

2024 SUSTAINABILITY REPORT





ACKNOWLEDGEMENT OF COUNTRY

Ramelius Resources Limited (**Ramelius**) acknowledges and recognises the traditional owners of the lands in which it operates and its link to culture and heritage. We pay respect to their culture and traditions, and to their Elders past and present.

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*Penny Gold Mine
Photo: Perry Kasper*

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2024 PERFORMANCE HIGHLIGHTS

ZERO

**MATERIAL REGULATORY
BREACHES**

ACROSS ALL OPERATIONS

0

**293,033oz GOLD
PRODUCED**

AT AN AISC OF A\$1,583/oz



\$520,000

IN COMMUNITY DONATIONS



\$697M

CONTRIBUTED TO
AUSTRALIAN ECONOMY



Edna May Mine
Photo: Sean Conlon

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ZERO

LOST TIME INJURIES

0

20% REDUCTION

IN GHG EMISSIONS INTENSITY (PER OZ GOLD PRODUCED)

2.4% REDUCTION

IN TOTAL SCOPE 1 & 2 GHG EMISSIONS



FORMALISED

AND IMPLEMENTED SUPPLIER CODE OF CONDUCT STANDARD



DIVERSITY

19% OF EMPLOYEES

IDENTIFY AS FEMALE (UP FROM 18%)



DEVELOPMENT OF HYBRID POWER PROJECT AT MT MAGNET GOLD MINE

COMMENCED



\$540,000

IN GRANTS TO SUPPORT FIRST NATIONS GROUPS OVER THE LAST 9 YEARS



ZERO

MATERIAL NON-COMPLIANCE INCIDENTS RELATING TO ENVIRONMENTAL LICENCE CONDITIONS

0

INCREASED

OUR SPENDING FROM \$4M TO \$8.6M ON GOODS & SERVICES FROM LOCAL SUPPLIERS



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MESSAGE FROM THE RISK & SUSTAINABILITY COMMITTEE CHAIR

I am pleased to present our FY24 Sustainability Report, highlighting the progress and achievements that underscore our commitment to responsible gold mining. This year, Ramelius reached record milestones, yet we remain focused on fostering a culture grounded in integrity, safety, and active community engagement. These values continue to drive our journey to establish Ramelius as a leader in sustainable gold mining.



This year, we prioritised the rollout of comprehensive training programs across our organisation, notably our Leadership Development Program, with the first Leadership Intensive Workshops delivered to 66% of leaders across the Company. This program aims to cultivate leadership skills and foster a culture of continuous improvement. Additionally, all employees received training on our Whistleblower Policy and Procedure, as well as workplace behaviour training, reinforcing our commitment to lawful and ethical conduct.

A significant development in FY24 was the implementation of our formal Supplier Code of Conduct Standard. This code

establishes clear expectations for our suppliers regarding environmental, social and governance standards. We're a proud member of our local communities, having spent approximately \$14 million with suppliers and on rates to local government authorities.

Safety remains a top priority at Ramelius. In FY24, we achieved a Total Recordable Injury Frequency Rate (**TRIFR**) of 9.24 and achieved a Lost Time Injury Frequency Rate (**LTIFR**) of 0.00. While these improvements are commendable, we are always committed to further enhancing our health and safety performance.



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Edna May Mine
Photo: Maxwell Greaves

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Diversity and inclusion initiatives gained momentum this year, with female representation in our workforce rising from 18% in FY23 to 19% in FY24. Notable increases were seen at our Penny Gold mine (24%) and in our Perth corporate office (39%). We introduced targeted Workplace Behaviour and Bystander training workshops to assist in creating a more supportive environment.

Community engagement remains a central part of our operations. This year, we developed a Community Stakeholder Management Plan to ensure we effectively incorporate local interests into our decision-making processes. We made substantial contributions to various initiatives, including educational programs and community benefit funds, underscoring our dedication to giving back. We also initiated collaborations to support First Nations communities, engaging in educational and cultural initiatives that strengthen our ties and enhance understanding. Our involvement with local schools has specifically focused on empowering young people and providing resources to foster educational success.

In terms of economic impact, Ramelius contributed \$696.8 million to the Australian economy, encompassing wages, taxes, and community contributions.

This reinforces our commitment to the financial health of not only our company but also the communities we serve.

As we prepare for the upcoming climate-related financial disclosure requirements, we engaged external consultants to review our greenhouse gas reporting processes.

This initiative aims to assess our emissions and identify areas for improvement, particularly as we transition to more sustainable energy sources. The construction of a **hybrid power project** at our Mt Magnet Gold Mine has commenced, integrating renewable energy to reduce our carbon footprint.

In closing, I would like to extend my gratitude to all our employees, contractors, and stakeholders for their dedication to our sustainability mission. Together, we are paving the way for a brighter, more responsible future in gold mining.

Natalia Streltsova
Non-Executive Director and Chair of the Risk & Sustainability Committee

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ABOUT THIS REPORT

This Sustainability Report, approved for release by our Board of Directors (**Board**), covers the period from 1 July 2023 to 30 June 2024 (**FY24**).

The information and data disclosed includes all of Ramelius' current active operations, including producing mines, development sites and exploration assets. This report forms part of our annual corporate reporting suite and should be read in conjunction with the Company's FY24 Annual Report. It offers an account of our interaction with our stakeholders and complements our FY24 Annual Report. The report has not received external assurance.

The currency used throughout this report is Australian Dollars (**A\$**). The Ramelius geographical definition of 'local' refers to those that fall within the 50km radius of our mines and projects. This Sustainability Report is aligned to the Sustainability Accounting Standards Board (**SASB**) requirements for Metals and Mining. A SASB Content Index has been provided in Appendix 3. Ramelius has continued its participation in ESG benchmarking assessments undertaken by organisations

such as S&P Corporate Sustainability Assessment and MSCI and through membership of leading industry bodies. Together with our commitments and stakeholder feedback, these assessments and memberships allow us to track our ESG performance against relevant standards and peers to deliver continual improvement.

S&P Global
Ratings

MSCI

SUSTAINALYTICS

Performance data disclosed in previous Sustainability Reports included data from our Vivien Gold Mine. Performance data for FY24 no longer includes data from this project as it is no longer held by Ramelius. Any data corrections made have been noted in Appendix 1: Performance Data.

During the year, we enhanced our Company website to reflect our sustainability efforts. Information on our material topic commitments and management approaches can be found on our website. This allows our Sustainability Reports to have a clearer focus on the sustainability accomplishments made during the reporting year. Our updated website can be accessed [here](#).

OUR COMPANY

Ramelius Resources Ltd (Ramelius, the Company, we and our, throughout this report) is a Western Australian gold producer head quartered in East Perth with over 300 employees. We were incorporated in 1979, listed on the Australian Securities Exchange in 2003 (ASX: RMS) and have been in production since 2006.

Ramelius and its wholly owned subsidiaries are engaged in the exploration, mine development and production and sale of gold in Australia. In FY24 the Company produced a total of **293,033oz** of gold at an All In Sustaining Cost (**AISC**) of A\$1,583/oz.

OUR MISSION

To be a sustainable gold producer that focuses on delivering superior returns for stakeholders.

OUR VALUES

We **EMPOWER** our people

We achieve **FIT-FOR-PURPOSE** outcomes

We **DELIVER** and do it safely

We are **AUTHENTIC**

OUR CULTURE IS DEFINED BY A 'FIT-FOR-PURPOSE' AND 'CAN-DO' ATTITUDE.

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OUR CORPORATE STRATEGY

- 1 Feed Existing Hubs 
- 2 Acquire New Hub 
- 3 Ramp Up Greenfields 
- 4 Grow Capability 
- 5 Do the Essentials 

Penny Gold Mine
Photo: Cameron Farmer

SUSTAINABILITY AT RAMELIUS

SUSTAINABILITY STATEMENT AND SUSTAINABILITY PILLARS

We believe a sustainable gold producer should deliver more than just financial benefit. It's about the way we do business, the relationships we build with our people and communities and the efforts we make to conserve the environment.

- 01 OUR BUSINESS**
- Organisational Governance
 - Economic Performance
 - Regulatory and Compliance
 - Information Technology
 - Innovation
 - Ethics and Human Rights

- 02 OUR PEOPLE**
- Health, Safety and Wellbeing
 - Employment and Contractors
 - Talent Attraction, Development and Retention
 - Diversity

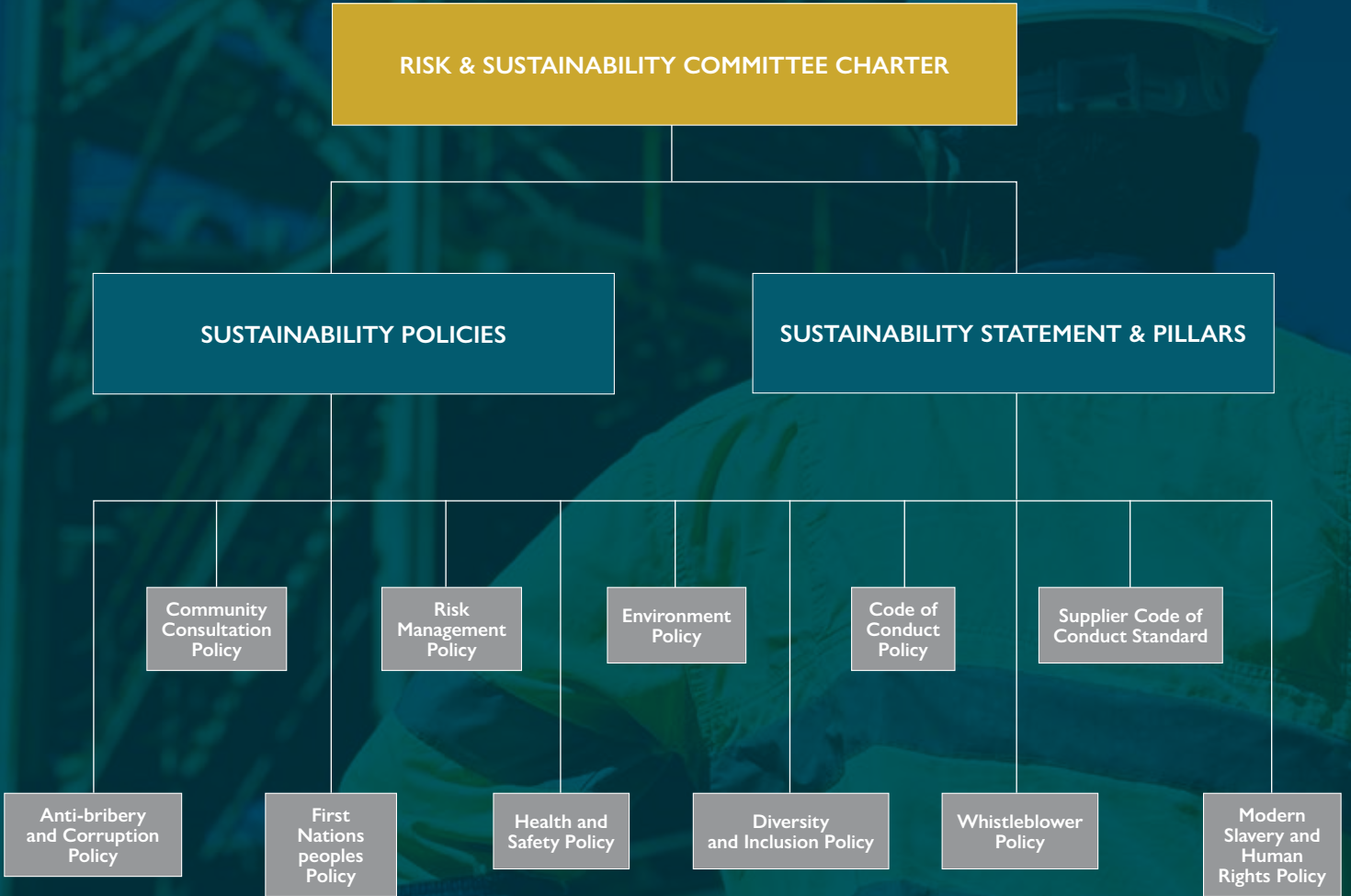
- 03 OUR COMMUNITIES**
- First Nations peoples and Native Title
 - Taxes, Supplier Payments & Royalties
 - Community Investment and Engagement

- 04 OUR ENVIRONMENT**
- Water and Wastewater Management
 - Greenhouse Gas Emissions and Energy
 - Waste and Tailings Management
 - Mine Closure Preparedness and Rehabilitation
 - Biodiversity

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SUSTAINABILITY GOVERNANCE

Through the Risk & Sustainability Committee, our Board of Directors maintains oversight of all sustainability impacts and activities across Ramelius. We strive to conduct business in a sustainable manner, guided by the following hierarchy:



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The Board sets strategic direction and defines strategic objectives within a specified risk appetite. The Board also enacts policies that are relevant to the management of climate and other sustainability-related risks. More information on the makeup of our Board is available in our Annual Report and website.

The Board has delegated responsibility to oversee our risk management systems, sustainability programs and mitigating controls to the Risk & Sustainability Committee. Ramelius' executive management team has primary responsibility for the day-to-day management of sustainability matters, including through health and safety

initiatives, talent attraction and retention efforts and environmental activities. More information on our sustainability governance can be found on our [website](#).

UNITED NATIONS (UN) SUSTAINABLE DEVELOPMENT GOALS (SDGS)

We are focused on aligning our environmental, social and governance policies and activities across our operations in accordance with the UN Sustainable Development Goals (SDGs). These are considered the blueprint to achieving a better and more sustainable future for all and as such represent a major inspiration for the future prosperity of our stakeholders.

We continue to report against the nine SDGs that most align to our business strategy and stakeholder priorities. At the beginning of each report chapter, we utilise the relevant SDG icons to highlight where our activities contribute progress towards achieving the SDG goals and targets.

In addition to the SDGs, we are guided by the UN's Global Compact and its Ten Principles in the areas of human rights, labour, environment, and anti-corruption.



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STAKEHOLDER ENGAGEMENT

One of the foundations for our sustainability program is the engagement of stakeholders through regular consultation processes, which are guided by our [Community Consultation Policy](#).

Proactive dialogue allows us to keep stakeholders informed about our activities and to provide a forum through which they can provide feedback to our business.

During FY24 we have had regular meetings and correspondence with government departments, local government shires, pastoralists and native title groups.

Stakeholder Group	Engagement Channels	Focus Areas
Board of Directors	Board meetings	<ul style="list-style-type: none"> All aspects of Ramelius' operations and performance
	Committee meetings	
	Site visits	
Ramelius Employees	Engagement surveys and performance reviews	<ul style="list-style-type: none"> Health, safety and wellbeing Job security Benefits and remuneration Working conditions and rosters Training and development opportunities
	Company newsletters	
	Intranet and email	
	Inductions and training programs	
Shareholders, Lenders, Insurers	ASX announcements	<ul style="list-style-type: none"> Financial performance ESG performance Risk management Resources, reserves and projects Corporate governance
	Investor briefings and presentations	
	Financial reports	
	Annual reports	
	AGM	
Suppliers, Contractors and Customers	Contract agreement meetings	<ul style="list-style-type: none"> Financial performance ESG performance Safety protocols Collaboration opportunities
	Internal and external communication channels	
Regulators and Government	Project applications	<ul style="list-style-type: none"> Compliance and approvals Impact management ESG performance
	Briefings and meetings	
	Inspections and reviews	
	Impact assessments	
Local Communities, Shires and Landowners	Committee meetings	<ul style="list-style-type: none"> Community support, development and investment opportunities Environmental stewardship Employment opportunities Procurement Land access agreements
	In-person meetings	
	Newsletters, website updates, social media	
	Site tours	
	Annual and sustainability reports	
	Public forums	
First Nations peoples	In-person meetings and consultation	<ul style="list-style-type: none"> Protection of cultural heritage Community support First nations employment, training and business opportunities
	Public forums and awareness sessions	
	Cultural heritage surveys	
Media and Ngos	ASX announcements	<ul style="list-style-type: none"> Financial performance ESG performance Engagement with communities Impact management
	Media releases	
	Company website	
	Annual reporting	
Education, Research and Training Organisations	Collaboration presentations	<ul style="list-style-type: none"> Collaboration opportunities Industry associations Industry trends
	Conferences and forums	

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MATERIALITY

This report focuses on the governance, economic, social and environmental topics identified as being of material value to our business and stakeholders. Our materiality process takes guidance from the Global Reporting Initiative (GRI) and considers feedback from internal and external stakeholders.

During FY24, we performed an updated materiality assessment to ensure our material topics continue to accurately reflect our corporate mission, strategic imperatives and stakeholder concerns. The process began by reviewing a series of external documentation to gain an understanding of our broader

sustainability context. This ensured that we considered any new topics relevant to our business and industry. These topics were then included in our stakeholder survey involving internal and external stakeholders. Participants were asked to assess the priority (or materiality) of sustainability topics and provide qualitative feedback on our sustainability performance. Over 350 participants were invited to the survey, with a response rate of 25%.

Average ratings for material topics were calculated per relevant stakeholder group. The average ratings were compared with the results of our previous stakeholder

survey, conducted three years prior, to identify any significant changes over time. Comparisons were drawn between stakeholder categories to determine alignment and separation in ratings. By combining these insights alongside the qualitative feedback provided, we have been able to adjust the priority levels of our material topics to help ensure we are focused on managing impacts and capturing opportunities for the most significant topics to our business and stakeholders. The following table showcases the topics of highest priority moving forward. It is important to note that all topics will remain relevant to our ongoing sustainability strategy.

MATERIALITY ASSESSMENT PROCESS



MATERIALITY TOPICS

- Organisational governance
- Ethics and human rights
- Regulatory & compliance
- Economic performance
- Health, safety and wellbeing
- Employment & contractors
- Talent attraction, development & retention
- Diversity
- Community investment & engagement

- Greenhouse gas emissions & energy
- Waste & tailings management
- Information technology
- Innovation
- First Nations Peoples
- Taxes, royalties and supplier payments
- Water & wastewater management
- Mine closure preparedness & rehabilitation
- Biodiversity

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SUSTAINABILITY TARGETS

FY24 TARGETS AND PROGRESS

Topic	FY24 Target	Outcome
Our Business		
Information Technology	All employees to complete online cybersecurity training	Completed (Now part of onboarding process)
Economic Performance	Meet all production targets	Completed
Our People		
Health, Safety and Wellbeing	1. Embed Principal Mining Hazards (PMH) Standards 2. Deliver Intensive Safety Leadership training package	1. Completed 2. Completed
Talent Attraction, Development and Retention	Maintain employee turnover below industry average of 17.6% ¹	Completed (17.4%)
Employment and Contractors	Refine performance review process and embed into annual cycle	Completed
Diversity	Increase female employee representation (FY23 - 18%)	Completed (19%)
Ethics and Human Rights	All employees to receive whistleblower and workplace behaviour awareness training	Completed (Now part of onboarding process)
Our Communities		
Community Engagement and Investment	Maintain contributions up to \$3/oz towards community investment & engagement	Completed
Taxes, Supplier Payments and Royalties	Maintain proportion of spend in regional areas (FY23 - \$12.9m)	Completed (\$19.8m)
Climate Change Management		
GHG Emissions and Energy	1. Set emissions reduction target for 2030 2. Make Financial Investment Decision for Mt Magnet renewables project	1. Ongoing (Target to be set in early FY25) 2. Ongoing (after reporting period)
Our Environment		
Water	Increase volume of water reused for mining and processing activities (FY23 - 1,141,353m ³)	Not Completed (905,553m ³)
Waste and Tailings	Generate zero impact to surrounding environment resulting from acid mine drainage	Completed
Mine Closure and Rehabilitation	Achieve closure outcomes and criteria in mine closure plans	Completed
Biodiversity	Ensure impacts on biodiversity are managed in compliance with conditions of approvals and permits	Completed

¹ Simple average for 12 month rolling voluntary turnover for 2024 (pg38. AON Mining, Infrastructure and Engineering Remuneration Report [Australia] April 2024).

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FY25 TARGETS

Topic	FY25 Targets
Our Business	
Information Technology	All employees to complete online cybersecurity training
Our People	
Health, Safety and Wellbeing	Deliver Stage Two Leadership Program (Mental Health, Fatigue Management and Drug and Alcohol)
Talent Attraction, Development and Retention	Maintain employee turnover below industry average (excluding from Edna May Gold Mine ¹)
Employment and Contractors	Complete Psychosocial Safety audit across the business
Diversity	Increase female representation in workforce, targeting peer average ²
Ethics and Human Rights	All employees to receive whistleblower, workplace behaviour and reporting awareness training
Our Communities	
Community Engagement and Investment	Maintain contribution of up to \$3/oz towards community investment and engagement (assuming a minimum of \$2/oz)
Taxes, Supplier Payments and Royalties	Improve proportion of procurement spend within regional areas, with reporting to Committee on six-monthly basis
Climate Change Management	
GHG Emissions and Energy	<ol style="list-style-type: none"> 1. Improve definition of Scope 3 emissions 2. Demonstrate preparedness for ASRS by achieving 75% compliance
Our Environment	
Mine Closure and Rehabilitation	Achieve progressive rehabilitation targets as set in FY25 Budget

¹ The Edna May Gold Mine will be transitioning to care and maintenance in early 2025.

² Peer average data will only be clear once peer results are known and published.



Cue Alex Hogg

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Mt Magnet Gold Mine

MT MAGNET GOLD MINE



Location: 500km north-east of Perth in the Murchison Goldfield of the Western Australian Yilgarn Craton.



Processing: Milling occurs at the Checkers Gold Mill, a 1.9Mtpa conventional gold mill.



Acquired: 2010 from Harmony Gold, restarted operations in 2011.



Operations: Numerous open pit and underground mines plus exploration targets with a total area covering 225km². In March 2024, for the first time, Ramelius announced a 10 Year Mine Plan at Mt Magnet which included an updated Mineral Resource and mine design extension for Penny, the addition of Cue, and an attractive underground option for Eridanus with a potential large open pit cut back also being considered.

In FY24, we acquired the Cue Gold Project (Cue) when we acquired Musgrave Minerals Limited. At the time of acquisition Cue had a Mineral Resource estimate of 12.3Mt at 2.3g/t for 927koz of contained gold. In June 2024, the Pre-Feasibility Study (PFS) on Cue was completed along with the Key Mining Proposal approval being received from the Department of Energy, Mines, Industry Regulation and Safety (DEMIRS). The PFS included a maiden Ore Reserve of 2.7Mt at 2.90g/t for 250koz. Development of Cue commenced in late June 2024 and ore from Cue will be hauled to Mt Magnet for processing.



Edna May
Photo: Michael Lepre

EDNA MAY GOLD MINE



Location: Westonia Greenstone Belt, within the Southern Cross Province of Western Australia's Archaean Yilgarn Craton.



Processing: 2.9 million tonne per annum (MTPA) conventional carbon-in-leach (CIL) gold plant comprising of two stage crushing, semi-autogenous grinding (SAG) and Ball mill, gravity circuit and leach. Mining activities across the Edna May hub were completed during the year. At 30 June 2024, in total, across the Edna May hub, there was just over 1.5Mt of high and low-grade ore stockpiled at an average grade of 1.06g/t with the haulage and processing of these stockpiles expected to continue into the third quarter of the 2025 financial year.



Acquired: October 2017 from Evolution Mining Ltd, as an operating open pit gold operation.



Operations: Annual production since 2011 has ranged from 66koz to 99koz.

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North Pit Pools -Tampia
Photo: Mikayla Mullen

TAMPIA GOLD MINE (NAREMBEEN)



Location: 12km south-east of the town of Narembeen in the Western Australia wheatbelt and 250km east of Perth.



Operations: Mining operations were completed late in the financial year at the Tampia Gold Mine (Tampia). At 30 June 2023 significant stockpiles remained (1.2Mt at 1.47g/t for 56,000 ounces of contained gold), which will see haulage to Edna May continue into early in FY25. At the date of this report much of the rehabilitation work had been undertaken.



Acquired: Via takeover of Explaurum Limited in late 2018 to early 2019.



Marda Golden Orb

MARDA GOLD MINE (NORTH YILGARN)



Location: 130km north of the town of Southern Cross and 400km north-east of Perth, WA.



Operations: Mining commenced in November 2019 at the Dugite Pit. The final Die Hardy pit at Marda was completed in October 2023 with a total of 2.3Mt of high-grade ore at 1.90g/t for 143k ounces of contained gold being mined over the life of the project. The haulage of existing stockpiles is continuing.



Acquired: February 2019.

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PENNY GOLD MINE



Location: 150km south-east of our Mt Magnet operations and approximately 550km northeast of Perth in Western Australia.



Operations: Mine development is advancing to plan with the seventh ore drive level well advanced, which is increasing the number of stope work areas available. The CRF plant and associated backfill system have been commissioned. Steeper, higher-grade sections of the orebody have been accessed, which simplifies stope design and execution. The new haulage contractor has established full resourcing onsite and is moving ore to Mt Magnet in a timely manner that matches mine production rates.



Acquired: In 2020 via off-market takeover offer of Spectrum Metals Limited.



SYMES' FIND



Location: 60km south of the township of Moorine Rock, within the Holleton Greenstone belt in the Southern Cross Province of the Eastern Goldfields.



Operations: Mining operations at Symes commenced and completed within the financial year with a total of 0.5Mt of high-grade ore at a grade of 2.41g/t for 42k ounces of contained gold being mined over the life of the project. The haulage of existing stockpiles is continuing.

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EXPLORATION PROJECTS



Rebecca Gold Project

REBECCA GOLD PROJECT



Location: 153km east of Kalgoorlie, covering a greenstone belt on the eastern margin of the Norseman-Wiluna Greenstone Belt.



Acquired: In January 2022 via off-market takeover of Apollo Consolidated Limited.



Operations: Flora, vegetation, fauna, heritage, and lake ecology surveys are either in progress or scheduled to commence at an appropriate time. Integration of the Roe mineral resources into an overall project plan to enable compilation of a PFS level study for a combined project, with targeted delivery in the December 2024 Quarter. Rebecca water exploration activity continued across the year with the drilling of first test production bores and monitoring drill holes completed late in the financial year. Initial airlift testing has recorded encouraging results and systematic pump testing is set to commence shortly. Water exploration activity is focused in an area located 15km south-east of the proposed Rebecca open pit.

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Roe – Lake Drilling
Photo: Stephane Roudaut

ROE GOLD PROJECT (BREAKER RESOURCES NL)



Location: 100km east of Kalgoorlie in one of Australia's premier gold provinces at the southern end of the Keith-Kilkenny Tectonic Zone.



Operations: Diamond and RC drilling was undertaken during the year in three stages. Firstly, diamond drilling targeting the Tura and Northern Flat Lodes at Bombora with the aim of improving confidence in the Inferred Resources at depth and conversion to Indicated Resources. Secondly, RC infill drilling within the currently conceptual open pit areas, and thirdly, sterilisation and geotechnical drilling to advance the mining studies which are currently underway.



Acquired: On 20 March 2023, Ramelius announced a recommended off-market takeover offer for Breaker Resources. The compulsory acquisition process commenced on 22 May 2023 with Ramelius obtaining 100% control on 29 June 2023.

In addition, drilling was completed on Kopai-Crescent with the aim of improving confidence in the Inferred Resources and conversion to Indicated Resources. Assay results from several drill holes were still pending at the end of FY24. Resource model updates for Bombora and Kopai-Crescent are underway which will include the results from the latest drilling and are expected to be completed in the September 2024 Quarter.

OTHER PROJECTS

The Vivien Gold Mine was acquired by Ramelius in 2015 and over its life generated net cash flows of \$130 million. Mining concluded in January 2023. In February 2023 the site was placed in care and maintenance and divested in April 2024.

We also have ongoing gold exploration projects as part of existing Mt Magnet and Edna May Gold Mines.

More information on our assets and holdings is available in our FY24 Annual Report, available on our website.

ECONOMIC PERFORMANCE

Economic performance underpins the overall success of Ramelius and relies on meeting production and cost targets. We strive to maintain high and stable levels of economic growth aiming to improve standards of living through efficient use of assets to maintain long-term profitability.

Our project and production decisions are made to create long-term value, as well as short-term benefits. To be a sustainable business and execute our sustainability strategies, we must have financial stability. On a broader level, we aim to support a sustainable economy

that is robust, resilient, environmentally aware, and beneficial to communities. Strong economic performance is essential for us to create local job opportunities, generate tax revenue for public services, and assist local suppliers. In terms of local workforce, Ramelius are transparent about the preference for local hiring, by encouraging local residents who reside within a reasonable drive-in / drive-out distance from our operating sites to apply for vacancies. Our strategy focuses on cultivating a sustainable economy that encourages economic growth, local prosperity through goods and

services, and collaborative efforts within communities to create jobs.

During FY24, we exceeded our production targets whilst meeting our cost targets. We achieved our operational guidance with group production of 293,033oz (original Guidance 250,000 - 275,000oz) at an AISC of A\$1,583/oz (Guidance A\$1,550 - \$1,750/oz). For FY25 we are targeting 270,000 – 300,000 ounces of gold production at an AISC of A\$1,500 – 1,700/oz¹.

More information on the economic achievements of the financial year can be found in our FY24 Annual Report.

¹ This includes Mt Magnet (incl. Penny) 240,000 ounces (mid-point), Edna May (incl. Tampia, Marda & Symes) – 45,000 ounces (mid-point).

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Edna May Mine
Photo: Michael Lepre

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OUR BUSINESS PERFORMANCE FY24

ZERO REGULATORY BREACHES

AND NON-COMPLIANCE INCIDENTS ACROSS ALL OPERATIONS IN FY24

0

PRODUCED 293,033oz GOLD

AT AN AISC OF A\$1,583/OZ
INCREASED SALES/AISC MARGIN TO 47%



ALL EMPLOYEES COMPLETED ONLINE CYBERSECURITY TRAINING



SUPPLIER CODE OF CONDUCT STANDARD FORMALISED AND IMPLEMENTED



GOAL 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE

UN Rationale: Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.

Our contributions:

- As a gold producer, we recognise our important role in the industrial application of gold, particularly as a conductor in electronics, including components for clean energy technologies like renewable energy and battery storage. Gold is also utilised in various cutting-edge industrial products and infrastructure across sectors such as energy, healthcare, aerospace, dentistry, and medicine.
- We are involved in research aimed at enhancing innovation within the Australian mining industry and improving the effectiveness of gold exploration through our membership in the Gold Industry Group. Furthermore, we collaborate on multiple research and innovation projects with the CSIRO.

OUR BUSINESS

ORGANISATIONAL GOVERNANCE

Good corporate governance is the basis on which business objectives and stakeholder value depend. Ramelius regularly reviews governance practices and policies to incorporate changes in law and best practice into our governance processes.

We align our corporate governance policies and practices to the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations: 4th Edition. The Company's Corporate Governance Statement is released in October each year. The Statement discloses the extent to which Ramelius has followed the recommendations set by the ASX Corporate Governance Council's recommendations during the reporting period. The Statement is publicly available on our [website](#).

Through our Risk & Sustainability Committee, the Board oversees sustainability strategy, measures performance, and considers sustainability risks and opportunities. Day-to-day oversight of sustainability operations and administration is the responsibility of our

CEO, who in turn delegates specific responsibilities to the senior management team.

We have a formal Sustainability Management Procedure which describes the mandatory steps undertaken in managing our approach to sustainability. This procedure is issued in accordance with our Ramelius Essentials Standard which includes the 'must do' requirements for sustainability management.

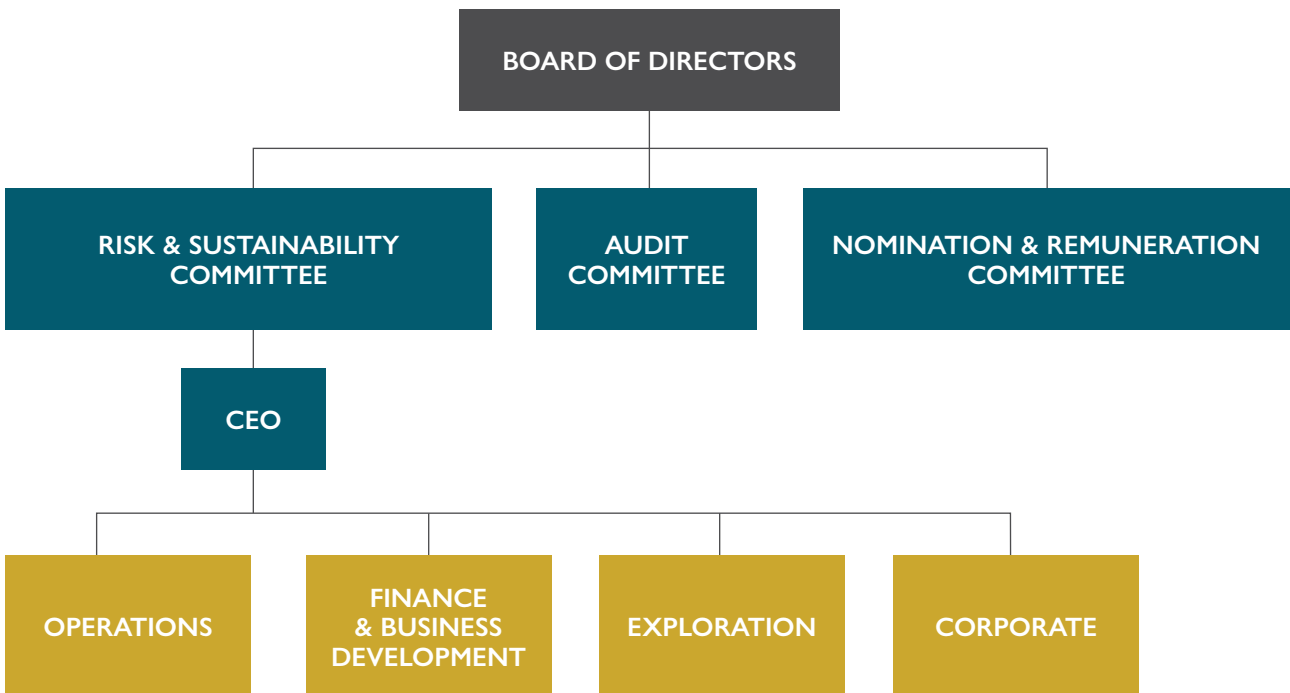
Further information on our corporate governance framework, policies and practices are available on our website.

BUSINESS ETHICS

All Ramelius employees, including independent contractors who operate for or on behalf of Ramelius, are expected to uphold the standards outlined in our [Code of Conduct Policy](#). As a condition of their employment/engagement, this mandates that all employees and contractors uphold suitable standards of conduct, ethics, and integrity. In FY24 there were no cases of bribery or corruption recorded.

The Anti-Bribery and Corruption Policy mandates that all employees act with integrity and adhere to the laws and ethical standards of our Company across all operations. Unethical, dishonest, or corrupt behaviour is strictly prohibited. We are dedicated to preventing, detecting, and addressing any actions that may involve unethical practices, such as bribery and corruption, by managing risks and maintaining controls. Ramelius employees found guilty of corruption or bribery will face disciplinary measures. Additionally, our policy ensures that we engage only with organisations and individuals who uphold ethical and legal practices. We also have in place a company-wide [Whistleblower Policy and Procedure](#) and an external whistleblower platform available to all directors, employees, potential employees, contractors, consultants, and external stakeholders. More information on how we manage ethical business practices, whistleblowing and our associated policies can be found on our website.

OUR SUSTAINABILITY GOVERNANCE STRUCTURE IS AS FOLLOWS:



Further details of our corporate governance framework, policies and practices are available on our website.

OUR BUSINESS

During FY24, we rolled out company-wide training on our Whistleblower Policy and Procedure. All employees received the training which builds on the material received during their induction processes. The training aims to ensure all personnel are aware of the Whistleblower Policy & Procedure, engage in lawful, moral, and ethical behaviour at all times as well as understand the process to report any improper, unethical or illegal conduct. Leadership training and Workplace Behaviour training was introduced across our operations, including the corporate office. An audit of our Complaints Management Framework was also conducted with the help of an external provider. The audit did not identify any material shortcomings.

REGULATORY AND COMPLIANCE

At Ramelius, we acknowledge the range of governance, social and environmental responsibilities to which we must adhere to ensure our business meets community and government expectations.

The Board is responsible for overseeing activities of the Company and monitoring compliance with legal and other regulatory requirements including accounting standards, continuous disclosure and ASX Listing Rules. The Managing Director is responsible for developing and implementing internal control and regulatory compliance policies and procedures. We are pleased to report that there were no material compliance or regulatory breaches in FY24.

During the year, we initiated internal audits that covered many aspects of the Company's operations, including legislative compliance, grievance management and data gathering and reporting. We will continue to review key policies in FY25 and continue our internal audit activities.

Some of the key regulatory bodies and frameworks we report under include:

NATIONAL GREENHOUSE AND ENERGY REPORTING (NGER):

The national framework for reporting and disseminating Company information about greenhouse gas emissions, energy production and energy consumption.

NATIONAL POLLUTANT INVENTORY (NPI):

Provides the community, industry and government with information about substance emissions in Australia.

WORKPLACE GENDER EQUALITY AGENCY (WGEA):

An Australian Government statutory agency charged with promoting and improving gender equality in Australian workplaces.

AUSTRALIAN ATTORNEY GENERAL (MODERN SLAVERY ACT 2018 (CTH)):

Requires certain large businesses and other entities in Australia to make annual public reports on their actions to address modern slavery risks in their operations and supply chains.

OUR BUSINESS

RISK MANAGEMENT

Risk management at Ramelius is overseen by the Board. All Board members are highly experienced in the oversight, management and mitigation of critical business risks. The Board, Audit and Risk & Sustainability Committees, and Executive Team regularly review the risk portfolio of the business and the effective management of risks.

The Ramelius risk and control framework, Ramelius Essentials, empowers its people to perform by ensuring that the Company does the fundamental things well. The Essentials Working Group (**EWG**) meets regularly, with risk management a standing agenda item. The Essentials Program focuses on integrating its approach to managing the fundamental requirements of the business.

Visit our [website](#) to find more information on our risk management approach and gain access to our [Risk Management Policy](#), [Risk Appetite Statement](#), and [Risk & Sustainability Committee Charter](#).

INFORMATION TECHNOLOGY

Information technology is viewed as a key enabler for the Company to achieve our strategic targets. We prioritise protection of the confidentiality, integrity and availability of our business information and the systems and equipment on which our information is stored.

Our corporate and operational systems are dependent on digital technology. Consequently, cybersecurity represents a significant and persistent risk. Potential threats include accidental or unauthorised access, data corruption, operational disruptions, theft of intellectual property, all of which can have financial and reputational repercussions for Ramelius. It is our responsibility to manage increasing external threats to information integrity and the risk of internal release or misuse, either deliberate or accidental. We remain proactive in addressing these cyber risks and ensure that our workforce undergoes regular training and updates to recognise and manage

potential cyber threats effectively. More information on how we manage cybersecurity can be found on our website.

During FY24, we performed the following as part of our ongoing incident prevention strategy:

- Mandatory training to educate employees on cyber security best practices and the identification of potential threats (100% compliance in FY24);
- External cyber security incident response team available 24/7 to react to any cyber incidents;
- Penetration testing conducted four times a year (three externally, and one internally);
- Monitoring external threat detection and intrusion detection systems;
- External verification and vulnerability analysis; and
- Collaborations with the following Cyber Security agencies:
 - o Australian Signals Directorate's (**ASD**)
 - o Australian Cyber Security Centre (**ACSC**)

Despite not experiencing any information technology breaches in FY24, we are always motivated to review and update our cyber security procedures and policies to adapt to the evolving threat landscape. Moving forward we will introduce Information Security Certification training for IT resources as well as update our threat detection systems to fully leverage artificial intelligence (**AI**) advances.



Edna May Mine
Photo: Mikayla Ginbey

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OUR BUSINESS

INNOVATION AND RESEARCH

Innovation is an important component of our business and a driver for resource efficiency, productivity improvement and competitive advantage. We recognise the importance of strategic engagements to generate innovative ways to capture economic, environmental and social value and are committed to collaborative research and development. We endeavour to engage with appropriate parties where permitted by circumstances.

CSIRO RESEARCH

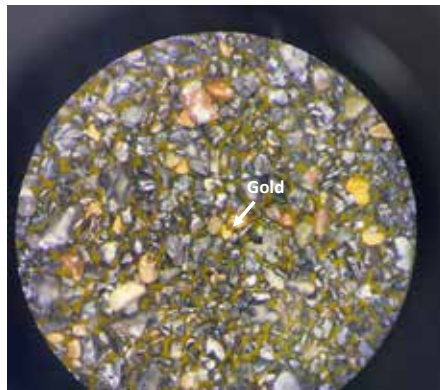
Ramelius is continuing to support innovative research into mineral exploration being undertaken by Australia's national science agency the Commonwealth Scientific and Industrial Research Organisation (**CSIRO**). The research project, Distal Footprints in the South West Yilgarn is a collaboration between CSIRO, Ramelius, Geological Survey of WA (**GSWA**), and other industry companies. It is supported by the Western Australian Government through the Minerals Research Institute of WA (**MRIWA**).

The project is now in its final year and due to wrap up mid-2025. The research teams have been collecting and analysing data over the last three years, helping to capture insights into the Mineral Systems of the South-West. Takeaways include a comprehensive look at the diversity of Mineral deposit discoveries, data analytics to enhance workflows and efficiency of mineral exploration, gold fertility indicators using sulphur isotopes, gold fingerprinting and dating, and Digital Elevation Modelling (**DEM**) and landscape regimes to determine highest probabilities of detection.

All the datasets and knowledge received to date is being fed into our exploration efforts across our projects and we look forward to receiving the final results and recommendations.



Dr Ignacio Gonzalez-Alvarez (CSIRO) and Alex Palma (Ramelius).



Stream sediment sample selected for gold fingerprinting and dating (Tampia).

Edna May Mine
Photo: Mikayla Ginbey



OUR BUSINESS

SUPPLY CHAIN MANAGEMENT

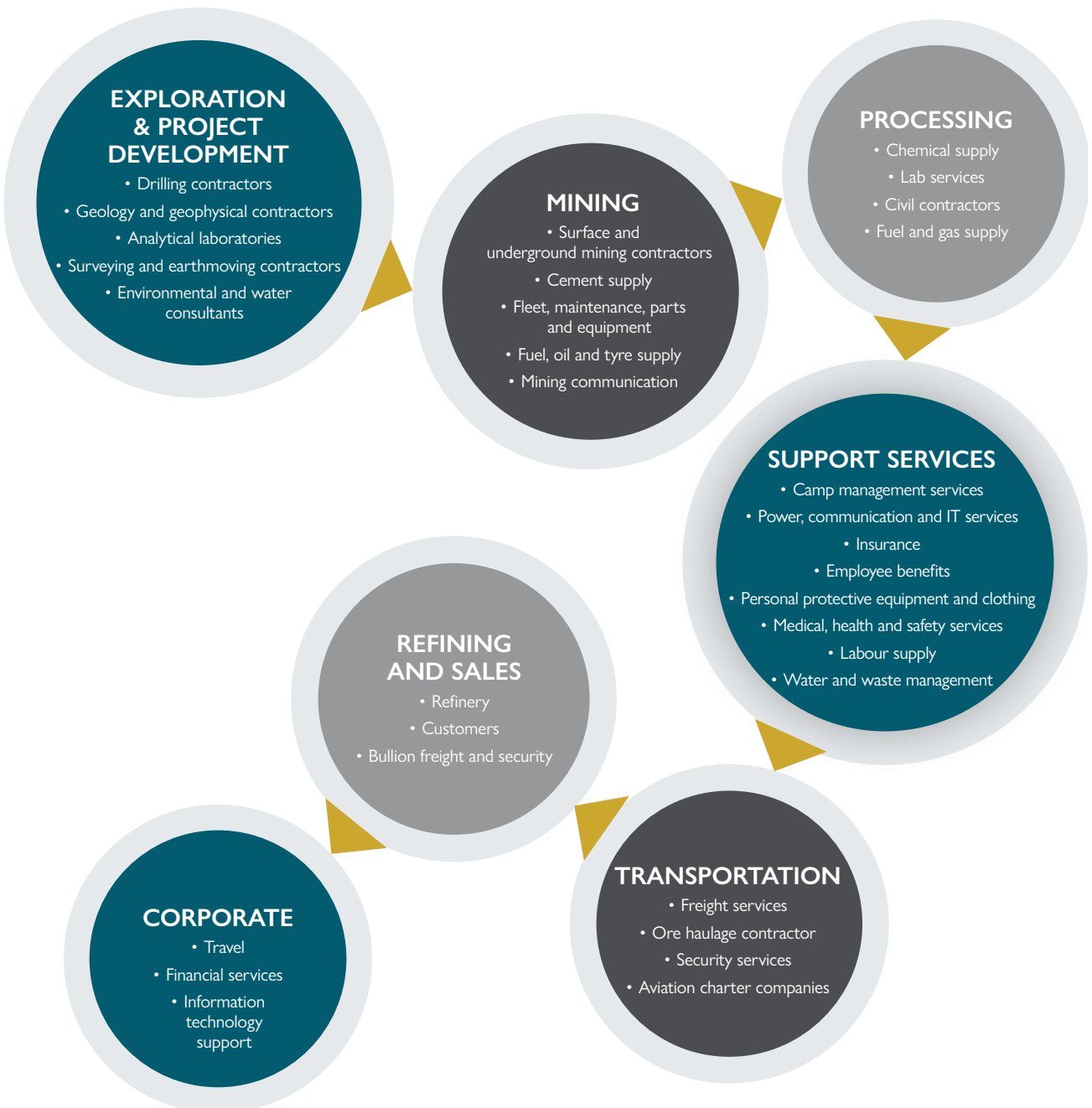
Contractors and suppliers are a critical part of our business and are relied upon to ensure that we can deliver on our strategy. We require our suppliers to act in an ethical and responsible manner as a condition of conducting business together.

The potential for modern slavery in our business is considered low as our offices, operations, and suppliers during FY24 were Australian-based and therefore subject to a strong regulatory environment. Despite this fact, we still

assess the potential for modern slavery risks within our supply chain by engaging with suppliers during a screening process. This formal and informal contact includes the completion of a specific modern slavery risk questionnaire which allows us to review all aspects of a supplier's business and to identify matters that may need further attention or remediation.

We are currently developing a revised modern slavery questionnaire with an updated delivery method being

implemented. This will allow us to receive responses from our supply chain in a succinct and timely manner. The delivery method also allows suppliers to provide responses with ease and attach supporting documentation. We plan to roll this out to all existing suppliers and will be included as part of the onboarding for new suppliers. This is mandatory for our suppliers to complete. A Modern Slavery working group has been formed which, amongst other things, will discuss responses and completion rates.



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OUR BUSINESS

During FY24, a formal Supplier Code of Conduct Standard was implemented which sets out the standards of conduct expected from all suppliers wishing to do business with Ramelius. We seek and show preference to suppliers who respect and adopt positive environmental, social, governance and safety standards, and who demonstrate alignment with the standards contained in the Supplier Code of Conduct Standard.

We strive to support regional suppliers where possible, and source goods and services from businesses in the communities in which we operate. This preference for regional suppliers is embedded in our formal Purchase Order Standard Terms and Conditions. In FY24 we acquired \$13.77 million of goods and services (including shire rates) directly

from regional suppliers, though some components of goods may be sourced from overseas by these suppliers.

HUMAN RIGHTS

Our values are a reflection of what we believe in and how we define our business. They have been core to our success to date and will continue to underpin success as we grow our business and establish the standards of behaviour expected across the Company.

The Voluntary Principles on Security and Human Rights (**VPSHR**) and the UN Guiding Principles on Business and Human Rights serve as our guiding principles in ensuring that everyone has access to their basic freedoms and human rights.

Our Modern Slavery and Human Rights Policy supports this commitment.

The Ramelius Code of Conduct Policy, which is anchored in these values, offers guidance on the behaviour expected from all employees to ensure that decisions and actions align with the highest ethical standards. We regularly review our Code of Conduct and related Human Resources policies to enhance inclusion and reinforce acceptable workplace practices. We also provide an integrity hotline, managed by an independent service provider, where employees, contractors, and the public can report any instances of actual or suspected unethical or illegal conduct.



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OUR PEOPLE PERFORMANCE FY24

**ZERO LOST
TIME INJURIES**

ACROSS OUR OPERATIONS

0

16% DECREASE

IN TOTAL RECORDABLE INJURY
FREQUENCY RATE



DIVERSITY

**19% OF
EMPLOYEES**

IDENTIFY AS FEMALE (UP FROM 18%)



**33% OF OPEN
POSITIONS**

FILLED BY INTERNAL
CANDIDATES



**EMPLOYEES AVERAGED 55 HOURS OF
TRAINING (28% INCREASE FROM FY23)**



OUR PEOPLE



GOAL 3: GOOD HEALTH AND WELL-BEING

UN Rationale: Ensure healthy lives and promote wellbeing for all at all ages.

Our contributions:

- High on-site safety standards in place to minimise the risk of employee and contractor harm from hazards, air pollution, transport accidents and other risks.
- Provide employee medical checks and a health assistance program across all operations.
- Implemented Ramelius Leadership Program with ongoing rollout.
- Emergency Rescue Teams in place at all operating sites.

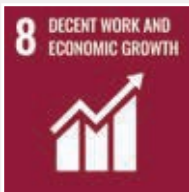


GOAL 5: GENDER EQUALITY

UN Rationale: Achieve gender equality and empower all women and girls.

Our contributions:

- We are committed to recruiting the best candidates regardless of gender, age, religion or cultural background. Our [Diversity & Inclusion Policy](#) states our commitment to a workforce comprised of individuals with a wide range of backgrounds, skills and experiences.
- Our Diversity & Inclusion Strategy targets year-on-year improvement in gender diversity across the Group and within leadership roles. Regular overall gender pay gap and like for like remuneration analysis allows outcomes to be reviewed and measured.



GOAL 8: DECENT WORK AND ECONOMIC GROWTH

UN Rationale: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Our contributions:

- We publicly report to shareholders and investors to ensure they are informed on corporate governance issues and sustainability matters, including business related risks. We release an annual [Modern Slavery Statement](#) outlining an assessment to identify key modern slavery risks in our operations and supply chain. Our [Supplier Code of Conduct Standard](#) sets the standards of conduct expected from all suppliers wishing to do business with Ramelius.

Our priority is to keep our people safe, healthy and fulfilling their potential. We want to energise and empower our people to deliver our shared purpose. As a responsible gold miner, we understand that the wellbeing and development of our people are essential to achieving sustainable growth and contributing positively to the communities in which we operate. We are committed to fostering a culture of safety excellence, fostering a diverse and inclusive workplace, and supporting employee growth through training and development opportunities. We regularly engage with employees to gain feedback which supports the way we conduct business safely and responsibly.



OUR PEOPLE

HEALTH, SAFETY AND WELLBEING

At Ramelius, the health, safety and wellbeing of our employees, contractors and visitors is an essential consideration in everything we do. We aim to create a physically and mentally healthy working environment with improved workforce participation and consultation.

Our [Health and Safety Policy](#) and Mines Safety Management System (**MSMS**) provide the foundation for the development and application of systems and standards at corporate and site level. The MSMS provide management with a clear understanding of the expected standards for managing health and safety. To meet these standards, the hazards associated with sites will be identified, assessed and controlled to minimise any risk they may pose to the health and safety of people. More information on how we manage health, safety and wellbeing, as well as access to our [Health and Safety Policy](#) can be found on our [website](#).

SAFETY

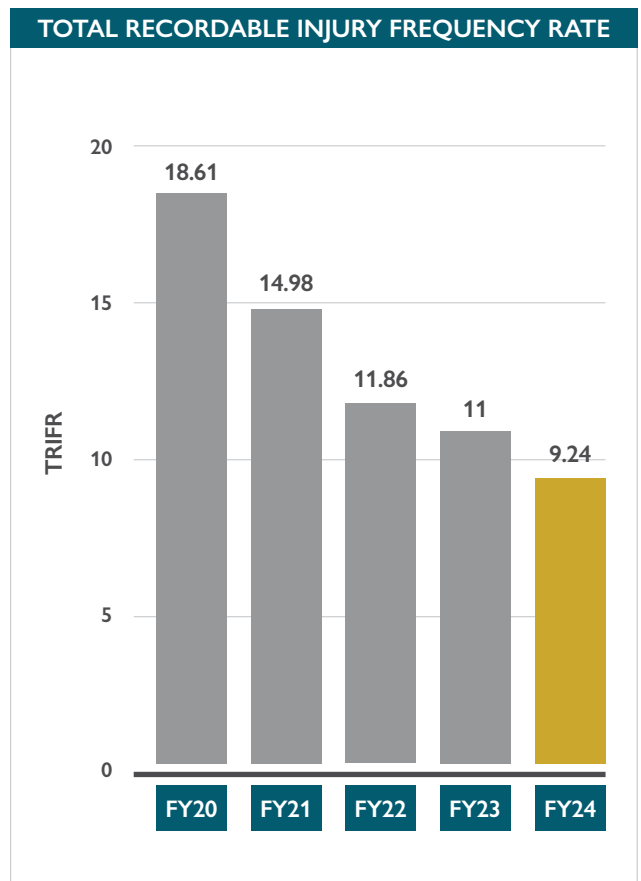
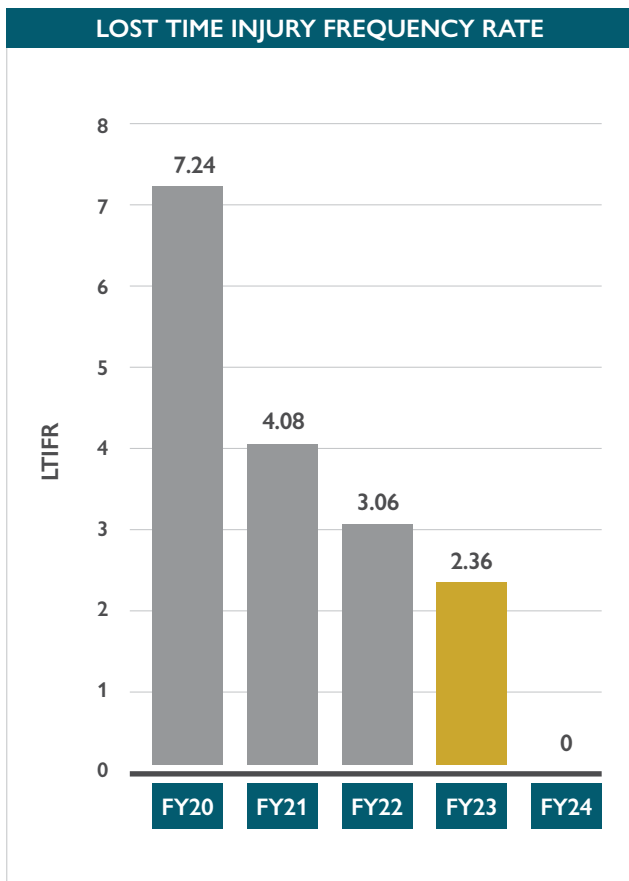
We recognise that we work in a higher risk industry and that we must prioritise best practices in health and safety. We have a very low risk tolerance for failing to comply with our safety management system and causing any harm to any person.

We use the INX system for management of health and safety data including all onboarding compliances, training records, incident reporting, investigation actions and outcomes. The Learning Management System (**LMS**) module, added to Ramelius' INX system in 2020 has improved the onboarding processes and site access compliances. The overall use of the INX system continues to be a work in progress with more online learning for compliances, competencies and procedures being introduced where appropriate. During FY24, each full-time employee across our active sites averaged 80 hours of health, safety and emergency response training. This is a 50% increase from the average training hours recorded last year.

In FY24, we achieved safety frequency rates of 9.24 for Total Recordable Injury Frequency Rate (**TRIFR**) and 0.00 for Lost Time Injury Frequency Rate (**LTIFR**). Although these results have improved from last year, we remain committed to further improving our health and safety performance where possible.

A full breakdown of our health and safety performance is located in Appendix 1: Performance Data.

In FY25, we will continue to focus on education and taking action across our operations to further improve our TRIFR rate and maintain our LTIFR rate. We will also continue developing and standardising Health and Safety systems across all our sites to identify areas in which we can better understand and improve health and safety. We developed a Principal Mining Hazard Management Plan Audit program and we plan to complete audits at each of our sites in FY25. A review of all appointed person registers at all exploration and operations sites is also planned alongside the development of action plans for any identified gaps.



OUR PEOPLE

HEALTH AND WELLBEING

We aim to improve Health and Wellbeing by fostering more supportive and engaging team environments in order to increase resilience, enhance positive early intervention and reduce negative mental health outcomes. The Ramelius medical services provider OccuMED, has continued to deliver a comprehensive service for the business. In collaboration with OccuMED, we provide the following services:

- Pre-Employment Medicals (**PEM**);
- Occupational physician reviews of contractors;
- Periodical medicals;
- Fitness-for-work testing and Job Role Profiles;
- Workers compensation and injury management services;
- Tele-health service;
- Remote medical support; and
- Poisons Permit Licence Holder.

EMERGENCY RESPONSE

Each site has a core group of Emergency Response Team (**ERT**) volunteers who support the fulltime safety emergency personnel to ensure emergency preparedness. Site ERT target numbers are based on a thorough analysis of the type of activities being undertaken and the size of the workforce. The ERT is made up of both employee and contractor team members.

There were 61 active ERT members spread across four sites at the end of FY24, 53 of these members are fully qualified. During FY24, we conducted two Cert III in Mine Emergency Response and Rescue courses with a total of 23 people from four of our operational sites attending these courses.



Project Site	ERT Members
Edna May	16
Mt Magnet	20
Penny	15
Tampia/Symes	10
Total	61

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OUR PEOPLE

DIVERSITY

At Ramelius, we encourage and support a culture of inclusivity, diversity, and equity. We strive to provide a workplace free from discrimination and harassment, in which people are treated with respect, equity, dignity, and fairness.

Our commitments are reflected in our [Diversity and Inclusion Policy](#), [Code of Conduct Policy](#), and [Workplace Behaviour Procedure](#). We conduct gender pay gap analysis, like-for-like comparison and parity reviews on appointments, promotions and transfers for all employees. More information on our approach to managing diversity, as well as access to these policies, and our annual Workplace Gender Equality Public Reports, can be found on our [website](#).

Throughout FY24, we increased our focus on diversity and inclusion to create a safe work environment for women. This includes reviewing gender-based barriers and creating opportunities for women to pursue roles in traditionally male-dominated fields, such as our Processing and Maintenance departments. We provide training to Hiring Managers on reducing unconscious bias and ensuring equal employment opportunities are provided.

During the year, we achieved an increase in female employee representation from 18% in FY23 to 19% in FY24. Notable increases in female representation include:

- 24% at Penny Gold mine;
- 24% in the Exploration team; and
- 39% in the Perth corporate office.

In FY24, we launched in-person Workplace Behaviour and Bystander training workshops. These workshops were delivered by an external facilitator who has significant experience working with site-based teams within the mining industry. This training has since been delivered on site at Mt Magnet, Edna May, Penny and to our corporate office and Exploration employees. This training discusses the impact and prevention of bullying, sexual harassment, and disrespectful behaviours in the workplace and provides tools to safely respond to and report incidents if they do occur. By increasing employee capability through targeted training and strategies, the Company aims to enhance employees' ability to contribute to a culture of respect. These training initiatives look to

shift perspectives, promote accountability, and ultimately create a more supportive and respectful environment for everyone.

For a safer and more inclusive workplace, it is essential to implement initiatives to address the attitudes and beliefs undermining workplace safety. During FY24, a psychosocial audit was developed and conducted at Mt Magnet, Penny and Corporate to address all elements of psychosocial safety, including assessing risks of violence and harassment. In the coming year we aim to prepare a Psychosocial Action Plan and post audit outcomes report to help guide the implementation of recommendations on sites.

We continue to be represented on the Chamber Minerals & Energy (CME) Diversity & Inclusion and Workforce Capability Reference Groups. Contributing to the reference groups ensures the Western Australian resources sector continues to be a highly valued and strongly supported part of the community. In FY24, our employees participated in the annual CME Women in Resources Awards. We also participated in various other industry events aimed at challenging perceptions of gender diversity such as attending the Gold Industry Group's secondary educational event and the SkillsWest Careers Fair.

Moving forward into FY25 and beyond, we will continue to build on our efforts to maintain a diverse and inclusive workplace. Some of our plans include:

- Monitor all HR incidents through our safety system (INX) considering organisational factors, key learnings and required actions;
- Develop and establish a Domestic & Family Violence Procedure;
- Support the implementation of Aboriginal Engagement & Community Strategy for Mt Magnet Gold Mine which will include local cultural workshops; and
- Support the recruitment of School Based Traineeships proposed for Mt Magnet.

TALENT ATTRACTION, DEVELOPMENT AND RETENTION

At Ramelius, we have established talent attraction, development & retention strategies in place. This includes a robust, professional recruitment and onboarding experience with feedback surveys to continuously improve our service delivery.

ATTRACTION

We prioritise talent attraction by ensuring a positive candidate experience throughout the recruitment process. Candidate feedback is continuously measured by a real time survey. We also measure new employees' onboarding through a survey which captures their first impressions on commencement and their experience over the initial six months with the Company. The recruitment feedback survey yielded a 96% favourable experience rating, with candidates providing positive feedback on communication and professionalism. Leaders are supported throughout the onboarding process with detailed schedules, task checklists, probation review framework and by measuring feedback to ensure new hires receive a positive start.

DEVELOPMENT

We offer our employees the opportunities and assistance to advance their education and skillsets. This supports their performance and increases opportunities for career advancement. Robust onboarding and ongoing training programs ensure employees and contractors are provided with the information, instruction and training to effectively carry out their responsibilities and undertake effective risk management strategies to minimise risk to themselves and others.

Leadership capability has been a focus for FY24 with the formal rollout of our Leadership Development Program, with the first Leadership Intensive Workshops delivered to 66% of leaders across the Company. Development of an extension program is underway and additional workshops are scheduled intermittently through the year to capture new leaders as they join the organisation. A breakdown of the elements included in each stage of the Ramelius Leadership Program is provided on page 33.

OUR PEOPLE

RAMELIUS LEADERSHIP PROGRAM		
STAGE 1	STAGE 2	STAGE 3
<ul style="list-style-type: none"> • Leadership Profiling • Ramelius Essentials • Communication • Problem Solving & Decision Making • Change Management 	<ul style="list-style-type: none"> • Mental Health • Conflict Management • Fitness for Work • On-site Coaching • Infield Leadership 	<ul style="list-style-type: none"> • Risk Management Courses – Required for Statutory Appointments (April 2026) • Legislation Training Course – Required to complete Appointment Examination • ICAM Lead Investigator • Internal Policies and Procedures

Case Study

Leadership Intensive Workshops

Ramelius developed a bespoke leadership program and delivered this to Supervisors, Superintendents, Managers and our Executive team during FY24.

The two-day intensive workshops form part of our overarching Leadership Program, which incorporates the people, health and safety, environmental and financial responsibilities all leaders in our organisation perform.

The workshop was designed with the following components:

1. **Focussed Leadership Topics:** Leadership styles, developing coaching skills, performance improvement, capability development and conflict resolution.
2. **Team Activities:** Group exercises focused on problem-solving and collaboration. Participants attended from all sites and this was an opportunity to network with peers from other Ramelius locations.
3. **Action Planning:** Participants developed individual action plans throughout the workshop to capture key actions to implement the learnings in their respective teams.

Quenton McKain (Group IT Manager)

“This was an opportunity for me to understand the leadership styles of other participants from across Ramelius that I may not interact with on a regular basis. The workshop was a great refresher on important leadership principles whilst also introducing some new tools and techniques that I had not been exposed to previously. It was engaging to listen to the insights and experiences of colleagues and the facilitator during the workshop and allowed me to reflect on my own leadership journey.”

Jackie Rotherham (Lead Research Geochemist)

“The leadership workshop was an intensive couple of days where we delved into leadership topics that really opened my mind! Examples were being aware of different personalities in the workplace and adjusting the way you approach and relate to people. I found the coaching skills a valuable part of the course and am trying to use those techniques.”



Dan Northcott (Processing Coordinator), Jackie Rotherham (Lead Research Geochemist)

OUR PEOPLE

During FY24, our annual Performance Review Program was provided for all employees. This included performance and development/career progression goal setting, employee self-assessments and Immediate Manager reviews. This program allowed clear goals for employees to work towards and feedback throughout the program to ensure their success. The final review process received a pleasing 98% participation for the group.

RETENTION

In a competitive employment market, we understand the importance of clearly defining our unique value proposition and consistently showcasing our remuneration and benefits package to ensure employees experience a rewarding and positive employment journey.

Employee remuneration at Ramelius is determined by factors such as the level of responsibility, required technical skills and qualifications, with benchmarks against internal standards and relevant mining industry data. Throughout the remuneration evaluation process, we work with leaders to ensure there is consistency across the Company with a diverse and inclusive focus.

Our strategic workforce planning approach is proactive. In FY24, we successfully provided internal opportunities to every employee whose position was affected by mine closure activities. Engagement with the workforce ensured successful retention of 99% of the Marda and Symes team to new positions within the Group. With the completed acquisition of Breaker Resources and Musgrave Minerals, the Ramelius Exploration team increased through integration of these teams. This provided business continuity on the exploration projects at Lake Roe and Cue, and since then, these employees have had opportunities to transition into other roles and projects within the organisation. This approach ensures our talent pipeline remains aligned with our long-term objectives and with no interruption to our workforce we all benefit from continued capability and knowledge.

For FY24, our overall turnover decreased to 17.4% for the group, down by nearly 3% from the previous year (20.3%). This is comparable to the Mining, Infrastructure & Engineering industry average of 17.6%¹ for annual voluntary turnover.

Moving forward we are determined to continue enhancing our approach to attracting, developing and retaining talent. Some of our plans for the upcoming year include:

- Develop a revised Employee Value Proposition;
- Establish an approved Vacation / Graduate Program for talent pipeline;
- Establish and implement the Edna May care and maintenance engagement plan for retention of key roles and transition to care and maintenance;
- Provide career planning and formal consultation with employees who are unable to transfer or prefer an alternative employment outcome at closure; and
- Increase representation at career engagement events including AusIMM, and those held at the University of Western Australia and Curtin University.

More information on how we manage the development and remuneration of our employees can be found on our [website](#).

¹ Simple average for 12 month rolling voluntary turnover for 2024 (pg38. AON Mining, Infrastructure and Engineering Remuneration Report [Australia] April 2024).



OUR PEOPLE

DEVELOPING THE NEXT GENERATION

Ramelius offers diverse Graduate and Vacation workplace opportunities across our operations, including open pit, underground, and exploration settings. We are dedicated to supporting entry level opportunities and offering positions to encourage STEM participation in our industry through academic study scholarships to establishing professional, rewarding careers. Five vacation students enjoyed summer placements at Mt Magnet, working with the Survey, Engineering, Geology and Environmental teams. Other examples of how we support students, and recent graduates can be found in the case studies below.

Case Study

CoRE Learning Foundation

During the year, Year 12 students from Kent Street Senior High School were invited to visit our Edna May Gold Mine as part of their participation with the CoRE Learning Foundation. Students were provided a hands-on experience of the Open Pit mine.

“Our visit to an operational mining site provided invaluable firsthand experience, surpassing the limited perspective gained from online imagery. It underscored the tangible application of the principles we study in Earth and Environmental Sciences (EES), emphasising the practical relevance of our learning.”

Bhvish Kumar

Year 12 CoRE student



Case Study

Robert ‘Bob’ Kennedy Memorial Scholarship

Since FY20, we have been awarding the Robert “Bob” Kennedy Memorial Scholarship in memory of our former Chairman, Mr Robert (Bob) Kennedy. The \$10,000 scholarship was created to help students in need of financial support to realise their full potential.

In late 2023, we announced a collaboration with Curtin University to offer the scholarship to students studying mining related degrees at Curtin University: Western Australian School of Mines’ (WASM) Kalgoorlie campus. The selection criteria was based on financial need, socio-economic background, and academic merit.

The Scholarship for 2024 was awarded to Lachlan Del Paggio who is in his final year of studying Mining Engineering. Lachlan currently works as a resident assistant for Curtin’s Agricola student accommodation and for the WASM student Guild as the Secretary and Treasurer. He is also the Vice President of the International Society of Explosive Engineers’ Kalgoorlie Student Chapter.

Ramelius Resources Managing Director and CEO, Mark Zeptner with scholarship recipient Lachlan Del Paggio



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COMMUNITY PERFORMANCE FY24

\$520K

IN DONATIONS TO SUPPORT COMMUNITY INITIATIVES AND GROUPS IN FY24



\$697M

CONTRIBUTED TO AUSTRALIAN ECONOMY IN FY24



\$540K

IN GRANTS TO SUPPORT FIRST NATIONS COMMUNITY GROUPS OVER THE LAST NINE YEARS



M. Ginbey and E. Morris GIG Facilitation June 2024

OUR COMMUNITIES



GOAL 10: REDUCED INEQUALITIES

UN Rationale: Reduce inequality within and among countries.

Our contributions:

- We consider native title holders/indigenous communities one of our core stakeholder groups across all of our operations. We strive to work from a position of respect for local indigenous culture with the aim of creating goodwill, mutual awareness, understanding and respect.



GOAL 11: SUSTAINABLE CITIES AND COMMUNITIES

UN Rationale: Make cities and human settlements inclusive, safe, resilient and sustainable.

Our contributions:

- As outlined in our [First Nations peoples Policy](#), we work with Aboriginal representatives to improve communication and to better understand the views and beliefs of local First Nations' communities. For example, we are engaged with the Kakarra Aboriginal Corporation working towards a Native Title Agreement to enable future mining at the Rebecca and Roe Gold Projects. We aim to ensure that employees and contractors approach local sites with respect and a clear understanding of importance of the land to First Nations' communities.



GOAL 17: PARTNERSHIP FOR THE GOALS

UN Rationale: Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development.

Our contributions:

- Ramelius collaborates with an extended number of public, private and civil society organisations to benefit stakeholders and drive positive impacts in communities. A selection of these can be found in the community section of this report.

At Ramelius, we maintain genuine stakeholder engagement and establish relationships that empower surrounding communities, build trust, and reduce operational risk. Our approach to managing social responsibility ensures that we deliver sustainable and long-standing social and economic benefits to native titleholders, local communities, and interest holders in the communities in which we operate. More information on how we approach community engagement management can be found on our website and in our Community Consultation Policy.

COMMUNITY INVESTMENT AND ENGAGEMENT

We are committed to involving local and First Nations peoples communities in the areas in which we operate in planning and decision-making and ensuring accountability through effective communication and consultation strategies. We consider “local and regional communities” to be those that fall within the 50km radius of our mines and projects.

We recognise that financial and in-kind contributions make a significant impact in supporting the prosperity of our surrounding communities. Community investments are carefully considered to ensure they address community needs, create positive change, as well as aligning with business priorities.

During the year, we developed a Community Stakeholder Management Plan to establish a systematic approach, for ensuring the effective inclusion of affected communities’ interests in our decision-making processes. This enables us to implement methods to monitor and respond to grievances, and keep key stakeholders informed of our activities. This plan outlines the management approach for establishing and maintaining positive, long-term relationships with local communities. More information on our approach to community engagement, grievance management, resettlement/ relocation and local employment can be found on our [website](#).

Last year we set a target to maintain contributions of up to \$3 per ounce

of gold produced towards community investment and engagement activities. We are delighted to confirm that we achieved this target, with approximately \$520,000 of total donations and funding towards community events and initiatives. We also made \$14,000 worth of in-kind donations towards additional events and programs. We are committed to maintaining this target moving forward into FY25.

In FY24, some of our major donations went to the Shire of Mount Magnet’s Community Benefit Fund, Shire of Narembeen Community Benefit Fund, CoRE Foundation Merredin Program, Netball WA, Royal Flying Doctor Service, Fortuna Foundation’s Positive Spin Project, and the Gold Industry Group (GIG).

OUR COMMUNITIES

Case Study

HBF Run For a Reason

On 19 May 2024, our "Horse Power" teams, hit the ground running at the HBF Run for a Reason, supporting a fantastic cause. The team participated in the 4km and 12km runs.



Ramelius employee, Tyler Le, and daughter after HBF run

Case Study

CoRE Foundation Wheatbelt Hub

In FY24 we continued to sponsor the Centre of Resource Excellence (CoRE) Learning Foundation. Founded on developing, nurturing and promoting home-grown talent to facilitate the employment needs of the resources sector. The learning model equips student with STEM skills, leadership and the opportunity to engage and network with industry professionals.

In October 2023, our Edna May & corporate employees had the pleasure of judging CoRE's Inaugural Wheatbelt Resource Challenge held at Merredin College. The challenge saw 150 students from across the wheatbelt use their teamwork and collaboration skills to compete between eight schools. Scan the QR code to view the CoRE Resource Challenge video.



Ramelius employees with CoRE's Suzy Urbaniak & Jett Coletti for CoRE's Inaugural Wheatbelt Resource Challenge at Merredin College on 24 October 2023



Ramelius employees, Genevieve Cini and Travis Were, judging CoRE's Resource Challenge at Merredin College

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Case Study

Southern Cross Community Show

In August 2023, we sponsored the Yilgarn Agricultural Society's annual Southern Cross Community Show. The show is enjoyed by community locals and includes arts and crafts, cooking, fruits and vegetables, metalwork, woodwork and photography competitions.

The show also holds a Men's Mental Health Tug of War that involves members of the mining industry and the local community. This is a very poignant event for the community as it aims to bring awareness of mental health to regional areas.



Men's Mental Health tug of war at Southern Cross Community Show

Case Study

MSWA Ride

In November 2023, our "Horse Power" team joined the annual MSWA Ride, a charity event to help raise vital funds for The Multiple Sclerosis Society of Western Australia (MSWA). MSWA provides vital support and services to Western Australians living with neurological conditions such as multiple sclerosis (MS), Parkinson's Disease, and Motor Neurone Disease.



Ramelius team "Horse Power" before the MSWA Ride

OUR COMMUNITIES

Case Study

Gold Industry Group (GIG) Community Initiatives

We support various initiatives through our membership with the GIG covering communities, education, recreation, diversity, health, and economic growth. These include:

- **Gold Jobs:** An online platform connecting jobseekers, employees, students and teachers in the gold industry.
- **National Gold Education Program:** Promoting education in science, technology, engineering and mathematics (STEM) across Australian primary and secondary schools.
- **Heart of Gold Australia App:** Promoting gold-related tourism initiatives and experiences to help drive economic growth across WA's gold mining region.
- **Netball WA Collaboration:** Supporting women and First Nations' communities with scholarships for student netballers and leadership camps for young players.
- **Shooting Stars Program:** Providing sporting opportunities, facilities and equipment for young female Aboriginal and Torres Strait Islanders.

In April 2024, we engaged with GIG to host a breakfast that drew in leaders of the Gold Industry to discuss the strategies to enhance community involvement. The collaborative discussions included topics such as:

- **Community Donations and In-Kind Services:** Overview of structuring donations and services with strategic objectives.
- **Community Benefit Funds:** Exploration of various fund structures and how impacts are measured.
- **ESG Rating Agency Engagement:** How rating agencies are evaluating company approaches to community engagement and decision-making processes.
- **Donations and Sponsorships:** The rationale behind company donations and sponsorships, examining alignment with corporate objectives.
- **Scalability of Community Initiatives:** Sharing experiences on the evolution of community involvement strategies as companies grow.
- **Success Stories and Challenges:** An invitation for members to discuss insights and lessons learned.

In June 2024, Ramelius employees Mikayla Ginbey & Edward Morris, facilitated a Gold Class STEM Facilitation session to students at Edgewater Primary School, Perth, promoting STEM understanding and a positive view of the gold industry.



Mikayla Ginbey & Edward Morris presenting STEM Gold Class sessions to Edgewater Primary School students

Case Study

Royal Flying Doctor Service

We continue to be sponsors of the Royal Flying Doctor Service (RFDS). The RFDS provides life-saving emergency response and health care across Western Australia's vast and remote landscape. FY24 was the fifth year in which we sponsored the RFDS, which has seen funding go towards the purchase of a new Hamilton T1 Ventilator for their aircrafts. During the year, 425 patients utilised the ventilator while being transferred. We will continue to support the RFDS in the future.



Ramelius employees Alexis Salting & Liina Sepp at the Royal Flying Doctor Service Kalgoorlie Visitor Centre

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Case Study

Narembeen Community Benefit Fund

FY24 marked the third year of the Shire of Narembeen Community Benefit Fund (CBF). The CBF provides grants to Narembeen community groups for programs and / or community infrastructure. The fund represents a future-focused engagement between the Shire of Narembeen, Ramelius, and the Go Narembeen Progress Association.

Narembeen Homes for the Aged - Reticulation Replacement

The Narembeen Homes for the Aged provides safe and affordable accommodation to seniors in Narembeen. During the year, funding was provided for the installation of new reticulation at the homes to support garden vitality and reduce maintenance issues.



Narembeen Playgroup

During FY24, the CBF supported weekly activities and provided resources for the Narembeen Playgroup, including arts, music, and play equipment. This initiative fosters social interaction among children and parents in a safe and enjoyable environment.

Wadderin Wildlife Sanctuary - Road Signs

In FY24, the CBF funded road signs for the Wadderin Wildlife Sanctuary. The Sanctuary consists of fenced bushland, where reintroduced native species can live free from threat of feral cats and foxes. A team of volunteers manage the care and upkeep of the reserve, and provide weekly tours for local community members and tourists. The road signs aim to improve navigation for tours and enhance visitor experiences.



OUR COMMUNITIES

FIRST NATIONS PEOPLES AND NATIVE TITLE

We value First Nations peoples communities and are determined to engage from a place of respect and consider the culture, traditions, and cultural landmarks of these communities. In order to build support, awareness, and understanding between parties, we work to promote a cooperative attitude.

As defined in our [First Nations peoples Policy](#), we engage with representatives of First Nations peoples to build stronger communication channels so we can better understand the views and beliefs of the First Nations communities local to our operations. We make sure that employees and contractors respect

culturally significant locations and are aware of the value the land holds for First Nations peoples.

We engage and consult with various Native Title groups whenever we undertake heritage surveys with traditional owners. These surveys are conducted in areas where we wish to conduct exploration and mining activities. We are engaged with the Kakarra Aboriginal Corporation working towards a Native Title Agreement to enable future mining at the Rebecca and Roe Gold Projects. We also engage with the Badimia Land Aboriginal Corporation (BLAC) to support our heritage surveys. More information on our approach to managing engagement with First Nations

peoples, as well as access to our Policy, can be found on our [website](#).

During the year, we have been involved in a number of educational, cultural, and sporting initiatives to further our understanding of First Nations peoples' culture and strengthen our ties with communities. At the Mt Magnet Gold Mine, our principal involvement is through the SHINE and SHIMMER programs within the Mount Magnet school. Our involvement with SHINE has led to First Nations people being employed onsite. The SHINE and SHIMMER programs at Mount Magnet District High School (MMDHS) offer additional support to girls and young women striving to excel in both school and their future endeavours.

Case Study

Mount Magnet SHINE / SHIMMER Educational Program

The SHINE and SHIMMER programs were established in 2020 to support girls and young women attending Mount Magnet District High School (MMDHS) with their educational aspirations. Ramelius' support goes towards program costs such as accommodation, flights and lunches.

The programs work alongside traditional education methods, and has been the catalyst for increased school attendance rates among female students. We hold SHINE's belief, that developing the education of young women will provide them with increased opportunities in life, whilst empowering them to unlock their full potential and take the path to generational change.

During the year, the SHIMMER program was delivered to ten female students in Years 5 & 6, while the SHINE program was delivered to 12 female students in Year 7 and above. The program's participants receive ongoing support from dedicated program facilitator, Zoe Whitby, with assistance from Mickala Pickett and Jenna Denton. SHINE provide additional support within the school system through extracurricular activities, aiming to offer future opportunities and connect them to the broader community. SHINE is recognised as an important program for the local community and is supported by Bidi Bidi, GRAMS, and the Department of Communities.



OUR COMMUNITIES

Through the Ramelius Mount Magnet Community Benefit Fund (**MMCBF**) we have supported a number of First Nations run initiatives financially including:

- Wirnda Barna Arts Centre (supplies and repairs);
- Mount Magnet Historical Society winder project, machinery display shed and Rushton engine installation;
- Mount Magnet Junior Fire Brigade;
- Centacare Bidi Bidi Family Services children’s program;
- EON Foundation communities program;
- Western Australia Centre for Rural Health Red Dust Healing program; and
- BLAC Ranger program and Reconciliation Wall project.

Our support for local business also includes purchasing paintings from local artists through the Wirnda Barna Art Centre and commissioning local artists to create a lasting mural for the Mt Magnet office administration building.


Moving into FY25, we plan to continue the above programs and have instituted monthly meetings directly with BLAC at the Wirnda Barna Art Centre and are in the process of:

- Developing cultural awareness sessions with local arts through BLAC;
- Increasing involvement with the school through a series of field trips to site for staff and students promoting careers in mining;
- Investigating school-based traineeships to encourage high school students to remain in school; and
- Investigating art collaborations with BLAC to display local artwork (murals) on sites.

We will also be exploring initiatives to improve work experience and training opportunities at Mount Magnet District High School, including offering part-time, school-based traineeships in Certificate II Cookery and/or Workplace Skills for Aboriginal students.

MUSEUM MACHINERY SHED

Through the MMCBF, we were able to fund the Mount Magnet Historical Society’s Museum Machinery shed upgrades. The Shed houses a number of historical items attracting locals and tourists. Funding contributed to cementing the floor and installing power & lighting in the new shed.





CAREY RIGHT TRACK FOUNDATION

The Carey Right Track Foundation (**CRTF**) delivered community engagement activities for school children in the Mount Magnet community during Term 1 of 2024. The engagement provided a valuable service for the children, and also empowered local community members to take ownership of their health and wellbeing, through relational education.

ST JOHN AMBULANCE SUBCENTRE, MOUNT MAGNET

The MMCBF provided funding to replace damaged roller doors at the St John Ambulance subcentre at Mount Magnet. The subcentre is a critical facility serving the healthcare needs of the Mount Magnet community, providing emergency medical response services. The new roller doors ensure the reliable and efficient operation of their facility.

OUR COMMUNITIES

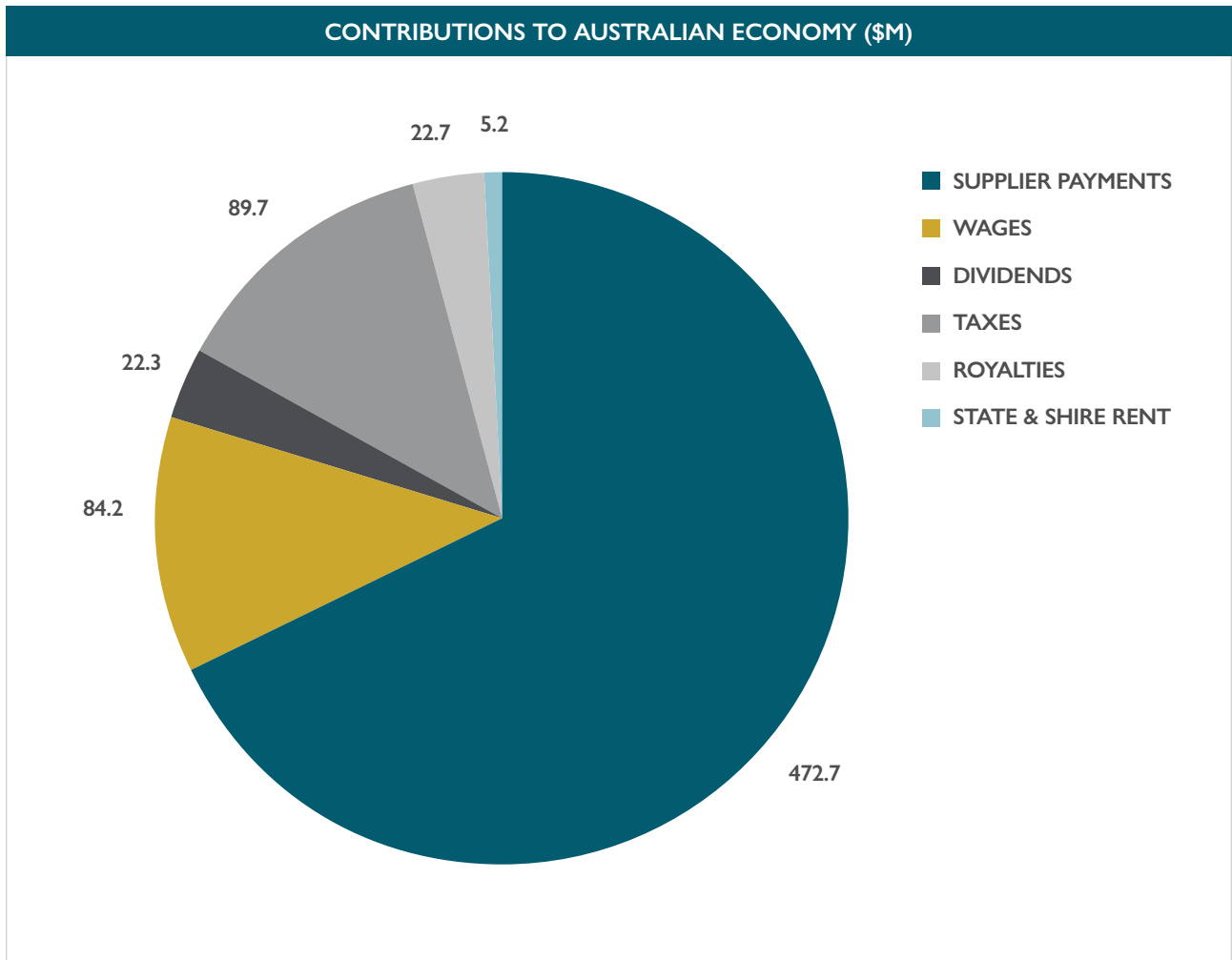
TAXES, ROYALTIES AND SUPPLIER PAYMENTS

Through the payment of taxes, government royalties, workforce wages and supplier payments, we are able to make significant financial contributions to local, regional and national economies.

The Board has approved a company-wide Tax Policy and Tax Control Framework, as well as a Financial Management Policy

which outlines how the Company plans, records, analyses and reports financial and non-financial data. Collectively, these policies apply to directors, employees and contractors. More information on our approach to financial management associated policies are available on our website.

In FY24, we contributed \$696.8 million to the Australian economy through the following mechanisms: Goods and Services, Wages, Taxes, Royalties, Dividends, Interest, State and Shire rent, Community contributions and donations.



We are proud to have achieved our FY24 target to improve year on year procurement spend within our regional areas. In FY24 we spent \$8.6 million on goods and services from regional suppliers, a \$4.6 million increase from FY23. The FY25 Target is to once again improve the proportion of procurement spend within regional areas.

OUR COMMUNITIES



*Mt Magnet
Photo: Bjorn Lai*

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CLIMATE CHANGE MANAGEMENT

CLIMATE CHANGE MANAGEMENT PERFORMANCE FY24

20% REDUCTION

IN GHG EMISSIONS INTENSITY
(PER OZ GOLD PRODUCED)

2.4% REDUCTION

IN TOTAL SCOPE 1 & 2 GHG EMISSIONS



3.5% REDUCTION

IN TOTAL ENERGY CONSUMED



DEVELOPED HYBRID POWER PLANT PROJECT FOR MT MAGNET GOLD MINE



GOAL 13: CLIMATE ACTION

UN Rationale: Take urgent action to combat climate change and its impacts.

Our contributions:

- We are committed to understanding and proactively managing the impact of climate-related risks to our business and continue to align our climate response to the TCFD recommendations. This includes integrating climate-related risks and opportunities into our overall strategic planning and decision-making, and exploring potential mitigation measures.
- We understand and acknowledge that physical and transitional risks associated with climate change have the potential to negatively impact our business. Top priority climate-related risks include reduced water availability, extreme weather events, changes to legislation and regulation, reputational risk, and technological and market changes.
- Commenced construction of a hybrid power project to replace the existing power plant at the Mt Magnet Gold Mine. The hybrid power project plans to incorporate thermal energy and renewable energy sources such as solar and wind energy.

CLIMATE CHANGE MANAGEMENT

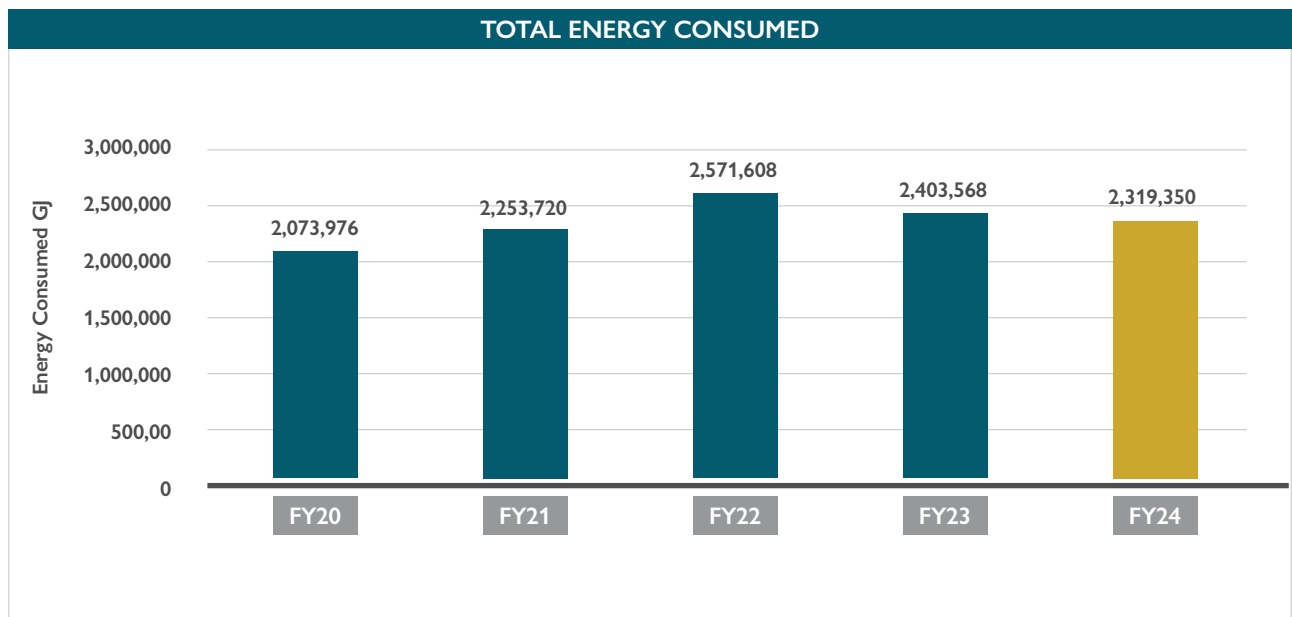
We are aware of our impact on global greenhouse gas emissions (GHG) and climate change and recognise that risks related to the climate may have an impact on our business.

In accordance with the National Greenhouse and Energy Reporting (NGER), we continue to collect and report our annual emissions, energy production and consumption performance. We have developed an emissions reduction roadmap that identifies decarbonisation measures to reduce overall emissions.

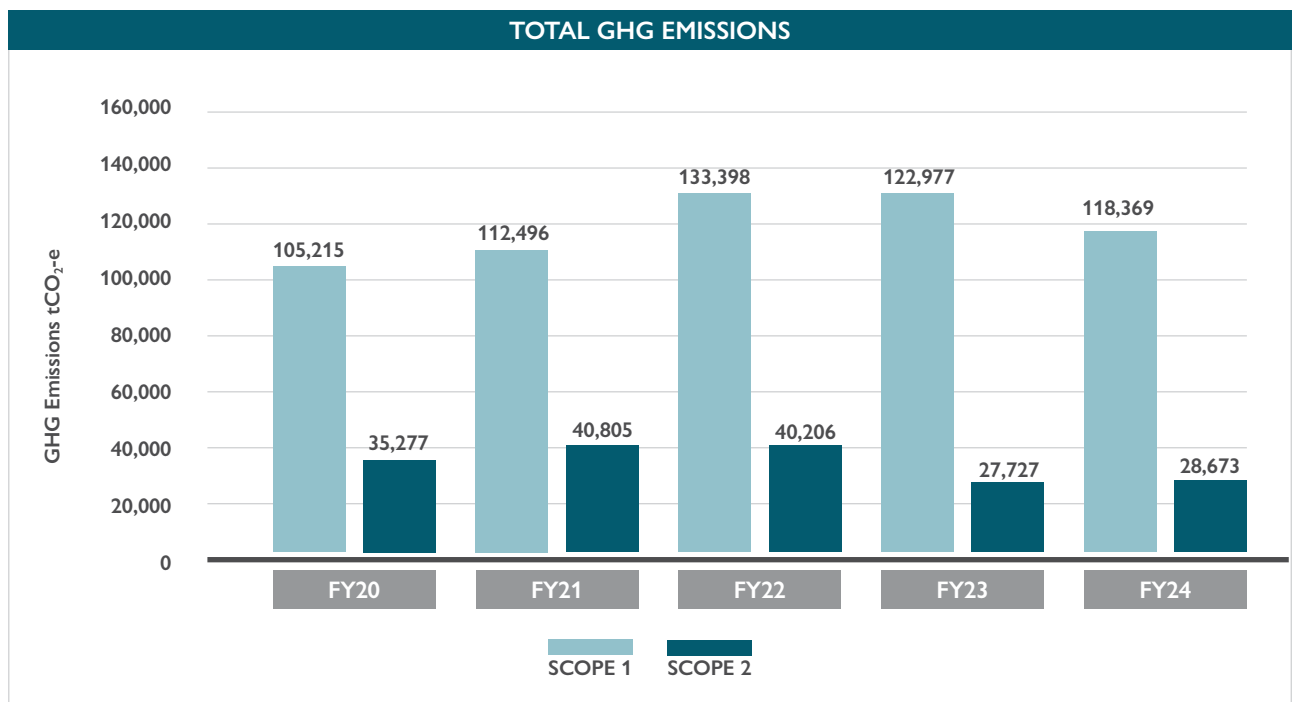
GREENHOUSE GAS EMISSIONS AND ENERGY

This year, our total of energy consumed was 2,319,350GJ which results in a 3.5% decrease from last year's total. Our total Scope 1 and 2 emissions was 147,042 tCO₂-e (a 2.4% decrease from last year). Our FY24 emissions intensity¹ for ounces of gold produced was 0.50 tCO₂-e/oz, which is lower than previous year's emissions intensity of 0.63 tCO₂-e/oz. An in-depth breakdown of our annual energy consumption and GHG emissions can be found in Appendix 1: Performance Data.

¹ Emissions intensity captures total Scope 1 & 2 GHG emissions across the Group. A breakdown of our emissions intensities per producing site is available in Appendix 1: Performance Data of this report.

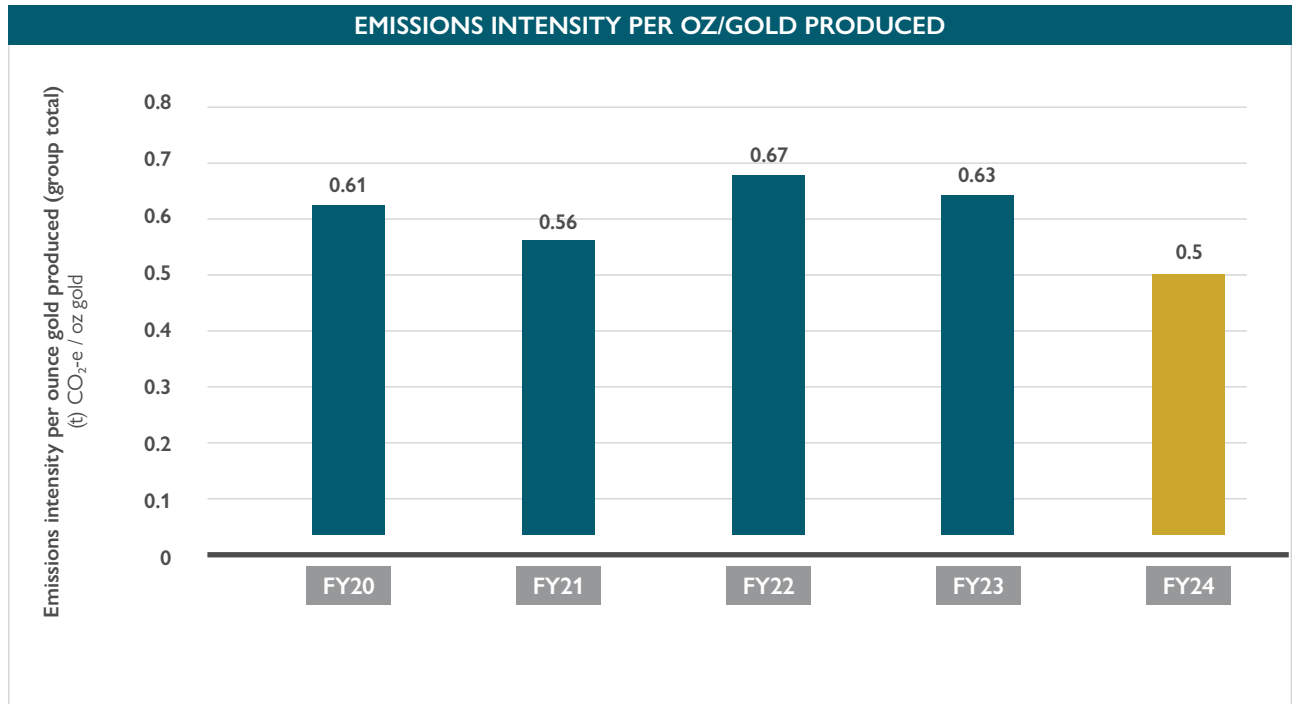


Note: Where applicable, total energy consumed is derived from a combination of grid electricity, self-generated energy, fuel combustion (transport and non-transport), and other industrial processes.



Note: Emissions intensity captures total Scope 1 & 2 GHG emissions across the Group. A breakdown of our emissions intensities per producing site is available in Appendix 1: Performance Data of this report.

CLIMATE CHANGE MANAGEMENT



During FY24, we reviewed our Scope 1 and Scope 2 GHG reporting processes. The main goal of this review was to evaluate the maturity of our GHG emissions reporting procedures and key controls across our operations, and to identify potential improvement areas.

This review involved the whole emissions reporting pipeline at Mt Magnet requiring collaboration among the Operations and Finance teams. The review highlighted that most of our Scope 1 emissions come from diesel consumption, accounting for 66% of emissions. The estimated distribution of these emissions is 80% from stationary sources (machinery and equipment) and 20% from transportation and power generation. Additionally, natural gas contributes 32% of emissions, used solely for power generation. Following the review we have implemented recommendations to enhance our reporting capabilities.

Australia's new climate-related financial disclosure framework will mandate climate-related reporting for major companies. While these requirements will primarily affect reporting entities for financial years beginning on or after

January 1, 2025, it is essential that we are ready for the initial reporting period.

SCOPE 3 EMISSIONS CALCULATIONS

Scope 3 emissions encompass a broader range of greenhouse gas emissions that occur throughout the entire product life cycle. These are increasingly recognised for understanding and assessing a company's entire value chain emissions impact and identify areas of high risk.

We commenced our first Scope 3 materiality analysis and baseline data collection in FY23. This helped us gain insight into our carbon footprint beyond our direct operations (Scope 1) and indirect emissions from energy consumption (Scope 2).

The following categories were considered applicable in our assessment:

- Purchased goods and services;
- Capital goods;
- Fuel and energy related activities;
- Upstream transportation and distribution;

- Waste generated in operations;
- Business travel;
- Employee commuting;
- Downstream transportation and distribution; and
- Processing of sold products.

The most significant contributions to our Scope 3 emissions are purchased goods and services and capital goods. More information on our baseline Scope 3 emissions assessment can be found in our FY23 Sustainability Report.

This year, in addition to construction of our new lower-emission power plant at Mount Magnet, a key focus was preparation for the upcoming AASB S1 and S2 standards, which require more rigorous and detailed climate-related disclosures. This strategic focus allows us to establish a solid foundation before expanding into a more comprehensive Scope 3 emissions inventory in FY25. By concentrating our efforts here, we are ensuring that each step we take meaningfully advances our climate impact understanding and management.

CLIMATE CHANGE MANAGEMENT

ENERGY AND EMISSIONS REDUCTION ROADMAP

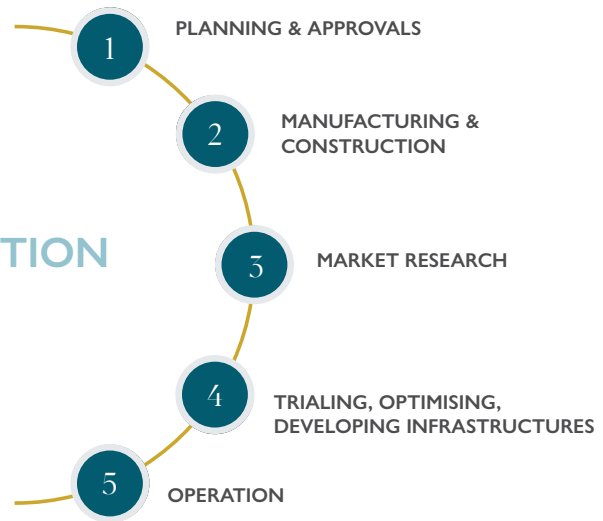
In collaboration with external third parties to Ramelius, we continue to review the feasibility, effectiveness, and availability of alternate technologies such as the use of renewable energy sources

or low emission vehicles and trucks as a way of reducing emissions in the future.

In 2022, we established an Energy and Emissions Reduction Roadmap with the help of external energy and emissions specialists. The multi-year roadmap considers potential renewable projects to address emissions reductions targets and covers five phases.

The roadmap takes a comprehensive review of estimated costs, timeframes, benefits and challenges of achieving decarbonisation in our operations. By taking a thorough approach, we will ensure that our actions are in the best interest of the Company as well as ensuring we are able to meet our emissions reductions aspirations.

ENERGY AND EMISSIONS REDUCTION ROADMAP



Decarbonisation Activities Assessed	Phase
Consumption Monitoring <ul style="list-style-type: none"> • Site-specific emissions reporting • Equipment-specific emissions reporting • Vehicle-specific emissions reporting • Installing timers on industrial fans • Implementing a carbon price 	<ul style="list-style-type: none"> • Completed • Completed • Completed • Completed • Further Assessment
Alternative Power <ul style="list-style-type: none"> • Maximising power generation from gas rather than diesel at Mt Magnet Gold Mine • Renewable power generation at Mt Magnet Gold Mine • Partnering with suppliers to move towards renewable power alternatives 	<ul style="list-style-type: none"> • Assessed and implemented after the reporting period • Implemented and further Assessment • Implemented and further Assessment
Fleet Efficiency <ul style="list-style-type: none"> • Modifying pits to allow larger load bearing for greater fuel efficiency • Upgrading existing triple road trains to quad road trains • Implementing alternatives to diesel powered trucks 	<ul style="list-style-type: none"> • Further Assessment • Completed • Ongoing assessment

Subsequent to the reporting period, and pursuant to the roadmap, we engaged PWR Hybrid Solutions Pty Ltd to commence construction of a hybrid power project to replace the existing power plant at the Mt Magnet Gold Mine. The project incorporates thermal energy and renewable energy sources by using gas powered generators and back-up diesel powered generators together with solar energy. The hybrid power project includes wind and enhanced solar energy options. The project aims to reduce use of thermal energy (currently gas and diesel) and increase renewable energy supply. Construction of gas and solar infrastructure will commence in late 2024.

CLIMATE SCENARIO ANALYSIS

We align with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) framework. As part of this alignment, we are committed to understanding and managing the impact of climate-related transition and physical risks.

Last year, we conducted a climate scenario analysis to support this commitment. Climate scenarios are hypothetical pathways of potential future climate outcomes based on different climate policy, technology, and market assumptions.

Understanding the climate-related risks or opportunities that may affect lines of

business under various scenarios, we are better positioned to explore mitigation and adaptation initiatives to address risks and capture opportunities. Using the factors, trends and assessment results as reference points we have begun identifying the financial impacts of these climate risks and opportunities. This information will assist Ramelius in meeting new reporting activities in alignment with new climate change reporting standards. More information on our climate scenario assessment can be found in our FY23 Sustainability Report. A summary of our progress towards TCFD can be found in Appendix 2 of this report.

OUR ENVIRONMENT

ENVIRONMENTAL PERFORMANCE FY24

40% INCREASE

IN TOTAL AREA OF LAND UNDER REHABILITATION ACROSS ALL PROJECTS



ZERO

MATERIAL NON-COMPLIANCE INCIDENTS RELATING TO ENVIRONMENTAL LICENCE CONDITIONS

0

OFFSET REHABILITATION PLAN DEVELOPED FOR EDNA MAY



GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

UN Rationale: Ensure sustainable consumption and production patterns.

Our contributions:

- In addition to this Sustainability Report, we acknowledge our social responsibilities and the need to meet community expectations around ESG reporting. We report in accordance with the National Pollutant Inventory (NPI), National Greenhouse and Energy Reporting (NGER), Workplace Gender Equality Agency (WGEA) and the Modern Slavery Act 2018.
- Our [Environment Policy](#) outlines principles and commitments to ensure our activities are conducted in a responsible manner. We operate in accordance with the State and Federal legislation and aim to ensure environmental outcomes are consistent with the expectations of our stakeholders.

OUR ENVIRONMENT

We operate sites across the Western Australian Goldfields, Wheatbelt and Murchison regions. Each region presents distinctive characteristics that require the identification and management of the risks and opportunities unique to each environment.

Biological; hydrological; geochemical and heritage surveys are conducted at our projects to establish a baseline data set.

This data enables us to monitor the impact that conducting business may have on the environment as well as measure progress toward achieving agreed environmental outcomes and completion criteria for each project. We have a group wide Environmental Management System (EMS) which is periodically reviewed as risks change or new risks are identified.

AIR QUALITY

We analyse and report on estimates of materials moved (usages), emissions to air (fugitive), and transfers of National Pollutant Inventory (NPI) substances in our waste streams, including atmospheric pollutants across our sites. We recognise the impact that emissions from processing and mining activities can impact the environment.



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OUR ENVIRONMENT

WATER AND WASTEWATER MANAGEMENT

The semi-arid locations of our operations are in some of the most water-deprived regions of WA. The climate in these areas is mostly hot and dry with variable annual rainfall. We are conscious of water being a valuable resource, not just to our operations but also to the communities and bioregions in which we operate.

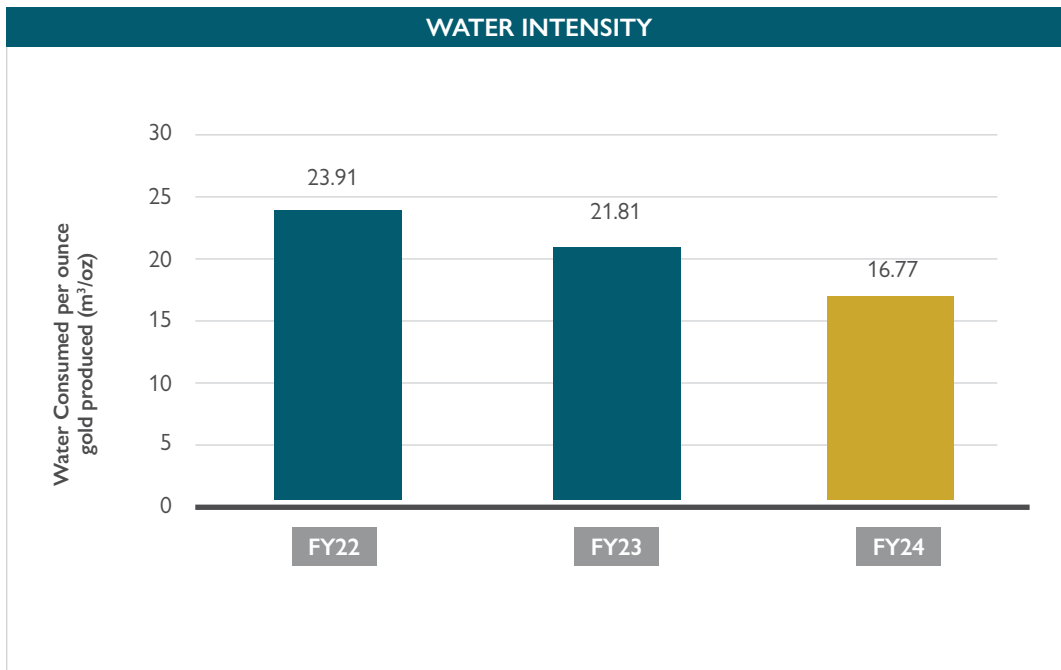
We strive for optimal water management by maximising the use of water by preferentially utilising sources with no other beneficial users. We do not

abstract freshwater for use in processing or mining activities. More information on our approach to water and wastewater management can be found on our [website](#).

In FY24, we continued to recycle water reclaimed from our tailings which reduced demand on natural resources.

During the year, we abstracted a total 4,865,158m³ of groundwater across all our sites which was less than the previous years' volume of 5,018,237m³.

An additional 905,533m³ of water reclaimed from Tailings Storage Facilities (TSFs) was recycled at our two processing plants. Notably, we achieved a decrease in water intensity as reflected in the graph below. A full breakdown of our water use is located in Appendix 1: Performance Data.



Notes: This graph captures the gold produced at our producing sites (Edna May and Mt Magnet) and the water consumed at these mining hubs and their associated satellite sites.



Photo: Stephane Roudaut

OUR ENVIRONMENT

WASTE AND TAILINGS MANAGEMENT

PUTRESCIBLE WASTES AND RECYCLABLES

Each Ramelius operation manages waste products in accordance with granted Environmental Protection licences. Our priority is to manage putrescible wastes generated by stream and recycle goods as efficiently and cost-effectively as possible.

Putrescible wastes are managed onsite where a licenced landfill is in operation. During the year a total of 5,009 tonnes of putrescible waste was disposed of across the group. Hydrocarbon-contaminated wastes are taken to a dedicated licenced management facility for disposal or recycling. Several of our sites have bioremediation pads where hydrocarbon contaminated soils can be rendered inert using biological processes. Other waste products include effluent from wastewater treatment plants.

A formal Hazardous Materials procedure is in place detailing requirements for the purchase, transport, storage, use and disposal of hazardous substances and dangerous goods at Ramelius' sites.

During the reporting year, there were no material incidents or non-conformances associated with handling, storage, transportation, or disposal of waste materials.

TAILINGS STORAGE FACILITIES (TSF)

The primary function of a TSF is the safe and economical storage of tailings in an erosion-resistant, non-polluting structure that minimises environmental impacts.

At Ramelius, we manage a number of TSFs at Mt Magnet Gold Mine and Edna May Gold Mine which are designed in accordance with the Tailings Dam Code of Practice and classified by an ANCOLD hazard rating which is categorised according to risk. We undertake regular inspections and conduct annual geotechnical auditing of our TSFs. A site-specific Operating Manual setting out acceptable operating procedures as well as monitoring reporting requirements is implemented for each TSF.

Audits of compliance obligations are conducted to measure the effectiveness of operating procedures and to identify any potential risks to the environment. Audit reports are lodged with the Annual Environmental Report demonstrating our compliance with licence conditions. More information can be found on our website.

During the reporting period, we produced 7,735,067t of tailings. There were no incidents of seepage from the tailings facilities that contain any meaningful concentration of hazardous raw materials, or significant spills or releases that had impacts on the environment, employees, and/or

surrounding communities. A breakdown of our TSFs can be found in Appendix 1: Performance Data.

In the coming year, we will continue with the construction of an approved lift to the existing TSF at our Mt Magnet Gold Mine; and conduct investigations to identify suitable locations for additional TSF cells. At our Rebecca site, we plan to submit environmental applications to commence construction of a processing facility and TSF.

BIODIVERSITY

At Ramelius, we recognise that our activities have the potential to cause harm to the natural environment and we act upon opportunities to minimise environmental impacts.

We ensure that impacts on biodiversity are managed in accordance with compliance obligations. We abide by the licences, permits and approvals granted by regulators and follow our systems to comply with environmental laws, regulations, and the commitments we have made. Each new project and operational expansion undergoes a rigorous environmental impact assessment. More information on how we manage biodiversity, is available on our website.

During the year biological studies were conducted across Mt Magnet, Cue, Edna May and Rebecca-Roe. Studies conducted across the group included: flora and vegetation surveys; terrestrial, short-range endemic and subterranean fauna surveys; as well as aquatic ecology studies of inland waters.

Each of these studies forms an important part of our baseline data set enabling us to implement effective monitoring programs and measure any impacts to the surrounding environment.

Each year, we conduct a vegetation health assessment of the surrounding Eucalypt woodland at the Edna May Gold Mine. The assessment compares species richness, plant abundance and diversity, and the percentage of vegetation cover to measure any impacts to the surrounding environment. Results recorded during the reporting period show an increase in species richness; plant abundance and density; and vegetation cover with little differences noted between the vegetation monitoring transects and analogue sites.



Photo: Stephane Roudaut

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Ryan Wisbey, Environmental Advisor at the Edna May rehabilitation site.

At our Edna May Gold Mine, we also conducted our annual survey of threatened flora *Eremophila resinosa*. The trends observed in the local populations were reflected in the regional population and correlated with climatic conditions. There was no evidence of impacts from current mining activities on any of the populations.

To compensate for the removal of native vegetation at Edna May, an Offset Rehabilitation Plan has been implemented and includes the revegetation of 75ha of ex-farmland. The Offset Rehabilitation Plan enables Ramelius to continue the high standard of annual woodland rehabilitation activities that initially commenced in 2015.

MINE CLOSURE PREPAREDNESS AND REHABILITATION MANAGEMENT

Having regard to Nature Positive principles, we understand the importance of delivering defined post-mining land uses at all our sites. Our sites have revegetation targets that are primarily set on restoring disturbed land by promoting biological diversity and ecological integrity. However, our operations work to minimise the removal of native vegetation. We approach mine closure in accordance with approved closure criteria and outcomes. Progressive rehabilitation

activities are undertaken at our sites. Closure activities are conducted in accordance with approved Mine Closure Plans (**MCP**). MCPs formalise the process of planning, managing and decommissioning mining projects to an agreed post-mining landscape. In Western Australia, it is a legal requirement that a MCP be submitted to the Department of Energy, Mines, Industry Regulation and Safety (**DEMIRS**). This year, three MCPs were revised and in accordance with tenement conditions. MCPs submitted were revised and updated to reflect progress of closure commitments for Marda, Tampia and Symes operations. Closure cost models are developed for each site and audited by our financial auditor. More information on how we manage mine closure and rehabilitation can be found on our website.

While no operations were closed during the reporting period Ramelius undertook a number of closure tasks. Monitoring of progressive rehabilitation at Tampia showed increased vegetation cover of the waste rock landform (**WRL**) whilst the footprint of some roads and the magazine site were returned to land suitable for cropping activities. Rehabilitation was also undertaken at Symes and Marda during this year. At Symes, multiple open pit mines were backfilled to surface and this land has now been returned to farmland suitable for cropping. At Marda, we successfully rehabilitated five WRLs and monitoring of rehabilitated land will be ongoing.

During the year, progressive rehabilitation activities were conducted at Mt Magnet Gold Mine. A seeding trial commenced to confirm the viability of stored seed planned for use in the coming year. Land Function Analysis was measured across transects to compare the health of established rehabilitated sites with surrounding native vegetation. We also conducted an exercise to control goat populations with an aim to mitigate plant damage caused by the goats. A program to eliminate populations of introduced species and promote the establishment and growth of native vegetation species commenced during the year targeting an area of 93ha.

These rehabilitation activities are managed in accordance with the Rehabilitation Plan which prioritises the selection of areas available for rehabilitation.

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Infill planting commenced at Symes to establish corridors between remnant vegetation surrounding the project.

Vegetation monitoring of our TSF's is also conducted annually to measure against mine closure objectives. At our Edna May operations, a section of the TSF embankments was rehabilitated during the year which included reshaping of embankments and planting of over 5,000 seedlings of native species.

Our current total tenement land holding across the group is 430,707ha. Land disturbed by mining activities totals

2,458ha. With the commencement of the Cue site during the year, land disturbance increased by 12%, whilst land under rehabilitation increased by 40% compared with the previous year. The current totals of land disturbance and land under rehabilitation across the group is presented in table below.

More information on our land management performance can be found in Appendix 1: Performance Data.

Project	Disturbance total (ha)	Land under rehabilitation (ha)
Rebecca-Roe	194	0
Penny	122	28
Marda	42	202
Cue	74	0
Edna May	542	64
Mt Magnet	1,442	687
Tampia	40	99
TOTAL	2,458	1,080



Tampia WRL – revegetation of waste rock landform to correspond with surrounding farming landscape.

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ECONOMIC PERFORMANCE AND CONTRIBUTIONS

Economic Contribution				
	FY24	FY23	FY22	FY21
Contributed into Australian Economy (A\$) million	696.8	631.3	622.1	529.9
Direct spend with community organisations (A\$) million	19.8	12.9	11.3	10.2
Reconciliation To Income Tax Payable (A\$) Million				
Profit before income tax expense	277.0	90.3	22.5	174.7
Permanent differences	8.4	5.5	15.1	1.1
Temporary differences:				
– Accounting and tax depreciation differences	10.9	(12.5)	3.8	4.5
– Mine development	27.8	(79.7)	39.9	13.9
– Exploration and evaluation expenditure	(40.3)	(30.9)	(18.4)	.8
– Provisions	4.0	0.1	(1.1)	0.8
– Other	(1.8)	2.2	(1.5)	.11
Taxable income before utilisation of carried forward tax losses	286.0	(25.0)	60.3	139.1
Australian income tax payable	85.8	(7.5)	18.1	41.7
Corporate income tax paid during the year ended	(6.1)	-	(20.7)	3.9
Utilisation of carried forward losses	(11.7)	-	(2.6)	7.5
Net income tax payable/(receivable)	68.0	(7.5)	(5.2)	30.3

Economic Contributions	Unit	Supplier Payments		Wages		Dividends		Interest		Taxes		Royalties		State and Shire Rent		Total Contribution		
		FY24	FY23	FY24	FY23	FY24	FY23	FY24	FY23	FY24	FY23	FY24	FY23	FY24	FY23	FY24	FY23	FY22
Local suppliers, shire rates & local employees	A\$ million	8.6	4.0	6.0	4.2	-	-	-	-	-	-	-	-	5.2	4.7	19.8	12.9	11.3
National economy (excluding local suppliers & employees)	A\$ million	464.1	493.1	78.2	61.6	22.3	8.7	-	-	89.7	36.7	22.7	18.3	-	-	677.0	618.4	610.8
Total	A\$ million	472.7	497.0	84.2	65.8	22.3	8.7	-	-	89.7	36.7	22.7	18.3	5.2	4.7	696.8	631.3	622.1

Gold Production	Unit	FY24	FY23	FY22	FY21
Production of metal ores	Metric tons (t) saleable	9.11	7.50	7.33	7.71

Production Data	Units	FY24	FY23	FY22	FY21	FY20
Edna May						
Gold Produced	oz	132,268	113,053	132,114	110,950	63,297
Mt Magnet						
Gold Produced	oz	160,765	127,943	126,511	161,159	167,129
Total						
Gold Produced	oz	293,033	240,996	258,625	272,109	230,426

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Political Contributions & Public Policy	Unit	FY24	FY23
Lobbying, interest representation or similar	\$	302,930	224,860
Local, regional or national political campaigns / organisations / candidates	\$	-	-
Trade associations or tax-exempt groups	\$	-	-
Total contributions	\$	302,930	224,860

Note: Ramelius does not hold any government investment within its shareholding structure

REGULATORY COMPLIANCE AND ETHICS

Environmental Compliance (FY24)	Unit	Edna May	Mt Magnet	Marda	Penny	Tampia	Symes	Rebecca-Roe	Total
Material environmental incidents	Number	-	-	-	-	-	-	-	-
Monetary value of significant fines	\$	-	-	-	-	-	-	-	-
Non-monetary sanctions	Number	-	-	-	-	-	-	-	-
Non-material environmental incidents reported externally	Number	3	-	-	1	-	-	-	4
Non-material environmental incidents reported internally	Number	9	16	9	4	-	3	2	43

Note: Material environmental incidents are instances of non-compliance with laws and regulations resulting in fines or non-monetary sanctions. No such incidents occurred. None of the non-material environmental incidents reported externally are considered material in nature but have been reported (regardless of size/severity) as it is a requirement of DEMIRS and DWER.

Business Compliance	Unit	FY24	FY23	FY22
Total number of confirmed incidents of corruption, anti-competitive behaviour or other unethical business practices	Number	-	-	-
Monetary value of significant fines	\$	-	-	-
Non-monetary sanctions	Number	-	-	-

IT Security/Cybersecurity	Unit	FY24	FY23
Total number of information security breaches	Number	-	-
Total number of clients, customers and employees affected by the breaches	Number	-	-
Total number of clients, customers and employees affected by the breaches	Number	-	-
Number of employees who completed cybersecurity training	Number	312	-

Ethics and Human Rights	Unit	FY24	FY23	FY22
Total number of incidents of discrimination	Number	-	-	-
Total number of confirmed incidents of human rights violations, including rights of First Nations peoples	Number	-	-	-

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HEALTH, SAFETY AND WELLBEING

Health & Safety Performance	Unit	Edna May			Mt Magnet			Marda			Penny			Tampia/Symes			Exploration		
		FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22
Near miss frequency rate (NMFR)	Rate	49.3	28.6	19.8	15.1	20	26.2	78.6	53.8	86.3	9.3	13.3	50.5	-	40.3	5.6	55	59	16.4
Number of Fatalities	Number	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lost time injury (LTI)	Number	-	1	1	-	5	2	-	-	3	-	-	-	-	-	-	-	-	1
Medical treatment injury (MTI)	Number	1	3	2	2	5	5	1	4	2	4	4	1	-	1	1	2	3	3
Restricted work	Number	5	4	7	8	13	8	-	1	1	5	3	-	-	-	-	3	1	1
Fatality rate	Rate	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lost time injury frequency rates (LTIFR)	Rate	-	1.79	1.66	-	5.02	2.10	-	-	17.26	-	-	-	-	-	-	-	-	8.21
Total recordable injury frequency rate (TRIFR)	Rate	8.82	8.96	13.26	8.65	13.06	10.51	-	5.39	23.02	23.29	13.27	-	-	-	2.80	18.38	7.39	32.84
Total number of hours worked	Number	566,834	558,124	603,187	924,660	995,660	951,441	127,102	185,535	173,788	214,712	226,151	177,956	176,215	272,795	356,785	163,209	135,390	121,804

Health & Safety Performance	Unit	Ramelius Total				
		FY24	FY23	FY22	FY21	FY20
Near miss frequency rate (NMFR)	Rate	29.4	27.5	25.6	23.6	28.9
Number of Fatalities	Number	-	-	-	-	-
Lost time injury (LTI)	Number	-	6	8	10	14
Medical treatment injury (MTI)	Number	11	20	15	18	21
Restricted work	Number	21	22	23	23	22
Fatality rate	Rate	-	-	-	-	-
Lost time injury frequency rate (LTIFR)	Rate	0.00	2.36	3.06	4.08	7.24
Total recordable injury frequency rate (TRIFR)	Rate	9.24	11.00	11.86	14.98	18.61
Total number of hours worked	Number	2,272,371	2,544,705	2,612,838	2,203,268	1,914,135

Notes: All health and safety data includes both employees and contractors unless otherwise stated. Totals before FY24 included data from Vivien Gold Mine which is no longer held by Ramelius.

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Health & Safety Training	Unit	Edna May		Mt Magnet		Marda		Penny		Tampia/Symes		Exploration		Total Avg	
		FY24	FY23	FY24	FY23	FY24	FY23	FY24	FY23	FY24	FY23	FY24	FY23	FY24	FY23
Average hours of health, safety, and emergency response training for (a) full-time employees	Average hours per employee	90	60	100	110	45	40	80	50	80	20	-	-	80	53
Average hours of health, safety, and emergency response training for (b) contractors	Average hours per employee	37	34	37	39	22	15	47	22	31	12	-	-	35	25

Work-Related Ill Health	Unit	Edna May	Mt Magnet	Marda	Penny	Tampia/Symes	Exploration	Total
Fatalities as result of work-related ill health	Number	-	-	-	-	-	-	-
Cases of recordable work-related ill health	Number	-	-	-	-	-	-	-

Emergency Rescue Teams (ERT)	Unit	Edna May	Mt Magnet	Marda	Penny	Tampia/Symes	Total FY24	Total FY23	Total FY22
Number of ERT members	Number	16	20	-	15	10	61	84	77

Note: Totals before FY24 included data from Vivien Gold Mine which is no longer held by Ramelius. ERT's are no longer deployed there since operations ceased.

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Employment Trends	Units	Edna May	Mt Magnet	Penny	Tampia (Symes)	Exploration	Corporate
Total number of employees and contractors	Number	178	363	104	21	69	52
Total number of employees	Number	82	112	17	1	49	51
Total number of contractors	Number	96	244	83	20	20	1
Percentage of contractors	Percentage (%)	54%	69%	84%	95%	29%	2%

Employment Trends	Units	Ramelius Total		
		FY24	FY23	FY22
Total number of employees	Number	312	320	315
Percentage of female employees	Percentage (%)	19%	18%	18%
Total number of contractors	Number	464	716	706
Total number of employees and contractors	Number	776	1,036	1,021
Percentage of contractors	Percentage (%)	61%	69%	69%
Total number of nationals	Number	760	1,025	1,008
Total number of expats	Number	16	11	13

Note: Board members are not included in employee totals for FY24 reporting. For FY23 and FY22 reporting Board members were included in employee totals.

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Ramelius Workforce	Board		Executive/ GM		Senior Managers/ Managers		Senior/ Supts		Pro- fessional		Trade		Operator / Technicians		Adminis- tration		Graduate/ Apprentice		Other	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Number	3	2	9	1	22	2	49	8	48	17	51	1	69	10	-	16	3	-	3	-
Percentage (%)	60%	40%	90%	10%	81%	19%	86%	14%	74%	26%	98%	2%	87%	13%	-	100%	100%	-	100%	-

Ramelius Workforce	Total FY24		Total FY23		Total FY22	
	M	F	M	F	M	F
Number	257	60	265	60	260	60
Percentage (%)	81%	19%	82%	18%	81%	19%

Notes: Ramelius workforce includes members of the Board.

Employee Age Groups	<36			36-55			>55		
	FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22
Number of employees	86	104	104	170	159	157	56	57	59

Employees Per Location	Corporate		Mt Magnet		Edna May		Tampia		Penny		Exploration	
	M	F	M	F	M	F	M	F	M	F	M	F
Number	31	20	98	14	74	8	1	-	13	4	37	12
Percentage (%)	61%	39%	88%	13%	90%	10%	100%	-	76%	24%	76%	24%

Employee Hires	Units	FY24	FY23	FY22
Total Employee Hires	Number	98	94	109
Open positions filled by internal candidates (internal hires)	Number	32	35	NR
	(%)	33%	27%	NR

Employee Hires by Organisational Level	Executive/ GM	Senior Managers/ Managers	Senior/ Supts	Pro- fessional	Trade	Operate/ Technicians	Adminis- tration	Graduate/ Apprentice
Number	1	8	20	37	4	19	9	-

Employee Hires by Age Group	<36		36-55		>55	
	FY24	FY23	FY24	FY23	FY24	FY23
Number	37	44	42	38	19	12

Employee Hires by Gender	FY24		FY23		FY22	
	Male	Female	Male	Female	Male	Female
Number	72	26	71	23	87	22

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Employee Turnover (12 month rolling average)	Units	Ramelius Total		
		FY24	FY23	FY22
Voluntary employee turnover rate	(%)	17%	20%	21%
Total employee turnover rate	(%)	27%	31%	35%

Note: No major layoffs during the reporting period.

Employee Relations	Units	FY24	FY23	FY22
Percentage of active workforce covered under collective bargaining agreements	Percentage (%)	14%	12%	13%
Number and duration of strikes and lockouts	Number	-	-	-
	Days	-	-	-
Total number and percentage of indigenous employees	Number	3	3	3
	Percentage (%)	1%	1.2%	1.2%
Total number and percentage of local employees	Number	20	27	30
	Percentage (%)	6.4%	11.6%	12.1%

Note: Strikes/lockouts refer to work stoppages involving 1,000 or more workers lasting one full shift or longer. Employees belonging to both indigenous and local demographic groups are included in each category.

Parental Leave	Unit	Total FY24		Total FY23	
		Male	Female	Male	Female
Employees entitled to parental leave	Number	231	51	200	51
Employees that took parental leave	Number	7	1	9	2
Employees that returned to work after parental leave ended	Number	6	1	9	2
Rate of employees who returned to work once parental leave period ended	Rate	100%	100%	100%	100%
Employees that returned to work after parental leave ended that were still employed 12 months after their return to work	Number	6	1	9	2
Retention rate of employees who remained at work 12 months after their return to work	Rate	100%	100%	100%	100%

Training & Development Employees	FY24	FY23
Average hours of training per employee	55	43

Employee Engagement	Unit	FY24	FY23
Total employees invited to engagement survey	Number	N/A	322
Percentage of employees who responded to engagement survey	Percentage (%)	N/A	59%
Percentage of employees who received a performance appraisal	Percentage (%)	N/A	57%

Notes: Employee engagement surveys were not conducted in FY24 but are scheduled for FY25.

Employee Tenure	Unit	FY24	FY23
Average years employed by the Company for female employees	Avg years	3	2
Average years employed by the Company for male employees	Avg years	4	3

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EMISSIONS AND ENERGY PERFORMANCE

GHG Emissions	Unit	Edna May			Mt Magnet			Marda			Cue			Penny		
		FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22
Total Scope 1 Emissions	Metric tonnes (tCO ₂ -e)	33,294	31,502	29,600	65,519	62,379	68,227	5,386	6,754	7,076	460	-	-	7,928	7,360	5,163
Total Scope 2 emissions	Metric tonnes (tCO ₂ -e)	28,279	27,480	40,181	97	-	-	-	-	-	-	-	-	-	-	-
Total Scope 1 & 2	Metric tonnes (tCO ₂ -e)	61,572	58,982	69,780	65,616	62,379	68,227	5,386	6,754	7,076	460	-	-	7,928	7,360	5,163

GHG Emissions	Unit	Tampia			Symes			Perth Office			Exploration		
		FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22
Total Scope 1 Emissions	Metric tonnes (tCO ₂ -e)	624	11,170	14,363	4,291	-	-	-	-	-	867	426	628
Total Scope 2 emissions	Metric tonnes (tCO ₂ -e)	218	247	-	-	-	-	80	72	47	-	-	25
Total Scope 1 & 2	Metric tonnes (tCO ₂ -e)	842	11,417	14,363	4,291	-	-	80	72	47	867	426	653

GHG Emissions	Unit	Ramelius Total				
		FY24	FY23	FY22	FY21	FY20
Total Scope 1 Emissions	Metric tonnes (tCO ₂ -e)	118,369	122,977	133,398	112,496	105,215
Total Scope 2 emissions	Metric tonnes (tCO ₂ -e)	28,673	27,727	40,206	40,805	35,277
Total Scope 1 & 2	Metric tonnes (tCO ₂ -e)	147,042	150,704	173,603	153,302	140,492
Emissions intensity per ounce gold produced (group total)	tCO ₂ -e/oz	0.50	0.63	0.67	0.56	0.61

Note: Totals before FY24 included data from Vivien Gold Mine which is no longer held by Ramelius. Greenhouse gas emissions included in Scope 1 & 2 calculations include: CO₂, CH₄, N₂O, SF₆. Calculation methodologies used as per NGER and NPI requirements, and have been verified by third-party Greenbase.

Emissions Intensity (per producing sites)	Unit	Edna May			Mt Magnet			Total		
		FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22
Emissions intensity per ounce gold produced	tCO ₂ -e/oz	0.55	0.68	0.69	0.46	0.57	0.65	0.50	0.62	0.67
Total gold produced	oz	132,268	113,053	132,114	160,765	127,943	126,511	293,033	240,996	258,625
Total Scope 1 & 2 emissions	Metric tonnes (tCO ₂ -e)	72,091	77,153	92,219	74,004	73,125	81,731	146,096	150,278	173,950

Notes: Emissions reflect mine hub and associated satellite sites:

Edna May includes Marda, Tampia and Symes.

Mt Magnet includes Cue, Penny and Vivien.

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Air Pollution	Unit	Edna May			Mt Magnet			Marda			Penny			Tampia			Symes		
		FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22
Carbon Monoxide (CO)	Tonnes (t)	75.2	74.7	89.7	357.9	277.4	323.9	21.5	39.3	36.4	41.5	34.8	26.7	1.5	75.5	109.5	19.6	-	-
Oxides of Nitrogen (NOx) (excluding N ₂ O)	Tonnes (t)	164.8	171.0	180.1	548.8	428.1	534.6	50.9	69.5	67.9	146.7	116.5	108.5	4.6	131.0	128.3	36.8	-	-
Sulphur Dioxide (SOx)	Tonnes (t)	0.1	0.1	0.1	0.3	0.3	0.3	-	-	-	-	-	-	-	0.1	0.1	-	-	-
Particulate matter (PM10)	Tonnes (t)	1,188.3	1,057.5	976.0	2,175.5	1,565.2	1,456.2	360.7	457.1	371.3	205.5	590.7	775.7	106.9	296.9	493.7	122.9	-	-
Mercury (Hg)	Tonnes (t)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lead (Pb)	Tonnes (t)	0.2	0.1	0.1	0.1	-	-	-	-	-	0.3	-	-	-	-	-	-	-	-
Volatile organic compounds (VOCs)	Tonnes (t)	10.3	10.6	11.4	49.5	48.9	46.8	3.3	4.4	4.5	10.8	8.8	8.0	0.5	8.7	7.1	2.2	-	-

Note: Data has been gathered and reported via the National Pollutant Inventory (NPI). None of the above pollutants were emitted at any exploration sites including Rebecca-Roe.

Air Emissions of the Following Pollutants	Unit	Ramelius Total			
		FY24	FY23	FY22	FY21
Carbon Monoxide (CO)	Tonnes (t)	517.3	519.7	628.2	558.0
Oxides of Nitrogen (NOx) (excluding N ₂ O)	Tonnes (t)	952.5	952.6	1107.2	1019.3
Sulphur Dioxide (SOx)	Tonnes (t)	0.5	0.6	0.6	0.6
Particulate matter (PM10)	Tonnes (t)	4,159.7	4,040.4	4,168.9	3,033.1
Mercury (Hg)	Tonnes (t)	-	-	-	-
Lead (Pb)	Tonnes (t)	0.6	0.1	0.2	0.2
Volatile organic compounds (VOCs)	Tonnes (t)	76.5	83.5	82.3	81.8

Note: Totals before FY24 included data from Vivien Gold Mine which is no longer held by Ramelius.

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Energy Use (Per Site)	Unit	Edna May			Mt Magnet			Marda		
		FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22
Total energy consumed	Gigajoules (GJ)	711,883	690,158	685,120	1,322,389	1,281,229	1,346,994	78,137	97,500	102,086
Energy Produced	Gigajoules (GJ)	45,828	46,143	45,255	227,348	217,123	215,938	-	-	-
Net energy consumed	Gigajoules (GJ)	666,055	644,015	639,865	1,095,041	1,064,106	1,131,055	78,137	97,500	102,086
Energy purchased from grid power	Gigajoules (GJ)	192,081	193,979	212,387	-	-	-	-	-	-
Percentage of total energy consumption derived from grid power	Percentage (%)	27%	28%*	31%	-	-	-	-	-	-
Percentage of total energy consumption derived from renewable energy sources	Percentage (%)	-	-	-	-	-	-	-	-	-
Energy Use (Per Site)	Unit	Penny			Tampia			Symes		
		FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22
Total energy consumed	Gigajoules (GJ)	114,462	106,191	74,147	10,370	161,372	204,577	62,473	-	-
Energy Produced	Gigajoules (GJ)	-	-	619	-	-	-	-	-	-
Net energy consumed	Gigajoules (GJ)	114,462	106,191	73,528	10,370	161,372	204,577	62,473	-	-
Energy purchased from grid power	Gigajoules (GJ)	-	-	-	1,477	1,744	-	-	-	-
Percentage of total energy consumption derived from grid power	Percentage (%)	-	-	-	14%	1%*	-	-	-	-
Percentage of total energy consumption derived from renewable energy sources	Percentage (%)	-	-	-	-	-	-	-	-	-
Energy Use (Per Site)	Unit	Exploration								
		FY24	FY23	FY22						
Total energy consumed	Gigajoules (GJ)	12,356	6,060	9,082						
Energy Produced	Gigajoules (GJ)	-	-	-						
Net energy consumed	Gigajoules (GJ)	12,356	6,060	9,082						
Energy purchased from grid power	Gigajoules (GJ)	-	-	-						
Percentage of total energy consumption derived from grid power	Percentage (%)	-	-	-						
Percentage of total energy consumption derived from renewable energy sources	Percentage (%)	-	-	-						

Notes: Where applicable, total energy consumed is derived from a combination of grid electricity, self-generated energy, fuel combustion (transport and non-transport), and other industrial processes.

Corrections: The FY23 Sustainability Report incorrectly presented the percentage of grid power at Edna May as 34% and - at Tampia. These have now been corrected.

APPENDIX 1: PERFORMANCE DATA

Energy Intensity (per producing sites)	Unit	Edna May			Mt Magnet			Total		
		FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22
Total energy consumed	Gigajoules (GJ)	862,863	949,030	991,783	1,436,851	1,448,478	1,570,743	2,299,714	2,397,508	2,562,526
Total gold produced	Ounces (oz)	132,268	113,053	132,114	160,765	127,943	126,511	293,033	240,996	258,625
Energy intensity per ounce gold produced	GJ/oz	6.52	8.39	7.51	8.94	11.32	12.42	7.85	9.95	9.91

Note: Energy consumed reflects mine hub and associated satellite sites:

Edna May includes Marda, Tampia and Symes.

Mt Magnet includes Cue, Penny and Vivien.

Energy Use (Total)	Unit	Ramelius Total				
		FY24	FY23	FY22	FY21	FY20
Total energy consumed	Gigajoules (GJ)	2,319,350	2,403,568	2,571,608	2,253,720	2,073,976
Energy Produced	Gigajoules (GJ)	273,176	276,098	292,609	258,138	226,023
Net energy consumed	Gigajoules (GJ)	2,046,174	2,127,470	2,278,998	1,995,582	1,847,953
Energy purchased from grid power	Gigajoules (GJ)	194,102	195,723	212,387	211,850	120,291
Percentage of total energy consumption derived from grid power	Percentage (%)	8%	9.8%	8.2%	9.4%	5.8%
Percentage of total energy consumption derived from renewable energy sources	Percentage (%)	-	-	-	-	-
Energy intensity of gold produced (group total)	GJ/oz	7.91	9.97	9.94	8.28	9

Note: Where applicable, total energy consumed is derived from a combination of grid electricity, self-generated energy, fuel combustion (transport and non-transport), and other industrial processes. Total energy consumed does not include energy consumed from the corporate office as it is deemed immaterial at this time. Totals before FY24 included data from Vivien Gold Mine which is no longer held by Ramelius.

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Energy Consumption Sources	Unit	Edna May		Mt Magnet		Marda		Penny	
		FY24	FY23	FY24	FY23	FY24	FY23	FY24	FY23
LPG	Tonnes (t)	148.0	169.0	185.0	170.0	0.3	-	0.1	0.1
Diesel	Tonnes (t)	9,884.0	9,226.0	11,165.0	8,676.0	1,736.0	2,222.0	2,335.0	2,176.2
Explosives	Tonnes (t)	231.0	282.0	3,544.0	2,143.0	224.0	822.0	413.0	381.5
Natural Gas	Tonnes (t)	-	-	11,275.0	12,293.0	-	-	-	-
Petrol (ULP)	Tonnes (t)	-	-	-	-	-	-	-	-

Energy Consumption Sources	Unit	Tampia		Symes		Total	
		FY24	FY23	FY24	FY23	FY24	FY23
LPG	Tonnes (t)	-	-	-	-	333.4	339.1
Diesel	Tonnes (t)	193.0	3,303.0	1,227.0	-	2,6540.0	26,696.7
Explosives	Tonnes (t)	-	1,937.0	314	-	4,726.0	5,686.7
Natural Gas	Tonnes (t)	-	-	-	-	1,1275.0	12,293.0
Petrol (ULP)	Tonnes (t)	-	4.93	0.0	-	-	4.93

Note: Above data does not capture exploration activities. Totals before FY24 included data from Vivien Gold Mine which is no longer held by Ramelius.

BIODIVERSITY AND LAND MANAGEMENT

Land Management (per site)	Unit	Edna May		Mt Magnet		Tampia		Marda		Penny		Rebecca-Roe	
		FY24	FY23	FY24	FY23	FY24	FY23	FY24	FY23	FY24	FY23	FY24	FY23
Land disturbed to date	Hectare (ha)	542.0	536.8	1,442.0	1,227.1	40.0	39.5	42.0	253.6	122.0	114.7	194.0	7.7
Land rehabilitated to date	Hectare (ha)	64.0	49.0	687.0	591.5	99.8	99.8	202.0	2.6	28.0	21.9	-	-

Notes: Land rehabilitation/disturbance for Symes is included in the Edna May data. The FY24 land rehabilitated data for Edna May is in addition to 90ha of rehabilitation at its associated offset area.

Correction: The FY23 Sustainability Report incorrectly presented the FY23 Land rehabilitated for Edna May as 8.4ha. This has now been corrected.

Land Management (Total)	Unit	Ramelius Total				
		FY24	FY23	FY22	FY21	FY20
Land disturbed (to date)	Hectare (ha)	2,458	2,188	2,145	1,960	1,788
Land rehabilitated (to date)	Hectare (ha)	1,080	747	680	687	583
Total land tenement	Hectare (ha)	430,707	341,321			

Notes: Total land tenement refers to all mining tenure types including mining lease area. Totals before FY24 included data from Vivien Gold Mine which is no longer held by Ramelius.

APPENDIX 1: PERFORMANCE DATA

Mine Closure (FY24)	Unit	Edna May	Mt Magnet	Marda	Penny	Tampia	Symes	Rebecca-Roe
Is there a mine closure plan in place?	Yes/No	Y	Y	Y	Y	Y	Y	N/A
Status of closure activities implementation	Status	Progressive	Progressive	Active	Progressive	Monitor	Active	Progressive
Revisions submitted during FY24	Revision	-	-	4th Revision	-	3rd Revision	1st Revision	N/A

Note: All operational projects have mine closure plans in place as they form part of the environmental approvals process. Rebecca-Roe does not have a MCP as it is under exploration. MCP's are typically revised every three years. Rebecca-Roe is an exploration site and so no MCP is currently in place.

Progressive = rehabilitation undertaken during mining/exploration activities.

Active = closure activities undertaken at the completion of a project.

Monitoring = monitoring of rehabilitation and/or maintenance of closure tasks.

WASTE MANAGEMENT

Waste Generation	Unit	Edna May			Mt Magnet			Marda			Penny		
		FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22
Total weight of non-mineral waste generated (scrap metal, reject coal, used oil, tires, batteries, and other solid wastes etc)	Kilotons (kt)	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Total non-mineral waste disposed	Kilotons (kt)	2.85	3.04	NR	1.76	2.57	NR	0.07	0.17	NR	0.34	0.1	NR
Total weight of waste rock waste (overburden, interburden, rejects, etc)	Kilotons (kt)	27	82	15,757	4,638	5,880	5,983	1,527	4,868	3,953	133	234	1,571
Total waste-rock repurposed/reused	Kilotons (kt)	-	-	-	-	-	-	-	-	-	-	-	-
Total weight of hazardous waste generated	Kilotons (kt)	-	-	-	-	-	-	-	-	-	-	-	-
Total weight of hazardous waste recycled/reused	Kilotons (kt)	-	-	-	-	-	-	-	-	-	-	-	-
Number of significant incidents associated with hazardous materials and waste management	Number	-	-	-	-	-	-	-	-	-	-	-	-

Waste Generation	Unit	Tampia			Symes			Rebecca			Ramelius Total		
		FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22
Total weight of non-mineral waste generated (scrap metal, reject coal, used oil, tires, batteries, and other solid wastes etc)	Kilotons (kt)	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Total non-mineral waste disposed	Kilotons (kt)	-	0.32	NR	NR	NR	NR	NR	NR	NR	5.02	6.54	NR
Total weight of waste rock waste (overburden, interburden, rejects, etc)	Kilotons (kt)	-	4,296	10,538	2,651	-	-	-	-	-	8,976	15,360	37,802
Total waste-rock repurposed/reused	Kilotons (kt)	-	-	-	-	-	-	-	-	-	-	-	-
Total weight of hazardous waste generated	Kilotons (kt)	-	-	-	-	-	-	-	-	-	-	-	-
Total weight of hazardous waste recycled/reused	Kilotons (kt)	-	-	-	-	-	-	-	-	-	-	-	-
Number of significant incidents associated with hazardous materials and waste management	Number	-	-	-	-	-	-	-	-	-	-	-	-

Note: Totals before FY24 included data from Vivien Gold Mine which is no longer held by Ramelius. Waste disposal methods include landfill and incineration.

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Non-Mineral Waste Recycled/Reused	Unit	FY24	FY23
Tyres	Kilogram (kg)	6,765	3,960
Waste Oil	Litre (L)	224,900	269,000
Hydrocarbon Bins	Number	-	18
Coolant	Litre (L)	-	8,000
Oily Water	Litre (L)	-	2,000

Notes: This data indicates waste which has been diverted from disposal through preparation for reuse, recycling, composting or other recovery operations occurring offsite. FY23 data relates to Mt Magnet and Tampia sites. FY24 data only relates to Mt Magnet.

TAILINGS STORAGE FACILITIES

Tailings Generation	Unit	Edna May			Mt Magnet			Ramelius Total		
		FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22
Total weight of tailings produced	Metric tonnes (t)	4,263,579	3,286,910	5,217,054	3,471,488	3,701,135	3,455,253	7,735,067	6,988,045	8,672,307

Notes: Tailings volume includes both solids and liquids/slurry. Previous sustainability reports only included the volume of tailings solids.

Metric	Units	EMO TSF	MMG TSF 1	MMG TSF 2	MMG TSF 3	MMG Yuletide In-pit TSF
Location	-	Edna May	Mt Magnet	Mt Magnet	Mt Magnet	Mt Magnet
Ownership status	-	Owned	Owned	Owned	Owned	Owned
Operational status	-	Active	Active	Active	Active	Inactive
Construction method	-	Downstream	Upstream	Upstream	Upstream	In-pit
Maximum permitted storage capacity	m ³	32.5 × 10 ⁶	9.40 × 10 ⁶	14.19 × 10 ⁶	25.33 × 10 ⁶	1.012 × 10 ⁶
Current amount of tailings stored (end of FY24)	m ³	27.2 × 10 ⁶	8.80 × 10 ⁶	10.89 × 10 ⁶	22.86 × 10 ⁶	0.47 × 10 ⁶
Total weight of tailings produced (FY24)	Metric tonnes (t)	4,263,579	262,264	3,035,473	173,751	0
Consequence classification	-	High Category 1	Significant Category 1	Significant Category 1	Significant Category 1	Low Category 3
Date of most recent independent technical review	Date	Mar-24	Aug-24	Aug-24	Aug-24	Aug-24
Material findings from review	Yes / No	N	N	N	N	N
Mitigation measures implemented	Yes / No	N/A	N/A	N/A	N/A	N/A
Site-specific EPRPs	Yes / No	Yes	Yes	Yes	Yes	No
Number and nature of significant incidents/ non-compliance/ infringements/fines	Number	-	-	-	-	-

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WATER MANAGEMENT

Metric	Unit	Edna May			Mt Magnet			Marda			Penny		
		FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22
Total purchased water (municipal water suppliers or other utilities)	Cubic-metres (m ³)	42,434	62,000	-	-	-	-	-	-	-	-	-	-
Total groundwater abstracted	Cubic-metres (m ³)	2,093,516	1,971,370	2,201,700	2,441,032	2,248,662	2,333,344	79,702	172,436	408,884	237,195	192,113	219,700
Total water consumed	Cubic-metres (m ³)	2,135,950	2,033,370	2,201,700	2,441,032	2,248,662	2,333,344	79,702	172,436	408,884	237,195	192,113	219,700
Total water consumed that was recycled/reused (Decant return from TSFs)	Cubic-metres (m ³)	510,702	487,423	240,549	394,851	653,930	701,487	-	-	-	-	-	-
Percentage of water consumed that was recycled/reused	%	24%	24%	11%	16%	29%	30%	N/A	N/A	N/A	N/A	N/A	N/A
Total water discharged	Cubic-metres (m ³)	92,230	56,838	NR	7,690	592,408	NR	N/A	N/A	N/A	54,278	41,910	N/A
Total water withdrawn in regions with High or Extremely High Baseline Water Stress	Cubic-metres (m ³)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number of incidents of non-compliance associated with water quality permits, standards, and regulations.	Number	2**	2	-	2	1	-	-	-	-	1*	-	-

Metric	Unit	Tampia			Symes			Rebecca			Ramelius Total		
		FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22
Total purchased water (municipal water suppliers or other utilities)	Cubic-metres (m ³)	9,184	-	-	-	-	-	-	-	-	51,618	62,000	-
Total groundwater abstracted	Cubic-metres (m ³)	-	433,656	354,000	13,713	-	-	-	-	-	4,865,158	5,018,237	6,183,391
Total water consumed	Cubic-metres (m ³)	9,184	433,656	354,000	13,713	-	-	-	-	-	4,916,776	5,080,237	6,183,391
Total water consumed that was recycled/reused (Decant return from TSFs)	Cubic-metres (m ³)	-	-	-	-	-	-	-	-	-	905,553	1,141,353	942,036
Percentage of water consumed that was recycled/reused	Percentage (%)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	18%	22%	17%
Total water discharged	Cubic-metres (m ³)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	154,198	691,156	NR
Total water withdrawn in regions with High or Extremely High Baseline Water Stress	Cubic-metres (m ³)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number of significant incidents associated with hazardous materials and waste management	Number	-	-	-	-	-	-	-	-	-	5	3	-

Note: Totals before FY24 included data from Vivien Gold Mine which is no longer held by Ramelius.

Data for water consumed that was recycled/reused at Mt Magnet in FY23 was incorrectly calculated in the FY23 Sustainability Report. This has now been corrected.

Water discharge is reported in accordance with EP licence which includes water discharged into pit voids that will be used downstream.

NR = Not recorded N/A = Not applicable

*Admin non-compliance, did not collect all required data

**Saline water discharge to environment, WWTP water quality

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Water Intensity (Per Producing Sites)	Unit	Edna May			Mt Magnet			Total		
		FY24	FY23	FY22	FY24	FY23	FY22	FY24	FY23	FY22
Water intensity of gold produced (water consumed per ounce gold produced)	Cubic metres (m ³)/oz	16.92	23.35	22.44	16.66	19.08	25.45	16.77	21.08	23.91
Total water consumed (mining & processing)	Cubic metres (m ³)	2,238,549	2,639,462	2,964,584	2,678,227	2,440,775	3,218,807	4,916,776	5,080,237	6,183,391
Ounces gold produced	oz	132,268	113,053	132,114	160,765	127,943	126,511	293,033	240,966	258,625

Notes: Water consumed reflects mine hub and associated satellite sites:

Edna May includes Marda, Tampia and Symes.

Mt Magnet includes Penny. Vivien was also included for FY22 totals.



APPENDIX 2: TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) PROGRESS

TCFD Recommendation	Ramelius Approach	Our Progress
GOVERNANCE Disclose the organisation’s governance around climate-related risks and opportunities		
Describe the Board’s oversight of climate-related risks and opportunities	<p>The Board ensures that climate-related risks and opportunities are incorporated into our strategic direction and objectives we set. Climate risk topics are included on board agendas. The Board is committed to disclose climate-related strategies consistently and transparently to stakeholders. To help carry out this work, The Board has delegated to Risk & Sustainability Committee (RS Committee) responsibility to oversee the Company’s risk management systems, sustainability programs and mitigating controls. The RS Committee is comprised of Independent Non-Executive Directors.</p> <p>In accordance with the Risk & Sustainability Committee Charter, the RS Committee is responsible for making recommendations to the Board regarding our sustainability objectives, including our climate change strategy. The climate change strategy ensures both physical and transitional climate related risks and opportunities which affect our ability to achieve our objectives are identified, assessed and where relevant, mitigated. This includes oversight of our pathway towards decarbonisation and emissions reductions. The RS Committee also oversees the management of specific climate-related risks and opportunities through regular review of best practice, internal compliance programs and relevant sustainability frameworks.</p> <p>Our risk appetite is approved by the Board and determines the approach adopted by Senior Executives in achieving our strategic goals.</p>	<ul style="list-style-type: none"> ☑ Annual Committee meetings held ☑ On recommendation from the RS Committee, the Board endorsed the development of an Energy & Emissions Reduction Roadmap. ☑ Committed to continuing TCFD alignment by conducting scenario analyses and resilience testing in FY24. ☑ Completed a peer benchmarking review to set a baseline reference point for actions and disclosures in relation to climate-related risks and opportunities. ☑ Enhanced Board climate risk knowledge levels through specialist training carried out by ESG and climate consultancy Futureproof. ☑ Inclusion of climate change risks within Environmental Policy ☑ Senior executives participated in interview process for scenario analysis assessment.
GOVERNANCE Disclose the organisation’s governance around climate-related risks and opportunities		
Describe management’s role in assessing and managing climate-related risks and opportunities	<p>Our Senior Executives, led by the CEO, are responsible for fulfilling Board-approved strategies, policies, and associated risk management plans which include climate-related issues. Management reports progress and activities to the Risk & Sustainability Committee.</p> <p>At site level, Risk Registers include risks and mitigation plans at all operations. Senior Site Executives help prepare an annual Sustainability Report for endorsement by the RS Committee and approval by the Board. The Company’s risk management program, Ramelius Essentials, supports the objective of being a sustainable gold producer. Senior Managers across all functions are responsible for embedding strategic risk management in decision making at every level of the Company.</p> <p>The Sustainability Working Group supports management’s role in overseeing sustainability risks and opportunities, including those related to climate change. This group consists of cross-functional members and contains representation from each of business unit. Climate-related risks and opportunities are discussed and escalated, when required, to the Committee.</p> <p>Ramelius management are responsible for reviewing and monitoring, and reporting to the Board where appropriate, on matters including:</p> <ul style="list-style-type: none"> • The effectiveness of our policies, systems and governance structure in identifying and managing material climate-related risks. • The coordination and review of climate related risks, strategy, and reporting. • The development and implementation of initiatives regarding emissions reduction. • The policies and systems for ensuring compliance with applicable legal and regulatory requirements associated with climate-related matters. 	<ul style="list-style-type: none"> ☑ Mandated that climate-related risks and opportunities are a responsibility of all Senior Managers across all functions. These managers form the Sustainability Working Group that meets quarterly to discuss climate and other ESG risks and opportunities. ☑ Enhancing management’s role in climate-related matters. ☑ Enhanced management climate risk knowledge levels through specialist training carried out by ESG and climate consultancy Futureproof. ☑ Management prepare an Annual Sustainability Report for endorsement by the Risk and Sustainability Committee and approval by the Board.

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APPENDIX 2: TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) PROGRESS

TCFD Recommendation	Ramelius Approach	Our Progress
<p>STRATEGY Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation’s businesses, strategy and financial planning</p>		
<p>Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long-term.</p> <p>Describe the impact of climate-related risks and opportunities on the organisation’s businesses, strategy and financial planning.</p> <p>Describe the resilience of the organisation’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>Our comprehensive approach to sustainability is embedded in our corporate strategy and sustainability statement to “deliver more than just financial benefit. It’s about the way we do business, the relationships we build with our people and communities, and the efforts we make to conserve the environment.”</p> <p>In January 2022 our Sustainability Working Group carried out a climate risk assessment to compile the draft list of short, medium, and long-term climate risks and opportunities. Climate risks were categorised as either transitional or physical with potential causes and impacts determined. Each risk and opportunity were then given a rating according to three different areas: likelihood, consequence, and control. Likelihood refers to the probability of the risk occurring within a particular timeframe. Consequence deals with the potential outcome of a risk event that affects a company’s operations. The control aspect refers to any actions or processes a company has in place that can reduce the likelihood of risk events occurring or minimise risk impacts. These factors were combined to produce an overall risk rating of either extreme, high, moderate, or low. A list of the risks and opportunities considered can be found below in the table titled ‘Climate Risks and Opportunities’. A review of the identified risks and opportunities was conducted in FY23 as part of our scenario analysis assessment. No changes were made. We are committed to continually review these climate risks and opportunities as deemed required to ensure we consider the most up to date impacts to our business and stakeholders.</p> <p>Climate related risks and opportunities are considered in annual strategic planning with the Board and executives. The strategic planning process includes a comprehensive scan of changes and emerging issues associated with our internal and external business environment. The issues and their implications are analysed, with actions to mitigate risks and capture opportunities, incorporated into an annual strategic initiatives plan. The 2022 scan revealed several issues specifically relating to climate related risks and opportunities. These relate to stakeholder requirements, investor and community attitudes, emerging technologies, competitor activity and changes to the natural environment. In addition, specific TCFD initiatives are incorporated in the annual Essentials workplan.</p> <p>In FY23 we completed a climate scenario assessment report presenting the key outcomes of its climate scenario analysis. Climate scenarios are hypothetical pathways of potential future climate outcomes based on different climate policy, technology, and market assumptions. By considering a range of climate scenarios, we better understand how various climate-related risks and opportunities may affect our operations, supply chains, markets, and financial performance over time. More information on our climate scenario assessment can be found in our FY23 Sustainability Report.</p> <p>Using the factors, trends and assessment results of our scenario analysis as reference points, we have begun identifying the financial impacts of these climate risks and opportunities. This information will assist Ramelius in meeting new reporting activities in alignment with new climate change reporting standards.</p>	<ul style="list-style-type: none"> ☑ Identified and validated physical and transitional climate risks and opportunities over the short, medium and long term. ☑ Reviewed which business lines could be impacted by climate related risks and opportunities. ☑ Conducted a scenario analysis assessment against three potential climate pathways. ☑ Established an Energy and Emissions Reduction Roadmap. ☑ Working towards addressing the financial impacts of climate-related risks and opportunities. ☑ Assess financial impacts of climate risks and opportunities.

APPENDIX 2: TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) PROGRESS

TRANSITIONAL AND PHYSICAL RISKS AND OPPORTUNITIES

Transition Risks	Cause	Lines of Business Impacted	Short	Medium	Long
Increasing fuel & electricity costs	Reduced fuel supply	Finance – increased costs	✓	✓	✓
	Carbon taxes	Supply chain – access to capital			
Capital expenditure on alternative power generation	Investor & stakeholder pressure	Finance – increased operational expenditure	✓	✓	✓
	Emerging technologies	Operations – integration challenges & complexity			
Attracting & retaining talent	Employee preferences	Workforce – unable to fill required roles, increased turnover, increased errors			✓
	Competition with peers	Finance – increased recruitment costs			
	Diminishing labour pool				
Physical Risks	Cause	Lines of Business Impacted	Short	Medium	Long
Water stress	Extreme climate events	Finance – increased costs to access water	✓	✓	✓
	Hotter temperatures	Operations – processing capacity limits			
	Erratic rainfall				
Severe weather events	Changing climate & weather	Finance – replacing damaged infrastructure, higher construction costs	✓	✓	✓
		Operations – site access difficulties			
Opportunities	Cause	Lines of Business Impacted	Short	Medium	Long
Electrification & decarbonisation	Global trends	Finance – reduced operational costs			✓
	Cheaper technology	Operations – lower emissions			
	Social expectations				

Time Horizons

- Short-term** = Risks and opportunities that may impact near-term financial results. Expected to materialise within the current annual reporting cycle.
- Medium-term** = Risks and opportunities that may impact financial results and may require significant adjustment of strategy. Expected to materialise over a 2–5-year timeframe.
- Long-term** = Risks and opportunities that may fundamentally impact the viability of Ramelius’ long-term strategy and business model. Expected to materialise over a 5–10-year timeframe.



APPENDIX 2: TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) PROGRESS

TCFD Recommendation	Ramelius Approach	Our Progress
RISK MANAGEMENT		
Disclose how the organisation identifies, assesses and manages climate-related risks.		
Describe the organisation's processes for identifying and assessing climate-related risks.	<p>In FY21 a Sustainability Risk Register was established relating to many ESG aspects such as safety, environment, community, and compliance. The register is subject to an annual risk and change review with ongoing monitoring of control activities. In FY22 a climate change risk review was conducted with the outcomes incorporated into the Sustainability Risk Register. Climate-related risks and opportunities are identified by the Risk and Sustainability Committee who then make recommendations to the Board for approval. Once the Board approves the climate risks as material, they are then placed into the Sustainability Risk Register which is an important component of the overall enterprise Risk Register. The risks and opportunities with an 'extreme' or 'high' rating were approved by the Board in FY22. Currently, climate-related risks are addressed on a longer-term basis, while other sustainability risks are shorter to medium-term. A review of the identified risks and opportunities was conducted in FY23 as part of our scenario analysis assessment. No changes were made. We will continue to review these risks and opportunities as required.</p> <p>Emerging regulatory requirements is one risk example we are addressing as part of our long-term climate risk management. We participate in the WA Chamber of Minerals and Energy (CME) Climate and Energy Reference Group (CERG). The CERG is tasked with leading policy development on climate, greenhouse gases, and energy-related issues impacting the resource sector. As members, we contribute to developing legislation and reform by providing advice to the CME Environmental Committee. By being at the forefront of policy change, we will be prepared for emerging regulatory requirements for climate change action and contribute to industry initiatives to reduce impact.</p>	<ul style="list-style-type: none"> ☑ FY21 Sustainability Risk Register was established. The register is regularly reviewed by the Risk & Sustainability Committee. ☑ Conducted a climate change risk review in FY22 with material risks incorporated into the Company's overall Risk Register, on behalf of the Board's approval. ☑ Reviewed climate-related risks and opportunities in FY23 as part of scenario analysis assessment.
METRICS AND TARGETS		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material		
<p>Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.</p> <p>Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.</p> <p>Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.</p>	<p>We recognise the importance of utilising data metrics to assess and manage climate-related risks and opportunities. We ensure our data metrics are useful for decision making, clear and understandable, and consistent over time. For the past four years we have disclosed our annual Scope 1 and 2 greenhouse gas emissions in accordance with NGER methodologies.</p> <p>Reporting consistent and historical data allows us to track our emissions performance and progress. We disclose our emissions data at site level in our annual sustainability reporting to provide a clearer picture of our carbon footprint.</p> <p>The TCFD recommendations encourage companies to set and disclose targets for their climate-related metrics. In FY23 we conducted our baseline Scope 3 emissions assessment. The results of our baseline assessment can be found in our FY23 Sustainability Report. We aim to improve our Scope 3 calculation methodologies in the coming year. We also plan to set an emissions reduction target for 2030. Setting targets will help to galvanise our climate-action efforts and identify any gaps in our current operations.</p>	<ul style="list-style-type: none"> ☑ Measured and disclosed Scope 1 and 2 emissions for the past four years. Disclosed site level emissions for the past two years. ☑ Measurements are made using GHG Protocol and Australian government NGER methodologies by specialist carbon accounts Greenbase. ☑ Disclosed emissions intensity for tonnes of emissions per oz of gold produced. ☑ Commenced baseline Scope 3 emissions calculations.

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SASB Standard	SASB Code	Report Section	Page No
Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-MM-110a.1	Greenhouse Gas Emissions and Energy	47
		Appendix 1: Performance Data	62
		<i>Note: None of our GHG emissions fall under emissions-limiting regulations.</i>	
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.	EM-MM-110a.2	Climate Change Management Energy and Emissions Reduction Roadmap	49
Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	EM-MM-120a.1	Appendix 1: Performance Data	63
Total energy consumed	EM-MM-130a.1	Greenhouse Gas Emissions and Energy	47
		Appendix 1: Performance Data	64
% Of grid electricity	EM-MM-130a.1	Appendix 1: Performance Data	64
% Of renewable electricity	EM-MM-130a.1	Appendix 1: Performance Data	64
Total fresh water withdrawn	EM-MM-140a.1	<i>Note: Ramelius does not withdraw freshwater (fresh = <1000 mg/L TDS) across any of its operations.</i>	N/A
Total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	EM-MM-140a.1	<i>Note: None of our Operations and Exploration/ Development sites are located within regions of High or Extremely High Baseline Water Stress as classified by the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueeduct™.</i>	N/A
		Water and wastewater management	69
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	EM-MM-140a.2	Appendix 1: Performance Data	
Total weight of non-mineral waste generated	EM-MM-150a.4	Appendix 1: Performance Data	67
Total weight of tailings produced	EM-MM-150a.5	Appendix 1: Performance Data	68
Total weight of waste rock generated	EM-MM-150a.6	Appendix 1: Performance Data	67
Total weight of hazardous waste generated	EM-MM-150a.7	Appendix 1: Performance Data	67
Total weight of hazardous waste recycled	EM-MM-150a.8	Appendix 1: Performance Data	67
Number of significant incidents associated with hazardous materials and waste management	EM-MM-150a.9	Appendix 1: Performance Data	67
Description of waste and hazardous materials management policies and procedures for active and inactive operations	EM-MM150a.10	Waste and tailings management	53
Description of environmental management policies and practices for active sites	EM-MM-160a.1	Our Environment Environment Policy	50
Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	EM-MM-160a.2	<i>Note: None of our mine sites have ARD to be predicted to occur, actively mitigates, or under treatment or remediation.</i>	N/A
Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-MM-160a.3	<i>Note: None of our proved or probable reserves are in or near sites with protected conservation status or endangered species habitats.</i>	N/A
Percentage of (1) proved and (2) probable reserves in or near areas of conflict	EM-MM-210a.1	<i>Note: All Ramelius operations are located in Australia where there is no conflict.</i>	N/A
Percentage of (1) proved and (2) probable reserves in or near indigenous land	EM-MM-210a.2	<i>Note: All of Ramelius' operations fall on land recognised under Indigenous Native Title. The Native Title Act 1993, ensures the co-existence of land management with the recognition and protection of Native Title.</i>	N/A
Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	EM-MM-210a.3	First Nations peoples	42
		Human rights Modern Slavery & Human Rights Policy	26
Discussion of process to manage risks and opportunities associated with community rights and interests	EM-MM-210b.1	<i>Note: Ramelius does not operate in any areas of conflict.</i>	
		Risk Management	23
		Our Communities First Nations peoples Community Consultation Policy	37 42
Number and duration of non-technical delays	EM-MM-210b.2	<i>Note: There were no non-technical delays during FY24.</i>	N/A
Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	EM-MM-310a.1	<i>Note: 14% of our active workforce are covered under collective bargaining agreements. Ramelius does not have any U.S. or foreign employees.</i>	N/A

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SASB Standard	SASB Code	Report Section	Page No
Number and duration of strikes and lockouts	EM-MM-310a.2	<i>Note: There were no strikes or lockouts during FY24.</i>	N/A
MSHA all-incidence rate	EM-MM-320a.1	<i>Note: Ramelius does not record MSHA All Incident Rare as it does not apply to Australian operations.</i>	N/A
Fatality rate	EM-MM-320a.1	Appendix 1: Performance Data	58
Near miss frequency rate (NMFR)	EM-MM-320a.1	Appendix 1: Performance Data	58
Average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	EM-MM-320a.1	Appendix 1: Performance Data	58
Description of the management system for prevention of corruption and bribery throughout the value chain	EM-MM-510a.1	Business Ethics <u>Anti-bribery and Corruption Policy</u>	21
Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-MM-510a.2	<i>Note: All Ramelius operations are located in Australia.</i>	N/A
Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	EM-MM-540a.1	Appendix 1: Performance Data	68
Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	EM-MM-540a.2	Waste and tailings management	53
Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	EM-MM-540a.3	Waste and tailings management Health, safety, and wellbeing – Emergency Response	53 31
Production of (1) metal ores and (2) finished metal products	EM-MM-000.A	Appendix 1: Performance Data	56
Total number of employees, percentage contractors	EM-MM-000.B	Appendix 1: Performance Data	59



Penny Gold Mine
Photo: Matt Wilkins

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COMPETENT PERSONS' STATEMENT

Information in this report that relates to Ore Reserve and Mineral Resource estimates has been extracted from the Company's ASX announcement dated 2 September 2024 titled "2024 Resources and Reserves Statement".

The Company confirms that it is not aware of any new information or data that materially affects the information included in the said ASX announcement, and in the case of estimates of Mineral Resources and Ore Reserves, that all material assumptions and technical parameters underpinning the estimates in the relevant ASX announcements continue to apply and have not materially changed. The Company confirms that the form and context in which the Competent Persons' findings are presented have not been materially modified from the original ASX announcements.

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FORWARD-LOOKING STATEMENT

This report contains forward-looking statements which involve a number of risks and uncertainties. These forward-looking statements are expressed in good faith and believed to have a reasonable basis. These statements reflect current expectations, intentions or strategies regarding the future and assumptions based on currently available information. Should one or more of the risks or uncertainties materialise, or should underlying assumptions prove incorrect, actual results may vary from the expectations, intentions and strategies described in this announcement. No obligation is assumed to update forward looking statements if these beliefs, opinions and estimates should change or to reflect other future developments.

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