

RAMELIUS RESOURCES

2026 Sustainability Report



Sustainability Report

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OUR 2026 PERFORMANCE HIGHLIGHTS

192,182oz
gold produced

Native Title Mining Agreement Signed

Community Contributions
made equivalent up to $3/oz produced

Implementation
of Annual Graduate Program

Expanded
solar farm at Mt Magnet

Increased Female Participation
in the workforce

Delivery of Stage Three
Leadership Program to employees

Audit of
Principal Mining Hazards Management Plan

ABOUT THIS REPORT

Our Company

Ramelius Resources Ltd (referred to as Ramelius, the Company, we, us or our) is a Western Australian gold producer headquartered in Perth, employing over 380 people. The Company was incorporated in 1979, listed on the Australian Securities Exchange in 2003 (ASX: RMS), and has been in production since 2006. Ramelius, together with its wholly owned subsidiaries, is engaged in the exploration, development, production and sale of gold in Australia. In FY26, the Company produced a total of 192,182 ounces of gold at an AISC of A$1,983 per ounce.



Our Mission

To operate as a sustainable gold producer, delivering strong and consistent returns to our stakeholders.

Our Sustainability Report

This Sustainability Report, authorised for release by the Board of Directors (Board), covers the reporting period from 1 July 2025 to 30 June 2026 (FY26). The Report presents information on all of Ramelius' active operations, including operating mines, development projects and exploration assets.

It forms part of the Company's broader annual reporting suite and should be read in conjunction with the FY26 Annual Report and the detailed sustainability disclosures available on our website. Unless otherwise stated, all financial figures are presented in Australian dollars (A$).

For the purpose of this Report, Ramelius defines 'local' as communities and stakeholders within a 50-kilometre radius of our operations and projects, with the exception of Rebecca-Roe, where the Kalgoorlie region is also included.

This Report has been prepared with reference to the Sustainability Accounting Standards Board (SASB) Metals & Mining Standard. Ramelius also undertakes ongoing Environmental, Social and Governance (ESG) benchmarking through recognised frameworks and assessments, including the S&P Corporate Sustainability Assessment and MSCI ratings, as well as through active participation in industry bodies. These activities support the Company in assessing its performance relative to peers and driving continuous improvement. Information on our material sustainability topics, commitments and management approaches is also available online, enabling this Report to focus more clearly on key achievements and progress during the reporting period.

During the period, Ramelius also separately met the corporate reporting thresholds which required the Company to produce climate-related disclosures in alignment with AASB S2 Climate-related Disclosures (AASB S2). This is included in the Climate chapter of the 2026 Annual Report.



Values

We Empower Our People

We Achieve Fit-for-Purpose Outcomes

We Deliver and Do It Safely

We Are Authentic

SUSTAINABILITY AT RAMELIUS

As a gold producer we seek to build and maintain strong relationships with our people, conduct our business in an ethical manner and contribute positively to the communities and stakeholders involved in our operations, all while preserving the environment in which we operate. In line with our values, we also recognise the importance of transparency and accountability in how we sustainably conduct business, and we reflect this through our sustainability reporting approach.

Sustainability Oversight

The Board is responsible for setting the Company's strategic direction and overseeing the establishment of strategic objectives within the approved risk appetite. This includes oversight over policies that address sustainability risks. Oversight of our risk management framework, sustainability initiatives and associated controls is then delegated by the Board to the Risk & Sustainability Committee (RSC).

Day-to-day management of sustainability matters, including health and safety, talent acquisition and retention, and environmental initiatives, is then the responsibility of the Ramelius Executive Management Team. Further detail on the composition of our Board is available in our Corporate Governance Statement and on our website. The Board, RSC and management oversight over climate-related risks and opportunities in particular is discussed in more detail in the Climate section of the 2026 Annual Report.

Materiality Assessment

The FY26 Report focuses on our most critical sustainability issues for our business and stakeholders. During FY25, we refreshed our materiality assessment to identify our material topics, to ensure our material topics accurately reflected our corporate mission, most material strategic imperatives and stakeholder feedback. This incorporated benchmarking analysis of our peers and material topics across industry, supplemented with key stakeholder discussions across the organisation.

In FY26, we internally revalidated the continued relevance of our material sustainability topics through benchmarking and external industry analysis. Highlighted on the next page are the topics that are of highest priority in guiding our operational and strategic sustainability direction, and will allow our reporting to prioritise the areas where we can be most impactful.

Our materiality process takes guidance from the Global Reporting Initiative (GRI) and SASB standards with our most material topics identified.

While we also consider economic performance, business ethics, regulatory and compliance, supply chain management and information technology important topics to our business, we consider these overall business-related risks to be managed, as opposed to sustainability-related risks. More information about how we manage each of these topic areas is included later in this Report and on our website.

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 Communities 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



SUSTAINABILITY TARGETS

Targets and Progress

Topic	FY26 Target	Outcome
Information Technology	Less than 2% of employees clicking on phishing emails and entering credentials.	**Target Met** – Outcome 1.2%
Greenhouse Gas (GHG) Emissions and Energy	Set greenhouse gas emissions targets for FY30.	**Target Partially Met** – Tracking emissions intensity on various metrics (e.g. per ounce basis) against peers, having regard to renewable initiatives such as the introduction of wind turbines at Mt Magnet. – More detail is provided in the Climate chapter of the 2026 Annual Report.
Mine Closure and Rehabilitation	Achieve progressive rehabilitation targets as set in FY26 Budget.	**Target Met** – 196ha rehabilitated – 26% above target
Community Engagement and Investment	Maintain contribution of up to $3/oz towards community investment and engagement (assuming a minimum of $2/oz).	**Target Met** – $2.78/oz
Taxes, Supplier Payments and Royalties	Complete Native Title Mining Agreement (NTMA) for Rebecca-Roe Gold Project.	**Target Met** – Announced December 2025
Health, Safety and Wellbeing	Close out all FY25 Psychosocial Audit actions and complete Fatigue Management workshops across all sites.	**Target Met** – 62 actions completed, with one action approved to be deferred to align with the camp upgrade. – Fatigue management workshops run across all sites.
Talent Attraction, Development and Retention	Maintain Employee Turnover below industry average.	**Not Achieved** – 18.4% RMS (17% Mining Industry – AREEA)
	Deliver Stage Three Leadership Development Program.	**Target Met** – Stage Three implemented
Employment and Contractors	Introduce Graduate Program and recruit 95% of new roles in FY26 Budget.	**Target Met** – Annual Graduate Program implemented and new roles recruited into business.
Diversity	Increase female representation in workforce, targeting peer average.	**Target Met** – 3% increase to 26% (23% – June 2025)


RAMELIUS
RESOURCES
Bisley

OUR PEOPLE



Safety

TARGETS SET IN FY26

Close out all FY25 Psychosocial Audit actions and complete Fatigue Management workshops across all sites.

Target was achieved.

Performance in FY26

Health & Safety Performance	Unit	FY26	FY25	FY24
Restricted Work Injury frequency rate (RWIFR)	Rate	**8.88**	8.09	9.24
Lost time injury frequency rates (LTIFR)	Rate	**0.81**	3.03	0.00
Total recordable injury frequency rate (TRIFR)	**Rate**	**9.69**	**11.12**	**9.24**

At Ramelius, the health, safety and wellbeing of our employees, contractors and visitors underpin everything we do. We are committed to maintaining a safe, supportive and inclusive workplace. Our website provides a detailed description of the Ramelius Health and Safety Policy and Mines Safety Management System (MSMS), which reflect our ongoing commitment to our health and safety duties.

Ramelius operates within a high-risk industry, and therefore we have a low tolerance for non-compliance with our Mine Safety Management System, and any actions that may cause harm to any individual. During FY26, each full-time employee across our active sites averaged 60 hours of health, safety and emergency response training, and contractors averaged 40 hours of health, safety and emergency response training. Ramelius recognises the importance of this training to equip staff with the knowledge and awareness to prevent and respond to incidents, and we aim to increase our training hours every year.

In FY26, Ramelius recorded a Total Recordable Injury Frequency Rate (TRIFR) of 9.69 and a Lost Time Injury Frequency Rate (LTIFR) of 0.81, both of which improved on our FY25 results. This continues the positive downward trend in injury performance observed over the past five years and reflects our ongoing commitment to improving workplace health and safety.

While these results are encouraging, the Restricted Work Injury Frequency Rate (RWIFR) of 8.88 increased during FY26, which is an area of concern and focus for the business. We recognise that every injury has an impact on our people, their families, and our operations. As such, we continue to thoroughly investigate injury events to better understand the underlying causes and identify opportunities to prevent recurrence.

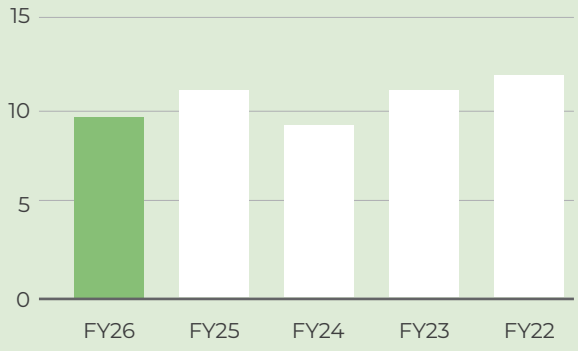
Ramelius remains committed to providing a safe and healthy workplace for all employees and contractors. Through strengthened leadership, workforce engagement, risk management, and the implementation of the Proactive Safety Program (PSP), we will continue to focus on reducing workplace injuries and driving sustainable improvements in health and safety performance throughout FY27.

Both our employees' and contractors' safety are our priority. 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 to ensure continued safety across all areas. Additionally, Principal Mining Hazards Management Plans (PMHMPs) are implemented across all sites to identify and address hazards for injury prevention purposes.

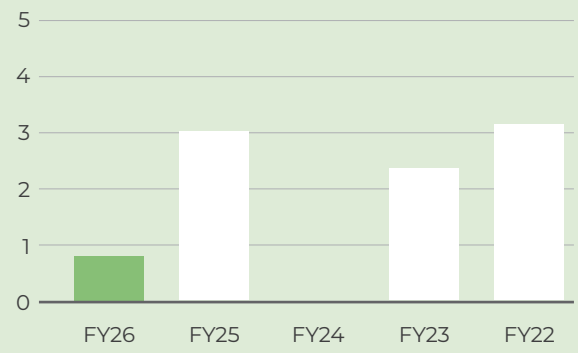
Our work across our PMHMPs continued during the period. Having conducted internal audits over a number of our Principal Mining Hazards in FY25, internal audits across our final four Principal Mining Hazards continued into FY26 and these audits were all completed by the end of July. In total there were 109 actions from the full round of auditing. At the time of writing this Report there was only 1 outstanding action to be completed.

There were three Statutory Position Risk Management Unit training programs completed during the year with 21 personnel attending. Law examination preparation training courses were also run for the same group of individuals.

Total Recordable Injury Frequency Rate (TRIFR)



Lost Time Injury Frequency Rate (LTIFR)



Emergency Response

Each site maintains an Emergency Response Team (ERT) that supports dedicated Health & Safety personnel and helps ensure a high level of emergency preparedness. The ERT comprises both employees and contractors. As at the end of FY26, there were 63 active ERT members across three sites. During FY26, two Certificate III in Mine Emergency Response and Rescue courses were delivered, with 19 participants attending from three operational sites.

The Mt Magnet Mines Rescue team attended the Mine Emergency Response Competition (MERC) in Perth in November. The MERC is an annual event testing multiple skills of mines rescue teams in simulated incidents and tests teams' leadership, teamwork, skills, and resilience. This year sixteen teams competed across three days. The Mt Magnet team finished first place in the Hazardous Materials Scenario — an outstanding achievement and a testament to their leadership, skill, teamwork and commitment to safety.

The team consisted of:

- **Jack Doyle - Captain**
- **Finlay Wilkinson - Vice Captain**
- **Jessica Mosley**
- **Tesfeom Berhe**
- **Ben Heslop**
- **Clifford Muscatt**
- **Daniel Kelly**

Project Site	ERT Members
Mt Magnet	28
Penny Gold	18
Dalgaranga	17
Total	**63**



Health and Wellbeing

Performance in FY26

Health and Safety Training	Unit	FY26	FY25	FY24
Average hours of health, safety, and emergency response training for (a) full-time employees	Average hours per employee	**60**	70	80
Average hours of health, safety, and emergency response training for (b) contractors	Average hours per contractor	**40**	40	35

Work-Related Ill Health	Unit	FY26	FY25	FY24
Fatalities as a result of work related ill health	Number	**0**	0	0
Cases of recordable work-related ill health	Number	**0**	0	0

In FY26, we considered the outcomes of the psychosocial audit conducted in the prior year across our Mt Magnet and Penny Gold Mine sites and the Perth office. The audit results enabled an assessment of exposure to violence and harassment risks at both a Company and industry level.

Overall, the findings indicated a positive reporting culture within Ramelius, with employees also expressing a desire to build deeper knowledge in this area. Insights from the audit informed the development of the leadership program outlined on page 19, and risk assessment tools were reviewed and updated to incorporate psychosocial hazards. Tied to this, Workplace Behaviour and Bystander training was also delivered during the period.

Ramelius provided 22 Fatigue Management Training courses over the year, with 276 participants attending. The Ramelius medical services provider OccuMED also continued to deliver services to 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 aligned to the Job Role Profiles
- Workers' compensation and injury management services
- Tele-health services
- Remote medical support
- Poisons Permit Licence Holder

Looking Ahead

In FY27, Ramelius will deliver the Proactive Safety Program (PSP) across all of our sites. The PSP is designed to support Supervisors in strengthening proactive safety leadership and improving performance in five key areas of day-to-day operations:



1. Pre-Start Meetings
2. Hazard & Risk Assessments
3. Workplace Conditions & Controls
4. Incident Learning & Action Management
5. Infield Leadership

The program will commence with each site undertaking a Safety Maturity Model (SMM) Self-Assessment. This assessment process will provide Supervisors and work teams with an opportunity to evaluate current safety practices against expected standards and identify areas of strength as well as opportunities for improvement. These assessments will help drive the planned activities that will follow.

The outcomes of the assessment will be used to develop site-specific improvement plans to enhance safety performance and to guide PSP activities throughout FY27, ensuring efforts are focused on the areas that will have the greatest impact on safety leadership, risk management, and operational excellence. The PSP should result in increased Supervisor capability and confidence in proactive safety leadership, stronger workforce engagement in safety processes, improved identification, management of and learning from hazards, risks and incidents, enhanced field leadership presence and quality safety interactions, and overall a consistent approach to safety excellence across our operations.

In addition to the PSP, we are planning to conduct the following:

- Workplace hearing testing to ensure compliance with ongoing regulatory monitoring obligations
- A Mine Safety Management System Audit, to be undertaken by an external auditor
- Continued prioritisation of employee education, and ensuring our employees are up to date with training and alignment to team training needs


CAUTION



Equality, Inclusion & Diversity

TARGETS SET IN FY26

Increase female representation in workforce, targeting peer average.

Target was achieved.

Performance in FY26

Employment Trends	Unit	FY26	FY25	FY24
Total number of employees	Number	**363**[1]	253	312
% of female employees	%	**26%**	23%	19%
Total number of contractors	Number	**673**	484	464
Total number of employees and contractors	Number	**1,036**	737	776
% of contractors	%	**65%**	66%	61%

1 Not including casual employees



At Ramelius, we promote a culture of inclusivity, diversity and equity, striving to maintain a workplace free from discrimination and harassment, where all individuals are treated with respect and fairness.

We are committed to providing a workplace where all employees are treated fairly, have equal access to opportunities and are empowered to contribute and succeed.

Our approach is supported by the following policies, which are available on our website:

- **Diversity and Inclusion Policy**
- **Code of Conduct Policy**
- **Whistleblower Policy**

During FY26, we continued to strengthen workforce diversity through initiatives supporting inclusive recruitment, leadership development and respectful workplace behaviours, helping employees feel respected and supported. We also continued to encourage participation in leadership development programs and initiatives that support career progression and create greater opportunities for women across the organisation. Ramelius contributes to broader industry progress through ongoing participation in the Workplace Gender Equality Agency (WGEA) Gender Equality Report.

Through these initiatives, we achieved the following this year:

- Female workforce representation increased from 23% in FY25 to 26% in FY26
- Female representation in leadership roles increased by 6%, from 19% in FY25 to 25% in FY26
- Female representation on the Board increased by 10%, from 33% in FY25 to 43% in FY26
- 305 employees completed Respect@Work / Workplace Behaviour and Active Bystander Training
- New Parental Leave program embedded across the business





Talent, Capability and Engagement

Performance in FY26

Employee Turnover (12-month rolling average)	Unit	FY26	FY25	FY24
Voluntary employee turnover rate	%	**18%**	11%	17%
Total employee turnover rate (%)	%	**31%**	37%	27%

Talent

TARGETS SET IN FY26

Introduce Graduate Program and recruit 95% of new roles in FY26 Budget.

Target was achieved.

As Ramelius continues to expand its workforce, we remain focused on fostering a supportive work environment, enhancing the employee experience, and positioning Ramelius as an employer of choice within the resources sector.

This year, we continued investing in early career pathways through the development of a Graduate Executive Committee, whose purpose is to oversee our Early Career Programs, including our Graduate Program and refreshed Vacation Student Program. In FY26, we welcomed nine graduates into our two-year Graduate Program, and six vacation students. We continued strengthening our connections with universities and industry through participating in events such as the STEM Women Graduate Careers Night, Western Australian School of Mines Kalgoorlie Careers Fair and the AusIMM Perth Student Meets Industry Night. In addition to our graduate initiatives, we continue to offer the Robert “Bob” Kennedy Memorial Scholarship annually. This $10,000 scholarship, delivered in partnership with Curtin University, provides financial support to students undertaking mining-related degrees.

We also prioritise a positive and effective recruitment experience. During the year, we enhanced the recruitment and onboarding experience to ensure prospective employees receive a positive introduction to Ramelius. Recruitment feedback was strong, with 100% of respondents reporting positive communication throughout the recruitment process and confirming they would recommend Ramelius as an employer.

Capability

TARGETS SET IN FY26

Deliver Stage Three page Development Program.

Target was achieved.

Ramelius places strong emphasis on the learning and development of its employees, providing opportunities and support to enhance their skills and capabilities. A key focus during the year was providing employees with greater visibility of career pathways and development opportunities.

Individual Career and Development Plans were introduced to support meaningful development conversations between employees and leaders, while career toolkits were launched to provide structured guidance on career progression, as well as expanded learning opportunities through the introduction of LinkedIn Learning and Coursera to complement formal training and on-the-job development. Workforce planning was also further embedded into the formal FY27 Budget process to proactively identify future capability requirements, resource needs and development opportunities across the business.

Developing capable leaders remained a priority throughout FY26. The Good to Gold Leadership Development Program continued to strengthen leadership capability across the business, with 95% of People Leaders completing the program’s third workshop during the year, whilst a fourth workshop is being developed for rollout in FY27. Development of the Company’s Leadership Capability Framework also commenced during the year.

The Company’s annual Performance Review process continued to support employee development in FY26. The program achieved 100% participation across the Group, reinforcing Ramelius’ commitment to continuous learning and performance improvement.

Engagement

TARGETS SET IN FY26

Maintain Employee Turnover below industry average.

Target was not achieved.

Ramelius recognises the competitive nature of the employment market and is committed to ensuring employees feel valued in their roles, and acknowledges that employee engagement is created by listening to our people and responding to feedback. Remuneration is carefully considered with reference to both internal and external factors, and we work closely with leaders to promote fairness and equity across the Group.

The FY26 Engagement Action Plan focused on four priority areas this year: building capability and career pathways; celebrating success and recognising impact; strengthening leadership at all levels; and growing the Ramelius brand to attract great people.

Each priority is sponsored by a member of the Executive Leadership Team, providing accountability for delivery and ensuring progress is regularly reviewed and communicated across the business.

FY26 highlights include:

- Continued implementation of the FY26 Employee Engagement Action Plan
- Four executive-sponsored engagement pillars progressed throughout the year
- Internal Employee Hub expanded as the Company's central communication and engagement platform
- Continued investment in workplace experience initiatives
- Camp upgrades completed at Mt Magnet, with further upgrades in progress at Dalgaranga
- Company-wide Employee Engagement Survey commenced in October 2026





Looking Ahead

As Ramelius continues to grow, we remain focused on building a capable, engaged and future-ready workforce that supports the Company's long-term success. For FY27, we will continue to deliver initiatives that reflect our People and Culture Strategy, strengthening leadership capability, developing our people and enhancing the employee experience.

Moving forward into FY27, we will continue to build on our efforts to maintain a diverse and inclusive workplace. Our plans for FY27 include:

- The implementation of a new Human Resources Information System (HRIS) to enhance the employee experience and streamline people processes
- Scaling Individual Career and Development Plans and Career Development Toolkits across the business
- Expanding our intranet to strengthen access to critical, up-to-date information, tools and resources
- Further embedding workforce planning to ensure we have the capability required to support future growth

We will also continue investing in our early careers programs through the Graduate Program, Vacation Student Program and apprenticeship pathways, strengthening our future talent pipeline. Employee feedback will remain central to our approach. A Company-wide Employee Engagement Survey commenced in October 2026, which is designed to measure progress and inform future People and Culture priorities.

OUR COMMUNITIES



Community Investment and Engagement

TARGETS SET IN FY26

Maintain contribution of up to $3/oz towards community investment and engagement (assuming a minimum of $2/oz).

Target was achieved.

Performance in FY26

Community Investment Performance	Unit	FY26	FY25	FY24
Community donations	A$	**$652,000**	$615,000	$520,000
In-kind support	A$	**$8,000**	$12,000	$14,000
Contributions to Australian economy	A$ Million	**$1,111.3**	$804.4	$696.8

By actively listening to and involving stakeholders in planning and decision-making, we aim to build genuine, supportive relationships through open communication and consultation. We are committed to fostering respectful and collaborative partnerships with local and First Nations communities in the regions in which we operate, including Mt Magnet, Westonia, Southern Cross and metropolitan Perth. Further information on our community policies is available on our website.

During the year, we achieved our target of contributing up to $3 per ounce of gold produced towards community investment and engagement activities.

This equated to total donations and funding of $652,000 supporting a range of community initiatives. In addition to financial contributions, Ramelius provided approximately $8,000 in in-kind support to the communities in which we operate.

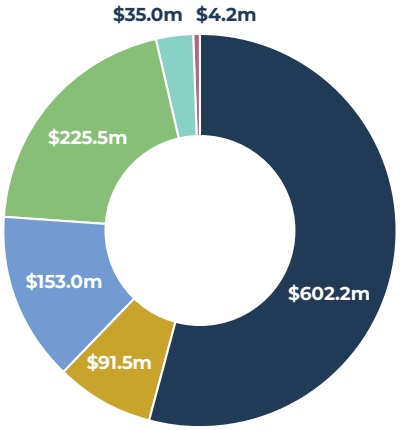
Our employees are genuinely passionate about the programs we support, with many choosing to participate in company-led initiatives in their own time. Throughout the year, they engage in a range of activities and collaborate with charities that are meaningful to the Ramelius team. We supported a variety of community programs throughout the year, with key highlights including:

Community Program	Our Contribution
CoRE Learning Foundation's Wheatbelt **Supporting broader mid-west wheatbelt region**	Ramelius has continued to sponsor the CoRE Learning Foundation in 2026, in ongoing support of CoRE's STEM initiatives in the Wheatbelt. This includes sponsorship of the CoRE Learning Foundation's Wheatbelt Resources Challenge held in Merredin, where regional students engage in a day of teamwork, leadership, and a simulated mining experience. Judged by Ramelius staff and CoRE's Suzy Urbaniak, the event showcases student talent and our commitment to inspiring future leaders in the resource industry.
HBF Run for a Reason **Supporting numerous WA state-based charities**	In May 2026, Ramelius' team participated in the HBF Run for a Reason, Perth's largest annual fundraising event, which raised over $1.7 million for more than 350 charities. With $21,224 raised for Lymphoma Australia, Team Ramelius was recognised as one of the top three team fundraisers in 2026, and represented the Company by running both the 3km and 12km courses.
Mt Magnet School **Supporting Mt Magnet community area**	Ramelius has supported the Mt Magnet school and community for a number of years. This support included in kind and financial donations for the annual Mount Magnet Christmas Party. Additionally, fresh fruit, vegetables and bread were provided weekly as part of the Crunch and Sip Program and promoting children's participation in sport, and product was also supplied for monthly student breakfasts
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 four 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, and support will continue into FY27.
Robert "Bob" Kennedy Scholarship 2026 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 2026 Robert "Bob" Kennedy Scholarship to Samuel Hall.
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.
Royal Flying Doctor Service partnership **Supporting broader mid-west wheatbelt region**	In FY26, Ramelius continued its support of the Royal Flying Doctor Service (RFDS) after renewing its three year sponsorship in FY25. Recent funding contributed to the purchase of MEQU bloodwarmers for aircraft.

In FY26, we additionally contributed $1,111.3 million to the Australian economy through the following mechanisms: Goods and services, wages, taxes, royalties, dividends, interest, state and shire rent, community contributions and donations. We are also proud to contribute to broader industry group and community initiatives. In FY26, we spent $6.44 million on goods and services sourced from regional suppliers, representing an increase of $1.73 million from FY25.

Contributions to Australian Economy

Supplier Payments	$602.2m
Wages	$91.5m
Dividends	$153.0m
Taxes	$225.5m
Royalties	$35.0m
State & Shire Rent	$4.2m





Looking Ahead

In FY27, we aim to further increase the proportion of procurement spend directed to regional areas.

We also recognise the breadth and complexity of our stakeholder footprint across both our operations and head office.

In FY27, we will continue to refine our stakeholder engagement plan to ensure open, transparent and engaged communication with our stakeholder groups.

Ensuring we have regular, targeted communication with our stakeholders is important to us to ensure we understand the impacts we are having and can make in our communities.

This engagement is informed by our Community Consultation Policy. During the year, we performed a stakeholder mapping exercise to better understand our key external stakeholders across the regional areas in which we operate, and to devise stakeholder engagement plans with these groups.

In FY26, our engagement with key stakeholders included the following:

Stakeholder Group	Focus Areas	Engagement Channels
Board of Directors	• All aspects of Ramelius' operations and performance	• Board Meetings • Committee Meetings • Site visits • Emails and intranet
Workforce	• Health, safety and wellbeing • Job security • Employment and remuneration • Training, development and career opportunities	• Engagement surveys and performance reviews • Emails and intranet • Inductions and training programs • Company newsletters • In-person meetings and consultation
Shareholders	• Financial performance • Sustainable Development performance • Corporate Governance • Risk Management • Remuneration policies linked to ESG performance	• ASX announcements • AGM • Results presentations and investor briefings
Local Communities, Shires and Landowners	• Community support, development and engagement opportunities • Environmental stewardship • Employment opportunities • Procurement • Land access agreements	• Committee and in-person meetings • Newsletters, website updates, social media • Site tours • Public forums and awareness sessions • Annual and sustainability reporting
Suppliers, Contractors and Customers	• Local procurement • Safety protocols • Responsible sourcing • Collaboration opportunities	• Supplier code of conduct • Contract agreement meetings • Modern Slavery and Anti-Bribery Statements • Modern Slavery questionnaire and due diligence
First Nations Peoples	• Protection of cultural heritage and land access agreements • Community support, development and investment opportunities • First Nations employment, training and business opportunities	• In-person meetings and consultation • Public forums and awareness sessions • Annual and sustainability reporting • Cultural heritage surveys
Regulators and Government	• Compliance and approvals • Impact management • ESG performance	• Project applications • Briefings and meetings • Inspections and reviews • Impact assessments • Emails and intranet
Media and Non-Governmental Organisations (NGOs)	• Financial performance • ESG performance • Engagement with communities • Impact management	• ASX announcements • Media releases • Company website • Annual reporting
Education, Research and Training Organisations	• Collaboration opportunities • Industry associations • Industry trends	• Collaboration presentations • Conferences and forums

First Nations Peoples and Native Title

TARGETS SET IN FY26

Complete NTMA for Rebecca-Roe Gold Project.

Target was achieved.

Performance in FY26

		Ramelius Total		
Employee Relations	**Unit**	**FY26**	**FY25**	**FY24**
Total number and percentage of Indigenous employees	Number	**2**	2	3
	%	**1%**	1%	1%
Total number and percentage of local employees[1]	Number	**5**	6	20
	%	**1.5%**	2.4%	6.4%

[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 and respectful engagement. We seek to foster a culturally safe environment and demonstrate genuine respect for the lands on which we operate.

We work closely with Native Title groups across our sites to respect culturally significant locations and customs. At the Rebecca Roe Gold Project, we have collaborated with the Kakarra Aboriginal Corporation and signed a Native Title Agreement in support of future mining activities. We also partner regularly with the Badimia Land Aboriginal Corporation (BLAC) to undertake heritage surveys, ensuring cultural values are identified and protected. Further information is available in our First Nations Policy.

We remain committed to supporting First Nations arts and culture and continue to participate in cultural awareness initiatives. In FY26, this included two art and storytelling sessions delivered in partnership with BLAC, with approximately 40 employees including members of the Executive leadership attending the sessions.

Our relationship with the Badimia people of Mt Magnet is an important focus, and we support a range of community initiatives that provide opportunities for local schools and residents. This includes engagement with Mt Magnet School through the provision of fresh fruit and vegetables for the Crunch and Sip Program, as well as supporting youth participation in sport by supplying equipment to the local football team.

In FY26, we continued to support the Mount Magnet Community Benefit Fund (MMCBF) and contribute an annual $100,000, administered by the Shire of Mount Magnet to deliver social benefits to the local community. Shirts were also provided to students and staff for NAIDOC week.

Throughout the year, our employees further supported community connection by hosting events such as barbeques, providing opportunities for families and children to come together in a social environment.

Looking Ahead

It is important to Ramelius that our impact in the community provides for future job opportunities in our industry.

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 FY27.

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 FY27 and will seek to jointly identify potential business opportunities.



OUR ENVIRONMENT



Biodiversity and Land Management

Performance in FY26

In FY26, our operations were located across the Murchison and Avon Wheatbelt bioregions of Western Australia, each characterised by distinct environmental features.

Our systems support the effective management of risks while identifying opportunities for ongoing improvement. A review of environmental risks was undertaken during the period to ensure alignment with the Mine Development and Closure Proposal Guideline introduced during the year as a key component of the government's regulatory reform.

Land Disturbance and Rehabilitation	Unit	FY26	FY25	FY24
Land disturbed to date	Hectare (ha)	**4,404**	3,284	2,458
Land rehabilitated to date	Hectare (ha)	**1,070**	869	1,080



Ramelius recognises its ecological responsibilities and ensures all activities comply with applicable regulatory requirements. Beyond compliance, we have implemented a range of initiatives to better understand, manage and protect the environment, reflecting our commitment to responsible development. Further information on our biodiversity management practices is available on our website. Highlights for FY26 included:

- High resolution aerial imagery and LiDAR were captured during the year and used to assess the efficacy of built surface water drainage, diversion and containment infrastructure at Mt Magnet. This is of particular importance for the protection of the downstream Genga water supply and the site's proximity to the town. This imagery enhances rehabilitation monitoring by comparing changes to erosion severity and vegetation cover building on data captured by in-field surveys. An example of where this is already in practice is the identification of Malleefowl nests not previously recorded. This has enabled fauna protection practices to be implemented. This information will also be used to inform designs for future development reducing potential impact to sensitive environs and improvements of day to day environmental management across site
- At Mt Magnet, a review of groundwater management practices was undertaken across Mt Magnet which produced an updated site water balance informing mine dewatering studies and water supply investigation. Further details are included in the Water Management section
- Vegetation health assessments are undertaken annually in the Eucalypt woodland areas surrounding Edna May. These assessments measure species richness, plant abundance, diversity and vegetative cover to monitor environmental impacts. Results for the current year indicate that species richness and plant density were consistent with the prior year, with an overall increase in vegetation cover observed
- Annual monitoring of the threatened flora species Eremophila resinosa is also conducted at Edna May. Population trends observed locally were consistent with broader regional patterns and were found to correlate with climatic conditions. As in prior years, no impacts from current mining activities were identified
- Edna May operates under an Offset Rehabilitation Plan established in 2015, which includes the revegetation of 75 hectares of former farmland
- A total area of 1,070 hectares of progressive rehabilitation was undertaken across Mt Magnet and Edna May Hubs during FY26 representing a 23% increase on the previous year. Further details are included in the subsequent Mine Closure Preparedness and Rehabilitation Management section
- A number of site inspections were conducted by regulators during the year:
  - Department of Mines, Petroleum and Exploration - Mt Magnet and Edna May
  - Department of Water and Environmental Regulation - Mt Magnet and Dalgaranga
  - Department of Biodiversity, Conservation and Attractions - Dalgaranga

Water Management



Performance in FY26

		Ramelius Total		
Water Management by Site	**Unit**	**FY26**	**FY25**	**FY24**
Total water consumed	Cubic metres (m^3)	**5,600,785**	4,375,962	4,916,776
Percentage of water consumed that was recycled/reused	%	**9%**	10%	18%
Total water discharged	Cubic metres (m^3)	**95,274**	293,821	154,198
Number of incidents of non-compliance associated with water quality permits, standards, and regulations.	Number	**-**	-	5
Water intensity of gold produced (water consumed per ounce gold produced)	Cubic metres (m^3)/oz	**27**	15	17

Water is a critical resource. At Ramelius, we seek to optimise water management by prioritising the use of sources that have no other beneficial users.

We recognise that water is a shared and finite resource for communities, ecosystems and industry. Its availability is integral to our operational performance and long-term sustainability. Accordingly, we are committed to responsible water management practices.

All sites operate in accordance with regulatory requirements and relevant licences, including annual reporting of water volumes and quality. We maintain site-level water balances and monitor groundwater abstraction, transfer, consumption and discharge using flow meters.

Comprehensive monitoring programs are implemented across all sites to track water levels and quality. This data is used to assess potential impacts, inform risk management, and support the long-term protection of water resources. At Mt Magnet, the Genga borefield aquifer, which supplies town water, is located downstream of our operations. Targeted monitoring and studies are undertaken to assess the potential for mining activities to impact the borefield.

Analysis of monitoring results enables the implementation of appropriate controls and informs impact assessments for future development. A review of the groundwater monitoring program was completed, and the construction of three additional monitoring bores will commence next year further de-risking the potential for impacts to groundwater systems.



In FY26, we continued to recycle water recovered from tailings, reducing reliance on natural water sources. Total groundwater abstraction across our sites was 5,591,896 m^3, an increase from 4,401,862 m^3 in FY25. This increase was primarily driven by increased abstraction at Dalgaranga to dewater Gilbey's open pit for the development of underground mining. This was partially offset by decreased abstraction at Edna May, as it was placed into care and maintenance within the reporting period.

At Mt Magnet an updated site water balance was developed and informed dewatering studies across multiple open pit mines. Two ageing bores were identified for refurbishment works which will be undertaken in the next year enabling these bores to return to production and reduce demand from other sources. A hydrogeological investigation of near mine water supply options was completed and drilling is scheduled to commence in the coming year. This will inform the development of additional production bores as well as a pipeline connecting to water stored in open pits and underground workings.

We aim to maximise water recycling by decanting water from our tailings storage facilities for reuse in processing.

In FY26, we recycled 522,200 m^3 of water, representing 9% of total consumption. In the prior year, 443,069 m^3 was recycled representing 10% of total consumption.

Mine Closure Preparedness and Rehabilitation Management

TARGETS SET IN FY26

Achieve progressive rehabilitation targets as set in FY26 Budget.

Target was achieved.

Ramelius is committed to delivering defined post-mining land uses across all sites. We aim to minimise the clearing of native vegetation wherever practicable and have established site-specific rehabilitation targets to restore disturbed land, promote biodiversity and support ecological integrity.

Closure activities are undertaken in accordance with approved Mine Closure Plans (MCPs). As at FY26, Ramelius' operated mines, development projects and exploration activities are centred around two strategic hubs – the Mt Magnet Hub in the Murchison region and the Rebecca-Roe Project in the Goldfields of Western Australia. As at 30 June, Ramelius reported a total of 1,070ha[1] of land under rehabilitation including 196ha of rehabilitation completed during the reporting period.

A review of closure cost estimates was conducted during the year with updated closure provisions presented in the Company's financial statements..

A schedule of 156 hectares of planned rehabilitation expenditure is included in the financial budget.

Edna May Hub

Remediation works to a section of the rehabilitated waste rock landform and vegetation corridor at Symes were undertaken during the year ahead of revegetation activities. Seedlings sourced from a local Wheatbelt supplier were infill planted at a vegetated corridor for the third consecutive year. A native seed mix was applied to the waste rock landform and seedlings planted in accordance with the MCP objectives.

Rehabilitation earthworks at the ROM pad and adjoining section of the waste rock landform were completed as well as minor earthworks at the former workshop area and roads and tracks. Seedlings were planted and a native seed mix spread across rehabilitated areas. The Group is continuing to advance the rehabilitation of Tampia notwithstanding its divestment of the Edna May Hub (which includes Tampia).
The rehabilitation at Tampia is nearing completion and monitoring shows areas are tracking towards achieving agreed completion criteria. These outcomes demonstrate our commitment to meeting closure obligations and delivering long-term environmental and community benefits.

1 It is noted that since this date, Ramelius has divested the Edna May Hub which will reduce this total in the FY27 Report.





Mt Magnet Hub

During the year, 78.65 hectares of land was rehabilitated at Mt Magnet across five waste rock landforms and construction of 8km of abandonment bunds. Efforts were also strengthened to address threats from introduced species and predation, which are key considerations for long-term rehabilitation success.

The successful Weed Eradication Program continued during the year, supporting the removal of invasive species and improving the establishment and resilience of native vegetation. In addition, the Boogardie pastoral leaseholder undertook mustering of feral goats across our tenements, reducing grazing pressure and supporting vegetation recovery within rehabilitation areas.

At Cue, 35 hectares of progressive rehabilitation was completed including across waste rock landforms and other disturbed areas. A total of 4.3 hectares of rehabilitation was undertaken at Penny targeting waste rock landforms and abandonment bunds. High resolution aerial imagery and LiDAR captured during the year enhances rehabilitation monitoring by comparing changes to erosion severity and vegetation cover building on data captured by in-field surveys.

Abandonment Bunds

A site-wide audit assessed the integrity of existing abandonment bunds and identified requirements for bund construction around newly completed open pits.

A total of 8 km of abandonment bund earthworks was undertaken during the year, reducing public safety risks associated with open pits as far as reasonably practicable.

Tailings, Waste and Other Emissions

Tailings Storage Facilities

		Ramelius Total		
Tailings Generation	**Unit**	**FY26**	**FY25**	**FY24**
Total weight of tailings produced	Metric tonnes (t)	**9,739,565**	6,979,484	7,735,067

Waste Site Management

		Total		
Waste Generation by Site	**Unit**	**FY26**	**FY25**	**FY24**
Waste sent to on site landfill	Kilotonnes (kt)	**1.5**	9.2	5.0
Total weight of waste rock (overburden)	Kilotonnes (kt)	**18,608.5**	14,109.2	8,976.0

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 licences at all Ramelius operations.

Putrescible wastes are managed onsite where a licensed landfill is in operation. In FY26, a total of 1,466 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 licensed contractors where waste oil is recycled. Recyclable materials are removed from site and during FY26 this included 4.75 tonnes of scrap metal.

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 an embankment raise to increase tailings storage capacity was completed during the year. The Black Cat TSF is decommissioned and rehabilitated; the top surface was repurposed as a location for the operating solar power array.

At Edna May, no tailings were deposited into the Corsini TSF as there was no production during FY26. 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 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 FY26.

Looking Ahead



High resolution aerial imagery and LiDAR captured during the year will also be used to inform designs for future development reducing potential impact to sensitive environs and an improvement of day to day environmental management across site.

In alignment with the operational excellence pillar of our Company strategy, Ramelius will use this imagery to trial automated disturbance mapping technology with a view to enhancing data accuracy and streamlining reporting. Together with the successful implementation of remote sensing technology, this imagery will enhance assessment of closure metrics across rehabilitated landforms.

In the next year, rehabilitation activities will focus on creating stable, safe and self-sustaining landforms. This will include the rehabilitation of landforms and construction of abandonment bunds at Dalgaranga, Penny, Cue and Mt Magnet.

A regional hydrogeological assessment is underway with plans to conduct investigation drilling to identify long-term water supply sources. This includes an opportunity to transfer existing water resources at Dalgaranga to the Mt Magnet processing plant as well as other targets identified across the tenure.

In the next year, approvals will be sought for additional tailings storage capacity at Mt Magnet. This will include an embankment raise to the existing TSF cells and designs are underway to develop a fourth cell to support long-term production.

OUR SUSTAINABILITY GOVERNANCE

Economic Performance

Strong economic performance underpins Ramelius' ability to create long-term value and deliver on its sustainability commitments. Maintaining a resilient and profitable business provides the foundation for investing in our people, communities and environmental initiatives, while supporting sustainable growth over the long term.

Our contribution extends beyond our operations through the creation of employment and business opportunities, support for local suppliers, and the generation of tax revenues that help fund essential public services. Ramelius continues to promote local employment, encouraging suitably qualified candidates living within reasonable drive-in/drive-out distance of our operations to apply for available roles.

During FY26, Ramelius delivered a strong operational and financial performance, meeting Production Guidance and achieving its cost targets. Group gold production totalled 192,182oz (guidance: 185,000oz–205,000oz) at an AISC of A$1,983/oz (revised guidance: A$1,900/oz–A$2,050/oz).

Business Ethics

Ramelius maintains a governance framework supported by policies and procedures that promote ethical, transparent and responsible business conduct. These expectations are embedded throughout the organisation and set out in our Code of Conduct, which applies to all employees and contractors acting on behalf of the Company.

We are committed to conducting our activities with integrity and in compliance with applicable laws and regulations. Our Anti-Bribery and Corruption Policy establishes clear requirements for preventing, identifying and managing bribery and corruption risks across our operations. Any form of unethical, dishonest or corrupt conduct is prohibited. During FY26, no incidents of bribery or corruption were reported.

Ramelius seeks to foster a culture of accountability through effective risk management processes, internal controls and ongoing awareness of ethical obligations. We also endeavour to work with suppliers, contractors and business partners whose values align with our commitment to lawful and responsible conduct.

To support the reporting of concerns, Ramelius maintains a Whistleblower Policy and independent reporting mechanism that is accessible to directors, employees, contractors, consultants, job applicants and external stakeholders. Additional information on our governance practices, ethical standards and whistleblower protections is available on our website.

Regulatory and Compliance

Ramelius is committed to operating responsibly and maintaining strong governance practices that meet the expectations of our stakeholders, regulators and the communities in which we operate. The Board oversees the Company's compliance with applicable laws, regulations and governance requirements, including accounting standards, continuous disclosure obligations and the ASX Listing Rules.

The Managing Director is responsible for implementing policies, procedures and internal controls that support regulatory compliance and effective governance.

During FY26, no significant compliance or regulatory breaches were identified. Internal audits were undertaken across a range of operational areas, including legislative compliance and data collection and reporting processes, to support continuous improvement and strengthen governance outcomes.

The Board has overall responsibility for risk management and is supported by the Audit Committee, Risk & Sustainability Committee and Executive Management Team. Together, these groups regularly review the Company's risk profile and oversee the management of material risks and opportunities. Ramelius' approach is guided by its Corporate Risk Management Policy, Risk Appetite Statement and Risk & Sustainability Committee Charter, which provide a framework for identifying, assessing and managing risks across the business.

Supporting the Company's broader governance and risk management framework, the Ramelius Essentials program promotes a consistent approach to core operational practices and performance expectations across the business. Additional information on our risk management and governance framework is available on our website, including our Risk Management Policy, Risk Appetite Statement and Risk & Sustainability Committee Charter.

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

Supply Chain Management

Ramelius considers the risk of modern slavery within its direct operations to be low, reflecting the Australian location of our offices, activities and key suppliers, and the strong regulatory environment in which they operate. Nevertheless, we recognise that modern slavery risks may exist within broader supply chains and therefore undertake supplier screening processes to identify and assess potential risks.

These processes include supplier engagement and targeted modern slavery questionnaires designed to evaluate supplier practices and identify areas requiring further review or action. Oversight is provided by a dedicated Modern Slavery Working Group, which monitors identified risks, supplier responses and ongoing compliance activities. Further information on our approach is available in our Modern Slavery Policy on our website.

Ramelius also maintains a Supplier Code of Conduct that sets out the standards expected of suppliers and business partners. We seek to engage suppliers that demonstrate strong environmental, social, governance and safety performance and align with the principles outlined in the Code. Where practical, preference is given to regional suppliers, particularly those operating in the communities where we conduct our activities. This commitment is supported through our Purchase Order Standard Terms and Conditions.

During FY26, Ramelius directly procured approximately $6.4 million of goods and services from regional suppliers, including payments such as local shire rates. While these suppliers are regionally based, some goods and services may contain inputs sourced from international supply chains.

Exploration & Project Development

Drilling contractors / Geology and geophysical contractors
Analytical laboratories / Surveying Earthmoving contractors
Environmental and water consultants

Mining

Surface and underground mining contractors
Cement supply / Fleet, maintenance, parts and equipment
Fuel, oil and tyre supply / Mining communication

Processing

Chemical supply / Lab services
Civil contractors / Fuel and gas supply

Support Services

Camp management services / Employee benefits
Power, communication and IT services / Insurance
Personal protective equipment and clothing
Medical, health and safety services / Labour supply
Water and waste management

Transportation

Freight services / Ore Haulage contractor
Security services / Aviation charter companies

Refining and Sales

Refinery / Customers / Bullion freight and security

Corporate

Travel / Financial services / Information technology support





Information Technology

Protecting the security and reliability of our information systems is an important component of Ramelius' risk management framework. Cybersecurity remains a key business risk, with the potential to affect operational continuity, financial performance and stakeholder confidence.

Ramelius adopts a proactive approach to managing cyber risk through a combination of governance processes, technology controls and employee awareness programs. Regular training and education help ensure our workforce is equipped to identify and respond appropriately to evolving cyber threats. Cybersecurity is recognised as a material business risk and is actively monitored as part of the Company's broader risk management activities.

Additional information on our cybersecurity governance and risk management practices is available on our website.



To view the full Sustainability Report including the AASB S2 Climate-Related Disclosures please see the Ramelius Resources 2026 Annual Report.

Contact Us

For more information on the topics covered in this report you can contact us here:

Level 13, 58 Mounts Bay Road
Perth WA 6000
T: +61 8 9202 1127
W: rameliusresources.com.au

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