opportunities are monitored and managed through a process described in detail below.

Climate Risk Management

At Ramelius, responsibility for risk management rests with the Board. Each member brings expertise in identifying, managing and mitigating key business risks. The Board, along with the Audit and Risk & Sustainability Committees and the Executive Team, conducts regular reviews of the Company's risk profile to ensure risks are effectively managed.

Our Corporate Risk Management Policy outlines the framework for identifying, monitoring and addressing business risks. It ensures that risks and opportunities are systematically recognised and assessed. The process of risk identification is guided by the Risk & Sustainability Committee Charter, which plays a central role in overseeing this function. These risks are then prioritised using our Risk and Control Assessment based on likelihood and magnitude. This considers qualitative and quantitative factors, including potential dollar impact across health, safety, environmental, community and regulatory compliance; and probabilities of occurrence and recurrence over time.

Our understanding of climate change and its associated risks and opportunities continues to develop each year. To support this evolving perspective, we have applied climate scenario analysis as a tool to identify potential climate-related risks and opportunities that we are exposed to in our business, and to evaluate their potential impact.

In 2025, we performed a full climate scenario assessment, basing our analysis on three distinct climate scenarios:

- The International Energy Agency's (IEA) 2024 Net Zero by 2050 (IEA NZE) 1.5°C scenario aligned to the Paris Agreement.
- Intergovernmental Panel on Climate Change (IPCC) SSP1-1.9.
- Intergovernmental Panel on Climate Change (IPCC) SSP5-8.5.

Further details on these scenarios, including the key assumptions underpinning each, are provided further in this report.

The next 12 months will see us undertake a significant body of work to better integrate our climate risks and opportunities into our enterprise risk systems. This will see our climate-related risks and opportunities monitored and managed in alignment with the Risk and Control Assessment for other business risks as described above, and logged and managed in our Corporate Risk Register, similar to other non-climate business risks.

Supporting this risk management effort, the Ramelius Essentials framework is designed to support employee performance by ensuring the Company consistently executes core business practices effectively. The Essentials Program aims to embed a unified approach to managing the Company's fundamental operational requirements.

Please visit our website to find more information on our risk management approach and view our Risk Management Policy, Risk Appetite Statement, and Risk & Sustainability Committee Charter.

Climate Scenario Analysis and Risk Opportunity Assessment

Ramelius will be required to report in accordance with AASB S2 for the 30 June 2026 reporting year. In accordance with that Standard and section 296D(2B) of the Corporations Act, we have applied two climate scenarios to identify material climate-related risks and opportunities, and to evaluate their potential impact on our strategy and business resilience. The analysis was conducted in FY25 by an external consultant, who supported our sustainability team to ensure that key climate risks and opportunities were selected and incorporated into our Risk Strategy. The key assumptions underlying the scenarios are described at a high level below. These then inform the identification of our climate risks and opportunities on page 37.

Physical risks relate to the physical impacts a changing climate may have on our business. Ramelius's asset footprint includes remote areas of Western Australia. Transitional risks refer to the potential financial, operational or reputational risks that we face as the world moves toward a low-carbon economy. To understand the physical and transitional climate risks, we applied climate modelling using assumptions from publicly defined scenarios, discussed on the next page.

A future projection model was used to identify areas of our asset base of risk of impact from climate change and the type of severe weather that could impact our assets and operations. Under SSP1-1.9, we see a world transitioning to a reduced-emissions economy while SSP5-8.5 showcases a model suitable for an extreme

climate impact from a high-emissions economy. The Net Zero Emissions by 2050 (IEA) was also used to provide an insight into an immediate response to climate change and the potential transitional effects on our business. We have provided a summary of key considerations and assumptions under these scenarios below.

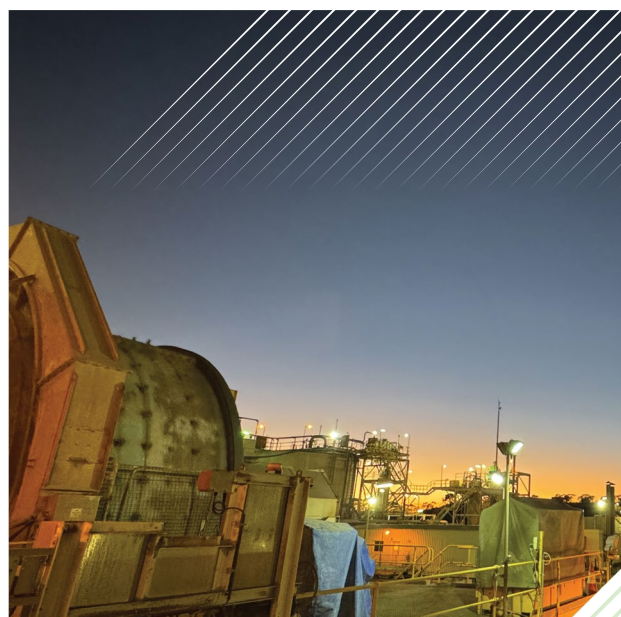
Aspect	SSP1-1.5	SSP5-8.5	NZE by 2050
Temperature increase	Temperature rise limited to 1.5°C.	Temperature to rise to 4.3° degrees without climate action.	Temperature rise limited to 1.5°C degrees.
General description of scenario	World transitions to a reduced-emissions economy.	A high-emissions scenario, with extreme climate impacts.	Pathway for global energy sector to achieve Net Zero by 2050.
Climate-related policies	Policy intervention would force the energy sector to limit warming to below 1.5°C by 2100.	Current policy settings and government commitments remain unchanged.	Assumes no delays in policy intervention and technology deployment.
Macroeconomic trends	Demand for gold remains consistent. Input into decarbonising technologies and energy systems. Stronger global environmental regulation requiring robust climate risk disclosure.	Demand for gold expected to increase from emerging markets. Continued reliance on fossil fuels. Limited regulation on emissions. Reduced investor emphasis on climate, but heightened physical disruption risks affect production reliability.	Demand for gold remains consistent. Increased costs for compliance under carbon pricing and requirement to align with emissions reporting. Decarbonising projects become essential.
Energy usage	Fossil fuels from today will decline to less than 65% by 2070 and 15% by 2050. Renewables will increase significantly in the volume of energy.	Demand for fossil fuel will increase towards 2030, however demand will decrease slowly by 2050. Minimal investment in renewable energy sources.	Sharp decline in fossil fuels by 2030 and almost phased out by 2050. Renewables will see a rapid increase in usage.

As part of our exercise of aligning to the AASB S2 Climate-related Disclosures Standard, we are committed to understanding and managing the impact of climate-related transition and physical risks on our business.

Climate-Related Risks and Opportunities

As part of the climate scenario assessment performed, this assisted us in identifying the climate-related risks and opportunities that could reasonably be expected to affect our cash flows, access to finance or cost of capital over the short, medium or long-term. In performing an exercise in identifying these climate-related risks and opportunities, we assessed potential risks in accordance with our business risk matrix and assessed the potential likelihood and impact of each risk.

We have already started introducing mitigative responses to each of these risks, however in FY26, we plan to use this climate-related risk and opportunity assessment to better formalise our operational and strategic responses to each risk, and to better quantify the potential exposure and impact to the business.



Sustainability Report

The time horizons used in the scenarios are defined as follows:

- 2025 – 2030 (short-term)
- 2030 – 2040 (medium-term)
- 2040 – 2050 (long-term)

Category	Relevant Scenarios	Description of Potential Risks	Relevant Time Frame of Risk
Physical Risk (Acute)	SSP5-8.5	Heat: Increased frequency of extreme weather events impacting our mining operations, including increasing temperatures, likelihood of bushfires and droughts. This heat impact is expected to be most pronounced at our Mt Magnet operations, increasing potential exposure to employee and contractor health, declining workforce productivity, and increasing operational cost to cope with heat increase.	2040 (medium-term) and 2050 (long-term)
	SSP5-8.5	Precipitation: Increased frequency of rainfall and associated flood risk was identified as a potential risk across our operations in the mid-west wheatbelt area. Projected climate modelling shows annual rainfall could increase between 10 – 25% at each site. This could lead to employee and contractor safety risk, damaged or reduced asset lives, and the ability of us to produce gold or to get supplies into or out of site.	2030 (short-term) 2040 (medium-term) and 2050 (long-term)
Transitional Risk (Market)	SSP1-1.9 NZE	Increasing climate-related performance requirements to access capital may hinder investment potential, leading to reduced profitability and financial stability. We consider Ramelius to have a natural mitigation to this risk as a gold producer providing minerals that are part of the solution to the world's climate transition demands, but we acknowledge this is a risk which could face the entire mining industry.	2030 (short-term) and 2050 (long-term)
Transitional Risk (Policy and legal)	SSP1-1.9 NZE	Compliance, litigation and regulatory approvals are expected to be stricter for the mining industry in the short to medium term under low degree scenarios, leading to potential difficulties in securing project or environmental approvals for new projects moving forward.	2030 (short-term) 2040 (medium-term)
	SSP1-1.9 NZE	Removal of rebates and implantation of additional taxes on fossil fuels could have a material impact on our business given our current reliance on diesel consumption at most of our sites. We have begun the process of responding to this risk by building our hybrid power project at Mt Magnet (see further details later below).	2030 (short-term) 2050 (long-term)
Transitional Risk (Technology)	SSP1-1.9	New technologies may affect the economics of different commodities, including gold. Costs to transition to lower emission technology may change how companies operate, and Ramelius will need to be responsive to these new technologies or risk being left behind.	2040 (medium-term)
Transitional Risk (Reputation)	SSP1-1.9 NZE	A perceived lack of climate action may lead to increased scrutiny of sustainability practices and regulatory pressure, potentially impacting our market positioning and revenue.	2030 (short-term)
Opportunity (Market)	SSP1-1.9 NZE	By diversifying energy sources, Ramelius reduce its reliance on fossil fuels, improve energy security, and mitigate exposure to volatile energy markets. This could also provide us with a market-edge compared to other gold producers.	2040 (medium-term)
Opportunity (Technology)	SSP1-1.9 SSP5-8.5 NZE	The use of efficient technologies would lower emissions and operating costs for our projects, as well as better forecasting tools which would allow Ramelius to take more robust precautions against physical risks.	2030 (short-term) 2040 (medium-term)

CASE STUDY

Case Study: 32MW Hybrid Power Plant at Mt Magnet

Our innovative hybrid power plant incorporated thermal energy and renewable energy sources during the year to help power our Mt Magnet Gold Mine. This marks an important step forward in the Company's dedication to sustainability and cost reduction. The infrastructure combines gas, solar and battery power and is expected to provide significant environmental benefits and support for future operations.

Partnering with PWR Hybrid Solutions Pty, five gas generators (15.5 MW) and three diesel generators (3MW) were installed in FY25. Following this, 6.7 MW of solar power and 8.3 MW of battery energy storage systems were implemented at the end of FY25, which marked the commencement of power generation being provided by the new renewable systems.

Ramelius has also committed to the construction of a 14 MW wind farm. In addition to supporting the reduction of our greenhouse gas emissions, the wind turbine designs for the wind farm are aimed at mitigating the impacts of noise and vibration through technology that seeks to eliminate sources of mechanical noise and vibration and avoids using devices that emit frequencies. To support this work, Ramelius has undertaken fauna assessments to inform a program to monitor bird and bat species. This work due to commence in 2026, and the renewable energy contribution is expected to increase significantly in the coming years.



Our Climate

Greenhouse Gas Emissions and Energy

PERFORMANCE IN FY25

GHG Emissions		FY25	FY24	FY23
Total Scope 1 Emissions	Metric tonnes (tCO ₂ -e)	103,087	118,369	122,977
Total Scope 2 Emissions	Metric tonnes (tCO ₂ -e)	19,668	28,673	27,727
Total Scope 1 & 2 Emissions	Metric tonnes (tCO ₂ -e)	122,755	147,042	150,704
Emissions intensity per ounce gold produced (group total)	tCO ₂ -e/oz	0.41	0.50	0.63

PERFORMANCE IN FY25

Energy Use (Total)		FY25	FY24	FY23
Total Energy Consumed	Gigajoules (GJ)	1,981,308	2,320,954	2,403,568
Energy Produced (diesel and Natural gas)	Gigajoules (GJ)	228,087	273,176	276,098
Energy Produced (Renewable)	Megawatt Hours	410	0	0
Net Energy Consumed	Gigajoules (GJ)	1,753,221	2,047,778	2,127,470
Energy Purchased from grid power	Gigajoules (GJ)	138,836	194,102	195,723
% of total energy consumption derived from grid power	Percentage (%)	7%	8%	10%
Energy intensity of gold produced (group total)	GJ/oz	6.57	7.91	9.97

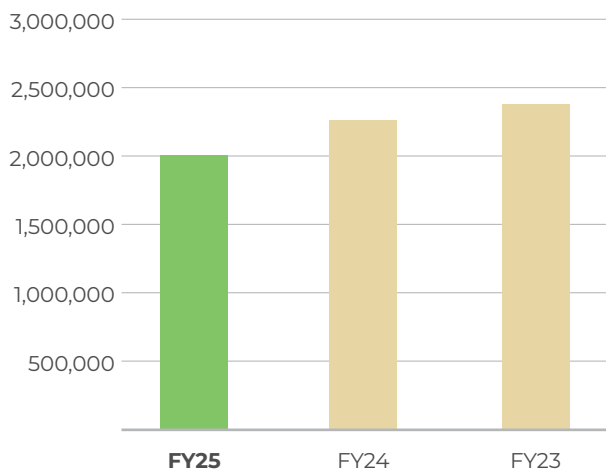
We are proud of our climate progress in the current period. Our total energy consumption for FY25 was 1,981,308 GJ, which results in a 15% decrease in energy consumption from the prior year. Our total Scope 1 and 2 emissions was 122,755tCO₂-e, also representing a 17% decrease from last year. This was due to commencement of solar power generation from our new 6.7 MW solar farm at Mt Magnet and transitioning Edna May to care and maintenance.

Our FY25 emissions intensity* per ounce of gold produced was 0.41tCO₂-e/oz. This is a reduction of 0.09 tCO₂-e/oz from last year. An in-depth breakdown of our annual energy consumption and GHG emissions can be found in our ESG Databook.

1. * Emissions intensity captures total Scope 1 & 2 GHG emissions across the Group.



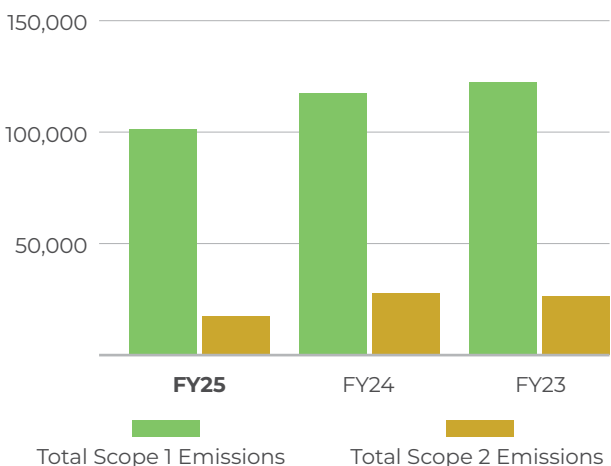
TOTAL Energy Consumed



A review from FY25 showed that the majority of our Scope 1 emissions come from diesel consumption, accounting for 73% of emissions. The estimated distribution of these emissions is 53% from stationary sources (machinery and equipment), 31% from transportation and 17% from power generation. Additionally, natural gas contributes 26% of Scope 1 emissions, used solely for power generation. We are hopeful we can leverage the work done at the hybrid power project at Mt Magnet to date to continue our emission reduction trajectory.

In order to prepare for AASB S2 climate-related financial disclosure frameworks, we have engaged a third-party to assess the controls and processes in place for recording our GHG emissions for reporting purposes. We are implementing recommendations provided in anticipation of the new regulations in the 2026 financial year.

Total GHG Emissions



Scope 3 Emissions Calculations

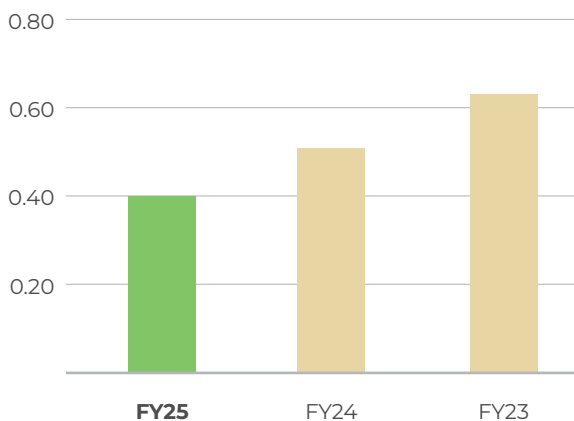
Scope 3 emissions encompass a broader range of greenhouse gas emissions that occur throughout the entire product life cycle. These are increasingly being used to understanding and assessing a company's entire value chain emissions impact and identify areas of high risk, and where a company has most opportunity to influence and impact the emissions of its suppliers, customers and other value chain inputs. We engaged third-party consultants to provide a tool for the collection of Scope 3 data and calculations in FY25. This helped us gain insight into our carbon footprint beyond our direct operations (Scope 1) and indirect emissions from energy consumption (Scope 2) and become prepared for the changes to the AASB S1 and S2 standards, which require more rigorous and detailed climate-related disclosures.

For FY25, we calculated our Scope 3 emissions footprint to be 166,131 tCO₂-e. The following categories were considered in our assessment:

- Purchased goods and services
- Capital goods
- Fuel and energy related activities
- Upstream transportation and distribution
- Waste generated in operations
- Business travel
- Employee commuting
- Downstream transportation and distribution
- Processing of sold products

The most significant contributions to our Scope 3 emissions were from purchased goods and services, fuel and electricity consumption in our operations not already considered in our Scope 1 and 2 emissions footprint, and the purchase of capital goods. A detailed breakdown of this data can be found in our ESG Databook.

Emissions intensity per ounce gold produced (Group Total)



Governance



The Board is responsible for setting the Company's strategic direction and establishing strategic objectives within an agreed risk appetite. The Board also provides oversight over policies that address climate-related and broader sustainability risks. Further details about the composition of our Board can be found on our website.

Oversight of our risk management framework, sustainability initiatives and associated controls has been delegated by the Board to the Risk & Sustainability Committee. Day-to-day management of sustainability matters, including health and safety programs, talent acquisition and retention and environmental initiatives is led by the Ramelius Executive management team.

The Board also provides oversight on opportunities linked to climate-related risks and our management of those risks and opportunities. More detail on their oversight over climate in particular is provided in the Climate section in this report.

Stakeholder Management

Engaging stakeholders through consistent, ongoing consultation is a key pillar of our sustainability program, guided by our Community Consultation Policy.

We maintain open and proactive communications with our stakeholders to keep them informed of our operations and to create meaningful opportunities for them to share feedback. In FY25, this has included ongoing meetings and correspondence with government agencies, shires, pastoralists and native title groups amongst others.

Stakeholder Group	Engagement Channels	Focus Areas
Board of Directors	<ul style="list-style-type: none"> Board Meetings Committee Meetings Site visits Emails and intranet 	<ul style="list-style-type: none"> All aspects of Ramelius' operations and performance
Workforce	<ul style="list-style-type: none"> Engagement surveys and performance reviews Emails and intranet Inductions and training programs Company newsletters In-person meetings and consultation 	<ul style="list-style-type: none"> Health, safety and wellbeing Job security Employment and remuneration Training, development and career opportunities
Shareholders	<ul style="list-style-type: none"> ASX announcements AGM Results presentations and investor briefings 	<ul style="list-style-type: none"> Financial performance Sustainable Development performance Corporate Governance Risk Management Remuneration policies linked to ESG performance
Local Communities, Shires and Landowners	<ul style="list-style-type: none"> Committee and in-person meetings Newsletters, website updates, social media Site tours Public forums and awareness sessions Annual and sustainability reporting 	<ul style="list-style-type: none"> Community support, development and engagement opportunities Environmental stewardship Employment opportunities Procurement Land access agreements
Suppliers, Contractors and Customers	<ul style="list-style-type: none"> Supplier code of conduct Contract agreement meetings Modern Slavery and Anti-Bribery Statements Modern Slavery questionnaire and due diligence 	<ul style="list-style-type: none"> Local procurement Safety protocols Responsible sourcing Collaboration opportunities
First Nations Peoples	<ul style="list-style-type: none"> In-person meetings and consultation Public forums and awareness sessions Annual and sustainability reporting Cultural heritage surveys 	<ul style="list-style-type: none"> Protection of cultural heritage and land access agreements Community support, development and investment opportunities First Nations employment, training and business opportunities
Regulators and Government	<ul style="list-style-type: none"> Project applications Briefings and meetings Inspections and reviews Impact assessments Emails and intranet 	<ul style="list-style-type: none"> Compliance and approvals Impact management ESG performance
Media and Non-Governmental Organisations (NGOs)	<ul style="list-style-type: none"> ASX announcements Media releases Company website Annual reporting 	<ul style="list-style-type: none"> Financial performance ESG performance Engagement with communities Impact management
Education, Research and Training Organisations	<ul style="list-style-type: none"> Collaboration presentations Conferences and forums 	<ul style="list-style-type: none"> Collaboration opportunities Industry associations Industry trends

Governance



Economic Performance

Our economic performance is fundamental to the success of Ramelius. Our ability to deliver sustainability strategy outcomes is centred on driving resilient and sustained economic performance and maximising the value of our assets, therefore financial stability must be achieved before we can execute on our sustainability outcomes and support a sustainable economy.

We also want to ensure our Company provides flow-on benefits to our communities through the generation of local employment and business opportunities, tax revenue for public services and support for local

suppliers. Ramelius also promotes local employment opportunities and encourage residents who live within a reasonable drive-in/drive-out distance to apply for open positions.

During FY25, we exceeded our production targets and met our cost targets. We achieved our operational guidance with group production of 301,664oz (Guidance 290,000oz-300,000oz) at an AISC of A\$1,551/oz (Guidance A\$1,550-A\$1,650/oz). More information on our economic achievements of this financial year can be found in our FY25 Annual Report.

Business Ethics

Our corporate governance framework includes several policies outlining our approach and expectations around ethical behaviour. The standards outlined in our Code of Conduct Policy are expected to be followed by all Ramelius employees and independent contractors who operate for or on behalf of the Company in order to promote a culture with professional integrity.

At Ramelius, we are committed to conducting our business with the highest standards of integrity and ethical responsibility. Our Anti-Bribery and Corruption Policy requires all employees to uphold these principles in every aspect of our operations. Unethical, dishonest, or corrupt conduct, including bribery, is forbidden. In FY25, there were no cases of bribery or corruption recorded.

We actively work to prevent, identify, and respond to any unethical behaviour through robust risk management strategies and internal controls.

We also ensure that we only engage with suppliers and stakeholders who share our commitment to ethical and lawful conduct. To support transparency and accountability, we maintain a comprehensive Whistleblower Policy and Procedure. This includes access to an independent whistleblower platform, which is available to all directors, employees, job applicants, contractors, consultants and external stakeholders. For further details on our ethical business practices, whistleblower protections and related policies, please refer to our website.

Regulatory and Compliance

Ramelius is committed to upholding the highest standards of environmental, social and governance (ESG) responsibility in alignment with community and government expectations.

Our Board steers the Company's operations, ensuring strict adherence to legal obligations and regulatory frameworks, including accounting standards, continuous disclosure requirements and the ASX Listing Rules. The Managing Director has ultimate oversight for the development and implementation of robust policies and procedures that reinforce internal controls and regulatory compliance.

We are pleased to report that FY25 was free from any significant compliance or regulatory issues. Throughout the year, we conducted internal audits assessing key aspects of our operations, ranging from legislative compliance and grievance management to data collection and reporting processes. As we move into FY26, we remain steadfast in our commitment to strengthening governance practices, refining critical policies, and continuing internal audit initiatives to uphold excellence and integrity across all facets of our business.

Key regulatory bodies and frameworks we report under include:



National Greenhouse and Energy Reporting (NGER)



National Pollutant Inventory (NPI)



Workplace Gender Equality Agency (WGEA)



Australian Attorney General (Modern Slavery Act 2018 (CTH))



ASX Listing Rules

At Ramelius, responsibility for risk management rests with the Board. Each member brings expertise in identifying, managing and mitigating key business risks. The Board, along with the Audit and Risk & Sustainability Committees and the Executive Team, conducts regular reviews of the Company's risk profile to ensure risks are effectively managed.

Our Corporate Risk Management Policy outlines the framework for identifying, monitoring and addressing business risks. It ensures that risks and opportunities are systematically recognised and assessed. The process of risk identification is guided by the Risk & Sustainability Committee Charter, which plays a central role in overseeing this function.

Our understanding of climate change and its associated risks and opportunities continues to develop each year. To support this evolving perspective, we apply climate scenario analysis as a tool to identify potential climate-related risks and opportunities, and to evaluate their potential impact. We base our analysis on two distinct climate scenarios. Further details on these scenarios, including the key assumptions underpinning each, are provided later in this report.

Supporting the risk management effort, the Ramelius Essentials framework is designed to support employee performance by ensuring the Company consistently executes core business practices effectively. The Essentials Program aims to embed a unified approach to managing the Company's fundamental operational requirements.

Please visit our website to find more information on our risk management approach and view our Risk Management Policy, Risk Appetite Statement, and Risk & Sustainability Committee Charter.

Governance

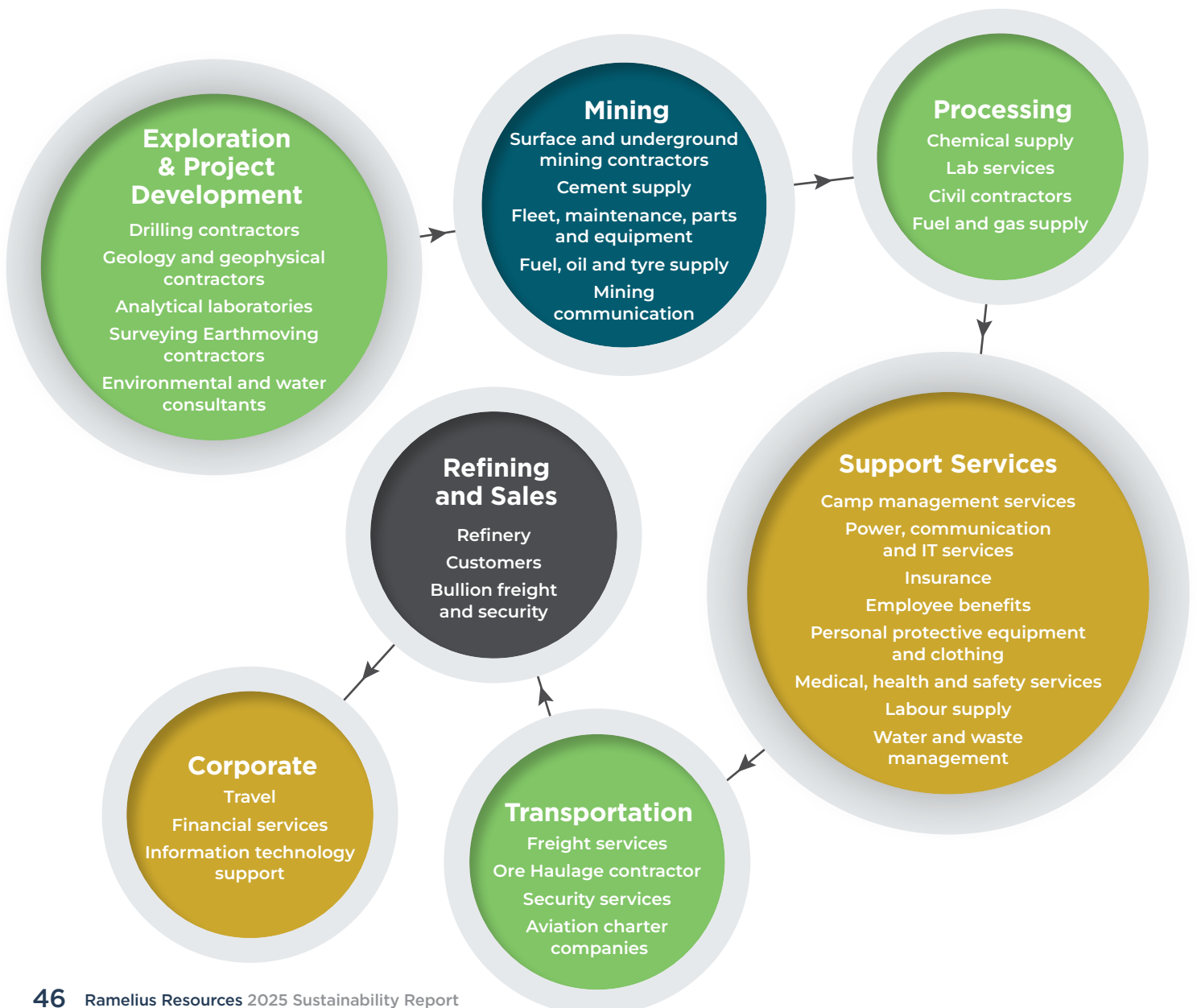
Supply Chain Management

The risk of modern slavery within our operations is considered low, given our offices, activities and key suppliers in FY25 were based in Australia and operate under a robust regulatory framework. However, we recognise that we may still have exposure to modern slavery, particularly beyond our Tier 2 suppliers. Therefore we conduct supplier screening processes for potential modern slavery risks across our supply chain. This includes both formal and informal engagement, such as the completion of a targeted modern slavery risk questionnaire. This enables us to evaluate various aspects of a supplier's operations and identify any areas that may require further investigation or corrective action. A dedicated Modern Slavery Working Group reviews issues raised, monitors questionnaire responses, and tracks completion rates. Additional details about our modern slavery policy are available on our website.

We have also have a formal Supplier Code of Conduct Standard which outlines the standards of conduct expected from suppliers who wish to do business with us. We give preference to purchasing from suppliers who demonstrate positive environmental, social, governance and safety standards, and who align with the expectations set out in the standard.

Wherever practical, we give preference to sourcing goods and services from regional businesses, especially those based in the communities where we operate. This commitment to local procurement is formally embedded in our Purchase Order Standard Terms and Conditions.

In FY25, we directly procured goods and services worth \$4.7 million from regional suppliers, which includes payments such as local shire rates. It is noted that while these suppliers are regionally based, some components of the goods and services provided may have originated from international sources.



Information Technology

Ramelius places strong emphasis on safeguarding the confidentiality, integrity and availability of our business information. As an ongoing and significant risk, cybersecurity presents challenges such as accidental or unauthorised access and operational disruptions – all of which could impact Ramelius financially and reputationally.

Cybersecurity remains a critical and ongoing risk for Ramelius. To address this, we adopt a proactive stance, with regular training and up-skilling to ensure our team is prepared to detect and respond to evolving cyber threats. We have also identified cybersecurity as one of our material key business risks. Further details on how we manage our exposure to this key risk and on our cybersecurity practices is also available on our website.

Disclaimer

This report has been prepared by Ramelius Resources Limited (ABN 51 001 717 540) for informational purposes only. It aims to provide investors with insight into how our broader business practices align with our sustainability objectives and how we manage related initiatives. References to “Ramelius,” “we,” “us,” “our,” or similar terms include Ramelius Resources Limited and its controlled entities.

We encourage readers to review this report alongside our FY25 Annual Report, FY25 ESG Databook, and other disclosures submitted to the Australian Securities Exchange, all of which are available on our website.

This report has not received external assurance. However, we have collaborated with an external consultant to evaluate the process for collation and presentation of key data points. This assessment has also formed part of our preparation for the anticipated mandatory Climate-related reporting requirements in Australia beginning in FY26.

Where forward-looking statements are made, Ramelius does not provide any representation, assurance or guarantee regarding the accuracy, completeness, or likelihood of fulfillment of the outcomes expressed or implied in any forward-looking statement, or the assumptions on which any of these statements are based. These statements reflect our sustainability aspirations but are subject to various influencing factors, such as shifts in supply and demand, economic and financial conditions, and resource costs.

Additionally, this report includes climate scenario analysis, a tool used to explore potential future outcomes under varying conditions. However, scenario analyses have inherent limitations, as they rely on assumptions about external factors such as economic trends, market conditions, regulatory changes, and technological advancements. Predicting actual future developments is highly uncertain, and these scenarios should not be interpreted as definitive forecasts or assigned probabilities of occurrence. Instead, they serve as strategic guides, helping to assess possible risks and opportunities within a range of hypothetical situations.

Past performance should not be relied upon as an indicator of future results. We urge caution when considering forward-looking climate statements, given the long-term nature of this report and the uncertainties surrounding future policies, markets, and technological developments. Certain information presented here is based on third-party data. Ramelius makes no representations or warranties regarding the accuracy, completeness, or currency of such information.

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