Resolute

2021 Sustainability Report

OUR PURPOSE

We are a trusted and responsible gold miner, driven by excellence to create value for shareholders and the communities in which we operate.

OUR VALUES

Respect

We respect each other and the countries and communities in which we operate

Accountability

We own our actions and deliver on our commitments

Integrity

We are ethical, open and honest

Sustainability

We prioritise health, safety and environment, operating responsibly to manage risk and opportunity

Empowerment

We set ambitious goals, foster high performance and support our people to generate new ideas

Figure 1. Purpose and Values

CONTENTS

ABOUT THIS REPORT

Resolute Mining Limited's (Resolute or the Company) 2021 Sustainability Report presents the Company's environmental, social and governance (ESG) performance for the period from 1 January to 31 December 2021 and has been prepared for Resolute's stakeholders.

Resolute is a multi-mine, gold producer. Sustainability is a core Company Value.

This Sustainability Report provides a transparent account of how Resolute addressed its material ESG exposures in 2021 and details the Company's efforts to deliver lasting value to stakeholders. This report is complemented by Resolute's 2021 Annual Report, which presents the Company's operational and financial results in accordance with statutory and regulatory reporting obligations.

Resolute's Board, CEO, Sustainability Committee and asset-level General Managers have reviewed and endorsed the data and statements presented in this report.

SCOPE

All references to Resolute, the Company, we, us and our, refer to Resolute Mining Limited (ABN 097 088 689) and its subsidiaries. This Sustainability Report focusses on the ESG performance of the assets that are currently under our operational control. It does not include assets under care and maintenance, our exploration portfolio or investments.

All dollar figures are in United States Dollar (USD) currency unless otherwise stated. All references to 2021 are for the 12-month period from 1 January to 31 December 2021 unless otherwise stated.

This Sustainability Report is prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards (Core Option) and the G4 Mining and Metals Sector Disclosures. In addition, this report is aligned with the Responsible Gold Mining Principles, the International Council on Mining and Metals Mining Principles, and the UN Global Compact Principles.

ASSURANCE

Resolute has elected to not seek external assurance for this Sustainability Report, however, it has sought external assurance against the requirements of the Responsible Gold Mining Principles and Conflict Gold Standard.

For more information, please contact:

Jordan Morrissey
Executive General Manager, Sustainability
jmorrissey@rml.com.au

Vanessa Evans
General Manager, Environment and Community
vanessa.evans@resolutemining.com

Melanie Pollard
General Manager, People and Safety
mpollard@rml.com.au

2021 HIGHLIGHTS

ECONOMIC

$630 million

economic value distributed in Mali and Senegal

COMMUNITY

$2.6 million

spent in community investment

ECONOMIC

$339 million

procurement expenditure in Mali and Senegal

ECONOMIC

$5 million

local procurement expenditure in host communities and local regions

SAFETY

Significant improvement

in high risk safety systems and associated training

ENVIRONMENT

Zero significant

environmental incidents

HEALTH

Majority of direct workforce

fully vaccinated for COVID-19

Overview

Resolute is an experienced explorer, developer and operator of gold mines

With more than 30 years of experience as an explorer, developer and operator of ten gold mines that have produced more than 9 million ounces (Moz) of gold.

Resolute currently owns two producing gold mines: the Syama Gold Mine in Mali (Syama) and the Mako Gold Mine in Senegal (Mako). The Company's Global Mineral Resource base comprises 9.5Moz of gold.

In 2021, Resolute continued operations, keeping its people safe while maintaining production, through the challenges of COVID-19 and political instability in Mali.

In August 2021, Resolute sold its interests in Bibiani to Asante Gold Corporation for total cash consideration of $90 million. During Resolute's ownership of Bibiani significant contributions were made to support the community while maintaining the mine in care and maintenance.

The Company is also active in exploration with drilling campaigns underway across its African tenements with a focus on Mali, Senegal and Guinea.

Resolute is headquartered in Perth, Western Australia, with a corporate office in London, United Kingdom, and employs 4,059 employees and contractors. Resolute produced 319,271oz of gold at an All-In Sustaining Cost (AISC) of $1,370/oz in 2021.

The Company trades on the Australian Securities Exchange (ASX) and the London Stock Exchange (LSE) under the ticker RSG.

Syama

The Syama Gold Mine is a long life asset with extensive landholdings in a highly prospective gold region. Mining and processing are via the Syama Underground sulphide mine and 2.4Mtpa processing plant while oxide ore is mined from the Tabakoroni complex together with multiple satellite pits and processed through a 1.5Mtpa capacity plant.

Located in the southwest of Mali, West Africa approximately 30km from the Côte d'Ivoire border and 300km southeast of the capital Bamako, the mine comprises a 2.4Mtpa sulphide processing circuit and a 1.5Mtpa oxide processing circuit.

Operations at Syama are carried out via two subsidiary Malian companies, SOMISY and SOMIFI. SOMISY is 80% owned by Resolute and 20% by the Government of Mali. SOMISY holds the tenements in the North and owns the processing and camp infrastructure.

The sulphide processing circuit comprises three-stage crushing, milling, flotation, roasting, calcine leaching and elution processes. Sulphide Ore is sourced from the Syama Underground Mine. The oxide circuit comprises conventional crushing, SAG milling and leaching, with ore sourced from the satellite open pit deposits.

Tabakoroni is owned by Société des Mines de Finkolo S.A. (SOMIFI) of which Resolute currently owns 100% through its wholly owned subsidiary, Resolute (Finkolo) Pty Ltd. The Government of Mali is entitled to a 10% free carried interest in SOMIFI.

Tabakoroni is located approximately 32km south of the Syama processing plant. Studies including technical, environmental and social assessments and metallurgical test work have commenced to support the near-term development of a new underground mine at Tabakoroni. During 2021, exploration activity was focused on the underground resource at Tabakoroni and the expansion of potential oxide deposits around Syama.

Commissioning was completed of the new power station at Syama continued in 2021 in partnership with Aggreko plc (Aggreko). This facility is anticipated to result in material cost savings and a 20% net reduction in CO_2 emissions.

In 2021, political instability in Mali resulted in a number of sanctions being imposed on the country by the Economic Community Of West African States (ECOWAS). Neither production, nor the safety and security of employees and contractors at Syama or in Bamako, were impacted.

3.6Mt

Total Ore mined

192,654oz

Total Gold production

Record sulphide milled tonnes

2.1Mt

Mako

Mako is located in south-eastern Senegal, in an area of environmental sensitivity, adjacent to the UNESCO World Heritage listed Niokolo-Koba National Park and the Gambia River.

Mako is owned and operated by Resolute's Senegalese subsidiary, Petowal Mining Company S.A. (Petowal). Resolute has a 90% interest in Petowal and the Government of Senegal holds the remaining 10%.

The Mako Gold Mine is a high quality, open pit mine with attractive scale and strong growth potential through near-mine exploration opportunities.

Mako is a conventional drill and blast, truck and shovel operation with mining services undertaken by an established contractor. Targeted annual average production is 140,000oz of gold across its nine-year mine life. The mining permit covers a total area of 150km^2. The carbon in leach processing plant has 1.8Mtpa of installed capacity and comprises a crushing circuit, an 8MW SAG Mill and gold extraction circuit.

The processing plant continues to achieve strong metallurgical recoveries and is expected to deliver average life of mine recoveries of 93.8%. Electricity is provided by a 14MW diesel fuelled IPP power station and water is sourced from Tailing Storage Facility (TSF) decant water, raw water ponds and the Gambia River.

An increase in mining volumes this year reflects the arrival of a new mining fleet to accelerate waste stripping and the easing of shortages of operating personnel in the initial stages of the COVID-19 pandemic.

Mako continues to deliver consistently strong results and cash flows. Consistent ore grades, ore presentation and metallurgical characteristics support reliable production rates.

The Mako Life of Mine (LOM) plan was extended in the June 2020 quarter with an increase in expected LOM duration and production.

Exploration programmes are in progress focusing on satellite deposits within trucking distance of the mill. Resolute controls more than 485km^2 of prospective exploration ground within a 30km radius of Mako, either directly or through joint ventures with Senegalese partners. Exploration programmes in Senegal were unaffected by COVID-19 in 2021.

Resolute respects and values the significance of the environmental sensitivities present in the areas surrounding Mako and seeks to ensure there is no net loss of critical habitat as a result of the development and management of the mine.

126,617oz

Total Gold Production

Total ore mined

2.6Mt

From the CEO

I am pleased to present Resolute's second Sustainability Report, which sets out our key sustainability achievements, risks and opportunities in 2021.

This year has seen considerable change at Resolute with key Board and Executive Team appointments.

I am confident these changes have positioned Resolute for future success.

Stuart Gale
Chief Executive Officer

COMPANY PURPOSE AND VALUES

This year, we have refreshed the Company Purpose and Values in collaboration with the Resolute Board of Directors and the Leadership Team. This was important to establish a coherent strategic intent and set clear performance expectations across the organisation. I am delighted to confirm that 'Sustainability' now represents one of Resolute's core organisational values and will be used to guide all decision making processes going forward.

SUSTAINABILITY AT RESOLUTE

In parallel, significant refinements have been made to our Group Sustainability Strategy. At its core, this strategy identifies four priority areas through which we will deliver sustainable value for our stakeholders. These areas include Protecting the Environment, Maintaining Good Governance, Empowering Local Communities and Fostering People and Culture. Initiatives and targets have been established across all areas to guide our efforts and to ensure we can measure our performance in line with leading practice.

As a member of the World Gold Council (WGC) and signatory to the Responsible Gold Mining Principles (RGMPs), Resolute is significantly advanced in its journey to conform with these principles and achieve improved ESG outcomes for ourselves and our stakeholders. External assurance mechanisms have been established to monitor and guide our progress and we are on track to fully align with the RGMPs by mid-2023.

Good governance is central to our sustainability performance and this year we have strengthened our sustainability architecture with the publication of several Group policies. These outline our commitments and standards associated with water stewardship, tailings management and working responsibly. The challenge for the team is to operationalise these commitments and we will be monitoring performance closely in the coming period.

COVID-19

The global pandemic continues to present a challenge for Resolute operating in multiple international jurisdictions. To date, there have been no material impacts to our operations because of COVID-19. This is testament to the resilience of the Resolute Team and the quality of the health protocols that have been implemented. The global pandemic is an important reminder that maintaining a safe, healthy and engaged workforce is critical for business success.

SAFETY IS OUR PRIORITY

In 2021, we have seen an increase in the Company's Total Recordable Injury Frequency Rate (TRIFR), which now sits at 1.25 compared to 0.87 a year ago. This is disappointing, and is predominantly attributable to hand and finger injuries. I am relieved that all involved employees have returned to their pre-injury duties, and I will continue to challenge the team to improve our safety performance in 2022 and beyond.

Considerable effort has been invested in improving our safe systems of work related to our high-risk work activities, including our permit to work and isolation and tagging systems. In 2022, we will continue to focus on ensuring our people are trained, competent and authorised prior to completing any high-risk work activity.

BIODIVERSITY

In conjunction with our partners in Senegal, conservation efforts at the Niokolo Koba National Park (PNNK) continue with improved security infrastructure, wildlife mapping systems, ranger guard training and mobile patrols established. To date, frequency of wildlife observations for all critical species including lion, elephant and chimpanzee has increased within the intervention zone of the PNNK. These results indicate that, via a multi-stakeholder approach, the biodiversity of the PNNK can be improved, local employment opportunities can be created, and capacity building can occur. Ultimately, our aim is to see the PNNK removed from the 'in danger' list by UNESCO and I look forward to seeing future conservation gains in the PNNK in the coming years.

COMMUNITY

This year we published our Community Investment Standard to guide expenditure allocations aimed at creating shared value for local stakeholders and to ensure we are commercial, disciplined, and consistent in our local investment approach. Our objective is to ensure strategically targeted investments that are better aligned to local development needs. The guide also provides a more coherent narrative to be shared and understood by stakeholders regarding working with our host communities.

In recognition of the role we play in tackling climate change, I was pleased to see the release of Resolute's Interim Climate Change Strategy in 2021. This work sets the initial pathway that the Company will follow to be carbon neutral by 2050 in line with the Paris Agreement. While this will be a challenge, I am excited for the foundations that we, as a team, are laying now to protect the climate for future generations.

Workforce nationalisation and training efforts continue in Mali and Senegal however, we continue to utilise specialist expatriate expertise for select roles where trained national resources have been challenging to identify.

We continue to pursue our commitment to creating a diverse, equitable and inclusive organisational culture and have introduced competitive paid parental leave provisions across the Group that exceed the minimum entitlements in most jurisdictions. Targeted training and development programs will continue to build the capability and diversity of our national workforce as we recognise that investing in our people is critical to our success.

It has been a challenging year for us all at Resolute however, it is clear from this report that tremendous work has been completed to raise the profile of Resolute's sustainability credentials in line with leading practice.

Thank you to the entire Resolute team for your hard work and dedication to sustainability and ensuring Resolute continues to operate responsibly in all jurisdictions.

2021 Sustainability Highlights

MAINTAINING GOOD GOVERNANCE

Human Rights training implemented in English and in French across the group

Diversity, Equity and Inclusion training finalised in English and French, ready for implementation in Q2 2022

Sexual Harassment and Working Responsibly policies published

>65% Compliance with the World Gold Council's Responsible Gold Mining Principles

FOSTERING PEOPLE AND CULTURE

Significant strengthening of high-risk systems and training

70% employee engagement rate at first group-wide employee engagement survey

Private health insurance support in place for all direct employees

93% national direct employees and contractors

32% of female employees in Science, Technology, Engineering and Mathematics (STEM) roles

Zero industrial disputes

Majority of direct workforce vaccinated against COVID-19

EMPOWERING LOCAL COMMUNITIES

$339 million of procurement expenditure in Mali and Senegal

Development of a **Community Investment** Standard

$5 million local procurement expenditure in host communities and local regions

Community consultative mechanisms re-established following COVID-19

Community Investment Strategy published to guide local funding efforts

$2.6 million spent in community investment

$630 million Economic value distributed to Mali and Senegal

PROTECTING THE ENVIRONMENT

Increased presence of lion and chimpanzee around the Mako mine and in the Nikolo-Koba National Park

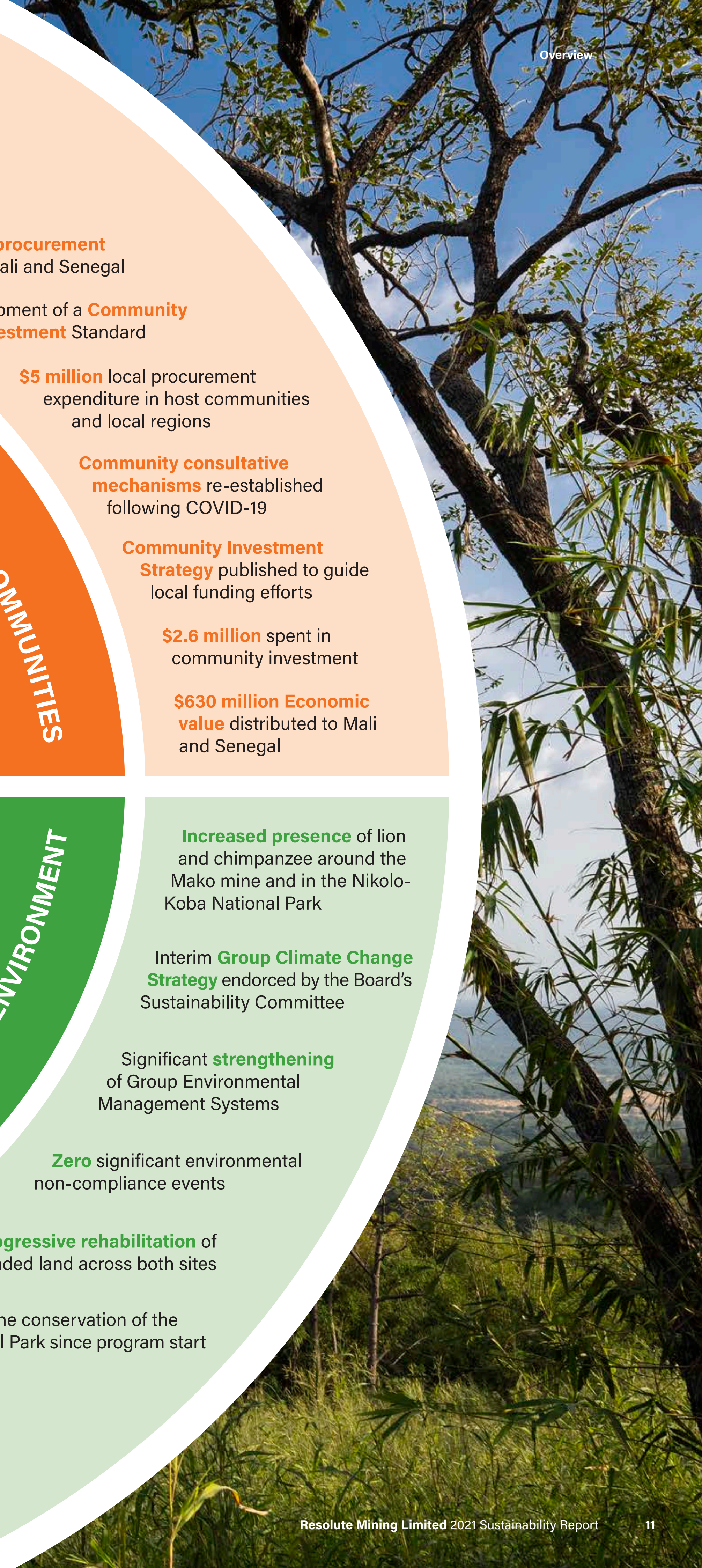
Interim **Group Climate Change Strategy** endorced by the Board's Sustainability Committee

Significant **strengthening** of Group Environmental Management Systems

Zero significant environmental non-compliance events

Progressive rehabilitation of degraded land across both sites

>$1.2m invested for the conservation of the Niokolo Koba National Park since program start



1.4 Our Sustainability Approach

1.4.1 Leading Practice

Resolute operates its business responsibly, with careful consideration for the health, safety and wellbeing of its people, the communities in which it operates, and its environment. Resolute is fully committed to aligning with leading practice as the Company recognises these standards are important to key stakeholders, including company directors, employees, contractors, host governments, investors, local communities, and non-governmental organisations.

Resolute's operating philosophy is centred on a belief that responsible mining practices result in improved business performance. The Company aims to comply with all relevant government legislation, policies, and plans applicable to the jurisdictions in which it operates, and to go beyond compliance to align with leading practice at all sites.

Resolute applies international environmental and social standards across operations and draws upon the following relevant standards and guidelines:

- International Finance Corporation (IFC) Environmental and Social Performance Standards
- World Bank Sector (Mining) Environment, Health and Safety Guidelines
- United Nations Guiding Principles on Business and Human Rights
- International Council on Mining and Metals (ICMM) Sustainable Development Framework
- International Cyanide Management Code
- Extractive Industries Transparency Initiative (EITI) according to the requirements of the jurisdictions in which Resolute operates.

Purpose and Values

In 2021, Resolute's Leadership Team reviewed the Company's Purpose and Values to reframe the organisation and enable improvements in organisational culture and group performance.

Sustainability is now a core value at Resolute and central to our committment to operating responsibly across all jurisdictions. The new Purpose and Values are outlined on the next page.

1.4.2. Sustainability Strategy

Resolute has strengthened its sustainability credentials in 2021 however, Company assets are at varying levels of maturity.

The revised Sustainability Strategy (Figure 2) will be the Company's primary tool used to prioritise effort and embed a culture of sustainability in the coming years.

Multi-year priorities and targets have been identified under four key strategic pillars. Performance against these will continue to be monitored and reporteded in accordance with ESG guidance relevant to the resources sector.

OUR PURPOSE

We are a trusted and responsible gold miner, driven by excellence to create value for shareholders and the communities in which we operate.

OUR VALUES

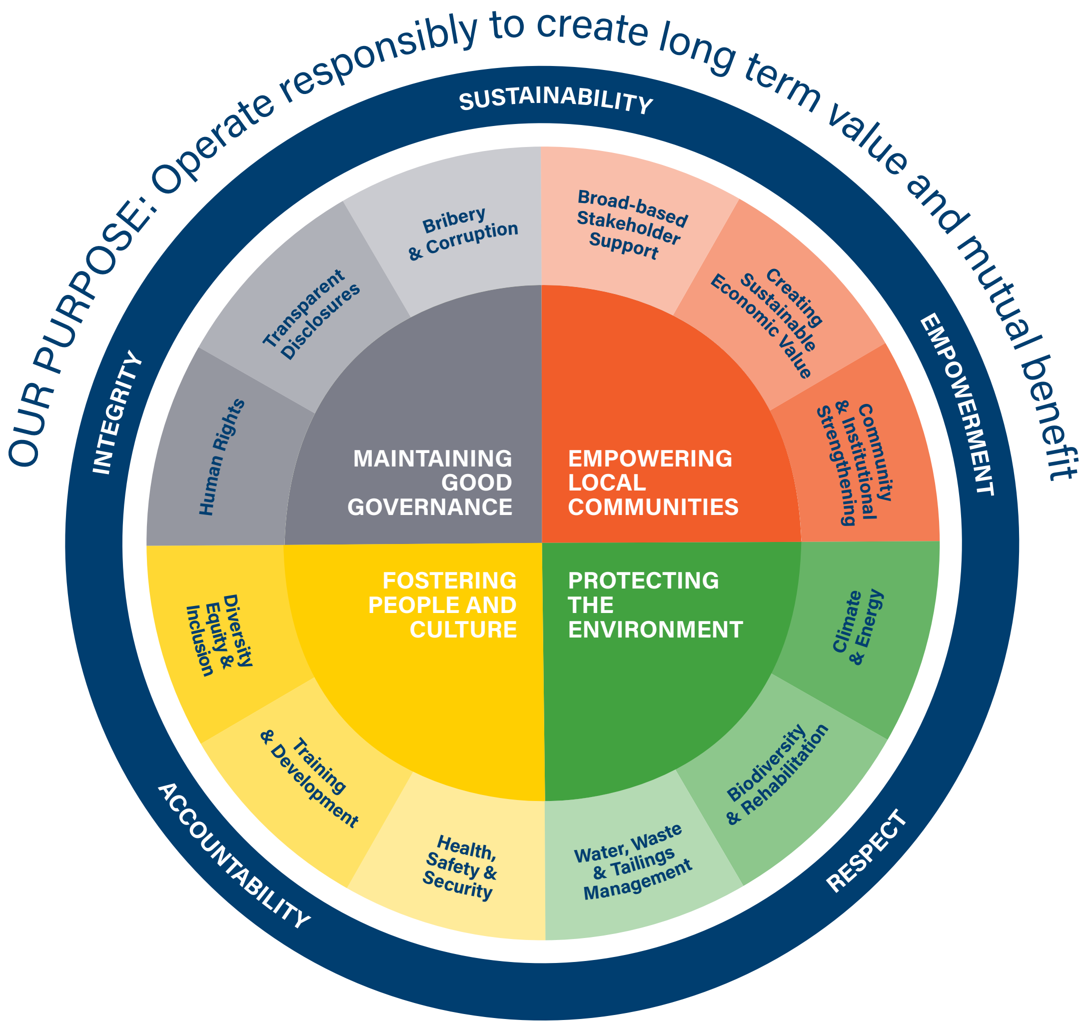
Respect
We respect each other and the countries and communities in which we operate

Accountability
We own our actions and deliver on our commitments

Integrity
We are ethical, open and honest

Sustainability
We prioritise health, safety and environment, operating responsibly to manage risk and opportunity

Empowerment
We set ambitious goals, foster high performance and support our people to generate new ideas



Sustainability Strategy Diagram

Our Commitments

Sustainable Development Goals

The UN Sustainable Development Goals (SDGs) provide an integrated set of standards and targets around how organisations can assess, measure and communicate improvements and contributions towards sustainable development.

Resolute recognises the significance of the SDGs and aligns its governance, people, environmental and social activities to achieve these goals where feasible.

The Company is committed to integrating the SDGs into strategies, policies, and procedures and improving yearly progress disclosure. In 2021, Resolute identified the SDGs which were the most material to the business, following the objective to track progress year on year.

SDG 16

- All operations have stakeholder engagement plans
- Culturally appropriate and accessible complaints and grievance mechanisms established
- All corporate policies reviewed against the UNGP
- Human Rights training across the group
- Board level oversight on Sustainability
- Biodiversity Offset Advisory Panel composed of national and international independent experts

SDG 15

- No significant environmental incidents
- No material direct adverse impact to the PNNK arising from operations of the Mako Gold Mine
- Protected 1700km² of the PNNK national park in partnership with the NGO Panthera and the Senegal Department of National Parks
- Progressive rehabilitation of degraded land across both sites

SDG 17 PARTNERSHIPS FOR THE GOALS

- Improved alignment with the Responsible Gold Mining Principles
- Alignment against the Conflict-Free Gold Standard
- Countries of operations are active in the EITI
- Partnerships with NGOs for programme implementation at site

SDG 13 CLIMATE ACTION

- Disclosure of Scope 1,2 and 3 emissions
- Commitment to achieve Net-Zero by 2050
- Development of an Interim Climate Change Strategy
- Operationalisation of a power station at Syama anticipated to reduce GHG emissions by 20%

SDG 1 NO POVERTY

- Direct payments to the governments of $93.7 million in 2021
- Payment of employee wages and benefits of $53 million
- Direct community investment over $2.6 million in 2021 across Mako and Syama
- Development of a Community Investment Standard

SDG 3 GOOD HEALTH AND WELL-BEING

- Effective health and safety managements systems established
- Implementation of effective COVID-19 mitigation measures
- Strong safety performance with LTIFR below industry-peer standards
- Primary, occupational and emergency medicine capability established across operations
- Routine health surveillance, including drug and alcohol and infectious disease testing
- Ongoing health and hygiene education and awareness
- Private health insurance support for all direct employees

SDG 4 QUALITY EDUCATION

- Construction of primary schools in Syama and Mako host communities
- Ongoing host community training and education
- Artisan training across operations

SDG 5 GENDER EQUALITY

- Gender diversity targets endorsed by the Board
- Paid Parental Leave policies across the group
- Gender pay gap analysis conducted at least twice a year

SDG 6 CLEAN WATER AND SANITATION

- Water extraction from the Gambia and Bagoe Rivers undertaken in accordance with licencing conditions
- No discharge of process effluent to the downstream environment
- Regular monitoring of surface and groundwater quality and no major water quality issues associated with mine operation
- Community investment standard including critical water infrastructure as an investment pillar

SDG 8 DECENT WORK AND ECONOMIC GROWTH

- Direct employment of 920 nationals, representing 88% of our operations workforce
- $53 million paid in 2021 for employee wages and benefits
- 31% of national new hires under 30 years old

SDG 10 REDUCED INEQUALITIES

- Gender pay gap analysis conducted at least twice a year
- Board approved Sexual Harassment Policy
- Gender parity considered for all our Apprenticeship and Traineeship programmes at West African operations

SUSTAINABLE DEVELOPMENT GOALS

Responsible Gold Mining Principles and the Conflict-Free Gold Standard

As a member of the WGC, Resolute is committed to operating responsibly in accordance with the RGMPs from mine development through to closure.

The boundary for implementing the RGMPs includes all mining and processing operations over which the Company has direct control and is consistent with the reporting boundaries publicly disclosed in the Sustainability Report.

The RGMPs set clear expectations for consumers, investors and the downstream gold supply chain as to what constitutes responsible gold mining. In addition, the RGMPs require companies to align their business practices with the requirements of the Conflict-Free Gold Standard, to assure that gold production does not cause, support or benefit unlawful armed conflict or contribute to serious human rights abuses or breaches of international humanitarian law.

Companies implementing the RGMPs and Conflict-Free Gold Standard are required to obtain yearly external assurance from a third party, independent assurance provider. Participating companies have until June 2023 to fully comply with the RGMPs and the Conflict-Free Gold Standard.

As of 31 December 2021, Resolute is in alignment with more than 65% of the RGMPs and will achieve full alignment by June 2023. Furthermore, Resolute is in alignment with the Conflict-Free Gold Standard. The Company does not operate in 'conflict affected or high-risk' areas as defined by the Standard, nor does it source gold from third parties.

Resolute is currently undergoing year two, third party assurance against the RGMPs and the Conflict-Free Gold Standard. The external assurance statements, 2021 Conflict-Free Gold report, and updated roadmap for the RGMPs will be publicly available on Resolute's website.

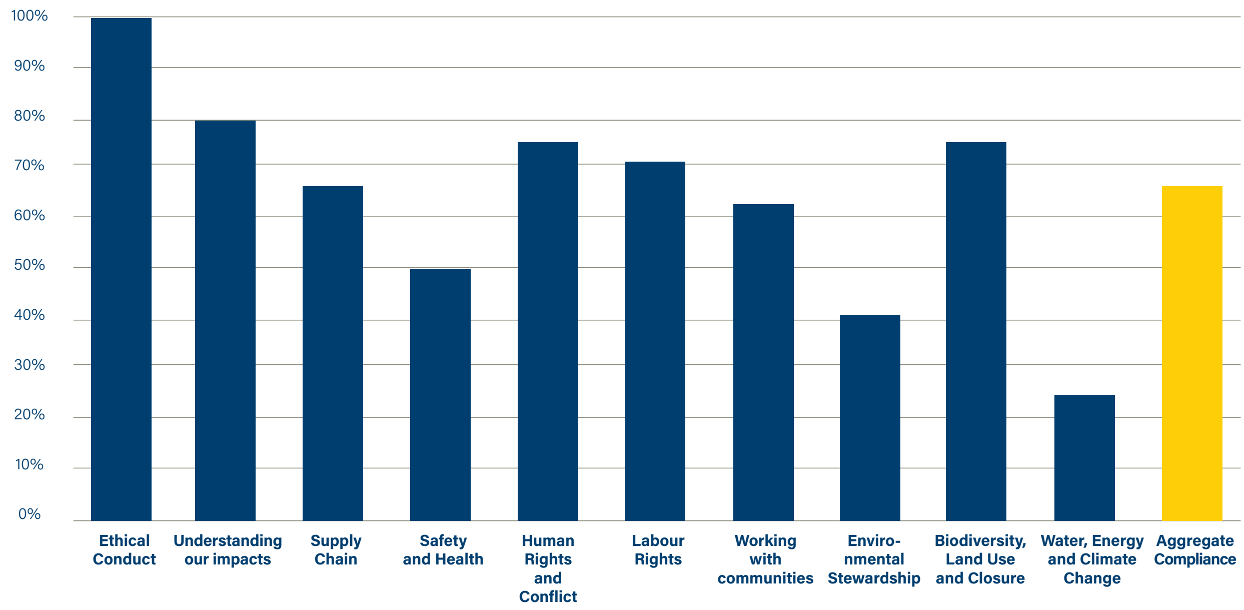
ESG Analytics

Resolute recognises the importance of strategic disclosure of ESG metrics to the investment community to allow the benchmarking of sustainability performance across the mining sector. Resolute is committed to increasing its disclosure of material ESG information and is actively working to improve its ESG ratings.

In 2020, Resolute participated in its first global ESG assessment by making a submission to the S&P Global Corporate Sustainability Assessment (CSA), an annual evaluation of companies' sustainability practices focused on criteria that are both industry-specific and financially material. This resulted in an increase in CSA score to align with the Metals and Mining sector average. In 2021, for its second submission to the CSA, Resolute is proud to have scored in the 70th percentile for the Metals and Mining sector (an increase from the 45th percentile in 2020).

Resolute is committed to become an industry leader in sustainability and will actively seek to improve ESG ratings across platforms, through targeted disclosure of its sustainability performance during 2022.

Progress against the 10 Responsible Gold Mining Principles, 2021



1.5 Stakeholder Engagement

Resolute aims to build and maintain constructive relationships with stakeholders founded on mutual benefit. Stakeholder engagement is an ongoing process that extends throughout the operational life cycle and encompasses a range of activities and approaches, from information sharing and consultation to participation, negotiation and partnerships.

Resolute's stakeholders are identified as individuals or groups who are directly or indirectly affected by the Company's business activities, as well as those who may have the ability to influence Company outcomes.

Key stakeholder groups include:

- Local host communities
- Governments of Senegal and Mali (at the local, regional and national level)
- Employees
- Suppliers
- Shareholders
- Non-governmental and civil society organisations operating in the area.

The Company's approach to stakeholder engagement is focused on the following principles:

- Proactive early engagement to identify risk and opportunity
- Idea generation and information sharing
- Respect, trust and mutual benefit.

1.6 Materiality Assessment

Resolute reviews the materiality of sustainability issues for its internal and external stakeholders on an annual basis. This review is conducted in alignment with the GRI Principles for Determining Report Content and is used to guide the preparation of this report.

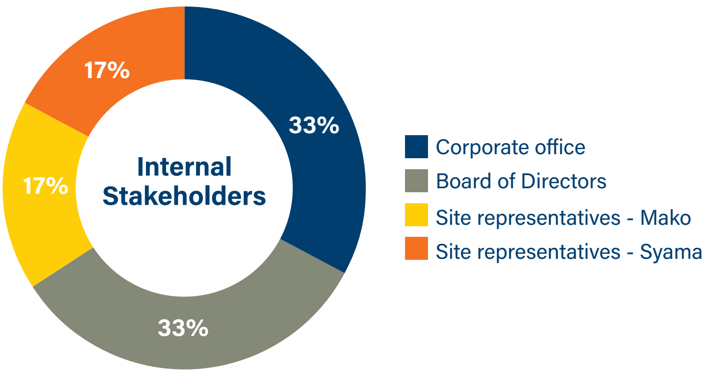
Resolute identifies eight stakeholder groups for the materiality assessment, which are asked to select the seven most important sustainability issues for the business:

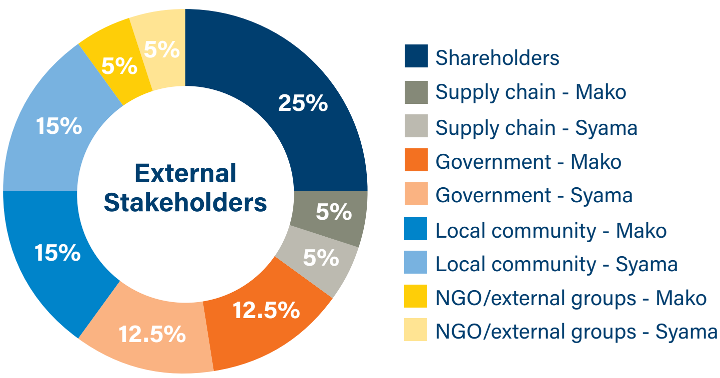
- Internal stakeholders: Board, corporate and site representatives
- External stakeholders: Shareholders, supply chain actors, government representatives, local communities and non-government organisations.

The answers are weighted to ensure balanced representation between Syama and Mako, and to account for the relative importance of stakeholders. They are ranked on the combined responses of all stakeholders.

In 2021, Resolute updated the results of its 2020 materiality survey by engaging with selected stakeholder groups. All topics presented in the materiality matrix are covered in this report, with priority given to those topics assessed as being most important by both internal and external stakeholders as per the below ranking. Notable changes for 2021 are the increase in importance of Training and Education, and Indirect Economic Impact, and the decrease in importance of 'Employment' which reflect the operational stage of the assets.

Materiality analysis stakeholder weightings

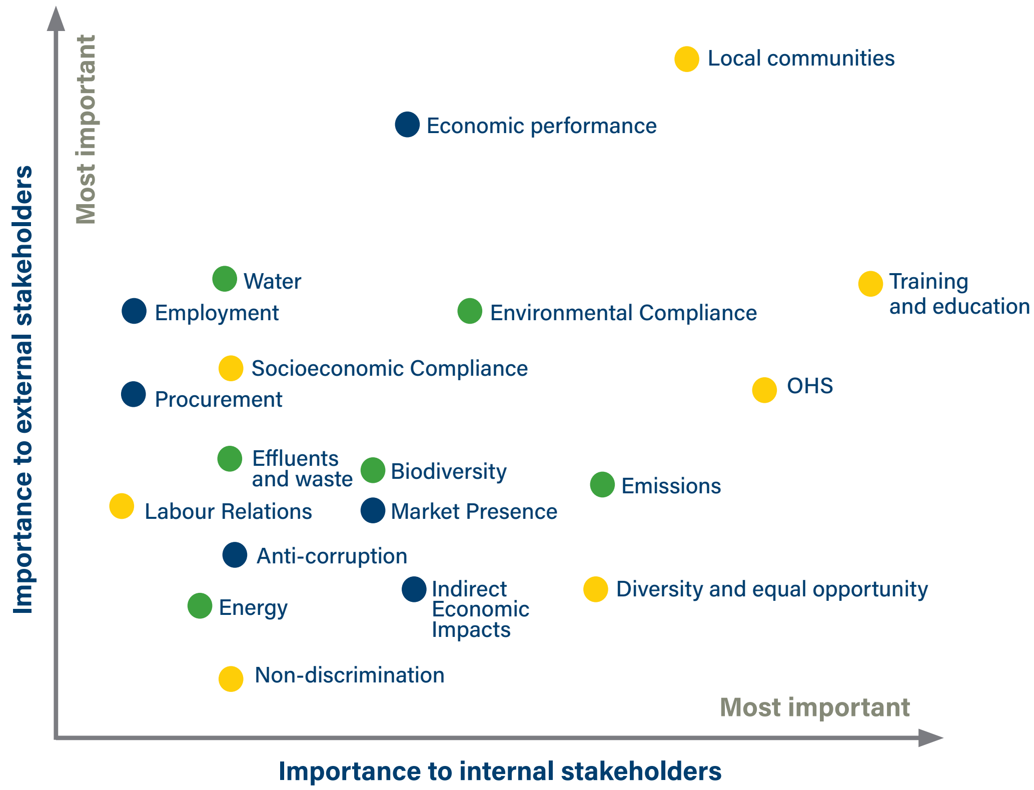




Materiality analysis results

Rank	Sustainability Topic
1	Local Communities
2	Training and Education
3	Occupational Health and Safety
4	Economic Performance
5	Environmental Compliance
6	Emissions
7	Diversity and Equal Opportunity
8	Water
9	Biodiversity
10 (joint)	Indirect Economic Impacts
10 (joint)	Market Presence

Materiality Matrix



- Economic topics
- Environmental topics
- Social topics

Maintaining Good Governance

Maintaining Good Governance

Our sustainability strategy and underpinning approach is guided by the Board with governance and oversight responsibility assigned to the Sustainability Committee.

Compliance with the World Gold Council's RGMPs

>65%

Diversity, equity and inclusion

training established with implementation to commence early 2022

Human rights

self assessment methodology established and training commenced

Figure 3. Board and Board Committee Structure

2.1 Sustainability Governance

Sustainability Committee

Our sustainability strategy and underpinning approach is guided by the Board with governance and oversight responsibility assigned to the Sustainability Committee (Committee).

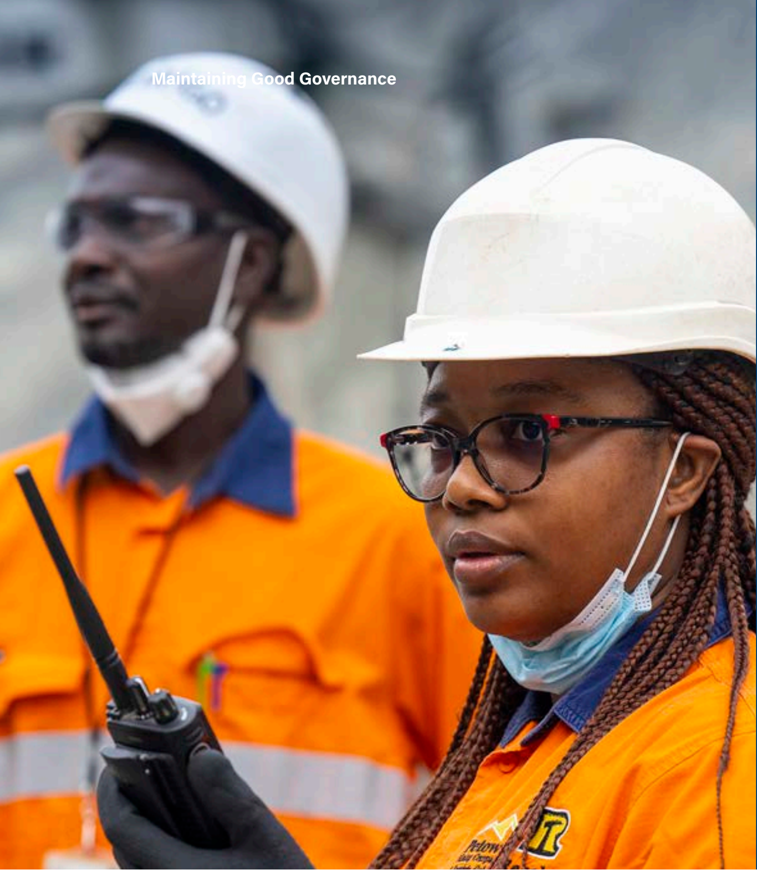
The Committee is chaired by the CEO and consists of several non-executive directors who each have diverse knowledge, skills and experience within the remit of the Committee. The focus of the Committee is guided by the Sustainability Committee Charter (Charter). The Charter broadly covers all health, safety, security, environment, community (HSSEC) and people matters. This includes the adequacy of all systems in place to effectively manage ESG/regulatory risk and opportunity across the Company.

The Committee sets both short and long-term sustainability targets and assesses performance against these metrics.

The Committee recommends to the Board the adoption of initiatives to drive continual improvement in sustainability performance at Resolute, including but not limited to the publication of an annual Sustainability Report. Sustainability considerations have been incorporated into both short and long-term incentive plans and are linked to assessments of executive and Company performance.

Resolute's Executive Team reports performance to the Committee at each of its four meetings per year.

In 2022, Resolute will establish a Sustainability Working Group that will include representatives from the Operations and Sustainability teams and will have standing agenda items to drive improved governance over Diversity, Equity and Inclusion (DE&I), Tailings Storage Facilities (TSF) and water, among other key priorities.



Resolute Policies, Procedures and Statements

In 2021, Resolute continued to strengthen its sustainability policy framework with the publication of several new policy documents. The policies further formalise the Company's commitment to operating responsibly across current and emerging ESG risk areas in line with the RGMPs, Company strategy and stakeholder expectations.

These new and revised policy documents include:

- Working Responsibly Policy
- Water Stewardship Policy
- Responsible Tailings Management Policy
- Climate Change Policy
- Diversity, Equity and Inclusion Policy
- Sexual Harassment Policy

All policies are available on the Company's website and Resolute will continue to refine its policy framework in line with material ESG challenges impacting the resources sector.

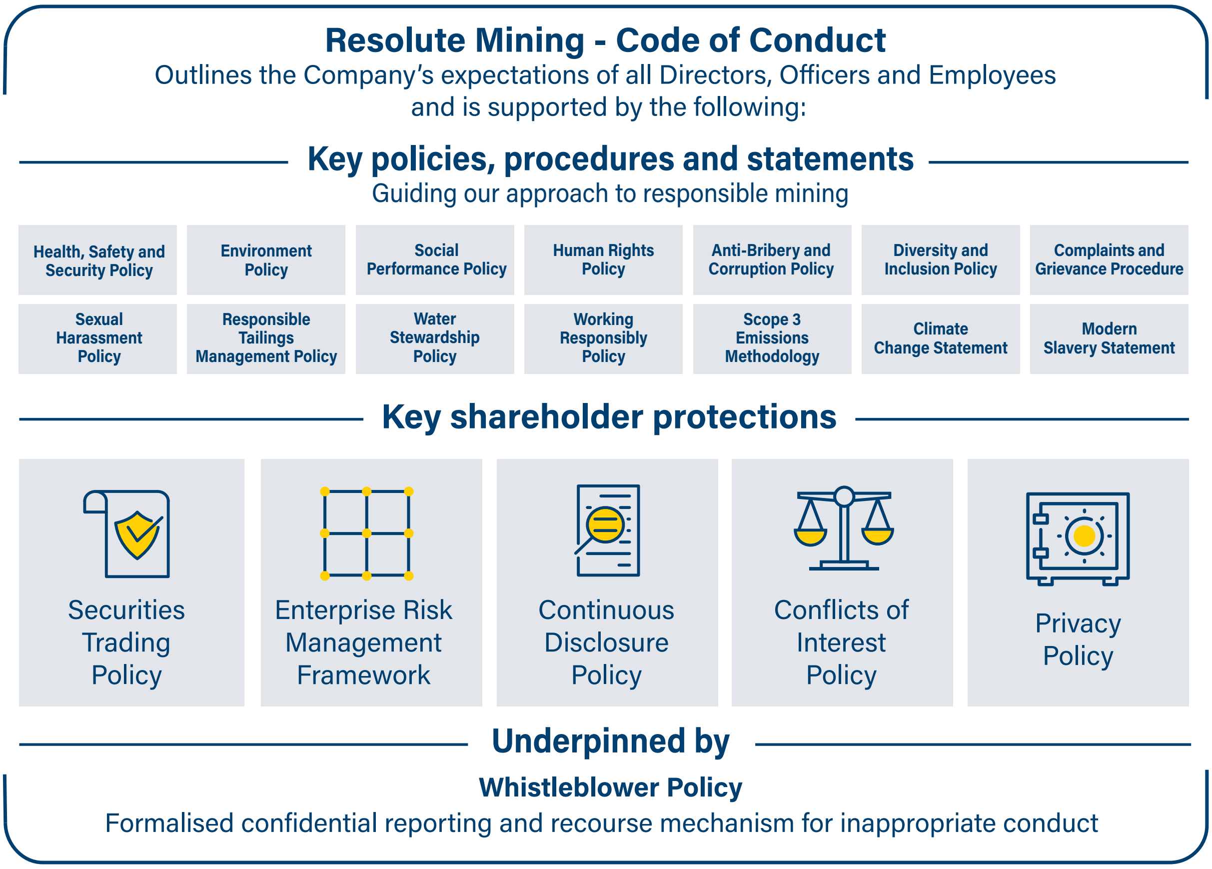


Figure 4. Policy Framework

Enterprise Risk Management Framework

Resolute maintains a proactive and considered approach to risk and opportunity management. Risk appetite statements have been established by the Resolute Board and guide management and mitigation efforts across the business. Resolute's risk management approach aligns with ISO 31000:2018 and is guided by the ASX Corporate Governance Council Principles and Recommendations 4th edition.

The Board has ultimate accountability for ensuring material risks faced by the Company are identified and effectively managed in accordance with risk appetite statements. Board intervention occurs when there is a significant change in the Company's predetermined risk profile across any of its material exposures.

The Audit and Risk Committee has the mandate from the Board to provide risk management oversight across all material exposures. The Audit and Risk Committee engages proactively with the Executive Team to optimise Resolute's systems of risk identification, mitigation, management, assurance and reporting. Executive management provide regular updates to the Audit and Risk Committee relative to new and emerging risks and their mitigations in line with leading practice.

Resolute will implement CGR Foundation enterprise risk software in 2022, which will enable improved risk identification, mitigation, control evaluation and reporting. This software will complement the existing INX InControl system that has been implemented across the operations to manage asset-level risk and opportunity. Systemising our risk management framework will ensure a standardised risk approach is consistently applied and will enable improved mitigation and reporting.

KPMG is engaged to support the ongoing optimisation and assurance of Resolute's Risk Management Framework (Figure 5) and to support Audit and Risk Committee and Board reporting.

Figure 5. Risk Management Framework

Risk and Mitigation Summary

The following table provides a high-level account of Group material exposures.[1]

Risk			
RISK Serious injury or fatality (single or multiple) sustained at work or whilst commuting to/from work.	POTENTIAL IMPACTS	• Fatality • Permanent disability (physical or mental) • Injury and illness	• Legal and legislative implications • Financial loss • Reputational damage
	MITIGATING PRACTICES	• Industry standard safety management systems • Embedded safety conscious culture • Staff safety training programs	• Contractor pre qualification, induction and training • Regular review processes and procedures • Critical Hazard Management • High risk training systems and competency verification
RISK Security event adversely impacting employee health, safety and wellbeing and or business continuity.	POTENTIAL IMPACTS	• Kidnap/ransom • Compromised asset security • Theft (e.g. fuel, inventory etc.)	• Financial loss • Reputational damage • Increased attrition
	MITIGATING PRACTICES	• Security Management Framework • Specialist internal/external security services providers • Crisis and Emergency Management System	• Multi-source real-time intelligence • Regular review and audits • Strong stakeholder relations and engagement
RISK Unable to effectively respond/adjust to physical and legislative operating environment changes driven by Climate Change, which threatens business continuity/viability.	POTENTIAL IMPACTS	• Material increase in operation costs • Licence to operate threatened/ suspended	• Inability to acquire debt funding/ financing • Reputational damage • Loss of investor confidence
	MITIGATING PRACTICES	• Environmental licence conditions • Robust environmental monitoring • Ongoing operational emissions modelling • Group Sustainability Strategy and net zero commitment	• Regular community interactions and engagement • Continual air quality monitoring • External assurance (tailings, environmental etc)
RISK Uncertain political/fiscal/ tax environments and government instability.	POTENTIAL IMPACTS	• Loss of, or significant reduction to, licence to operate • Increased regulation and operating scrutiny • Reputational damage and deterioration of social licence to operate	• Productivity and cost of production affected • Supply chain disruptions
	MITIGATING PRACTICES	• Ongoing stakeholder/government engagement • Dedicated Country Manager and other in-country expertise • Strong local development track record and local stakeholder support	• Active proponents of non-political government agendas • Mining Agreements in each operating jurisdiction • Business continuity planning

Risk and Mitigation Summary

The following table provides a high-level account of Group material exposures.[1]

Risk			
RISK Health event impacting employee health, safety and wellbeing and/or business operations/continuity.	POTENTIAL IMPACTS	• Illness • Permanent disability • Fatality • Operational site quarantined and/or large-scale disruption of operations	• Reputational damage impacting ability to maintain and attract staff/contractors to site • Deterioration of government/stakeholder relations
	MITIGATING PRACTICES	• Infectious disease management protocols • Implementation of WHO guidelines and other industry standards • Primary, occupational and emergency medical capability established at each asset	• Medical review and external audits • Occupational health assessments/ surveillance • Injury and medical emergency evacuation protocols • Malaria mitigation program
RISK Bribery or corruption.	POTENTIAL IMPACTS	• Kidnap/ransom • Compromised asset security • Theft (e.g. fuel, inventory etc.)	
	MITIGATING PRACTICES	• Ongoing Anti-Bribery and Corruption and Code of Conduct training and declarations are in place for all staff • Inclusion of Anti-Bribery and Corruption requirements for sub-contractors included within contracts	• Independently operated whistle-blower hotline • Financial system controls in place • Fraud risk assessments • Regular review and audits
RISK Human Rights exposures associated with Resolute's business activities threatens business continuity/viability.	POTENTIAL IMPACTS	• Reputational damage • Loss of investor confidence • Decreased ability to acquire debt funding/financing	• Deterioration in key stakeholder relationships • Supply chain disruptions • Suspension/revocation of licence to operate
	MITIGATING PRACTICES	• Human Rights provisions in all contract service agreements with key suppliers • Labour law compliance for all employment practices • Commitment to Voluntary Principles of Security and Human Rights	• Training and education of workforce • Stakeholder engagement • Human Rights Policy • Modern Slavery Voluntary Statement
RISK Catastrophic failure of Tailings Storage Facility.	POTENTIAL IMPACTS	• Suspension/revocation of operating licence • Social activism/outrage • Financial penalties • Significant production impacts	• Long-term environmental damage • Health decline/fatality • Asset Shutdown • Reputational damage • Loss of investor/stakeholder confidence
	MITIGATING PRACTICES	• Tailings governance framework • Daily, weekly, monthly TSF monitoring • Environmental monitoring e.g. ground/surface water quality • Engineer on Record e.g. Golder, Advision, Knight Piesold	• Annual external audits • Piezometers - ground stability • Deposition strategies • Operation and design parameters • Specialist TSF contractors/expertise (non-engineering)

Risk and Mitigation Summary

The following table provides a high-level account of Group material exposures.[1]

RISK			
Artisanal and Small-Scale Mining	POTENTIAL IMPACTS	• Financial penalties • Significant production impacts • Long term environmental damage • Health decline / fatality	• Asset Shutdown • Reputational damage • Loss of investor / stakeholder confidence
	MITIGATING PRACTICES	• Stakeholder engagement – e.g. local authorities • ESIAs • Land use agreements • Resettlement standards	• Livelihood generation programs • Environmental monitoring • Local employment and training

Note

[1] "Material Exposure" is defined in the ASX Recommendations as "a real possibility that the risk in question could materially impact the Company's ability to create or preserve value for Shareholders over the short, medium or longer term."

2.2 Transparency and Business Ethics

Resolute is committed to maintaining the highest level of business ethics. This is clearly conveyed to the Company's people and stakeholders through the Anti-bribery and Corruption, Code of Conduct and Working Responsibly policies. Bribery and corruption are an affront to the Company Values and inhibit its ability to generate shareholder value.

Group and asset-level risk assessment processes consider the bribery and corruption exposures in all operating jurisdictions. At Resolute, these risks are considered high and stringent financial, commercial, training, assurance and other controls have been implemented to effectively mitigate bribery and corruption risks across all areas of the business, including the supply chain.

All employees undertake anti-bribery and corruption, code of conduct and whistle-blower training on commencement with the Company and these skills are refreshed at least every two years. Training compliance is monitored via Resolute's Learning Management System.

Resolute has established a Whistle-blower Hotline that affords employees and stakeholders a confidential mechanism to raise bribery, corruption and other third-party allegations against the Company and its representatives. All allegations received are treated very seriously and fully investigated by designated members of the Executive Team.

All charitable donations and in-kind assistance provided by the Company are recorded and reported monthly. Resolute does not provide any political or religious financial contributions of any kind and ensures host communities remain the beneficiaries of sustainable development efforts.

To date, Resolute has not participated in collective action to combat corruption but remains open to considering all options going forward.

2.3 Human Rights and Modern Slavery

Resolute is committed to respecting all internationally recognised human rights, including those covered under the Universal Declaration of Human Rights and the International Labour Organisation when identified. Resolute is committed to eliminating all forms of modern slavery both within its business and supply chain, implementing and enforcing effective internal processes according to the requirements of the UK Modern Slavery Act and the Australian Modern Slavery Act. Resolute's operations abide by the Voluntary Principles on Security and Human Rights.

In 2021, significant progress was made, including the following initiatives:

- Benchmark and update of all publicly available Company policies against the UN Guiding Principles for Business and Human Rights
- Development and implementation of mandatory group-wide human rights training
- Development of a self-assessment methodology to assess business impacts and opportunities for human rights
- Inclusion of human rights provisions in commercial agreements
- Extensive training delivered to direct and contract security personnel in the Voluntary Principles of Security and Human Rights.

During 2022, Resolute will implement its first group-wide human rights assessment to review impact and opportunities across people, host communities and supply chain. In addition, workforce training on human rights will continue and be extended to site-based contractors.

Fostering People and Culture

Fostering People and Culture

Resolute is committed to maintaining an accountable, diverse, equitable and inclusive organisational culture that is free from all forms of discrimination. The Company empowers its people and respects their individual and collective rights.

93%

NATIONAL EMPLOYMENT

4,059

EMPLOYEES AND CONTRACTORS

3.1 Our Management Approach

Resolute is committed to maintaining an accountable, diverse, equitable and inclusive organisational culture that is free from all forms of discrimination. The Company empowers its people and respects their individual and collective rights.

Health, safety and wellbeing of our people is our first priority and through 2021 Resolute improved the rigour and the effectiveness of health and high-risk systems and protocols in accordance with leading practice.

In 2021, Resolute further strengthened its Policy Framework by introducing a Working Responsibly Policy and a Sexual Harassment Policy. These both set high standards and clear expectations with regards to the way the Company conducts its business and expects its employees and contractors to behave.

The material workforce topics covered in this section include:

- Employment
- Labour Relations Management
- Diversity, Equity and Inclusion
- Employee Engagement
- Occupational Health and Safety
- Training and Education.

3.2 Employment

Resolute's workforce comprised of 1,100 employees at the end of December 2021. This was split across corporate offices in Perth (Western Australia) and London (United Kingdom) and African operations and exploration projects.

The Company also engages 2,959 contractors, predominantly based at the operations in Mali and Senegal. This is a 7% decrease compared to 2020 due to the in-sourcing of exploration and underground mining activities. Key contract partners provide mining, blasting, security and catering services.

Our Workforce
by location

	Total	Australia	United Kingdom	Mali	Senegal
Employees	**1,100**	46	7	739	308
Contractors	**2,959**	7	2	1,980	970

In total, Resolute's combined direct and contract workforce at its African operations in 2021 consisted of 93% national employees - a 2% increase compared to 2020.

The Company is starting to see the results of its nationalisation, succession and development efforts as 60% of senior management and 46% of management personnel across operations are national employees. Targeted succession and development plans were established in 2021 to further progress the nationalisation agenda. The plans include the provision of coaching, mentoring and secondment opportunities for identified talent. A Leadership Development Programme for national employees will be implemented in 2022 to further support the professional and personal development of Resolute's people.

Our mines at Mako and Syama are located within rural areas where literacy and education levels are traditionally low. To maximise local employment opportunities for our local communities, Resolute, as part of its local employment strategy, reserves all entry level and semi-skilled roles for local and regional employees. Skilled professionals are typically sourced from, or near, the capital cities of the countries in which we operate.

In 2021, 223 new employees from 21 different nationalities joined Resolute, of which 88% were employed in the West African operations.

Employee initiated turnover at the operations in 2021 remained low, at 3.4% at Syama and 3% at Mako. However, expatriate turnover increased in 2021, which was predominantly associated with the challenges presented by the COVID-19 pandemic. Turnover continues to be monitored monthly and exit interviews are conducted where possible to understand where opportunities for improved retention exist.

CASE STUDY

Empowering youth in West Africa

Coumba Sissako is a 20 year old student who lives in the local community close to our Mako Gold Mine in Senegal and is the first lady of her village to graduate from secondary school and qualify to undertake tertiary education at the national university.

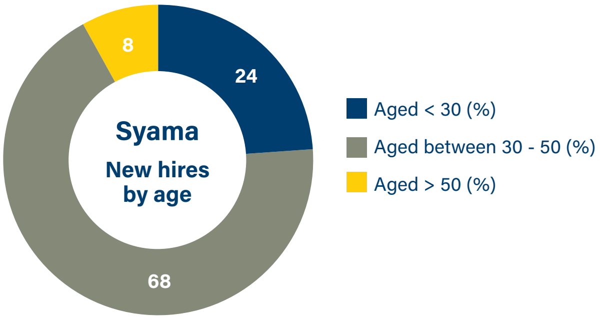
Coumba has been accepted into the SUPdeCO Business School in Dakar and has now moved to the city to pursue her business management studies.

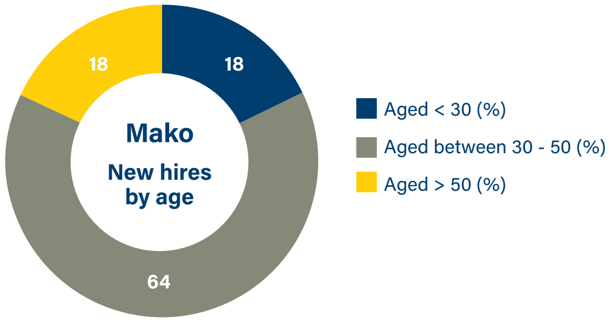
Resolute is delighted to be able to support Coumba's academic pursuits in the form of full financial sponsorship for the duration of her three year degree. This support includes funding for accommodation, university fees, transport, office, living and other expenses.

Our Senegal People Team remain in close contact with Coumba to ensure she is supported to succeed and to celebrate her progress at each stage of her development.

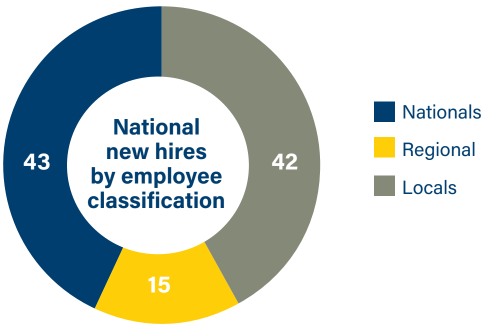
Resolute's support of Coumba is one of a number of key local development initiatives that have been implemented at our operations to deliver sustainable value to local stakeholders across health, education, livelihood generation and other areas.

New hires at West African Operations, 2021
by age group

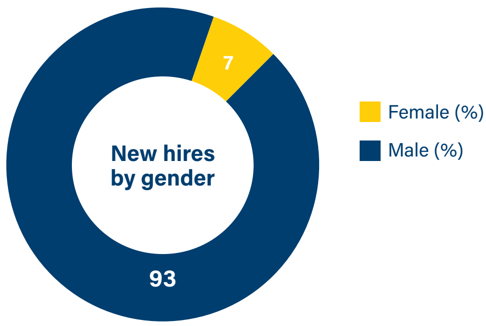




National new hires at West African Operations, 2021
by employee classification



New hires at West African Operations, 2021
by gender



Benefits

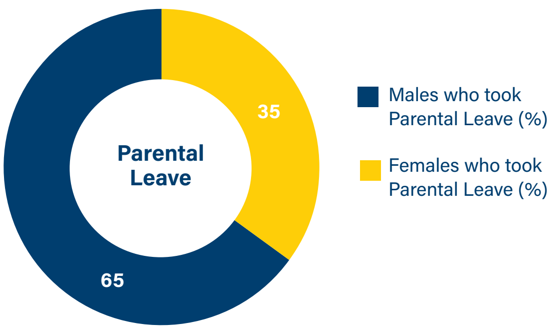
Resolute regularly reviews its remuneration practices and employee benefits to ensure it remains competitive and attracts and retains talented individuals.

The Company provides full private health insurance to all senior national employees and their immediate families. Health insurance support is also provided to all direct employees, which has proven extremely important in the current pandemic, as the Company protects the health, safety and wellbeing of its people.

In 2021, Resolute implemented new Paid Parental Leave provisions across the Group, providing generous entitlements that go beyond the minimum legislative requirements in the jurisdictions in which it operates. Newly introduced flexible return to work arrangements ensure new parents can effectively balance family responsibilities with work commitments.

17 employees across the Group took Parental Leave in 2021, of which 14 have returned to work and 3 remain on Parental Leave.

Employees who took Paid Parental Leave, 2021
by gender



100%

Direct employees covered by health insurance support

3.3 Labour Relations Management

Resolute supports the right to freedom of association and collective bargaining.

In Mali and Senegal, Resolute's labour relations are founded on the respective national legal frameworks and guide the development of strategies that are used to manage employee relations risk and opportunities.

At Syama, Resolute focused on re-establishing a constructive dialogue with Union and Staff representatives elected following several industrial challenges in 2020. In July, the second and final round of Staff Delegates and HSE Representatives elections were completed. Training sessions were subsequently organised to ensure all representatives are aware of their rights and responsibilities as part of their elected role.

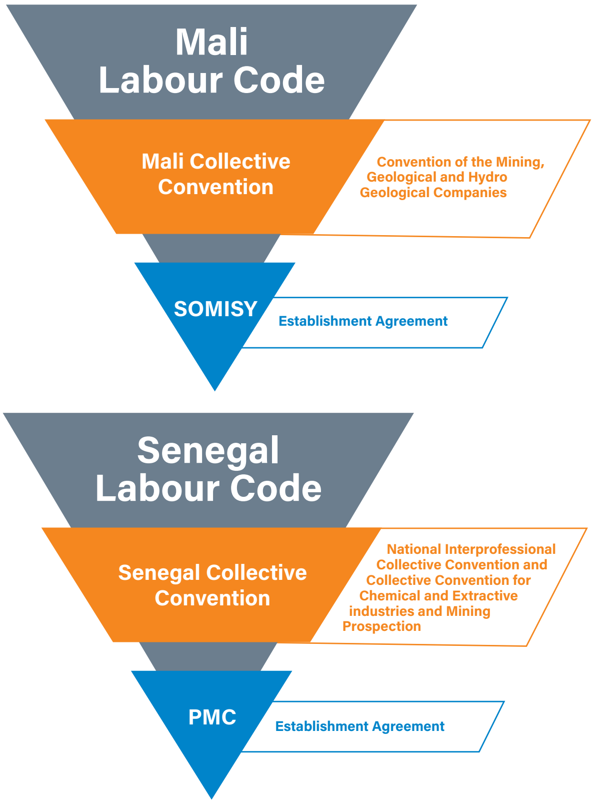
A revitalised monthly Staff Representatives meeting with the SOMISY Managing Director and the People team has led to an improvement in communication, collaboration and understanding between parties. No employee relations issues were reported in 2021 as a result of these combined efforts.

At Mako, staff Delegates' three-year mandate expired in November 2021. Elections are being organised in line with the Labour Code and Resolute's Establishment Agreement and are scheduled for early 2022.

There is no stipulated minimum notice period to be provided to employees for operational changes in Mali or Senegal however, relevant management decisions directly consider the Company's values, fairness test and applicable legal frameworks. Major changes are implemented following collaboration and consultation with Union representatives and staff delegates.

100% of employees at both Syama and Mako are covered by a collective convention. The Conventions are agreements negotiated between unions, government and industry representatives that determine workers' employment conditions and collective rights.

100% of employees in our corporate offices in Australia and the UK are engaged via individual employment contracts.



3.4 Diversity, Equity and Inclusion

Resolute is committed to maintaining a diverse and inclusive workplace founded on the principles of equal opportunity. Central to this is Resolute's commitment to maintaining an environment that is free from all forms of harassment and discrimination.

In 2021, Resolute published a Sexual Harassment Policy to confirm its commitment to maintaining a safe, inclusive and respectful organisational culture founded on a zero tolerance approach to sexual harassment. Extensive training will be delivered to all employees in this area in 2022. There were no reported cases of sexual harassment across the Resolute Group in 2021. The Company recognises that certain legal frameworks and cultural norms in its operating jurisdictions can pose challenges to gender diversity and equal opportunity commitments. Currently, 4% of employees at Syama are female and 9% at Mako are female. However, women represent 40% of the workforce across corporate offices.

Gender diversity at Board, Executive and Operations levels has decreased since 2020 but has remained stable across corporate offices. Attracting and retaining female professionals with technical qualifications remains a challenge and will continue to be addressed as a priority in 2022.

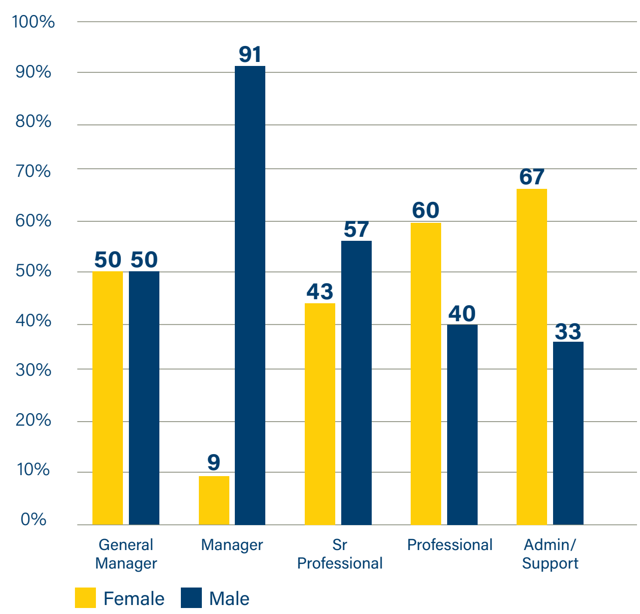
Progress made against Board approved gender diversity targets, 2020-2021

<table>
<tr><th>Business Area</th><th>Gender Diversity Key Performance Indicator</th><th>Target Timeframe 2025</th><th colspan="2">2020</th><th colspan="2">2021</th></tr>
<tr><td>Board of DIrectors</td><td>Representation of women on the Board of Directors of the Company</td><td rowspan="3">50% ± 10%</td><td>33%</td><td rowspan="3">41%</td><td>17%</td><td rowspan="3">37%</td></tr>
<tr><td>Executive Committee (ExCo)</td><td>Representation of women in senior executive roles, defined as the Key Management Personnel and Executives of the Company, excluding the MD and CEO who is included under the Board</td><td>20%</td><td>0%</td></tr>
<tr><td>Corporate Group</td><td>Representation of women across corporate business divisions (e.g. Perth and London)</td><td>44%</td><td>45%</td></tr>
<tr><td>Operations</td><td>Representation of women across African operations (e.g. Syama, Mako, and Exploration)</td><td>15%</td><td colspan="2">7%</td><td colspan="2">6%</td></tr>
</table>

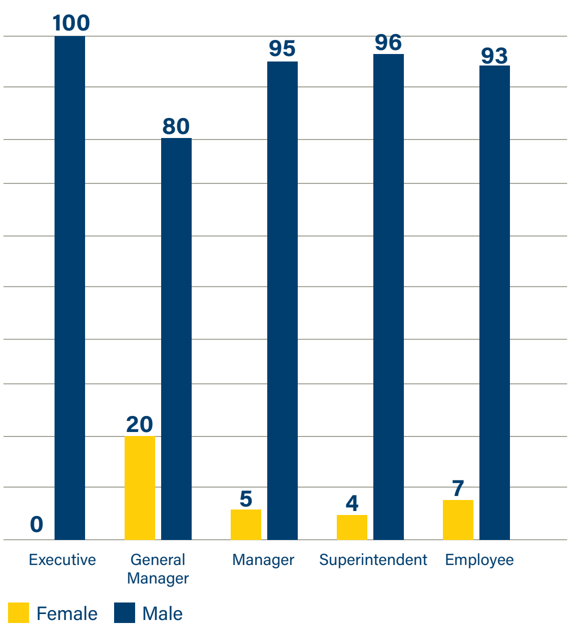
The below information illustrates an overall balanced representation of women at all levels of work at corporate, except at manager level, which the Company acknowledges is an area for improvement in 2022, which will be addressed through targeted recruitment, internal development and other initiatives.

Gender diversity of Resolute employees, 2021

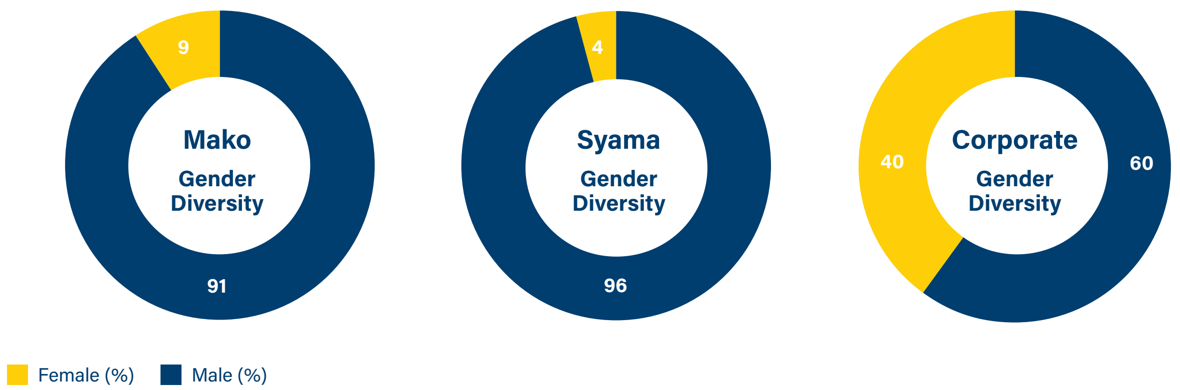
Corporate - Female vs Male representation by level of work



Group - Female vs Male representation by level of work



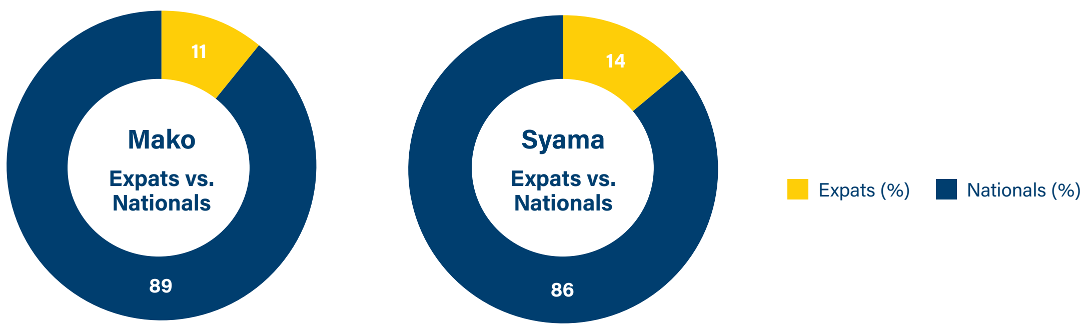
Gender diversity of Resolute employees across the Group, 2021



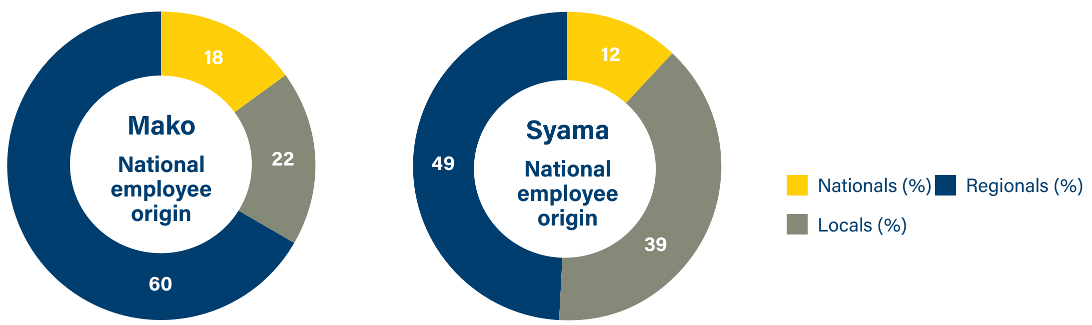
While gender diversity is a key Company commitment, Resolute also remains committed to attracting and retaining talent from the communities it operates in and considers the localisation of operations as necessary for improved resilience and performance.

The below information highlights efforts in establishing a diverse workforce, where people from various nationalities and cultural backgrounds are engaged.

Expatriate and national employees at both operations, 2021



National employee classification



Note:
- National: from the rest of the country
- Regional: from the region of the mine site
- Local: from the host communities

"Targeted training and development programs continue as we recognise that investing in our people is critical to our success."

STUART GALE, CEO

Expatriate nationalities at West African Operations, 2021

Resolute employs expatriates from 27 different countries, with the majority (65%) coming from Africa.

In 2021, Resolute implemented and consolidated several initiatives to increase diversity, equity and inclusion across the Company and more specifically at its operations:

- Conscious and unconscious bias evaluations continue to be considered at each stage of the recruitment process and further training will be implemented in 2022
- Resolute Diversity, Equity and Inclusion Policy was revised and a training package developed in French and English, to be implemented in 2022
- Generous Paid Parental Leave provisions implemented across the group in excess of legislative minimum entitlements
- Flexible Work Arrangements Policy has been approved and will be implemented in Q1 2022
- First group-wide employee engagement survey conducted in French and English
- Improved internal communication through the development of a communication strategy, implementation of a monthly CEO address, refresh of Company Purpose and Values and electronic communication platforms
- Following Board endorsement of the new Sexual Harassment Policy, a training package has been developed and will be implemented in 2022.

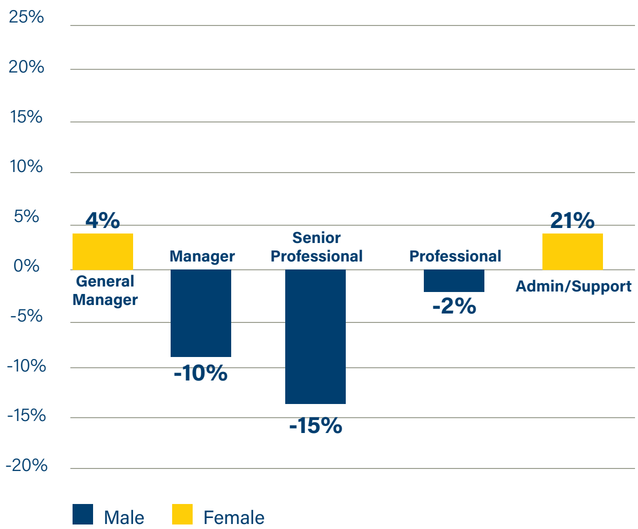
Gender Pay Equity

Pay equity analysis is conducted twice a year to ensure fairness and consistency in remuneration practices across the Group and to, in part, enable the achievement of the Company's diversity and inclusion objectives.

The gender pay gap across the Resolute Group is 5% in favour of females. At Corporate level (Perth and London), there is an overall gender pay gap of 41% in favour of males, when the Executive Committee remuneration is excluded. However, to ensure meaningful comparisons, Resolute conducts analysis by level of work and operational/technical vs support functions. This analysis illustrates the pay equity challenges faced in attracting female talent to operational/technical roles as 95% of female employees across corporate offices are in support roles and only 5% (1 employee) in operational roles.

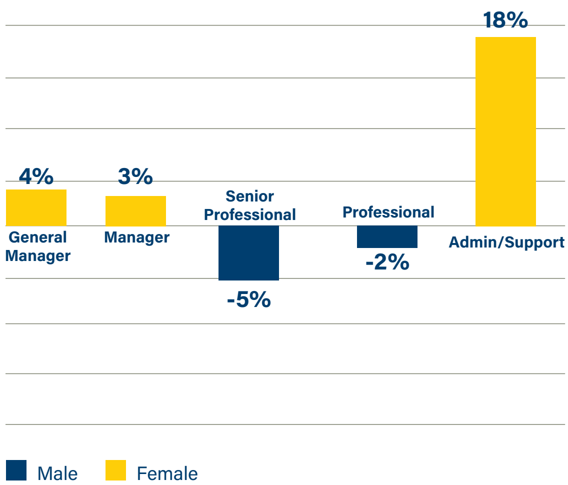
Similar challenges exist at the operations given the underrepresentation of women at Syama and Mako. However, it also shows that when comparing like-for-like information (by level of work and by function), the gender pay gap is significantly lower.

Overall gender pay gap at corporate level, by level of work (Operations and Support), 2021



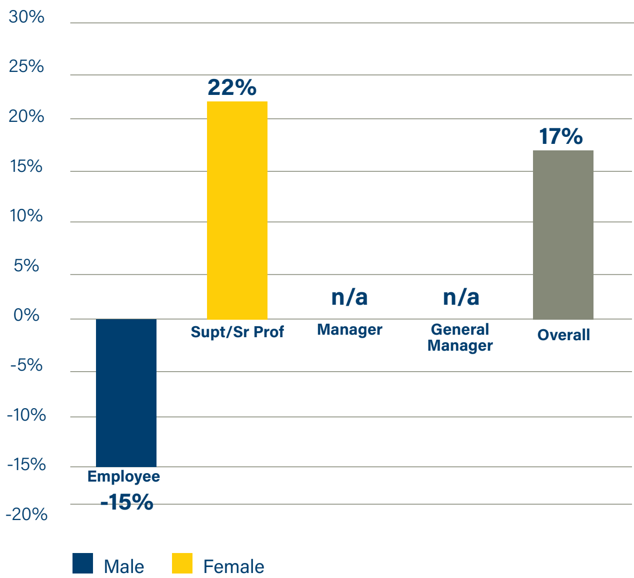
Note: Positive figures in above graph show gender pay gap in favour of females

Gender pay gap at corporate level, by level of work in Support functions only, 2021

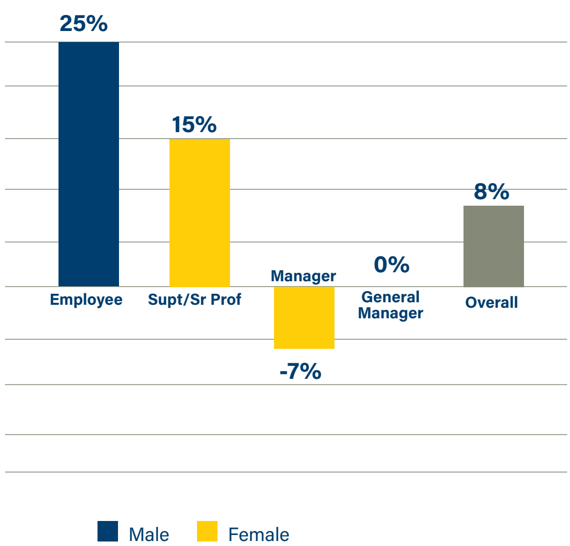


Note: Positive figures in above graph show gender pay gap in favour of females

Group Gender Pay Gap in Operational/Technical functions, 2021



Group Gender Pay Gap in Support functions, 2021



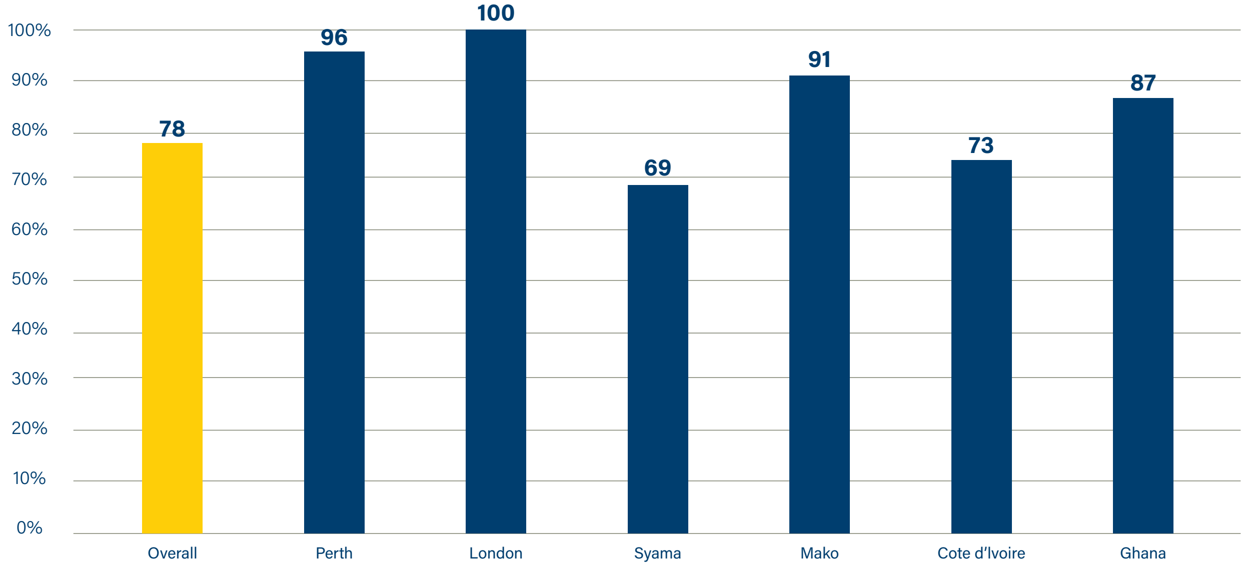
Resolute ceased to have a reporting obligation to the Workplace Gender Equality Agency (WGEA) in 2021 following the divestment of its Australian operations. At this stage, there is no mechanism in place to submit voluntary disclosures to the WGEA however, we will continue to report on our metrics through other mandatory and voluntary disclosure mechanisms.

3.5 Trend of Employee Engagement

In 2021, Resolute conducted its first Employee Engagement survey across corporate offices, operations and exploration sites, delivered in French and in English. The survey consisted of 71 questions. Five focused on engagement, 65 focused on employee experience and one was an open question.

The overall participation rate was 78% which was a strong achievement and a positive result, considering the logistical and technical challenges that teams had to overcome. This participation rate further indicated employees' willingness to contribute their views on working with Resolute and provided meaningful and representative data for analysis.

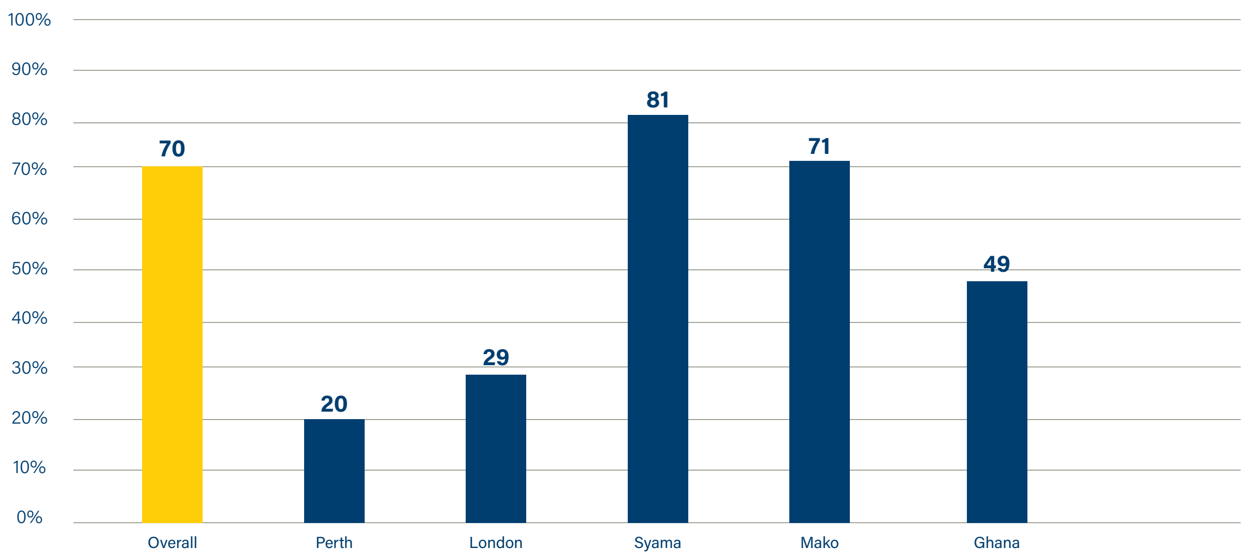
Employee participation rate (%), 2021



Note: The above data includes Resolute's assets in Cote d'Ivoire and Ghana as they were part of the Resolute group at the time of the survey.

The overall engagement rate was 70%, which was high. However, significant differences exist between locations, with corporate offices scoring a lower engagement rate than the operations. A number of reasons can explain this difference, including cultural differences and the uncertainty around the Company's leadership at the time of the survey.

Employee engagement rate (%), 2021



The results were communicated to all employees through town-hall meetings and presentations, and feedback on the results was sought. An action plan was then developed to address survey findings. Some priorities included refreshing Resolute's Company Purpose and Values, enhancing its communication at all levels of the organisation and across all locations, improving the rigour and scope of learning and development opportunities and strengthening the Company's inclusion strategy, especially through increased female engagement.

3.6 Training and Skills Development

A full review of training capability was undertaken in 2021 as Resolute recognised significant improvement in this area would support workforce nationalisation, local employment, diversity and inclusion, and health and safety efforts.

Following this review, priority was assigned to improving high-risk systems of work to ensure our people remain safe. More specifically, we reviewed, standardised and delivered training programmes on:

- Critical Hazard Management Standards
- Job Safety Analysis
- Incident Cause Analysis Management (ICAM) Investigation
- Hazard and Risk Assessment
- Permit to Work
- Isolation and Tagging
- Working at Heights
- Confined Space
- Defensive Driving.

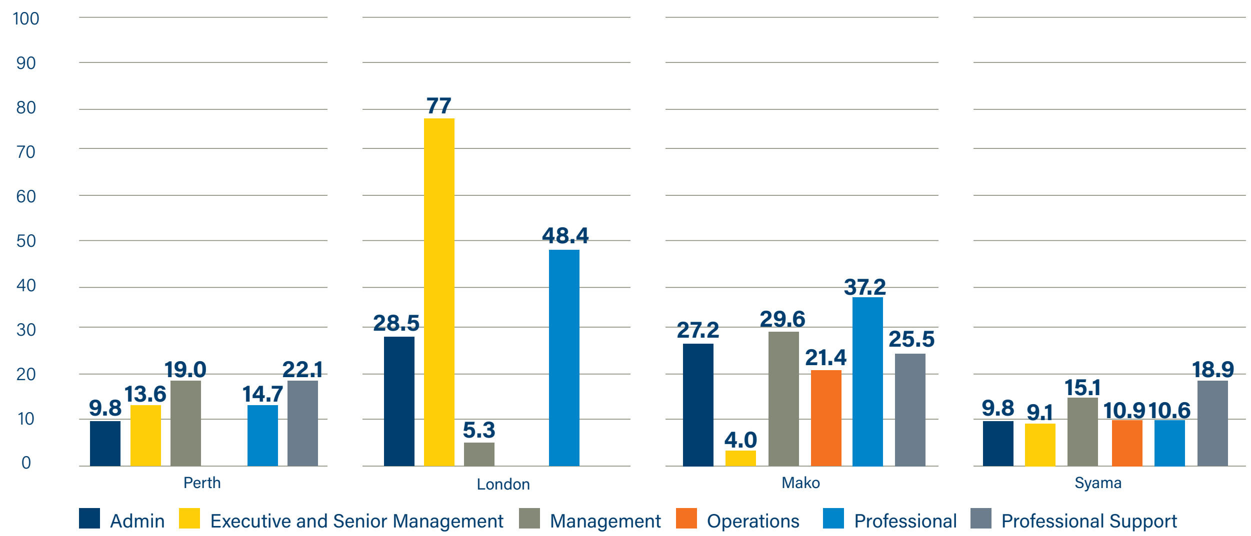
These training programmes will continue to be delivered on an ongoing basis. Considerable training was delivered across the operations in respect of the Company's Learning Management System (LMS) to support mandatory training compliance and reporting.

Human Rights training was delivered in English and in French via online and instructor-led training formats. In 2022, Resolute will implement Diversity, Equity and Inclusion and Sexual Harassment training as part of its mandatory training.

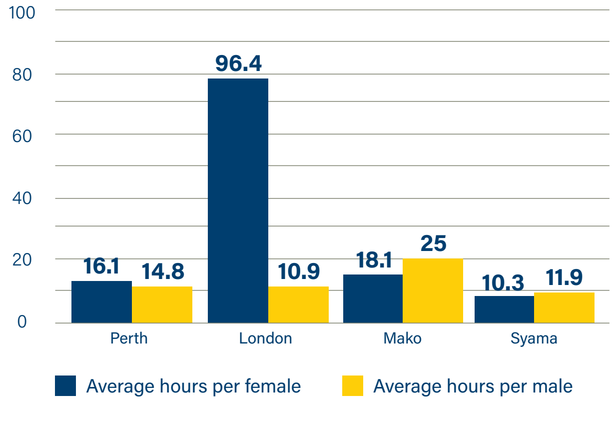
All employees, contractors and visitors receive mandatory site inductions to ensure they are made aware of relevant policies, processes, and practices. Area-specific inductions are also provided.

At Syama and Mako, training for most employees is largely on-the-job, supplemented by mentoring and coaching from management and external service providers as required.

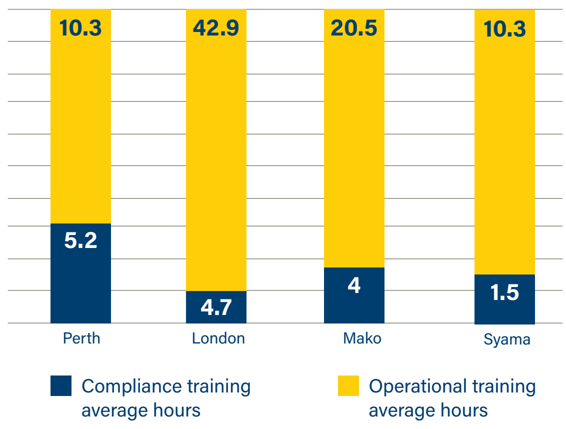
Average employee training hours by location and job classification, 2021



Average Training Hours by Location and Gender, 2021



Average Training Hours per Employee, 2021
Compliance vs Operational



Average amount spent for training and development by employee, 2021
by location

Location	Average Spend per Employee
Perth	$2,880*
London	$2,336*
Mako	$227
Syama	$85
Overall	**$296**

Note: external training only.
* Includes asset level external training funded by corporate.

Apprenticeship, Traineeship and Scholarship Programmes

Both West African operations run apprenticeship and traineeship programmes every year to support the development of young people from local communities and provide them with opportunities and skills that can enable the development of livelihoods beyond mining.

In 2021, Mako provided opportunities to 51 young people, of which 37% were female, through apprenticeships and traineeships, in areas ranging from electrical and instrumentation to agriculture, hospitality, mechanics, processing, IT and supply. Mako also ran a Scholarship Programme for 17 high school students, of which 47% were girls between 13 and 18 years of age, who are currently studying in STEM related streams. This programme is particularly important as it not only supports families from a financial perspective, but in turn encourages girls to stay at school and pursue studies in STEM fields, which they might not otherwise consider.

At Syama, groups of 10 young people from the local communities were provided a three-month internship opportunity. Half of the cohort did not have prior experience or qualifications and were allocated to the underground mine department where they were exposed to several different career paths. The other half had prior experience and supported the maintenance team in the electrical, mechanical, welding and laboratory fields.

Resolute has a formal annual performance and development review process that provides a structured opportunity for all employees across the group to receive feedback on their performance and discuss career and development opportunities.

In 2021, Resolute has explored ways to improve the performance review process to ensure it remains fit for purpose, and the Company will implement changes in 2022. Resolute has also ensured that coaching and mentoring of national employees becomes a performance measure for expatriate employees and will consider, in 2022, linking this obligation to variable remuneration where appropriate.

3.7 Health, Safety and Security

Our Management Approach

The health, safety and wellbeing of its employees' is Resolute's first priority as we recognise that a healthy and engaged workforce is critical to sustaining business performance.

The global pandemic has presented an opportunity for Resolute to review and strengthen its health infrastructure and associated protocols across the Group and, in part, this includes a renewed focus on infectious disease management, health and hygiene promotion and ensuring all direct employees receive private health assistance from the Company.

In 2021, considerable work was undertaken to embed Resolute's Health, Safety and Security Management System and to standardise practices across the operations. This work is ongoing and will enable ISO:45001 certification in 2022.

Critical hazard management continues to be prioritised at the operations to ensure risks that have the potential to kill or cause serious injury are managed effectively.

Critical Hazard Management Standards (CHMS) were implemented at the operations through specific targeted training. Dedicated trainers have been appointed at Mako and Syama to deliver high-risk training and embed safe systems of work in 2022.

Security

The aim of the security function at Resolute is to ensure the Company continues to provide a safe working environment for its people to undertake activities, often in potentially challenging political and social environments. 2021 has seen the continued development of Standards to align security efforts across operations.

To maintain safe operations, the security approach at Resolute is both risk based and stakeholder reliant.

Key elements include:

- Site based security coordination by designated security managers
- Information and support to site operations by designated corporate security professionals
- Engagement with several third party organisations to provide local and regional security updates (Control Risks, ISOS)
- Employment of local residents as community observers
- Use of defence in depth and Crime Prevention Through Environmental Design (CPTED) strategies, eg; designated K9 response, UAV capability and access control supported by multi-layered electronic surveillance
- Partnering with local authorities, including the Police to provide a legal response to offenses committed near sites
- Regular training undertaken with both Company security personnel and local community observers in use of force and the Voluntary Principles on Security and Human Rights.

Critical Hazard	Management Standards
Emergency and Threat Events	• Security Management • Emergency Management • Incident Management
Stored Energy	• Stored Energy • Isolation and Tagging • Electrical Safety
Working in High-Risk Environments	• Permit to Work • Working at Heights • Confined Space • Explosives and Shot-firing • Fire and Explosion • Working Alone • Lightning
Occupational Exposures	• Occupational Exposures • Respirable Dust • Irrespirable or Noxious Atmospheres • Infectious Disease Management
Hazardous Chemicals and Dangerous Goods	• Hazardous Chemicals Management • Dangerous Goods Management • Cyanide Management
Ground Control and Tailings Management	• Underground Ground Control • Surface Ground Control • Tailings Management
Fixed and Mobile Plant	• Fixed Plant • Mobile Plant • Mobile Plant Specifications • Surface Light Vehicle Specification • Traffic Management • Tyre and Rim Management • Cranes and Lifting • Journey Management

CASE STUDY

Partnering with Malian stakeholders to provide a safer work environment

In 2021, SOMISY Management paid a two-day visit to the Kadiolo and Sikasso Regions of Mali as part of their regular engagements with local competent authorities.

During the visit, Resolute signed a Memorandum of Understanding (MoU) with the Governor of Sikasso for improved governance and standardised employment conditions for public security personnel who support Company assets. Resolute relies heavily on this collaboration to maintain a stable security environment at the Mali operations and to assist with the capacity building of the Gendarme.

This MoU formalises Resolute's commitment to aligning with the Voluntary Principles of Security and Human Rights and requires signatories to complete regular training, assurance and other activities for improved security provision and harmony with local communities.

Health and Safety Performance

Resolute consistently engages with its people to ensure they understand their role, how to operate safely in challenging environments and to afford them the opportunity to provide feedback for continual improvement.

This has been achieved via the implementation of lead indicators including, but not limited to:

- Monthly safety meetings
- In-field Visible Leadership Interactions
- Weekly inspections across all departments
- Weekly toolbox talks
- Regular visits by the CEO and Executive Committee.

In 2021, the Group LTIFR was 0.19 per million hours worked and the TRIFR was 1.25 per million hours worked. There were 13 recordable injuries across operations, a slight increase on 2021 injury rates. This is predominantly associated with several line-of-fire injuries sustained to hands and fingers, which are being addressed via continued training and ensuring the correct use of PPE at all times. All employees have now returned to pre-injury duties.

Resolute investigates significant near misses in the same manner as all incidents, through the Incident Cause Analysis Method (ICAM). We define a near miss as, any occurrence or situation which potentially could have caused adverse consequences to people, the environment or property, but did not on that occasion. A Near Miss Incident that results in a risk rating consequence of either Significant or Critical is considered a High Potential Incident (HPI), is recorded in INX and tracked utilising the HPI frequency rate (HPIFR), which compares the number of HPIs against the total hours worked. Lessons learned from HPIs are socialised across the group in an effort to continually improve safety outcomes.

In 2021, HPIs were predominantly associated with vehicle and mobile plant events. Efforts continue to reduce the number of HPIs through employee and contractor training, verification of competency and ensuring alignment with Resolute's safe-systems of work. ICAM investigation training is delivered across the operations, in both French and English, for select personnel to ensure the requisite capability exists to effectively identify and address the root and contributing causes of all significant incidents.

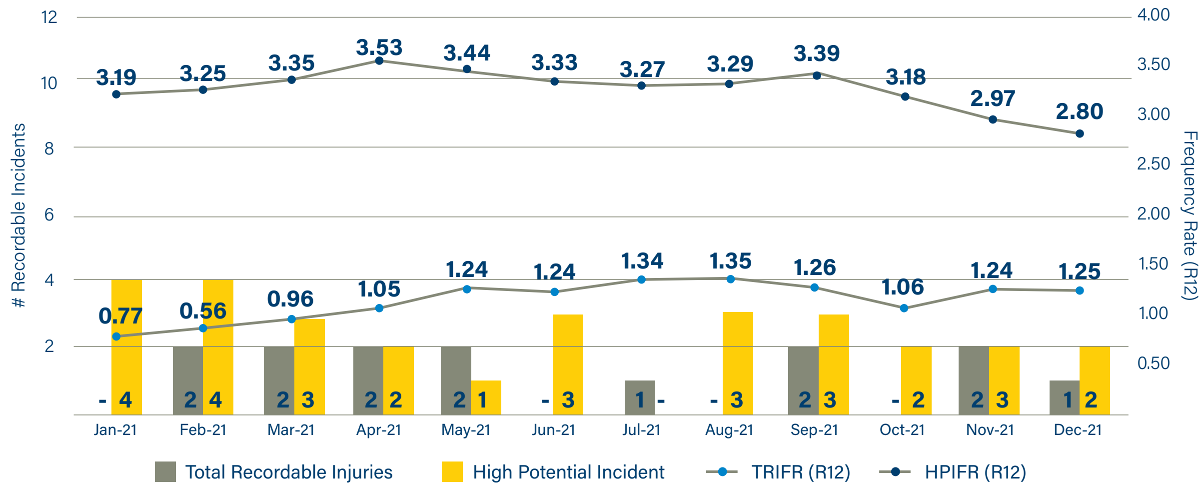
Company and asset-level incident rates are below Western Australian mining industry frequency averages, and no work-related fatalities were recorded.

LTIFR and TRIFR frequency rates, 2020-2021

	2020			2021		
Indicator	**Group**	**Syama**	**Mako**	**Group**	**Syama**	**Mako**
Lost Time Injury Frequency Rate (LTIFR)	0.10	0.00	0.42	0.19	0.00	0.75
Total Recordable Incident Frequency Rate (TRIFR)	0.87	0.91	0.84	1.25	1.05	1.49

* Frequency rates calculated per million hours worked.

Total Recordable Injury and High Potential Incident Frequency Rates, 2021



Safety Performance Comparison, 2021
(Contractors and Employees)

Indicator	Employees	Contractors	Total
Total numbers of workers covered by an occupational health and safety management system	1,100	2,959	**4,059**
*Lost Time Injury Frequency Rate	0	0.27	**0.19**
*Total Recordable Injury Frequency Rate	1.38	1.21	**1.25**
*Near Miss Incident Frequency Rate	3.10	2.68	**2.80**
Hour Worked	2 902 759	7 464 236	**10 366 995**

* Frequency rates calculated per million hours worked.

Contractor hours make up the largest percentage of the total hours worked and the greatest exposure. Contractor management will continue to be a key safety focus going into 2022 with the further development and implementation of the contractor management standard across the group. This in part will include the establishment of a contractor audit regime to ensure compliance with Resolute standards.

Health

In 2021, Resolute continued to improve the health and wellbeing of its workforce, with the refinement of several existing initiatives, including:

- Occupational health assessments and surveillance
- Occupational hygiene monitoring and reporting
- Infectious disease management
- Primary, occupational and emergency medical capability strengthened at each asset
- Expatriate Advanced Life-Support Paramedic at Mako
- Injury and medical emergency evacuation protocols
- Malaria mitigation programme.

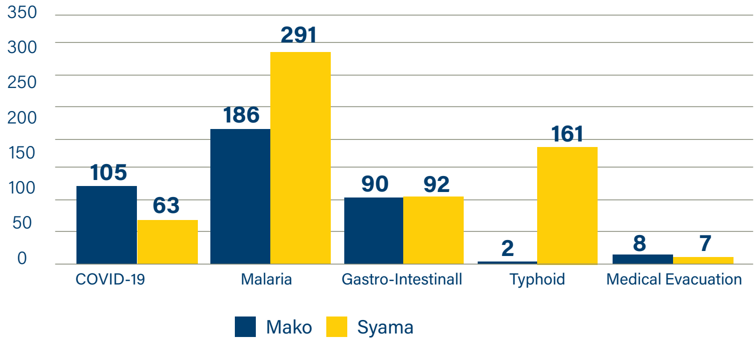
Annual external audits of site medical infrastructures and practices occur to ensure asset level health capability remains effective and aligned to leading practice, including the WHO guidelines.

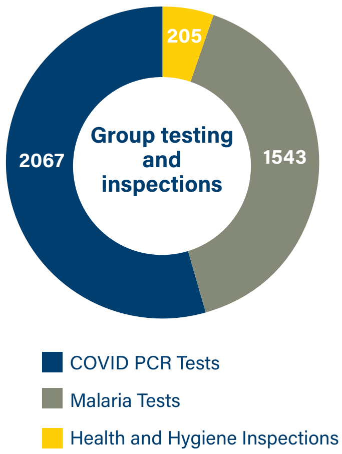
Resolute monitors occupational exposures and infectious disease at its assets closely and has clinics at both sites to coordinate monitoring and response efforts. Infectious disease mitigation proved a challenge for site medical teams in 2021, with COVID-19, malaria and typhoid present at operations.

Whilst COVID-19 remains the ongoing challenge, contracting malaria is considerably more likely. When left untreated this can lead to serious disease and death and remains a key focus for the medical teams.

Rainfall and malaria incident rates are positively correlated. Comprehensive malaria mitigation programmes have been established at the operations to combat infection risks. Control measures include indoor residual spraying, fogging, vector source management, awareness/education, PPE, insecticide spray and other initiatives. Select programmes are extended to local communities to improve local health outcomes.

Group - Occupational Exposures, 2021





Administered Covid-19 vaccinations across operations, 2021

Sites and Contractors	Single Dose only	Vaccinated 2+ Doses	Double Vaccinated %
Mako Employees	16	306	99
Mako Contractors	64	464	48
Syama Employees	80	573	78
Syama Contractors	44	637	32
Sub-total Employees and Contractors	**204**	**1980**	**50**

Site medical teams manage all infectious diseases at assets and mitigate complications via early diagnoses, treatment and the management of the associated infection protocols.

Confirmed Covid-19 cases across operations, 2020-2021

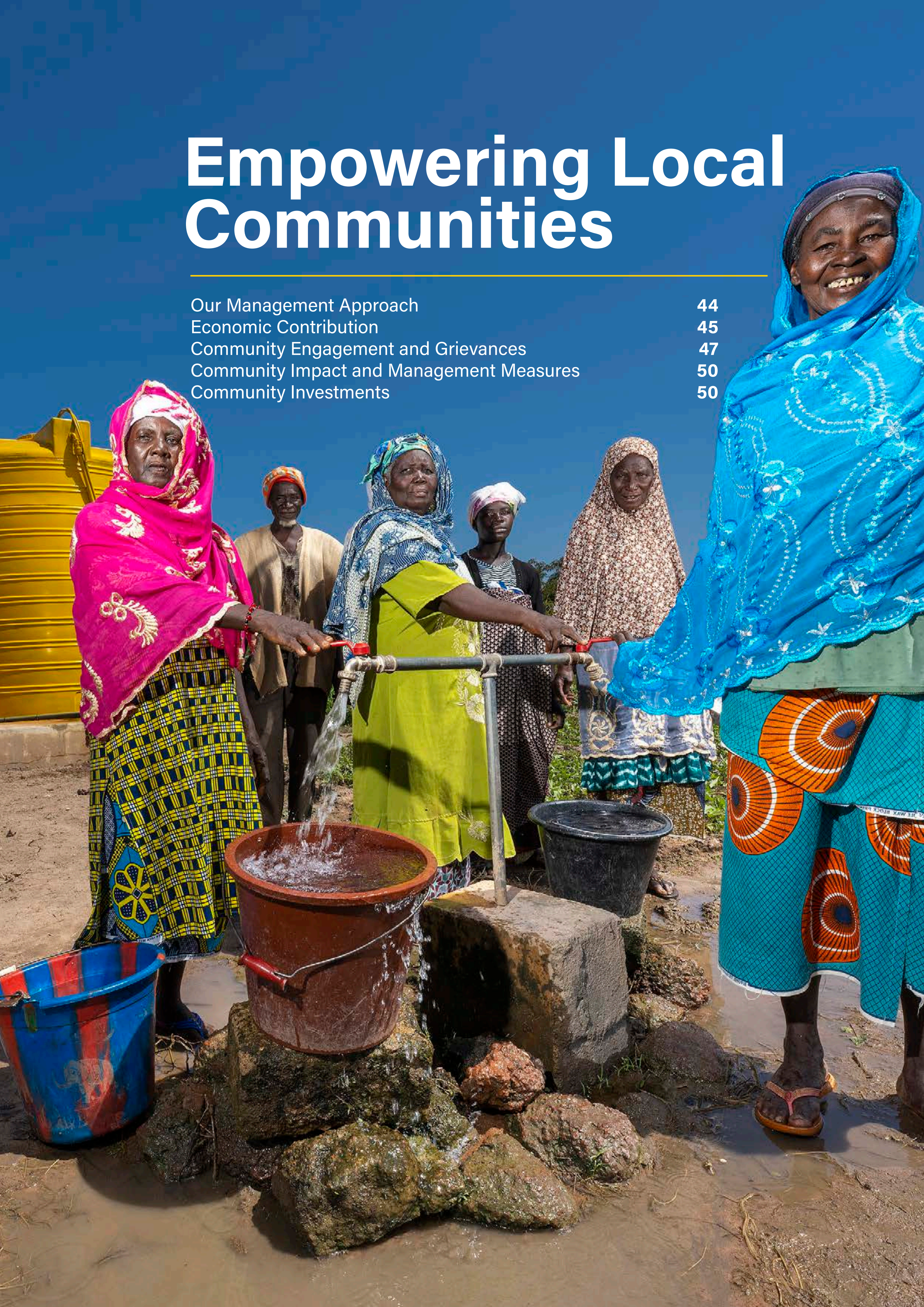
	2020		2021	
Mine Site	**COVID-19 Cases**	**Complicated Cases**	**COVID-19 Cases**	**Complicated Cases**
Mako Clinic	13	0	105	0
Syama Clinic	42	0	63	0
Total	**55**	**0**	**168**	**0**

Resolute has partnered with the governments of both Mali and Senegal to source COVID-19 vaccines. By the end of 2021, approximately 2,000 employees and contractors have been fully vaccinated, these employees work at Resolute sites and live in local communities. This represents the majority of the direct workforce engaged at both sites.

Both Syama and Mako have a requirement for all expatriate employees attending sites to be fully vaccinated for COVID-19. This reduces the likelihood of visitors spreading disease to local host communities.

Coupled with vaccinations, education programs have been utilised throughout 2021 to give a better understanding and awareness of how vaccines work and what threats COVID-19 poses to the health, safety and wellbeing of people and local communities. These programmes will continue into 2022.

Empowering Local Communities



Empowering local communities

Resolute strives to maintain high social performance standards, aligning its practise with the RGMPs. Robust management systems and safeguards mitigate adverse business impacts and contribute to the sustainable development of local communities.

Procurement sourced from national companies where we operate

80%

COMMUNITY INVESTMENT

$2.6 million

DIRECT ECONOMIC CONTRIBUTION

$630 million

4.1 Management Approach

In 2021, new corporate strategies and standards were developed to drive meaningful improvements across the operations, aligning the Company's commitment to leading practice and national requirements. Achievements include the development of a Community Investment Standard, and the drafting of a Cultural Heritage Standard and a Resettlement Standard, which will be finalised during 2022.

The topics covered in this section include:

- Economic contribution
- Community engagement and grievances
- Community impact and management measures
- Community investment.

4.2 Economic Contribution

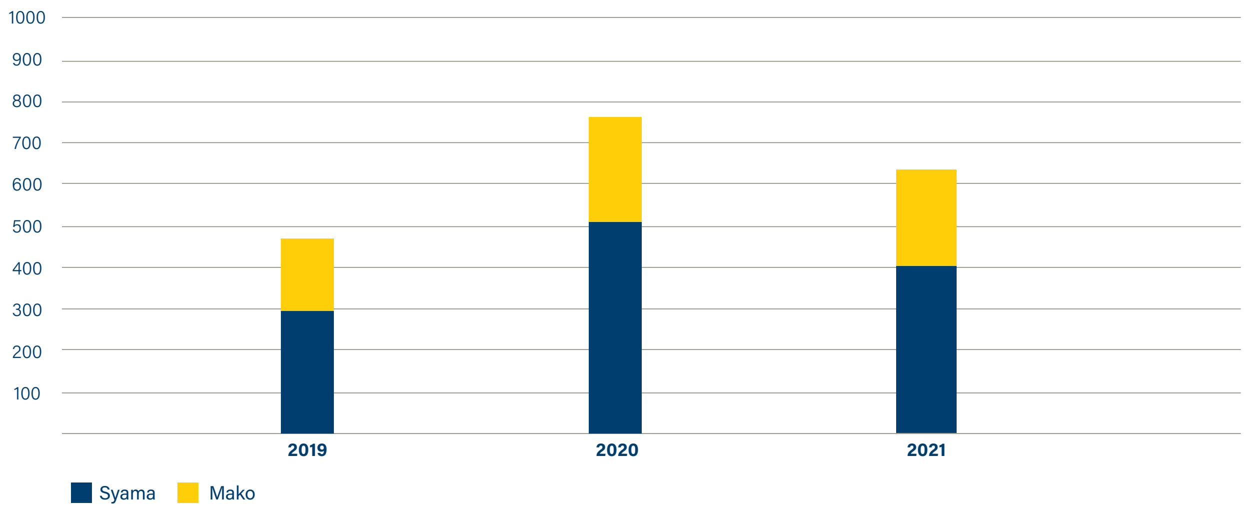
Direct economic impacts

Resolute is committed to generating economic value for all stakeholders in the countries in which it operates. In 2021, Resolute made direct economic contributions of more than $630 million in Mali and Senegal. This included payments to national and regional governments of $93.8 million, direct employment costs (wages and benefits) of $53.9 million, and community investments of $2.6 million, which aimed to improve education, healthcare, and livelihood development. Resolute's financial performance is further detailed in the Company's 2021 Annual Report.

Economic Value Generated and Distributed, 2019-2021 ($million)

		2019		2020		2021	
Indicator	**Sub-indicator**	**Syama**	**Mako**	**Syama**	**Mako**	**Syama**	**Mako**
Economic value generated	Revenues	311.03	252.34	328.17	274.39	327.8	221.5
Economic value distributed	Operating costs (excludes wages and benefits)	225.14	133.65	391.05	126.28	292.2	120.6
	Employee wages and benefits	25.49	5.50	27.21	5.97	39.2	14.7
	Payments to providers of capital	1.58	12.06	0.29	79.38	2.3	64.8
	Payments to government comprising:	52.55	14.95	92.47	34.99	71.3	22.4
	Royalties	20.36	12.62	22.82	22.33	21.9	11.1
	Other taxes and duties	22.96	2.13	57.77	12.45	40.2	11.1
	Other institutional support	9.23	0.20	11.88	0.20	9.3	0.20
	Community investment	1.29	0.45	1.28	1.46	1.5	1.1
Economic value retained	Generated minus distributed	4.98	85.74	-184.13	26.31	-78.8	-2.1

Economic Value Distributed by site, 2019-2021 ($million)



Local procurement

At both Syama and Mako, Resolute prioritises sourcing goods and services from national suppliers and, where possible, directly from host communities. Resolute is working to establish links between international suppliers and local distributors, to source goods onshore and in so doing, strengthen the local supply chain. Additionally, the Company encourages international suppliers to register their businesses nationally and localise elements of their operations.

At site level, Resolute actively works with local suppliers to enhance opportunities for their participation in the mine supply chain. Mako hosts three procurement committees at internal, communal and regional level. These committees meet monthly or quarterly to strengthen communication with local suppliers, identify procurement opportunities and implement measures to overcome obstacles for local suppliers.

A dedicated local procurement expert is embedded within the community team and accompanies local business and community groups to respond to procurement needs, providing training and capacity building as required.

In 2021, Resolute started engaging its site-based contractors to identify further local procurement opportunities. At Syama, procurement needs are discussed during the monthly multi-stakeholder forum (the SMCCC and FMCCC) and the community team meet regularly with local stakeholders to identify procurement opportunities. Through these engagements, Resolute supported the development of several local cooperatives that now provides goods and services to the mine.

During 2021, Resolute purchased 80% of its goods and services from nationally registered companies or foreign companies with registered operations in host countries.

Procurement* spend in Mali and Senegal (%), 2019-2021

* Local procurement includes regional and national procurement.

$339 million

Procurement expenditure in Mali and Senegal, 2021

CASE STUDY

Syama road improvements

Road safety and road conditions are key issues for the communities around the Syama mine. Impacts in both areas have resulted in traffic accidents and connectivity problems between communities, limiting family life, access to work and business development between villages.

Resolute's yearly commitments include implementing several preventive programmes on road safety, allocating funds for sensitisation activities regarding road traffic accidents, educational sessions, radio campaigns, school demonstrations, and community groups' initiatives to address human behaviour. However, in 2021 Resolute received additional community requests to address community road improvements.

In collaboration with local authorities, Resolute funded $813,182 to improve existing road infrastructure. In 2021, Resolute finalised the construction of 97km of community road, repaired 30km of local path essential for keeping connectivity between local villages, and installed 41 road traffic signs on Fourou-Kadiana Road.

Improvements in the road conditions have reduced the travelling time to Bamako by approximately four hours. From now on, buses leave Forou to Bamako and return in the same afternoon, fostering business development, improving safety of the community and our employees who commute to and from the capital.

CASE STUDY

Collaboration with contractors to increase local procurement opportunities

In 2021, Mako experienced an increase in demand for procurement opportunities from youth lacking formal employment, which required specific engagement with community leaders and local authorities. In answer to these concerns, Resolute engaged with key site-based contractors to identify their specific purchasing needs, establish a local procurement database and map new opportunities.

In 2021, 18 local procurement opportunities were identified and 10 contracts were signed between site contractors and local suppliers. These contracts included bus rental, fresh food supply, uniforms, scrap management and catering. The catering contract provides 350 meals per day and directly employs twenty community members, of which 50% are women.

In addition, these procurement meetings facilitated the implementation of a revolving fund to pre-finance suppliers and avoid the 30-day invoice payment timeframe, which was identified as a significant hurdle for local suppliers.

4.3 Community Engagement and Grievances

Community engagement

Resolute recognises community engagement as an ongoing process that plays a crucial role in maintaining broad-based support for its operations. The Company promotes transparent communication, interactive dialogue, and inclusive participation to ensure that local community perspectives and concerns are considered during decision-making. In addition, the Company regularly meets with local and regional government representatives. All engagement structures are underpinned by established Stakeholder Engagement Plans and frameworks. These are built on detailed mappings of stakeholder relationships and influence to reduce business risks.

Several permanent and ad hoc consultation structures have been established to ensure stakeholders have accurate and timely access to relevant information, understand local communities' perspectives and concerns, address feedback and complaints, and enable discussions in a culturally appropriate manner.

Resolute's local communities are defined as follows:

- Syama Gold Mine: villages within the Fourou Commune
- Mako Gold Mine: villages within the Tomboronkoto Commune

At Mako, engagement is channelled through The Local Consultative Committee (LCC). This is a monthly forum consisting of representatives from the four villages closest to the mine site, the Commune Council and Company representatives. The Mayor of the Commune acts as an independent chairman of the committee. The LCC is complemented by a Local Employment Working Group and a Local Procurement Working Group, which aim to ensure local stakeholders are empowered to capitalise on opportunities linked to the mine.

At Syama, there are two primary community consultation mechanisms; the Syama Mining Community Consultative Committee (SMCCC) and the Finkolo Mining Community Consultative Committee (FMCCC). These committees include representatives from 24 villages of the rural Municipality of Fourou and other relevant stakeholders. The committees are augmented by youth coordination meetings for Fourou and a local recruitment committee. In 2020, the SMCCC underwent an external review that resulted in improvements being implemented in 2021 (see case study Syama; Continual improvement of Company engagement).

In 2021, due to continued COVID-19 related government restrictions limiting face-to-face meetings, Resolute's ability to engage with these consultation structures was challenged. In Syama monthly meetings were re-established from the middle of the year. In Mako, all meetings held prioritised community health by providing PPE and maintaining social distancing.

Formal community meetings, 2019-2021

Mine Site	Community Group	2019	2020	2021
Syama	Community Advisory Committee (monthly meetings)	12	4	6
	Consultative meetings on the coordination of young people in Fourou	24	29	36
	Local Recruitment Committee	12	3	11
Mako	Local Consultative Committee	12	3	3
	Local Employment Working Group	9	1	3
	Local Procurement Working Group	2	0	8

CASE STUDY

Restructuring the Mining Community Consultative Committee (SMCCC) at Syama

The SMCCC at Syama is a forum developed to ensure effective participation, transparent communication, broad engagement and regular interaction. The forum includes all the stakeholders identified as affected by Syama's mining activities i.e. twenty-four villages and five hamlets located in five development areas: Fourou, Bananso, Gouéné, Ouatialy and Torokoro. Additionally, it includes municipal officers, traditional associations, local authorities, public representatives and Company managers.

In 2021, the Company commissioned an independent strategic review of the SMCCC to evaluate the institutional and organisational structure of the forum. The review used a participatory approach, with questionnaires administered directly to participants in groups or focus groups, and recommendations were then adopted by collective consent.

The findings highlighted a need to restructure the SMCCC to promote effective participation of all stakeholders. During 2021, Resolute addressed the recommendations formally integrating additional stakeholder groups (vulnerable groups, women and youth), including public institution representatives. Additionally, we expanded memberships to additional villages and clarified internal rules of governance.

Community Engagement and COVID-19 Prevention

In 2021, Resolute took action to mitigate the impact of COVID-19 on local communities. After months where face-to-face meetings were suspended or limited, Resolute restarted in-person community engagement meetings following strict protocols and in continuous and close collaboration with local authorities.

Resolute implemented preventative measures such as community education and awareness campaigns on ventilation, social distance and the importance of vaccination hygiene at all operations. Additionally, Resolute supported a vaccination campaign for local communities in Syama in collaboration with local public authorities.

COVID:19 is prevalent in our local communities and Resolute will continue to deliver targeted programs, in collaboration with stakeholders, to reduce infectious disease transmission in these areas going forward.

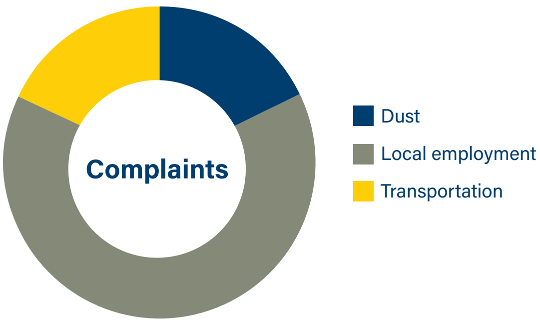
Grievances and incidents

Community Complaints and Grievances

Community grievances are common for mining operations and are an indication that accessible mechanisms have been established for local stakeholders to voice their concerns. Resolute is committed to maintaining effective grievance mechanisms where complaints related to Resolute's activities can be raised by local communities and be resolved in a timely manner.

Resolute's Community and Local Stakeholder Complaints and Grievance Procedure provides a legitimate, simple, accessible, equitable, rights-compatible and culturally appropriate process for the community and local stakeholders to raise concerns about Resolute's operations. Specifically, it affords a transparent process for escalating grievances and ensures that complaints and incidents will be addressed in a timely manner.

In 2021, Resolute received one community grievance related to local employment and six community complaints. Four of the community complaints were related to local employment and procurement opportunities. Dust and transportation represented one complaint each. Regarding severity, none of the complaints nor grievance were classified as significant. Resolute assesses the severity of community complaints via the Company's Risk Management Framework on all occasions.



Community Incidents

In 2021, Resolute reported three incidents; two categorised as moderate incidents, and another as a minor incident.

Community incident categorisation and results, 2019-2021

		2019		2020		2021	
Incident Category	**General Descriptor**	**Syama**	**Mako**	**Syama**	**Mako**	**Syama**	**Mako**
MINOR	Minor damage to structures of some significance Minor reparable infringement to cultural heritage Damage or loss of community asset	1	1	2	1	0	1
MODERATE	Ongoing serious social issues Permanent damage to items of cultural heritage Injury to community member Strong community complaints/reaction Significant compensation required	3	3	0	0	1	1
SIGNIFICANT	Very serious widespread social impacts, irreparable damage to highly valued structures / items / sites of cultural significance Community fatality Aggressive community reaction: stoppage of operation during negotiation External arbitration required	1	0	0	0	0	0

4.4 Community Impact and Management Measures

Resolute recognises that the operation of a mine in a rural area has the potential to cause adverse impacts on local communities (particularly vulnerable households) if not appropriately managed. Resolute is committed to avoiding the physical and economic displacement of host communities and, where unavoidable, will proceed via meaningful consultation with affected communities.

In 2021, Syama commissioned the Tabakoroni waste dump extension, requiring 56.6ha of land acquisition from local communities. A joint committee between Resolute, the affected local communities and local authorities facilitated the community engagement process. The final agreement provided compensation totalling $155,721 in the form of monetary contributions and support for affected farmers to purchase alternative farming land.

In 2021, the livelihood restoration plan, established for the four villages impacted by the Mako mine was completed, finalising the successful implementation of a three-year programme that includes investments for $1.5 million in livelihood restoration and the development of livelihood improvement initiatives.

During the program's final year, the Company constructed three community cow's vaccination areas, installed irrigation solar pumps systems, and maintained ongoing community support to prepare market gardening activities during the year. Currently, Resolute's catering contractor's buy approximately 20% of community market garden production. The Company's commitment is to continue improving livelihoods and professionalising local entrepreneurs during the following years.

In 2021, Resolute started the development of a corporate Livelihood Resettlement and Restoration Standard to ensure that the restoration of livelihoods and the provision of fair and timely compensation follow international practices and respect national legislations. Additionally, the Standard will ensure access to a coherent, fair, transparent and effective grievance management system throughout the land acquisition process. The Standard will require regular audit and assessment of Resettlement Action Plans and Livelihood Restoration.

4.5 Community Investments

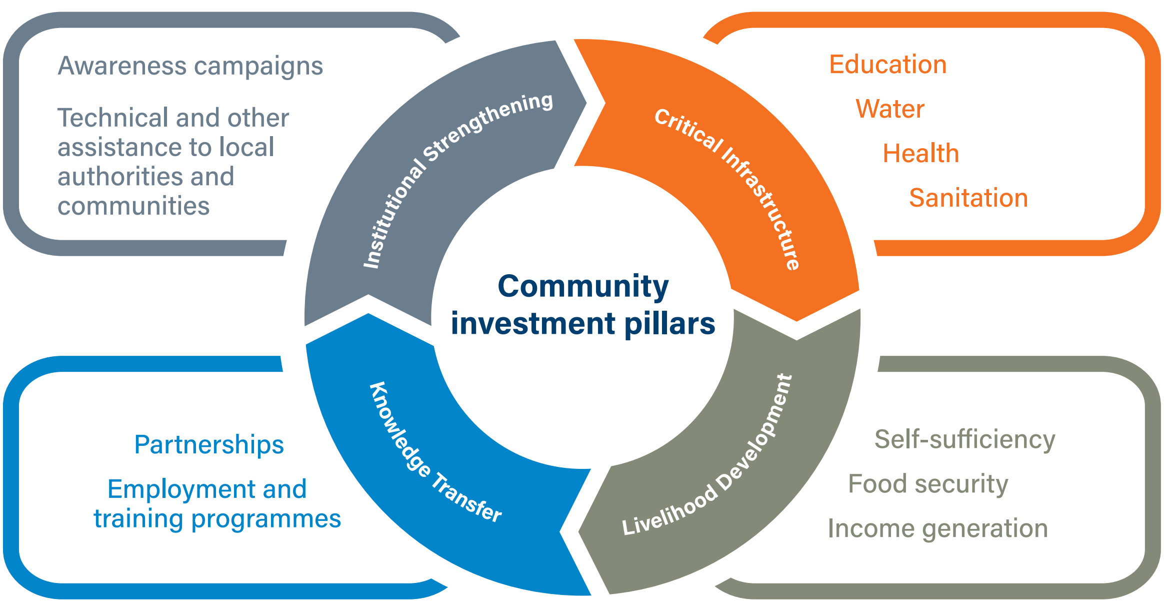
Community Investments are contributions focussed on creating shared value by aligning business objectives with the development priorities of local stakeholders. Resolute adopts a strategic approach to community investment. In 2021, Resolute developed a group-wide Community Investment Strategy to ensure investment programmes are designed in a participatory manner with local stakeholders, follow a transparent process for allocation of funds, provide monitoring and evaluation of the impact, and achieve an equitable distribution of benefits. Resolute aims to ensure investments with long-term viability are aligned with development plans at local, regional and national levels.

The strategy defines four investment pillars that will be used to guide all future funding allocations: Institutional Strengthening, Critical Infrastructure, Livelihood Development and Knowledge Transfer.

At Syama, Resolute developed multi-year funding programmes that enable lasting sustainable development outcomes for local communities. The Community Development, Environment and Health Plan (CEHP) was established via a participatory process with communities in the commune of Fourou to finance projects over three years. In 2021, the CEHP allocated $459,072 to fund critical local development programs. In addition, SOMISY invested $813,182 in repairing and maintaining 127km of community roads.

At Mako, a Social and Environmental Investment Fund (FISE) was established in partnership with the municipal council of the Tomboronkoto Commune. In 2021, the FISE allocated $1.4 million to implement projects at communal and regional levels. In addition, $98,000 was allocated to the development of health programmes.

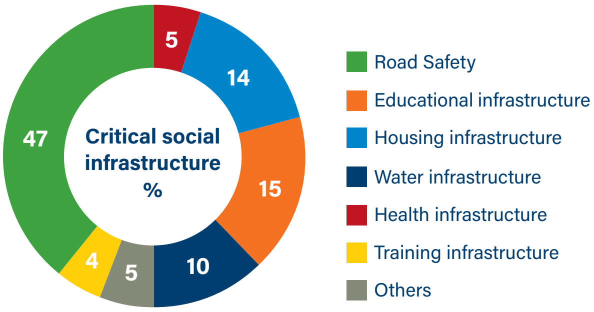
In 2021, Resolute committed more than $2.6 million towards community investment. Details of how the funding was used are outlined below.



Critical social infrastructure

Resolute aims to invest in critical infrastructure and equipment to improve social services, prioritising education, public health, water, and sanitation in response to vital community needs. In 2021, Resolute allocated $2.1 million for the construction of critical social infrastructure.

The main areas financed during 2021 were road safety, education, housing and water. Road infrastructure improvements represented 38% of the funds, for the construction and maintenance of local roads in Syama. Educational infrastructure received 22% of the funds to build primary schools, colleges and respective sanitation services. Housing received 15% to improve buildings in Syama and ensure accommodation for local students in Mako. Finally, access to water represented 10%, including the construction of hydraulic infrastructures, notably pumps, boreholes and water towers equipped to facilitate access to clean drinking water in local villages in Syama and Mako.



(*) the amount includes projects approved, but not necessarily delivered during the year. Due to COVID-19 restrictions, several projects have contracts signed but not started, others are under development and others have been completed.

Knowledge transfer and training programmes

Resolute invests in training and education programmes that improve social and economic empowerment, allowing local people to acquire the skills required to obtain employment from various sources and create small businesses.

At Mako and Syama, local communities participate in adult literacy programs, community youth apprentice programs, internship programs, and educational scholarships. Additionally, in 2021, Resolute partnered with the NGO Teach a Man to Fish to pilot its School Enterprise Challenge Programme in schools across the Tomboronkoto Commune in Senegal. The Programme focuses on developing entrepreneurial skills in school-aged children and has been linked to improved household income.

Livelihood development

Resolute invests in developing sustainable livelihoods and markets to create income-generating opportunities outside the mine and enable host communities to benefit from an improved local economy post mine closure.

In Syama, the Company commissioned a feasibility study to develop income-generating projects for youth and women in the local communities around the Syama mine, identifying activities such as market gardens, livestock rearing, soap making, poultry farming and fish farming. In 2021, Syama continued implementing several livelihood developments projects in collaboration with the Sikasso Regional authority.

In Mako, livelihood projects are managed under the governance and budget of Resolute's Livelihood Restoration Programme, which has funded $1.5 million in initiatives (see section Community Impacts and Management Measures). In 2021, the community team provided continual and practical training to enable communities to acquire new market garden skills to professionalise producers and support their self-sufficiency.

CASE STUDY

The School Enterprise Challenge

Resolute is committed to creating long-term benefits for host communities and recognises the value of meaningful partnerships to promote sustainable development. Together with the NGO Teach a Man to Fish, and the collaboration of local and regional authorities and local teachers, the Company launched an eight-month business entrepreneurship program for primary and secondary schools: The School Enterprise Challenge.

The program is designed to empower young people with the skills needed to succeed in life, school and work, beyond the life of Resolute's operation. It teaches them how to start a small business, from idea conceptualisation, to conducting market studies, developing a business plan, and securing start-up financing. The programme includes training, workshops, follow-up meetings, continual guidance, evaluation and reporting activities. Through this program and in close collaboration with the teachers, Resolute aims to increase school attendance to improve educational outcomes, working with all partners to contribute positively to local communities.

CASE STUDY

Community-managed fish farms; achieving long-term viability and equitable distribution

In 2021, Syama implemented two fish farming projects in Syama and Finkolo with the support from the regional aquaculture technical services. The main objectives of the projects were to increase income generation and combat malnutrition.

The projects included the construction of two fish farming ponds with solar pumping water system and institutional support to strengthen long-term viability and training for local communities. The training sessions covered fish farming, harvesting and preservation techniques and how to control water quality

As a result, 346kg of fish were harvested in 2021. A management committee manages the projects, composed of seven members, including two women. This committee has internal regulations that define internal governance and receive the support of the Regional Directorate of Fishing.

Institutional strengthening

A critical pillar is to invest in initiatives to strengthen the management and governance of community and local government institutions, enable effective self-determination, and empower stakeholders to maintain local projects beyond mine closure.

In 2021, Resolute prioritised capacity building in the water management area in partnership with local authorities. Specifically, Resolute provided training to strengthen water repair and water maintenance management skills at Syama. In Mako, the FISE provided specific funds to cover fees associated with technical professionals who were engaged to assist authorities in the implementation and coordination of technical / financial partnerships and municipal projects.

Public health and safety programmes

In 2021, Resolute invested $228,000 primarily for the improvements of health infrastructure and education campaigns to reduce diseases such as malaria, HIV, diabetes, hypertension and malnutrition. Additionally, the Company maintained specific COVID-19 health measures to protect local communities.

At Mako, Resolute successfully implemented the pilot phase of an ambitious programme designed to build the capacity of local stakeholders, providing training and achieving behavioural change in three areas; health and hygiene, sanitation and COVID-19 related impacts.

An independent consultant evaluated the programme determining positive impacts in:

- awareness campaigns
- malaria prevention and community behaviour
- management of tuberculosis, HIV/AIDS knowledge and awareness.

Additionally, the study revealed areas for improvement such as drinking water treatments, waste water and general waste management, and road safety measures. These will be addressed during 2022.

At Syama, public health activities were conducted to prevent malaria, HIV and COVID-19. This included providing diagnostic kits and medical materials and informing modes of transmission, prevention methods, and treatment places through local radio educational sessions. Additionally, Resolute implemented a malnutrition programme in Syama, Bananso, Ouatialy and N'golopene.

Other community contributions

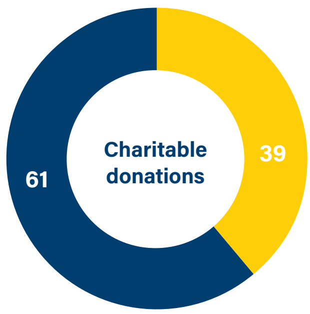
In 2021, Resolute contributed $89,913 to charitable initiatives, cash donations and in-kind assistance.

Cash donations represented 61% of contributions, funding initiatives such as national and cultural days, training programs and ambulance repairs among others. Donations in kind represented 39% and included medical equipment, computers, food and didactic and educational materials, plants and trees, among others.

Additionally, Resolute's workforce volunteered their time to participate in tree-planting activities at the Mako Youth Center.

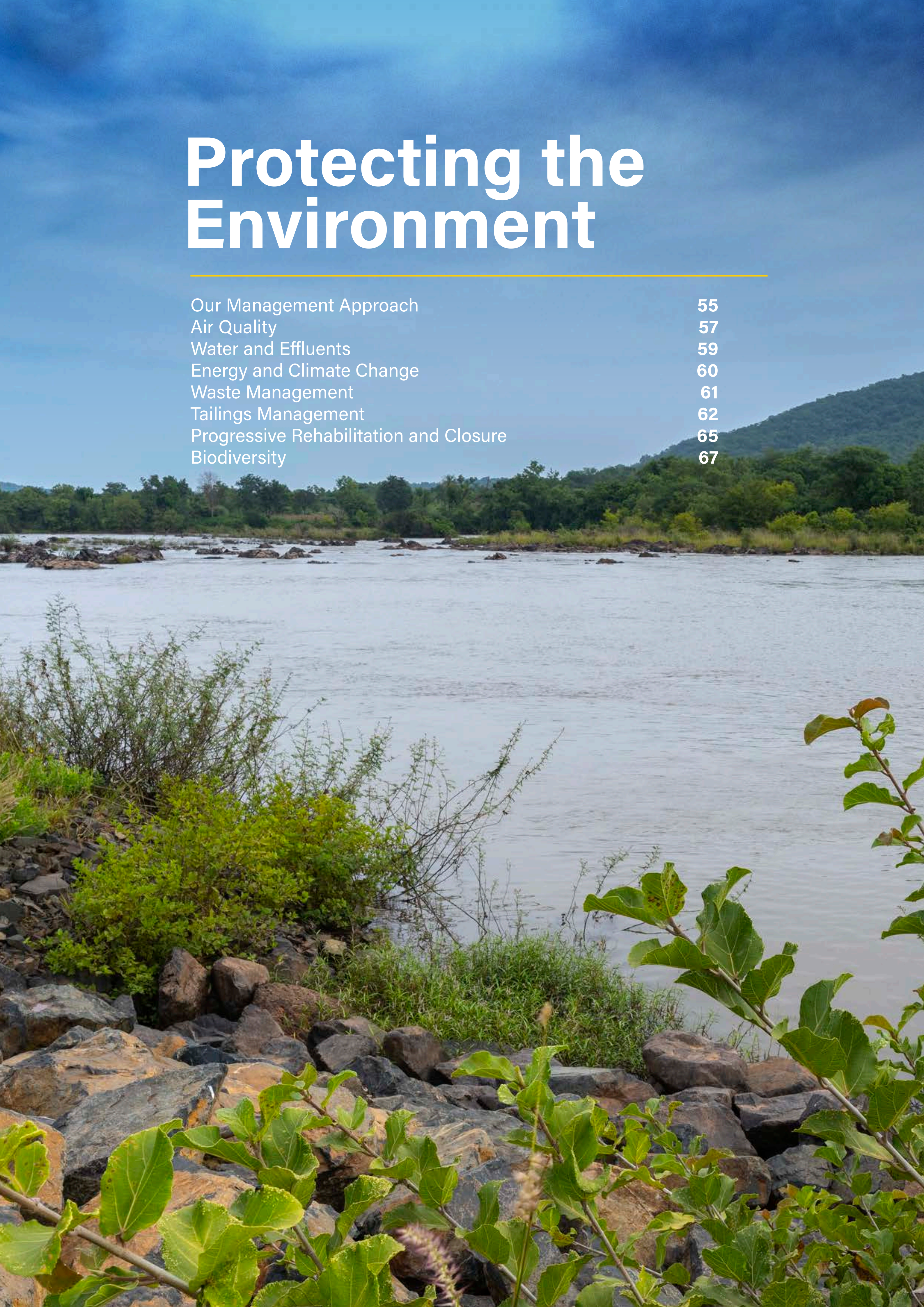
Charitable donations

61% of charitable donation in cash and 39% in kind



Donations in cash (%)

Donations in kind (%)



Protecting the Environment

Protecting the environment

Resolute aims to operate in an environmentally responsible manner, to minimise the impact of its activities and enhance the environment in the jurisdictions in which it operates.

Zero

significant environmental incidents or regulatory non-compliances in 2021

Significant strengthening

of Group Environmental Management Systems

5.1 Management Approach

The Company follows international leading practice in the management of impacts and risks through the evaluation of all technically and financially feasible alternatives and the application of the mitigation hierarchy.

Resolute's approach to environmental management is underpinned by its Corporate Environment Policy. This Policy outlines the Company's commitment to: comply with all applicable laws, regulations and licence conditions; ensure environmental risk and opportunity are managed effectively; incorporate environmental impact assessment into all significant planning processes; implement measures to avoid, minimise or mitigate any business-related impacts; set Company targets to drive accountability and improve environmental performance; and proactively disclose environmental information to relevant stakeholder groups.

Resolute's Environmental Policy was updated in 2021 to include a no net-deforestation commitment, which was approved by the Sustainability Committee of the Board. In addition, two new standalone policies were developed: a Water Stewardship Policy and a Responsible Tailings Management Policy. All environmental policies are available at **www.rml.com.au/corporate-governance**.

The Corporate Environmental Policy is supported by Corporate Environmental Standards, Frameworks and Strategies that clarify expectations, ensure alignment across operations and drive performance improvements. In 2021, Resolute consolidated its sustainability architecture by developing a Corporate-level Land Management Standard, Cultural Heritage Standard, Tailings Governance Framework and an Interim Climate Change Strategy.

These corporate policies and standards are applied at the operations through a site level Environmental Management System (EMS), which account for site specific environmental risks, opportunities and the regulatory context. The EMS is comprised of an Environmental Management Plan and relevant standard operating procedures, including monitoring, evaluation, and reporting mechanisms.

Resolute's ambition is to pursue ISO:14001 EMS certification for all assets in 2022. In 2021 the Company conducted an external gap analysis of the Syama EMS and external review of the Mako EMS, as well as training its environmental teams in ISO:14001 internal auditing. In addition, Resolute progressed with the site level implementation of an electronic environmental management system (INX InViron) to align data management and reporting across operations and increase compliance visibility.

Resolute's environmental performance is regularly audited, and in 2021 the Malian government successfully validated the report from Syama's quinquennial environmental audit.

The environmental topics covered in this section include:

- Environmental monitoring and compliance
- Air quality
- Water and effluents
- Energy, climate change and greenhouse gas emissions
- Waste management
- Tailings management
- Progressive rehabilitation and closure
- Biodiversity.

CASE STUDY

Decontaminating soils via bioremediation

Spills represent over 50% of environmental incidents reported at Resolute operations. Hydrocarbon spills are especially frequent due to the large number of vehicles, machinery and equipment mobilized to ensure continuous production. Spills, often of small quantities, occur while the machines are in operation and are difficult to predict and mitigate. As a result, hydrocarbons make direct contact with the soil substrate. Most product spills concern hydrocarbon contaminants of different natures: diesel, gasoline, oils, greases, and lubricants, etc.

Resolute has implemented very strict procedures to avoid and minimise the impact of spills throughout its operations. At Mako, a contaminated soil management technique has been implemented using a simple, effective and inexpensive biological treatment method, or bioremediation.

This consists of mixing the excavated contaminated soil with an amendment (structuring agent) such as manure, and aerating it to accelerate the degradation of contaminants by soil microorganisms (bacteria and fungi) following the establishment of ideal conditions (temperature, humidity level, nutrients, oxygen, pH, etc).

The treatment device consists of a block of sealed concrete compartmentalised into six cells. The soils are then rotated between cells as the bioremediation progresses, with each cell receiving the soils for two months.

This method has been incredibly successful with more than 78% of hydrocarbon fractions degraded in six months, and most degraded by the end of 12 months.

Environmental Incidents, 2019-2021

Indicator	General Descriptor	2019 Syama	2019 Mako	2020 Syama	2020 Mako	2021 Syama	2021 Mako
MINOR	**Environmental impact:** small and/or localised impact (e.g. large contained spill, incorrect waste disposal). **On-site:** can be remediated within one week **Off-site:** can be remediated within one shift **Compliance:** single exceedance of regulatory requirement.	16	12	29	10	21	17
MODERATE	**Environmental impact:** substantial localised impact (e.g. unapproved clearing, disturbing heritage site). **On-site:** confined impact requiring medium-term recovery (1 month+) **Off-site:** can be remediated within one week **Compliance:** management and control of the impact is the subject of regulatory inspection, corporate policy, however, it is unlikely that prosecution may result from non-compliance.	10	2	14	1	15	0
SIGNIFICANT	**Environmental impact:** serious environmental impact. May impact off lease areas (e.g. uncontrolled fire, destroying heritage site). **On-site:** unconfined impact requiring long-term recovery (years) **Off-site:** confined impact requiring medium-term recovery (1 month or more) **Compliance:** management and control of the impact is required by legislation or statutory obligations and it is likely that prosecution may result from non-compliance.	0	0	0	0	0	0
CRITICAL	**Environmental impact:** disastrous and/or widespread impact (e.g. tailings dam breach). **On-site:** widespread unconfined and long-term recovery impact; major damage remains (years) **Off-site:** unconfined and long-term recovery impacts; damage remains (years) **Compliance:** prosecution will result in process halt and lost production time.	0	0	0	0	0	0

Non-Compliance with Environmental Laws and Regulations

No significant environmental incidents or regulatory non-compliances were recorded in 2021. Syama recorded 15 moderate and 21 minor incidents. There has been a rise in both minor and moderate incidents in 2021 at Syama due to reoccurring issues and improved reporting. Mako recorded 17 minor and 0 moderate incidents. There has been a consistent reduction in moderate level incidents at Mako since 2018.

Resolute is cognisant that minor incidents can highlight more systematic issues and therefore all environmental incidents are reported internally through INX InControl and investigated.

Site environmental teams are trained in ICAM, which provides a structured framework to identify all the factors contributing to individual incidents. These investigations allow Resolute teams to implement or adjust mitigation measures to prevent reoccurrence. In addition, in 2021 site level environmental incident classifications were reviewed to align with the group risk framework and allow appropriate escalation to senior management as necessary.

5.2 Air Quality

Mining activities result in air emissions through power generation, processing, transport and the use of diesel-powered drilling, hauling and crushing equipment. These activities emit CO_2, NO_2, SO_2 particulate matter and generate dust. Priority air quality issues for Resolute are the emissions of Sulphur Dioxide (SO_2) at Syama, the emission of particulate matter and the generation of dust at both Mako and Syama.

At Syama, the treatment of the refractory gold ore includes a high temperature roasting process, which results in a SO_2 biproduct. Syama is required to monitor SO_2, particulate matter (PM10) and dust concentrations at five Air Quality Monitoring Stations (AQMS) in communities surrounding the mine. In 2022, all AQMS infrastructure will be upgraded and an additional monitoring station procured to enable improved air quality monitoring, mitigation and reporting.

Monitoring is assessed against the Environmental Social Impact Assessment (ESIA) thresholds, which were based on World Bank guidelines from 1996. The Company is currently in the process of updating these emissions standards, which will be published in an updated 2022 Syama ESIA. SO_2 is monitored both actively and passively and emission results for 2021 were below the Syama ESIA annual average limits.

Syama ESIA standards for air quality monitoring

Criteria	Averaging Period	Maximum concentration	Unit
SO_2	1 day	125	µg/m³
	1 year	50	µg/m³
PM10	1 day	150	µg/m³
	1 year	100	µg/m³

Air quality monitoring measurements are supplemented by a predictive Cubic Conformal Atmospheric Measurement (CCAM) forecast model. The CCAM forecast uses weather patterns and real SO_2 emission data from AQMS measurements to flag potential exceedances of the emission limits. This enables remedial actions to be taken at the processing facility in real time, through moderating roaster throughput and thus SO_2 generation. For 2021, the model and monitoring were effective for the entire reporting period at maintaining annual average concentrations below 50µg/m³.

Syama active SO_2 monitoring results, maximum recorded and annual averages, 2021

Site	Maximum recorded 24-hour average SO_2 (µg/m³)	No. days above daily limit	Annual average SO_2 (µg/m³)
AQMS1 – Syama	275	11	45
AQMS2 – Bananso	262	2	51
AQMS3 – Fourou	129	2	16
AQMS4 – Tembléni	0	0	37
AQMS5 – N'golopene	0	0	9

Syama SO_2 emitted, 2018-2021

Indicator	Unit	2018	2019	2020**	2021
Roaster feed	t	92,213	71,476	151,126	160,837
Sulphide	%	24.4	23.4	24.5	23.3
SO_2 emitted*	t	43,681	32,444	71,716	72,622
Average daily emission	t	120	89	196	199

*97% conversion of S to SO_2

**average daily production used to estimate remainder of year from 16.11

During 2021, daily average measurements of PM_{10} exceeded ESIA limits on several occasions at Syama. Passive dust deposition monitoring was conducted at the five monitoring sites. The deposition dust rates were generally highest in the months of February and March (dry season). During the dry season, airborne particulate matter concentrations are high within the ambient airshed due to the movement of vehicular traffic on unsealed roads, biomass burning and fugitive dust carried on Harmattan winds.

The high averages in Bananso were due to an increase in population, linked to an influx of artisanal miners, and not directly associated with the operations. Management practices to reduce airborne particulates associated with mine activities are outlined on the following page.

Syama active PM_{10} monitoring results, maximum recorded and annual averages, 2021

Site	Maximum recorded daily average PM_{10} (µg/m^3)	No. days above daily limit	Month(s)	Annual average PM_{10} (µg/m^3)
AQMS1 – Syama	438.2	51	April	80
AQMS2 – Bananso	787.1	7	Between February and March	141.4
AQMS3 – Fourou	n/a	n/a	n/a	n/a
AQMS4 – Tembléni	338.7	1	April	113.7
AQMS5 – N'golopene	427.7	69	April and November	125

At Mako, three impacted areas are monitored monthly for PM_{10}, $PM_{2.5}$ and dust: Tambanoumouya village, village, Niemenike village, Niokolo-Koba National Park Buffer Zone (PNNK) against IFC Air Emissions and Air Quality Guidelines (2007), WHO Air Quality Guidelines (2005), and national regulation conditions.

As with Syama, the Harmattan wind blowing in the dry season can result in higher readings of PM_{10} and $PM_{2.5}$. No exceedances were recorded during 2021. Emissions from the diesel power station and the plant are unlikely to affect air quality in key sensitive areas such as surrounding villages and the PNNK if plant and equipment are appropriately operated and maintained.

Mitigation measures for dust suppression at both sites include:

- Regular watering and maintenance of unsealed road surfaces and heavily trafficked areas, which increase during periods of high risk (e.g. dry and windy conditions)
- Application of gravel and paving on heavily trafficked unsealed project roads
- Vehicle speed limits
- Low emission diesel engines and/or catalytic convertors for heavy vehicles, trucks, and excavators
- Covering dusty material loads if passing through settlements.

5.3 Water and Effluents

Resolute recognises access to water as a fundamental human right and seeks to implement robust management systems, practices, standards and safeguards to drive sustainable and responsible water management in the catchments it operates in.

In 2021, Resolute published a Water Stewardship Policy with commitments to identify and manage water catchment risks, set targets to increase efficiencies in water use, implement measures to improve water recycling, ensure tracking and monitoring of water usage performance and local water availability, and regularly and inclusively engage with all relevant stakeholders to enable the establishment of sustainable water management systems.

Access to water is essential to support mining activities and is used for ore processing (e.g., grinding, flotation). Site level water management procedures ensure water is used efficiently, limiting the volumes abstracted and reusing water where possible. In 2021, water abstraction at both sites was performed in accordance with applicable regulatory licences and below authorised withdrawal targets.

At Mako, water is extracted from the Gambia River during the wet season for storage in a dam facility and drawn down during the dry season. In 2021, water was withdrawn in accordance with licence conditions, with the decrease due to lower tonnage being processed. Additionally, the mine returned 1.6 million cubic metres of process water from the TSF for reuse in the process plant, equivalent to 60% of the water extracted from the Gambia River. The water recycled increased in 2021 due to the significant volume of decant return water used at the gravity circuit in favour of raw water.

At Syama, water is extracted from the Bagoe River, where permitted extraction rates decrease in the dry season and no water abstraction is permitted in April each year. This is supplemented by a significant volume of accumulated rainfall that is stored in the Northern Satellite pits, along with storm and groundwater inflows into the underground mine. In addition, process water is obtained from the TSF decant water. Currently, 65% of process water is provided by return water. Raw water extraction was lower in 2021 due to improved water management practices that focused on reduce and recycle principles. In 2021, abstraction was 46% below permitted levels.

A review of site water balance is ongoing at both sites, with the aim of achieving a 70% recycling rate to align with industry leading practice. Water Management Teams have been established at both sites which consist of operational, environmental and community personnel to ensure the strategic oversight of water consumption practices in accordance with Resolute commitments.

A review of water management practices against the ICMM water catchment and water reporting guidance are also ongoing and will be published in 2022.

Water withdrawal, reuse and discharge ML, 2019-2021

	2019		2020		2021	
Indicator	**Syama**	**Mako**	**Syama**	**Mako**	**Syama**	**Mako**
Water withdrawn	2,547	1,283	3,425*	1,113	2462	1,109
Surface water	1,874	1,283	2,798*	1,113	2,360	1,109
Groundwater	673	Not applicable	627**	Not applicable	102	Not applicable
Water reused	n/a	2,296	n/a	1,722	n/a	1,509
Water Discharged	0	0	0	0	0	0

* Update from disclosure in the 2020 Sustainability Report which excluded December 2020 data. Total Water Withdrawn increases from 3,294 to 3,425 ML and Surface Water Withdrawn increases from 2,667 to 2,798 ML.

** Excludes December 2020.

Resolute aims to avoid the release of pollutants, or when avoidance is not possible, minimise and control the intensity and mass flow of their release. Resolute maintains a comprehensive surface and groundwater monitoring program at its operating sites. In 2021, no significant downstream chemical water quality issues were recorded at Resolute operations.

Syama operations fall within the Bafing and Bagoé catchments. There are numerous seasonal streams that cross the Syama mining lease that dry up completely or reduced to a series of pools in the dry season. Syama has extensive monitoring data for surface and groundwater. Monitoring records show occasional exceedances of ESIA guidelines for the following parameters (notably total suspended solids (TSS), Iron (Fe) and Sulphate (SO_4 levels). A review of the monitoring data is planned to recommend mitigation measures to mining direct impacts to water resources.

At Mako, the Gambia River met ambient standards for chemical water quality during 2021 for all parameters except TSS, where exceedances were observed both upstream and downstream of the mine, during the first flush of the rainy season. In January 2021, a new seepage collector was installed downstream of the TSF to mitigate down wall seepage which was resulting in elevated concentrations of Sulphate (SO_4), Nitrate (NO_3), Fe, Aluminium (Al) and Manganese (Mn) in localised groundwater. The sulphate concentrations remain elevated when compared to background however, is below the World Health Organization Drinking Water Guideline taste threshold (2017). It is expected that these concentrations will continue to decrease with time and will be closely monitored going forward.

5.4 Energy and Climate Change

Resolute recognises the challenges that climate change presents and its role in supporting the goals of the Paris Agreement to limit the increase in global average temperatures to 2°C and transition towards carbon neutrality by 2050 (or sooner).

The Company acknowledges that gold mining is an energy and water intensive process, and that reducing energy and water consumption and associated costs are a key element to continued business success. Resolute also acknowledges this will require an adaptive approach to the management of mining operations and the business more broadly.

The Sustainability Committee has oversight on climate change, which is a standing item on the agenda. Resolute published a Climate Change Statement with a commitment to become carbon neutral by 2050, in line with industry. In support of this, Resolute developed an Interim Climate Change Strategy 2021-2023 and accompanying action plan with a focus on improving the governance of climate-related issues, identifying and mitigating material climate-related risks, measuring and reducing impacts on climate change, engaging with stakeholders, and improving climate-related disclosures and reporting.

At Resolute's mine sites, GHG emissions are predominantly produced from diesel consumption to provide electricity, for transportation and for mobile equipment use. At both Syama and Mako, there is no grid connection within the vicinity of the sites, and limited potential for direct investment in renewable energy due to topography, land access, life of mine and other challenges.

At Mako, electricity is generated via an on-site 14MW diesel power station which comprises eleven 805kW 415V Generating units. At Syama, a power station was commissioned in 2021 to reduce both power generation costs and GHG emissions. The plant includes the installation of three new thermal energy Modular Block generators providing 30MW of energy to the operation, the construction of a heavy fuel oil facility and the construction of a 10MW battery storage system providing spinning reserve displacement, to counterbalance sudden variations in load. The power station is expected to reduce GHG emissions at Syama by 20% and costs of energy by 40% ensuring both reduced environmental impact and long-term sustainability of the mine site.

Resolute has been disclosing its Scope 1 and 2 GHG emissions since 2019, and Scope 3 emissions since 2020. These are calculated using the GHG Protocol Corporate Accounting and Reporting Standard

Total GHG Emissions Scope 1 and 2 (tCO_2e), 2019-2021

	2019		2020		2021	
Indicator	**Syama**	**Mako**	**Syama**	**Mako**	**Syama**	**Mako**
Scope 1	148,947	88,600	150,369	93,134	160,345	106,650
Scope 2	6	16	6	20	6	16
Total Scope 1 and 2	**237,569**		**243,529**		**267,017**	

GHG Emissions Intensity (tCO_2e per Au oz), 2019-2021

	2019		2020		2021	
Indicator	**Syama**	**Mako**	**Syama**	**Mako**	**Syama**	**Mako**
GHG emissions per ounce of gold poured	0.61	0.49	0.7	0.54	**0.83**	**0.84**

In 2020, Resolute developed a methodology for Scope 3 GHG accounting in accordance with the GHG Protocol and using the Quantis Scope 3 evaluator tool. This methodology was refined in 2021 and includes calculations for 12 of the Scope 3 emissions categories, the remaining three categories being irrelevant to the business. This data gives due consideration to the materiality of emission sources in the value chain. Resolute will continue to refine its modelling in subsequent performance periods as more direct emissions data is captured from suppliers.

Total GHG Emissions Scope 3 (tCO_2e), 2019-2021

	2019		2020		2021	
Indicator	**Syama**	**Mako**	**Syama**	**Mako**	**Syama**	**Mako**
Scope 3	769,715	194,548	796,776	281,170	**523,042**	**290,138**
Total	**964,263**		**1,077,946**		**813,180**	

In 2021 Resolute commenced a climate risk and opportunity identification process and the development of a shadow carbon price. This will be published in 2022 alongside the Company's first TCFD report. The report will inform Resolute's governance, strategy and portfolio resilience to a range of climate scenarios.

5.5 Waste Management

At Syama, hazardous waste is disposed of on-site, mostly in an incinerator, which was refurbished in 2021. This includes medical waste, cyanide boxes and waste from the workshops. Recyclable waste is collected by a certified local waste contractor. This includes scrap materials, plastic, workshop waste, waste oil and grease, PVC, and wood. In 2021, a review was commissioned to improve waste management, with a focus on recycling. Significant improvements were achieved to the segregation of waste which decreased the percentage of waste going to landfill, increased the percentage of waste being recycled and reduced costs. In addition, monthly 'housekeeping days' were operationalised across site to raise awareness and improve waste management.

At Mako, waste oil and grease are collected by an energy supply company for energy recovery and safe disposal. Hazardous waste (constituting empty cyanide cases, reagent packaging and biomedical waste) is incinerated in a controlled environment. Certain waste products (paint and solvent tins and waste filters) are temporarily stockpiled on site before being disposed of via batched encapsulation and secure landfill. In 2021, the amount of non-hazardous waste recycled was able to increase as a local facility gained the appropriate licences to process waste metal.

Waste materials at Syama and Mako are generated throughout construction, commissioning, mining, ore processing, maintenance, administration, procurement, general camp maintenance and operation activities. Both sites have waste management plans based on the following hierarchy: minimise production of waste (re-use), recycle, treat and dispose safely.

Hazardous and non-hazardous waste disposal, 2020-2021

			2020		2021	
Indicator	**Sub-indicator**	**Unit**	**Syama**	**Mako**	**Syama**	**Mako**
Total amount of waste disposed	Recycled	kg	925,94	929,518	941,645	1,309,863
	Composted	kg	30,997	-	15,518	-
	Recovery (including energy recovery)	l	-	375,000	2	607,504
	Incineration (mass burn)	kg	63,545	256,069	91,843	337,426
	Landfill	kg	206,87	7,467	210, 465	9,054
	On-site storage	kg	-	8,610	0	3,207
Hazardous waste	Recycled	kg	304,33	3,864	300, 625	6,554
	Recovery (including energy recovery)	l	-	375,000	-	607,504
	Incineration (mass burn)	kg	63,545	165,645	91,843	224,766
Non-hazardous waste	Recycled	kg	621,618	925,655	641, 020	1,303,309
	Composted	kg	16,791	-	15, 518	-
	Recovery (including energy recovery)	l	-	-	-	-
	Incineration (mass burn)	kg	-	90,424	-	112,660
	Landfill	kg	206,87	7,467	210,465	9,054
	On-site storage	kg	-	8,610	-	3,207

CASE STUDY

Syama Waste management

Mining and associated activities at Syama generate a significant quantity of waste. A waste management and minimization plan is in place to effectively manage hazardous and non-hazardous waste and comply with host country regulatory requirements. One of the objectives of the waste management plan is to maximize segregation at source and recycling of waste. Waste is recycled through a local contractor employing approximatively 10 youths full time. The following waste items are recycled: used batteries, used oil, cans, plastic (bottles, pipes, sheets), light vehicle tyres, scrap metals, liners, glass bottles and the like. During the year, an opportunity was identified and implemented to segregate for recycling purposes, paper and cardboard, which were disposed previously at approved landfill. Paper and cardboard are used as raw materials for the fabrication of containers for eggs (alveoles). Implementation of this new strategy has conserved space at the landfill, resulting in cost saving in disposal of waste. Recycling waste creates job opportunities in the communities and contributes to building a sustainable future for future generations.

5.6 Tailings Management

Resolute maintains high standards for tailings management, taking a proactive approach to support the operation of safe tailings storage and heap-leaching facilities, during all phases of the facilities lifecycle. The Company implements robust management systems, practices, standards and safeguards to mitigate adverse impacts.

In 2021, Resolute strengthened its Tailings Governance Framework, via the development of a Group Responsible Tailings Management Policy, which provides clear asset-level guidance and enables improved disclosure in accordance with the International Council on Mining and Metals Guidelines and the Global Industry Standard on Tailings Management (GISTM).

Resolute currently owns and operates two tailings dams, in Mako and Syama. Both assets have appointed an external Engineer on Record (EoR) to guide site activities in accordance with TSF design and operational requirements. Annual external TSF audits are undertaken at each site to confirm TSF structural integrity and responsible management practices.

The latest external TSF audits were commissioned at Mako in February 2021, and Syama in November 2021 and no significant issues were identified. There have been no incidents relating to the structural integrity of tailings dams in Resolute's history.

In 2021, several improvements were made to TSFs. At Mako, the Processing and Mining team reviewed a number of water conservation measures and several of these will be implemented in 2022 to reduce water storage and maintain appropriate freeboard. In addition, these measures will deliver reduced pumping volumes from the Gambia River. These initiatives are being captured in an upgraded water balance model for the site, which is assisting long-term mine closure planning efforts.

The Company is not currently constructing, closing or decommissioning any tailings storage facilities.

In 2022, the embankment of both the Mako and Syama TSF will be raised. At Mako, the raise will be from the present height of 151.3 mRL to 168 mRL to accommodate additional waste linked to the recent life-of-mine extension. This raise will provide a final total tailings volume of 19.6 Mt.

The construction is being supervised by tailings dam engineers, Knight Piesold, and will be undertaken in accordance with ANCOLD 2019 standards. The construction will be carried out from January to May 2022.

At Syama, the construction will be supervised by Advisian design engineers and Paragon Tailings construction leads in accordance with ANCOLD 2019. This raise will be from the present height of 396.5mRL to 401 mRL to provide a total volume of estimated 2 Mt until September 2022.

A TSF closure plan will be established in 2022, which will include the feasibility of capping the TSF to support the installation of solar panels.

Additionally, in 2022, Resolute will be commissioning an ESIA for the disposal of tailings in the Beta 01 pit at Syama, which will remain a below-ground facility for an interim 13-month period and will receive tailings by the end of the year. The long-term aim is to develop the A21 pit into an above-ground TSF with a maximum downgradient height of 35m above ground level. The development of the above-ground facility would increase the tailings capacity of A21 from approximately 3.5 years to 11 years; sufficient for the current Syama life of mine.

In 2020, Resolute responded to the Church of England's call for increased transparency on tailings dam management and provided disclosures to the initiative, which are updated for 2021 in the Tailings Storage Facilities Disclosures' table. Resolute welcomed the publication of the new Global Industry Standard on Tailings Management and is committed to align its management practices with the GISTM by 2023.

Cyanide Management

Cyanide is the major reagent used in the primary production of gold and it is a hazardous chemical that requires careful management. Until a commercially viable and environmentally sound alternative exists, Resolute will continue to use cyanide at its operations.

Resolute has implemented a Cyanide Management Standard that defines the minimum requirements for cyanide management across the Group and is aligned with the International Cyanide Management Code (ICMC). It is Resolute's intent to adopt the principles contained in the ICMC, within practical constraints.

Further guidance is contained in Resolute's Critical Hazard Management Standard – Hazardous Chemicals and Dangerous Goods, which sets the minimum requirements for the storage, handling, use and disposal of cyanide at its operations. Minimum training and verification of competency requirements are also stipulated as are risk and emergency management protocols. No employee is permitted to work with cyanide unless they are trained, competent and authorised. In 2022, Resolute will continue to strengthen all high-risk training systems including those pertaining to cyanide.

Site compliance with Resolute's minimum standards is assessed via external and internal audit. In 2019, an external cyanide audit was conducted at Mako with no material issues identified. An external audit is planned for Syama in 2022. Extensive ground and surface water monitoring programs are in place at both sites to ensure no adverse environmental and community impacts occur as a result of Resolute's cyanide use. In addition, Resolute only sources cyanide from suppliers who are signatories to the International Cyanide Management Code.

Tailings disclosures, 2021

	Syama Gold Project	Mako Gold Project
Location of Facility	Adjacent to plant site	Adjacent to plant site
Methods used in the processing of the ore prior to deposition	Comminution, flotation, concentrate roasting, CIL	Comminution, CIL
Tailings storage	Conventional	Conventional
Toxic materials in TSF	Residual free cyanide	Residual free cyanide
Operational and closed facilities		
Year construction was started	1992	2016
Current Tailings production (ktpy)	Nominal 4.0 Mt/a	Nominal 2.1 Mt/a
Current density/water content of deposited tailings	45% (w/w)	49% (w/w)
Expected remaining years of operations	15	5
TSF Monitoring		
Frequency of internal inspections	Daily	Daily
Date of last internal inspection including outcome	1-Feb-20 (no issues)	1-Feb-20 (no issues)
Frequency of external inspections	Annual	Annual
External firm performing inspections	Runningwolf	Knight Piesold
Date of last external inspection including outcome	November 2021	
No significant issues	July-Sept 2020	Rec'd 2/2/2021. No significant issues. Site tailings engineer on site on site for new lift Jan to April, 2022

Tailings disclosures, 2021

TSF risk rating	High Major C	High C
TSF Design		
Construction type	Combination of upstream and downstream, transitioning to in-pit disposal in Sep 2022	Downstream
Ground topography	Slight slope	Sloping - Valley-Fill
Spillway or other structure to mitigate overtopping	No. Secondary pump systems and discharge lines are installed to manage water levels by pumping to storage dams	Yes
Drain system	No	Underdrain
Standards/guidelines applied to the dam design and construction	ANCOLD, 2012 DMPWA Code of Practice, 2015 DMPWA Guide to the Preparation of a Design Report for TSF, 2015	ANCOLD, 2012 - Next lift during 2022 will be in accordance with ANCOLD 2019 Guidelines
Factor of Safety (under current conditions and "worst case/undrained conditions")	Static - 1.8 Seismic - 1.7	Stability Factor of Safety - Static Operation -1.3; Static Closure - 1.5; Seismic Operational Basis Earthquake - 1.1; Seismic Maximum Design Earthquake - 1.1
Current dimensions of main structure, including height, upstream slope and downstream slope	Current height is 396.5 mRL	600 m x 500 m Current embankment at 151.3 mRL
Planned final dimensions of main structure	Final embankment height will be at 401 mRL	LOM (2022) embankment (Stage 3/4) raise will be to 168 mRL
Current volume of tailings facility (m3, tonnes, etc.)	7.56 Mm3	7.3 Mt
Planned final volume of tailings facility	10.3 Mm3	19.6 Mt
Surrounding environment analysis		
Location in a climatic zone where evaporation levels are exceeded by precipitation	No	Yes
Seismicity rating of the TSF's location	0.00 - 0.01 g	Operating Basis Earthquake (OBE) - 0.03 g Safety Evaluation Earthquake (SEE) - 0.10 g
Blasting from neighbouring mining operations	Yes, from underground mining operations	Yes, from open cut mining operations
Distance of the TMF to the mining operations	Circa 1,000 m	About 150 m to plant site
Identification of habitation(s)/ settlements(s) and/or flora/fauna critical habitat(s) or high biodiversity area(s) located downstream of the facility, with indication of areas or number of populations at risk, and the mitigative measures that have been undertaken or remain to be implemented	Sparsely populated area near dam, township of Bananso is about 10.5 km downstream. PMP over LoM is 0.00014%	No permanent residences or structures of any kind are located downstream of the TMF. The Niokolo-Koba National Park (Critical Habitat) is located about 4.5 km downstream of the TMF The TSF will be downstream construction only and includes an emergency spillway for each raise. The design operating procedure requires a minimum freeboard and stormwater capacity for the greater of: (i) 1 in 1,000 year recurrence interval, 72 hour storm event occurring on an average conditions pond, or (ii) 1 in 100 year wet rainfall sequence pond
Nearest critical infrastructure downstream from the facility, including nearby TSFs.	Township of Bananso located about 10.5 km downstream	No critical infrastructure has been identified downstream of the TSF

5.7 Progressive Rehabilitation and Closure

Resolute's overall objective for mine closure is to prevent or minimise adverse long-term environmental, physical, social and economic impacts; and to create stable landforms that provide self-sustaining natural ecosystems and leave a positive legacy on surrounding communities and other associated groups.

A key aspect of mine closure is undertaking progressive rehabilitation, or the restoration of disturbed land during the mining process, rather than large-scale works at the end of a mine's life. A formal internal permitting process is in place at both Mako and Syama to control activities associated with mining, construction and exploration works that have potential to impact on land, property, flora and or fauna. Environmental Disturbance Permits are mandatory for land clearing activities at all mining and exploration sites. In 2021, Resolute developed a Corporate Land Management Standard to align the site-level environmental disturbance permitting processes to the Group Risk Management Framework and ensure there is a clear escalation process for the approval for any sensitive land disturbances.

For Syama, the total area of land disturbance in 2021 was 140.1 hectares (ha), the majority arising from mining activities (124.9ha), including a new waste dump at Tabakoroni (57ha), access road for the Syama underground mine (23ha), opening the Tabakoroni Splay South Pit (20ha), re-establishing the A21 and Cashew South pits for mining (11.7ha), a new grade control area (5.24ha), and the remainder arising from exploration activities (15.2ha). For Mako, the total area of land disturbance in 2021 was 7.7ha, arising from the pit expansion (6ha) and a new low grade ore dump (1.7ha).

Total land disturbed (ha), 2018-2021

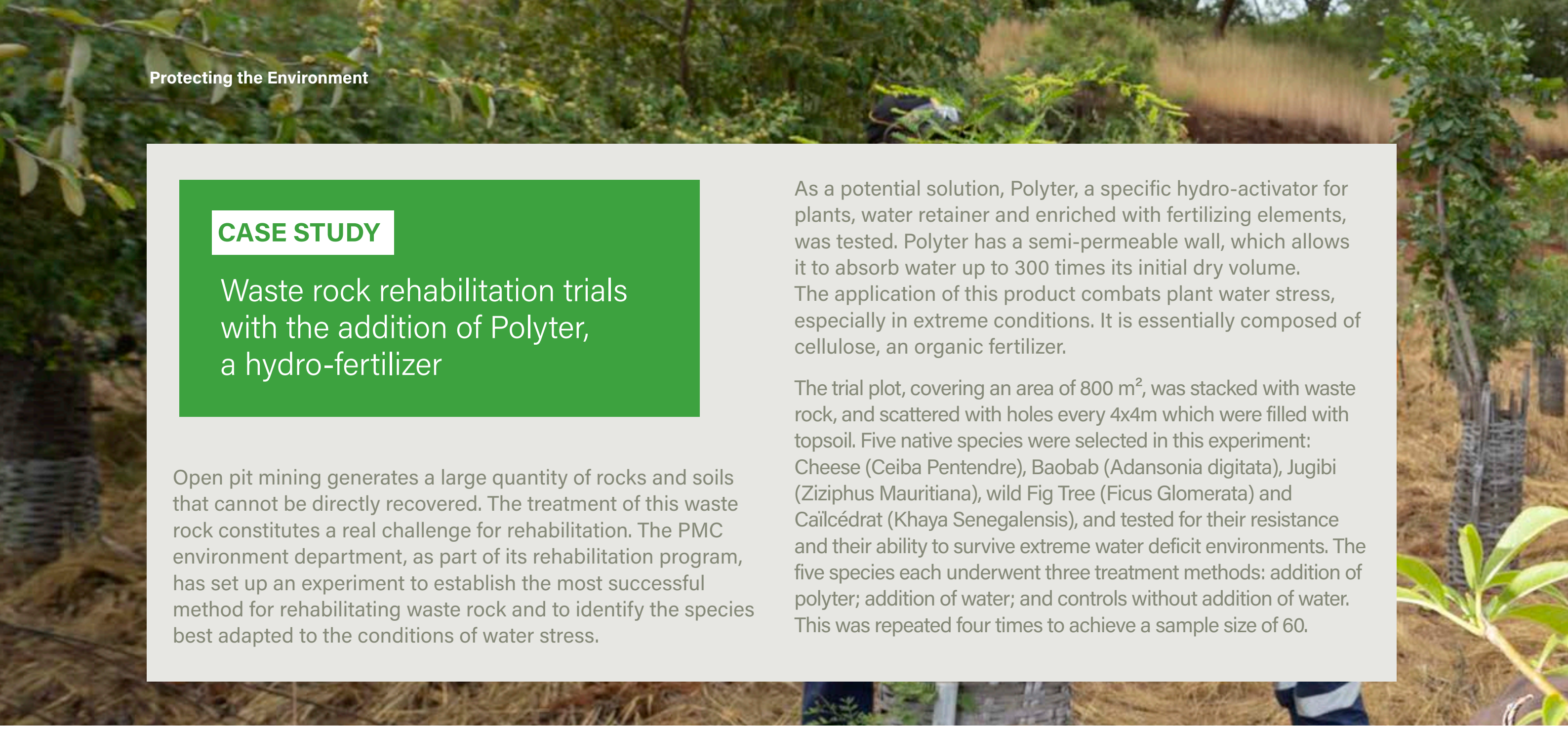
Total land disturbed	2018	2019	2020	2021
Syama	n/a	16.4	48.5	140.1
Mako	57.5	1.3	2.5	7.7
Total	**n/a**	**17.7**	**51**	**147.7**

At Syama, progressive rehabilitation of disturbed land was undertaken over a total of 18.7ha in 2021, with the rehabilitation of the north-eastern and eastern slopes of the Tabakoroni sterile deposit (16ha), the landfill and a guard camp. This included 8,440 trees planted from 40 indigenous species. The southern and western slopes of the Tabakoroni sterile deposit are scheduled to be rehabilitated in 2022. In addition, Syama carried out compensatory reforestation in the mining camp (117 trees) and 30ha around the Tabakoroni pit in collaboration with the Forestry department.

Total land rehabilitated (ha), 2018-2021

Total land rehabilitated	2018	2019	2020	2021
Syama	n/a	8.3	12.3	18.7
Mako	3.6	6.8	1.9	0.7
Total	**n/a**	**15.1**	**14.2**	**19.4**

Minor rehabilitation works were conducted in Mako in 2021 and these were associated with rehabilitation trials on the waste rock dump (0.7ha). The landform was profiled into a 20° slope and covered with transitional material and topsoil. A total of 308 trees were planted from five native species, and grass seeds were broadcasted. Mako has been implementing rehabilitation trials since 2018 to inform development of a closure strategy for the physical components of the mine, this trial data has been summarised in the case study on the next page.



CASE STUDY

Waste rock rehabilitation trials with the addition of Polyter, a hydro-fertilizer

Open pit mining generates a large quantity of rocks and soils that cannot be directly recovered. The treatment of this waste rock constitutes a real challenge for rehabilitation. The PMC environment department, as part of its rehabilitation program, has set up an experiment to establish the most successful method for rehabilitating waste rock and to identify the species best adapted to the conditions of water stress.

As a potential solution, Polyter, a specific hydro-activator for plants, water retainer and enriched with fertilizing elements, was tested. Polyter has a semi-permeable wall, which allows it to absorb water up to 300 times its initial dry volume. The application of this product combats plant water stress, especially in extreme conditions. It is essentially composed of cellulose, an organic fertilizer.

The trial plot, covering an area of 800 m^2, was stacked with waste rock, and scattered with holes every 4x4m which were filled with topsoil. Five native species were selected in this experiment: Cheese (Ceiba Pentendre), Baobab (Adansonia digitata), Jugibi (Ziziphus Mauritiana), wild Fig Tree (Ficus Glomerata) and Caïlcédrat (Khaya Senegalensis), and tested for their resistance and their ability to survive extreme water deficit environments. The five species each underwent three treatment methods: addition of polyter; addition of water; and controls without addition of water. This was repeated four times to achieve a sample size of 60.

5.8 Biodiversity

Resolute is cognisant of the potential impact of mining activities on biodiversity. The Company implements biodiversity management plans that adhere to the mitigation hierarchy across operations, seek to ensure there is no net loss of critical habitat and, where possible, work with others to produce a net gain for biodiversity. The Company does not explore or seek to develop new mining operations in World Heritage designated areas. In 2021, Resolute made the commitment to aspire to no net deforestation in its operations.

The Mako mine is in an area of high ecological value, close to the PNNK, a World Heritage Site, and the Gambia River. Although Mako is expected to have no direct impact and negligible residual impact on the PNNK, some residual impacts on biodiversity will result from mine development and operations.

This includes residual impacts on the habitats of the Western chimpanzees, hippopotamus, leopards and two restricted range plant species (Lepidagathis Capituliformis and Tephrosia Berhautiana) through habitat conversion in areas outside of the PNNK.

Natural habitats impacted include gallery forest, wooded savannah, bowel habitat, and the Gambia River. To mitigate these impacts Resolute implements ecological monitoring surveys and has developed a biodiversity offset programme.

Residual biodiversity impacts, Mako Gold Mine

Species / Natural Habitat	Residual Impact (QH)	Summary of Impacts
Western chimpanzee	-473 QH	Direct habitat loss and disturbance resulting from mine operation has displaced the Mako chimpanzee community from the eastern margins of their ranging habitat in areas outside the PNNK. This is equivalent to approximately 10% of their habitat range. The core habitat of the Mako chimpanzees is within the PNNK and is not directly impacted by the mine
Leopard	-211 QH	Leopards are present in low numbers outside the PNNK and their range is limited by available prey species. Mine operation is known to have resulted in some direct loss and disturbance of leopard habitat
Hippopotamus	-19 QH	Impacts are predicted to come mostly from human-hippopotamus conflict (exacerbated by in-migration) and from livelihoods development which will increase agriculture in some areas of hippopotamus habitat
African lion	Negligible	It is uncommon for lions to venture outside of the PNNK
Giant eland, African wild dog, African elephant	None	Transect surveys and impact modelling confirmed that no residual impacts are anticipated
Gallery forest	-12 QH	Loss and degradation
Wooded savannah	-80 QH	Loss and degradation
Bowel habitat	-61 QH	Loss and degradation. This habitat includes the priority plant species L. capituliformis and T. berhautiana
Gambia river	-19 QH	Loss and degradation

Ecological Monitoring

Mako undertakes annual ecological monitoring surveys, including transect surveys and camera traps, to ensure the impacts to the habitat of priority species is consistent with those predicted in the ESIA and supporting baseline studies.

These surveys have been repeated since 2016, alternating between the wet and dry season. To date, there is no evidence of degradation to the PNNK or the Gambia River resulting from the operational activities of Mako.

These surveys are complemented by camera traps that are downloaded on a monthly basis, and which reveal the continuous presence of biodiversity within the project development area and around the PNNK buffer zone.

Images of lion, hyena leopard and chimpanzees are regularly captured within the project development area (PDA) and surroundings.

Petowal Biodiversity Offset Programme

The Company has implemented the Petowal Biodiversity Offset Program (PBOP) to achieve a 'net gain' in priority biodiversity features and thus offset the residual impacts of the mine.

The PBOP aligns with IFC Performance Standard 6 and the Business and Biodiversity Offset Program's Standard on Biodiversity Offsets, and necessitates an innovative approach informed by broad stakeholder engagement, robust science, expert advisory support, and independent audits to evaluate performance.

The PBOP comprises landscape-level conservation management, covering an area in the southeast part of the PNNK and contiguous community lands in the Commune of Tomboronkoto that are currently absent of formal protection.

The offset program is guided by an independent advisory panel comprising six experts with regional experience in conservation, rural development, primatology, civil society and academia.

In its independent oversight role, the panel reviews technical plans and monitoring results, engages with stakeholders and provides expert recommendations to the Company.

© Philipp Henschel/Panthera

Young female leopard observed in the IZ of the PNNK, home to West Africa's largest remaining leopard population

PNNK Component

The PNNK Component of the PBOP is governed by a tripartite agreement between Direction of National Parks (DNP) and the international NGO Panthera and PMC. This component involves the implementation of a conservation program in a 1,700km2 Intervention Zone (IZ), in the southeast corner of the PNNK (equivalent to 25% of the park). The overall objective is to secure the IZ through an effective system of forest patrols to better monitor and protect wildlife and its habitat, through technical and financial support routed in the existing structure of the DPN. It has proven to be successful in establishing basic processes, capacity, logistics, and infrastructure to enable protection of the IZ. Since the start of the program there has been an 80% decrease in poaching and other illegal activities in the IZ, and a 65% increase in sighting frequency of large ungulates. In addition, this program has attracted additional donor funding to the PNNK, leading to a 770% increase in budget available for the park operations.

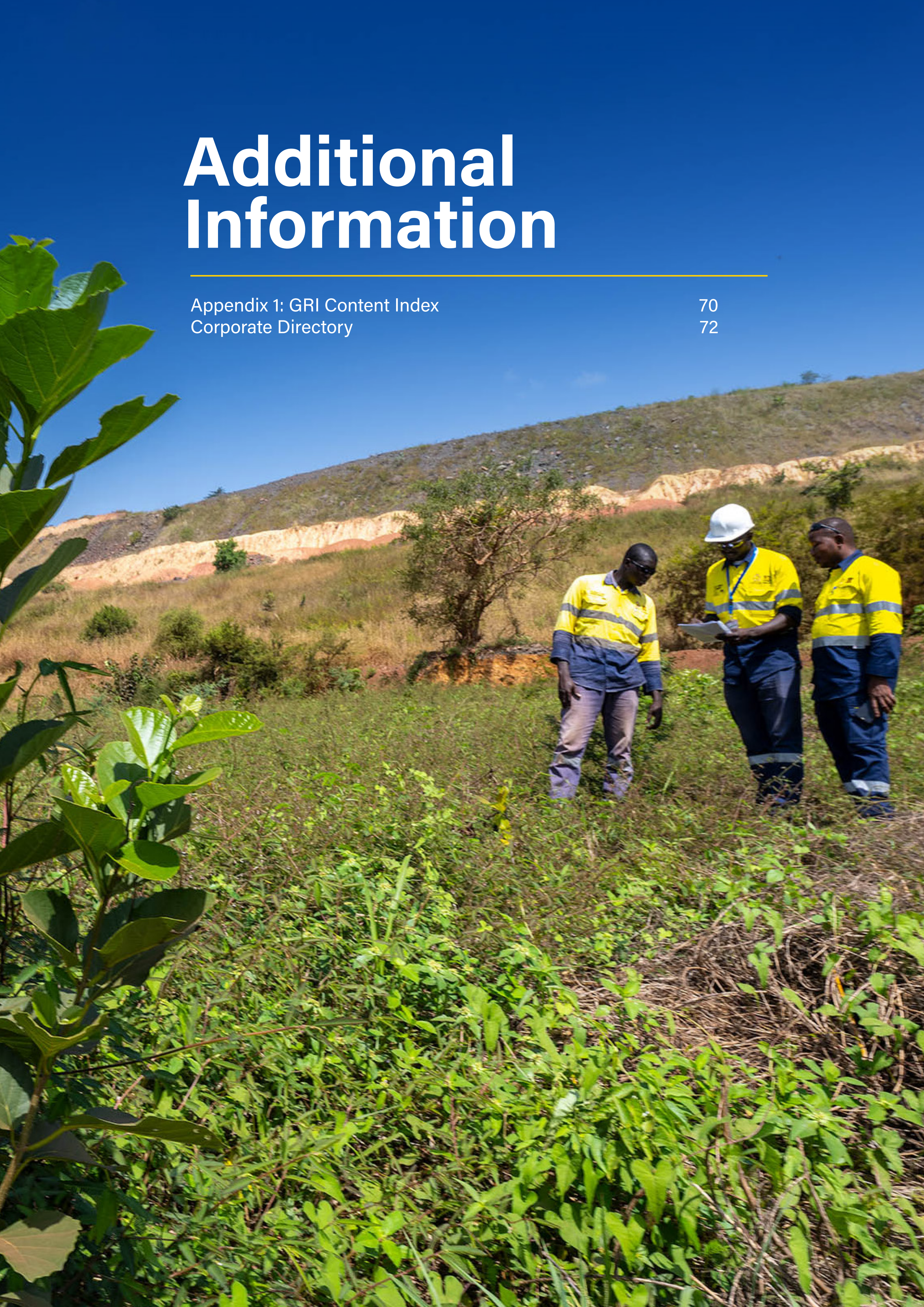
In 2021 activities focussed on the construction and operationalisation of a ranger base on Mt Assirik, which was finalised and equipped with solar power, radio and internet. Located at the heart of the IZ, this base will be a permanent base for rangers and allow patrolling over a larger area. Further activities focussed on training DNP agents (SMART, navigation, first aid, patrol tactics, survival, etc.), on improving and rehabilitating roads to provide permanent access to patrols throughout the IZ, and on maintaining law enforcement activities. Opportunistic wildlife observations made by patrol teams suggest trends of growth for endangered wildlife populations.

Tomboronkoto Component

The Tomboronkoto Component of the PBOP operates in partnership with the municipal council of Tomboronkoto and 13 communities, focussing on conservation efforts outside the PNNK, but within the surrounding Biosphere Reserve. It aims to formalise the protection of community lands, acting as wildlife corridors, over the long-term through the facilitation of a commune level land-use and micro-land use planning exercise, and targeted livelihood interventions.

This programme is managed by a dedicated team under the oversight of PMC and the commune council. In 2021, an agreement was signed with the international conservation NGO Fauna and Flora International to provide advisory services to the implementation of this programme. Achievements of the programme in 2021 include the operationalisation of community level governance structures, the collaborative development of a micro land-use plan endorsed by all stakeholders and the identification of the key conservation zones in the landscape.

Additional Information



Appendix 1: GRI Content Index

	Indicator	Disclosure Title	Resolute's Reponse
General Standard Disclosures		**Organisational Profile**	
	102-1	Name of the organisation	Resolute Mining Limited
	102-2	Activities, brands, products, and services	Page 4
	102-3	Location of headquarters	Page 4
	102-4	Location of operations	Page 4
	102-5	Ownership and legal form	Page 4
	102-6	Markets served	Page 4
	102-7	Scale of the organisation	Page 4
	102-8	Information on employees and other workers	Page 29-30
	102-9	Supply chain	Page 46
	102-10	Significant changes to the organisation and its supply chain	Page 4
	102-11	Precautionary Principle or approach	Page 12
	102-12	External initiatives	Page 14-16
	102-13	Membership of associations	Page 16
		Strategy	
	102-14	Statement from senior decision-maker	Page 8-9
		Ethics and Integrity	
	102-16	Values, principles, standards, and norms of behaviour	Page 13
		Governance	
	102-18	Governance structure	Page 21
		Stakeholder Engagement	
	102-40	List of stakeholder groups	Page 17
	102-41	Collective bargaining agreements	Page 31
	102-42	Identifying and selecting stakeholders	Page 17
	102-43	Approach to stakeholder engagement	Page 17
	102-44	Key topics and concerns raised	Page 17-18
	102-46	Defining report content and topic boundaries	Page 1
	102-47	List of material topics	Page 17-18
	102-48	Restatements of information	n/a
	102-49	Changes in reporting	n/a
	102-50	Reporting period	01 January 2021 – 31 December 2021
	102-51	Date of most recent report	29 March 2022
	102-52	Reporting cycle	Annual
	102-53	Contact point for questions regarding the report	Page 1
	102-54	Claims of reporting in accordance with the GRI Standards	Page 1
	102-55	GRI content index	Page 70-71
	102-56	External assurance	Page 1

Management Approach Disclosures		**Management Approach**	
	103-1	Explanation of the material topic and its boundary	Page 17-18
	103-2	The management approach and its components	Page 21-26
	103-3	Evaluation of the management approach	Page 21-26

Appendix 1: GRI Content Index

	Indicator	Disclosure Title	Resolute's Reponse
Economic Disclosures		**Economic Performance**	
	201-1	Direct economic value generated and distributed	Page 45
	201-4	Financial assistance received from the government	n/a
		Market Presence	
	202-2	Proportion of senior management hired from the local community	Page 33
		Procurement Practices	
	204-1	Proportion of spending on local suppliers	Page 46
		Anti-corruption	
	205-1	Operations assessed for risks related to corruption	Page 26
Environmental Disclosures		**Water and Effluents**	
	303-1	Water withdrawal by source	Page 59
	303-2	Water sources significantly affected by withdrawal of water	Page 59
	303-3	Water recycled and reused	Page 59
		Biodiversity	
	304-2	Significant impacts of activities, products, and services on biodiversity	Page 66-68
	304-3	Habitats protected or restored	Page 66-68
		Effluents and Waste	
	306-1	Water discharge by quality and destination	Page 59
	306-2	Waste by type and disposal method	Page 61
	306-3	Significant spills	Page 56
		Environmental Compliance	
	307-1	Non-compliance with environmental laws and regulations	Page 56
Social Disclosures		**Employment**	
	401-1	New employee hire and employee turnover	Page 29-30
	401-3	Parental Leave	Page 30
		Occupational Health and Safety	
	403-1	Occupational health and safety management system	Page 39
	403-9	Work-related injuries	Page 40-41
		Training and Education	
	404-1	Average hours of training per year per employee	Page 37-38
	404-2	Programs for upgrading employee skills and transition assistance programs	Page 38
		Diversity and Equal Opportunity	
	405-1	Diversity of governance bodies and employees	Page 32-34
	405-2	Ratio of basic salary and remuneration of women to men	Page 35
		Human Rights Assessment	
	412-2	Employee training on human rights policies or procedures	Page 26
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Page 26
		Local Communities	
	413-1	Operations with local community engagement, impact assessments, and development programs	Page 47-49
	413-2	Operations with significant actual and potential negative impacts on local communities	Page 50

Corporate Directory

Registered Office

Level 2, Australia Place
15-17 William Street
Perth, Western Australia 6000

PO Box 7232 Cloisters Square
Perth, Western Australia 6850
T + 61 8 9261 6100
F + 61 8 9322 7597
E contact@rml.com.au
www.rml.com.au

Australian Business Number

ABN 39 097 088 689

Share Registry

Computershare Investor Services Pty Limited
Level 11, 172 St Georges Terrace
Perth, Western Australia 6000

Home Exchange

Australian Securities Exchange
Level 40, Central Park
152-158 St Georges Terrace
Perth, Western Australia 6000

Quoted on the official lists of the Australian Securities Exchange (ASX) and the London Stock Exchange (LSE) under the ticker "RSG"

Auditor

Ernst & Young
Ernst & Young Building
11 Mounts Bay Rd
Perth, Western Australia 6000

Shareholders wishing to receive copies of Resolute's ASX announcements by e-mail should register their interest by contacting the Company at contact@rml.com.au

Securities on Issue

16 March 2022

Ordinary Shares	1,103,931,520
Performance Rights	7,742,733

Stay In Touch

Website

Resolute maintains a website where all major announcements to the ASX/LSE are available:
www.rml.com.au

LinkedIn

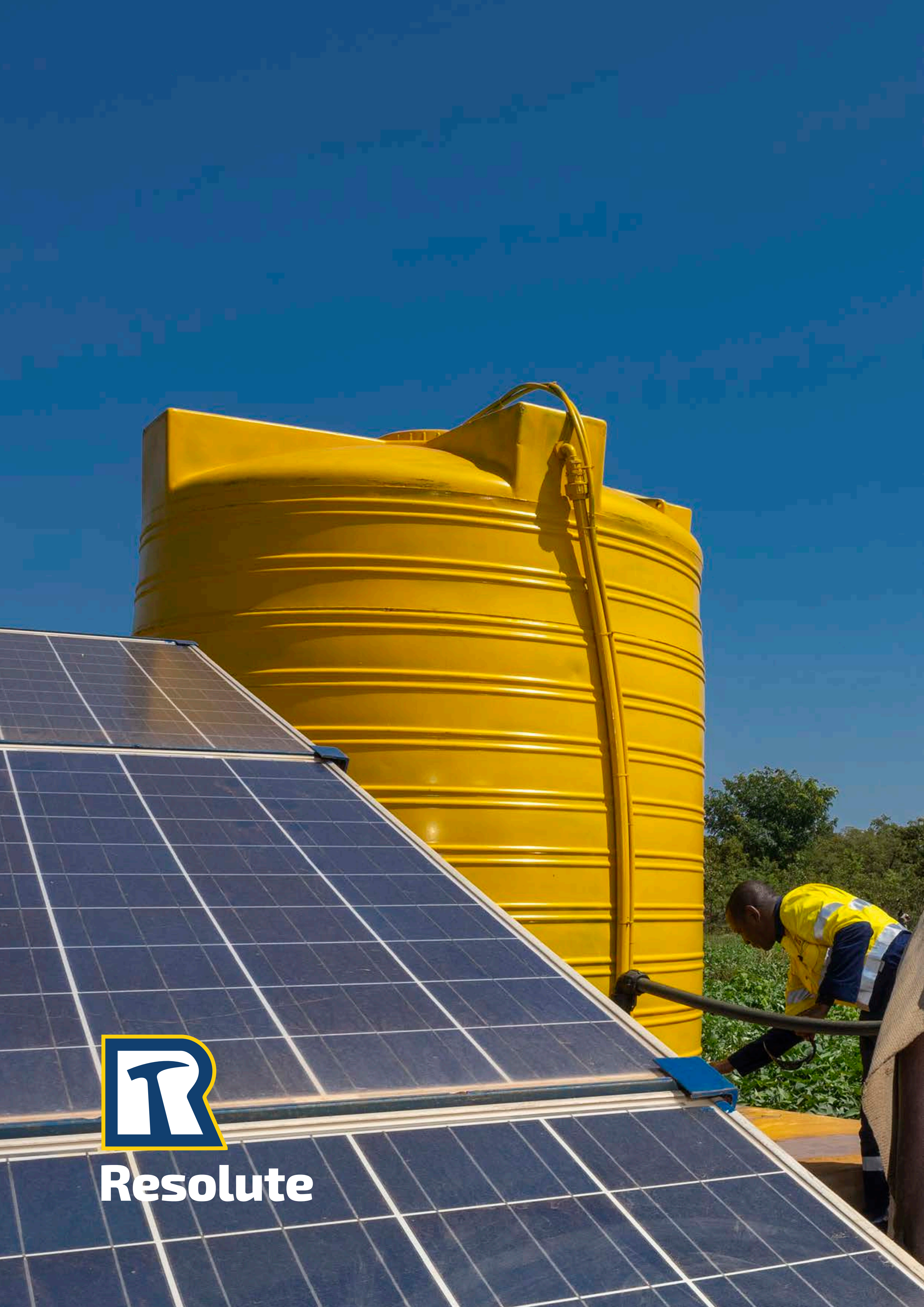
www.linkedin.com/company/resolute-mining

Twitter

@ResoluteMining

Creating value for shareholders and communities where we operate.

rml.com.au


Resolute