Perseus MINING

2026 SUSTAINABLE DEVELOPMENT REPORT

ACN 106 808 986

Registered & Corporate Office
Level 2, 437 Roberts Road, Subiaco, Western Australia 6008

ABOUT THIS REPORT

Perseus Mining Limited and its subsidiaries (the Group or Perseus) sustainability reporting suite outlines our performance towards addressing relevant material sustainability topics and details the Group's efforts to create value for our stakeholders.

We have prepared this report with reference to the Global Reporting Initiative (GRI) Standards framework, incorporating relevant information and data that meet the framework's requirements.

Scope

The report covers our three gold mines in West Africa: the Edikan Gold Mine (EGM or Edikan), the Sissingué Gold Mine (SGM or Sissingué), the Yaouré Gold Mine (YGM or Yaouré), and exploration activities in West Africa. Where material to our sustainability performance, we also disclose information related to the Nyanzaga Gold Project in Tanzania, the Meyas Sand Gold Project in Sudan (before divestment) and corporate offices.

The currency used throughout this report is US Dollar (US$).

For questions about this report, please contact info@perseusmining.com.

Our annual disclosures make reference to:

- Responsible Gold Mining Principles (RGMPs).
- Global Reporting Initiative (GRI).
- Sustainability Accounting Standards Board (SASB).
- Extractive Industries Transparency Initiative.
- Equator Principles.
- International Finance Corporation.
- World Economic Forum International Business Council (Core Metrics).

We receive external assurance annually on:

- Conflict-Free Gold Standard conformance.
- Number of fatalities (employees and contractors).
- Total Recordable Injury Frequency Rate (TRIFR) and Lost Time Injury Frequency Rate (LTIFR) statistics.
- Community investment (discretionary) and Development fund contributions (non-discretionary).
- Board gender diversity (%), Group gender diversity (%), Workforce nationalisation (Local/Regional/Expatriate) employment rates (%), Employee turnover rate (%).
- Climate-related disclosures subject to Year 1 Assurance, including Scope 1 and 2 emissions, are presented in the Climate Report in the Annual Report.

Guide to our reporting

Our **Sustainable Development Report** is part of our annual reporting suite. It is supplemented by our FY26 Sustainability Databook and sustainability information available in the Sustainable Development section of our website at perseusmining.com.

Our **Annual Report** includes a **Climate Report** prepared in accordance with the Australian Accounting Standards Board ('AASB') Sustainability Reporting Standard S2 *Climate-related Disclosures* and the requirements of s296D(1) of the *Corporations Act 2001* (Corporations Act).

Perseus publishes a **Modern Slavery Statement** in accordance with the Australian *Modern Slavery Act 2018* (Cth), and a **Forced and Child Labour Report** in accordance with Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

All policy documents referred to in this report, together with the reports listed above, are available in the Corporate Governance and Investors and Media sections of our website.

Access our Sustainability Databook

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A MESSAGE FROM OUR LEADERS

This year marked the first full year of implementing our revised Sustainability Strategy and we are pleased to provide our stakeholders with a report of our performance. Sustainability is not a reporting obligation at Perseus. It is the foundation of the trust we have earned with our host communities and governments and aligns our long-term success with theirs. In FY26, we strengthened our position as a trusted, long-term partner, living by our corporate mission of generating material benefits for our stakeholders in fair and equitable proportions.

Our Sustainability Strategy is centred on four pillars that matter most to our business: our People, the Environment and Climate, Community and Economic Development, and Governance and Risk. The results in this report are a product of the disciplined execution of our strategy and, behind that, the work of our people and the partnerships we have built with our host governments and communities over many years.

The pages that follow detail our progress against each pillar, and we invite you to explore the Stories from the Ground section, bringing to life the results and difference Perseus is making.

Building safer behaviours

Safety is the first item on every Committee agenda, and the first test of every decision we take. This year, we continued to place our focus on fatal risk management and critical controls. Road transport remains the greatest risk to life across the regions where we work, for our workforce, business partners and for the communities around us, and it has shaped where we have put our effort this year. Our Vehicle and Driving Standard was reviewed and rolled out across all sites during the year to strengthen the management of vehicle-related risks. This was supported by enhanced workplace inspections, strengthened emergency preparedness, updates to our preventative mobile maintenance standard, a group standardised defensive driving programme and delivery of technical training support. We reinforced this through the rollout of the “Every Trip Matters” initiative at Nyanzaga and trialled fatigue management cameras at Sissingué on a passenger bus and haulage trucks, with results informing Perseus’s broader fatigue management strategy.

Perseus maintained zero lost time injuries across all operations for the full year. Our Group TRIFR of 0.91 reflects continued strong safety performance, but statistics do not tell the whole story. True safety performance is measured in human outcomes, and relentless vigilance remains non-negotiable.

Safety performance has continued to improve since the introduction of Safely Home Every Day (SHED) in 2023. Recognising that sustained improvement requires continuous evolution, Perseus continued to roll out its safety culture programme across the Group in FY26 while commencing development of its next phase, deepening behavioural safety leadership capabilities and strengthening the confidence of employees and contractors to speak up, intervene, and stop work where needed. Further details will be shared with the workforce ahead of rollout.

Deepening our partnerships

The communities that host our operations are not simply a backdrop to our business, they are partners in it. That commitment is reflected in the actions we have taken across every host country, managing social risks and identifying opportunities for shared value.

This year, all resettlement houses planned under the Nyanzaga Resettlement Action Plan were completed and handed over. The full project consisted of 228 households in FY25 and FY26 transitioning into improved homes with better access to education and health services. Perseus awarded 175 scholarships to tertiary students from catchment communities at Edikan, and US$3.74 million was invested by our Local Mining Development Committees in Côte d'Ivoire across 28 community projects spanning education, healthcare, road infrastructure and water supply. These are not one-off contributions, but direct investments in the futures of the people who make our success possible, and in the broader ambition of nations positioning mining as a cornerstone of their development.

In FY27, the rollout of the Livelihood Restoration Programme in Nyanzaga remains a key priority for the project, supporting approximately 300 affected households through agriculture, small enterprise development and financial literacy. As Nyanzaga targets first production early in 2027, our focus extends beyond the mine itself, ensuring the community is stronger, more resilient and better equipped.

Our licence to operate is granted by governments and sustained daily by the communities around us. We work alongside our host governments as a trusted partner, recognising that their national development, economic growth and local livelihoods are inseparable from our own long-term success. As Perseus grows, so too does the depth of these partnerships. In Tanzania, we are working closely with government to align with local content priorities, establishing a framework that sets the pathway for Nyanzaga's development.

With 97% of the Nyanzaga workforce being Tanzanian nationals, we remain committed to ensuring that an equitable proportion of the value generated in Nyanzaga flows back to the people and institutions that make it possible. The promise made at Nyanzaga in 2026 is the promise made at Edikan back in 2012, where more than a decade of sustained local employment, procurement and community investment has demonstrated that these commitments prosper beyond a project's first years.

In Côte d'Ivoire, the development of Perseus's first underground mine at Yaouré represents a significant technical milestone for the country and for the Group. It signals that our investment horizon extends well beyond the current mine life - and that we see our future in partnership with the communities and governments that have supported us.

The Emerging Talent Programme at Edikan supported bridging the gap between academic learning and practical industry experience, equipping 278 graduates with the technical, operational, and professional skills to pursue careers in mining. For the fourth consecutive year, Perseus has partnered with the Institut National Polytechnique Félix Houphouët-Boigny (INP-HB) to deliver specialised training for 30 Geological Technicians drawn from local communities in Côte d'Ivoire.

More than 95% of our workforce are citizens of the country in which their mine operates. This deliberate choice reflects our conviction that the long-term success of a mining operation and the long-term development of the host country are not competing interests. They are the same interest.

Perseus enters FY27 from a position of operational strength and strategic momentum. Thank you to the Board and Executive Leadership Team, our people, host governments, communities and partners for your continued trust, commitment and support. Perseus remains focused on advancing our sustainability commitments and building on the progress this year.

US$1.19 billion

of economic value distributed to host countries' economies, up from US$813 million in FY25

Amber Banfield
Chair, Sustainability Committee

Melanie Pollard
Chief Corporate Affairs and Sustainability Officer

FY26 SUSTAINABILITY PERFORMANCE

EMPOWERING OUR PEOPLE

Safety performance in focus

0.91

TRIFR

0.00

LTIFR (100% improvement)

Launched a Group-wide Learning Management System to deliver mandatory training, site safety inductions and online learning

9.9%

Women hold management positions and represent 11.4% of our total workforce

39.5 hrs

Training per employee invested on average this year

ENVIRONMENT AND CLIMATE

Emissions intensity

0.52

tCO_2-e/oz compared to 0.56 tCO_2-e/oz in FY25

Advancements in tailings management aligning with global best practice standards and strengthening governance

Completed climate risk and opportunity assessment including climate scenario analysis

208.68 ha

Rehabilitated disturbed land across five waste dump sites

COMMUNITY AND ECONOMIC DEVELOPMENT

US$1.19b
Directly distributed in economic value to host countries' economies

>95%
Workforce are citizens of the country in which their mine operates

US$5.17m
Total community contributions in Ghana, Côte d'Ivoire and Tanzania[1]

CDLM[2] in the process of being established at Bagoé in the Sissingué Complex

LEADING WITH INTEGRITY

98%
Perseus employees completed all mandatory training requirements

Refreshed our sustainability materiality assessment

Maintain alignment with the World Gold Council's Responsible Gold Mining Principles and maintained compliance with Conflict-Free Gold Standard

1 US$5.11 million contributed in Ghana and Côte d'Ivoire, and subject to limited assurance by PwC
2 Local Mining Development Committee (CDLM in French)

SUSTAINABILITY AT PERSEUS

Our approach to responsible mining

Our sustainability approach reflects our belief that responsible mining contributes to sustainable development and growth in emerging economies while delivering returns for our shareholders.

As we grow, our goal is to set a benchmark for responsible mining, integrating sustainability into our decision-making. Our vision is to be a world-class gold producer with multiple mines in different jurisdictions, which generate value for all stakeholders, in fair and equitable proportions.

We will achieve this through our Sustainability Strategy, built on good governance and supported by key pillars which ensure we manage and drive performance on material sustainability topics.

Our sustainability strategy

Our Sustainability Strategy outlines our focus and priorities. It is informed by a materiality assessment and aligned to the United Nations Sustainable Development Goals (UNSDGs). The Strategy includes business foundations and pillars that support delivery of each area of focus. Our sustainability priorities are aligned with our corporate strategy and supported by detailed functional plans such as our People, Health, Safety, Environment and Community (HSEC), Security and Government Relations strategies. These strategies enable sustainability priorities to be embedded at the operational level through standards, management systems and site-level plans that translate our strategic intent into day-to-day decision-making and action.

Pillars	PEOPLE	COMMUNITY AND ECONOMIC DEVELOPMENT	ENVIRONMENT AND CLIMATE	GOVERNANCE AND RISK
Focus	**Empowering our people** Fostering a safe, respectful, and inclusive workplace where people grow together	**Creating shared value** Delivering meaningful, lasting benefits to local communities and economies	**Protecting our environment** Responsibly manage environmental impacts and address climate change	**Leading with integrity** Upholding ethical conduct, transparency, and resilience in everything we do
Our values	PEOPLE	ACHIEVEMENT	COMMITMENT	INTEGRITY
Material topics	· Health, Safety and Wellbeing · Diversity and equal opportunity · Employee working conditions, wages and benefits · Employee development, training and education	· Local community engagement, employment and development · Artisanal and small-scale mining · Resettlement, land and resource rights · Economic contribution	· Tailings management · Water stewardship and management · Mine closure and rehabilitation · Greenhouse gas emissions	· Government relations · Transparency · Geopolitical risk management
Sustainable development goals	3 Good Health and Well-Being; 4 Quality Education	1 No Poverty; 2 Zero Hunger; 4 Quality Education; 8 Decent Work and Economic Growth	3 Good Health and Well-Being; 6 Clean Water and Sanitation; 8 Decent Work and Economic Growth; 11 Sustainable Cities and Communities	8 Decent Work and Economic Growth; 16 Peace, Justice and Strong Institutions

Performance pillars: Disclosure · Materiality Assessment · Metrics & Targets · Risk & Opportunity Management · Impact & Opportunity Assessments · Audit & Assurance

Business foundations: Board Structure & Oversight · Executive Team & Management · Stakeholder Engagement · Policies & Standards · Ethical Conduct

Delivering on our commitments

Following a refresh of our Sustainability Strategy last year, FY26 marked the first full year of implementation across the business, underpinned by metrics and targets that help maintain strong performance and drive progress in managing our most material topics.

Status key: ● Achieved ● In progress

PEOPLE
Empowering our people

FY26 target	Status	FY26 update
Zero fatality	●	Achieved[1]
TRIFR – Below 1	●	TRIFR 0.91[1]
Female representation increased by 1% across the Group in FY26	●	In FY26, we have included our casual workforce in the data analysis which has reduced our percentage of female participation to 11.4%. This is primarily due to the inclusion of a manual labour and semi-skilled casual workforce associated with the construction of the Nyanzaga Gold Project. Female participation using a like-for-like comparison to FY25 has increased from 13.1% to 13.9%.
Zero significant industrial events resulting in >7 days operational disruptions	●	Zero significant industrial events > 7 days in the performance period.
100% mandatory training compliance achieved/maintained in FY26	●	Mandatory training completion rate was 98%. Remaining 2% are in the probation period and will complete the training in Q1 FY27.
Perseus Talent Management Framework established in FY26	●	The Talent Management framework is under development and will be fully implemented in FY27. Identification of critical roles, succession planning and development planning for high potential employees was completed in FY26.

1 Refer to the Safety section of the report for further details

Status key: Achieved In progress

COMMUNITY AND ECONOMIC DEVELOPMENT
Creating shared value

FY26 target	Status	FY26 update
Implement the CDLM process for Bagoé	In progress	Working with the Ivorian government to finalise its establishment.
Develop and deploy a livelihood programme for the Nyanzaga Project	In progress	Scope of the programme developed in FY26. Programme developed and ready to deploy in FY27.
Proportion of local and national procurement as a % of total procurement above 84%	Achieved	86% local and national procurement.

ENVIRONMENT AND CLIMATE
Protecting our environment

FY26 target	Status	FY26 update
Enhance TSF-specific emergency preparedness, response and recovery planning	In progress	Emergency response was reviewed across all sites, and dam break analysis for each active TSF completed.
Enhance the GHG emissions reporting to meet assurance requirements for Scopes 1 & 2	Achieved	Expansion of boundaries to include projects and corporate offices and updates in emission factors.
Undertake climate scenario analysis to further assess climate change-related risks and opportunities	Achieved	Climate risk and opportunity assessment including Scenario Analysis and financial impact assessment completed, see the Climate Report in the **Annual Report** for full detail.

GOVERNANCE AND RISK
Leading with integrity

FY26 target	Status	FY26 update
Enhance human rights online training at our operations	Achieved	98% of employees completed online Human Rights training as part of mandatory competency training across the Group in FY26. For employees without online access, training is delivered on site by the People team within 60 days of the employee commencing.
Enhance Modern Slavery training across our Group	In progress	Modern Slavery training developed, to be finalised and rolled out.

Sustainability governance

Perseus's governance framework supports delivery of our sustainability objectives and long-term value creation for stakeholders, employees and communities. Good corporate governance is fundamental to the continued success and performance of our business.

Focusing on what matters most

Perseus determines which sustainability topics are most material to our business and stakeholders through a materiality assessment process. It informs our Sustainability Strategy and allows us to develop a comprehensive understanding of sustainability risks and opportunities potentially impacting our Company and stakeholders.

In FY25, we completed a double materiality assessment, assessing both impact materiality and financial materiality. In FY26, we refreshed this assessment to confirm our material topics remain current, reflecting developments in our operating environment, operational performance, and the outcomes of our climate risk and opportunity assessment. The refresh was supported by an independent external consultancy, and its outcomes were reviewed by management and integrated into our enterprise risk management platform.

Detail on our materiality process is provided in Appendix 2 and further detail regarding our full list of material topics and management approach is provided in the Sustainability Databook.

FY26 Material Topics

	Priority material topics	Highly material topics
Environment	• Tailings management.	• Mine closure and rehabilitation. • Water stewardship and management.
Social	• Health and safety. • Local community engagement, employment and development. • Labour relations and management.	• Employee development, training and education. • Workforce diversity and equal opportunity. • Security of employees. • Employee working conditions, wages and benefits. • Resettlement, land and resource rights. • Artisanal and small-scale mining.
Governance	• Geopolitical risk management.	• Economic contribution.

Building lasting relationships

We aim to build strong, effective, and lasting relationships founded on mutual benefit and respect. Maintaining an open and transparent dialogue with our stakeholders is essential, allowing us to identify potential sustainability risks and opportunities early and ensuring that we can develop strategies to address them collaboratively.

Read a summary of our stakeholder engagement at Appendix 1.

Oversight guiding our sustainability agenda

Our Corporate Governance framework and Board Charter define how Perseus conducts business and oversees sustainability matters. While the Board delegates responsibilities to the Sustainability Committee, Audit and Risk Committee and Chief Executive, it retains ultimate accountability for sustainability governance, strategy, material risks, opportunities and disclosures. The Board approves the Enterprise Risk Management (ERM) framework which includes sustainability and climate-related risks, and monitors the effectiveness of processes used to identify, assess, prioritise and manage material risks and opportunities.

The Sustainability Committee supports the Board by overseeing the implementation of the Sustainability Strategy, monitoring sustainability performance, and reviewing material sustainability risks and opportunities. Its responsibilities include reviewing priorities and targets, overseeing materiality assessments, and ensuring compliance with relevant laws, standards and best practice guidelines, overseeing climate risk assessment and scenario analysis, and Perseus's conditional approach to climate-related targets and transition planning, including reviewing trigger conditions and advising the Board when a strategic change is warranted. Further responsibilities include monitoring stakeholder engagement, overseeing Human Rights policies and adherence to standards and principles, supporting diversity and talent management objectives, and assisting the Audit and Risk Committee on sustainability-related compliance matters.

The Sustainability Committee also focused on monitoring sustainability performance and mitigation measures, overseeing progress towards alignment with the Australian Sustainability Reporting Standards (ASRS), and strengthening the governance framework through updates to the Sustainability Committee Charter. The Committee also recommended the new Climate Change and Energy Policy to the Board.

The Board received quarterly updates from the Sustainability Committee covering sustainability performance and biannual updates on material sustainability risks and opportunities, ongoing governance enhancements, and progress against Perseus's Sustainability scorecard. The Board was kept informed on any material sustainability risks via the Audit and Risk Committee. The Committee considered and recommended the sustainability disclosures (including climate-related financial disclosures) to the Board for publication; and exercised oversight on material sustainability and climate-related developments.

During the year, the Sustainability Committee Charter and Board Charter were updated to clarify responsibilities for oversight of Perseus's sustainability strategy and performance and climate-related risks and opportunities, including the respective roles of the Sustainability Committee and Audit and Risk Committee.

For further information on the structure of our Board, please refer to our Corporate Governance Statement and Board Charter and for information on the committees, refer to our Sustainability Committee Charter and Audit and Risk Committee Charter.

Delivering through our leaders

Our managing director and CEO is accountable for Perseus's Sustainability performance and is ultimately responsible for integrating sustainability and climate-related considerations into operational planning, investment evaluation and internal reporting processes. Under his supervision the Executive Leadership Team delivers on our Sustainability Strategy, consistent with our Values, Code of Conduct, policies and standards.

The chief corporate affairs and sustainability officer is responsible for identifying, assessing and monitoring climate-related risks and opportunities, overseeing strategy implementation and performance monitoring, and consolidating and reporting the enterprise-wide climate risk position to the Board. The chief financial officer is responsible for the ERM framework, which encompasses enterprise-level sustainability and climate-related risks. The general manager HSEC, general manager people and general manager security collectively oversee the operational delivery, while each site manages on-the-ground risks.

During the year, our Executive Leadership Team undertook several projects to deliver our sustainability strategy and priorities, including:

- An annual review and update of the ERM framework, confirming our risk management platform contains the latest updates, including actions and timeframes to ensure good governance of our risks.
- Completion of a climate risk and opportunity assessment including Climate Scenario Analysis and financial impact assessment.
- Completion of a materiality assessment refresh.
- Integration of risks and opportunities into the ERM platform, following the climate scenario analysis.
- Development of a new Climate Change and Energy Policy and Tailings Management Policy.
- Standardisation and deepening of the Safely Home Every Day (SHED) programme across the organisation (see Safety section for details).
- Continued rollout of Fatal Risk Standards published in FY25, supported by the development of training materials.

The standards we hold ourselves to

Our Corporate Governance framework includes policies which outline our approach to sustainability. Our policies and alignment with global standards ensure Perseus meets international and industry best practice, supported by transparent management and accountability. This year Perseus introduced a new Tailings Management Policy and Climate Change and Energy Policy.

Relevant policies which guide our sustainability approach include:

- Risk Management Policy
- Diversity, Equal Opportunity and Anti-Discrimination Policy
- Health, Safety and Wellbeing Policy
- Environment Policy
- Climate Change and Energy Policy
- Tailings Management Policy
- Human Rights Policy
- Social Performance Policy
- Code of Conduct
- Anti-Bribery and Corruption Policy
- Whistle Blower Policy
- Sanctions Policy
- Tax Strategy

To access the list of policies above, visit the Corporate Governance section of our website.

Measuring and verifying our performance

We measure and track our sustainability performance on material sustainability topics using formalised metrics for early identification of issues, to drive continuous performance improvement, and ensure Perseus is aligned with industry standards and stakeholder expectations.

Sustainability Performance Short-Term Incentive Plan (STIP) Scorecard

Perseus's Remuneration Framework links executive and employee remuneration to annually agreed Key Performance Indicators (KPIs), overseen by the Remuneration Committee and approved by the Board to ensure alignment with Perseus's strategic objectives and risk appetite. Sustainability performance is explicitly embedded within the STIP scorecard, representing 20% of the total weighting and applying to all employees, including the Executive Leadership Team (ELT). KPIs are set annually at Group and operational levels with reference to historical performance, industry benchmarks and peer performance, and are designed to drive continuous improvement. The Sustainability Committee oversees the setting of sustainability targets within the incentive framework and monitors performance against those targets as part of its regular reporting to the Board.

For a summary of our STIP Scorecard and ELT remuneration, please refer to page 79 of the Annual Report.

Audit and assurance

Our Internal Audit function evaluates the design and effectiveness of our sustainability policies and standards, with annual assurance completed in accordance with an internal audit plan approved by the Audit and Risk Committee and the Board. Audit actions are documented and monitored through our risk management software.

In FY26, internal audits were completed covering diesel fuel supply contracts, warehouse and stores management, tailings management, anti-bribery and corruption and sanctions management systems, and tax compliance. Audits of fatal risk critical controls and mining contractor management are planned during FY27. In FY26, external independent assurance of selected material sustainability metrics and performance data was performed, with PwC providing limited assurance over the following metrics: human capital data (Board gender diversity, Group gender diversity, workforce nationalisation (local/regional/expatriate employment rates), employee turnover rate), safety data (number of fatalities), total recordable injury frequency rate (TRIFR), lost time injury frequency rate (LTIFR), community contributions (discretionary and non-discretionary), Conflict-Free Gold Standard conformance.

The expanded assurance scope in FY26 aligns with the phased implementation of mandatory assurance requirements applicable to Perseus's climate-related disclosures under Australia's mandatory climate reporting regime.

For our sustainability metrics and external independent assurance statement, refer to our Sustainability Databook and Appendix 3.

EMPOWERING OUR PEOPLE

Fostering a safe, respectful, and inclusive workplace where people grow together

We place great emphasis on the health, safety, and wellbeing of our employees, contractors, and communities. Our vision is to create a workplace where everyone returns Safely Home Every Day, driven by a culture of care and respect.

The Group has integrated health and safety responsibilities throughout the entire value chain. We focus on establishing strong safety systems and providing ongoing training to reinforce our safety culture. We ensure every activity is carried out only when it can be done safely.

Safety

The Board and ELT fully support those commitments, as outlined in our **Health, Safety and Wellbeing Policy**. By fostering a culture of safety and wellbeing, we prevent incidents and minimise costs and operational downtime and enhance workforce productivity.

Following the tragic loss of two contractor employees in an offsite vehicle accident near Sissingué in January, we deepened our focus on strengthening the management of vehicles and drivers across our operations. While the fatalities and related injuries sustained by our contractors were not classified as reportable work-related incidents for the purposes of the Group's safety statistics, this event reminded us that road transport is the largest single risk to life in the regions where we operate, for our people and for the communities around us. That reality does not stop at our gate, and neither should our response.

During the year we revised our Group-wide Vehicle and Driving Standard. The updated Standard strengthens requirements for vehicle minimum standards, maintenance, traffic management, vehicle segregation, journey management and driver training and competency. It applies to all employees, contractors, and haulage partners operating across Perseus operations. Its development sets a consistent baseline for vehicle safety governance across the Group. The commencement of underground development at our Yaouré Gold Mine, representing Côte d'Ivoire's first mechanised underground mine, required a fundamental expansion of our safety standards to meet the specific requirements of operating in underground environments, including looking at our emergency preparedness and fatal risk standards, with detail included in "Stories from the Ground" on page 30.

Perseus's commitment to safety is embedded across all our sites through structured programmes, rigorous risk management frameworks, and a culture of continuous improvement. We continue to mature our Fatal Risk Management (FRM) framework, actively managing 15 identified fatal risks through verified controls and continuous improvement.

Our safety performance

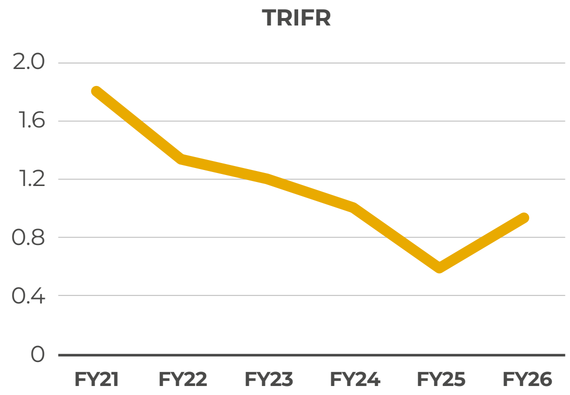
In FY26 our safety performance across the Group continued to improve, with no lost time injuries:

0.91

Total Recordable Injury Frequency Rate (TRIFR)[1]

(FY25 TRIFR: 0.60)

52% increase

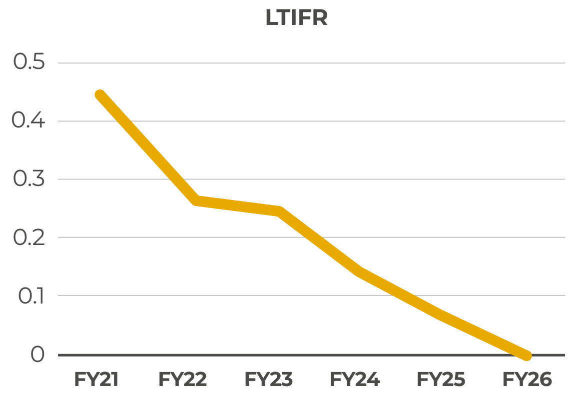


0.00

Lost Time Injury Frequency Rate (LTIFR)

(FY25 LTIFR: 0.08)

100% improvement



There were 13 recordable injuries recorded across both employees and contractors:

7 recordable employee injuries

6 recordable contractor injuries

1 The fatalities and injuries sustained by our contractor in the Sissingué offsite event were not classified as reportable work-related incidents for the purposes of the Group's safety statistics following an assessment against the Group's internal reporting criteria and international guidance. This assessment and resulting classification were subsequently approved by management

Our focus on establishing a culture of safety at our sites continued in FY26:

Site	FY26 safety developments and initiatives
Yaouré	• FRM internal gap review (December) assessed 14 standards across 15 fatal risks; 31 corrective actions identified, 87% have been closed out or are in progress. • Fatal Risk Discussion Programme achieved 90% average workforce participation. • SHED Challenge launched in April (World Day for Safety and Health at Work) – measured across 5 criteria: Critical Control Verifications, GOLD Interactions, Hazard Reporting, Incident Prevention, Safety Initiative Bonus. • End-of-Year Safety Initiative, in partnership with the Ivorian Association of Workplace Health and Safety Victims, delivered an awareness campaign across all work areas; no recordable injuries were reported during the period.
Sissingué	• FY26 safety management system focus areas: fatigue, vehicle safety, and contractor management. • Fatigue Management Programme initiated, covering journey management, fatigue break points, fitness-for-work, driver training, fatigue detection, road controls, and event reporting. • Haulage fatigue management plan revised; mobile equipment integrity audit conducted. • 150 fatigue monitoring cameras installed across light vehicles and haulage trucks for real-time detection. • Safety onboarding, fatigue interventions, and defensive driving support provided to Bagoé route haulage contractors. • Perseus Driving Improvement Programme (PDIP) launched. Defensive Driving and Train-the-Trainer sessions delivered; re-assessment programme initiated for all site drivers.
Edikan	• Following an early-year incident surge, a three day “Be the Change, Take Ownership” Safety Awareness Campaign was delivered across all major operational sections and key contractors. • Safety Leadership Training delivered to supervisors and senior supervisors. • Site HSE team conducted a two-day Safety Awareness Campaign across the mine site, focusing on incident lessons learned and close-out of actions. • Six-day Intensive Emergency Response and Preparedness Training conducted by external consultant, covering Firefighting, HAZMAT, Rope Rescue, and Vehicle Extrication. • “Arrive Alive” Campaign extended SHED into surrounding communities (Ayanfuri, Nkonya, Nkotumso) in partnership with Ghana National Road Safety Authority.
Nyanzaga	• FRM programme commenced as part of operational readiness. • Emergency Preparedness plan updated to meet local requirements while aligning with Perseus’s corporate standards. • Job Hazard Analysis Container Initiative introduced – central point for personnel to Stop, Take 5, and review task-specific Job Hazard Analysis (JHA) before commencing work. • “Every Trip Matters – Car Crash Container” full-scale vehicle crash simulation installed to reinforce vehicle safety as a critical fatal risk. • Hand Safety Wall initiative achieved near-universal workforce participation, highlighting personal commitments to injury prevention.

Health and wellbeing

We actively mitigate health hazards across our operations, with on-site medical clinics staffed by international and national professionals equipped to handle general and emergency care. We further support employee wellbeing through health education. Our malaria management practices, covering vector (mosquito) management, testing and treatment, were reviewed and strengthened during FY26, with a group standard published.

Site	FY26 health and wellbeing developments and initiatives
Yaouré	• Musculoskeletal disorder (MSD) awareness and training campaign was facilitated by specialised occupational doctors from the University of Cocody, Abidjan. The campaign trained 152 participants in proper working postures and safe manual handling practices. • Medical infrastructure was strengthened through the procurement of a new, larger ambulance and the addition of two beds to the site clinic.
Sissingué	• The on-site medical team delivered a total of 4,101 consultations. Of those, 539 were malaria-related, underscoring the importance of the site's ongoing malaria prevention and awareness campaigns. • Health promotion and preventive activities delivered during FY26 included HIV/AIDS awareness and testing, malaria prevention campaigns, blood donations and cancer awareness months.
Edikan	• Dedicated "Time with the Doctor" sessions were organised to discuss health risks with employees and the broader community. • "Time with the Dietician" sessions were introduced to proactively address dietary health and nutrition concerns among employees and community members. • Mental Health Awareness Month was observed in partnership with the Asafo Boakye Hospital. Led by a psychiatrist consultant, the theme "Movement: Moving for Our Mental Health" highlighted the connection between physical activity and psychological wellbeing. • Health walks were also organised to promote physical wellness alongside these mental health partnerships.
Nyanzaga	• A mobile clinic, fully equipped by our partner local hospital Kamanga Zonal Hospital was deployed to manage critical care on site and prepare patients for transport via ambulance. • A site-wide HIV and Hepatitis awareness and testing campaign was conducted in partnership with Kamanga Zonal Hospital. • An updated malaria campaign with a 12-month health schedule was implemented for the entire workforce.

Security of our people and business

Security remains a standing area of focus for the Board and management, although the divestment of the Meyas Sand project in Sudan has changed our risk profile. We maintain strong oversight of group and site security standards and procedures, including crisis preparedness, risk assessments and intelligence gathering. We work to ensure our public and private security partners operate in alignment with the Voluntary Principles on Security and Human Rights (VPSHR) and continuously monitor the security environment across our host countries.

At all operational sites, security assurance reviews were conducted during the year under a newly developed Global Security Standards Alignment Programme, measuring alignment against Group-wide criteria structured around ISO 9001 quality assurance methodology. Post-assessment reports delivered gap analysis and corrective action plan guidance. Follow-up assessments will be conducted in FY27.

Across the Group, over 220 VPSHR training sessions were delivered, involving 573 Perseus employees, 1,443 contract security personnel and 1,900 host nation security force personnel.

Our people

We believe that by prioritising and supporting consistent performance, we can build a strong foundation for Perseus's growth and prosperity. Ultimately, our vision is to create a workplace where everyone can succeed, develop, and meet their full potential.

To achieve this, we aim to create a workplace with ample opportunities for professional development and underpinned by our Company Values.

Training, development and education

In FY26, we made significant progress in workforce capability building, with the introduction of mandatory training competencies. These ensure base-level expectations are set by Perseus relative to acceptable standards of behaviour that all employees must comply with. Notably, 98% of Perseus employees completed all mandatory training requirements in FY26, and 100% of employees completed performance reviews during the same period.

Complementing this, we launched a Group-wide Learning Management System (LMS). The LMS went live as Perseus's hosting platform for online learning content, delivering mandatory competencies, site safety instructions and training events. Online training offerings will continue to be expanded in FY27.

At the site level, Sissingué, Edikan, and the Nyanzaga project have targeted leadership development programmes for entry-level leaders, run locally and supported by in-country training providers.

At Edikan, the Emerging Talent Programme was established to bridge the gap between academic learning and practical industry experience, equipping graduates with technical, operational, and professional competencies. Since inception, 278 graduates have been trained, comprising 208 males and 70 females. Of those trained, 18% have been offered employment at Edikan across multiple departments; 38 in technical roles and 13 in non-technical roles. Annual intake has grown significantly, from 10 graduates in 2018/19 to 67 graduates in 2025/26.

Perseus continued for a fourth consecutive year its training partnership with the Institut National Polytechnique Félix Houphouët-Boigny (INP-HB), Côte d'Ivoire's most prestigious university. In FY26, a mix of 30 full-time and casual employees from villages surrounding the mine site participated in a specialised training programme for Geological Technicians. The programme was designed to equip local talent with critical skills for the mining industry.

At Nyanzaga, Perseus strengthened safety capabilities in FY26, delivering 202 training opportunities across the business, representing 17.4% of the total workforce. Other key training areas included security and human rights (43 participants), defensive driving training (20 participants), industrial first aid training level 1 (29 participants), MS Excel Basic and Intermediate (25 participants), Critical Inventory Management (19 participants), Scaffolding Erection and Certification (10 participants), and Ritmo Polywelder Training (10 participants), among others.

Diversity and equal opportunity

Perseus is committed to an inclusive workplace that values diversity and equal opportunity, and we celebrate this in practice: the number of nationalities represented across our Group increased from 30 to 37 in FY26, reflecting the increasingly diverse workforce that helps us foster a high-performing culture where everyone can thrive. Our **Diversity, Equal Opportunity and Anti-Discrimination Policy** outlines our commitments and management approach to promoting diversity, equality, and inclusion.

Supporting women in mining

We currently have two female Directors on our Board (28.6%) and two women in our Executive Team (40%). 10% of senior and management positions are held by women across our Group.

Our female participation rate reduced from 13.1% in FY25 to 11.4% in FY26. This is attributable to the inclusion of casual employees in the metric calculation during the Nyanzaga construction phase, where male casual workers represented a large share of the workforce.

To build a strong female talent pipeline, Perseus has implemented initiatives targeting female participation across its operations:

- A dedicated electrical traineeship commenced at the Nyanzaga project, involving 100 trainees from local host communities, with a target of achieving at least 50% female trainees.
- Female participation in the Emerging Talent Programme at Edikan has grown significantly, from just two female graduates in 2018/19 to 21 graduates in 2025/26, with women now comprising more than 25% of the total talent pipeline since inception.

Workforce nationalisation

Workforce nationalisation is central to our resilience and sustainability. We prioritise in-country recruitment, with a focus on appointing nationals to all roles wherever possible and reserving entry-level and semi-skilled roles for host community members. Local Employment Committees and Community Consultative Committees have been established at all sites to ensure transparent, fair, and consistent employment opportunities, meeting regularly to ensure progress and good governance.

At Nyanzaga, significant nationalisation milestones were achieved in FY26 as approximately 900 employees were recruited from local host communities in entry-level or semi-skilled roles.

The proportion of expatriate employees decreased in FY26, falling to 4.3% of the total workforce from 5.7% in FY25.

Hiring and turnover

In FY26, the talent market presented challenges, particularly in Côte d'Ivoire, where increased regional mining activity intensified competition for both national and expatriate professionals. Our new employee hire rate was 22.39% in FY26, compared to 23% in FY25. Our turnover rate was 4.96% in FY26, stable compared to 4.94% in FY25. To support the retention of key personnel, Perseus has established critical role succession plans at each operating site which were presented to the Remuneration Committee in FY26. Looking ahead to FY27, priorities include finalising the Talent Management Framework, implementing Development Plans for all identified critical role successors, and building operational capability across critical roles.

Human and labour rights

In FY26, Human Rights training was embedded as a mandatory training requirement for all employees, with a 98% completion rate.

We are committed to respecting the human rights of all stakeholders, with particular focus on vulnerable groups. We maintain a safe and respectful workplace free from bullying, harassment, and discrimination, and encourage employees to speak up if standards are not met.

Our policies and frameworks, available on the Corporate Governance section of our website, outline our approach to human and labour rights.

Culture

In FY26, Perseus conducted its first companywide culture survey, achieving an outstanding participation rate of 86.1% across our operations and offices in Africa, Dubai and Australia. The results were strongly positive: 83% of our people reported feeling engaged or highly engaged, reflecting positive sentiment and experience working at Perseus. The survey confirmed that our values are well understood and resonate strongly across the organisation, and importantly, our people told us they feel safe and comfortable raising safety concerns – a critical indicator for a business where safety is at the heart of everything we do. Employees also reported having direct managers who care about them and communicate effectively, reinforcing the strength of leadership at the site level. Taken together, these results point to a resilient culture, underpinned by strong team dynamics and supportive management.

As with any organisation, the survey also identified opportunities for continued improvement. Each site has developed an action plan in response to its results, and progress against these agreed actions will be reviewed on a quarterly basis to ensure sustained focus and accountability.

CREATING SHARED VALUE

Working alongside our host communities to deliver lasting development outcomes

Perseus creates shared value by engaging with stakeholders, managing social impacts and delivering lasting economic benefits in the communities where we operate.

Generating and delivering value

Perseus is committed to creating shared value for the communities closest to our operations by supporting local businesses, investing in community development, facilitating local employment and making transparent economic contributions through taxes, royalties and other payments to governments. We support this approach through transparent disclosure and governance practices in accordance with our Social Performance Policy.

Yaouré

- The Yaouré Local Mining Development Committee (CDLM in French) invested US$3.74 million across 28 local projects in education, healthcare, road infrastructure, water supply, and youth skills development.
- Heavy equipment operator training delivered to 20 local youths at Yamoussoukro.
- Training across farming, driving, machinery, electrical and machine maintenance for 1,000 local youths in Q4 FY26.
- Water borehole constructed at Kouakougnanou.
- Mill grinding machines donated to women's association to support the implementation of income-generating activities.

Edikan

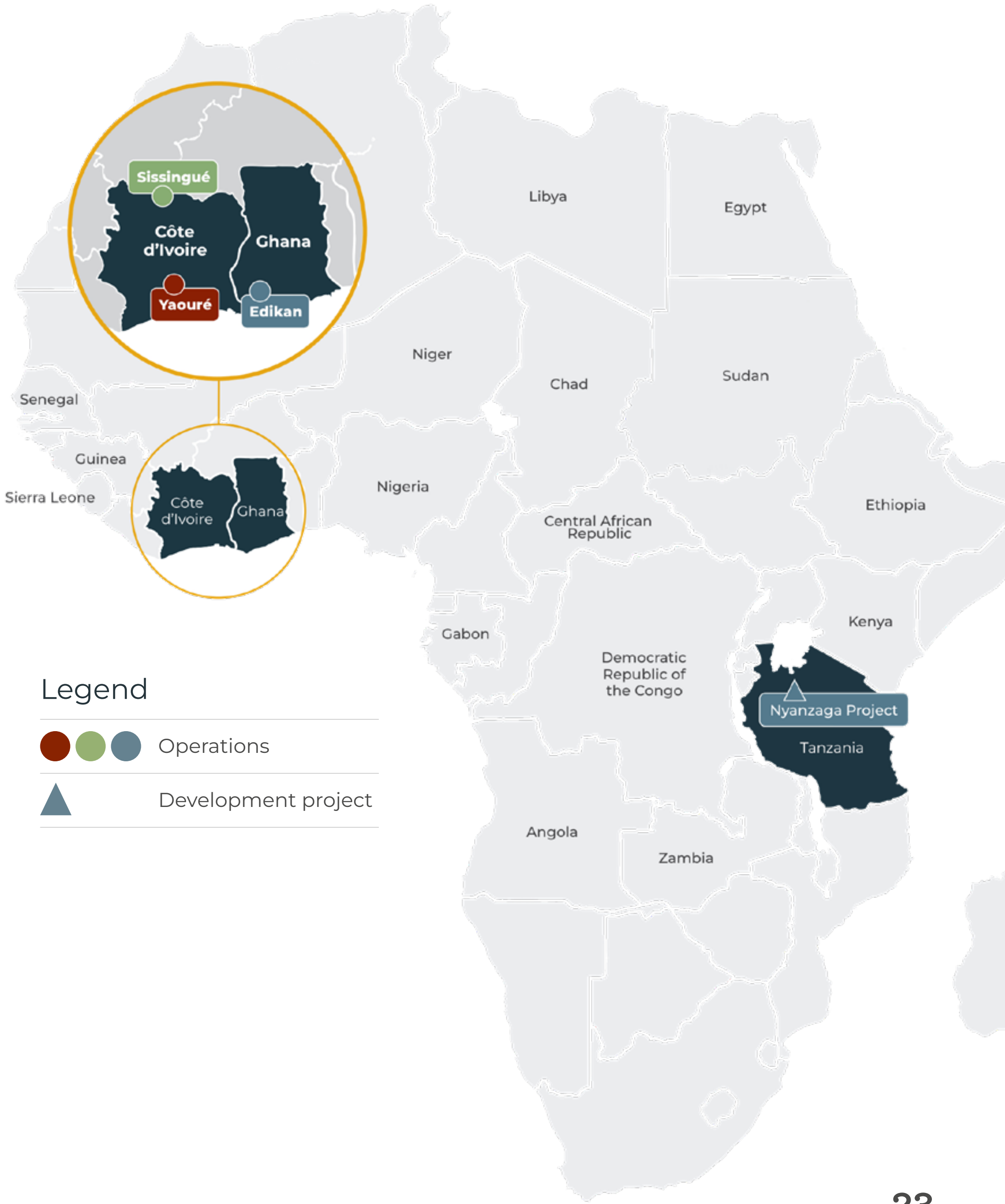
- 175 scholarships awarded to tertiary education students from catchment communities.
- Construction of a 120-bed capacity girls' dormitory block at Ayanfuri Senior High School.
- Construction of a Nursery and Kindergarten block at Fobinso community, which has tripled early childhood enrolment.
- Youth Apprenticeship Training delivered for 10 community youths at Fobinso.

Sissingué

- Practical and technical training programmes delivered for 50 young people at Sissingué.
- Continued investment in local schools through canteen support, provision of school furniture, water infrastructure improvements and Career Awareness Day initiatives funded through discretionary contributions.
- Support for women groups' agricultural projects with provision of tricycles to improve transport and market access.
- Active CDLM structures in Sissingué and Fimbiasso advanced locally driven projects across education, water supply and agriculture.
- CDLM for Bagoé in process of implementation with the Ivorian Government.

Nyanzaga

- All 262 resettlement houses planned under the Nyanzaga Resettlement Action Plan (RAP) were completed and handed over, facilitating the relocation of 228 households into improved homes with enhanced social infrastructure.
- Perseus delivered 202 training opportunities in FY26.
- The Ngoma Bypass Road was completed, driving project traffic away from the Ngoma Centre and reducing congestion, noise and safety risks in the community.



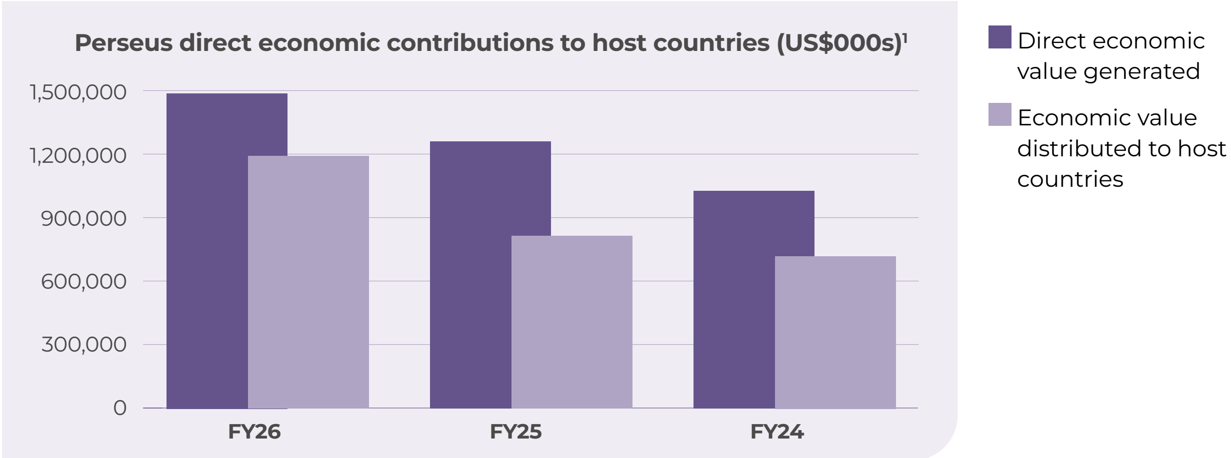
US$1.19 billion

Distributed in direct economic value for the economies of Ghana, Côte d'Ivoire and Tanzania

Economic contributions

Perseus is committed to making transparent and fair contributions to our host governments and communities, in compliance with international standards. Additional details about the economic value we generate and distribute are available in our **Sustainability Databook**.

In FY26, Perseus distributed US$1.19 billion in direct economic value to Ghana, Côte d'Ivoire and Tanzania.



FY26 distributions to host countries by type (US$000s)[2]

Distributions to host country	Ghana			Côte d'Ivoire			Tanzania	
	FY26	FY25	FY24	FY26	FY25	FY24	FY26	FY25
Local Purchases	**154,821**	163,705	158,282	**359,293**	348,048	315,289	**197,106**	29,457
Employee wages and benefits	**28,119**	24,858	21,153	**21,037**	17,843	14,930	**10,259**	2,897
Taxes and royalties to government	**213,934**	120,742	106,752	**146,979**	98,782	91,936	**22,101**	10,771
Dividends paid to government	**-**	5,000	-	**24,727**	36,473	23,352	**-**	-
Community contributions	**587**	592	440	**4,525**	5,041	3,211	**-**	-
Total distributed to host country	**397,461**	**314,897**	**286,627**	**556,562**	**506,187**	**448,718**	**229,466**	**43,124**

1 FY26 Data includes Tanzania figures
2 PwC provided assurance over the community contributions related to Ghana and Côte d'Ivoire

Local employment

Perseus provides local employment opportunities for our host communities, investing in the development of local skills and capabilities. The Community Employment Committees (CECs) established on each of our sites manage the end-to-end community candidate identification process, from receiving and verifying job applications to submitting them to the Company through the Community Relations Department.

In FY26, Perseus employed 59.97% of its employees from local communities and 35.75% from local regions. In Côte d'Ivoire, 60.2% of employees are from local communities and 34.8% are from the broader country. In Tanzania, 69.7% of employees are from local communities, with a further 25.9% drawn from surrounding regions. In Ghana, 100% of our employees are Ghanaian employees.

Local employment opportunities provided during the reporting period included:

- At Sissingué, theoretical and practical training programmes were delivered for 50 young people to enhance employability and build local workforce capability.
- At Edikan, skilled and unskilled employment opportunities were created for local communities and reported to MINCOM through monthly social audit reports.
- At Yaouré, a Community Consultative Committee comprising 25 representatives (five from each host village) was established to provide oversight of community recruitment and support initiatives to improve local livelihoods. Additionally, community support for the Underground Mine Project enabled the integration of 17 young people from host communities into the project workforce. Specialised training was provided to Ivorian mining stakeholders, including the Directorate General of Mines, to strengthen understanding of industry best practice.
- At Nyanzaga, approximately 900 people from local host communities surrounding Nyanzaga were employed in entry-level or semi-skilled roles. An electrical traineeship was also launched, providing training to 100 trainees from local host communities, with 50% of participants being female. An electrical and instrumentation training programme commenced with the Dar es Salaam Institute of Technology and ECG Tanzania, building local technical capability for modern mining and targeting at least 50% female participation.
- Perseus launched a Youth Skills Development Programme aimed at equipping local young people with the technical skills needed to pursue careers in the mining industry. Under the programme, 10 females and eight males have been awarded full sponsorship for a three-year Diploma in Electrical Engineering at the Dar es Salaam Institute of Technology (DIT). Processing of students' applications and enrolment fees is underway in preparation for commencement.

Local procurement

In total, throughout FY26, we contributed US$714 million to our host countries (inclusive of Sudan until its divestment and Tanzania) through local procurement. This included approximately US$155 million to Ghanaian vendors and US$359 million to vendors in Côte d'Ivoire, as well as US$197 million in Tanzania. A detailed breakdown of this spend can be found in the **Sustainability Databook**.

Perseus made significant progress in advancing its local procurement practices during the reporting period in accordance with company procedures and national regulations.

- At Sissingué, local transport companies, catering providers and service providers continued to benefit from the contracting opportunities generated by the operation. CLEMO, an association of Bagoé local suppliers monitored by our community team plays a key role in connecting local businesses to mining and haulage contracts and site activities, strengthening the local supply chain ecosystem.
- At Yaouré, a dedicated platform for local entrepreneurs was established and incorporated into our tendering processes. In FY26, the mine perimeter fence and subcontractor office installations were constructed by local contractors, while the majority of roads, schools, health centres, youth centres and water boreholes were delivered by local entrepreneurs.
- Six local vendors were engaged at Edikan for the supply of goods and services including carpentry, tailoring, water supply and waste management.

Local procurement

US$000s	FY26	FY25	FY24
Local purchases made in Ghana	**154,821**	163,705	158,282
Local purchases made in Côte d'Ivoire	**359,293**	348,048	315,289
Local purchases made in Sudan	**3,239**	4,225	3,088
Local purchases made in Tanzania	**197,106**	29,457	-
Local purchases – total	**714,459**	**545,434**	**476,659**

Resettlement, land and resource rights

Perseus's activities may require physical relocation of homes or displacement of business activities and land access. Our Land Access and Resettlement Policies and Procedures support both the community and our team through this process when required. During the reporting period, we continued implementation of resettlement activities in line with national laws and the International Finance Corporation (IFC) Performance Standards.

- At Edikan, a resettlement package covering eight beneficiaries for 10 houses was agreed. All households were placed in temporary accommodation while the resettlement houses were completed (awaiting electricity installation at time of publication).
- At Yaouré, an additional 30 ha of land were secured for the Waste Dump expansion. Affected farmers were successfully resettled outside the project footprint, in line with the Company's commitments to responsible land management and resettlement.
- In FY26, there were no resettlement activities at our Sissingué operations.

Resettlement at Nyanzaga

Nyanzaga reached a significant milestone in delivering its Resettlement Action Plan (RAP) in FY26, progressing one of Perseus's largest resettlement programmes. Activities focused on relocating affected households and Project Affected Persons (PAPs), delivering replacement community infrastructure and securing land access through ongoing stakeholder engagement and compensation agreements, supporting community wellbeing and project readiness. Progress in FY26 includes:

- Of the 927 Project Affected Persons (PAPs) identified to date, 98% have signed compensation agreements and been compensated.
- All 262 resettlement houses planned under the Nyanzaga RAP were successfully completed and handed over.
- 87% of households chose replacement housing over cash compensation and were relocated to improved homes with enhanced access to social services.
- Public infrastructures, including the TAG Church and the Sotta Village granary building, were also handed over, and the Sotta Dispensary, Sotta East and West primary schools, and the village office have been completed.
- Where cases remain unresolved, the project continues efforts to engage unreachable PAPs to ensure fair and transparent treatment of all affected persons.

The Ngoma Bypass Road also progressed during FY26 as a key component of the Project's traffic management and community safety strategy. By diverting project traffic away from Ngoma Centre, the bypass improves road safety, reduces congestion and maintains access for residents, businesses and essential service providers. Delivery of the bypass was supported by extensive stakeholder engagement and negotiated land access in accordance with Tanzanian legal requirements and the RAP.

- Achieved 100% land access for the Ngoma Bypass Road through negotiated compensation agreements with 59 Project PAPs.
- Maintained access to Ngoma Centre, the primary commercial hub serving five villages directly impacted by the Project.
- Community consultations informed road safety measures, including speed control interventions, signage, pedestrian awareness campaigns and traffic management arrangements.

Working with communities

Perseus creates shared value by maintaining strong relationships with our host communities and supporting long-term social and economic development. Community engagement programmes are developed at each mine, operating in accordance with IFC Performance Standards and the World Gold Council's Responsible Gold Mining Principles (RGMPs).

Community investments

The success of our business depends on our ability to demonstrate value creation for local communities and deliver lasting benefits through investment, community development, capacity building and social infrastructure improvement.

Our community contributions are split between discretionary and non-discretionary contributions. In FY26, we contributed a total of US$5.17 million to communities in Côte d'Ivoire, Ghana and Tanzania, including US$4.8 million of non-discretionary and US$323,000 of discretionary funds.

Non-discretionary community contributions are primarily disbursed through two key mechanisms: the Edikan Trust Fund in Ghana and Local Development Mining Committees in Côte d'Ivoire. Projects delivered through these joint community-company mechanisms span infrastructure, education, training, healthcare and cultural initiatives, delivering impact at scale across our communities. Discretionary funds enable us to respond flexibly to community needs as they arise, supporting livelihood development initiatives, cultural events, and locally identified projects, complementing our non-discretionary community investment programmes.

Livelihood development programmes aim to support sustainable income and economic resilience among our host communities. These programmes are informed by regular engagement to determine community needs and are included in our RAP documentation. In FY26, we continued to support the socio-economic development of our communities through the delivery of several projects, including:

- At Edikan, a proposal was approved to commence a pilot project in cooperative fish farming, creating reliable market linkage, ensuring demand for harvested fish and reducing dependency on single-income sources.
- At Nyanzaga, the Livelihood Restoration Programme was developed and its scope finalised. With plans to target approximately 300 affected households through agriculture, livestock, small enterprise development, and financial literacy initiatives, the programme will be rolled out in FY27. Additionally, a community sewing and garment production training programme launched at the end of FY26, that will strengthen household livelihoods and aims to engage with up to 160 applicants.

- At Yaouré, building on the success of the FY25 greenhouse tomato farming initiative, two new youth groups received technical training and financial support to establish sustainable greenhouse tomato production, creating sustainable income-generating opportunities.
- Sissingué supported local livelihoods through a community poultry project and fertiliser donations, and also assisted a women's group with tricycles to allow better access to markets to sell agricultural produce.

Community grievances

Perseus provides a fair and accessible grievance framework that enables stakeholder concerns to be identified and addressed early, reducing the risk of disputes and supporting our social licence to operate. To access disclosures relating to community grievances, please visit our **Sustainability Databook**. We continued to advance our grievance handling processes aligned with the IFC Performance Standards in FY26.

Pleasingly, there was a 24% decrease in community grievances in FY26. Across our operational sites, 87 community grievances were recorded, of which 100% were reviewed and 38% were resolved.

During the reporting period, Perseus continued to develop and refine its grievance processes, with key updates including:

- Continued use of the Grievance Redress Mechanism as a key stakeholder engagement and risk management tool.
- Regular follow-up meetings at Sissingué, which improved responsiveness and facilitated the resolution of community concerns relating to compensation, road usage and project activities.
- The existing procedure for grievance resolution was rolled out at the Nkosuo Pit at Edikan.
- At Yaouré, all community grievances were addressed within three days of receipt, supporting timely issue resolution.
- At Nyanzaga, enhanced awareness and sensitisation programmes were conducted across host communities to improve understanding of grievance submission channels and resolution processes.
- Cross-functional coordination between Community Relations, Construction, Legal, HSE, and Project teams was strengthened to facilitate timely resolution and to improve grievance tracking and documentation.
- Community dust concerns between the mine site and Ngoma village were addressed through dedicated road dust suppression and spraying measures, while crop impacts raised by nearby landholders during construction of the 220 kV corridor were independently assessed, with the valuation completed and compensated.

Artisanal and small-scale mining

Perseus operates in regions where Artisanal and Small-scale Mining (ASM) is a long-standing feature of the local economy, providing income and subsistence for many community members, particularly where formal employment opportunities are limited. The scale, organisation and regulatory standing of ASM differs from one country to another, and our approach is tailored accordingly, informed by local conditions, the applicable legal and regulatory environment, and the practical risk it may present to our operations.

Provided ASM activity remains outside our permit areas, and is limited in scale and impact, we typically allow it to continue without intervention. We treat this differently from illegal mining, which we define as the deliberate, unauthorised entry into secured, active mining areas with clear criminal intent.

Our concern grows where ASM activities encroach into operational areas, escalates in scale, or introduces safety, security or environmental hazards that cannot be reasonably managed. When ASM-related risks reach a level that threatens the safety of our people or nearby communities and environment, we respond by engaging local stakeholders and government authorities to find practical solutions. Underpinning all of this is training for our security personnel, both company-employed and contracted, in the VPSHR.

At our Edikan mine in Ghana, we have closely monitored the environmental impact of illegal mining activity on community access roads, given associated flood risks, working with local community stakeholders and authorities to manage this exposure. At our Sissingué mine in northern Côte d'Ivoire, artisanal mining activity near the border with Mali has affected the flow of the Bagoé River, and we continue to monitor the situation closely in coordination with local authorities.

In FY25, Perseus relinquished 70 ha of its Ayanfuri Mining Lease to the Government of Ghana for reallocation under the Small-Scale Cooperative Mining Scheme, contributing US$1.4 million to fund future land rehabilitation. This continues to provide local miners with legal access to land and resources, supporting communities by returning parts of our lease for local economic use.

STORIES FROM THE GROUND

EMPOWERING OUR PEOPLE

BUILDING UNDERGROUND EMERGENCY RESCUE CAPABILITY AT CMA

The firing of the Pauline portal blast in September 2025 – the first underground development blast in Côte d'Ivoire's history – marked a defining moment for Perseus and the country's extractive industry as a whole. At Yaouré, this milestone represented more than a technical achievement as it also signaled a fundamental shift in the site's safety requirements and emergency preparedness obligations.

Where surface mining demands one set of emergency response capabilities, underground operations introduce a more complex and unforgiving risk environment that requires specialised equipment, trained personnel, and the capacity to respond around the clock.

Perseus has established a dedicated underground safety team, upgraded its Mine Emergency Rescue Team (MERT) from four to 10 members, implemented 24-hour emergency response coverage, and procured twelve BG ProAir closed-circuit breathing units, atmosphere monitoring equipment, and a new ambulance. The site's Emergency Response Plan was also updated to incorporate underground-specific emergency procedures, and training was advanced in parallel.

Building this capability from the ground up in a jurisdiction with no prior underground mining history has demanded significant effort and innovation. Equipment availability and infrastructure development remain key areas actively being addressed.

What has already been achieved, however, is significant: continuous 24-hour emergency coverage now protects the entire Yaouré workforce, and four community members are undergoing training to become fully competent rescue team members, embedding local capability within a programme designed to protect lives both underground and on surface, and ensuring that the skills developed here endure beyond the immediate operational needs.

CREATING SHARED VALUE

PUBLIC INSTITUTIONS REPLACEMENT PROGRAMME (SOTTA PRIMARY SCHOOL AND DISPENSARY)

When our projects displace a school or dispensary, the communities bearing that cost need more than assurances. They need replacement facilities delivered on time, fit for purpose and built to a standard that lasts. As part of the Nyanzaga Gold Project RAP, Perseus committed to replacing the Sotta Primary School and the village dispensary in FY26.

Through close collaboration with the local community, district authorities and government departments, a like-for-like replacement approach was undertaken to ensure continuity of essential public services. Perseus completed and handed over one replacement school during FY26, enabling students to return on 4 July, while a second replacement school was nearing completion. The new school was equipped with classroom and library furniture and other learning resources provided by Perseus and its contractors.

The delivery was a significant project, requiring navigation of approvals and alignment across multiple stakeholders, managing community expectations and coordinating construction alongside active project development.

These replacement facilities provide continued access to quality education services and improved access to healthcare and are expected to benefit thousands of community members across the project area.

PROTECTING THE ENVIRONMENT

REHABILITATION AT THE FIMBIASSO EASTERN PIT

Perseus has commenced a progressive rehabilitation programme at the Fimbiasso eastern pit at the Sissingué complex, reducing the mine footprint while operations continued.

Following the submission and validation of rehabilitation studies, work commenced on the ground with a local contractor. The programme is currently 30% complete, with activities to date including the construction of a berm around the eastern pit and reshaping of the waste dump in preparation for revegetation.

Waste rock dumps have been reshaped into stable landforms, topsoil has been replaced across disturbed areas and revegetation has started in areas with native vegetation. These efforts are supported by ongoing monitoring of vegetation establishment and soil stability, together with erosion control measures, to promote lasting rehabilitation outcomes.

CREATING SHARED VALUE

BUILDING OPPORTUNITY: THE NGOMA BYPASS ROAD INITIATIVE

The Ngoma Centre is the largest commercial hub in the Igalula Ward, and a critical marketplace serving the five villages directly impacted by the Nyanzaga Gold Project. With heavy project traffic increasing congestion and public safety risks, Perseus constructed the Ngoma Bypass Road to address this.

Implemented as a core component of the Nyanzaga Gold Project's traffic management strategy, the Ngoma Bypass Road was developed through extensive engagement with affected communities and in accordance with Tanzanian legal requirements and the Project's RAP.

The benefits extend well beyond safety. The road has opened real commercial opportunities for local households, with some residents securing long-term work with Perseus contractors, including providers responsible for catering, housekeeping, and transportation.

These are not incidental outcomes. They are the lasting economic connections that a well-planned infrastructure project can create, and a community can build on.

Ongoing challenges related to vehicle speeds and pedestrian safety are being managed through continuous awareness campaigns and traffic monitoring, with additional controls under consideration as construction activity grows.

What has been built is infrastructure that will continue to benefit the community beyond the life of mine. It is an investment in a safer, better-connected community.

EMPOWERING OUR PEOPLE

BUILDING CAREERS: FOUR YEARS OF TRAINING LOCAL TALENT IN CÔTE D'IVOIRE

For the fourth consecutive year, Perseus has partnered with the Institut National Polytechnique Félix Houphouët-Boigny (INP-HB) to deliver specialised training for Geological Technicians drawn from the local communities in Côte d'Ivoire.

This year, 30 trainees completed one week of theoretical instruction at INP-HB, studying key subjects including geological mapping, grade control and sampling techniques. This was followed by a second week at site, where trainees put their knowledge into practice. The combination resulted in a cohort of local employees equipped with both technical knowledge and real-world confidence.

The partnership with INP-HB marks a significant milestone in Perseus's effort to develop national talent and has been met with enthusiasm from participants and local leaders, who are proud to be gaining skills that open real pathways within the mining sector.

EMPOWERING OUR PEOPLE

DEVELOPING GHANA'S FUTURE MINING LEADERS THROUGH THE EMERGING TALENT PROGRAMME

Perseus's Emerging Talent Programme at Edikan continues to provide graduates with the technical, operational, and professional competencies required to succeed in a modern mining environment. Launched to bridge the gap between academic learning and practical industry experience, the programme delivers this through structured learning, coaching, mentorship, and cross-disciplinary exposure.

Since inception, 278 graduates have been trained, comprising 208 males (74.8%) and 70 females (25.2%), with 18% subsequently offered employment at Edikan across technical and non-technical roles.

Annual intake has grown from 10 graduates in 2018/19 to 67 in 2025/26, while female participation increased from two to 21 over the same period, a trajectory that reflects the programme's continued success and Perseus's commitment to gender inclusion in a historically male-dominated industry.

The programme demonstrates that structured, targeted investment in early-career talent can build meaningful operational capability and advance workforce nationalisation and gender equity, helping to establish Edikan as a destination of choice for Ghana's emerging mining professionals.

CREATING SHARED VALUE

THE NYANZAGA COMMUNITY PIGGERY PROJECT

Perseus has continued the development of the Nyanzaga Community Piggery Project in line with its Waste Management Strategy. The project provides an alternative livelihood opportunity for local communities, enabling independent management of the piggery and diverting food waste that would otherwise end up in landfill into a daily feed supply.

Seven local farmers are engaged in the project to reduce food waste, enhance household incomes and improve access to an alternative source of protein for the local community. The piggery has continued to expand, with the pig population more than tripling and 158 pigs sold in FY26. Farmers have also reported lower feed costs, improved pig growth and measurable increases in household income.

The impact on farmers' livelihoods has been significant. Beyond income growth, the project has enabled the group to collectively purchase a motor tricycle to improve the efficiency of collecting food waste from the mine.

The project's growth has increased demand for larger facilities and veterinary support while demonstrating how operational waste can be repurposed to strengthen livelihoods through improved income, nutrition and self-reliance for families closest to our operation.

EMPOWERING OUR PEOPLE

STRENGTHENING VEHICLE SAFETY ACROSS THE GROUP

Perseus has placed an increased focus on vehicle safety across its operations in FY26 through site-specific initiatives designed to address vehicle-related risks and promote safer behaviours on and off site.

At Nyanzaga, Perseus introduced the Every Trip Matters initiative, recognising the need for a more impactful approach to influence driver behaviours and support safe decision-making. A full-scale crash simulation was installed, featuring a decommissioned light vehicle, a motorcycle and a family scene with occupants dressed in Perseus workwear. Positioned on site where employees, contractors and visitors pass daily, the display reinforces speed management, seatbelt use, fatigue awareness and defensive driving. By highlighting its broader consequences, the installation encourages ongoing conversations about safer driving and serves as a constant reminder that road crashes affect far more than the driver. These conversations are helping embed safer driving behaviours over the long term, supporting Perseus's proactive approach to road safety.

At Sissingué, ore is transported more than 130km from Bagoué, exposing drivers to long hours of repetitive driving, variable weather and challenging road conditions. To help manage these risks, Perseus implemented a comprehensive Fatigue Management Programme to support the rollout of its new Vehicle Driving Standard. The programme combines journey management, fatigue monitoring technology, fitness-for-work assessments and driver training to manage fatigue before it impairs judgement and places drivers on the road at risk. It applies to haul truck operators, light vehicle drivers, supervisors, contractors and other employees involved in the haulage operation.

Together, these initiatives combine practical controls with behavioural change to support safer decision-making and greater awareness of vehicle-related risks, helping build a culture where safe driving remains front of mind across Perseus's operations over the long term.

CREATING SHARED VALUE

CONSTRUCTION OF NURSERY AND KINDERGARTEN BLOCK AT FOBINSO COMMUNITY

Every child deserves the best possible start to their education. In Fobinso, those foundations were being built in congested classrooms and in unconducive learning environments with limited capacity for new enrolment.

This year, the Edikan Trust Fund completed the construction of a dedicated nursery and kindergarten block, comprising three spacious classrooms, a staff room, washrooms, a kitchen and a mechanised water system.

The results have been immediate and measurable. Early childhood enrolment has roughly tripled, with improved classroom conditions delivering better learning outcomes for students.

And the benefits extend beyond the classroom. The facility has created new employment opportunities for teachers and enabled parents to enrol their young children, allowing them to focus on economic activities such as farming and trading.

Despite some delays associated with contractor performance and challenging site access due to poor road conditions, the project was successfully completed following the appointment of a new contractor. Space constraints also meant that unfortunately, a planned playground could not be included within the project scope.

For Perseus, the measure of success is not the building itself, but the opportunities it creates for the children and community members who benefit from it.

PROTECTING THE ENVIRONMENT

SUPPORTING LONG-TERM WATER SECURITY AT NYANZAGA

As part of its Resettlement Action Plan (RAP), Perseus worked closely with affected communities to determine the preferred form of compensation for communal water infrastructure impacted by the Nyanzaga Project. The communities elected for replacement water infrastructure, in accordance with the RAP's principle of in-kind (like-for-like) replacement for community assets.

As part of the plan, Perseus would replace two community water boreholes, but what followed went considerably further. Recognising the changing needs of communities following project-related relocation, Perseus implemented an expanded community water infrastructure programme, including new and upgraded boreholes, elevated water storage infrastructure, cattle watering facilities, and spring water improvements.

To date, 10 community water infrastructure facilities have been completed or have commenced across Sotta East, Sotta West, Nyabila and Ngoma, a fivefold increase over the original replacement entitlement.

It has provided an opportunity to contribute to improved long-term water security for relocated households and host communities, support livestock and enhance community resilience beyond the direct impacts of the Project.

PROTECTING THE ENVIRONMENT

Responsibly manage environmental impacts and address climate change

Perseus seeks to minimise the impact of our activities on the natural environment through the integration of good environmental practices across all areas of our business, from exploration to production and closure.

We maintain compliance with the environmental regulations of our host communities and our operations are guided by the international standard ISO 14001:2026 – Environmental Management Systems. We regularly review our **Environment Policy** to ensure our management and practices minimise and mitigate the impact of our business activities.

Tailings management

Perseus made significant progress in advancing its tailings management strategy during the reporting period. Perseus formally rolled out its Tailings Management Standard, aligned with Australian National Committee on Large Dams (ANCOLD) and the Global Industry Standard on Tailings Management principles (GISTM). Roles such as Accountable Executives, Engineers of Record (EoR) and Responsible Tailings Facility Engineers were formalised, and EoR reviews and independent audits were conducted to reflect the FY26 operating period across all Tailing Storage Facilities (TSFs). Formal independent design reviews were introduced as an additional layer of assurance, with reviews completed for Nyanzaga TSF design, underway for Yaouré and Sissingué, and planned for Edikan. The TSF Life of Mine plans for Edikan, Yaouré and Sissingué were also updated in FY26, with preliminary TSF closure plan updates. There were no major non-conformances identified in the Engineer of Record (EoR) reviews at Yaouré, Sissingué or Edikan. Internal audits at Edikan identified non-conformances that have been addressed.

Tailings management improvements during the year included:

- Construction of the new Tailings Storage Facility (TSF) at the Nyanzaga Gold Project which has progressed on track for completion in FY27. All construction work and QA/QC activities were supervised and documented by the EoR Knight Piésold, and reviewed by the Perseus Group Tailings and Water Manager.
- At Edikan, design commenced for additional TSF capacity to support the life of mine extensions, ensuring sufficient tailings storage capacity for continued operations. A series of piezometers were installed along northern FTSF embankments to improve the understanding of the phreatic surface.
- At Yaouré, construction of TSF pipeline realignment has been completed, including secondary containment and event ponds to reduce the risk of contamination from pipeline leaks. Buttressing of the Main Embankment with mine waste also continued, progressing toward an integrated mine waste landform, supported by the installation of an extensive piezometer network and InSAR monitoring.
- At Sissingué, a stage 7 raise was completed to RL 400.4 m, as well as ongoing buttressing of embankments, with mine waste to form an integrated mine waste landform. Additional piezometers were installed as part of the process.

At Yaouré and Sissingué, there were minor incidents where tailings delivery pipelines failed causing minor releases of tailings. In each case the post-cleanup monitoring confirmed no residual contamination and the Centre Ivoirian Antipollution (CIAPOL) determined no further action was required. Edikan received approval for CTSF2 and FTSF works in FY26, with construction of CTSF2 having commenced to address limited storage capacity in CTSF1. Additional buttressing of critical FTSF embankments was completed to improve stability and long-term integrity.

In FY27, several tailings management initiatives have been identified, including:

- Finalisation of updated Operations, Maintenance and Surveillance (OMS) Manuals and Trigger Action and Response Plans (TARPs), with drafts already completed.
- Finalisation of Emergency Action and Response plans across all tailings storage facilities.
- Completion of technical dam safety risk assessments to review and strengthen risk controls and demonstrate risks have been reduced to as low as reasonably practicable (ALARP).
- Updating dam break and consequence assessments in accordance with current industry best practice.

Our tailings management approach is described in the **Sustainability Databook**. Perseus is committed to the safe, socially and environmentally responsible management of tailings generated from our operations. We commit to provide secure and sustainable storage for tailings that protects people and the environment, maintains the integrity of our operations, and upholds the trust of our stakeholders. We strive for zero harm to people and the environment and maintain zero tolerance for human fatalities.

Mine closure and rehabilitation

Perseus integrates closure planning across the entire life of mine of our operating assets. Our **Environment Policy** outlines our commitment to achieving effective and sustainable closure of our operations, and is applicable to all sites and in all phases of the mine life cycle including exploration, design, construction, operation and closure.

We assess our progress towards achieving sustainable closure of our assets through the following procedures: Independent reviews of the closure plan every 2-3 years, supported by regular updates to the cost estimates to ensure accuracy and adherence to regulatory requirements; Assessment of rehabilitation requirements includes a review of the rehabilitation methodology, unit rates, and calculation of material movement and haulage distances; Ongoing monitoring and maintenance of ground and surface water and vegetation rehabilitation.

- At Edikan, progressive rehabilitation activities focused on monitoring and maintaining existing rehabilitated sites, with erosion control through grassing as the primary activity. A total of 208.68 ha of disturbed land has been rehabilitated across primary, final rehabilitation, and land use stages, spanning waste dump sites including Fetish Waste Dump, Esuajah North, Fobinso, Abenabena, and Chirawewa South Backfill. A new bioremediation facility was completed during the year, enabling all contaminated soil on site to be recycled.
- Progressive rehabilitation advanced at Sissingué through Fimbiasso eastern pit activities, including waste dump reshaping, topsoil replacement, revegetation, and erosion control. Following validation by mine and geology leadership, works are now 30% complete.
- At Yaouré, the site-wide rehabilitation and closure plan was updated in compliance with the Mining Direction term of reference, with proposed closure options now subject to public consultation engaging local community members and regional authorities.

Our mine closure and rehabilitation management approach is described in the Sustainability Databook.

3,596 ha

disturbed and 292.6 ha rehabilitated in FY26

Water stewardship and management

As an essential resource, Perseus is committed to managing water use across our operations, local ecosystems and community livelihoods. Our operations are located in areas of low baseline water stress, with low to medium drought risks. We manage water-related risks through operational planning, monitoring and community engagement, including initiatives that support access to safe drinking water and sanitation. Our water management strategy and performance monitoring involves:

- Planning for water requirements and interactions throughout the life of mine to ensure continuity of secure water supplies.
- Tracking and measuring rainfall, abstraction, and discharge volumes.
- Maximising water efficiency and recycling.
- Integrating water risk assessments and management in our health and safety, environmental, financial, social and human rights and reputational management strategies.

We manage water responsibly by protecting surface and groundwater quality, recycling water where possible and operating in accordance with licence conditions.

Perseus made significant progress in advancing its water stewardship and management strategy during the reporting period:

- Surface and groundwater within and surrounding Edikan's operational areas were collected and analysed to enable early detection of water quality changes, assess operational impacts and maintain a comprehensive compliance database. Edikan reinforced its commitment to water management through increased utilisation of TSF water, improved drainage systems, proactive inspection and repair of leakages and a continued investment in staff education on conservation and efficiency.
- At Yaouré, the Knelson concentrator was successfully converted to use TSF return water in place of raw water, improving the water balance.
- As part of our commitment to improving access to safe drinking water, Perseus at Nyanzaga committed to providing reusable water bottles to all pupils and teachers at affected primary schools. To date, 250 reusable water bottles have been distributed, and the programme has been integrated into community events including International Women's Day, World Environment Day and the Community Drawing Competition. The initiative remains ongoing, with the objective of ensuring that every pupil and teacher at the beneficiary schools receives a reusable water bottle.
- Perseus significantly exceeded its statutory water infrastructure commitments, delivering 10 community water infrastructure facilities, as outlined in the "Stories from the Ground" section on page 35.
- At Sissingué, the Bagoé river quality and flow rate has been impacted by artisanal mining activity over the Mali border. The site is cooperating with the regulator by ensuring that our upstream and downstream water sampling results are shared for their monitoring. The Fimbiasso sediment ponds are being managed under the projects care and maintenance plan, for re-commissioning when the area returns to production.

In FY27, Perseus aims to strengthen its approach to water stewardship through the development of a Group Water Management Standard.

Energy and climate change

Perseus recognises that gold mining is energy and water intensive and contributes to global greenhouse gas emissions. We also recognise that its operations are exposed to the physical and transition impacts of climate change, which may affect operational performance, cost structures and long-term value. Our new **Climate Change and Energy Policy** outlines a structured and measured approach to identifying, monitoring and responding to these factors, supporting informed decision-making and capital allocation while maintaining operational and strategic flexibility.

The Paris Agreement, which commits its signatories to limiting the global temperature rise to 1.5 degrees Celsius above pre-industrial levels by the end of this century, has been signed by Ghana, Côte d'Ivoire and Tanzania. We support the efforts of our host countries to fulfil these commitments and acknowledge our role in responding to risks and opportunities presented by climate change. We monitor climate-related regulatory developments in our host countries – including the potential introduction of carbon pricing and changes to energy policy – through ongoing engagement with government representatives and external tracking services, and will incorporate relevant developments into our planning as conditions evolve.

Our operations require energy from renewable and non-renewable sources, with diesel our largest source of energy. West Africa has abundant renewable energy and there is potential to adopt greater levels of renewable and lower-emission energy to transform through the low-carbon energy transition. Despite these promising opportunities, there are challenges to developing renewable energy in Africa. Some of the challenges include financing, policy structures and limited regulatory development, and insufficient infrastructure. Competition for land access is also a major challenge to overcome in rural areas, where land is a direct source of revenue for much of the population. We continue to monitor our host countries' infrastructure development ambitions and the introduction of new technologies, and will assess opportunities as they become commercially and operationally viable within our project planning cycles.

We have identified energy efficiency improvements as an opportunity that may benefit the business across all climate scenarios. Specific initiatives will be assessed and funded as individual projects are defined and scoped through our project-initiated capital allocation process. A broader range of transition technologies, including low-carbon fuels, process upgrades and fleet electrification, may be considered in future projects as they are developed and as commercial and operational conditions evolve.

Climate-related financial disclosures

In FY26, Perseus completed its first mandatory climate-related financial disclosure in accordance with the Australian Sustainability Reporting Standards, AASB S2 Climate-related Disclosures. This represents a significant milestone in our climate risk and opportunity governance journey.

The Climate Report provides information across the four pillars of AASB S2 – Governance, Strategy, Risk Management, and Metrics and Targets, has been subject to limited assurance over specific disclosures in accordance with ASSA 5010 timelines.

Greenhouse gas emissions

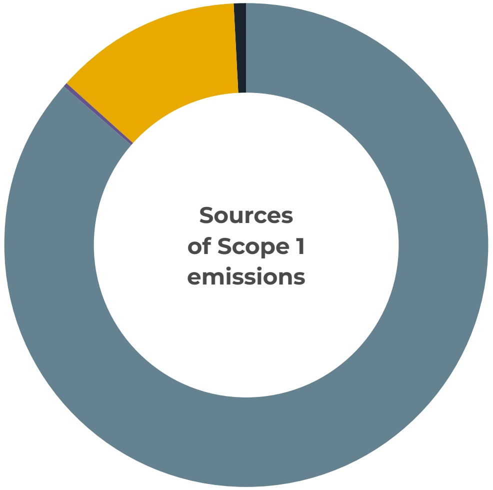
In FY26, our Scope 1 and 2 greenhouse gas emissions were 267,530 tCO_2-e. The FY26 inventory includes emissions from corporate offices, Sudan and Nyanzaga that were added within the reporting boundary for the first time in FY26. On a like-for-like basis, emissions were stable, having slightly decreased by approximately 3.7% compared with FY25. Scope 1 increased slightly, primarily driven by an increase in diesel emissions. This was offset by the annual reduction in scope 2 emissions, driven by an update in emission factors. Scope 3 emissions have increased due to the construction at the Nyanzaga project.

Total greenhouse gas emissions (tCO_2-e)	FY26	FY25	FY24
Total emissions (Scope 1 and 2)	**267,530**	277,700	271,456
Scope 1 emissions	**220,779**	216,098	215,219
Scope 2 emissions	**46,751**	61,602	56,237
Scope 3 emissions	**557,630**	391,058	400,908

Our emissions intensity has decreased by approximately 6.6% from 0.56 tCO_2-e/oz of gold in FY25 to 0.52 in FY26. This is largely due to the scope 2 emission reduction.

Greenhouse gas emissions intensity	FY26	FY25	FY24
Emissions per Material Mined (kg CO_2-e/t)	**5.0**	5.2	4.9
Emissions per Material Milled (kg CO_2-e/t)	**21.7**	23.2	23.3
Emissions per Gold Produced (kg CO_2-e/oz)	**524.5**	561.4	531.1

Scope 1 emissions FY26

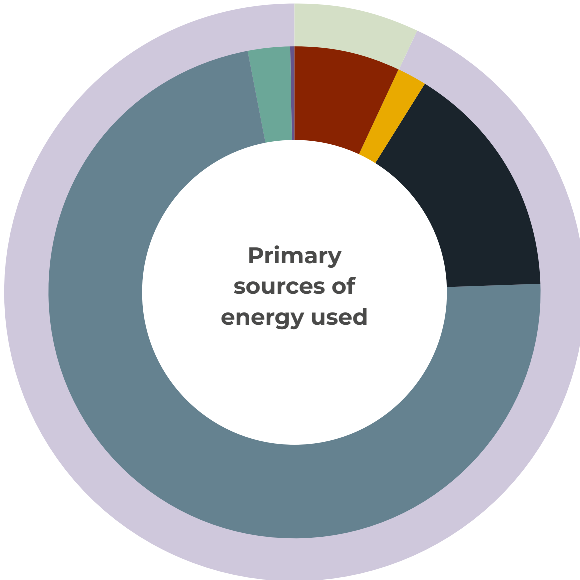


Diesel	191,121 tCO_2-e	Natural gas	27,721 tCO_2-e
LPG	513 tCO_2-e	Other	1,423 tCO_2-e

Item	How we report
Scope 1 and 2 emissions	Our primary sources of emissions are diesel-generated and purchased electricity associated with our operations. The remainder of our energy mix is sourced from natural gas and liquified petroleum gas. We report our Scope 1 and 2 emissions annually and work towards maximising our energy efficiency and reducing our emissions. In FY26, we received limited assurance over our Scope 1 and 2 greenhouse gas emissions.
Scope 3 emissions	Scope 3 emissions are emissions that fall within Perseus's value chain and are outside its operational control. In FY26 we calculated our Scope 3 greenhouse gas emissions in line with the Greenhouse Gas (GHG) Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Further information about our emissions calculation methodology and detail can be found in our **Sustainability Databook**.

Energy consumption

In FY26, our energy consumption decreased by 5.72% to 3,397,664 GJ. This is primarily attributed to the updated energy content factors applied, in addition to a decrease in energy consumed from the grid at Yaouré, due to the improvement of the availability of grid electricity and increased milled material.



Renewables	
Hydro[1]	0.2%
Biomass[1]	7.0%
Solar[1]	0.0%

(1) Sourced from electricity consumption from grid.

Non-renewables	
Natural gas[1]	1.8%
Gas consumption for on site electricity generation	15.5%
Diesel	72.9%
Oil[1]	2.58%
LPG	0.2%

To access the year-on-year disclosures of our energy and greenhouse gas emissions as well as the calculation methodology, please visit our **Sustainability Databook**.

Waste management and hazardous material

Perseus implements systems to manage the transport, storage, handling and disposal of waste and hazardous materials to support compliance and environmental monitoring. We proactively monitor all cyanide transport, handling and storage processes under the guidance of the International Cyanide Management Code. Our operational Emergency Preparedness and Response Plans enable us to prepare for site-specific chemical or hazardous material or waste releases.

Perseus made significant progress in advancing its waste and hazardous material management strategy during the reporting period.

- In FY26, Edikan successfully upgraded the waste incinerator at its process plant, including combustion chamber improvements and fuel system conversion from diesel to reduce CO_2 emissions. Edikan also completed the construction of an enhanced bio-remediation facility, designed to recycle contaminated soil and break down harmful contaminants into safer, reusable components. Approximately 5.88 tonnes of organic manure from food waste and shredded paper were produced at Edikan in FY26, supporting waste reduction, resource recovery, and responsible mine rehabilitation. Site preparations have commenced for a new incinerator designed to incinerate approximately 95% of waste generated on site, excluding process plant waste.
- At Yaouré, an upgraded waste management facility and a non-compostable organic waste facility was constructed in accordance with national waste management regulations.

- At Nyanzaga, surface water management infrastructure is currently under design by the project consultant.
- Sissingué reinforced its integrated waste segregation and recycling programme in FY26, which aims to reduce landfill disposal by 50-80% and generate revenue from recyclables. An organic composting project was initiated, converting food waste into compost for tree nurseries, supporting land rehabilitation and reducing fertiliser costs. A campaign to eliminate single-use plastics was also introduced, replacing bottles, cups, and cutlery with refill stations, reusable, and biodegradable alternatives.

Dust, noise, blast and vibration

Our mining processes involve activities that create dust through vegetation removal, drilling, blasting, crushing and vehicle movement, especially on unsealed roads.

Perseus seeks to prevent and reduce the negative impacts of these activities on our workers, local communities and the environment through monitoring, grievance management and corrective actions where required.

In FY26, Perseus strengthened its approach to managing dust, noise, blasting and vibration across all operations:

- Yaouré introduced blast monitoring over a three-month period, with all blasts remaining well below regulatory thresholds of 115 dB for noise and 10 mm/s for vibration.
- At Nyanzaga, water bowsers were deployed across all access roads inside and outside the project boundary to suppress dust through regular water spraying.
- Speed controls were also enforced across all project roads as an additional dust suppression measure.
- Sissingué implemented various dust and noise mitigation programmes, including haul and road watering on mine routes and within the impacted villages, dry season molasses application, regular speed monitoring and progressive rehabilitation with native vegetation and green belts.
- Sissingué also continued PM10/PM2.5 and noise monitoring within the mine and surrounding villages and advanced community notification processes to minimise disruption.
- At Edikan, construction of a sewage treatment plant commenced in April 2026, allowing treated effluent to be reused for dust suppression and irrigation of camp landscaping.

Biodiversity and land use

We recognise the importance of biodiversity conservation and seek to minimise impacts on ecosystems and reduce land disturbances associated with our activities. Perseus manages biodiversity risk with a mitigation hierarchy and management plans aligned with our **Environmental Policy**. This policy was updated in February 2026, to incorporate our commitment to no net loss of critical habitat and, where possible, to support positive biodiversity outcomes through collaboration with local communities and stakeholders.

Biodiversity and land use improvements during the year included:

- At Yaouré, a biodiversity assessment was undertaken in partnership with researchers from Daloa University. The assessment identified six potential sites for biodiversity conservation and preservation within site boundaries, covering 248 ha.
- At Nyanzaga, land clearance and ground disturbance was managed in accordance with permit procedure. Topsoil was also carefully managed, with stripped material stockpiled in designated areas away from sensitive receptors and restricted to a maximum height of four metres.
- A biodiversity assessment was conducted at Sissingué to define the species inventory and conservation status. A monitoring programme was also developed and implemented, including the creation of habitat and land cover maps and completion of critical habitat assessments.
- Edikan maintained an environmental nursery in FY26, with 29,568 native seedlings currently in stock and strategically planted on reclaimed sites to enhance soil stability, improve biodiversity, and support long-term vegetation cover. Edikan also strengthened its commitment to wildlife protection, actively monitoring its facilities and successfully rescuing a wild civet cat from a hazardous landfill site.

LEADING WITH INTEGRITY

Upholding ethical conduct, transparency, and resilience in everything we do

Perseus understands that long-term success depends not only on the strength of our assets, but on the depth of our partnerships with governments, communities, and the people who share the outcomes of our work. We approach these relationships with clear processes and transparency, fostering engagement that allows all parties to adjust responsibly.

Operating in Africa brings unique opportunities and challenges. Our business continuity management framework reinforces our resilience, protecting our people and operations while enabling us to contribute to regional economic growth. We take a proactive approach to identifying, assessing, and responding to external risks and influences, engaging openly with our partners through change, and implementing effective controls to ensure the long-term stability that both investors and host nations depend upon.

Ethical gold standards

We voluntarily disclose our alignment to the World Gold Council's RGMPs and maintain full compliance with the Conflict-Free Gold Standard. These frameworks guide our commitment to transparency, human rights, and the prevention of gold-related conflict. By aligning with internationally recognised standards, we help ensure our gold is produced responsibly and contributes positively to the communities and regions where we operate.

Alignment with the World Gold Council

Perseus is committed to demonstrating that responsible gold mining can positively impact developing countries while delivering sustainable returns for shareholders. We voluntarily adopt the World Gold Council's RGMPs and the Conflict-Free Gold Standard. Although we are not a member of the World Gold Council, we are committed to conformance with the RGMPs.

See our self-assessment against the RGMPs in our Sustainability Databook.

Conflict-Free Gold Standard compliance

Perseus is opposed to activities that cause, support, or benefit unlawful armed conflict or contribute to serious human rights abuses or breaches of humanitarian law. We strive to ensure that our gold extraction occurs without prompting or promoting conflict in areas in which we operate.

Perseus undertakes an annual self-assessment of its compliance with the Conflict-Free Gold Standard. This section summarises the results, forming our FY26 Statement of Conformance for the Conflict-Free Gold Standard and providing representation in the chain of custody for customers of our gold products.

The Standard applies to companies involved in the extraction of gold, and only operating mine sites are included in the self-assessment. Our development projects were therefore not included.

Statement of conformance

We have reviewed each of the Conflict-Free Gold Standard requirements in the context of our reporting boundary, including all mining and processing operations over which Perseus has direct control.

We assessed whether our operating mines are located where international sanctions are imposed and considered to be in 'conflict-affected or high-risk' areas as defined by the assessment published in the 2025 Heidelberg Conflict Barometer and other internationally recognised sources. At the time of publishing this report, the 2025 Barometer (published in July 2026) was considered the current version. We concluded that no applicable international sanctions for FY26 had been imposed on our host countries, and we do not have any operations considered to be in 'conflict-affected or high-risk areas'. We do not source gold from third parties.

In line with the Conflict-Free Gold Standard guidance, the Meyas Sand Gold Project (which was divested in April 2026) and the Nyanzaga Gold Project have not been included in the assessment of compliance, as both projects are not operational. To the best of our knowledge, gold produced by our mines in West Africa did not contribute to armed conflict or human rights abuses or breaches of international humanitarian law. Perseus considered the transportation pathways taken by the gold-bearing material post extraction, and it has been determined that these routes do not go through regions designated as 'conflict-affected or high-risk'.

Based on our assessment, our mining operations have the appropriate systems and controls in place to conform to the World Gold Council's Conflict-Free Gold Standard, and we are not aware of any non-conformance.

This Statement of Conformance is provided by Perseus as part of the conformance requirements for the World Gold Council's Conflict-Free Gold Standard and to provide a good-faith representation to the next participant in the chain of custody.

Ethical conduct

We operate with integrity, complying fully with national laws and applicable international regulations. Our Ethical Conduct Framework supports this commitment by:

- Providing access to our Corporate Policies through our **website**.
- Fostering a culture of transparency and accountability to prevent, detect, address, and mitigate misconduct, unethical behaviour, and illegal activities.
- Providing access to a Whistleblower Officer and an external **Speak Up Hotline** for anonymous reporting of misconduct or breaches of the Perseus Code of Conduct.

Code of conduct

Our Code of Conduct reflects our core values and guides ethical and lawful behaviour among all stakeholders, including employees, directors, the executive team, contractors, suppliers, and business partners.

The Code of Conduct is integrated with our governance and Sustainability Strategy. New employees and contractors receive information and training about the Code during their induction, along with site-specific refresher training. In FY26, we reviewed our Code of Conduct as part of the annual review cycle and made minor changes to it.

To access the policy, visit the Corporate Governance section of our website.

Anti-Bribery and Corruption

Last year, Perseus updated its standards and procedures, rolling out a revised framework across its operations, including an updated training programme for Anti-Bribery and Corruption, which now forms part of Perseus mandatory competencies. Perseus also completed an internal audit of its anti-bribery, corruption and sanctions management systems.
In FY26, Perseus started using the Moody's platform for risk assessment and background checks, to screen suppliers, other business partners and management personnel for financial, legal, regulatory and reputational risks before engagement. During the period, we have completed screening on approximately 1,100 active suppliers, with all new suppliers screened as part of the onboarding process whenever they are engaged, and the screening process is also applied to specific individuals, where relevant.

To access the policy, visit the Corporate Governance section of our website.

Supply chain management

We collaborate with more than a thousand suppliers globally, sourcing goods and services ranging from skilled labour and raw materials to direct and indirect materials, and various support services. Our Contracts and Supply Framework is built to reflect our core values, ethical principles, and environmental and social commitments. Supplier risks are assessed through a structured risk-based approach, considering factors such as commercial dependency, geographical location and the nature of goods and services provided, enabling us to tailor our engagement strategies according to the level of risk identified.

Our **Modern Slavery Statement**, prepared in accordance with the *Australian Modern Slavery Act 2018* outlines our approach to identifying and addressing modern slavery risks. Together with our **Supplier Code of Conduct** and **Forced Child Labour Report,** it supports human rights and supplier due diligence. This is supported by our Anti-Bribery and Corruption requirements and independent third-party due diligence. In FY26, we made small changes to our Supplier Code of Conduct through the annual review process.

Further information is available in the Corporate Governance section of our website.

Responsible sourcing

In FY26, Perseus continued to strengthen the sustainability, reliability, and efficiency of our supply chain. Key initiatives focused on supplier performance management, local sourcing, and supply chain integration. These included a structured supplier performance management framework with clear KPIs and corrective action plans, expanding long-term contracts with qualified local suppliers. We also progressed the development of an integrated supply chain network, introducing a planned ordering process to improve demand forecasting, consolidating shipments to reduce our environmental impact, and giving preference to environmentally responsible suppliers.

Perseus continues to maintain a comprehensive compliance risk register and accelerate digital transformation through the expanded use of digital procurement systems to improve efficiency, transparency and reporting.

As the Nyanzaga project transitions from construction to production in Tanzania, Perseus has established a dedicated governance framework to manage procurement activities in accordance with the Tanzania Mining (Local Content) Regulations. The framework governs the planning, tendering, evaluation, award and reporting of procurement activities and currently supports the delivery of 68 strategic production contracts with a forecast value of approximately US$599 million. Maintaining a robust governance and assurance framework ensures 100% of production-related procurement activities comply with Tanzania's Local Content Regulation, supporting local participation, stronger supplier relationships and Perseus's successful transition into production.

Public policy and government engagement

Regulatory compliance

Our Compliance Management System, based on AS/ISO Standard 19600:2015, ensures we adhere to our regulatory obligations. Policies align with the International Standard for Occupational Health and Safety AS/NZS ISO 45001:2018 and Environmental Management Systems AS/NZS ISO 14001:2026. These systems support commitments developed for each operation as part of ESIAs and IFC Performance Standards.

Geopolitical risk management

Operating across multiple jurisdictions exposes Perseus to geopolitical risks that can affect business continuity, personal safety and human rights. We actively mitigate these through continuous government engagement, industry representation via the Chambers of Mine and direct operational relationships with law enforcement agencies.

Our approach is relational rather than transactional. We treat relationships with host governments as structural and long-term, built on trust, transparency and continuity, particularly when circumstances are complex. We recognise that policy evolution is both legitimate and necessary; what matters most is how change is shaped, communicated and implemented within existing partnerships.

In FY26, Perseus continued to monitor supply chain disruption, with a particular focus on fuel availability in response to geopolitical tensions in Iran. It was also a period of active fiscal policy engagement across our jurisdictions, details of which are set out below. We continue to work closely with host governments to ensure operational resilience and identify areas where Perseus can provide meaningful support. From a security perspective, Perseus remains acutely aware of developments in the Sahel region and maintains active engagement with law enforcement agencies, relevant diplomatic channels and government and regulatory authorities to monitor and respond to emerging risks. Each of our operations have detailed stakeholder engagement plans in place, and we contract business intelligence third parties to evaluate risks.

Working with governments

Perseus works with host governments as a long-term strategic partner, engaging on policy, fiscal regimes, market access and social responsibility across Côte d'Ivoire, Ghana, and Tanzania. As Perseus grows, so does the depth of these relationships.

In Côte d'Ivoire, Perseus is engaging constructively with the government and the broader mining industry on a revised fiscal framework to reflect fair and equitable profit distribution in the current high gold price environment. Perseus paid an additional 2% royalty in good faith as part of this process, notwithstanding the stability protections available under the Yaouré and Sissingué mining conventions.

A major regulatory milestone was achieved at Yaouré in September 2025, when His Excellency President Alassane Ouattara granted a Presidential Decree authorising the development and operation of the CMA Underground project.

During the reporting period, the Toumbokrou-Angovia Road upgrade was completed, with the project's defects and commissioning checklist now 98% resolved in close collaboration with the Ministry of Equipment and Road Maintenance.

In Ghana, the government implemented a new sliding-scale royalty regime effective 10 March 2026, replacing the previous flat 5% revenue-based royalty. We engaged actively through the Chamber of Mines on this reform and on broader discussions around gold reserve replenishment and proposals for government-directed product sales.

Our relationship with the Tanzania government has also been foundational to Nyanzaga's progress. The framework and shareholder agreement amendments agreed with the Government of Tanzania set the pathway for the mine's development, with the Ministry of Minerals' engagement instrumental in reaching this milestone. With 97% of the Nyanzaga workforce being Tanzanian nationals, Perseus has a responsibility to ensure that a fair and equitable proportion of the value generated by Nyanzaga flows back to the people and institutions that make it possible. This is not simply a social commitment; it reflects our conviction that the long-term success of a mining operation and the long-term development of the host country are the same interest.

Our approach to working with governments is described in the Sustainability Databook.

Environmental and social impact assessments

We collaborate with local consultants in both Ghana and Côte d'Ivoire to help us develop Environmental and Social Impact Assessments (ESIAs). These are aligned to the International Finance Corporation (IFC) Performance Standards[1] and applicable local legislation.

During FY26, we completed an ESIA for the proposed pit cutbacks at our Edikan operation in Ghana, which will extend the life of the existing pits. The assessment was undertaken in close consultation with the local community and has been approved and signed off by both the Minerals Commission (MinCom) and the Environmental Protection Agency (EPA).

Transparency

We prioritise open and transparent communication with all stakeholders regarding our financial and sustainability performance, tax contributions, and payments to governments. We continue to report per our obligations and enhance our disclosures where possible.

We support and implement the Extractive Industries Transparency Initiative (EITI) guidelines at our operations in Côte d'Ivoire, Tanzania and Ghana, which promote revenue transparency and accountability. Each year, we disclose and publish information about tax, royalties, and payments to governments, organised by country and project. Our reporting complies with the Canadian Extractive Sector Transparency Measures Act (ESTMA) and relevant tax standards.

This information is available on our website.

Additionally, we collaborate with host governments to encourage greater transparency around revenue flows, mining contracts, and the beneficial ownership of licence holders.

Payments to governments as taxes, royalties and other contributions totalled US$385,334 thousand for FY26, reflecting Perseus's substantial and growing economic contribution to host nations.

Perseus also declared a total dividend of US$24.7 million relating to the Yaouré Gold Mine.

1 Alignment to the International Finance Corporation (IFC) Performance Standards and Equator Principles can be found in the individual ESIAs.

APPENDIX

1: Stakeholder engagement summary

Stakeholder group	Key topics and areas of interest	How we engage
Communities	• Operational and development plans • Environmental and social impact of mining activities on communities • Land access, use and disturbance • Capacity building and livelihood development • Employment and procurement opportunities • Social infrastructure improvement • Investment and development	• Regular community meetings • Quarterly meetings with government officials and councils • Community events and cultural celebrations • Community awareness campaigns • Consultation • Grievance mechanisms • Community Relations Officers
Employees	• Employment and remuneration • Training and development, and career opportunities • Health, safety and wellbeing	• Emails • Awareness campaigns on key topics such as safety, health and diversity • Toolbox meetings • Town hall meetings • Feedback forms • Social media platforms • A quarterly address from the CEO
Government and regulators	• Regulatory compliance • Policy development and frameworks • Building public and private partnerships • Managing political and sovereign risk • Land access and environmental performance • Repatriation of funds	• Email, phone calls and letters • Regular meetings • Face-to-face briefings • Company reports • Corporate website • Events and cultural celebrations

Stakeholder group	Key topics and areas of interest	How we engage
Investors and the capital markets	• Sustainable Development performance, in particular, climate change and emissions • Corporate structure • CEO and Board succession planning • Remuneration policies linked to ESG performance • Management of safety performance • Tailings management standards and performance • Economic contribution to host countries, including payments to local suppliers • Workforce nationalisation and diversity • Capital allocation for shareholders and broader stakeholders • Innovation to improve efficiencies that enhance returns and reduce Perseus's carbon footprint • Maintaining host community trust and support • Responsible sourcing and supply chain transparency • Illegal mining activities on Perseus's mining and exploration licence areas and associated challenges for the Company in Ghana, Côte d'Ivoire, Sudan and Tanzania	• ASX announcements, formal disclosures such as quarterly financial results • Investor communications, such as emails • Annual reports • Corporate website • Social media platforms • Investor meetings and webinars • Conference attendance and engagement • Annual General Meeting (AGM) • Management interviews with financial and business media • Proxy advisor engagement • Investor mine site and community visits
Suppliers	• Local procurement • Capacity building and localisation • Responsible sourcing • Supplier risk • Modern Slavery	• Procurement forms • Supplier code of conduct • Supplier personnel site inductions • Anti-Bribery and Corruption (ABC) and modern slavery briefings • ABC training • Supplier evaluation process • Face-to-face meetings • Risk assessments • Supplier contracts tied to Perseus's Sustainability KPIs

2: Sustainability topics – materiality assessment

Process to determine material topics

Our FY25 materiality assessment was designed to reflect both impact materiality and financial materiality of our broader sustainability topics. We engaged an external consultancy to conduct the materiality process, aligned to the Global Reporting Initiative (GRI) Standards and International Sustainability Standards Board (ISSB) Standards.

The assessment considered impacts, risks and opportunities across Perseus's value chain to determine a list of prioritised material topics.

The assessment factored in potential and actual positive and negative impacts, risks and opportunities through the assessment of a broad range of inputs, including extensive desktop research, peer assessment, Perseus's previous materiality assessment, enterprise risk register and industry standards and practices. The FY25 assessment expanded upon the FY20 assessment, by embedding a double materiality approach, considering both impact materiality and financial materiality.

Materiality assessment process

1 Analysis of context and determination of a long-list of material topics

2 Collection of impacts, risks and opportunities

3 Internal and external stakeholder engagement

4 Assessment and scoring of impacts, risks and opportunities

5 Report preparation and validation of the results

Materiality assessment process detail

Analysis of context

- Perseus defined its relevant stakeholder groups, business model and value chain and devised stakeholder engagement pathways.
- A broad range of sustainability topics were considered from Perseus's previous materiality assessment and enterprise risk register, peer disclosures, and supported by international standards and guidelines.

Collection of impacts, risks and opportunities

- 35 topics of potential materiality were specified for testing in the materiality assessment.

Internal and external stakeholder engagement

- Extensive stakeholder engagement was undertaken with 20 stakeholders. Internal stakeholder engagement involved a workshop with business leaders. Internal interviews were conducted with in country personnel, leadership, and key business units as a proxy for stakeholders in the value chain where direct consultation could not take place. External interviews were also conducted with financial stakeholders.

Assessment of impacts, risks and opportunities

- A number of impacts, risks and opportunities for each topic were identified and scored to determine each topic's materiality rating.
- The impact assessment focused on Perseus's impact on the environment and society, whereas the financial materiality assessment took account of the sustainability-related risks and opportunities to which the Group is exposed.

Time horizon thresholds as defined in the materiality assessment

Current	Short term	Medium term	Long term
Ongoing	<1 year	1-5 years	>5 years

Report preparation and validation of the results of the double materiality assessment

- All risks, opportunities and impacts identified were scored, with a detailed report of outcomes prepared.
- Results were socialised internally at Perseus to validate findings, including with the management and the Executive Leadership team.

Results of the materiality assessment were presented and endorsed by the Sustainability Committee.

Results of the materiality assessment

In the context of the FY25 double materiality assessment, 18 of the 35 topics considered were identified as material. Perseus identified a consolidated list of 13 highly material topics.

Changes to the list of material topics compared to the previous reporting period.

In FY26, Perseus completed a refresh of the FY25 assessment to confirm our material topics remain current, reflecting developments in our operating environment, operational performance, and the outcomes of our climate risk and opportunity assessment. The refresh was supported by an independent external consultancy, and its outcomes were reviewed by management and considered as part of our ongoing enterprise risk management process. The assessment identified 18 material topics, as in FY25. The assessment methodology, scoring scales and materiality thresholds were unchanged between periods; movements therefore reflect changes in our operating context and in stakeholder input rather than any change in approach.

Health and safety rose from seventh to second, reflecting recent safety challenges and the resulting management focus on the topic. Geopolitical risk management rose to the third place given global instability and conflict and heightened supply chain exposure arising from the conflict in the Middle East. Labour relations and management also rose in materiality, reflecting the increased importance of managing relations with contractors. Resettlement, land and resource rights fell from third to ninth, reflecting a reassessment of its relative impact and financial materiality at the time of the assessment, despite remaining a significant focus throughout FY26. Following a reassessment of its financial materiality, greenhouse gas emissions were deemed non-material; the topic remains material on the basis of Perseus's impact.

Determining material topics for reporting

In FY26, Perseus identified a consolidated list of 14 highly material topics. Material impacts, risks, and opportunities were reported under the applicable topical and sector standards.

Independent practitioner's limited assurance report on Perseus Mining Limited's Selected Sustainability Information

To the Directors of Perseus Mining Limited

Limited Assurance Conclusion

We have conducted a limited assurance engagement on the selected Sustainability metrics (together the "Selected Sustainability Information") as defined below and set out in Perseus Mining Limited's (the "Company")'s and its controlled entities (together, the Group)'s Sustainable Development Report for the year ended 30 June 2026 (the "Report").

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the accompanying Selected Sustainability Information for the year ended 30 June 2026is not prepared, in all material respects, in accordance with the Reporting Criteria set out in the 2026 Sustainability Report Data Book and referenced in the 'Selected Sustainability Information and Reporting Criteria' section below.

Selected Sustainability Information and Reporting Criteria

The Selected Sustainability Information are as set out in the table below:

Subject Matter Information for the year ended 30 June 2026	2026
Health and Safety	
Total Recordable Injury Frequency Rate (TRIFR) (per million hours worked)	0.91
Loss Time Injury Frequency Rate (LTIFR) (per million hours worked)	0.00
Fatalities	0
Human Capital	
Board diversity	28.6%
Gender diversity: Percentage of women – total workforce	11.4%
Employee turnover rate	4.96%
Workforce nationalisation:	

PricewaterhouseCoopers, ABN 52 780 433 757
Brookfield Place, Level 15, 125 St Georges Terrace, PERTH WA 6000,
GPO Box D198, PERTH WA 6840
T: +61 8 9238 3000, F: +61 8 9238 3999, www.pwc.com.au

• Local • National • Expats	59.97% 35.75% 4.3%
Community Contribution	
Community investment (discretionary)	USD$323,000
Development fund contributions (non-discretionary)	USD$4,789,000
Conflict-free Gold Standard	Conflict-free Gold Standard Conformance Statement

The Criteria used by the Group to prepare the Selected Sustainability Information is set out in the 2026 Sustainability Databook (the Reporting Criteria), published on the Group's website, as at the date of this report.

The maintenance and integrity of Group's website is the responsibility of the Group; the work carried out by us does not involve consideration of these matters and, accordingly, we accept no responsibility for any changes that may have occurred to the reported Selected Sustainability Information or Reporting Criteria when presented on the Group's website.

Basis for Conclusion

We conducted our limited assurance engagement in accordance with Australian Standard on Sustainability Assurance 5000 *General Requirements for Sustainability Assurance Engagements* (ASSA 5000) issued by the Australian Auditing and Assurance Standards Board.

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities under this standard are further described in the *Practitioner's Responsibilities* section of our report.

We are independent of the Company in accordance with the applicable ethical requirements of APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* issued by the Accounting Professional & Ethical Standards Board Limited (November 2018 incorporating all amendments to June 2024) (the Code), that are relevant to our limited assurance of the Selected Sustainability Information and public interest entities in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

Our firm applies Australian Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information, or Other Assurance or Related Services Engagements*, which requires the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Other Matter

Our limited assurance conclusion is on the Selected Sustainability Information as at, or for the year then ended, 30 June 2026 and does not extend to comparative information for prior periods included in the Group's Sustainable Development Report.

The comparative Selected Sustainability Information of the Group was not subject to an assurance engagement as follows:

- Health and Safety metrics from FY2020 to FY2018 for - Total Recordable Injury Frequency Rate (TRIFR) (per million hours worked), Loss Time Injury Frequency Rate (LTIFR) (per million hours worked) and Fatalities
- Human Capital metrics from FY2023 to FY2022 for – Board Diversity, Gender Diversity: Percentage of women – total workforce and Employee Turnover Rate
- Community Contribution metrics for FY2021 and CY2020 for Community investment (discretionary) and Development fund contributions (non-discretionary)

Other Information

Management is responsible for the other information. The other information comprises the information included in the Group's Sustainable Development Report and any other information included in, or linked from, the Sustainable Development Report but does not include the Selected Sustainability Information and our assurance report thereon.

Our conclusion on the Selected Sustainability Information does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our assurance engagement on the Selected Sustainability Information, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the Selected Sustainability Information or our knowledge obtained in the assurance engagement, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities for the Selected Sustainability Information

Management of the Company is responsible for:

- Determining the appropriateness of the Selected Sustainability Information and the suitability of the Reporting Criteria for the evaluation and measurement of that information, including the selection and application of appropriate sustainability reporting methods and making assumptions and estimates that are reasonable in the circumstances,
- Designing, implementing and maintaining such internal control that management determines is necessary to enable the preparation of the Selected Sustainability Information, in accordance with the Reporting Criteria, that is free from material misstatement, whether due to fraud or error, and
- The preparation of the Selected Sustainability Information in accordance with the Reporting Criteria.

Inherent Limitations in Preparing the Selected Sustainability Information

Sustainability information may be subject to more inherent limitations than financial information, given both its nature and the methods used for determining, calculating, and estimating such information. Different acceptable methods have varying precision and can affect the comparability of sustainability information across entities and over time.

Practitioner's Responsibilities

Our objectives are to plan and perform the assurance engagement to obtain limited assurance about whether the Selected Sustainability Information is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the Selected Sustainability Information.

As part of a limited assurance engagement in accordance with ASSA 5000, we exercise professional judgement and maintain professional scepticism throughout the engagement. We also:

- Perform risk assessment procedures, including obtaining an understanding of internal control relevant to the engagement, to identify and assess the risks of material misstatements, whether due to fraud or error, at the disclosure level but not for the purpose of providing a conclusion on the effectiveness of the entity's internal control.
- Design and perform procedures responsive to assessed risks of material misstatement at the disclosures level. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control, and
- Consider the suitability in the circumstances of the Perseus Mining Limited's use of the Reporting Criteria as the basis for the preparation of the Selected Sustainability Information.

Summary of the Work Performed

A limited assurance engagement involves performing procedures to obtain evidence about the Selected Sustainability Information. The nature, timing and extent of procedures selected depend on professional judgement, including the assessed risks of material misstatement at the disclosure level, whether due to fraud or error.

In conducting our limited assurance engagement, we:

- performed inquiries of the persons responsible for the Selected Sustainability Information;
- performed a reconciliation of the Selected Sustainability Information against the Group's underlying records;
- obtaining an understanding of the processes for collecting and reporting the Selected Sustainability Information;
- performing analytical review procedures over the Selected Sustainability Information; and
- performing substantive testing on a selective basis of the Selected Sustainability Information to assess that data had been appropriately measured, recorded, collated and reported.

Use and distribution of our report

We were engaged by the board of directors of Perseus Mining Limited to prepare this independent assurance report having regard to the Reporting Criteria specified by the directors and set out in this report. This report was prepared solely for Perseus Mining Limited for purpose of providing limited assurance on the Selected Sustainability Information and may not be suitable for any other purpose.

We accept no duty, responsibility or liability to anyone other than Perseus Mining Limited in connection with this report or to Perseus Mining Limited for the consequences of using or relying on it for a purpose other than that referred to above. We make no representation concerning the appropriateness of this report for anyone other than Perseus Mining Limited and if anyone other than Perseus Mining Limited chooses to use or rely on it they do so at their own risk.

This disclaimer applies to the maximum extent permitted by law and, without limitation, to liability arising in negligence or under statute and even if we consent to anyone other than Perseus Mining Limited receiving or using this report.

PricewaterhouseCoopers

PricewaterhouseCoopers

Rachel Meadows

Rachel Meadows
Partner

Perth
26 August 2026

ACN 106 808 986

Registered & Corporate Office
Level 2, 437 Roberts Road,
Subiaco, Western Australia 6008

perseusmining.com