



CORPORATE SOCIAL RESPONSIBILITY POLICY

The Company commits to prioritising and evaluating health, safety, social, and environmental considerations across its operations, whilst seeking to achieve sustainable development as a core objective. We strive to balance social, environmental, and economic concerns in how we manage our business.

Our corporate responsibility focuses on:

- Improving our health and safety to provide a safe working environment.
- Ensuring good working conditions and fair treatment for our employees.
- Supporting local communities and the economy.
- Promoting gender equality in our operations.
- Limiting our environmental impact.
- Surpassing applicable and relevant legal and regulatory requirements, whilst aiming to achieve standards of international best practice.
- Developing company operations according to the Finnish Mining Industry Association Sustainable Mining and Sustainable Exploration standards , ICMC frameworks and the Responsible Gold Mining Principles (RGMPs).
- Identifying, assessing, and managing risks associated with our operation to employees, contractors, the environment, and communities.
- Communicating and engaging with employees, contractors and all key stakeholders to build relationships based on transparency, trust and mutual involvement, and to share responsibility for meeting these corporate aims.
- Reporting annually on economic, social, and environmental performance at the corporate level using the GRI Sustainability Reporting Standards.
- Integrating sustainable development principles into corporate strategy and decision-making processes relating to investments and in the design, operation, and closure of facilities.

Approved by the Board of Directors on September 22, 2023