

SUSTAINABILITY POLICY

PDI Gold Ltd (ACN 127 171 877)

1. Introduction

PDI Gold Ltd, together with all its subsidiaries, ("**PDI Gold**" or the "**Company**") is focused on becoming a leading African gold producer through the development, construction and operation of the Kiniero gold project and the Bankan gold project in Guinea, the Nampala gold project in Mali, along with any future projects that may be added to the Company portfolio. The Company is committed to embedding sustainability across all aspects of our business and governance systems.

As part of this commitment, the Company has adopted this sustainability policy ("**Policy**") that sets out our overarching principles and expectations for responsible, ethical and environmentally sound operations. This Policy provides a framework to guide decision-making across our projects and corporate functions, ensuring that we responsibly manage environmental and social impacts, strengthen governance practices, foster transparent engagement with stakeholders, and contribute positively to the long-term development of the communities and countries in which we operate.

2. Our commitment

At the Company, sustainability means ensuring that our commercial success is achieved responsibly, ethically and in a manner that delivers enduring value to our stakeholders. We are committed to integrating economic, environmental, social and governance ("**ESG**") considerations into our strategy, decision-making and operational practices.

We recognise that responsible gold production requires:

- safeguarding the environment, including biodiversity, water resources, climate and land use;
- fostering safe, inclusive and respectful workplaces;
- building long-term, mutually beneficial relationships with communities in which we operate, including local communities, landholders, indigenous peoples, and other affected stakeholders; and
- upholding the highest standards of governance, transparency and ethical business conduct.

3. Our approach

The Company adopts a strategic and resilient sustainability approach generally aligned with:

- International frameworks, including the *IFC Performance Standards*, the *Equator Principles*, and the *UN Sustainable Development Goals*;
- Recognised international and industry governance standards;
- Regulatory requirements of Australia, Canada, Guinea, Ivory Coast, Mali and the United Arab Emirates and any other jurisdictions in which we operate;
- PDI Gold's Integrated Management System (IMS) and Guiding Principles; and
- ESG trends, risks, and controls identified through our risk management processes, including benchmarking practices reflected in the Sustainability Committee Charter.

Our Sustainability Policy and Charter will guide implementation across the full project lifecycle, ensuring consistency, transparency and measurable performance.

4. Objectives

This Policy aims to:

- Establish clear ESG expectations, responsibilities and accountabilities across all levels of the organisation;
- Promote safe, ethical and responsible gold production;
- Manage environmental impacts, enhance biodiversity, and support climate resilience;
- Strengthen social performance, including cultural heritage protection, community wellbeing, local employment and local procurement;
- Ensure high standards of corporate governance and build investor, regulatory and community confidence;
- Enable robust ESG reporting, benchmarking and continuous improvement.
- Support long-term economic contributions and positive legacies for host countries and communities.

5. Sustainability Policy in practice

To effectively implement this Policy, the Company will:

- Maintain a sustainability charter to support effective governance, performance monitoring, external reporting and continuous improvement.
- Maintain a strong governance framework with clear Board oversight and management accountability for sustainability risks, impacts and performance.
- Integrate ESG considerations into decision making, which seeks to achieve positive outcomes in each area of a project lifecycle.
- Engage and develop meaningful relationships with the communities in which we operate, including local communities, landholders, indigenous peoples where applicable, and other affected stakeholders, to ensure what we do is undertaken in a respectful and culturally sensitive way.
- Make a positive and meaningful contribution to the communities' wellbeing by engaging with the community and project stakeholders.
- Establish and foster a thriving project community by creating site environments that are safe, accessible and welcoming, designed and managed to minimise environmental impact, and supporting the wellbeing of all participants and stakeholders.
- Encourage positive workforce health, safety and wellbeing, inclusion and diversity, and skills and training through professional development and employee empowerment.
- Develop and maintain infrastructure that prioritises energy efficiency, reduces carbon emissions and supports effective climate change mitigation.
- Manage and mitigate our environmental impacts, protecting natural ecosystems wherever possible, while seeking opportunities to restore, rehabilitate and enhance ecological value throughout our activities.
- Manage resources efficiently through embedding energy, water and material saving initiatives across project design, procurement, construction and operational activities.
- Promote responsible and ethical procurement, including supplier due diligence, local participation where appropriate, and alignment with the Company's human rights and environmental expectations
- Encourage innovation within our project and supply chain to achieve sustainable outcomes
- Measure, monitor and report the sustainability performance of all projects.

6. Policy review

The Company will periodically review this Policy to ensure that it is operating effectively. The Company Secretary is authorised to make administrative and non-material amendments to this Policy. Any material revisions will require the approval of the Board.

Date Approved	2026-05-27
Owner	Board of Directors