

INDIGENOUS PEOPLE POLICY

PDI Gold Ltd (ACN 127 171 877)

1. Introduction

This Indigenous People policy (the “**Policy**”) set outs the principles and commitments by which, PDI Gold Limited (“**PDI Gold**” or the “**Company**”), as a West African gold mining and resource development company, unequivocally acknowledges, honors, and upholds the inherent rights, cultures, perspectives, and aspirations of Indigenous Peoples.

The Company recognises the profound and enduring cultural values, traditional rights, customs, and spiritual connections that Indigenous Peoples maintain with the lands and waters where we operate. We are steadfast in our commitment to actively recognize and respect the vital significance of Indigenous communities, their cultures, and their histories.

The Company is dedicated to conducting thorough, informed, and good-faith consultations with Indigenous Peoples and communities associated with our operations, aiming to foster respectful, enduring, and mutually advantageous partnerships. We are resolute in providing meaningful employment and business opportunities for Indigenous stakeholders across all phases of our operations, thereby contributing to sustainable social and economic advancement.

2. Scope

This Policy applies to the Company and its subsidiaries, affiliates, partnerships, ventures, and any other business dealings directly or indirectly controlled by the Company, as well as all directors, officers, contractors, consultants, and employees of the Company (“**Company Stakeholders**”). This Policy sets forth our robust approach to Indigenous Peoples’ engagement and participation throughout the entire lifecycle of our activities, including exploration, development, operations, and closure.

Any reference to “Indigenous Peoples” herein refers to distinct social and cultural groups who self-identify as Indigenous and maintain enduring cultural, spiritual, and customary connections to their traditionally used lands and natural resource, with historical continuity and deep-rooted connections to specific geographic regions. This Policy is in alignment with the terminology used in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and other relevant international standards. This Policy is designed to reinforce and strengthen the Company’s governance systems.

3. Our Goals

The Company’s goal is to champion the rights and well-being of Indigenous Peoples and to rigorously manage, measure, and transparently report on our social performance. We strive to ensure the achievement and sustainability of positive, mutually beneficial social, economic, and cultural outcomes.

4. Our Responsibility

The Company adopts a proactive, respectful, and accountable approach in all partnerships and engagements with Indigenous Peoples, ensuring the highest standards of performance management and transparency. All Company leaders are required to effectively communicate this Policy to Company Stakeholders. Every Stakeholder is responsible for adhering to the principles of this Policy and any related policies, procedures, or processes.

5. Our Commitment

The Company is committed to industry leadership in Indigenous engagement. The Company pledges to:

- Conduct all business activities in a manner that fully respects Indigenous Peoples and rigorously complies with all applicable legal, ethical, and regulatory requirements.

- Uphold Indigenous Peoples' right to transparent, informed consultation, and engage in a manner consistent with the principles of seeking Free, Prior, and Informed Consent.
- Proactively engage early, transparently, honestly, and on an ongoing basis with Indigenous Peoples throughout all stages of the Company's activities and operations, ensuring the creation of shared, long-term value.
- Honor and respect the cultural protocols, traditions, and values of the Indigenous Peoples and communities with whom we engage.
- Continually review and enhance our community grievance mechanisms to guarantee accessibility, fairness, and responsiveness.
- Ensure Indigenous Peoples have equitable and meaningful access to social and economic opportunities throughout the Company, including employment, training, enterprise development, partnership, and social investment programs.
- Collaborate with Indigenous Peoples to avoid, minimize, and where necessary, remedy any adverse impacts on tangible and intangible cultural heritage and community well-being.

6. Related Documents

The following documents complement and support the implementation of this Policy. They should be read in conjunction with it and collectively form part of the Company's governance framework applicable to its operations and stakeholders:

- Whistleblower Policy
- Code of Conduct
- Community Policy
- Human Rights Policy
- Diversity and Inclusion Policy

7. Review of Documents

This Policy will be reviewed at least annually, and revised and re-published as necessary, to ensure its continued relevance and appropriateness to the Company's activities and evolving best practices.

If you wish to obtain more information regarding any aspect of the Company Code, please ask your manager or consult the Company Secretary at cossec@pdigold.com.

Date Approved	2026-05-27
Owner	Board of Directors