

SYNERGY OF OPPORTUNITIES

2025

SUSTAINABILITY REPORT

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rggold.kz



MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

Dear colleagues, shareholders and investors!

It is a privilege to present RG Gold's 2025 Sustainability Report. This marks our first sustainability report since RG Gold and RG Processing joined Zijin Gold International, a subsidiary of Zijin Mining Group. The Report marks a new chapter in the Company's development. It reflects our commitment to ESG principles and brings together the key results achieved during the year across our operations, environmental stewardship and social responsibility. It also reaffirms our commitment to high standards of corporate governance and sustainable development within the Group's new structure.

For the Company, 2025 was defined by operational stability, ongoing capacity expansion, and significant strides in organizational transformation. We maintained the safe, stable and efficient operation of the mining and processing complex at the Raygorodok deposit and entered a new phase of integration into Zijin Mining Group. In October 2025, Zijin Mining Group, one of the world's leading mining companies, completed the acquisition of 100% ownership interests in RG Gold and RG Processing. This has enabled the Company to draw on the expertise and leading practices of a global mining leader in mineral extraction, ore processing and beneficiation, and production and operations management.

Throughout the reporting period, we maintained a strong focus on operational management and on improving production and financial performance, steadily increasing efficiency and enhancing our management systems. During the year, the Company produced 6,500 kg of gold in doré, equivalent to 208,980 troy ounces, while the gold recovery rate at the processing plant exceeded 87%. These results were made possible by the collective effort and dedication of all our employees and by close collaboration among our geologists, mining teams, mineral processing specialists, metallurgists, engineering and technical personnel, and technical and administrative support functions.

Safety has always been, and will remain, our absolute priority and one of the core principles underpinning our operations. In 2025, the Company continued to implement its dedicated operational safety improvement programme, further strengthening its management system for Occupational Health and Safety and industrial safety, raising employee awareness and fostering a stronger safety culture.

We recorded zero fatalities during the reporting period, maintaining a Lost Time Injury Frequency Rate (LTIFR) of 0.40. These results were also recognized by leading industry organizations: the Company was named the winner in the Safety Pioneers category at the International Congress Mining Qazaqstan. We regard these outcomes not simply as short-term achievements, but as evidence of the effectiveness of our long-term efforts to prevent risks, train our employees and build an effective safety management system. At the same time, we fully recognize that achieving our strategic goal of Zero Harm will continue to require sustained investment, disciplined execution and continuous effort.

Alongside the continued improvement of its production and operating performance, the Company further advanced the key areas of corporate responsibility. Our investment in environmental protection grew by 50% year-on-year, underscoring our environmental stewardship. The Company also continued to strengthen its engagement with local communities, and all planned social responsibility projects were delivered in full. These areas are integral to the Company's sustainable development and stable operations and are discussed in detail in the relevant sections of this Report.

None of these achievements would have been possible without the daily dedication, accountability and professionalism of our employees, partners and contractors. I would therefore like to express my sincere gratitude to all our employees, partners and contractors for their commitment, hard work and significant contribution to the Company's safe, stable and efficient operations.

"GOING FORWARD, WE INTEND TO COMBINE THE COMPANY'S PROVEN OPERATIONAL CAPABILITIES WITH ZIJIN MINING GROUP'S ADVANCED MANAGEMENT PRACTICES TO PURSUE OPERATIONAL EXCELLENCE AND REINFORCE OUR POSITION IN RESPONSIBLE GOLD MINING."



LI KAIWEN

Chief Executive Officer

MESSAGE FROM THE CO-CHIEF EXECUTIVE OFFICER

GRI 2-22

Dear Colleagues and Stakeholders!

In the mining industry, business sustainability is determined not only by operational and financial performance, but also by the quality of risk management, occupational safety, environmental responsibility, human capital development, and the nature of engagement with local communities. For RG Gold, sustainable development is an integral part of our long-term strategy. This is why ESG approaches serve as a practical tool for managing the Company and its long-term development.

Following the completion of the transaction, our objective is to translate the benefits of integration with Zijin Mining Group into tangible improvements in day-to-day operations: more efficient production and maintenance planning, increased equipment reliability, skills development, and enhanced cross-functional collaboration.

Sustainability for us begins with the reliability of daily operational processes. In 2025, the volume of ore processed at the gold processing plant increased by 13% to 6.5 million tonnes. Maintaining this pace requires operational discipline, a systematic approach to improving equipment reliability, downtime analysis, and rigorous maintenance planning. A unified database, established in 2023 and containing over 40,000 records on equipment operation, helps forecast equipment availability and more accurately determine requirements for increasing reliability. This is a practical example of how digitalization and high-quality maintenance simultaneously enhance efficiency and reliability, thereby mitigating the risk of unplanned downtime.

At the next stage, it is crucial for us to strengthen our ESG management system, enhance process transparency, and consistently integrate sustainable development principles into operational and management decisions. The ESG approach must be embedded in daily operations: production and maintenance planning, safety management, efficiency improvement, and risk assessment. And at the core of this approach are always people: it is our employees who translate the Company's strategies, standards, and commitments into concrete actions and results.

Our people are the foundation of our development and one of the Company's core values. We understand that business sustainability is directly linked to the extent to which employees are engaged in its development, trust the Company, and see opportunities for long-term professional fulfillment within it.

In 2025, 93.1% of employees participated in the corporate survey, demonstrating a high level of engagement and loyalty; eNPS reached 63%. For us, this is vital feedback from the team, which we correlate with the actual dynamics of HR metrics. Voluntary turnover decreased from 12% to 8%, and the average employee tenure stood at 3.3 years. However, we do not reduce the assessment of team sustainability to isolated indicators. For us, the broader picture is far more important — the extent to which employees are ready to grow with the Company, build a long-term career here, and participate in its future. This is why we continue to invest in people development, the strengthening of our corporate culture, and the creation of conditions for professional growth. In 2025 alone, investment in training amounted to KZT 265.2 million, facilitating 597 instances of employee participation in specialized educational programs.

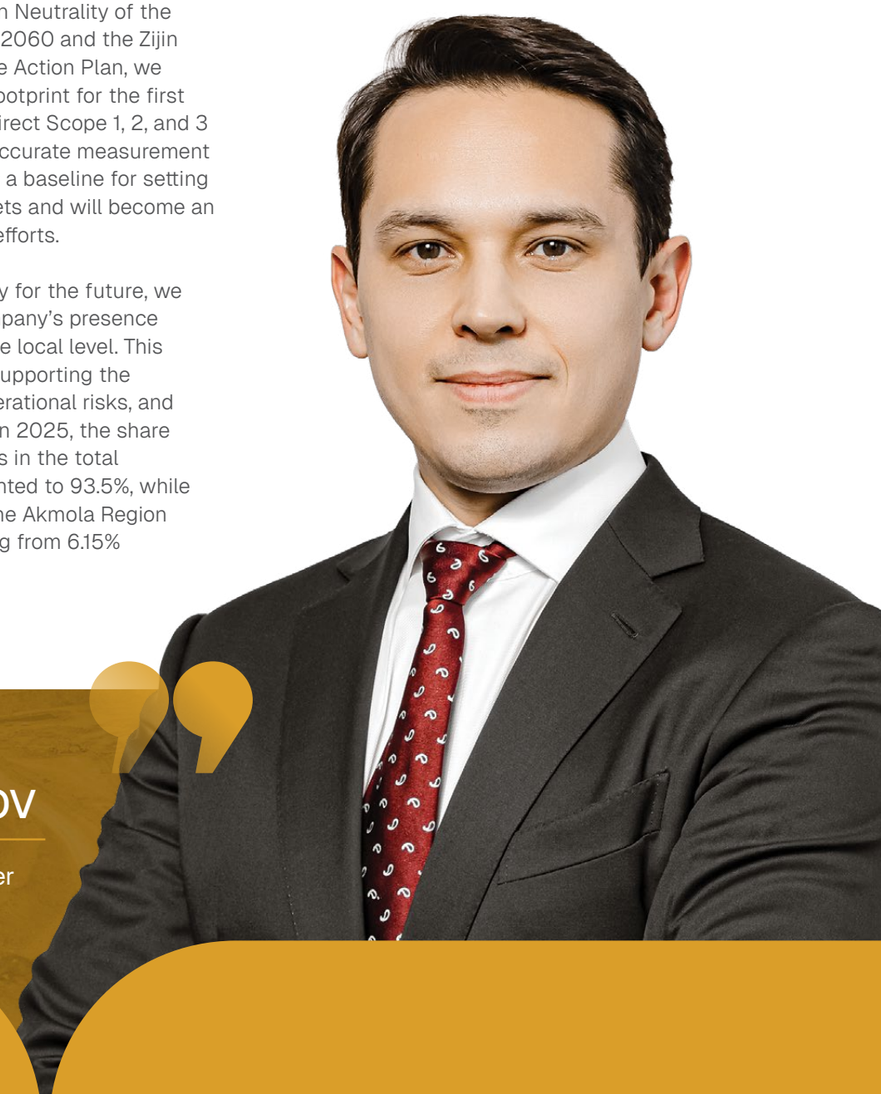
We consistently strengthen cross-functional collaboration, foster open dialogue, and create an environment where employees can propose improvements and impact results. The practical embodiment of this culture can be seen in our specialized platforms: the partner Innovators Forum with Narxoz University (2025), the country's first Geotechnical Forum (2023), and the annual RG Golden Women initiative, which plays a pivotal role in advancing equality principles and supporting professional development. Today, the internal focus on enhancing competencies is harmoniously complemented by a large-scale experience exchange with Zijin Mining Group, forming a powerful driver for the Company's long-term success.

Adaptation to global climate change is becoming a new growth driver for the Company. Guided by the Strategy for Achieving Carbon Neutrality of the Republic of Kazakhstan until 2060 and the Zijin Mining Group Climate Change Action Plan, we have calculated our carbon footprint for the first time, including direct and indirect Scope 1, 2, and 3 emissions. Transparent and accurate measurement of our current impact creates a baseline for setting substantiated reduction targets and will become an important area of our future efforts.

Recognizing our responsibility for the future, we strive to ensure that the Company's presence creates long-term value at the local level. This entails creating stable jobs, supporting the local economy, mitigating operational risks, and developing the region. Thus, in 2025, the share of Kazakhstani counterparties in the total procurement structure amounted to 93.5%, while the share of suppliers from the Akmola Region more than doubled, increasing from 6.15% in 2024 to 13.5% in 2025.

We are convinced that the development of local business and the well-being of the region are inextricably linked to responsible engagement. We adhere to the principles of transparency and are always open to dialogue with all stakeholders.

Any engagement is impossible without trust, and I sincerely thank our colleagues, partners, shareholders, and representatives of local communities and government authorities for their trust and collaboration. I am confident that, guided by responsibility, professionalism, and a long-term vision, RG Gold will continue to create value for all stakeholders.



MARAT SHAIMARDANOV

Co-Chief Executive Officer

INTRODUCTION

1.

10 RG Gold at a Glance
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24 Sustainable Development Goals

389.77

KZT billion

RG Gold’s revenue
in 2025

RG GOLD AT A GLANCE

2025 marked an important stage in RG Gold's development, characterised by stronger operational performance, integration with the global mining company Zijin Mining Group, and preparations for the next phase of growth. During the reporting period, the Company maintained stable operations at the mining and metallurgical complex at the Raygorodok Gold Mine in the Akmola Region, increased ore processing volumes, and achieved significant results in sustainability, occupational health and safety, environmental protection, and engagement with local communities.



19,376
thousand m³
Total mining volume

5,918
thousand tonnes
Ore mined

6,499
thousand tonnes
Ore processed at the gold processing plant (GPP)

645
thousand tonnes
Ore processed by heap leaching (HL)

6,500
kg/208,980 oz
Gold production in doré

6,151
kg/197,755 oz
Gold production at the GPP

20%
Reduction in incidents year-on-year

>87%
Metallurgical recovery rate at the GPP

349
kg/11,225 oz
Gold production from heap leaching (HL)

10
million tonnes of ore per year
Planned capacity of the new processing plant

KEY EVENTS OF 2025

Signing of the agreement for the sale of RG Gold.

On 30 June 2025, Verny Capital Group, which had managed RG Gold since 2014, signed an agreement to sell 100% of the equity interests in RG Gold LLP and RG Processing LLP, which own and operate the Raygorodok Gold Mine project in the Akmola Region, to Zijin Gold International, a subsidiary of the global mining company Zijin Mining Group Co., Ltd.

Becoming part of Zijin Mining Group

In October 2025, the transaction was successfully completed: Zijin Gold International acquired 100% of the equity interests in RG Gold LLP and RG Processing LLP. Integration into the global group opened a new stage of development for the Company, providing access to advanced technologies, expanded production capabilities, and the adoption of leading international practices in operations, Occupational Health and Safety, environmental management, and corporate governance.



Listing of Zijin Gold International on the Hong Kong Stock Exchange

In September 2025, Zijin Gold International, Zijin Mining Group's international gold mining platform, completed an initial public offering on the Main Board of the Hong Kong Stock Exchange, offering approximately 349 million shares at HKD 71.59 per share and raising HKD 25 billion (USD 3.2 billion). The offering became the world's second-largest IPO since the beginning of 2025, and trading in the shares commenced on 29 September. Part of the proceeds was allocated to completing the acquisition of the Raygorodok Gold Mine project and to the modernization and development of production assets. The listing on the public capital market strengthened the institutional framework and enhanced the transparency of the Group's overseas asset management, in line with the Company's commitment to high standards of corporate governance.

Government-level dialogue on the development of the Raygorodok Gold Mine project

In October 2025, the prospects for the development of the Raygorodok Gold Mine project were discussed by the Government of the Republic of Kazakhstan and the leadership of Zijin Mining Group. During a meeting between Prime Minister of the Republic of Kazakhstan Olzhas Bektenov and Chairman of the Board of Directors of Zijin Mining Group Chen Jinghe, the parties discussed expanding production capacity, introducing modern environmentally sustainable technologies, and creating new jobs in the region of operation. The understandings reached demonstrate the Company's long-term commitment to sustainability and to contributing to the socio-economic well-being of the Akmola Region.



Management changes were made in December 2025. By resolution of the shareholders, Li Kaiwen was appointed CEO of RG Gold LLP and RG Processing LLP, while Marat Shaimardanov was appointed Co-CEO, with responsibility for operational management and the implementation of key strategic decisions.

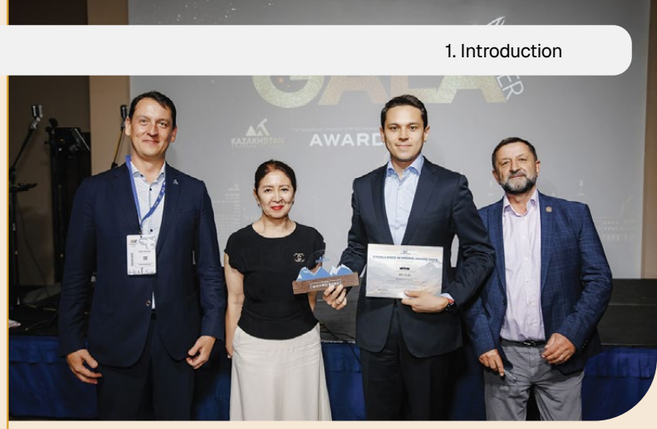
During the reporting year, the Company continued preparing for the next phase of growth, including further development of the project to construct a new gold recovery plant. The project will increase ore processing volumes, create new jobs, and make an additional contribution to the region's socio-economic development.

In 2025, RG Gold placed particular emphasis on sustainability, Occupational Health and Safety, and environmental matters. As part of its ESG initiatives, the Company implemented comprehensive programmes to improve operational safety, contributing to a 20% reduction in the number of incidents, and completed a pre-certification audit against ISO 45001. Environmental initiatives also continued, including reforestation projects, environmental monitoring, biodiversity conservation, and cooperation with research and educational institutions.

In 2025, public hearings were held, key environmental permits required to increase the Company's production capacity were obtained, and a pre-certification audit against ISO 14001 was completed. Employees also received training on amendments to the Environmental Code and the Water Code.

In 2025, the Company and Narxoz University launched a three-year research project to study and conserve biodiversity in RG Gold's area of operations.

During the reporting period, the Company adopted a Gender Policy aimed at supporting the participation of women at all levels of the organisation and creating equal opportunities for career development. RG Gold also held its first dedicated forum for women employees and, as part of the Policy, awarded educational grants to women pursuing technical disciplines at universities in Kazakhstan.



RG Gold received recognition at both the national and industry levels. In the national Paryz corporate social responsibility competition, the Company once again received a bronze award in the "Best Collective Agreement" category. RG Gold also won the "Safety Pioneers" category at the Mining Congress Qazaqstan and received two Excellence in Mining Awards from the Kazakhstan Chamber of Mines.



The Company also continued to support social projects in its regions of operation, including initiatives to provide schools with equipment and facilities, improve villages and public infrastructure, and support sporting, cultural, and socially significant events.



ABOUT THE COMPANY

GRI 2-1, GRI 2-6

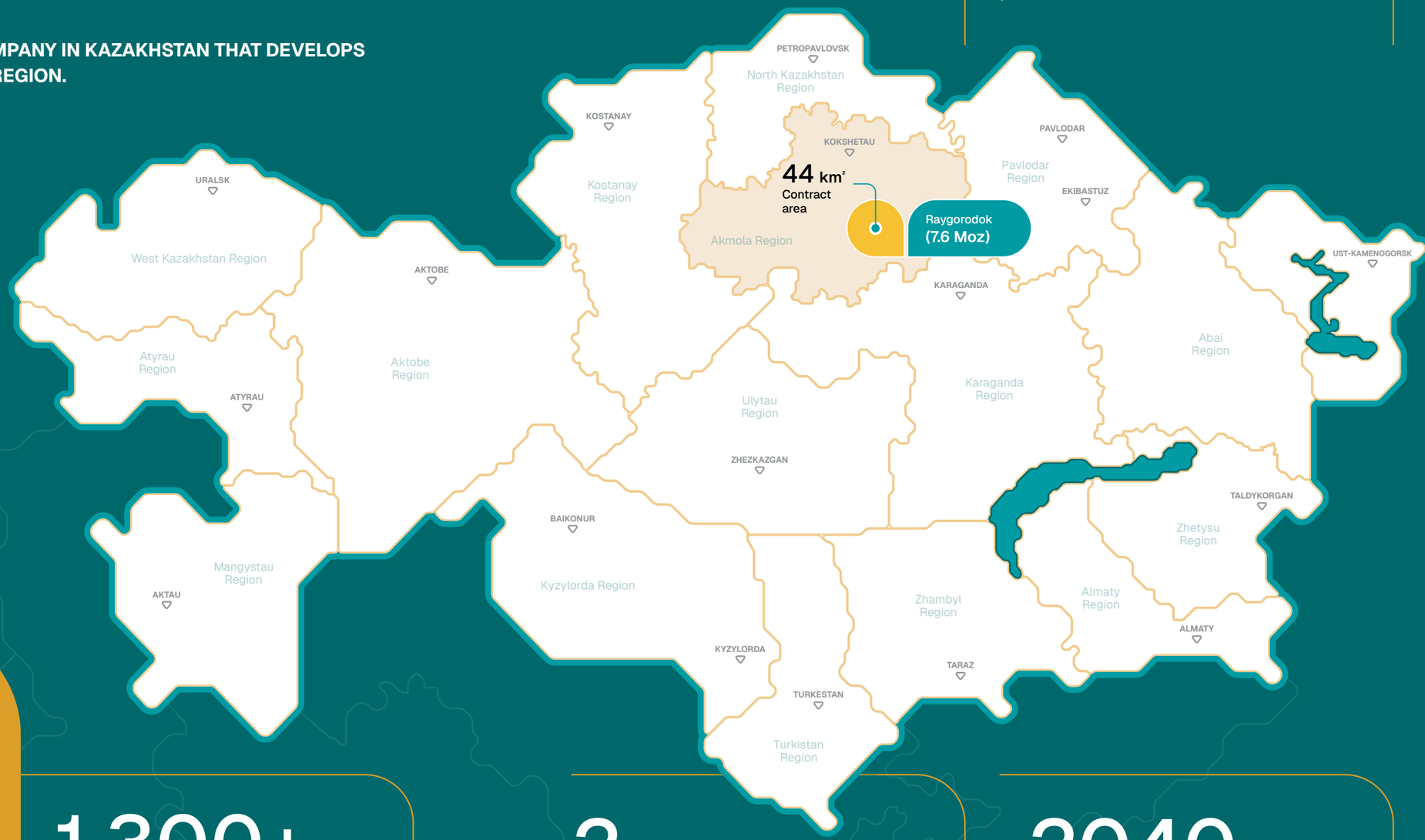
RG GOLD IS A FAST-GROWING GOLD MINING COMPANY IN KAZAKHSTAN THAT DEVELOPS THE RAYGORODOK GOLD MINE IN THE AKMOLA REGION.

The Company ranks second among Kazakhstan's gold mining companies by the size of its mineral resource base. The deposit's Mineral Resources are estimated to contain more than 240 tonnes of gold, while its Mineral Reserves reported in accordance with the KAZRC Code exceed 100 tonnes.

The Company's production base comprises two operating open pits — North Raygorodok and South Raygorodok within a single contract area covering 44.3 km², as well as a gold processing plant operated by RG Processing LLP. The plant was commissioned at the Raygorodok Gold Mine in the Akmola Region in September 2022. Over the medium term, the Company plans to bring the Novodneprovskoye, Sharyk and Central Raygorodok areas into production in phases, supporting sustainable production growth and strengthening its long-term development potential.

10+
million oz
resources

190+
thousand oz of gold per year
production



THE COMPANY COMPRISES TWO LEGAL ENTITIES: RG GOLD LLP, INCORPORATED IN 2013, AND RG PROCESSING LLP, INCORPORATED IN 2018 TO CONSTRUCT AND OPERATE THE MINING AND PROCESSING COMPLEX. ALTHOUGH CONSTITUTING TWO DISTINCT LEGAL ENTITIES, THE COMPANY OPERATES AS A SINGLE ORGANISATION WITH A UNIFIED MANAGEMENT STRUCTURE AND INTEGRATED REPORTING LINES.

1,300+
employees

2
open pits
South and North Raygorodok

of 2040
subsoil use contract

OUR HISTORY

GRI 2-28

SINCE OCTOBER 2025, RG GOLD HAS BEEN PART OF ZIJIN MINING GROUP CO., LTD., ONE OF THE WORLD'S LARGEST INTERNATIONAL MINING COMPANIES. ZIJIN MINING GROUP IS INCLUDED IN THE FORTUNE GLOBAL 500 AND WAS RANKED 251ST IN THE 2025 FORBES GLOBAL 2000.

1996–2013

- Commencement of development of the Raygorodok deposit
- Geological exploration and mining activities

2014

- Acquisition by Verny Capital Group of the rights to develop the Raygorodok deposit
- Establishment of RG Gold
- 18,000 oz of gold in doré

2015

- Construction of a workers' camp
- Expansion of production capacity
- Formation of a professional team
- 32,500 oz of gold in doré

2018

- Confirmation of gold reserves under the JORC Code and KAZRC
- Resource Capital Fund, a global private equity fund, became a co-investor in the Company
- Establishment of RG Processing LLP for the construction of a gold recovery plant (GRP) with a processing capacity of 5 million tonnes of ore per year

2019

- Commencement of GRP design

2020

- Extension of the subsoil use contract until 2040
- Approval of the GRP construction project
- 65,000 oz of gold in doré — a record production volume

2021

- Commencement of GRP construction

2022

- Commissioning of the GRP with a processing capacity of 5 million tonnes of ore per year
- Opening of a new workers' camp with a 600-bed dormitory
- 27 September — production of the first gold at the GRP
- Receipt of the "Largest Employer" award

2023

- RG Gold became a bronze prize winner in the national Paryz competition
- The Company organized its first international Geotechnicians Forum

2024

- RG Gold repaid its borrowings from the Development Bank of Kazakhstan JSC ahead of schedule
- The Company ranked among the top 10 taxpayers among private companies

2025

- Transfer of 100% ownership interests in RG Gold LLP and RG Processing LLP to Zijin Gold International, a subsidiary of Zijin Mining Group

Integration with Zijin Mining Group creates additional opportunities to adopt international expertise, technological solutions and leading management practices, including approaches to operational efficiency, industrial safety and sustainability.

The Company is not a direct member of any international industry associations. However, participation in global industry initiatives is facilitated at the Group level. Zijin Mining Group Co., Ltd., the Group's parent company, has been a member of the World Gold Council since 2020 through the organisation's China Chapter. Since January 2026, Zijin Mining Group has also participated in the International Copper Association through its subsidiary, Gold Mountains (H.K.) International Mining Company Limited.

At the national level, RG Gold LLP is a member of leading industry associations in the Republic of Kazakhstan, including the Association of Legal Entities "Republican Association of Mining and Metallurgical Enterprises" (AMME), the Association of Legal Entities "Republican Association of Precious Metals Producers" (Dragmet), and the Association of Legal Entities "Kazakhstan Chamber of Mines". Membership in these associations enables the Company to contribute to the development of industry standards and engage in dialogue with key stakeholders.

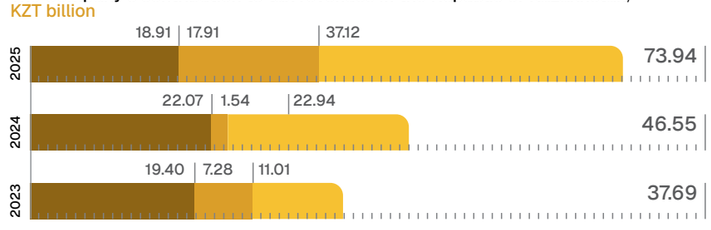
KEY OPERATING AND FINANCIAL PERFORMANCE INDICATORS

GRI 2-6, GRI 201-1

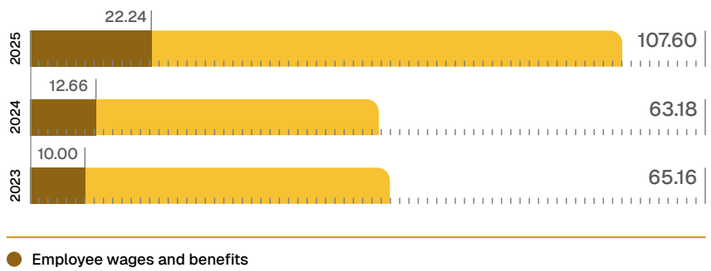
In 2025, the Company recorded significant growth across all key financial indicators. Revenue increased by 75.7% year-on-year to KZT 389.8 billion, driven by higher production volumes and favourable global gold market conditions. The EBITDA margin reached 66.3%, demonstrating the high operational efficiency and the resilience of its business model. All gold output is sold on the domestic market in Kazakhstan.

Employee wages and benefits more than doubled over the three-year period, rising from KZT 10 billion in 2023 to KZT 22.2 billion in 2025. This reflects both headcount growth and higher remuneration levels.

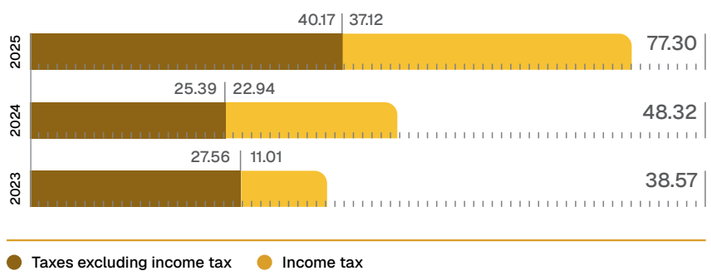
The Company's contribution to tax revenues in the Republic of Kazakhstan, KZT billion



Operating costs. excluding depreciation. foreign exchange differences and impairment allowances, KZT billion



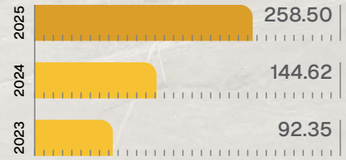
Tax payments to government, KZT billion



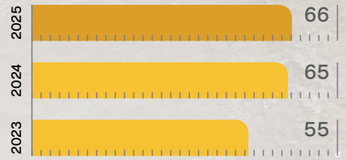
Revenue, KZT billion



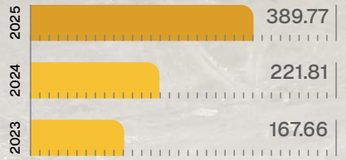
EBITDA, KZT billion



EBITDA margin, %



Sales — domestic market, KZT billion



Finance income, KZT billion



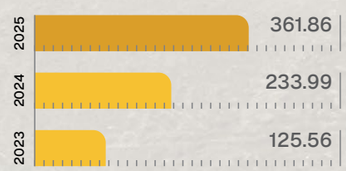
R&D investment, KZT billion



Direct economic value generated, KZT billion



Economic value distributed, KZT billion



Economic value retained, KZT billion



BUSINESS MODEL

RESOURCES

Financial

Revenue
389.8 KZT billion

EBITDA
258.5 KZT billion

EBITDA margin
66.3%

Direct economic value generated
396.8 KZT billion

Operational

- Two operating open pits: North Raygorodok and South Raygorodok
- Gold recovery plant (GRP)

Planned capacity of the new processing plant
10 million tonnes of ore per year

Gold reserves under KAZRC
more than **100** tonnes

Intellectual

- Innovations and technologies that enhance safety, efficiency and environmental performance
- Integration into Zijin Mining Group and access to international best practices
- Digital platform for employee initiatives

Human

Full-time employees
1,330 people

Covered by the OHS management system, including contractors
2,123 people

Training, development and safety culture

Social and reputational

- Stakeholder Engagement Policy
- Gender Policy and support for women in technical professions
- Transparent dialogue with government authorities, communities and the media

Natural

Mineral resources of the deposit
more than **240** tonnes of gold

Land bank
3,208.148 ha

- Responsible use of water resources
- Biodiversity conservation programmes

GOLD-MINING CYCLE

1. Geological exploration and studies
2. Development of the gold reserve base
3. Design and construction
4. Mining and processing
5. Gold sales
6. Closure and reclamation

VALUE CREATED FOR STAKEHOLDERS

Shareholders and investors

We enhance operational efficiency and deliver sustainable shareholder value

2025 results:

- Revenue grew by 75.7% year-on-year
- EBITDA: KZT 258.5 billion
- Gold production: 6,500 kg/ 208,980 oz

Government and regulators

We adhere to regulatory requirements and maintain constructive dialogue with government authorities

2025 results:

- Key environmental permits obtained
- Pre-certification audits completed against ISO 14001 and ISO 45001
- Proactive engagement with regulatory bodies maintained

Our employees

We foster a safe working environment and invest in human capital development

2025 results:

- KZT 22.24 billion allocated to employee wages and benefits
- Incidents reduced by 20% year-on-year
- 100% voluntary health insurance coverage

Local communities

We contribute to the socio-economic development of our host region and maintain an open dialogue with local communities

2025 results:

- 14 public hearings and community meetings held
- 100,000 pine seedlings planted across 20 hectares
- Environmental awareness campaigns implemented: Taza Su, Taza Like, and Taza Oi

Suppliers and contractors

We build transparent and responsible supply chain partnerships

2025 results:

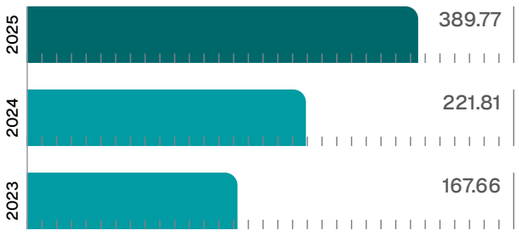
- Centralised e-procurement platform deployed
- ESG, environmental and operational standards extended to contractors
- Feedback channels in place

COMPETITIVE ADVANTAGES

1. Integration into the international Zijin Mining Group
2. Deposit mineral resources exceeding 240 tonnes of gold
3. Two operating open pits and a modern gold processing plant
4. Planned new plant with a capacity of 10 million tonnes of ore per year
5. Gold recovery rate at the processing plant exceeding 87%
6. Gold production in 2025 — 6,500 kg/ 208,980 ounces
7. Modern approaches to safety and a 20% reduction in incidents
8. Development of the environmental management system and preparation for ISO 14001
9. Sustainable water management in accordance with GISTM
10. Strong team and a culture of internal innovation
11. Support for local communities and integration of ESG approaches into management

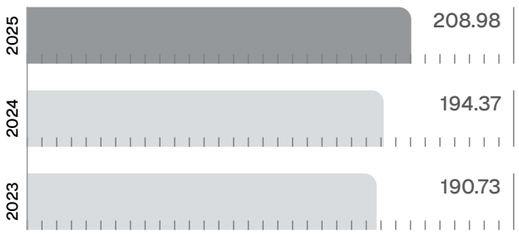
FINANCIAL KPIs

Revenue, KZT billion



OPERATIONAL KPIs

Gold production, thousand ounces



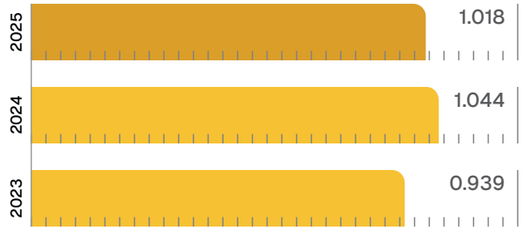


SUSTAINABLE DEVELOPMENT

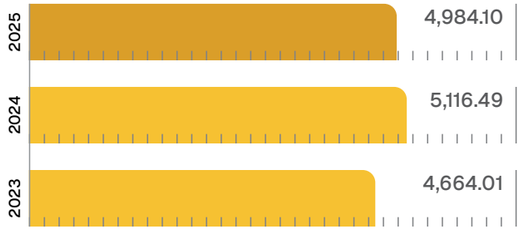
Lost Time Injury Frequency Rate (LTIFR)



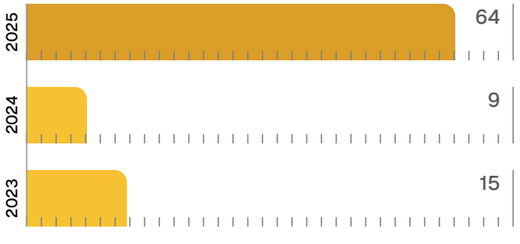
Specific GHG emissions (Scopes 1 and 2), t CO_2e per thousand ounces of gold equivalent



Specific energy consumption indicators, GJ per thousand ounces of gold equivalent



Average training hours per employee per year



SUSTAINABLE DEVELOPMENT GOALS



GRI 2-29, GRI 3-1, GRI 3-2

STAKEHOLDER ENGAGEMENT

Identifying stakeholder needs and expectations underpins RG Gold and RG Processing's approach to sustainability management. The Company believes that long-term business sustainability is inseparable from the quality of its relationships with those who are affected by its activities or who influence them. Accordingly, the Company establishes transparent, continuous and meaningful stakeholder engagement mechanisms and integrates stakeholder expectations into its strategy and operational decision-making.

Stakeholder engagement is conducted in accordance with Zijin Mining Group's Stakeholder Communication and Engagement Standard for Overseas Operations, adapted to the operational context of RG Gold and RG Processing and the legal requirements of the Republic of Kazakhstan.

The Company follows the principles of open and equitable engagement. Communication is tailored to the characteristics of each stakeholder group, the nature of the matters discussed, the local culture and the operational context. A variety of formats, including individual meetings, online group discussions and feedback mechanisms, helps ensure that stakeholder interests are represented comprehensively.

Stakeholder Engagement

Stakeholder group	Engagement objectives	Key topics	Methods and channels
Employees	Create a safe working environment; support professional development; strengthen employee engagement	Occupational Health and Safety; labour relations and collective bargaining	Annual employee satisfaction and engagement survey conducted through Microsoft Forms; feedback channels allowing anonymous submissions hotline@rggold.kz
Management	Ensure strategic alignment between ESG priorities and business objectives; maintain accountability for sustainability performance	Corporate governance; operational risks	Monthly operational meetings; Monthly strategic meetings; Quarterly online meetings with employees; Monthly online meetings and reporting to the parent company, Zijin Gold International
Shareholders, investors and banks	Transparently disclose performance and ESG practices; create long-term value	Long-term value and financial performance; corporate governance transparency; ESG indicators	Meetings with investors and shareholders; public disclosure
Business partners and suppliers	Build mutually beneficial partnerships; ensure alignment with sustainability standards	Responsible supply chain; business ethics; transparency in business relationships	Operational communications; dedicated negotiations; e-marketplace — https://tender.rggold.kz/ Supplier enquiries through hotline@rggold.kz
Government authorities and regulators	Comply with all applicable requirements; obtain the necessary permits; maintain constructive dialogue	Legal and regulatory compliance; environmental requirements; tax transparency	Regulatory reporting; scheduled inspections
Local communities	Respond to local development expectations; build harmonious relationships	Environmental protection; community development; local employment and benefit sharing	Community consultations; public disclosure; regular visits and meetings; GR@rggold.kz
Media	Facilitate open dialogue; disseminate best ESG practices	Transparency of ESG information; cooperation on sustainability	Media briefings; industry forums; seminars and public discussions; PR@rggold.kz

DETERMINING MATERIAL TOPICS

GRI 3-1, GRI 3-2

To systematically identify, assess and prioritize the ESG topics most significant to the operations of RG Gold and RG Processing and their stakeholders, the Company conducted a materiality assessment. The assessment is intended to focus ESG management on priority areas, ensure that reporting addresses genuinely material topics, and align disclosures with the expectations of investors, regulators and other stakeholders.

The initial list of topics was developed using the SASB Metals & Mining Standard and the topics emphasized by leading ESG rating agencies. The list was subsequently refined to reflect the specific characteristics of the gold-mining industry, Zijin Mining Group's global operating footprint, regulatory requirements and business realities.



The materiality assessment comprised four consecutive stages

1 Trends and external environment analysis.

The Company analysed trends in the gold-mining industry and reviewed the international and national standards applicable to its operations. The review covered the HKEX Environmental, Social and Governance Reporting Code, the SASB Metals & Mining Standard and the topics emphasized by leading ESG rating agencies. Peer benchmarking was also conducted across gold-mining companies, including their disclosure practices relating to occupational health and safety, cyanide management, water management and local community engagement. The benchmarking results were used to refine the list of potentially material topics in light of industry-specific considerations and international good practice. The first stage produced an initial list of potentially material topics reflecting the characteristics of the mining industry and the Company's operating context.

2 Identification of material topics.

The materiality of the identified topics was assessed through an online survey of key stakeholder groups. Employees, including representatives of the parent company, Zijin Mining Group, management, banks and other financial institutions, government authorities, suppliers, local communities and the media were invited to participate. A total of 130 completed questionnaires were received, providing the empirical basis for assessing the significance of each topic.

3 Assessment of the significance of impacts.

Each topic was ranked according to its significance to internal and external stakeholders. This resulted in a materiality matrix positioning 18 topics along two axes: significance to internal stakeholders and significance to external stakeholders.

4 Prioritization and approval of results.

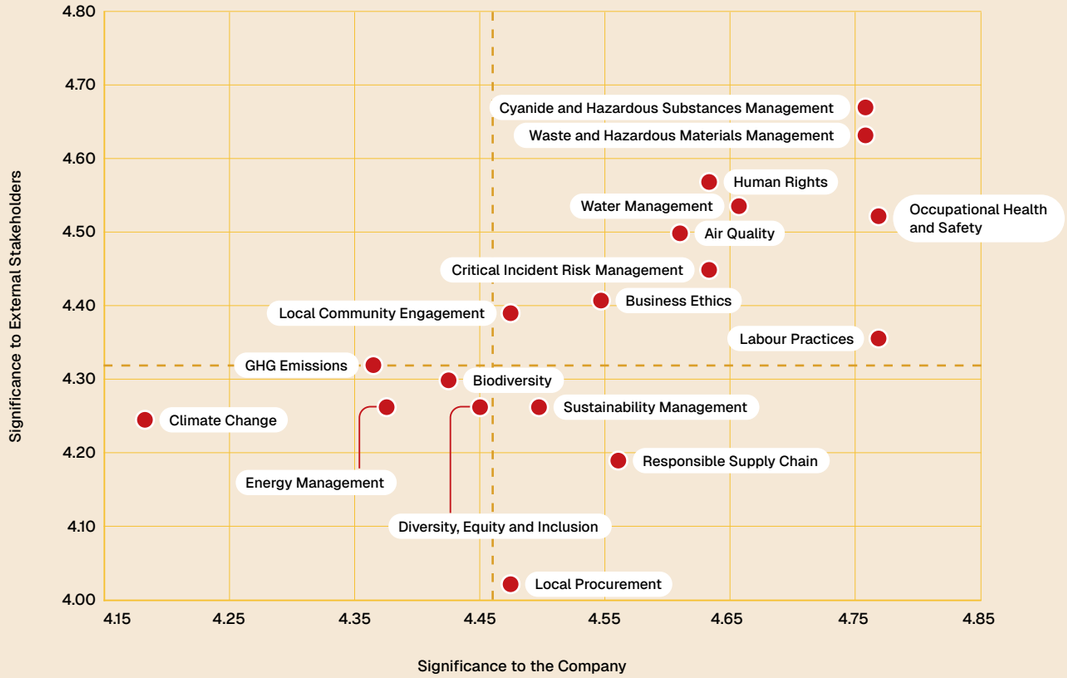
Thresholds for the high-priority area were established using expert judgement following an analysis of the distribution of scores across the 18 topics. This process took into account the need to identify a limited group of topics requiring priority management attention and detailed disclosure in the Report. The methodology considered both the average scores assigned by internal and external stakeholder groups and a qualitative assessment of each topic's significance to the Company's operations and reputation. In view of the specific characteristics of the gold-mining industry, the nature of the Company's operations and its strategic development priorities, the Company adjusted the thresholds using expert judgement to ensure that business-critical topics were included in the high-priority area irrespective of the formal statistical distribution of the scores.

The assessment results directly determine the content and focus of this Sustainability Report. The Company regards the materiality assessment as a dynamic process: the methodology and results will be updated regularly to reflect changes in the operating environment, regulatory requirements and stakeholder expectations.

Based on the Zijin Gold International methodology and taking into account the specific characteristics of the Company's operations in Kazakhstan, a materiality matrix covering 18 environmental, social and governance topics was developed.



Materiality Matrix



The following topics were identified as high priorities for RG Gold:

Environmental

1. Cyanide and Hazardous Substances Management
2. Waste and Hazardous Materials Management
3. Water Management
4. Air Quality

Social

5. Occupational Health and Safety
6. Critical Incident Risk Management
7. Labour Practices
8. Human Rights
9. Local Community Engagement

Governance

10. Business Ethics

For each of the Company's material topics, priority United Nations Sustainable Development Goals (SDGs) were identified based on their relevance to the nature and impacts of the Company's operations.

United Nations Sustainable Development Goal

SDG 3 — GOOD HEALTH AND WELL-BEING

03

Related material topics

Occupational Health and Safety; cyanide and hazardous substances management; air quality; critical incident risk management.

Summary

Safe working conditions, the "Zero Injuries" goal, on-site medical support, 100% voluntary health insurance coverage, occupational risk management and annual medical check-ups safeguard the health and well-being of employees and contractors.

2025 activities and results

- Rollout of the annual Starting Strong 2025 safety campaign to reinforce safety culture and individual accountability, ensuring every employee returns home safely.
- Implementation of the Fatigue Management Plan and Industrial Hygiene Management Plan.
- Establishment of regular workplace monitoring, covering noise, dust levels, illumination, and ambient air quality.
- Introduction of the SLAM dynamic risk assessment (Stop–Look–Assess–Manage) and the Hazard Reporting system to prevent workplace incidents and occupational illnesses.
- Continuous employee health surveillance, including mandatory pre-shift screenings and 100% periodic medical check-ups conducted by a certified healthcare provider.
- Winner of the Safety Pioneers category at the Mining Congress Qazaqstan 2025.
- Completion of the oxygen plant construction for metallurgical detoxification processes.



United Nations Sustainable Development Goal

SDG 6 — CLEAN WATER AND SANITATION

06

Related material topics

Water management; cyanide and hazardous substances management

Summary

The implementation of closed-circuit water recycling, effluent quality monitoring, and safe cyanide management prevents water body pollution and minimises freshwater consumption in processing operations.

2025 activities and results

- Completion of Stage 2 of the tailings storage facility (TSF) expansion, representing an investment of over USD 30 million, alongside the launch of the next phase; commissioning of the oxygen plant for cyanide detoxification to ensure alignment with World Gold Council environmental safety standards.

United Nations Sustainable Development Goal

SDG 8 — DECENT WORK AND ECONOMIC GROWTH

08

Related material topics

Labour practices; Occupational Health and Safety and industrial safety; human rights

Summary

Competitive remuneration, a collective agreement, employee training and development programmes, local recruitment, compliance with the labour legislation of the Republic of Kazakhstan and the prohibition of forced and child labour provide decent working conditions and support the region's economic development.

2025 activities and results

- Reduction in voluntary employee turnover from 12% in 2024 to 8% in 2025.
- Launch of an educational grant programme for female university applicants.
- Adoption of a gender diversity policy.
- General sponsorship of BURABAY ICE 2025.
- Implementation of the Fatal Risk Standards.
- Establishment of a risk management system comprising Baseline Risk Assessment, BowTie and risk registers.
- Automation of weekly risk alerts for managers.
- Completion of occupational risk assessments covering all types of work, including contractor activities.
- Update of training for key high-risk activities, including working at height, confined-space work, hot work, PTW, LOTO and ICAM.
- Launch of the Safety Recognition Program.

United Nations Sustainable Development Goal

SDG 9 — INDUSTRY, INNOVATION AND INFRASTRUCTURE

09

Related material topics

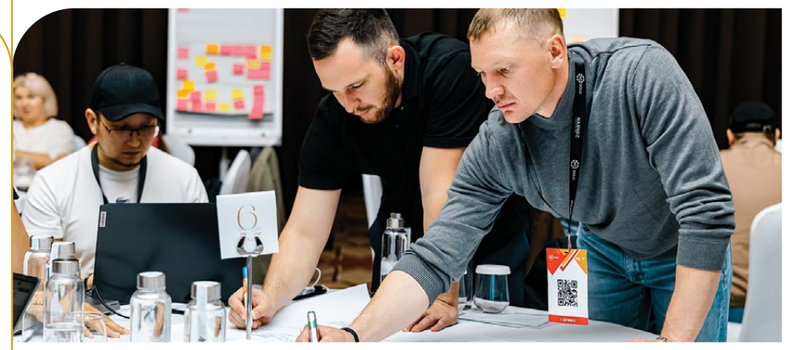
Critical incident risk management; Occupational Health and Safety

2025 activities and results

- Innovators Forum: Organised a two-day hackathon in partnership with Narxoz University.
- Commissioning of the oxygen plant as part of the technological modernization of production.
- Completion of the modernization and centralization of the automatic fire alarm system: all production facilities were connected to the central fire station, enabling 24/7 monitoring and prompt response to alarms.

Summary

Investment in production infrastructure, emergency response and industrial safety systems, together with the introduction of advanced gold-mining and processing technologies, supports the sustainable development of production.



United Nations Sustainable Development Goal

SDG 12 — RESPONSIBLE CONSUMPTION AND PRODUCTION

12

Related material topics

Waste and hazardous materials management; cyanide and hazardous substances management; water management

2025 activities and results

- The second phase of the tailings storage facility expansion is nearing completion.

Summary

Waste classification, treatment and safe disposal, responsible cyanide management in line with the International Cyanide Management Code (Cyanide Code), water-use monitoring and monitoring of operational impacts support responsible resource management throughout the life cycle.



United Nations Sustainable Development Goal

SDG 15 — LIFE ON LAND

15

Related material topics

Waste and Hazardous Materials Management; Air Quality; Water Management

2025 activities and results

- Environmental campaigns were carried out, including TazaSu — a clean-up of the banks of the Arshaly River — TazaLike and TazaOi.
- Employees and members of local communities took part in joint tree-planting activities.
- Cyanide concentrations in processing tailings were reduced through the operation of the oxygen plant.

Summary

Managing the impacts of mining and construction on terrestrial ecosystems, ensuring the safe management of tailings storage facilities and waste, suppressing dust and monitoring air quality help minimize impacts on biodiversity and terrestrial ecosystems across the Company's areas of operation.

United Nations Sustainable Development Goal

SDG 16 — PEACE, JUSTICE AND STRONG INSTITUTIONS

16

Related material topics

Business Ethics; Human Rights

2025 activities and results

- A dedicated compliance function was established.
- A system for screening counterparties for corruption risks was introduced.
- An anonymous hotline is available in three languages to employees and third parties.

Summary

Anti-corruption procedures, the Human Rights Policy, an independent hotline for reporting concerns, transparency in dealings with government authorities and compliance with the laws of the Republic of Kazakhstan strengthen institutional resilience and stakeholder trust.

United Nations Sustainable Development Goal

SDG 17 — PARTNERSHIPS FOR THE GOALS

17

Related material topics

Local Community Engagement; Business Ethics

2025 activities and results

- Integration into Zijin Mining Group provides access to international practices and technologies.

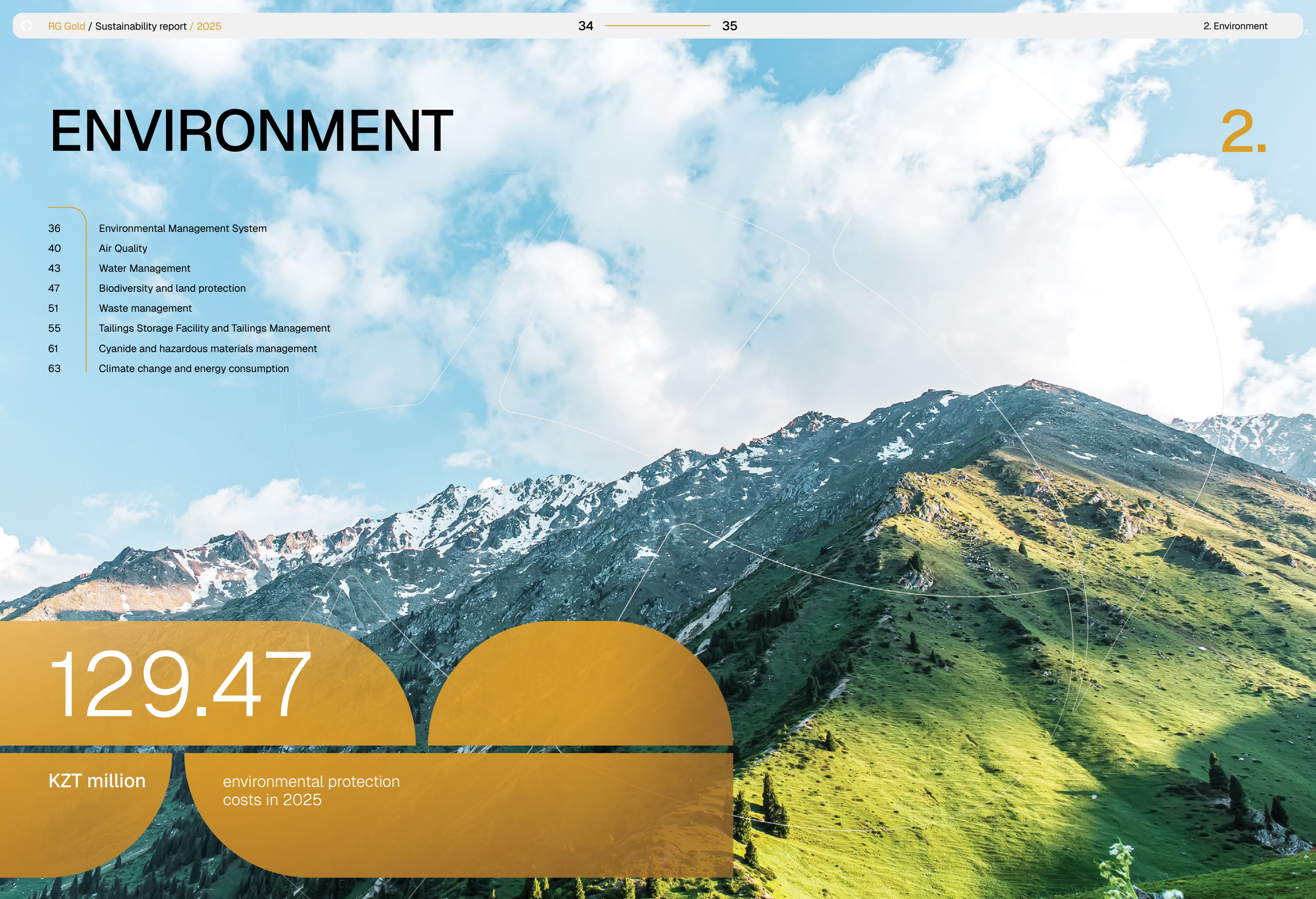
Summary

Engagement with government authorities, local communities, suppliers and NGOs in accordance with the Zijin Mining Group Standard, together with social development projects and support for local employment, helps build lasting partnerships that contribute to the development of the Company's areas of operation.

ENVIRONMENT

2.

36 Environmental Management System
40 Air Quality
43 Water Management
47 Biodiversity and land protection
51 Waste management
55 Tailings Storage Facility and Tailings Management
61 Cyanide and hazardous materials management
63 Climate change and energy consumption



129.47

KZT million

environmental protection costs in 2025

ENVIRONMENTAL MANAGEMENT SYSTEM

SASB EM-MM-160a.1

For RG Gold and RG Processing, environmental stewardship is integral to operational management and corporate policy. Both companies seek to prevent and minimize the environmental impacts of their activities while complying with the legislation of the Republic of Kazakhstan, the conditions of their environmental permits and their other commitments.

Environmental management across the Company is governed by a unified Environmental Safety and Environmental Protection Policy. The Policy establishes the Company's core principles: regulatory compliance, pollution prevention, responsible use of natural resources, environmental risk management and continual improvement. In preparation for ISO 14001 certification, the Company is systematically updating its internal policies and procedures, including the development of an environmental aspects register and related management procedures.

The environmental management system operates across both corporate and site levels. The corporate office in Astana delivers technical and methodological guidance, coordinates environmental processes, develops and approves environmental projects, liaises with government authorities, and coordinates state expert reviews and the acquisition of the necessary permits and approvals. At operational sites, environmental engineers and coordinators implement the Policy by carrying out industrial environmental control, inspections and monitoring, preparing environmental reports, and overseeing contractor compliance with environmental requirements. Key decisions and final document approvals remain at the corporate level, ensuring a consistent management approach across the Company.

The Policy is implemented through an integrated set of procedures and documents, including the Environmental Management Plan, procedures governing waste and chemical management, leak monitoring, internal inspections, and responses to identified nonconformities. Environmental requirements are embedded in operational processes and apply both to the Companies' own activities and to those of their contractors.

Particular attention is paid to contractor management. All contractors working at the Company's operational sites are subject to document reviews and on-site inspections to verify compliance with environmental requirements. Specialist contractors, including waste management service providers, undergo additional checks covering their licences and permits, personnel qualifications and the technical condition of the equipment they use.

The environmental management system is underpinned by the principle of continual improvement, implemented through the Plan–Do–Check–Act (PDCA) cycle:

Plan

Identification of the environmental aspects of operational processes, assessment of potential environmental impacts and determination of the necessary controls.

Do

Performance of operational activities in compliance with environmental requirements, internal procedures and permit conditions.

Check

Performance of inspections and audits, documentation of results and assessment of process conformity with applicable requirements.

Act

Analysis of identified nonconformities, development of corrective actions and updating of internal documents and operating procedures.

In 2025, the Company engaged Bureau Veritas to conduct a pre-certification audit of its environmental management system. The gap analysis identified priority areas for further updating the Company's internal policies and procedures and strengthening the system in accordance with ISO 14001 requirements.



94.2%

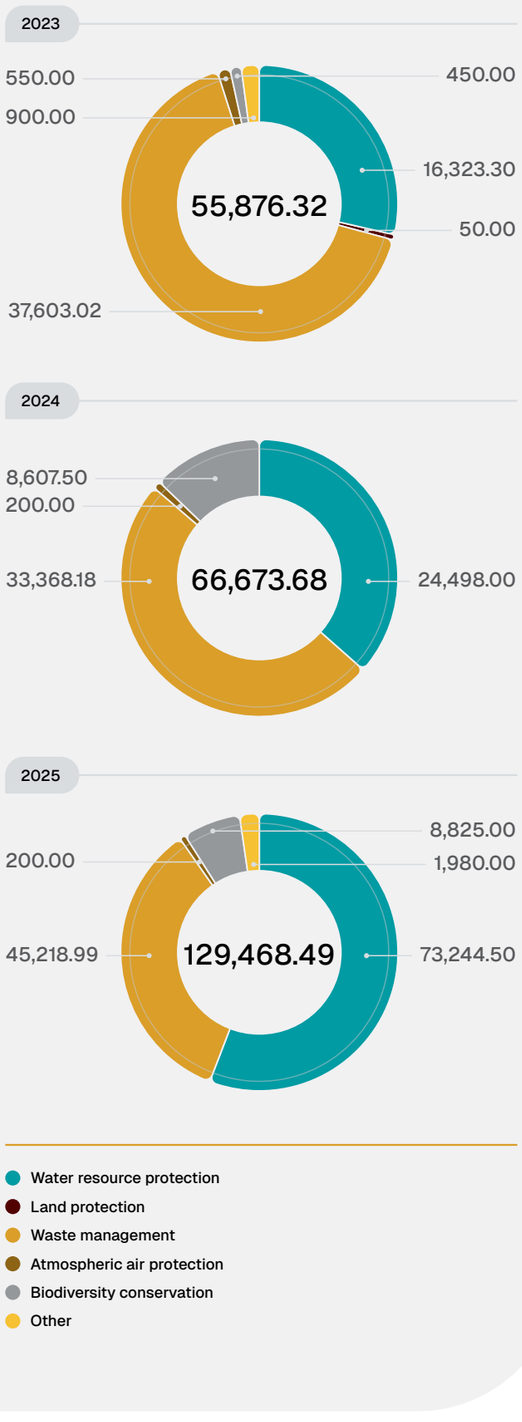
increase in environmental expenditure in 2025

ENVIRONMENTAL EXPENDITURE

Financing environmental protection measures is one of the mechanisms through which the Company fulfils its environmental commitments. Expenditure covers water resource protection, waste management, the reduction of impacts on atmospheric air, biodiversity conservation and other environmental priorities.

In 2025, the Company's environmental expenditure under its Environmental Protection Action Plan amounted to KZT 129.47 million, 94.2% higher than in 2024. Water resource protection and waste management were the principal areas of expenditure, together accounting for more than 90% of the total for the reporting year.

Environmental expenditure under the Environmental Protection Action Plan, KZT thousand



In 2025, KZT 73.24 million, or 56.6% of total environmental expenditure, was allocated to water resource protection. Key expenditures included upgrades to equipment at the wastewater treatment facilities serving the shift camp (KZT 41.61 million), wastewater pumping and transportation services (KZT 15.78 million), and support for TazaSu, an environmental campaign to clean up the banks of the Arshaly River. Waste management expenditure amounted to KZT 45.22 million, representing 34.9% of total environmental expenditure. The increase was attributable to expanded construction activity at the mine and the increase in the Company's production capacity. A further KZT 8.83 million was allocated to biodiversity conservation measures under the Environmental Protection Action Plan.

Based on scientific assessments, the Company planted 100,000 pine seedlings across 20 hectares, carried out additional planting at operational sites and laid the groundwork for long-term monitoring of soil conditions and planted areas.

100,000

pine seedlings

planted on 20 ha, based on scientific assessments

1.12

KZT billion

payment for adverse environmental impact

Payments for adverse environmental impact, KZT thousand

Environmental expenditure	2023	2024	2025
Payment for adverse environmental impact	671,207	848,414	**1,117,077**

Payments for adverse environmental impact amounted to KZT 1,117,077.00 thousand in 2025, an increase of 31.7% compared to 2024 (KZT 848,414.00 thousand). This was driven by higher production volumes and an increase in the applicable fee rates.



AIR QUALITY

AIR POLLUTANT EMISSIONS

GRI 3-3, GRI 305-6, GRI 305-7, SASB EM-MM-120a.1, A1-KPI2

For mining and mineral processing operations, the principal impacts on ambient air arise from fugitive dust emissions alongside exhaust gases from mobile fleets, vehicles, and stationary processing equipment. The Company manages these impacts by adhering to environmental permit limits and standard operating procedures, implementing active dust suppression, performing routine equipment maintenance, and conducting regular ambient air monitoring. Maximum permissible concentrations of pollutants are strictly governed by the hygienic standards of the Republic of Kazakhstan.

Key sources of atmospheric emissions include mobile machinery and light vehicles; earthworks, drilling, and blasting operations; rock mass excavation and haulage; loading and rehandling activities; waste-rock dumping; and the transfer and stockpiling of dust-generating materials.

Additional fugitive dust arises from blast-hole drill rigs, overland conveyor systems, and transfer chutes, while mobile emissions originate predominantly from heavy mining fleets and auxiliary support equipment.

Air pollutant emissions, tonnes

Pollutant	2023	2024	2025
Total air pollutant emissions	**258.11**	**262.27**	**187.90**
Sulfur dioxide (SO_2)	2.35	0.90	**0.65**
Nitrogen oxides (NO_x)	1.96	9.81	**31.25**
Carbon monoxide (CO)	5.87	9.81	**30.07**
Particulate matter	246.15	237.62	**121.01**
Ozone-depleting substances, CFC-11 equivalent	0	0	**0**
Volatile organic compounds (VOCs)	0.49	0.46	**0.27**
Mercury (Hg)	0	0	**0**
Lead (Pb)	0	0	**0.02**
Other pollutants	1.28	3.68	**4.63**

In 2025, total air pollutant emissions amounted to 187.898 tonnes, 28.4% lower than in 2024. Particulate matter continued to account for the largest share of total emissions. Particulate matter emissions decreased by 49.1%, from 237.621 tonnes in 2024 to 121.008 tonnes in 2025. The principal factor behind this reduction was the systematic implementation of dust suppression measures, including water spraying on the Company's haul roads and dust control during construction work at the tailings storage facility.

No emissions of ozone-depleting substances, expressed in tonnes of CFC-11 equivalent, were recorded between 2023 and 2025. No mercury emissions were recorded in 2025.

187.898

tonnes

total air pollutant emissions in 2025

49.1%

reduction in the volume of particulate matter emissions to 121.008 tonnes in 2025



MITIGATING IMPACTS ON AIR QUALITY

To ensure full compliance with statutory emission limits, all operations are conducted in strict accordance with approved standard operating procedures, project design specifications, and environmental permit conditions. Particular emphasis is placed on the technical integrity of machinery, engines, and fuel systems. Strict adherence to planned preventive maintenance schedules enables the Company to detect and rectify potential equipment malfunctions promptly.

The Company implements an integrated suite of operational and organisational controls to prevent and abate atmospheric emissions. Dust collection systems have been installed and are in operation at dust-generating sources, treating exhaust air to meet applicable standards. Belt conveyors are enclosed to prevent secondary dust emissions and the dispersion of dust during material transport.

To mitigate fugitive emissions, water spray systems are deployed during ore excavation within the open pit, alongside active dust suppression across all haul roads. Targeted water spraying and dampening are applied throughout critical mining sequences, including blast-hole drilling, muckpile excavation, loading, haulage, waste-rock dumping, and ore stockpiling.

When dust-generating materials are transported, tarpaulins or other covers are used where applicable. Compliance with maintenance schedules for mobile equipment, engines and fuel systems is monitored to maintain equipment performance. Dust collection systems and conveyor transfer points are also subject to regular maintenance and repair.

Measures to minimize impacts on air quality are determined by applicable environmental and sanitary requirements, design documentation, environmental permit conditions, and the provisions of best available techniques (BAT) reference documents for the mining and beneficiation of non-ferrous metal ores, including precious-metal ores.



WATER MANAGEMENT

GRI 3-3, GRI 303-1

RG Gold and RG Processing utilise water for process and domestic purposes. Water management encompasses water supply, water recycling, water discharge and the protection of water bodies.

Water resource utilisation, abstraction limits, and discharge standards are strictly governed by the Water Code and environmental legislation of the Republic of Kazakhstan.

Operational water requirements are met through groundwater extraction and pit dewatering inflows, with pit water dedicated to processing operations. The site water balance model and overarching stewardship measures are formalised within the Water Management Plan.

2,028.00

thousand m³

total water withdrawal in 2025

Groundwater withdrawal totalled

73.50

thousand m³

AMBIENT AIR QUALITY MONITORING

Emissions are monitored at emission sources, while ambient air quality is monitored at the boundary of the sanitary protection zone to verify compliance with applicable emission and ambient air quality limits. Both instrumental measurements and calculation-based methods are used. Calculation-based methods are applied, among other things, to fugitive, mobile, episodic and certain point emission sources.

Ambient air quality monitoring is conducted at two levels:

- **At the boundary of the sanitary protection zone**, ambient air samples are collected quarterly at 10 monitoring points: four associated with RG Gold facilities and six with RG Processing facilities. The parameters monitored are inorganic dust, carbon monoxide, sulphur dioxide, nitric oxide and nitrogen dioxide.
- **Routine ambient air quality monitoring covers the Companies' entire operational area.** Instrumental measurements are taken at designated monitoring points:

RG Gold LLP — 8 control points;

RG Processing LLP — 12 control points.

At all monitoring points, concentrations of inorganic dust, carbon monoxide, sulphur dioxide and nitrogen dioxide are measured. At the primary gold-bearing ore processing complex, hydrogen cyanide concentrations are also subject to mandatory monitoring.

Meteorological parameters — including air temperature, barometric pressure, wind speed and wind direction — are recorded during sampling. All measuring instruments used for sampling and sample analysis have state metrological verification certificates.

WATER WITHDRAWAL

GRI 303-3, SASB EM-MM-140a.1

In 2025, total water withdrawal amounted to 2,028.00 thousand m³ (or 2.03 million m³). Pit water was the primary source, accounting for 1,954.50 thousand m³ (96.4%), with groundwater abstraction totalling 73.50 thousand m³ (3.6%).

Water withdrawal by source, thousand m³

Indicator	2023	2024	2025
Total water withdrawal, including:	**1,255.922**	**1,016.300**	**2,028.000**
Groundwater	215.106	89.500	**73.500**
Surface water	0	0	**0**
Pit water	1,040.816	926.800	**1,954.500**
Third-party water (external water supply systems)	0	0	**0**

WATER USE, RECYCLING AND REUSE

A2-KPI2, SASB EM-MM-140a.1

The operation operates a water recycling system that reclaims water conveyed to the tailings storage facility (TSF) in the liquid phase of the tailings slurry, alongside incident precipitation and surface run-off.

In 2025, the volume of recycled water amounted to 10,014.195 thousand m³, while the volume of reused wastewater was 129.765 thousand m³. Recycled and reused water accounted for 83.34% of total water use.

Water use, thousand m³

Indicator	2023	2024	2025
Total water use (gross water use):	**8,859.612**	**10,034.429**	**12,171.960**
Freshwater	1,255.922	1,016.300	**2,028.000**
Recycled and reclaimed water, including:	7,603.690	9,018.129	**10,143.960**
Recycled water	7,332.319	8,872.364	**10,014.195**
Reclaimed water	271.371	145.765	**129.765**

WATER DISCHARGE

GRI 303-2, GRI 303-4, GRI 303-5

Domestic wastewater generated by the shift camp and the gold recovery plant is treated at on-site biological wastewater treatment facilities and redirected back into the beneficiation circuit. In 2025, 129.765 thousand m³ of treated water was reused, reducing freshwater withdrawal and supporting a fully closed-loop process water cycle.

Treated domestic wastewater, thousand m³

Indicator	2023	2024	2025
Treated domestic wastewater returned to the production process	271.371	145.765	**129.765**

In 2025, the Company's freshwater withdrawal amounted to 2,028.00 thousand m³, compared with 1,016.30 thousand m³ in 2024 and 1,255.92 thousand m³ in 2023.

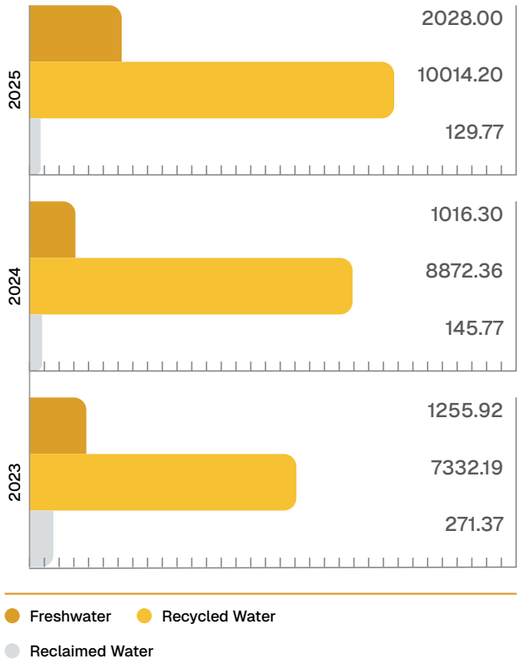
The Company's water supply is centralized: water is abstracted by RG Gold LLP under a special water use permit; a portion of the water is transferred to the RG Processing LLP gold recovery plant. The main source of fresh water for the Company is pit water — water pumped from open pits as part of mandatory mine dewatering. In 2025, pit water accounted for 96.4% of freshwater withdrawal (1,954.5 thousand m³); Meanwhile, groundwater abstraction from wells decreased by a factor of nearly three over the three-year period, falling from 215.10 to 73.50 thousand m³. The Company does not withdraw water from natural surface water bodies or municipal utilities. Thus, the operational demand for fresh water is almost fully met through the productive use of water that is subject to mandatory pumping regardless of operational needs, which minimizes the impact on the region's water resources.

The increase in pit water consumption in 2025 (from 926.80 to 1,954.50 thousand m³) was driven by expanding production capacity: mill throughput grew by 13% to 6.5 million tonnes of ore, and heap leaching operations were successfully recommissioned. Concurrently, pit water inflows rose due to the ongoing deepening of open-pit mining benches.

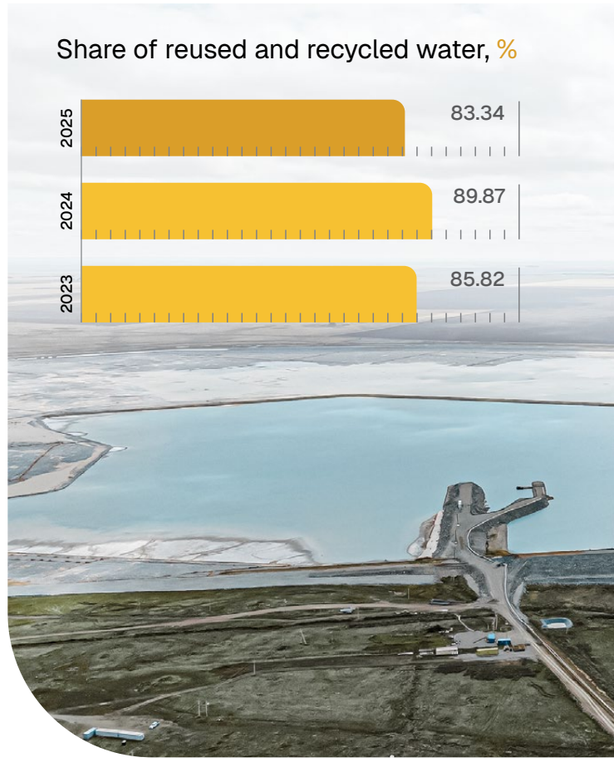
According to an assessment using the WRI Aqueduct Water Risk Atlas tool, the area where the Raygorodok deposit production facilities are located is characterized by a low-medium baseline water stress level (Low-Medium, 10–20%).

The main operational water demand — 83.3% of gross water consumption in 2025 — is met by the recycled and reused water supply system (10,144 thousand m³).

Total Water Use, thousand m³

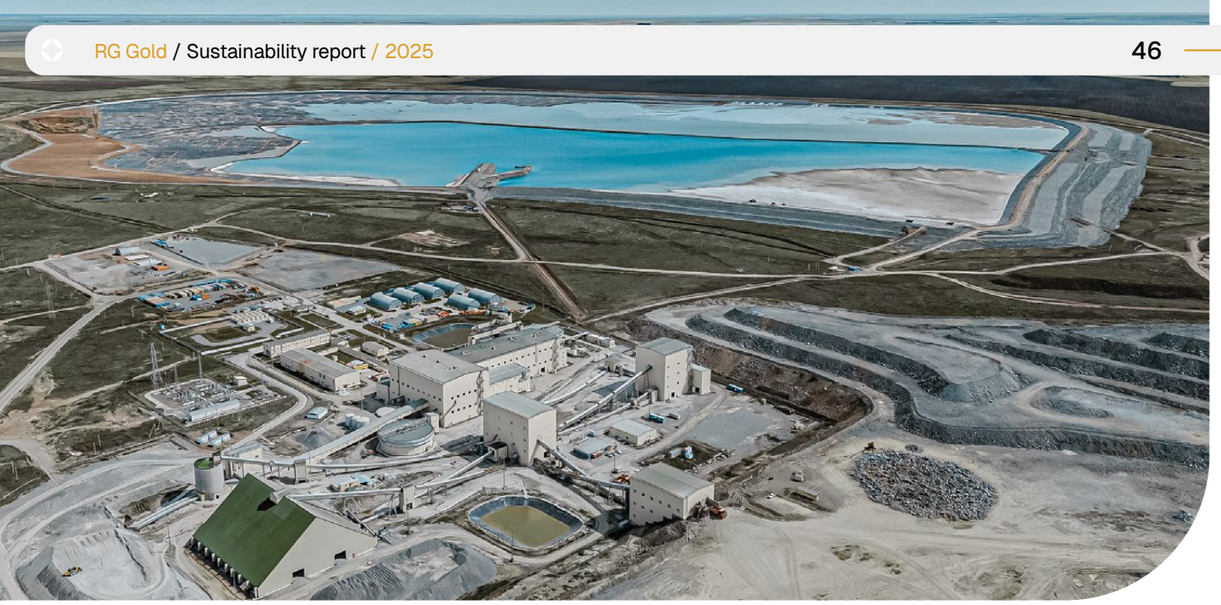


Share of reused and recycled water, %



Water consumption volumes

Indicator	Unit	2023	2024	2025
Total water consumption	**thousand m³**	**1,255.92**	**1,016.30**	**2,028.00**
Share of reused and recycled water	%	85.82	89.87	**83.34**
Specific fresh water consumption	m³ per tonne of ore processed	0.19	0.18	**0.28**
Specific fresh water consumption	m³ per ounce of gold	6.58	5.23	**9.70**



BIODIVERSITY AND LAND PROTECTION

Biodiversity conservation and land stewardship represent strategic priorities within the Company's environmental policy and broader sustainable development framework they are fully accounted for during the design and execution of operational, mining, and construction activities. Impacts on flora and fauna are addressed within the Reports on Possible Impacts developed for the respective projects enabling the early identification of environmental risks and the implementation of necessary mitigation measures.

WATER RESOURCES MONITORING AND PROTECTION

GRI 303-2, SASB EM-MM-140a.2

The Industrial Environmental Control Programme includes the monitoring of groundwater, domestic wastewater quality, and surface water quality in Lake Shybyndykol.

Groundwater in observation wells, domestic wastewater quality, and water in Lake Shybyndykol are monitored on a quarterly basis.

In 2025, the Company recorded no incidents of non-compliance associated with water quality permits, standards, and regulations.

Key measures to prevent the pollution and contamination of water resources include:

- Execution of repair work and equipment washing in designated buildings and structures, applying measures to protect the area from pollution and contamination;
- Refuelling of equipment at the filling station;
- Use of metal drip trays to collect spills of fuels, lubricants, and technical fluids;
- Maintenance of stormwater collection systems in good working condition;
- Inspection and continuous monitoring of the integrity of the impermeable liner across the emergency ponds and the tailings storage facility.

The Company links the further development of its water management system to research and development (R&D) activities. In 2025, as part of R&D, a 15-month comprehensive study of the sources and characteristics of water inflows at the Raygorodok and Sharyk-Novodneprovskoye deposits was launched. The work programme includes an inventory of all water inflows, the execution of hydrochemical analyses, the calculation of daily and annual volumes, as well as predictive modelling of water regime change scenarios for a period of three to five years using specialized software. Based on the project's results, the Company will establish a unified water balance, implement best available techniques (BAT) for mine working isolation and runoff regulation, optimise the recycled water circuit, and expand water reuse in technological processes, including dust suppression and operational needs. This will significantly reduce fresh water withdrawal from natural sources in accordance with the requirements of the Water Code of the Republic of Kazakhstan. The project budget is KZT 156.6 million.

BIODIVERSITY

GRI 304-1, GRI 304-2, GRI 304-3 , GRI 304-4

The deposit site is located outside the State Forest Fund and specially protected natural areas (SPNAs). The fauna within the Company's operational footprint is predominantly represented by small mammals and birds. Corsac foxes, rodents, hedgehogs, marmots, alongside various bird species typical of the region, inhabit the steppe and forest-steppe sections.

Field observation records across the site indicate the stable presence of local wildlife and bird populations. Operational activities exert no deterrent effect on fauna: birds regularly nest in close proximity to industrial infrastructure, including operational facilities and accommodation camps.

According to the Environmental Management Plan, no rare or endangered animal species listed in the Red Data Book of the Republic of Kazakhstan occur within the site boundary. Furthermore, the operational area is situated outside seasonal wildlife migration corridors.

318.5

KZT million

invested in a three-year biodiversity monitoring project in the area of production activities



At the same time, operational activities may impact flora and fauna. The main potential impact factors include land uptake, reduction of the forage base, anthropogenic presence, noise, and equipment movement. Animals with a limited home range, including invertebrates, reptiles, and small mammals, are the most sensitive to such impacts. For birds, one of the key factors is the disturbance associated with human presence and equipment operation.

In 2025, as part of research and development (R&D), the Company launched a three-year biodiversity monitoring project across its operational footprint. Investments in the project amount to KZT 318.5 million. The monitoring aims to develop a comprehensive understanding of the state of local ecosystems and the dynamics of environmental changes, as well as to evaluate the impact of operational activities on flora and fauna.

During the initial monitoring stage, 10 camera traps were installed across the deposit and visual observations are being conducted. With the onset of the warm season, supplementary field surveys are planned, including more detailed study of flora and fauna. This approach will allow for the consistent collection of data on the condition of natural ecosystems and the factors driving ecological change. The installation of an additional 20 camera traps is scheduled for 2026.

Implementation of a scientific biodiversity research project



Upon completion of the three-year monitoring, the Company plans to compile a Biodiversity Atlas and formulate a long-term corporate action plan for the conservation and enhancement of biodiversity. These documents will integrate the findings of field studies and empirical data on ecosystem conditions across the Company's area of operations.

To mitigate impacts on biodiversity, internal procedures stipulate the following operational controls:

- Strict adherence to the boundaries of land plots allocated for permanent or temporary use;
- Movement of vehicles strictly in accordance with approved traffic schemes and designated routes, prohibiting unauthorized off-road driving;
- Stripping, segregation, and preservation of topsoil for subsequent land reclamation;
- Prevention of littering across site premises and the establishment of designated waste collection points;
- Prevention of spills and leaks of fuels, lubricants, and chemicals;
- Maintenance of general housekeeping standards at operational facilities and adjacent areas;
- Deployment of dust suppression systems and measures to minimize air pollutant emissions;
- Wildfire prevention and strict compliance with industrial fire safety standards;
- Installation of temporary fencing around construction sites and permanent fencing during the operation period to prevent wildlife ingress;
- Ongoing environmental education for site personnel and local communities, alongside strict anti-poaching enforcement.

10

camera traps

installed across the deposit during the initial monitoring phase

This integrated approach — combining systematic monitoring, operational controls, and preventive safeguards — aims to reduce the anthropogenic footprint and preserve baseline ecological conditions across the Company's operational footprint.

LAND PROTECTION AND RECLAMATION

GRI 304-3, EM-MM-160a.1

Land protection and the reclamation of disturbed lands are interconnected focus areas of the Company's environmental management. During operational activities, measures are directed at preventing soil contamination and degradation, preserving the topsoil, and adhering to land plot boundaries. Upon the completion of works, the restoration of disturbed lands is planned in accordance with approved design documentation.

The reclamation of disturbed lands is governed by the Code of the Republic of Kazakhstan "On Subsoil and Subsoil Use," the Land Code and Environmental Code of the Republic of Kazakhstan, as well as the Instruction for the Development of Disturbed Land Reclamation Projects and the Methodology for Determining the Amount of Financial Security for the Fulfillment of Obligations to Liquidate the Consequences of Operating a Category I Facility.

Prior to the commencement of earthworks, construction, and mining operations within the areas designated in the design documentation, the selective stripping of the topsoil and potentially fertile soil horizons is carried out. The stripped soil layer is transferred to designated stockpiles for safe storage and subsequent use in land reclamation and landscaping. Soil stripping, handling, and storage are carried out in accordance with the requirements of GOST 17.5.3.06 and GOST 17.4.3.02-85.

The Company's internal requirements stipulate:

- Execution of all activities strictly within approved land allotment boundaries;
- Prevention of soil contamination by petroleum products, chemicals, and industrial waste;
- Movement of mobile equipment restricted to designated access and haul roads;

- Prohibition of placing machinery, equipment, or temporary storage facilities in areas not specified in design documentation;
- Parking and staging of vehicles exclusively in designated, specially equipped areas.

Land reclamation is carried out sequentially in two phases. The technical phase includes the reshaping of disturbed landforms, remediation of post-operational footprints, and surface reprofiling and grading. The biological phase involves the restoration of soil fertility, revegetation, and agricultural or ecological melioration.

Upon facility decommissioning, all operational sites undergo technical and biological reclamation in strict alignment with comprehensive engineering surveys and closure design documentation.

The financial provision for mine closure and post-closure rehabilitation liabilities is calculated in accordance with the statutory state methodology.

Soil quality is monitored under the Industrial Environmental Control Programme. Soil sampling and analytical testing are conducted annually along the boundary of the sanitary protection zone (SPZ) of the operational facilities to track soil conditions across the Company's operational footprint.

In 2025, the total area of owned and leased land plots was 3,208.148 hectares. The area of disturbed lands for the year amounted to 1,565.786 hectares. No progressive or final land reclamation was carried out during the reporting period.

Land use, hectares

Indicator	2023	2024	2025
Total area of owned and leased land	2,662.705	2,869.345	**3,208.148**
Area of disturbed lands at year-end	1,360.614	1,544.699	**1,565.786**
Area of land reclaimed during the year	0	0	**0**
Total area of disturbed and not yet reclaimed land	1,360.614	1,544.699	**1,565.786**

In addition to land protection and rehabilitation controls, the Company is advancing multi-year initiatives for site greening and vegetative cover restoration: in accordance with the 2026–2029 operational plan, the Company will carry out landscaping and revegetation across a total area of 226.8 hectares.



WASTE MANAGEMENT

GRI 3-3, GRI 306-1

The Company's operational activities involve the generation of mineral, industrial, and municipal waste. The primary waste streams include overburden, spent ore, tailings, municipal solid waste, wood waste, used oils, scrap metal, scrap tyres, polypropylene bags, and non-hazardous construction waste.

The Company pays close attention to waste prevention, segregated waste collection, reuse, and handover for further recycling, treatment, or recovery. Matters related to tailings management and the operation of the tailings storage facility are addressed separately in section 2.6, "Tailings Storage Facilities and Tailings Management."

MANAGEMENT APPROACH

GRI 306-2, SASB EM-MM-150a.10

Waste management is carried out in accordance with applicable legislation of the Republic of Kazakhstan, including:

- The Environmental Code of the Republic of Kazakhstan dated 2 January 2021, No. 400-VI ZRK;
- The Waste Classifier, approved by the Order of the Acting Minister of Ecology, Geology and Natural Resources of the Republic of Kazakhstan dated 6 August 2021, No. 314;
- The Rules for the Development of the Waste Management Programme, approved by the Order of the Acting Minister of Ecology, Geology and Natural Resources of the Republic of Kazakhstan dated 9 August 2021, No. 318;
- The Hazardous Waste Passport Form, approved by the Order of the Minister of Ecology, Geology and Natural Resources of the Republic of Kazakhstan dated 20 August 2021, No. 335;
- The Methodology for Calculating Waste Accumulation Limits and Waste Disposal Limits, approved by the Order of the Minister of Ecology, Geology and Natural Resources of the Republic of Kazakhstan dated 22 June 2021, No. 206;
- The Sanitary Rules "Sanitary and Epidemiological Requirements for the Collection, Use, Application, Treatment, Transportation, Storage, and Disposal of Industrial and Consumer Waste" (Order of the Acting Minister of Healthcare of the Republic of Kazakhstan dated 25 December 2020, No. ҚР ДСМ-331/2020).

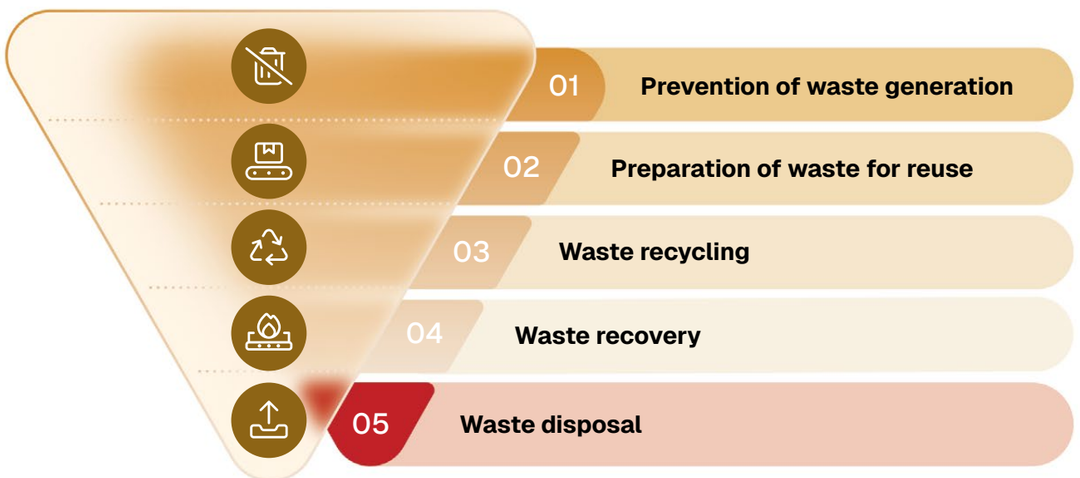
At the internal level, waste management is governed by the Company's internal policies and procedures established as part of the environmental management system and the occupational health and safety management system:

Document	Purpose
Environmental Management Plan of RG Gold LLP and RG Processing LLP	Establishes the general principles of environmental management, including requirements for waste management, pollution prevention, and the reduction of environmental impact.
Instruction on Industrial and Municipal Waste Management	Regulates the identification, accounting, accumulation, storage, transfer, recovery, and disposal of waste.
Waste Management Programme	Contains information on the volumes and composition of waste, methods for its accumulation, collection, transportation, recovery, and disposal, as well as measures to reduce its generation. The Programme is part of the environmental permit.
Instruction on the Procedure for the Collection, Transportation, and Storage of Ferrous and Non-Ferrous Scrap Metal and Waste	Defines the procedure for the temporary accumulation, collection, and sale of scrap metal.
Hazardous Waste Passports and Industrial and Municipal Waste Logbook	Ensure the identification of hazardous waste, as well as the accounting of its generation, movement, accumulation, and transfer.

These documents are developed by the Company's specialized departments (including the Environmental Protection Department) based on the requirements of the legislation of the Republic of Kazakhstan and are applied at all operational facilities.

In waste management, the Company is guided by the hierarchy of measures established by the environmental legislation of the Republic of Kazakhstan.

Waste management hierarchy



First and foremost, opportunities to reduce waste volumes and minimise their potential environmental impact are considered. If waste generation prevention is impossible, priority is given to its reuse, recycling, or recovery. Waste that cannot be recovered is transferred for disposal in compliance with environmental safety requirements.

KEY WASTE MANAGEMENT PRACTICES

GRI 306-2, GRI 306-3, GRI 306-4 , GRI 306-5

The Company ensures a systematic approach to waste management, which includes:

- Classification of waste into hazardous and non-hazardous in accordance with the Waste Classifier;
- Segregated waste collection at the source of generation;
- Temporary storage at designated, specially equipped facilities;
- Transfer of waste to specialized organizations for recycling, recovery, or disposal;
- Continuous waste tracking and the maintenance of Logbooks.

Waste is classified by hazard level, accounted for, and temporarily accumulated at specially equipped sites. Special attention is paid to the safe handling of hazardous waste, including its identification, documentation, and transfer to licensed contractors. All waste operations are carried out in accordance with legislative requirements and the Company's internal procedures.

SASB EM-MM-150a.4, EM-MM-150a.5, EM-MM-150a.6, EM-MM-150a.7, EM-MM-150a.8, A1-KPI3, A1-KPI4

In 2025, the total volume of waste generated by the Company amounted to 41,374,144.52 tonnes. The bulk of this volume comprised mineral extraction waste: 27,722,557 tonnes, and processing tailings — 6,493,538 tonnes.

Waste generation, tonnes

Indicator	2023	2024	2025
Total volume of waste generated	**18,965,590.44**	**24,140,486.90**	**41,374,144.52**
By waste type*			
Overburden	12,390,701.00	16,326,472	**27,722,557**
Tailings	4,759,134	5,754,762	**6,493,538**
Other waste (non-mineral waste)	535.57	833.90	**3,044.13904**
By hazard class*10,143.960			
Hazardous waste	6,574,477.33	7,568,325.60	**8,419,919.881**
Non-hazardous waste	12,391,113.11	16,572,161.30	**27,870,489.64**

*Indicators by waste types and hazard classes represent different cross-sections of the same data and are not cumulative.

In 2025, the volume of waste disposed of was 36,287,365.38 tonnes, which is 50.3% more than in 2024. The volume of reused waste amounted to 5,083,735.00 tonnes (an increase of 8.9% year-on-year); reuse activities are applied exclusively to non-hazardous waste.

Waste management by type, tonnes

Indicator	2023	2024	2025
Waste disposed of*:	18,965,054.87	24,139,653.00	**36,287,365.38**
Hazardous waste	6,574,353.87	7,568,008.00	**8,417,737.38**
Non-hazardous waste	12,390,701.00	16,571,645.00	**27,869,628**
Recovered waste	0	0	**0**
Reused waste*	4,805,911.00	4,669,636.00	**5,083,735.00**
Hazardous waste	0	0	**0**
Non-hazardous waste	4,805,911.00	4,669,636.00	**5,083,735.00**
Waste accumulated for further processing	0	0	**0**

*Disposal and reuse indicators are provided separately and are not cumulative.

SEGREGATED COLLECTION AND STORAGE

Segregated waste collection is organized directly at the operational sites. For municipal waste, source separation covers individual fractions: paper, plastic, metal, glass. The co-mingling of segregated waste fractions is strictly prohibited.

Temporary accumulation conducted at dedicated, specially equipped sites featuring hard-standing surfaces and designated markings. Hazardous and non-hazardous wastes are stored separately. In accordance with statutory limits, temporary storage periods do not exceed six months.

Dedicated storage conditions are enforced for specific waste streams. For instance, used oils are collected in sealed containers placed within secondary containment to prevent spills, while mercury-containing waste is stored in specialised packaging within secured indoor facilities.

REUSE AND SECONDARY RESOURCES

The Company is developing practices to promote waste reuse and the circular economy. The segregated collection of secondary raw materials has been organised, including scrap metal, plastics, polyethylene, PET containers, waste paper, glass, tyres, textiles, and wood. The collected recyclables are sent for recycling or handed over to specialised licensed organisations.

A substantial portion of mineral extraction waste is diverted to beneficial internal use. In particular, benign overburden rock is used for on-site civil works, including haul road embankment construction and infrastructure reinforcement.

In 2025, approximately 32 million tonnes of overburden were generated. Around 5 million tonnes were reused for the Company's own construction needs, including road embankment, dam reinforcement and other infrastructure works.

CONTROL AND MONITORING

Compliance with waste management requirements is controlled through internal environmental inspections. These evaluations assess storage conditions, segregation practices, appropriate container labelling, and site compliance with technical and sanitary requirements.

Audit findings are systematically reviewed to enhance the waste management system and drive continuous improvement in the Company's environmental performance.

TAILINGS STORAGE FACILITY AND TAILINGS MANAGEMENT

The tailings storage facility (TSF) is a critical infrastructure asset of the Company, designated for the safe disposal of tailings generated during the processing of gold-bearing ores. Tailings management encompasses the safe operation of hydraulic structures, tailings transportation and deposition, water-balance control, continuous environmental monitoring, as well as closure planning following the end of mine life.

CHARACTERISTICS OF THE TAILINGS STORAGE FACILITY

SASB EM-MM-540a.1

Cyanidation tailings are generated during the beneficiation process at the RG Processing LLP gold recovery plant (GRP). Following chemical detoxification, they are transported via slurry pipeline for final disposal at the tailings storage facility owned and operated by RG Gold LLP. Interim storage or temporary accumulation of tailings prior to deposition is not practiced.



Characteristics of the tailings storage facility

Indicator	Information
Facility name	RG Gold LLP tailings storage facility
Location	52°27'47.60" N; 69°43'24.66" E. 5.2 km southeast of the Nikolaevka — Shchuchinsk highway and ~ 0.4 km southeast of the industrial site of the gold recovery plant (GRP) at the Severny and Yuzhny Raygorodok deposits.
Form of ownership	RG Gold LLP
Operational status	Active
Construction method	Upstream
Design permissible capacity of the facility, thousand m³	**80,000** thousand m³
Design permissible capacity of the facility including stage 2, thousand m³	**41,120** thousand m³
Current volume of tailings disposed of (as of July 1, 2026), thousand m³	**16,333** thousand m³
Consequence classification	Low
Independent technical supervision	Construction of the tailings storage facility was carried out under the supervision of SRK Consulting. Construction of the second stage of the tailings storage facility is carried out under the independent technical supervision of the international company Knight Piésold.
Mitigation measures	• Application of modern waterproofing solutions for the tailings storage facility to minimize impact on water bodies; • Emergency response procedures and practices for prompt localization and minimization of potential negative consequences for receptors; • Compliance with the requirements of the technological regulations and design documentation;; • Periodic sampling and monitoring of atmospheric air, surface and groundwater, as well as soils to assess the effectiveness of the applied measures.
Emergency preparedness	To contain and remediate potential dam failures involving breaches, overburden remaining from excavation of the tailings storage facility basin is used. An emergency warning system is in place at the site to alert personnel and support accident prevention and emergency response.

Indicator	Information
Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	The Company's tailings management framework is based on a multi-tier system of operational control and instrumentation monitoring. Operating personnel ensure the continuous, uninterrupted operation of hydraulic slurry transport and deposition circuits, process water reclamation, incident-free performance of equipment and pipelines, environmental protection, and strict adherence to occupational safety standards. Operational control is executed on a per-shift basis: the tailings dam inspector conducts perimeter walkthroughs of the containment embankment, inspects beach development and the supernatant pond, and verifies slurry delivery pipelines and active deposition cells, recording all observations in the official shift logbook. Critical structural and operational stability parameters are continuously monitored: minimum beach width (maintained at or above design criteria), supernatant pond elevation (strictly adhering to calculated minimum freeboard beneath the embankment crest), uniform tailings deposition, pipeline operating pressures, and slurry density based on data provided by the GRP process team and the Quality Control Department. Tailings distribution across deposition cells is managed in accordance with operational schedules issued by the geotechnical/hydraulic engineer to ensure beach development, uniform embankment raising, and the displacement of the supernatant pond away from perimeter embankments. Operational regimes actively account for seasonal climatic extremes, including sub-zero freeze dynamics and ice accumulation in winter, heightened seepage and pore-pressure surveillance during spring freshet (snowmelt), and pre-winter site preparation. Geotechnical and hydrogeological instrumentation monitoring is provided by a dedicated network of control and measurement instrumentation (CMI), including embankment surface settlement monuments, vibrating wire piezometers, inclinometers, down-gradient and baseline groundwater observation wells, a pond level gauge, and ultrasonic flow meters and pressure transmitters across pumping installations. Systematic monitoring is conducted to track geotechnical deformation (embankment and foundation settlement), seepage flows across the retaining structure and foundation, the hydrochemical profile of seepage should contact occur, regional groundwater quality across adjacent perimeters, and water elevation in the pond. Geodetic deformation surveys are performed by licensed mine surveyors on a regular schedule. An emergency response protocol is strictly enforced: upon detecting anomalous or trigger conditions (e.g., sudden loss of line pressure, pipeline spigot failure, localized slope dampness or seepage daylighting, cracking on the crest or slopes, piping erosion, or abnormal fluctuations in pond elevation), slurry delivery is shut down immediately, GRP leadership is notified, and formal photographic and technical incident logs are initiated.
Approach to development of emergency preparedness and response plans for tailings storage facilities	The approach is preventive in nature. It is based on the premise that with adherence to design solutions (stability margin, seepage control), an accident is practically impossible, and in the event of "force majeure," localization algorithms are stipulated to prevent the situation from spreading beyond the industrial site.

Indicator	Information
Actions to manage impacts from tailings storage facilities	The design of the tailings storage facility (TSF) provides for a multi-tier environmental protection system. The base and slopes of the embankment are lined with a double impermeable composite liner featuring an Atarfil geomembrane, which prevents process water from infiltrating into the soil and underlying aquifers. Perimeter diversion channels intercept meltwater and storm runoff from adjacent catchments, preventing erosion and washout of the embankment by surface runoff. The internal drainage network collects seepage within the dam body and recirculates it back into the TSF basin, maintaining a closed-circuit water cycle. Continuous monitoring of the phreatic surface (water level within the dam body) is maintained as a critical parameter of structural stability. To ensure uniform tailings distribution along the entire perimeter of the beach — extending over 7 km — a distribution slurry pipeline fitted with discharge spigots spaced every 30 metres is installed. To safeguard biodiversity across the TSF supernatant pond, 10 KAAN acoustic bird deterrents (autonomous propane cannons delivering up to 120–130 dB) and Korshun-16 Expert bioacoustic systems are operated. These devices deter birds from landing on the tailings pond surface, preventing wildlife mortality among both migratory and resident avian species. To reduce atmospheric emissions, vehicle and heavy equipment idling is strictly prohibited across the facility footprint.

A hydraulic-fill tailings storage facility includes a containment dam, the facility bed, a slurry pipeline system, recycled water supply facilities, and upland and drainage ditches.

TAILINGS GENERATION

SASB EM-MM-150a.5

In 2025, the volume of tailings generated amounted to 6,493,538 tonnes, representing a 12.8% increase compared with 2024, driven by higher production volumes.

Volume of tailings generated

Indicator	2023	2024	2025
Tailings	4,759,134	5,754,762	**6,493,538**



OPERATION MANAGEMENT AND MONITORING

SASB EM-MM-540a.2

The operation of the tailings storage facility is carried out in accordance with the approved design documentation for its construction and operation, the TSF Operational Design, the Environmental Management Plan, the Waste Management Programme, and the Rules for Ensuring Industrial Safety for Tailings and Sludge Facilities of Hazardous Production Facilities.

Requirements for the operation and environmental control of the tailings storage facility are also addressed in the following documents:

- Environmental Management Plan of RG Gold LLP and RG Processing LLP;
- Design documentation for the construction and operation of the tailings storage facility;
- Tailings storage facility operational design;
- Waste Management Programme;
- Instruction on industrial and municipal waste management;
- Decommissioning and Closure Plan for the Raygorodok GRP tailings storage facility;
- Rules for Ensuring Industrial Safety for Tailings and Sludge Facilities of Hazardous Production Facilities.

Operational personnel ensure the uninterrupted performance of hydraulic transport, tailings deposition, and closed-circuit water return systems, alongside the incident-free operation of processing equipment, shut-off valves, and slurry pipelines, ensuring compliance with industrial safety standards and preventing environmental contamination.

Tailings volume tracking and operational monitoring across the tailings storage facility are carried out on a routine basis. Data on the volume of tailings deposited in the tailings storage facility is submitted to the Environmental Protection Department monthly, followed by quarterly and annual reconciliations. Concurrently, an inspection of the retaining dam, subaerial beach, supernatant pond, tailings pipelines, active deposition cells, perimeter diversion ditches, temporary bunds, and fences is conducted on a per-shift basis. Inspection results are recorded in the operational shift logbook.

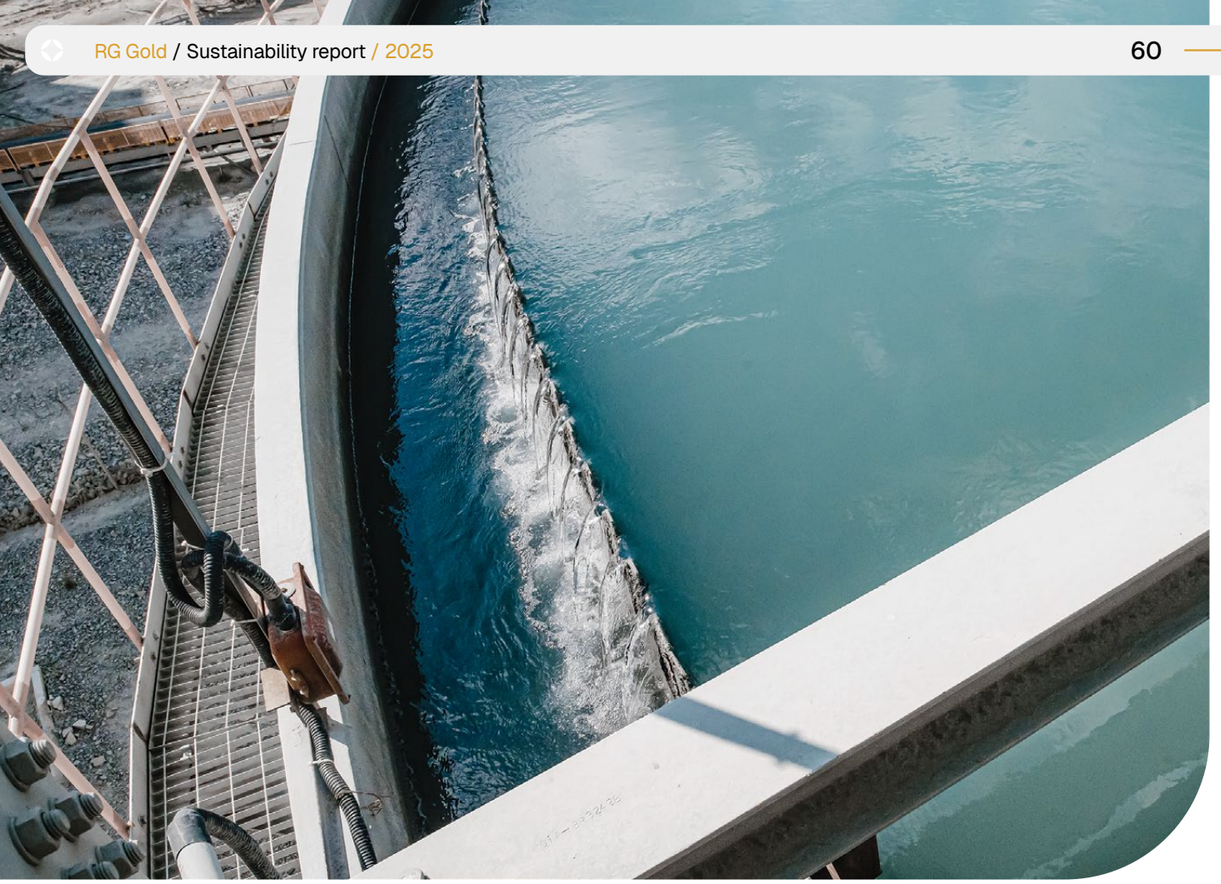
To mitigate the potential impact on groundwater and surface water, the design stipulates dynamic water balance management, the installation of a dual impermeable composite liner across the basin floor and slopes of the dam, the maintenance of an optimal deposited beach width, and the operation of perimeter diversion channels to protect the retaining dam against scouring and flooding. The internal drainage system collects seepage within the dam body and returns it directly to the tailings storage facility basin, maintaining a closed circuit. Perimeter diversion channels intercept upstream snowmelt and storm runoff, preventing embankment erosion.

Monitoring includes observations of the condition of the deposited beach tailings, the position of the phreatic surface, groundwater quality in observation wells, and the condition of protective engineering structures. Groundwater condition control is conducted quarterly.

The control and measuring instrumentation system includes settlement monuments on the dam, vibrating wire piezometers, inclinometers, observation and background wells, a pond level gauge, recycled water flow meters, and pressure sensors in pipelines.

Control covers the deformations and settlement of retaining dams and their foundations, seepage in retaining structures and the adjacent territory, groundwater condition, water level in the tailings storage facility, and the condition of engineering systems. Upon the appearance of seepage, the chemical composition of the seepage water is monitored.

In addition to internal monitoring, an independent technical audit of the tailings storage facility was conducted by Knight Piésold in May 2025. Based on the audit results, the Company received a positive assessment of the facility's condition and the approaches applied to its operation and development.



EMERGENCY PREPAREDNESS AND CLOSURE

SASB EM-MM-540a.3

The procedure for responding to environmental incidents, including leaks and spills, is established by the Company's internal procedures. They stipulate the stoppage of work, assessment of the incident site, containment of pollutant migration, notification of operational management and the Environmental Protection Department, remediation of impacts, as well as the investigation of the incident causes and the development of corrective and preventive actions.

The approach to ensuring emergency preparedness is preventive in nature and is based on adherence to design solutions, seepage control, monitoring of dam integrity, and the maintenance of the tailings storage facility's operating parameters.

Trigger events requiring an immediate response include a sharp drop in pressure, the appearance of damp spots on downstream slopes, erosion in the tailings deposition area, cracks in the dam, and a sudden change in the water level.

To contain and remediate potential dam breaches, the use of soils waste rock from overburden dumps remaining after the excavation of the tailings storage facility pit is stipulated. An emergency warning system for personnel is in place across the facility.

A closure plan has been developed for the tailings storage facility, stipulating technical and biological reclamation stages following the decommissioning of the facility. Agricultural reclamation of the territory is considered the primary post-closure land use.

CYANIDE AND HAZARDOUS MATERIALS MANAGEMENT

GRI 3-3, GRI 306-2

The Company uses cyanide-containing reagents in the production processes of the gold recovery plant and heap leaching operations. In addition, reagents for drilling and blasting operations, fuels and lubricants, operational fluids, as well as cleaning, washing, and disinfecting agents are used in its operations. The management of hazardous chemicals is carried out in accordance with the internal Instruction on Hazardous Chemicals Management and the requirements of the Law of the Republic of Kazakhstan "On the Safety of Chemical Products."

The handling of cyanide and other hazardous reagents is governed by a set of requirements covering the registration of chemical products, hazard warning labelling indicating the hazard class, and the availability of material safety data sheets. Material safety data sheets (MSDS) must be available at the operational sites for all chemicals and petroleum products in use. A centralized MSDS register is maintained in the electronic document management system. When purchasing a new chemical, the corresponding MSDS is sent to the Occupational Health and Safety Department and the Environmental Protection Department to update the register.

The storage and transportation of chemicals are carried out in full compliance with requirements for packaging and containers, shelf life, chemical compatibility, temperature regime, pressure, humidity, and lighting. Operational sites are equipped with secondary containment systems, including containment bunds, drip trays, berms, and emergency catchment basins. The condition of pipelines, valves, pumps, vessels, and other equipment is subject to regular inspections for the timely identification of potential sources of leaks and spills.

Hydrogen cyanide (HCN) emissions from the heap leaching pad, emergency ponds, and the tailings storage facility are controlled through compliance with process standards and regular monitoring. At the site of the crushing and processing plant, quarterly monitoring of ambient air is conducted at six sampling points, including measurements of hydrogen cyanide concentrations. The monitoring programme covers instrumental measurements at 12 emission sources and sampling at six points on the boundary of the sanitary protection zone (SPZ).

The Industrial Environmental Control Programme also stipulates the monitoring of cyanide concentrations in groundwater across observation wells on a quarterly basis, in open-pit water semi-annually, and in Lake Shybyndykol on a quarterly basis. In the area of influence of the crushing and processing plant, soil quality monitoring, including testing for total cyanide, is conducted twice a year.

In the event of a leak or spill of hazardous substances, the established emergency procedure is applied. Work at the site is immediately suspended; the immediate supervisor, the central dispatcher, and the Environmental Protection Department are informed of the incident. Next, an assessment of the nature of the substance, the volume and spread of the spill, as well as the potential impact on workers and the environment, is conducted.

If the spill cleanup can be performed safely, the source of the leak is isolated, and the site is contained using sorbents, protective barriers, sand, or soil. Special attention is paid to preventing spilled substances from entering drainage ditches and water bodies. The neutralisation of chemical solutions is carried out in cases stipulated by the material safety data sheets.

Contaminated soil, spent sorbents, and other waste generated during the spill cleanup are collected in chemically resistant sealed containers labelled with the specific waste classification. These containers are then transferred to temporary storage for further management in accordance with the Waste Management Programme. Upon completion of the remediation work, the Environmental Protection Department is notified, and the stock of spill response materials is replenished.

Currently, RG Gold and RG Processing are not certified under the International Cyanide Management Code (ICMC). The Company is preparing to conduct an internal gap analysis audit against the Code's requirements to identify compliance gaps and develop a corrective action plan aimed at bringing cyanide management practices in line with international industry standards.

In its production processes, the Company uses raw materials and chemical reagents, the consumption volumes of which are presented below.

Use of key non-renewable materials, tonnes

GRI 301-1

Indicator	2023	2024	2025
Key used materials, including:			
Cement	13,447	21	**2,882**
Lime	4,915	4,992	**5,400**
Grinding media	3,890	4,816	**5,215**
Sodium cyanide	3,611	3,119	**4,140**
Flotation reagents	-	-	**-**
Sodium carbonate	-	-	**-**
Ammonium nitrate	0.22	-	**-**

The increase in the consumption of key reagents in 2025 (sodium cyanide — by 25%, lime and grinding media — by 7.5-7.6%) was driven by a 19% increase in the volume of ore processed and the introduction of lower-grade ore into processing, while specific consumption rate per tonne of ore processed remained consistent with previous years. The decrease in cyanide consumption in 2024 is associated with the suspension of processing via the heap leaching operations.

19%

growth in ore processing volumes in 2025, which drove an increase in reagent consumption while unit consumption remained flat

CLIMATE CHANGE AND ENERGY CONSUMPTION

The Company's operations are conducted in a harsh continental climate, characterised by a prolonged cold period and significant seasonal and daily temperature fluctuations.

To mitigate climate-related operational impacts, the Company implements measures aimed at fuel conservation and minimising equipment idling. For the Company, climate change considerations encompass both the accounting and reporting of greenhouse gas (GHG) emissions and to the management of operational factors affecting fuel and energy consumption. Sources of greenhouse gas emissions include the operation of heavy mining and auxiliary fleets, on-site power generation facilities, as well as indirect emissions associated with purchased electricity generated from fossil fuels.



GREENHOUSE GAS EMISSIONS

The Company discloses data on direct and indirect greenhouse gas emissions associated with its operational activities. Scope 1 covers direct emissions from sources owned or controlled by the Company. Scope 2 encompasses indirect emissions associated with the consumption of purchased electricity and thermal energy, while Scope 3 includes other indirect emissions across the value chain.

For Scope 2, emissions are reported using the location-based method, which reflects the average emission intensity of the national power grid.

ANALYSIS OF CURRENT SCOPE 1 AND SCOPE 2 GREENHOUSE GAS EMISSIONS

GRI 305-1, GRI 305-2, EM-MM-110a.1, A1-KPI1, D-Met

In 2025, the total volume of Scope 1 and Scope 2 greenhouse gas emissions, calculated using the location-based method, amounted to 212,688.14 tCO_2e, representing a 4.8% increase compared with the 2024 level of 202,976.62 tCO_2e.

Key changes:

- Scope 1, or direct emissions, increased from 8,162.40 tCO_2e in 2024 to 8,454.84 tCO_2e in 2025, representing a rise of 3.6%. The bulk of direct emissions is generated by mobile sources — 8,027.45 tCO_2e, or 94.9% of Scope 1.
- Scope 2, or indirect energy indirect emissions, calculated using the location-based method, amounted to 204,234.30 tCO_2e, up 4.8% year-on-year.

The predominant share of total Scope 1 and Scope 2 emissions (location-based) consists of Scope 2 indirect energy emissions, accounting for 96.1% of the total in 2025.



Scope 1 and Scope 2 greenhouse gas emissions, tCO_2e

Indicator	2023	2024	2025
Direct greenhouse gas emissions (Scope 1)	**8,674.95**	**8,162.40**	**8,453.84**
including stationary fuel combustion	1,268.53	468.05	**387.22**
including mobile fuel combustion	7,373.47	7,658.92	**8,027.45**
including use of solvents and non-energy products derived from fuels	32.94	35.43	**39.17**
Indirect energy emissions (Scope 2), location-based	**170,387.81**	**194,814.22**	**204,234.30**
Total Scope 1 and Scope 2 emissions location-based	179,062.76	202,976.62	**212,688.14**

The total volume of Scope 1 and Scope 2 emissions in this section is presented using the location-based method. The location-based method reflects greenhouse gas emissions based on the average carbon intensity of the regional energy grid to which the Company's operational facilities are connected. Disclosure using this method ensures data comparability and a complete representation of the Company's carbon footprint in accordance with the GHG Protocol methodology.

Structure of direct greenhouse gas emissions (Scope 1) by gas type, tCO_2e

Indicator	2023	2024	2025
Direct Scope 1 emissions, total	**8,674.95**	**8,162.40**	**8,453.84**
Carbon dioxide (CO_2)	8,551.21	8,037.17	**8,322.83**
Methane (CH_4)	21.15	20.40	**21.37**
Nitrous oxide (N_2O)	102.58	104.83	**109.64**

Carbon dioxide represents the predominant share of direct Scope 1 emissions. In 2025, it accounted for 98.45% of the Company's direct greenhouse gas emissions. The share of methane emissions was 0.25%, and the share of nitrous oxide was 1.30% of total direct Scope 1 emissions.

OTHER INDIRECT EMISSIONS (SCOPE 3)

GRI 305-3

In 2025, the Company calculated other indirect Scope 3 emissions for the following categories:

- Category 1. “Purchased goods and services”;
- Category 4. “Upstream transportation and distribution”;
- Category 6. “Business travel”;
- Category 7. “Employee commuting”;
- Category 9. “Downstream transportation and distribution”.

The calculation was carried out in accordance with the recommendations of the GHG Protocol Scope 3 Technical Guidance[1].

Volume of Scope 3 greenhouse gas emissions in 2025, tCO_2e

Indicator	2025
Scope 3 category total	**147,440.84**
Category 1. Purchased goods and services	**146,709.31**
including purchased services	**103,370.82**
including purchased goods	**43,338.49**
Category 4. Upstream transportation and distribution	**360.48**
Category 6. Business travel	**93.02**
Category 7. Employee commuting	**126.35**
Category 9. Downstream transportation and distribution	**151.68**

The bulk of the calculated Scope 3 emissions was generated by the “Purchased Goods and Services” category, which accounted for 99.5% of emissions across the five assessed categories.

The Scope 3 metrics reflect only the categories for which calculations were performed in the reporting period and do not cover the exhaustive list of other indirect emissions across the Company’s value chain.

[1] Link: Technical Guidance for Calculating Scope 3 Emissions



GREENHOUSE GAS EMISSIONS INTENSITY

GRI 305-4

Specific greenhouse gas emissions (GHG emissions intensity) are one of the key indicators of the Company’s environmental performance and are calculated as the ratio of gross greenhouse gas emissions (Scope 1 and Scope 2) to the volume of gold produced during the reporting period.

GHG emissions intensity, tCO_2e / oz of gold

Indicator	2023	2024	2025
Specific greenhouse gas emissions, tCO_2e per ounce of gold equivalent	0.939	1.044	**1.018**

ENERGY CONSUMPTION

GRI 302-1, GRI 302-3, SASB EM-MM-130a.1, A2-KPI1

Energy consumption is associated with the Company’s operational and auxiliary processes, including the operation of mining and auxiliary equipment, power generation facilities, as well as the supply of purchased electricity and fuel to the operational facilities of RG Gold and RG Processing. The Company’s energy consumption portfolio includes purchased electricity, diesel fuel, petrol, and lubricants.

In 2025, the Company’s total energy consumption amounted to 1,041,577.17 GJ, representing a 4.7% increase compared the 2024 level. The bulk of energy consumption is attributable to RG Processing — 948,559.05 GJ, or 91.1% of the Company’s total energy consumption. Energy consumption by RG Gold amounted to 93,018.12 GJ.

Purchased electricity represented the predominant share of the energy consumption mix — 929,441.61 GJ, or 89.2% of total energy consumption. The consumption of diesel fuel amounted to 100,005.56 GJ, petrol — 9,348.00 GJ, and used oils (lubricants) — 2,782.00 GJ.

Total energy consumption by energy resource type, GJ

Indicator	2023	2024	2025
Diesel fuel, including:	103,083.26	96,853.81	**100,005.56**
Diesel fuel for transport and self-propelled equipment	86,020.00	90,558.00	**94,797.00**
Diesel fuel for electricity generation	512.58	267.23	**687.42**
Diesel fuel for heat generation	16,550.68	6,028.58	**4,521.14**
Purchased electricity	775,411.01	886,572.14	**929,441.61**
Renewable electricity	-	-	**-**
Coal for heat generation	-	-	**-**
Natural gas for heat generation	-	-	**-**
Petrol (for transport)	8,718.00	8,554.00	**9,348.00**
Used oils (lubricants)	2,364.00	2,503.00	**2,782.00**
Renewable energy sources	-	-	**-**
Total energy consumption	**889,576.27**	**994,482.95**	**1,041,577.17**

PURCHASED ELECTRICITY CONSUMPTION

GRI 302-1

Electricity is used by the Company to support operational and auxiliary processes at the facilities of RG Gold and RG Processing.

In 2025, purchased electricity consumption totalled 258,357.64 MWh, representing a 4.8% increase compared with the 2024 level. The bulk of electricity was consumed by RG Processing — 257,980.85 MWh, or 99.9% of the Company's total consumption.

Purchased electricity consumption

Indicator	2023	2024	2025
Volume of electricity consumption, MWh	**215,541.63**	**246,441.18**	**258,357.64**
RG Gold	1,813.14	1,524.52	**376.79**
RG Processing	213,728.49	244,916.66	**257,980.85**
Emission factor, location-based, tCO_2e / MWh	0.79	0.79	**0.79**

In 2025, RG Gold's electricity consumption amounted to 376.79 MWh, a decrease of 75.3% year-on-year. The decrease was driven by the termination of the contract with the contractor providing laboratory services: previously, laboratory services were provided by Alfa-Lab LLP, located in the village of Nikolaevka and receiving power supply from the Nikolaevka 35/10 kV substation, with its electricity consumption accounted for within RG Gold's balance. Since 2025, laboratory services have been provided by SGS LLP, whose on-site laboratory operates within the footprint of the gold recovery plant (GRP); consequently, its power consumption is now recorded under purchased electricity for RG Processing.

1,041.58

TJ

was the total energy consumption

99.9%

energy consumption of RG Processing

ENERGY INTENSITY

GRI 302-3

Energy intensity is a key metric of energy efficiency. The indicator is calculated as the ratio of the Company's total energy consumption to total gold production, expressed in thousand ounces of gold equivalent (koz Au eq.).

In 2025, the Company's energy intensity amounted to 4,984.10 GJ per thousand ounces of gold equivalent (GJ/koz Au eq.), down 2.7% compared with 2024.

Energy intensity

Indicator	2023	2024	2025
Energy intensity, GJ per thousand ounces of gold equivalent	4,664.01	5,116.49	**4,984.10**



OUR PEOPLE AND COMMUNITIES

3.

72 Occupational Health and Industrial Safety
84 Our people
102 Communities
116 Product Responsibility



1,258

people

average headcount
in 2025

OCCUPATIONAL HEALTH AND INDUSTRIAL SAFETY

GRI 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9, 403-10, SASB EM-MM-320a.1

RG Gold consistently implements a strategic commitment towards fostering a world-class safety culture, in which the protection of the life and health of employees is an absolute priority over production targets. The Company's activities are associated with gold mining and processing, the operation of heavy machinery, and the execution of high-risk work, including work at height, hot work, work in confined spaces, and lifting operations. These processes may be accompanied by occupational risks, including the risks of injury when operating equipment, exposure to hazardous substances, transport risks, and other risks associated with the organization of high-risk work.

RG Gold strives to create a highly resilient and people-oriented operational management system. The Company's approach is based on the principle "Human life is more valuable than gold" ("Жизнь человека дороже золота"), incident prevention, hazard identification, risk assessment and control, safety culture development, employee training, and the continuous improvement of internal procedures. External recognition of the occupational safety system's maturity was demonstrated by RG Gold receiving the Safety Pioneer Award at the Kazakhstan Mining Congress in 2025.

Ensuring the health and safety of employees contributes to the effective reduction of the risk of operational disruptions and directly supports sustained production performance. Thus, occupational health and industrial safety management serves as the foundation for the mutual prosperity of the Company and local communities, ensuring the aligned development of the business and enhancing social resilience.

OCCUPATIONAL HEALTH AND INDUSTRIAL SAFETY MANAGEMENT SYSTEM

GRI 403-1, 403-8

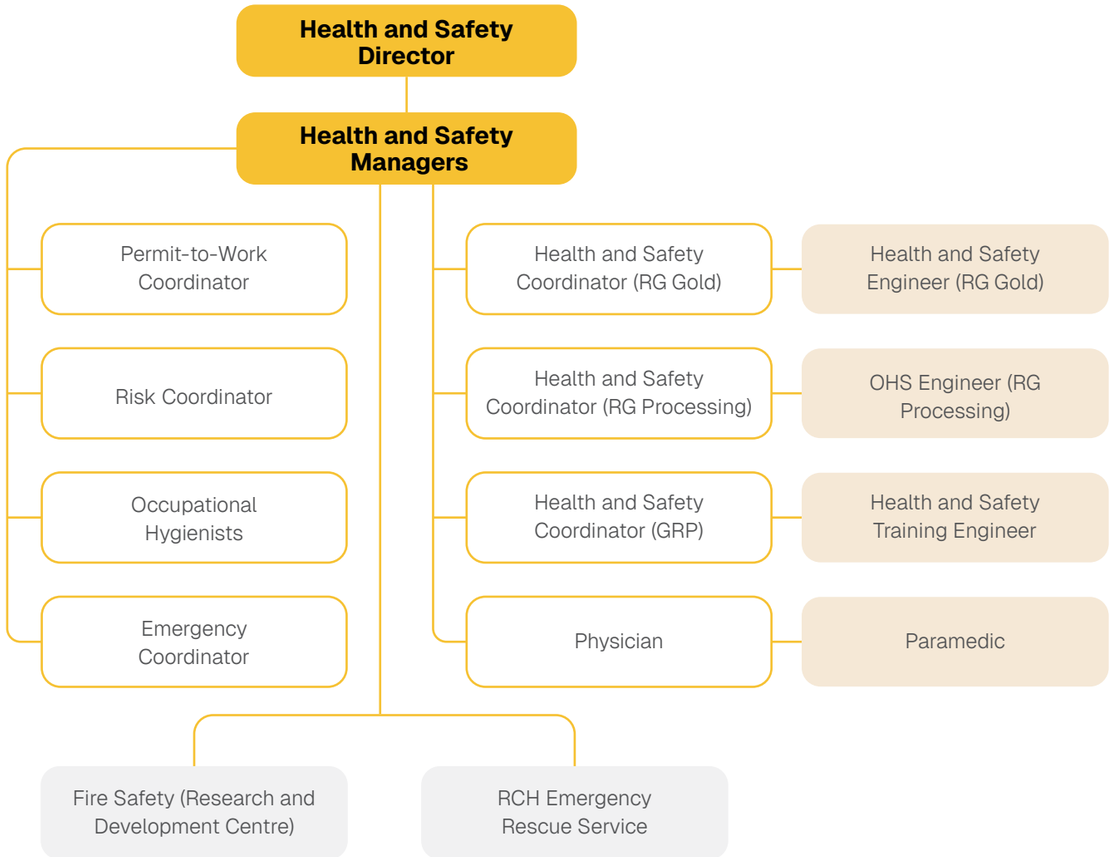
Responsibility for occupational health and industrial safety issues is assigned at the highest management level: the Chief Executive Officer provides strategic leadership. The Chief Operating Officer ensures the practical implementation of requirements at operational facilities, and the Health and Safety Division Director develops and implements unified corporate safety standards, ensuring compliance across all organisational levels — from executive leadership to frontline personnel and contractors.

The Company has approved an Occupational Health and Safety Policy applicable to the operational and construction activities of RG Gold and RG Processing, including work performed by contractors. The Policy formalises the priority of employee life and health over production targets, the commitment to ensuring safe working conditions, the application of a risk-based approach, compliance with the legislation of the Republic of Kazakhstan and international best practices, as well as the achievement of the strategic Goal Zero, aimed at attaining zero harm, zero injuries, and zero occupational incidents.

RG Gold's occupational health and industrial safety management system is based on a comprehensive set of internal policies and is integrated into the Company's operational processes, covering all key elements of injury and incident prevention:

- Hazard identification and risk assessment (HIRA) across operational sites;
- Development and implementation of standard operating procedures, guidelines, and safety regulations;
- Regular inspections and audits of all departments, including contractor organisations;
- Incident investigation and root-cause analysis;
- Personnel training and competency building in occupational health and safety.

Organizational structure of the Health and Safety Division



The Company's operational activities are carried out in accordance with the requirements of the legislation of the Republic of Kazakhstan in the field of occupational health and industrial safety, including the Labour Code of the Republic of Kazakhstan, the Code of the Republic of Kazakhstan "On Civil Protection," as well as subordinate regulatory acts in the field of occupational health and safety. During the reporting period, no significant violations of mandatory occupational health and industrial safety requirements that resulted in administrative or other legal liability were identified.

The occupational health and safety (OHS) management system covers 100% of the Company's workforce — both full-time employees of RG Gold and RG Processing, and contractor personnel performing work at operational facilities. As of the end of 2025, the number of workers covered by the OHS management system was 2,123 people, of which 1,330 were full-time employees and 793 were contractor workers.

2,123
people
were covered by the OHS management system as at the end of 2025

1,330
people
full-time employees

793
people
contractor workers

PLANS FOR 2026

In 2026, the Company plans to complete the certification audit for its occupational health and industrial safety management system under the ISO 45001:2018 standard. In preparation for certification, gap analyses of existing processes are being conducted, areas for improvement are being identified, and management procedures are being consistently optimised. Obtaining the ISO 45001 certification will serve as independent confirmation of the compliance of the Company's occupational health and industrial safety management system with international requirements and industry best practices.

RISK ASSESSMENT AND HAZARD IDENTIFICATION

GRI 3-3, GRI 403-2

RG Gold applies a comprehensive approach to risk management aimed at the identification, assessment, and control of hazards that can lead to fatal accidents. The foundation of this system comprises 12 Fatal Risk Prevention Standards mandatory for all employees. These Standards were developed based on operational process risk assessments, incident investigations, and best international best practices:

1. Light vehicle operation
2. Heavy mobile equipment operation
3. Machine guarding and mechanical equipment safety
4. Isolation of hazardous energy sources (LOTO)
5. Work at height
6. Lifting operations
7. Work in confined spaces
8. Hazardous chemicals and materials management
9. Working with molten material
10. Ground control
11. Blasting and explosives
12. Electrical safety

The Company has a Risk Management Procedure in place that establishes a standardized process for hazard identification and risk management in order to minimize incidents and protect the life and health of employees, the environment, operational facilities, and property.

The risk management process in the Company is structured as a cascading four-level system ensuring the sequential reduction of risk at all stages of operational activities.

Risk management levels in the Company

1	**Baseline risk management**	a comprehensive facility assessment is conducted, hazards and unwanted events are identified and ranked, and the foundation of the risk control register is formed.
2	**Issue-based risk management**	an analysis of top-priority unwanted events is performed, critical controls are determined, and registers are updated upon the emergence of new or significantly altered risks.
3	**Task-based risk management**	no standard or non-standard work begins without a preliminary risk assessment.
4	**Continuous risk management**	the constant identification of hazards at workplaces and prompt response to changes in the operational environment are carried out.

Risk assessment in the Company is carried out using a risk matrix based on a combination of consequence and likelihood. Consequence levels from insignificant to catastrophic are also established, which allows for prioritizing risks and determining appropriate response measures. Risk control is carried out according to the hierarchy of controls, including elimination, substitution, engineering, isolation, and administrative measures, as well as personal protective equipment (PPE). After implementing control measures, a residual risk assessment is conducted, and risk and control registers are regularly updated.

The hazard identification procedure provides for the participation of employees, line managers, and OHS specialists. The SLAM (Stop. Look. Assess. Manage) methodology is used as a tool for the operational assessment of the workplace environment, allowing an employee to quickly assess risks before starting work or when work conditions change. Prior to performing non-standard and hazardous work, a Job Safety Analysis (JSA) is conducted. The completed form with the identified risks and control measures is attached to the permit-to-work.

Special attention is paid to the management of high-risk types of work: hot work, work at height, work in confined spaces, lifting operations, and the isolation of hazardous energy sources as part of Lockout/Tagout (LOTO) procedures. Each of these types of work is accompanied by requirements for personnel competence, the execution of permit documentation, the use of PPE, and the control of workplace conditions.

Risk communication is carried out on an ongoing basis: departments receive regular notifications regarding identified hazards and control measures. Risks arising during construction, maintenance activities, or contractor operations are promptly included in the active registers, which ensures that the risk assessment remains up to date in a changing operational environment.

Behavioural observations and employee engagement. A behavioural observation system operates at the Company's operational sites: observation cards are placed in specially installed boxes accessible to any employee and contractor. OHS specialists regularly collect the completed cards, analyze the identified non-conformances, and take corrective actions. The best observation card is determined monthly — its author is rewarded regardless of whether they belong to the in-house staff or a contractor.

Stop work authority. The Company has also implemented a Stop Work Authority programme, formalized in the Regulation on the Procedure for Stopping Work or Refusing to Work: during site induction, every employee is issued a card granting the right to immediately stop any work upon detecting a safety threat. Stopping work does not entail disciplinary consequences for employees, and rewards for vigilance are stipulated.

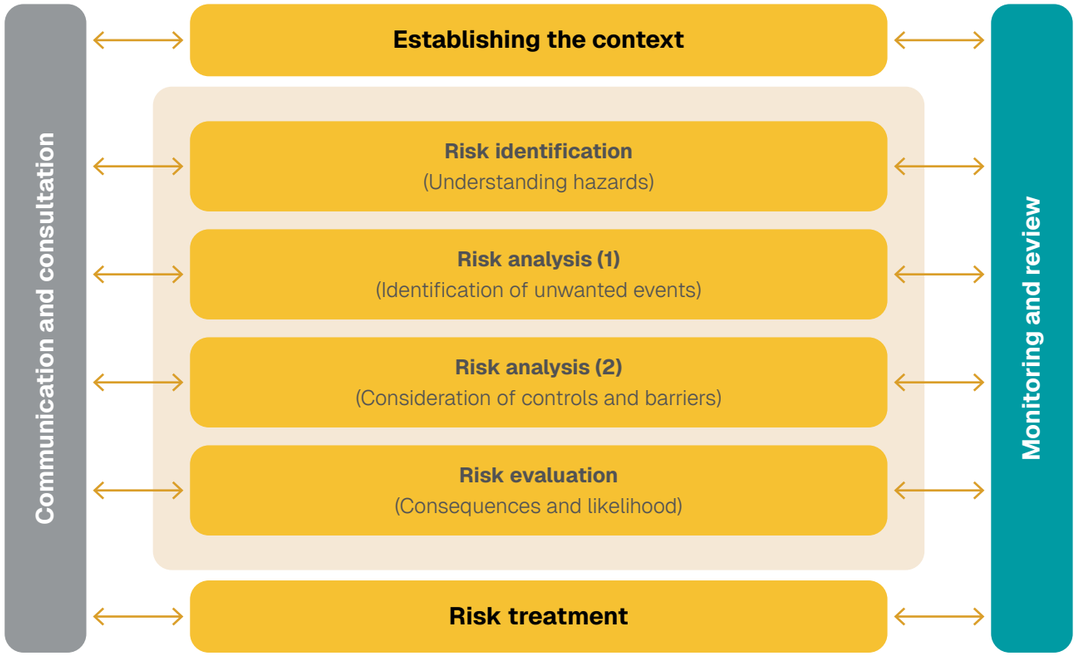
Incident investigation. Upon the occurrence of an incident, an eyewitness or the injured employee must immediately notify the dispatcher and their line manager in accordance with the Incident Notification Plan. The dispatcher coordinates the emergency response by dispatching the medical service, fire brigade, mine rescue teams, or power engineering staff to the scene, depending on the nature of the incident. Simultaneously, the OHS Division Director, coordinators, and responsible persons of the involved area are notified according to the established notification protocols / Incident Notification Flowchart.

Within two hours of the incident, the department or contractor involved in the event submits a flash report to the OHS Division with a brief description of the incident, indicating the time, type, and classification of the event, a list of notified persons, photographic materials, and actions taken. Based on this report, an official notification is generated and distributed throughout the Company and to all contractors. Incident investigations are conducted by a formal investigation committee appointed by executive order, comprising OHS specialists and workforce representatives from the affected department. Following the investigation, a corrective and preventive action (CAPA) plan is established, assigning designated owners and completion target dates. Tracking and verification of close-out actions are managed by the OHS Division. In addition, an executive safety review is convened monthly with the Chief Executive Officer, the Chief Operating Officer, and contractor managing directors to review incident root causes and monitor remedial progress.

Reporting an incident, Near-Miss, or unsafe condition carries a strict no-blame guarantee and involves no disciplinary repercussions for workers. The Company views timely hazard reporting as a demonstration of safety leadership and actively incentivises such behaviour.



Risk management process



SAFETY CULTURE AND EMPLOYEE ENGAGEMENT PROGRAMMES

GRI 403-5, GRI 403-7, SASB EM-MM-320a.1

RG Gold operates a system of employee training and engagement aimed at enhancing competencies in occupational health and industrial safety, preventing occupational injuries, and developing a safety culture. The Company considers training as one of the key tools for managing operational risks, raising employee awareness of safety requirements, and reinforcing accountable behaviour in the workplace.

The procedure for instructing and training employees is formalised in the Company's internal regulations and applies to all structural departments of the Company. OHS training includes mandatory programmes stipulated by the Company's internal requirements and the legislation of the Republic of Kazakhstan, as well as additional measures aimed at developing a safety culture, leadership, and proactive hazard identification. Employees undergo site induction, initial on-the-job, refresher, ad-hoc, and task-specific safety briefings, on-the-job practical training (internships), competency assessments, and formal authorisation for independent work. Periodic briefing is conducted at least once a quarter during working hours.

Employee training in occupational health and industrial safety

Indicator	Unit	2023	2024	2025
Number of employees trained	people	-	5,279	**6,505**
Average training hours per employee per year	hours	-	24	**24**
Average mandatory training hours per employee per year	hours	16	16	**16**
Total volume of investments in training	thousand KZT	8,920	15,300	**19,800**

Alongside investments in training, the Company provides comprehensive financing for the entire occupational health and industrial safety system. The total volume of investments in OHS measures is consistently growing: in 2025, it reached KZT 1,388.91 million, an increase of 17.0% compared to 2024 (KZT 1,187.23 million). These funds are allocated toward ensuring safe working conditions, modernising personal and collective protective equipment, training personnel, and implementing corrective actions based on the results of incident investigations.

Daily pre-shift safety toolbox talks, weekly occupational health meetings, and the distribution of safety alerts for employees of the Company and contractors are regularly conducted at the operational sites.

The effectiveness of training and engagement measures is controlled through knowledge assessments, the analysis of observation cards, the results of behavioural safety audits, leadership walkthroughs of operational areas, and the monitoring of corrective actions. The Chief Executive Officer and the Chief Operating Officer of the Company participate in site walkthroughs and contractor inspections, following which reports are generated, non-conformances are recorded, and corrective actions are determined. This format strengthens the personal engagement of management and cascades the safety priority across all management levels.

OCCUPATIONAL HEALTH AND OCCUPATIONAL DISEASE PREVENTION

GRI 403-6, GRI 403-7, GRI 403-9, GRI 403-10, SASB EM-MM-320a.1

Employee occupational health is an integral part of the OHS management system and covers the prevention of occupational diseases, medical support, and the control of workplace environment factors. A medical service operates within the OHS Division, providing medical support to employees directly at the operational facilities. The service is staffed by physicians and paramedics who provide first aid, monitor the health status of personnel, and participate in the investigation of health-related incidents involving employees.

All full-time employees of RG Gold and RG Processing are covered by voluntary health insurance (VHI) with 100% coverage, providing access to medical care outside the operational facilities. Mandatory occupational medical examinations involving a third-party specialized organization are organized annually for the Company's employees. Based on the examination results, individual recommendations for additional examination and treatment are formed. Based on the aggregated results of occupational medical examinations and workplace assessments, a health improvement action plan is developed, which also applies to contractor workers.

As part of industrial control within the Company, the systematic monitoring of working conditions is carried out: measurements of noise and vibration levels, and the Concentrations of airborne harmful chemicals and dust at workplaces are conducted. The frequency of measurements is differentiated depending on the substance hazard class:

- Hazard class I — at least once every 10 days;
- Hazard class II — at least once a month;
- Hazard classes III–IV — at least once a quarter.

Measurements of physical factors such as noise, vibration, illumination, and electromagnetic fields are conducted at least once a year. If necessary, Health and Safety Division specialists conduct additional internal control using in-house experts.

Workplace condition attestations (workplace certifications) are performed according to an established list of positions, as well as upon the introduction of new headcount positions or changes in working conditions, with a frequency of once every 5 years in accordance with the requirements of the Republic of Kazakhstan.

1.4

KZT billion

amount of investment in OHS measures

Occupational hygiene engineers participate in all scheduled inspections and audits of operational departments, including catering facilities, and ensure the control of compliance with sanitary and hygienic standards.

OCCUPATIONAL SAFETY PERFORMANCE AND INJURIES

Injury and incident rates are systematically recorded and calculated cumulatively for the in-house personnel of RG Gold and RG Processing and for contractor workers performing work at the Company's operational facilities.

Occupational injury rates across the Company

Occupational injury and safety indicators among employees	Unit	2023	2024	2025
Total occupational accidents, including:	units	11	9	**13**
Fatal occupational accidents	units	0	0	**0**
Severe occupational accidents	units	6	1	**1**
Minor occupational accidents	units	5	8	**12**
LTIFR	per 1 million hours	2.98	0.42	**0.4**
TRIFR	per 1 million hours	2.98	0.42	**1.19**
FIFR	per 1 million hours	0	0	**0**
FAR	per 100 million hours	0	0	**0**
Number of working days lost due to occupational accidents at the workplace	days	Information not available	8	**33**
Number of fatalities as a result of work-related ill health	units	0	0	**0**
Number of cases of work-related ill health	units	0	0	**0**
Near-miss incidents	units	5	20	**20**

Alongside injury rates, the Company tracks and publishes statistics on near-miss incidents (Near-Miss), considering them as leading indicators of the safety culture maturity. Tracking such events allows for the identification of potentially hazardous conditions and actions before an injury occurs, as well as the use of analysis results to refine control measures and prevent the recurrence of similar situations.

Incident investigations are conducted with a focus on identifying the root causes and systemic factors that could have contributed to the occurrence. Based on the investigation results, the Company determines corrective and preventive actions aimed at improving the quality of risk assessments prior to the commencement of work, compliance with the requirements of the permit-to-work system, strengthening control over the condition of equipment and tools, as well as providing additional information and training to employees.

The achievement of injury rate targets is consolidated in the KPIs of all Company employees without exception, from the Chief Executive Officer to line personnel, and is reflected in job descriptions. For 2025, a target LTIFR of 0.35 has been set, which is 15% lower than the 2024 value and reflects the Company's consistent progress towards the strategic goal of zero injuries.

CONTRACTOR OCCUPATIONAL HEALTH AND INDUSTRIAL SAFETY MANAGEMENT

GRI 403-7, 403-9, SASB EM-MM-320a.1

The Company extends the requirements of the OHS management system to all contractors performing work at the operational facilities of RG Gold and RG Processing, guided by the principle of equal priority for the safety of its own personnel and contractor workers. Interaction with contractors in the field of OHS is regulated by a dedicated Corporate Standard, approved by the orders of RG Gold LLP and RG Processing LLP in July 2025 and serving as a mandatory annex to every contractor agreement.

- **Prequalification and site access.** Prior to the commencement of work, each contractor undergoes pre-qualification: documentation, injury statistics for the last three years, the availability of trained personnel, permits, and authorizations for performing the declared types of work are verified. The OHS Division approves safety requirements for each procurement procedure and assesses the compliance of technical and commercial bids against these requirements.
- **Operational oversight and execution controls.** Prior to commencing any site activities, the contractor, together with an authorized Company representative, develops a Safe Work Method Statement (SWMS) / Safe Work Execution Plan, including a detailed operational sequence, safety controls, and emergency evacuation protocols. Contractors are required to comply with the Company's internal procedures and safety rules, use mandatory PPE, and execute work under formal permits-to-work. For each high-risk task — hot work, work at height, confined space entry, lifting operations, and hazardous energy isolation under the Lockout/Tagout (LOTO) procedure — a permit-to-work is issued, supported by a mandatory Job Safety Analysis (JSA). Comprehensive contractor safety audits are conducted at least monthly, accompanied by formal inspection certificates, non-conformance logging, and binding corrective action deadlines. Joint safety coordination meetings are held monthly to review contractor OHS compliance.
- **Communication and worker engagement.** Contractors receive identical safety communications as permanent personnel: topics for daily pre-shift safety toolbox talks are developed centrally one month in advance and distributed across all operational areas and contractor teams. All safety alerts and incident bulletins are systematically distributed to contractors, posted on-site, and reviewed during morning briefings. The behavioural safety observation (BSO) system and Stop Work Authority (SWA) programme apply to contractor personnel on an equal basis with direct employees.
- **Incident investigation.** Company OHS specialists participate directly in all investigations of contractor incidents, including Near-Miss events. Contractors are required to submit monthly exposure hours and injury data for the consolidated calculation of Company-wide LTIFR and safety frequency rates.
- **Performance evaluation and financial liability.** Upon contract completion, each contractor's safety performance is evaluated using a score-based assessment matrix comprising 17 performance indicators, including LTIFR, fatal and severe occupational injuries, Near-Miss reporting volumes, road traffic incidents, fire events, and procedural non-compliances. Contractors identified as systematically non-compliant are placed on an internal restricted supplier list and barred from future tender participation.

Contractual financial penalties apply to OHS non-compliances, ranging from 100 to 1,000 Monthly Calculation Indices (MCI) per confirmed violation, scaled to the severity of the infraction and overall contract value. A breach of the Life-Saving Rules results in the immediate revocation of site access credentials and a mandatory one-year site exclusion for the individual involved. Concealment of an incident, injury, or hazardous occurrence is classified as a material breach of contract, providing statutory grounds for immediate unilateral contract termination.



Occupational injury rates among contractors

Occupational injury rates among contractors	Unit	2023	2024	2025
Total occupational accidents, including:	units	-	4	**7**
Fatal occupational accidents	units	-	0	**0**
Severe occupational accidents	units	-	2	**1**
Minor occupational accidents	units	-	2	**6**
LTIFR	per 1 million hours	-	0.78	**0.31**
TRIFR	per 1 million hours	-	1.17	**0.62**
FIFR	per 1 million hours	-	0	**0**
FAR	per 100 million hours	-	0	**0**



EMERGENCY PREPAREDNESS AND RESPONSE

The Company has developed and approved separate Emergency Response Plans (ERPs) for RG Gold LLP and RG Processing LLP, establishing the procedure for personnel actions in the event of emergencies at operational facilities. For each accident scenario, a notification algorithm, a response scheme with a clear distribution of roles and responsibilities, the procedure for calling emergency services, and evacuation routes are defined. All Company and contractor employees undergo mandatory site-specific ERP inductions covering their designated work areas.

Emergency response functions are concentrated in a specialized department under the leadership of the Emergency Coordinator, who provides oversight and technical guidance to the emergency services contractor. This contractor maintains a dedicated fire brigade and professional mine rescue team permanently stationed at the operational facilities. Upon the occurrence of an incident, the site dispatcher coordinates the emergency response: depending on the nature of the incident, the medical service, fire brigade, rescuers, or power engineers are immediately dispatched to the scene to disconnect energy sources.

Automatic fire alarm and fire extinguishing systems are maintained by a specialized contractor, two specialists of which are permanently located at the facility. Daily testing, air purging and cleaning of detector sensors are conducted. The planned service life of the sensors is 3 to 5 years; the modernization and replacement of components are carried out promptly based on the results of daily inspections recorded in the maintenance logbooks.

Training and drills. Personnel preparedness for actions in emergency situations is ensured through a system of regular training and drills (T&D) of two types: emergency response drills and emergency alarms. The annual T&D schedule is developed by the OHS Division, agreed upon with the heads of structural departments, and approved by the Chief Operating Officer no later than December 25 of the preceding year. Drills cover all Company areas, are conducted throughout the year at different times of the day, and cover every shift.

Emergency response drills are aimed at practicing personnel's practical skills in containing and resolving process disruptions without involving emergency rescue and medical services. Emergency alarms are conducted with the full involvement of the emergency rescue service, medical service, and security service; at least once a year — jointly with representatives of the territorial division of the authorized body in the field of industrial safety, with prior notification no later than 10 working days in advance. The Emergency Coordinator has the right to initiate unscheduled T&Ds to practice specific scenarios: personnel evacuation, first aid provision, testing of new rescue equipment, and inter-service coordination.

Following each drill, a formal evaluation report is compiled to assess the operational performance of frontline personnel, rescue teams, medical staff, dispatchers, and site security. Identified observations and measures for their elimination are recorded in the act; control over execution is assigned to the heads of the respective operational facilities. In case of unsatisfactory results, the emergency alarm is repeated within 10 days. The T&D results are mandatorily communicated to area employees at meetings and briefings. Non-conformances identified in the ERP are eliminated based on the analysis of the drills, ensuring that the emergency response plans remain up to date.

All employees receive certified first aid training. In addition, designated workplace first aiders are appointed across operational facilities from among workers who have completed advanced accredited coursework. Operating procedures set out explicit protocols on approved first aid interventions prior to the arrival of professional medical personnel.

OUR PEOPLE

GRI 3-3

People are a key asset of the Company. RG Gold consistently shapes a working environment aimed at ensuring safe working conditions, developing professional competencies, maintaining an open dialogue with employees, and strengthening corporate culture.

In the mining industry, effective human capital management is of particular importance, as the Company's activities involve working at operational sites, rotational shift work (fly-in, fly-out), the engagement of contractors, the execution of high-risk work, and the need for continuous development of employee skills.

The Company's approach to personnel management covers employment, training and development, occupational health and industrial safety, employee engagement, non-discrimination, equal opportunities, and social interaction. The Company considers investments in people, safety culture, and competency development as an important condition for the sustainability of operational processes, efficiency enhancement, and long-term business development.

In 2024, the Company changed its approach to organizational structuring and transitioned from a hierarchical model, which included up to seven management levels, to a flat five-level system. In 2025, this transformation was officially consolidated. The simplification of management levels allowed for shortening the distance between tiers, increasing process transparency, and enhancing the Company's adaptability.

In connection with the integration into the Zijin Gold International perimeter, the Company is working to update its personnel management approaches taking into account the corporate standards and strategic guidelines of the parent company.



In 2025, RG Gold's approach to the development of labour relations received external recognition: for the second time, the Company became a bronze prize winner of the republican "Paryz" contest in the "Best Collective Agreement" nomination.

This recognition emphasizes the importance of the collective agreement as a tool for ensuring social guarantees, regulating labour relations, and strengthening interaction between the Company and its employees.

1,330
people
total headcount

98.65%
share of employees who are residents of the Republic of Kazakhstan

49.7%
share of employees from Akmola Region and the city of Astana

WORKFORCE STRUCTURE, ATTRACTION AND RETENTION, INCLUSIVITY

GRI 2-7, GRI 2-8, GRI 401-1, SASB EM-MM-000.B

RG Gold's approach to personnel management is formalised in the HR Policy and is implemented across four key areas:

- Recruitment and staffing;
- Training and professional development;
- Compensation, benefits, and recognition;
- Corporate culture, values, and communications.

Personnel management in the Company is is guided by a comprehensive system of internal policies and procedures covering the full employee lifecycle — from talent attraction and onboarding of new employees to their professional development and toffboarding.

As of December 31, 2025, the total headcount of the Company was **1,330 people**, representing a 15.6% increase compared to 2024. This workforce expansion was driven by operational scaling, including higher mining and ore processing volumes. The Company consistently adheres to a local hiring policy: Kazakhstani nationals accounted for 98.65% of the workforce, while residents of the Akmola Region and the city of Astana represented 49.7%. The Company actively prioritises local employment opportunities.

To meet staffing needs, the Company combines external recruitment with internal career progression pathways: in the reporting period, 63% of vacancies were filled through external hiring, about 30% through horizontal and vertical transfers within the Company, and another 7% through transfers between RG Gold and RG Processing. This approach helps retain expertise within the Company, ensure knowledge retention, and expand professional growth opportunities for employees.

The Company has implemented the **"Self-Nomination" programme**, which is part of the internal talent mobility system and is aimed at maximising internal talent potential through the development of career transfers and employee rotations. Under this programme, employees have the opportunity to independently apply for open vacant positions without requiring a managerial referral. The programme contributes to employee retention by providing career mobility opportunities, ensuring transparent access to vacancies, expanding career tracks within the Company, developing new skills and functions, increasing personnel engagement and motivation, and developing the internal talent pool. **In 2025, 19 internal candidates were successfully transferred to new positions (compared to 22 in 2024 and 31 in 2023).** Where candidates possess equal qualifications, preference is given to the internal candidate.

The Company utilizes the GOLDEN REFERRAL program as one of the tools to attract qualified professionals.

Under the programme, Company employees recommend potential candidates for open vacancies, contributing to the expansion of talent acquisition channels and enhancing the quality of hire. Recommended candidates undergo the standard selection procedure on an equal basis, while the programme helps accelerate time-to-hire and increases employee engagement in recruitment efforts. In 2025, 112 vacancies were successfully filled through the GOLDEN REFERRAL program, compared to 101 in 2024 and 112 in 2023.

1,258

people

average headcount

112

vacancies

successfully filled through the GOLDEN REFERRAL program in 2025

Personnel composition

Indicator	Unit	2023	2024	2025
Average headcount	people	1,147	1,117	**1,258**
Total headcount as of December 31	people	1,110	1,151	**1,330**
Total number of contractor workers	people	-	-	**793**
Share of contractors in the total workforce	%	-	-	**37.4%**

Personnel age profile

Indicator	Unit	2023	2024	2025
Employees under 30 years old:	**people**	**275**	**288**	**326**
Women	people	32	32	**37**
Men	people	243	256	**289**
Share of employees under 30 years old	**%**	**24.8**	**25.0**	**24.5**
Employees aged 30 to 50:	**people**	**690**	**705**	**816**
Women	people	70	70	**73**
Men	people	620	635	**743**
Share of employees aged 30 to 50	**%**	**62.2**	**61.3**	**61.4**
Employees over 50 years old:	**people**	**145**	**158**	**188**
Women	people	11	10	**12**
Men	people	134	148	**176**
Share of employees over 50 years old	**%**	**13.1**	**13.7**	**14.1**

Personnel composition broken down by category

Indicator	Unit	2023	2024	2025
Top management	**people**	**4**	**6**	**9**
Women	people	-	1	**1**
Men	people	4	5	**8**
Middle management / specialists	**people**	**406**	**449**	**504**
Women	people	109	108	**117**
Men	people	297	341	**387**
Staff and workers	**people**	**700**	**696**	**817**
Women	people	4	3	**3**
Men	people	696	693	**814**

Total number of employees hired during the reporting period

Indicator	Unit	2023	2024	2025
Women	people	38	30	**34**
Men	people	283	207	**280**
under 30 years old	people	102	96	**116**
30-50 years old	people	187	126	**165**
over 50 years old	people	32	15	**33**

Recruitment metrics

Indicator	Unit	2023	2024	2025
Number of selected candidates	units	731	735	**897**
Number of received job applications across all recruitment channels	units	27,795	34,247	**36,440**

The Company actively develops partnerships with higher education institutions as a tool for attracting promising young specialists. The Company's key academic partners are Kazakh University of Technology and Business, D. Serikbayev East Kazakhstan Technical University, and Sh. Ualikhanov Kokshetau University. Students from partner universities undergo work-placement and pre-graduation internships at the Company's facilities, gaining practical work experience in the mining industry. In 2025, a scholarship programme for the targeted training of high-potential students was implemented jointly with partner universities — by the end of the year, several scholarship recipients were successfully recruited into permanent roles within the Company.





GENDER EQUALITY

GRI 401-3, GRI 405-1, GRI 405-2 , GRI 406-1

RG Gold operates in the mining industry, which is historically characterized by a high share of men in the operational workforce. The Company acknowledges this structural context but does not view it as a limitation: targeted efforts to attract, develop, and retain women are a strategic priority.

In May 2025, the Gender Policy was approved — a document formalizing the Company's commitment to achieving gender balance, including within operational departments. The Policy applies to all employees and serves as a guideline for contractors and suppliers. The document is based on Article 6 of the Labour Code of the Republic of Kazakhstan regarding equal rights and opportunities in employment.

The Policy covers seven areas:

1 Corporate culture and values

The principles of gender equality are integrated into the Company's corporate culture. Department heads bear personal responsibility for shaping an environment free from gender stereotypes and bias.

2 Management and leadership

The Company proactively identifies, develops, and promotes women to management positions. The achievements of female employees are recognized publicly — both within the Company and on external platforms — reinforcing RG Gold's reputation as an inclusive employer.

3 Recruitment and attraction

In its job postings and communications with the labour market, the Company emphasizes equal opportunities for female candidates. Interaction is maintained with educational institutions and professional communities to increase the number of female candidates for technical positions.

4 Training and professional development

Equal access to educational programmes is ensured for women. The level of female participation in training is analyzed, and, if necessary, programme formats are adapted. The creation of short-term technical training programmes for women without operational experience is under consideration.

5 Safety and non-discrimination

The Company maintains a principle of zero tolerance for harassment, gender discrimination, and disrespectful treatment. Anonymous and confidential grievance channels are in operation: a hotline and the Gender Development Committee. Training sessions on the culture of respect and workplace ethics are held regularly.

6 Working environment and conditions

The Company adapts its operational infrastructure taking into account the needs of women: equipping separate sanitary and amenity facilities at the sites, flexible approaches to work organization, and supporting parents balancing work and family responsibilities. In parallel, an independent workplace study is underway; based on its results, targeted measures will be developed.

7 Social support

Internal communities and platforms for professional dialogue are being created. For the second consecutive year, the Women's Forum was held. In 2025, a programme of educational grants for female university applicants was launched.

A key initiative of the Company in the field of gender equality is the annual «RG Golden Women» forum. The forum is designed as a permanent platform for open dialogue on the career development of women, female leadership, and overcoming stereotypes in the operational environment. In 2025, the forum was attended by over 100 female employees of the Company, who discussed issues of professional growth and the formation of an inclusive working environment.

At the end of the reporting period, the share of women in the Company's total workforce was 9.2%. Women are also represented in management and among specialists, where their share was 10.0% and 23.5%, respectively. At the same time, the share of women among operational personnel remains low, which is associated with the specifics of the Company's operational activities.



Gender profile of the Company

Gender profile	Unit	2023	2024	2025
Share of women in total headcount	%	8.7	9.7	**9.1**
Share of female managers	%	0.0	16.7	**16.4**
Share of female specialists	%	26.8	24.1	**24.1**
Share of female workers	%	0.6	0.4	**0.4**

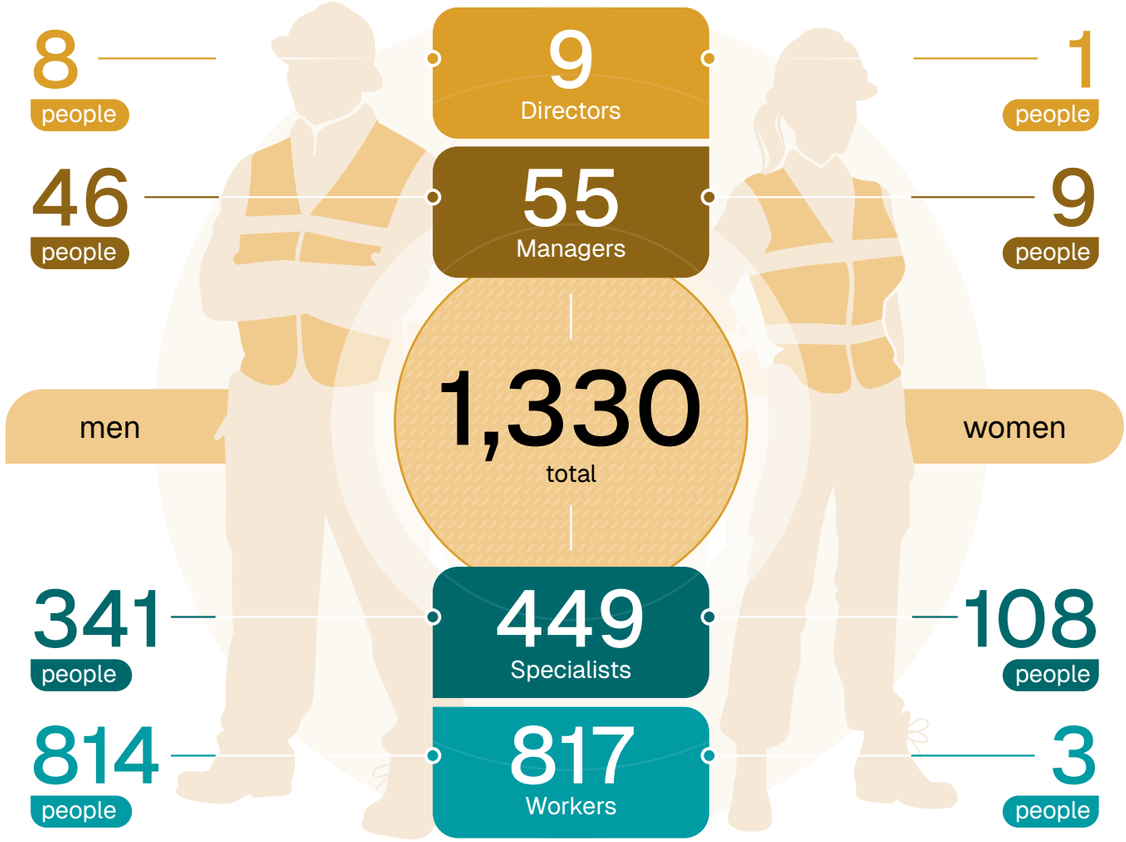
GRI 405-2

Ratio of basic salary and remuneration of women to basic salary and remuneration of men by employee category

	2025	
Employee category	**Ratio of basic salary**	**total remuneration comparison**
Managers	0.75	0.62
ETP / Specialists	0.84	0.80
Workers	0.72	0.65

The ratio of remuneration within individual employee categories shows that in comparable categories, the level of remuneration for women is lower than for men: the basic salary ratio varies from 0.72 for blue-collar workers to 0.84 for ETP (engineering and technical personnel) and specialists. The Company considers closing this gender pay gap a key priority within its compensation policy and remains committed to upholding the principle of equal pay for work of equal value.

Personnel report: gender diversity



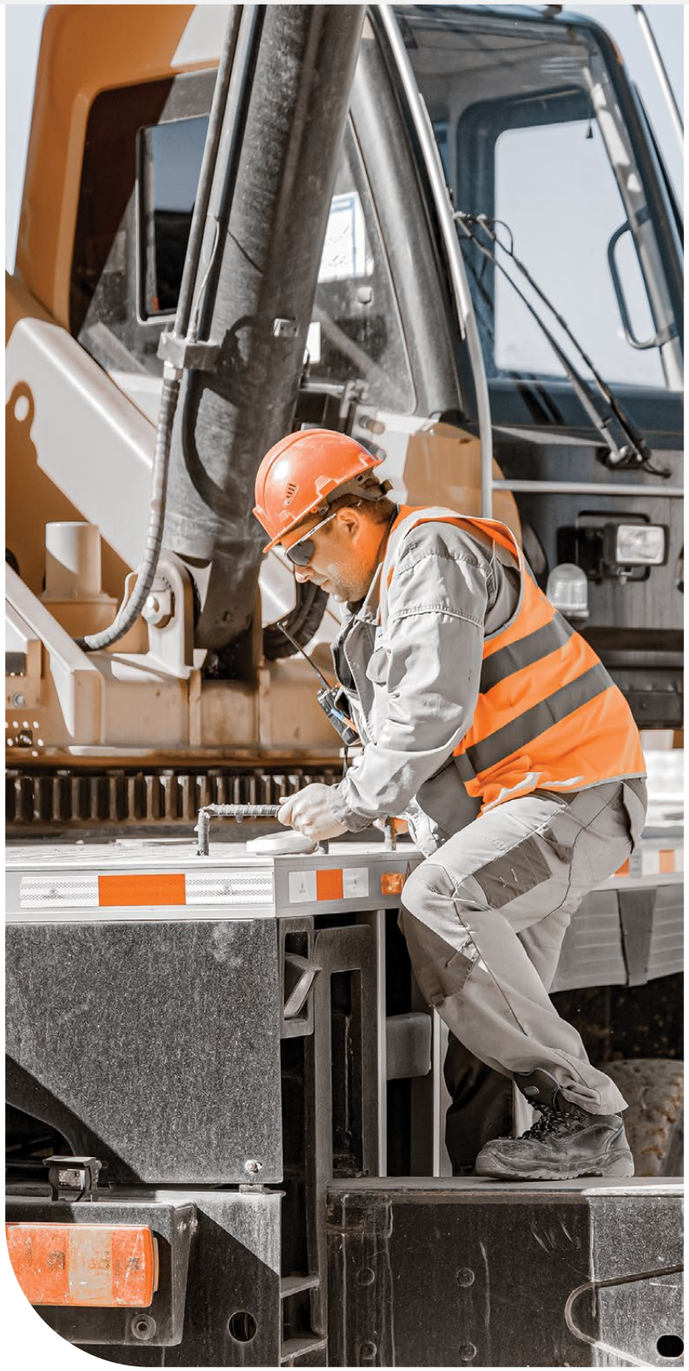
PLANS FOR 2026

As part of the further advancement of its approaches to gender diversity, the Company plans to conduct a comprehensive study on the status of women in Kazakhstan's mining sector, focusing particularly on operational departments. The study aims to identify barriers limiting female workforce participation and, on this basis, develop recommendations to improve work organisation systems while integrating gender equality and safety standards. The formulation of practical measures to enhance working conditions and increase female recruitment and engagement is planned.

INCLUSIVITY

The Company guarantees equitable working conditions and social protection for all employee categories, including workers with disabilities. In the reporting year, 4 employees with disabilities were employed by the Company. Their working conditions comply with the requirements of the legislation of the Republic of Kazakhstan: involvement in night shifts and overtime work is carried out exclusively with the written consent of the employee and in the absence of medical contraindications.

The Collective Agreement formalizes additional guarantees for vulnerable categories of employees. In the event of staff downsizing, the pre-emptive right to retain employment is granted to: single mothers and fathers with children under 16 years of age, pregnant women, and employees who have suffered a workplace injury or occupational disease at the Company, subject to a medical certificate.



Number of employees with disabilities

Indicator	Unit	2023	2024	2025
Employees with disabilities	people	4	4	**4**

Number of employees who took parental leave

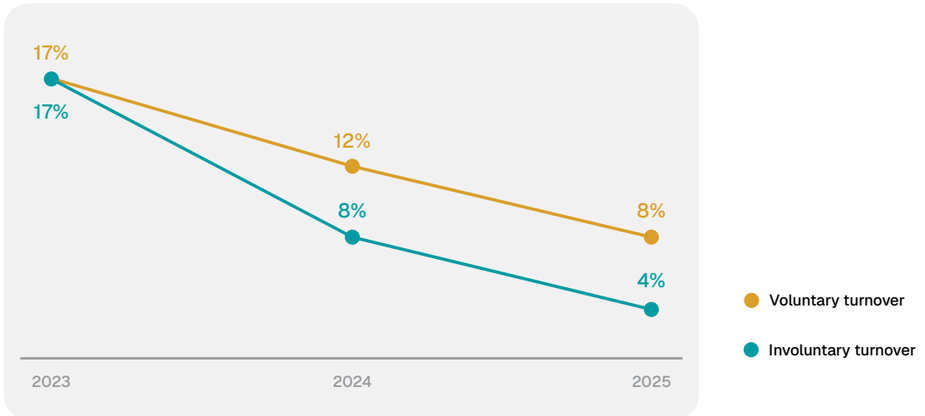
Indicator	Unit	2023	2024	2025
Total number of employees who took parental leave in the reporting period		6	3	**2**
including women	people	6	3	**2**
including men	people	0	0	**0**
Total number of employees who returned to work after parental leave ended		3	3	**2**
including women	people	3	3	**2**
including men	people	0	0	**0**
Return to work rate	%	100	100	**0**
Retention rate	%	-	100	**67**

EMPLOYEE TURNOVER

GRI 401-1

RG Gold monitors employee turnover as one of the key indicators of workforce stability and the effectiveness of personnel management. During the reporting period, the Company demonstrated positive dynamics: the voluntary turnover rate decreased from 12% in 2024 to 8% in 2025 and more than halved compared with 2023. The involuntary turnover rate also decreased from 8% in 2024 to 4% in 2025.

Employee turnover



The decrease in voluntary turnover reflects the effectiveness of measures aimed at personnel retention, the revision of motivational conditions, the development of internal career opportunities, and the enhancement of the working environment quality. The Company also tracks turnover broken down by gender and age groups, which allows for a more accurate identification of employee categories with an increased risk of resignation and the development of targeted retention measures.

Employee turnover broken down by gender and age

Indicator	Unit	2023	2024	2025
Women	people	87	42	**28**
Men	people	388	226	**165**
under 30 years old	people	148	66	**63**
30-50 years old	people	266	174	**98**
over 50 years old	people	61	28	**32**

The Company conducts a systematic analysis of the causes of voluntary resignations, dividing them into manageable and unmanageable ones.

Manageable causes cumulatively account for **53%**

- **31.5%** transition to an employer with more attractive remuneration conditions
- **21.5%** working conditions

Unmanageable causes **47%**

- **42%** of these, due to family circumstances
- **28%** relocation or desire to work closer to home
- **19%** change of professional sphere
- **11%** health reasons



This structure directly determines priorities in enhancing the competitiveness of the compensation package and improving working and living conditions at the operational facilities. The data is analyzed broken down by gender, age, and employee categories, which allows for the development of targeted measures for various risk groups.

LABOUR RELATIONS

GRI 2-30, GRI 402-1, GRI 407, SASB EM-MM-310a.1

Labour relations in the Company are built on the basis of the Labour Code of the Republic of Kazakhstan, the Collective Bargaining Agreement, and a developed system of internal regulatory documents. The current Collective Agreement was concluded for the period of 2024–2026, is registered with the relevant public authorities, and covers 100% of the employees of all the Company's legal entities. In the reporting period, no cases of violations of the right to freedom of association and collective bargaining were recorded.

Personnel composition by type of employment contract and employment type

Indicator	Unit	2023	2024	2025
By type of employment contract				
Employees on permanent employment contracts	people	396	410	**609**
Employees on temporary employment contracts	people	714	741	**721**
By employment type				
Full-time employees	people	1,110	1,151	**1,330**
Part-time employees	people	-	-	**-**

The representation of employee interests is ensured through seven employee representatives elected at general meetings, as well as through the Joint Occupational Health and Safety Committee, which operates on a parity basis and develops recommendations for improving working conditions and occupational safety. For the pre-litigation dispute resolution of individual labour disputes, a Conciliation Commission has been established in the Company, formed on a parity basis with an equal number of employer and employee representatives; applications are reviewed within 15 working days from the date of registration.

GRI 402-1

The Company ensures the timely notification of employees regarding significant changes in labour relations. In accordance with the requirements of the Labour Code of the Republic of Kazakhstan, employees are notified of changes in working conditions in writing no later than fifteen calendar days prior to their introduction. The Company's Collective Agreement formalizes similar obligations and additionally stipulates the mandatory notification of employee representatives when planning organizational changes affecting the work schedule or headcount. This approach ensures the predictability of labour relations and allows for taking employee opinions into account at the stage of preparing managerial decisions.

GRI 202-1

The remuneration level is formed taking into account the annual monitoring of the market: the Company purchases industry salary surveys and uses them when indexing wage rates and setting remuneration for new employees. The minimum wage in the Company is no lower than that established by the legislation of the Republic of Kazakhstan.

At the end of 2025, the average remuneration level of the Company's employees exceeded the average regional benchmark across its operating locations, which confirms the effectiveness of the implemented remuneration policy.

In addition to the remuneration system, the Company has social support measures in place, formalized by the Collective Agreement and internal programmes. In 2025, they covered both significant life events of employees and assistance in difficult circumstances, including lump-sum payments upon the birth of a child and marriage, financial assistance in connection with the death of an immediate family member, severance pay upon retirement, financial assistance to employees in difficult life situations, payments under the "Road to School" programme, as well as New Year's gifts for employees' children.

Alongside social payments, the Company applies a reward system aimed at recognizing the professional contribution of employees and developing a culture of initiative. In 2025, it included bonuses for outstanding operational results, rationalization proposals, rewards in connection with receiving industry awards, as well as bonuses for March 8th and Metallurgist's Day.

Total:

310

KZT MILLION



8.3
KZT million
payment due to birth of child

2.7
KZT million
financial assistance in connection with entering into a legal marriage

4.2
KZT million
financial assistance to employees of deceased relatives

8.2
KZT million
compensation in connection with retirement regarding a Collective agreement

12.1
KZT million
financial aid

72.1
KZT million
bonus for outstanding performance

12.1
KZT million
march 8th Award

3.5
KZT million
industry Awards Recognition

136.4
KZT million
metallurgist's Day Award

8.7
KZT million
reward for rationalization proposals

9.5
KZT million
road to school payment

31.9
KZT million
new Years gifts

Since 2025, a unified bonus system for achieving key performance indicators (KPIs) has been in effect for the “Managers and ETP/Specialists” category, which includes six indicators: LTIFR, employee engagement index (EEI/ESI/eNPS), processing throughput (ore processing volume), gold production volume, cash operating cost per ounce (USD/oz), and EBITDA adjusted for the budgeted gold price. The relative weightings of the indicators are distributed as follows: LTIFR and EBITDA — 20% each; employee engagement, GRP productivity, gold production, and production cash cost — 15% each. The bonus is calculated as the product of the final KPI performance result and the bonus calculation base (the employee’s annual salary or hourly wage rate). Target levels of indicators — threshold, budget, and stretch — are set annually and approved by resolution of the Partnership’s General Meeting of Participants.

For the “workers” category, a separate quarterly bonus system is in place, up to 15% of the employee’s actual income for the quarter, tied to the operational indicators of the departments and compliance with occupational health and safety requirements. If the quarterly gold production plan is exceeded by more than 10%, an additional bonus of 5% is accrued. Failure to pass the knowledge assessment of internal regulatory documents entails a 2% reduction in the bonus. The remuneration of employees engaged in heavy and hazardous work is set using an industry multiplying coefficient of at least 1.8 of the minimum wage.

SASB EM-MM-310a.2

In the reporting period, no strikes, lockouts, or other instances of collective work stoppages were recorded in the Company.

TRAINING AND DEVELOPMENT

GRI 404-1, GRI 404-2, HKEX B3 KPI-1

Human capital development and capacity building remain core strategic pillars for RG Gold and RG Processing. In 2025, the total volume of investments amounted to KZT 265.2 million representing a threefold increase against 2023 levels. The number of employee training participations increased from 305 in 2023 to 597 in 2025, reflecting broader employee coverage by training and development programmes.

The Company implements a wide range of training formats: courses, trainings, seminars, and webinars covering professional and technical skills. Employees have the opportunity to obtain additional certificates and diplomas, including through learning on the international Coursera platform.

The Company invests in the continuous professional and personal development of personnel, providing the opportunity to study the Kazakh, Chinese, and English languages as part of a targeted budget for human capital development.

As part of the integration with Zijin Mining Group, key specialists of the Company participate in international exchange programmes and are sent for training to the parent company’s operational facilities in China, which contributes to the development of professional competencies and the exchange of expertise within the Company. Regarding the development of leadership potential, the Company supported five employees in obtaining an Executive MBA (EMBA) degree in order to train strategic managers with an international outlook.

Looking ahead, the Company is overhauling its Individual Development Plan (IDP) architecture under the direction of the newly appointed Training and Development Lead, harmonising career progression matrices and competency frameworks with Zijin Mining Group’s enterprise standards.

Personnel training coverage

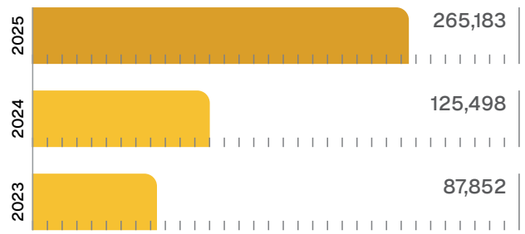
Indicator	Unit	2023	2024	2025
Number of employee training participations	units	305	490	**597**
Average number of training hours per employee (per year)	units	15	9	**64**
Broken down by gender				
Women	units	71	138	**178**
Men	units	234	352	**419**
Broken down by category				
Managers	units	43	53	**70**
Specialists	units	224	395	**274**
Workers	units	38	42	**253**

Investments in personnel training and development

Indicator	Unit	2023	2024	2025
Volume of investments in the training of one employee (per year)	KZT	79,153	109,033	**199,385**
Women	KZT	777,451.33	1,120,517	**2,173,631**
Men	KZT	88,125.19	120,787	**219,522**
Total volume of investments in training	thousand KZT	87,852.00	125,498.00	**265,183.00**



Total volume of investments in training, thousand KZT



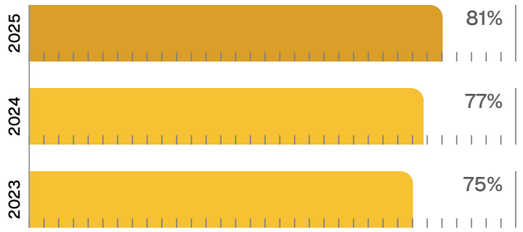
CORPORATE CULTURE AND ENGAGEMENT

The Company's corporate culture is based on values that define the behaviour of every employee: safety, teamwork, respect, integrity, energy, and efficiency. The strengthening of corporate culture is implemented through building a sense of cohesion and belonging to a common cause, regular meetings between employees and management, the cascading of corporate values starting from the first working day, as well as through personnel training and development as integral elements of the Company's culture.

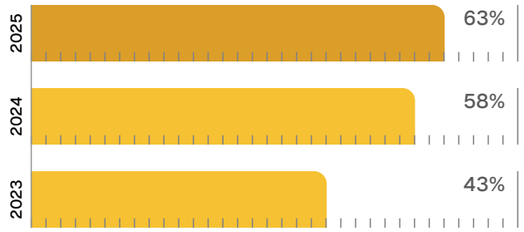
Special attention is paid to employee engagement and feedback. The Company annually conducts an employee satisfaction and engagement survey, which covers all the legal entities of the Company. The questionnaire includes over 80 questions, grouped into 15 working environment factors.

In 2025, the survey participation rate was 93.1%, the employee engagement index reached 81%, the satisfaction index was 81%, and the eNPS was 63%, which reflects a positive dynamic in the perception of the Company as an employer.

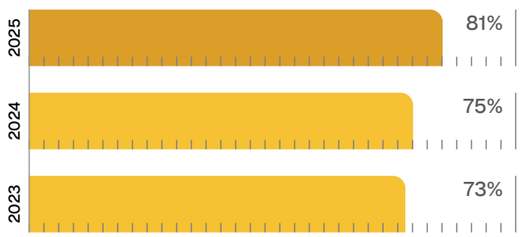
Employee Engagement Index (EEI)



Employee Net Promoter Score (eNPS)



Employee Satisfaction Index (ESI)



93.1%

was the survey participation rate in 2025



The Company pays close attention to on-site living conditions, amenities, and employee recreation at operational facilities. In 2025, the Company began constructing an indoor sports complex at the operational sites to provide employees with high-quality recreational facilities. E-sports competitions were organized, as well as employee participation in regional marathons.

The Company operates a system of social and material labour stimulation, which includes the Employee Recognition Programme, financial assistance, and voluntary health insurance. Under the Recognition Programme, employees receive "recognition badges" of four categories (copper, silver, gold, and long-service badges) for exceptional work results, professional excellence, participation in training and mentoring programmes, as well as sports and creative achievements. The recognition of exceptional merits of employees who prevented operational losses or enhanced industrial safety can be accompanied by a monetary bonus of up to three base salaries.

The Company provides financial assistance to employees and their family members in emergency circumstances and severe financial hardship, including cases related to the treatment of severe illnesses. The voluntary health insurance programme covers all full-time employees of the Company.

In 2025, the Company also held a two-day innovators' forum in the format of a corporate hackathon jointly with Narxoz University. The event was attended by specialists from various departments — from geologists and metallurgists to IT specialists and logisticians. Following the forum, a pool of priority initiatives was formed, including predictive analytics in drilling and blasting operations, AI-based procurement automation, and intelligent transport monitoring systems to prevent equipment collisions. The forum reflects RG Gold's systematic approach to developing an internal innovation culture: the Company operates a digital platform through which any employee can propose an idea to improve operational processes.

THE COMPANY'S PLANS FOR 2026

- Integration of the parent company's policies in connection with the change of the founder;
- Implementation of a corporate application for employees to increase service accessibility and internal communication efficiency;
- Updating of the talent pool system and enhancement of its qualitative level through the development and selection of promising employees;
- Implementation of an internal LMS (Learning Management System) — to ensure a unified training standard for all employees, and to increase employee engagement in the learning process for continuous professional development and a culture of lifelong learning.

COMMUNITIES

SOCIAL INVESTMENT AND ECONOMIC CONTRIBUTION TO THE REGIONS

GRI 3-3, GRI 203-1, GRI 413-1, GRI 415-1, SASB EM-MM-210b.1; KPI B8.1; KPI B8.2

The Company regards social investment not as a series of one-off initiatives, but as an integral part of a long-term approach to building sustainable and mutually beneficial relationships with local communities across its areas of operation. In 2025, the Company's charitable and sponsorship activities covered projects at the national, regional and local levels — from communities within the area of direct impact and the Company's areas of operation to the Akmola Region and Kazakhstan as a whole. Support focused on the development of social infrastructure, education, sports and culture, as well as targeted charitable assistance.



At the local level

in 2025 the Company continued to support initiatives related to equipping schools, improving communities and public infrastructure, and assisting socially vulnerable groups.

Education and child development:

Schools in the villages of Gordeyevka, Nikolayevka and Uspenoyuryevka were provided with equipment, and ongoing support was provided to the Zhuldyz boarding school in the Burabay District.

Infrastructure safety:

In 2024, a modern video surveillance system was successfully installed at the school in the village of Nikolayevka to enhance the **safety for 130 children.**

Support for vulnerable groups:

Essential appliances and medical equipment were purchased for a care home in Shchuchinsk, while targeted assistance was provided on an ongoing basis to children with disabilities across the Burabay District.

Cultural heritage:

As part of efforts to strengthen ties with host communities and preserve national traditions, the Company sponsored Nauryz celebrations in the villages of Uspenoyuryevka, Toktamys and Gordeyevka.

At the regional level

the Company focuses on promoting healthy lifestyles, enhancing the region's tourism appeal and providing emergency assistance:

Emergency assistance (2024):

In response to severe regional flooding, the Company provided substantial targeted social support to affected residents of the Akmola Region. **KZT 1 billion** was allocated for this purpose through the Bulat Utemuratov Foundation, financing the purchase of 71 fully furnished apartments for displaced families in Kokshetau.

Sports and tourism:

The Company served as an official sponsor for major regional mass-participation sporting events, including the **Burabay Ice Run, Aqbura Bay Trail, and Zerenda Half Marathon.**

At the national level

the largest area of support was sponsorship provided to the Bulat Utemuratov Foundation for socially significant projects in the amount of KZT 18,163,950 thousand.

A further KZT 1,202,172 thousand was allocated to the development of tennis in Kazakhstan and the organisation of the international ATP 250 Almaty Open tennis tournament.

Investment in education increased 2.75 times compared with 2024 and was directed towards funding educational grants in disciplines related to subsoil use. The Company also provided other sponsorship and charitable support for initiatives important to local communities.

The Company maintains political neutrality and does not provide financial or other support to political parties, political organisations or their representatives. In 2025, the Company made no monetary payments or other contributions to political parties or affiliated organisations.

Social investment, KZT thousand	2023	2024	2025
Voluntary social investment, including:	116,375.20	1,337,560.07	1,428,425.87
Sports	65,000.00	285,570.00	1,220,172.00
Healthcare	4,505.06	–	3,315.20
Education	43,220.05	19,026.43	52,474.75
Culture and arts	728.00	1,460.70	3,023.22
Social infrastructure in communities	–	29,730.00	22,001.11
Targeted assistance	2,922.08	1,001,772.94	27,439.59
Other	–	0.00	100,000.00
Socio-economic development of the regions under the terms of the subsoil use contract	**13,771.20**	**15,678.90**	**15,795.00**



APPROACH TO LOCAL COMMUNITY ENGAGEMENT

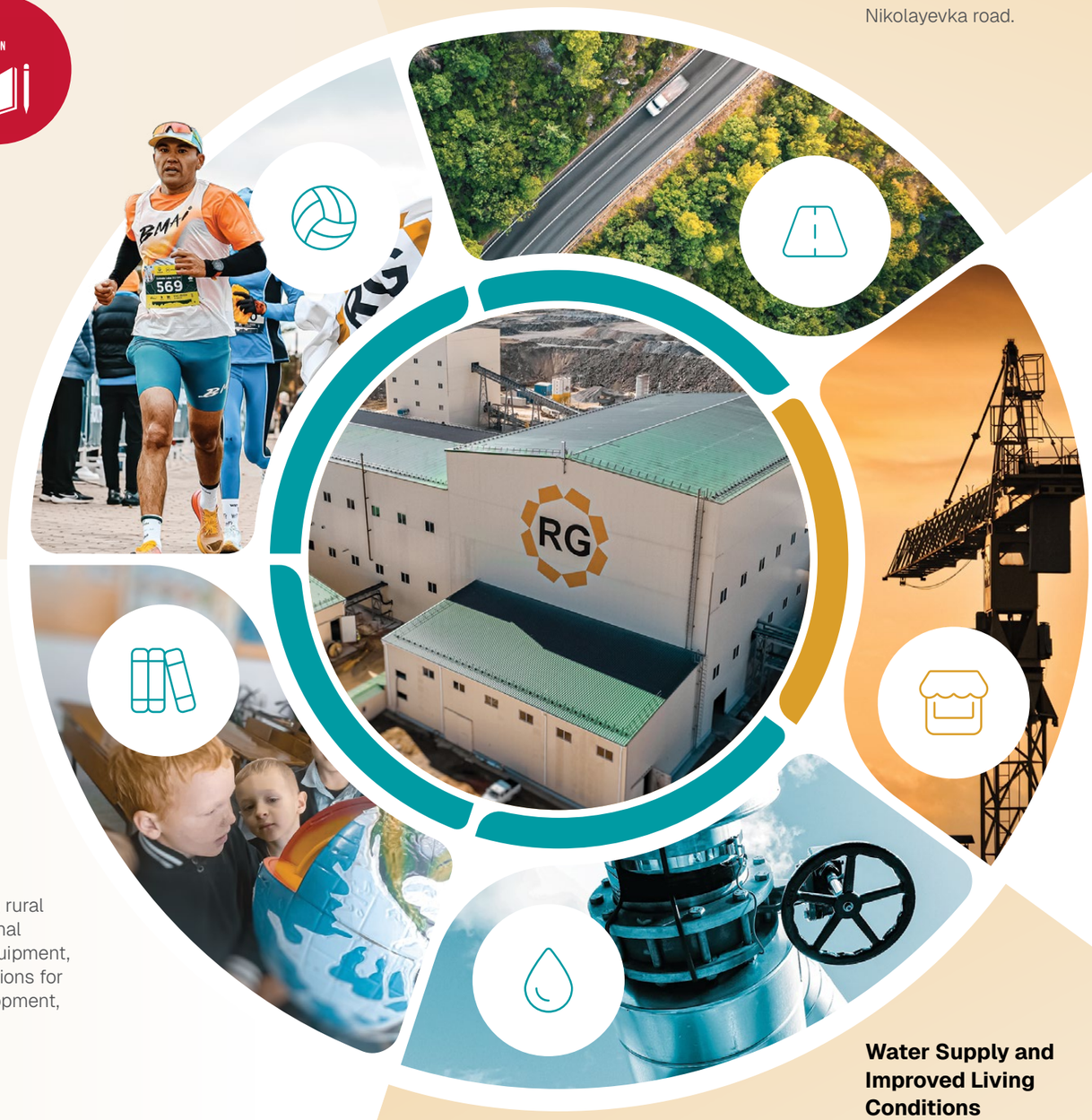
GRI 2-29, GRI 413-1, GRI 413-2, SASB EM-MM-210b.1

RG Gold believes that the sustainable development of a mining business is inseparable from active participation in the life of local communities. The Company seeks not only to develop its operations, but also to generate enduring positive impacts across its areas of operation through strategic investments in social infrastructure, educational initiatives, local workforce development, and active participation in the region's cultural and sporting life.

The Company's approach to local community engagement is implemented across five key areas:

- Upgrading and developing social infrastructure;
- Supporting education and capacity building;
- Job creation and local supplier development;
- Promoting cultural heritage and sports initiatives;
- Targeted sponsorship and charitable aid.

RG Gold's Priority Areas for Supporting Local Communities



Cultural and Sports Events

We actively support sporting events for children, as well as various cultural and holiday celebrations for local residents.

Support for Educational Institutions

This area includes providing rural schools and other educational institutions with modern equipment, creating comfortable conditions for learning and student development, and organising additional programmes and activities.

Infrastructure Projects*

This area includes the Company's contribution to the construction of Shurchunkha-Nikolayevka road.

Support for Local Entrepreneurs

RG Gold seeks to cooperate with local small businesses and individual entrepreneurs, providing comprehensive administrative support and ensuring stable demand for their products.

Water Supply and Improved Living Conditions

Projects encompass water body rehabilitation, clean drinking water supply, and sanitation initiatives, alongside broader community programmes designed to improve local living standards.

- Support areas under agreements with local executive bodies
- RG Gold internal initiative

* As of 2022, this area relates to the Bulandy District.

The Company has established a dedicated department to maintain long-term relationships with local authorities and communities. In 2025, 14 public meetings were held with transparent disclosure of operational and environmental data. In response to residents' concerns regarding potential seismic impacts from blasting operations in nearby villages, seismographs were installed and real-time monitoring data are made publicly available. A mechanism for engagement with local executive authorities (akimats) has been established, through which the Company supports the resolution of socio-economic infrastructure development issues.

The Company implements a programme to support household and school gardening in local communities: 22 modern greenhouses were built in 2024, and the first harvest was yielded in 2025. The initiative is intended to enhance local food security, create additional employment opportunities and develop residents' agronomic skills.

Preference in recruitment is also given to local residents: 98.7% of the Company's personnel are citizens of the Republic of Kazakhstan. Particular attention is devoted to recruiting from adjacent rural settlements, with residents from the five neighboring communities accounting for 6.4% of the consolidated workforce.

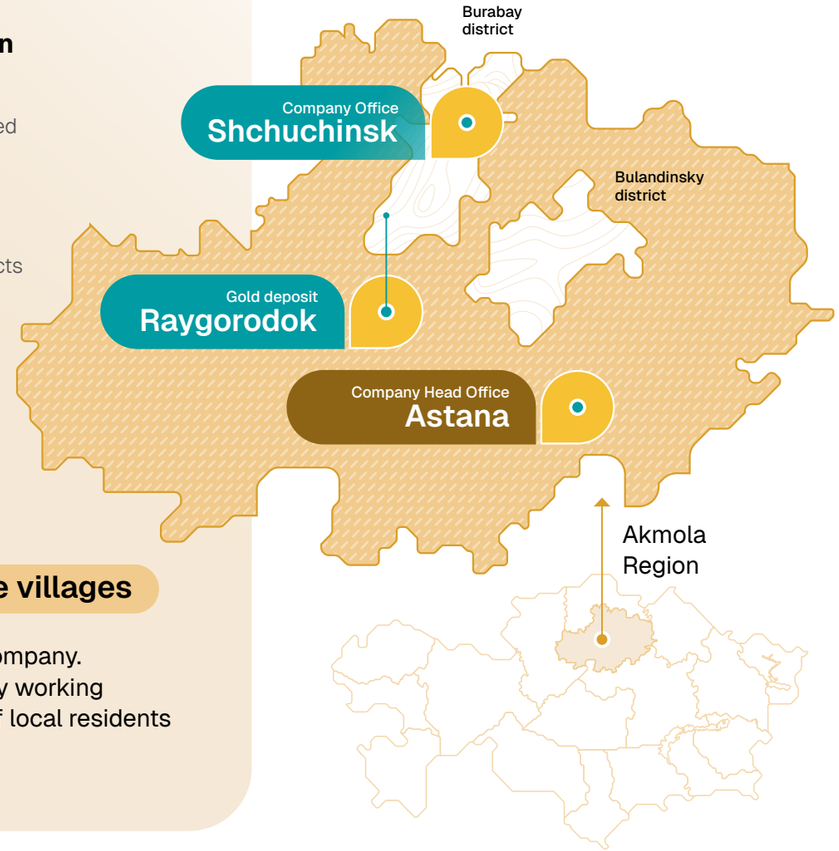
The Company's production facilities are located near five settlements in the Burabay District with a combined population of 2,061 people.





Regions of Operation

Five villages with a combined population of more than 2,000 people* are located in relative proximity to the Company's facilities in the Burabay and Bulandy districts of the Akmola Region.



85

residents of these villages

are employed by the Company. The Company is actively working to increase the share of local residents in its workforce

Employment of Local Residents by the Company, people

Settlement	Residents	Children	RG Gold employees
Uspenoyuryevka village	631	171	31
Nikolayevka village	535	133	33
Raygorodok village	87	15	3
Gordeyevka village	168	28	4
Toktamys village	640	110	14
Total	**2,061**	**457**	**85**

98.7%

share of Republic of Kazakhstan residents among the Company's new hires in 2025

12.46

KZT billion

amount allocated for procurement from local suppliers in Akmola Region in 2025

In addition to direct social investment, the Company makes a significant contribution to the socio-economic well-being of its operating region through its core operational activities. In procurement, we consistently develop partnerships with local suppliers and contractors, supporting small and medium-sized enterprises (SMEs). We regard local procurement as a strategic tool for stimulating the regional economy, creating new jobs and improving the quality of life of local residents.

A notable result was achieved in 2025, when procurement spend with local suppliers in the Akmola Region increased 2.5-fold year on year to **KZT 12.46 billion**, compared with KZT 4.99 billion in 2024. Developing the local supply chain directly stimulates the economy across the Company's operational footprint.

FEEDBACK AND GRIEVANCE MECHANISMS

GRI 2-25, GRI 2-26

The Company operates a hotline — an anonymous system for reporting corporate misconduct that is accessible to all internal and external stakeholders. The system can be used in three languages: Kazakh, Russian and English.

The hotline operates as follows: the reporter independently chooses whether to remain anonymous, describes the substance of the report and may attach documents; the system assigns a unique ID that can be used to track the review process. The maximum review period is three months. Following an investigation, a formal findings report is prepared describing the circumstances identified and the recommendations made.

The Company widely communicates information about the hotline through Company-wide communications, updates during the Chief Executive Officer's quarterly employee town halls, information on the corporate website, and QR codes included in contracts with counterparties. The principle of protection from retaliation (non-retaliation) is established in the Company's internal Compliance Investigation Procedure.

To ensure a systematic approach to charitable initiatives, RG Gold LLP and RG Processing LLP maintain a Charitable Applications Review Commission operating under the Regulation on Charitable and Sponsorship Assistance. The Commission is responsible for the timely review of applications received and the selection and approval of projects.

During the reporting period, enquiries from local communities concerned education, the development of social infrastructure in settlements, culture and sports, the environmental impacts of the Company's activities, and targeted assistance.

The Company remains committed to open and constructive stakeholder dialogue. Under the Stakeholder Engagement Policy, a dedicated communication channel — gr@rggold.kz — is available to external stakeholders. Residents across the Company's operational footprint can submit inquiries to this dedicated address for prompt resolution, as well as to the Company's official email address — info@rggold.kz. All incoming submissions are formally logged and evaluated: the Community Relations Manager prepares detailed responses and implements systemic corrective measures for recurring community concerns.

Contacts for Stakeholders

Email:
gr@rggold.kz

Key impact mitigation and monitoring measures include:

In 2025:

22 measurements
were taken in Nikolayevka

2 measurements
in Raygorodok

Engagement with Local Communities and Public Associations

GRI 2-16, GRI 2-26, GRI 2-29, GRI 413-1, SASB EM-MM-210b.1

Indicator	Unit	2023	2024	2025
Number of enquiries from local communities and public associations, including:	**no.**	**69**	**37**	**97**
Healthcare	no.	2	-	
Education	no.	14	11	**5**
Social infrastructure in communities	no.	6	2	**14**
Culture and arts	no.	2	-	**5**
Sports and sporting events	no.	2	2	**5**
Environmental impacts of operations	no.	2	-	
Targeted assistance	no.	7	8	**9**
Other	no.	34	14	**59**
Share of enquiries responded to	%	100	100	**100**

RG Gold management maintains an ongoing dialogue with residents of neighbouring communities and actively participates in the discussion and joint resolution of socially significant issues.

In response to concerns raised by residents of nearby settlements regarding the potential impacts of drilling and blasting, the Company regularlyconducts on-site instrumental monitoring in the presence of local community representatives.

A systematic approach to residents' enquiries enables the Company to respond promptly to community concerns, minimise environmental risks and strengthen trust across its operational footprint.





Instrumental monitoring:

high-precision VIBRAZEB VM-7TS seismographs were installed in the settlements of Raygorodok and Nikolayevka to objectively assess the impacts of drilling and blasting operations.

Vibration monitoring:

In 2025, specialists from the Geotechnical Department monitored ground vibrations during blasting operations.

JOINT INITIATIVES AND LOCAL COMMUNITY DEVELOPMENT

IMPLEMENTATION OF THE TAZA QAZAQSTAN PROGRAMME

In 2025, the Company implemented a series of initiatives aimed at engaging employees and residents of neighbouring villages in the environmental agenda. The TazaSu campaign to clean up the banks of the Arshaly River, the TazaLike and TazaOi educational programmes, and joint tree-planting activities are examples of practical employee and community participation in environmental initiatives.

ENVIRONMENTAL EDUCATION

The Company successfully implemented the environmental project TazaOi, which brought together **87 children** from three neighbouring villages — Uspenoyuryevka, Nikolayevka and Gordeyevka. As part of competitions for the best environmental content, including videos, drawings and essays, **27 finalists** and active participants received valuable and incentive prizes. The initiative demonstrated a high level of engagement between the Company and regional communities and contributed to fostering a sustainable environmental culture among the younger generation.

CONTRIBUTION TO THE REGION'S SOCIO-CULTURAL DEVELOPMENT

Supporting national traditions and the balanced development of its areas of operation, RG Gold provided its annual sponsorship for Nauryz celebrations. The festivities brought together more than **500 residents** of Uspenoyuryevka, Toktamys and Gordeyevka, helping strengthen social ties and cohesion with local communities.

As part of its social investment activities, RG Gold continued an initiative to develop sustainable agriculture in nearby settlements.

The project, launched in 2024 with the installation of 22 greenhouses for large families, **delivered practical results in the 2025 reporting year, when participants successfully harvested their first crops**.

















INVESTMENT IN CHILDREN'S HEALTHCARE AND EDUCATION

Support for specialised children's institutions in the region is an important part of RG Gold's charitable activities. During the reporting period, the Company supported the Zhuldyz sanatorium-type boarding school, which provides health-improving treatment and care for **606 children** with underlying health conditions from vulnerable families.

The Company's support—which included upgrading sports facilities and purchasing educational resources, musical instruments, and modern multimedia equipment—helped enhance conditions for recreation, physical rehabilitation, and the psychosocial development of the children.





Key Areas of Charitable Support for Schools in 2025:

Modern equipment

interactive whiteboards, computers, projectors, laboratory equipment

Teaching aids and models

globes, skeletons, organ models, telluriums, wall-mounted visual aids, maps and stationery

Classroom furniture

cabinets, desks and chairs

Kitchen equipment

freezers, refrigerators, electric ovens, shelving, etc.

Educational and technical equipment

mini-tractors, machine tools, sewing machines and wood-burning tools

Sports equipment and inventory

tennis tables, treadmills, exercise bikes, gymnastics equipment sets, volleyball and basketball equipment

Culture and costumes

international and Kazakh national costumes



PRODUCT RESPONSIBILITY

QUALITY MANAGEMENT

GRI 2-23

THE COMPANY'S PRODUCT QUALITY MANAGEMENT SYSTEM ENSURES RIGOROUS CONTROL AT ALL STAGES OF THE PRODUCTION CYCLE, FROM ORE EXTRACTION TO FINISHED PRODUCT OUTPUT. QUALITY CONTROL IS PERFORMED BY THE TECHNICAL CONTROL DEPARTMENT (TCD), WHICH OPERATES ACROSS RG GOLD AND RG PROCESSING.

THE COMPANY'S END PRODUCT IS CATHODE GOLD (DORÉ ALLOY), WHICH COMPLIES WITH NATIONAL STANDARD ST RK 2690–2015 "CATHODE GOLD". THE TCD MONITORS PRODUCT QUALITY AND VERIFIES COMPLIANCE WITH APPLICABLE REGULATORY STANDARDS AND THE TERMS OF OFFTAKE AND SUPPLY CONTRACTS AT EVERY STAGE OF PROCESSING.



The permissible discrepancy between geological and mine-surveying records and the GRP balance does not exceed

5%

The core control document is the Gold Recovery Plant Process Control Flowsheet, developed with the participation of the plant's chief specialists, agreed with the Head of the GRP and approved by the Company's Chief Executive Officer. TCD employees continuously monitor compliance with the Control Map across all production areas.

Analytical testing of mineral processing samples is performed by an independent accredited laboratory in accordance with GOST ISO/IEC 17025 (ISO/IEC 17025), "General requirements for the competence of testing and calibration laboratories".

The reliability of results is ensured through a system of internal and external quality control (I-TC-190 Instruction on the Organisation of Internal and External Quality Control). Automated equipment from leading manufacturers, including Thermo Fisher Scientific, Multotec, CONSEP and Endress+Hauser, is used for sample collection and analysis in accordance with ST RK 1199-2003 and GOST 14180-80.

Each month, the TCD prepares a metallurgical (commercial) metal balance, the primary tool for monitoring gold distribution across all processing stages and assessing recovery completeness. The metallurgical balance is reconciled cumulatively on a year-to-date basis, reviewed and minuted by the Metal Balance Committee, endorsed by the Chief Operating Officer, and approved by the Chief Executive Officer. The balance is deemed fully reconciled and verified when the variance between the theoretical metal quantity (based on operational head-grade sampling) and the actual commercial balance does not exceed 3.0%. The permissible variance between geological survey records and final plant feed records is capped at 5.0%.

An equivalent metallurgical accounting protocol is implemented at the Heap Leaching (HL) facility: a Technical and Analytical Control Plan is renewed annually, endorsed by the Head of Metallurgical Operations and the Chief Operating Officer, and approved by the Chief Executive Officer. The heap leaching balance is considered reliable where the discrepancy between the amount of metal based on operational head-grade sampling and the actual commercial balance does not exceed 2.5%; the permissible discrepancy between geological and mine-surveying records and the balance does not exceed 5%.

The operations of the Metal Balance Committee are governed by internal regulations designed to standardize and enhance the auditability of metal accounting across extraction, stockpiling, and hydrometallurgical processing.

This multi-tiered technical and analytical QA/QC architecture ensures total transparency in production accounting and guarantees the accuracy of physical disclosures, upholding high standards of responsible stewardship and transparent corporate reporting.

100%

of finished products covered by conformity assessment for compliance with quality and safety standards

100%

customer satisfaction rate, evidenced by zero claims or grievances under supply contracts

GRI 3-3, 416-1, 416-2, 417-1

The Company evaluates the effectiveness of its quality management system by tracking key performance indicators. Compliance assessment for quality and safety requirements covers 100% of the Company's finished products at all stages of the production cycle.

Throughout 2023–2025, the compliance rate of mineral products with established requirements at RG Gold and RG Processing was 100%. During the reporting period, there were no incidents of non-compliance with statutory regulations or voluntary codes concerning the health and safety impacts of product; no product recalls, financial penalties, or regulatory warnings were incurred.

Customer satisfaction, measured by the absence of claims or disputes under commercial supply contracts, stood at 100%.

GRI 301-1

The Company utilizes wood-based packaging materials sourced from renewable materials. In 2025, consumption volumes amounted to 0.0486 tonnes at RG Gold and 0.7956 tonnes at RG Processing.



Product Quality, Safety and Packaging Material Indicators

		RG Gold			RG Processing		
Indicator	**Unit**	**2023**	**2024**	**2025**	**2023**	**2024**	**2025**
Compliance rate of mineral products with established requirements	%	100	100	**100**	100	100	**100**
Number of products recalled for health and safety reasons	no.	0	0	**0**	0	0	**0**
Share of products recalled for health or safety reasons	%	0	0	**0**	0	0	**0**
Customer satisfaction	%	100	100	**100**	100	100	**100**
Wood-based packaging materials for products	tonnes	0.0486	0.0378	**0.0486**	0.6822	0.8064	**0.7956**

INFORMATION SECURITY AND DATA PROTECTION

AS A MINING COMPANY THAT DOES NOT PROCESS CUSTOMER PERSONAL DATA DIRECTLY ON A LARGE SCALE, RG GOLD IS NOT AMONG THE SECTORS WITH HIGH REGULATORY EXPOSURE IN RELATION TO USER DATA PROTECTION. NEVERTHELESS, INFORMATION SECURITY IS A MATERIAL COMPONENT OF THE COMPANY'S OPERATIONAL RESILIENCE.



In June 2025, the Company approved its Information Security Policy, developed in accordance with the national standard ST RK ISO/IEC 27001–2023 and the international standard ISO/IEC 27001:2022. The Policy is mandatory for all employees, counterparties, temporary personnel and third parties with access to the Company's information assets, and applies to IT infrastructure, industrial control systems (ICS) and production sites.

Information security management is based on six principles: continuity of information security activities, reasonable sufficiency of protection measures, individual responsibility of each employee, least-privilege access, segmentation and isolation of production and office networks, and mandatory incident response.

Critical information assets subject to heightened security controls include proprietary geological data regarding Mineral Resources and Mineral Reserves, automated process parameters, commercial and financial records, and custody-transfer data tracking the inventory, refining, and dispatch of precious metals.

Information assets are protected across five areas: organisational measures (appointment of information security owners, regular employee training and contractor oversight); technical measures (access and authentication controls, security event monitoring, vulnerability scanning and protection against confidential data leakage); physical security (access control for production sites, server rooms, equipment and data carriers); business continuity support; and dedicated protection of industrial control systems (ICS), including network segmentation and strict control of remote access.

Information security requirements are established in the Company's corporate standards and Zijin Mining Group standards. The Company complies with applicable legislation of the Republic of Kazakhstan on information and personal data protection.

TECHNOLOGICAL INNOVATION

Developing the Company's technological base is one of its key priorities for improving production efficiency, reducing costs and strengthening competitiveness. Integration with Zijin Mining Group provides access to advanced technological solutions and international best practices in gold mining.

In 2025, as part of the Innovators Forum organised jointly with Narxoz University, Company employees developed and presented a series of technological initiatives for implementation. The Company operates a digital platform through which any employee can submit proposals for improving production processes.

To improve industrial safety, ensure the stability of open-pit slope stability and TSF integrity, and enhance the hydrogeological monitoring system, the Company plans to introduce modern digital technologies based on remote sensing, real-time monitoring, and automated data acquisition.

1 Satellite deformation monitoring using SAR (Synthetic Aperture Radar)

Satellite monitoring using Synthetic Aperture Radar (SAR) technology enables high-precision remote monitoring of ground-surface and open-pit wall movements without requiring specialists to remain continuously on site.

The technology provides:

1. Continuous monitoring of deformation across open-pit walls, waste dumps, and tailings storage facilities (TSFs);
2. early identification of areas with elevated displacement rates;
3. Tracking of the spatial and temporal dynamics of deformation processes;
4. Analysis of long-term trends in rock mass behaviour;
5. Enhanced effectiveness of geotechnical monitoring through the integration of satellite data with ground-based observations.

SAR monitoring enables potentially hazardous areas to be identified promptly allowing proactive engineering measures to be implemented to prevent incidents.

2 Geosense Automated Pore Pressure Monitoring System

To monitor hydrogeological conditions, the Company plans to introduce the Geosense automated telemetry monitoring system for continuous pore-pressure measurement using vibrating-wire piezometers. The system provides:

1. continuous automated data acquisition from downhole pore-pressure sensors;
2. Real-time data transmission via wireless communication channels;
3. centralised storage of measurement results;
4. Remote data access through specialised analytical software;
5. automatic generation of pore-pressure trend charts;
6. Early detection of anomalous changes in hydrogeological conditions;
7. full integration capability with the site-wide geotechnical monitoring system.

The resulting data enable timely assessments of changes in the rock mass seepage regime, continuous monitoring of groundwater impacts on pit-slope stability, and data-driven engineering decision-making.



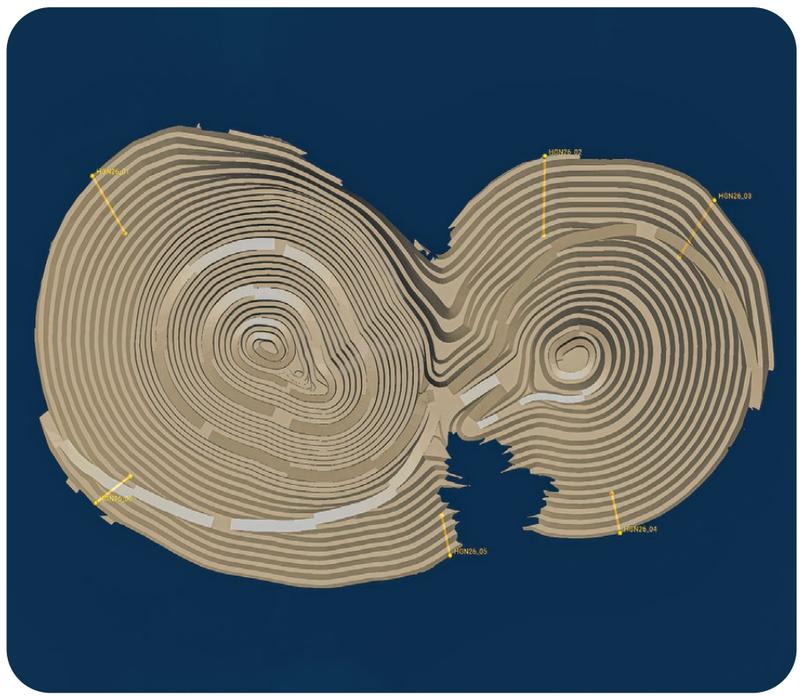
Currently, four boreholes at the Northern Raygorodok open pit are equipped with the Geosense telemetry monitoring system. The Company plans to connect an additional six monitoring boreholes drilled in 2021 to this automated network.

6 boreholes



At the Southern Raygorodok open pit, six boreholes are equipped with the Geosense telemetry monitoring system. The Company plans to connect an additional five existing boreholes, drilled in 2021, to this network.

5 boreholes



At the Northern Raygorodok open pit, the Company plans to drill six new geotechnical boreholes fitted with vibrating-wire pore-pressure sensors connected directly to the Geosense automated telemetry system.

6 boreholes

3 HydroVu Automated Groundwater Level Monitoring

To monitor the site hydrogeological regime, the Company plans to introduce HydroVu for remote monitoring of groundwater levels in observation wells. The system enables the Company to:

1. continuously measure groundwater levels;
2. automatically transmit data to a cloud-based information system;
3. obtain timely information on aquifer conditions;
4. track seasonal and operational changes in groundwater levels;
5. analyse long-term trends in hydrogeological processes;
6. generate reports, charts and analytical materials to support engineering decisions.

Use of HydroVu significantly reduces the volume of manual measurements, improves the timeliness of information and provides reliable monitoring of changes in hydrogeological conditions.

4 Hydrogeological Monitoring Platform

Implementation of the platform is a step towards building a digital twin of hydrogeological conditions across the Company's deposits. The transition from analogue records to a structured database creates a foundation for further digitalisation:

1. Historical Data Accumulation: Every logging event automatically expands an auditable time-series dataset suitable for advanced numerical and mathematical modeling.
2. Standardised Data Ingestion: A unified recording format eliminates formatting inconsistencies across different user groups and shifts.
3. Standardised Data Ingestion: A unified recording format eliminates formatting inconsistencies across different user groups and shifts.
4. Remote Multi-User Access: Technical specialists at corporate head-office and operational teams on site collaborate simultaneously using synchronised, real-time data without latency.

DIGITALISATION OF PRODUCTION PROCESSES

The Company is progressively introducing modern digital technologies into mining management and is actively developing research into deposit geology and mineral processing circuits.

The mining and haulage fleet is managed using the Wenco automated fleet management system, which enables real-time monitoring of production processes. All primary mining units are fitted on-board weighing systems and satellite navigation, enabling continuous monitoring of equipment performance, equipment location and the movement of rock mass.

The Wenco fleet management system generates an interactive digital model of the open pit, displaying in real time the locations of haul trucks, excavator operations, loading and unloading volumes for each unit of equipment, and full material haulage cycle — from the working face to ROM stockpiles and waste dumps. This provides a high level of production-process transparency, accelerates operational decision-making and minimises production losses.

Blast Movement Technologies (BMT) sensors are utilized to improve drilling and blasting efficiency by determining the actual displacement vector of the ore mass after blasting. The technology enables excavation boundaries to be adjusted for post-blast muckpile displacement, substantially reducing ore loss and dilution, improving the accuracy of selective mining, ensuring stable quality of mined material and increasing mineral recovery efficiency.

The Wenco fleet management system is integrated with a rolling production planning system implemented using specialised software. This approach enables rapid adjustment of production plans, optimisation of equipment and resource use, and improved planning and budgeting of mining operations.

Using data from the Wenco fleet management system, the Company, together with Maintenance & Repair (M&R) Team, developed and implemented an automated production performance tracking project using Microsoft Power BI. The resulting interactive analytical dashboards provide managers and specialists with up-to-date information for operational production management and enable them to:

1. monitor performance against rock mass, ore and overburden mining plans for any selected period, with automatic calculation of variances against plan;
2. track ore deportment by metallurgical type (sulphide, transitional, and oxidised) and stockpiling destination;
3. analyse the performance of each unit of equipment, including loading volumes, number of trips, average haulage distance and equipment productivity;
4. monitor the physical Availability (PA) and Equipment Utilisation (EU) metrics for each unit of equipment on a daily basis, analyse the root-cause breakdown of downtime, and compare actual performance against planned values and contractors' contractual commitments.

Transparency in production-process management is supported by the daily automated distribution of operational reports to management and relevant technical functions, as well as regular production meetings where key performance indicators are analysed, root causes of variances are identified and corrective actions are implemented.

Since 2023, the Company has maintained a single production database containing more than 40,000 records on mining and haulage fleet operations. This accumulated dataset is used for comparative performance benchmarking, fleet operating efficiency evaluations, predictive modeling of equipment availability declines, maintenance scheduling, and reliability-centered maintenance initiatives.





PREDICTIVE ANALYTICS FOR MINING EQUIPMENT PERFORMANCE:

In collaboration with the Mine Planning Department, the Company has initiated the development of a predictive model to forecast daily excavator productivity using historical fleet telemetry and machine-learning algorithms. The model uses the same accumulated Wenco dataset and forecasts the productivity of each excavator for a specific open-pit block based on median and average output over the previous 60 days, planned Physical Availability (PA) and Equipment Utilisation (EU), and mining and mine-geological variables, including the bench elevation and working-face conditions. This distinguishes the model from traditional contractor planning, which relies only on Physical Availability (PA) and Equipment Utilisation (EU) without factoring in bench geology or fleet-matching constraints.

The tool generates weekly block-by-block production forecasts and benchmarks them against contractor-submitted schedules, identifying over- or understated planned indicators. Testing against actual data showed forecast deviations from actual performance within 10–12%. The project is under active development and the model is expected to be expanded to include haul-truck fleet indicators. Integration of the tool into production planning is scheduled for 2026.

KNOWLEDGE SHARING WITH THE PARENT COMPANY:

Digital transformation is reinforced through continuous cross-operational exchange with the parent group. In 2025, representatives of the Company's Mechanical Service and Procurement and Logistics Department visited Zijin Mining Group production sites, while specialists from the parent company reviewed the Wenco monitoring system in operation at the site. This collaboration is consistent with Zijin Mining Group's approach to localising advanced international technologies.

CORPORATE GOVERNANCE

4.

130 Corporate Governance
138 Business Ethics
148 Human Rights
149 Supply Chain

73.941

KZT billion

contribution to tax revenues of the Republic of Kazakhstan in 2025

CORPORATE GOVERNANCE

GRI 3-3

SOUND CORPORATE GOVERNANCE IS THE FOUNDATION OF SUSTAINABLE DEVELOPMENT AT RG GOLD AND RG PROCESSING AND ENSURES ALIGNMENT BETWEEN STRATEGIC DECISIONS, OPERATIONAL OBJECTIVES AND COMMITMENTS TO STAKEHOLDERS.

Of particular importance to the Company are a clear delegation of authority among executive leadership, the executive management team and business-process owners; effective internal control; risk management; business ethics; respect for human rights; and responsible engagement with suppliers and local communities.

As part of its integration into Zijin Mining Group, the Company is progressively updating its internal policies and procedures. In 2025, key areas for developing the corporate governance system included strengthening compliance controls, improving counterparty due diligence procedures, raising employee awareness, developing feedback mechanisms, and formalising approaches to respecting human rights.

The Company's approach covers four interconnected areas: corporate governance and risk management, business ethics and compliance, human rights, and a responsible supply chain. Internal control practices are structured around a clear division of responsibilities among process owners, the compliance function and internal audit.



CORPORATE GOVERNANCE STRUCTURE (GOVERNANCE BODIES, ROLES AND RESPONSIBILITIES)

GRI 2-9, GRI 2-11, GRI 2-12, GRI 2-13, GRI 405-1

The corporate governance framework of RG Gold LLP and RG Processing LLP reflects their statutory legal form as limited liability partnerships and their operational management structure. The Company does not have a supervisory board, board of directors, management board or committees under such bodies. Management is carried out by the Chief Executive Officer together with the management team, which comprises the heads of key operational and functional areas.

The Chief Executive Officer is the highest-ranking executive officer and bears overall responsibility for business performance, compliance with legislation and internal requirements, and consideration of material environmental, social and governance matters. The management team discusses material matters in a working format and coordinates implementation of the decisions taken.

Responsibility for managing impacts and risks is embedded in the line-functional model. Heads of functions and business-process owners act as the first line of control and are responsible for identifying and managing risks within their areas, complying with established requirements, and providing the necessary information on a timely basis. The Compliance Service performs preventive control functions, including supplier screening, management of conflicts of interest and review of reports of misconduct. The Internal Audit Service performs subsequent assessments of selected processes and control procedures, including annual audits of procurement activities.

As at 31 December 2025, the RG Gold management team comprised nine people: the Chief Executive Officer, the Co-Chief Executive Officer, and the heads of key operational and functional areas.

The management team is responsible for developing and implementing corporate strategy, providing overall management of the Company, overseeing core business processes, and making decisions on strategically significant matters.

As part of its integration into Zijin Mining Group, the Company is aligning its internal documents and practices with the corporate requirements of the parent company. The current framework includes the Corporate Code of Ethics, Anti-Corruption Policy, Conflict of Interest Regulation, Human Rights Policy, Supplier Code of Business Ethics, and procedures for counterparty due diligence and compliance investigations.

To further develop the system, the Company plans to formalise a regular cycle for reviewing material ESG and compliance risks by the Chief Executive Officer, Co-Chief Executive Officer and management team; define a unified set of management indicators; and establish procedures for documenting decisions and subsequently monitoring their implementation.

9

people

RG Gold management team

SUSTAINABILITY GOVERNANCE

GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-17

Sustainability matters are integrated into the existing line-functional management model. Overall oversight of material ESG matters is exercised by the Chief Executive Officer. The management team considers sustainability matters within the relevant areas of activity and through cross-functional engagement. The Company has not established a separate board committee or sustainability committee.

Throughout the reporting period, the Company continued to align its internal approaches with Zijin Mining Group corporate standards.

This work included updating the Code of Ethics, improving counterparty due diligence procedures, formalising human rights commitments, expanding ESG indicators within the reporting system, and identifying material topics for stakeholders.

Integration of ESG considerations into performance management is supported by the corporate KPI system. In 2025, unified corporate KPIs for engineering and technical staff as well as line and executive managers incorporated the Lost Time Injury Frequency Rate (LTIFR), employee engagement, and employee satisfaction alongside traditional operational and financial metrics. This approach strengthens the link between operational efficiency, safety and social performance.

RISK MANAGEMENT

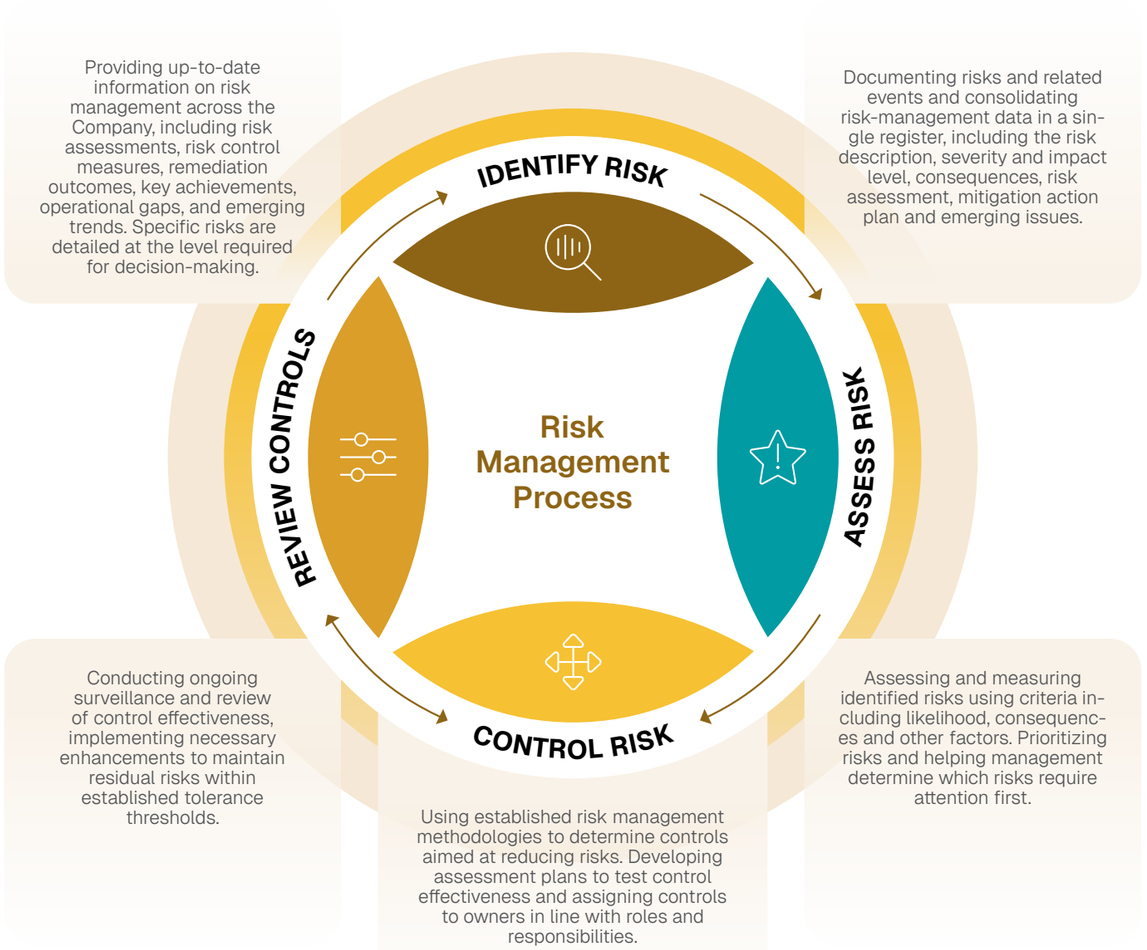
GRI 2-12, GRI 2-16



The Company's risk management approach is developing on the basis of distributed responsibilities among process owners, control functions and internal audit. Process owners are responsible for identifying and managing risks within their activities. The Compliance Service performs preventive checks and monitors compliance, while the Internal Audit Service conducts independent post-implementation audits.

At the level of individual functions, a consistent approach is applied that includes risk identification, assessment, determination of control measures, and subsequent analysis of the effectiveness of existing controls. Information on risks, response measures and implementation status is recorded in the relevant registers and used in management decision-making. Procurement risks are not included in the unified corporate risk register but are taken into account at the procurement process level.

Risk Management Process within Functional Processes



In 2025, the most formalised risk-based approach was applied to procurement and third-party engagement. The Company held risk sessions with relevant functions, defined its risk appetite in relation to suppliers, and established a list of risk factors. Risks are classified by significance. Yellow factors require an additional decision by the Compliance Manager, while orange factors require approval by the relevant business-process owner.

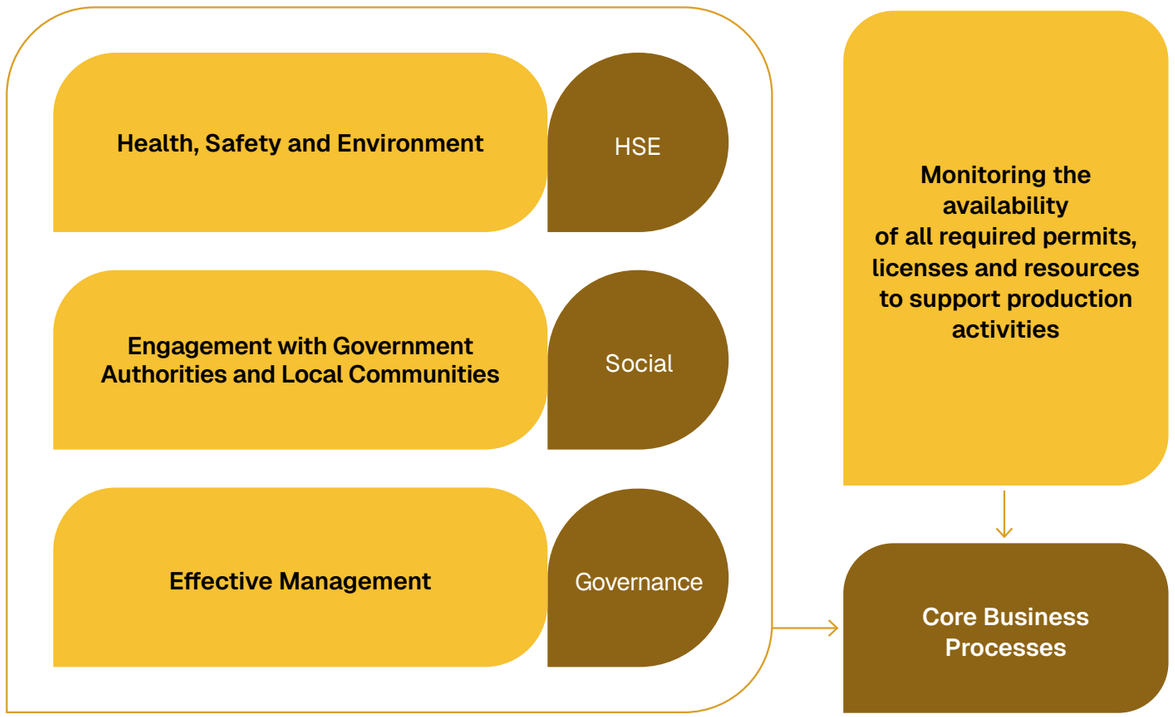
The assessment may consider corruption and legal risks, conflicts of interest, reputational events, human rights violations and Occupational Health and Safety requirements. A material risk may result in additional conditions, refusal to establish a business relationship, or inclusion of the counterparty in the register of unreliable suppliers.

In 2025, criteria related to Occupational Health and Safety violations were also added to the Counterparty Due Diligence Instruction: previous OHS violations recorded in the internal OHS non-compliance register maintained by the H&S function may constitute grounds for refusing to establish a business relationship in cases of serious violations.

The Company does not have a dedicated risk management function or a Chief Risk Officer (CRO). Risk management responsibilities are currently distributed among several functions: the H&S Service maintains the operational and production risk register; the Compliance Service assesses compliance risks and counterparty risks; and the Internal Audit Service develops and updates the audit risk register based on accumulated audit experience. Risks are not currently consolidated centrally within the second line of defence.

Each year, the Internal Audit Service prepares a consolidated risk register in the format prescribed by Zijin Mining Group and submits it to the parent company. This report consolidates key operational, legal, and financial risks identified through internal audit engagements over a rolling four-year period. Based on the consolidated registers of all subsidiaries, the parent company develops a Group-wide risk profile and determines priorities for the annual audit plan.

Consideration of HSE, Social and Governance Aspects in Core Business Processes





HSE — Health, Safety and Environment;
Social — social factors;
Governance — governance;
CIP (Carbon-in-Pulp) — a gold sorption technology using activated carbon.

Relevant functions support the Company's core business processes, from exploration and mining to ore processing and tailings disposal. Within their respective areas of responsibility, they address Occupational Health and Safety, industrial and environmental safety, engagement with government authorities and local communities, corporate governance, and the maintenance of the permits, licences, and resources required for continuous operations.

Climate risks, sustainability risks, and social and governance factors — including risks of human rights violations in the supply chain, employee turnover and business ethics — are not currently incorporated into the Company's formalised risk management system. Integrating ESG risks into the overall risk management system is one of the Company's medium-term development priorities.

102.24

KZT billion

tax and non-tax payments of the Company to the national budget of the Republic of Kazakhstan in 2025

4.65

KZT billion

tax and non-tax payments of the Company to the local budget of the Republic of Kazakhstan in 2025

TAX TRANSPARENCY

GRI 201-1, GRI 207-1, GRI 207-2, GRI 207-3, GRI 207-4

The Company regards responsible fulfilment of its tax obligations as an important part of its contribution to the socio-economic development of the Republic of Kazakhstan. Its approach to tax transparency is based on compliance with applicable legislation, accurate calculation of tax liabilities, and timely payment of taxes to the national and local budgets.

The Company's Tax Accounting Policy is designed to maintain high accounting standards and manage tax risks under management oversight. The primary focus is on preventing and minimising risks to ensure accurate and timely fulfilment of obligations. The Policy ensures complete, objective, and reliable reporting, complete traceability of tax returns to underlying source documents and ledgers, and the provision of data required for state tax audits. Tax planning accounts for upcoming commercial operations, future transactions, and legislative amendments, supporting a balanced and well-founded assessment of future tax liabilities.

The Tax Accounting Policy is updated whenever changes occur in tax legislation, statutory accounting rules, IFRS Accounting Standards, operational scopes, or applied accounting methodologies. If changes affect a completed or current tax period, the relevant adjustments are made to tax accounting and, where necessary, to tax reporting.

Tax accounting requirements apply to all functions and employees involved in determining taxable items, preparing source documents and providing data to the finance function. Overall responsibility for compliance with the Tax Accounting Policy rests with the Chief Executive Officer, Chief Financial Officer and Chief Accountant. Heads of functions ensure the timely and complete provision of documents and information affecting the calculation of tax liabilities.

Tax risks are interconnected with financial, legal and compliance risks and may arise at all stages of tax reporting, from recording a business transaction and classifying income and expenses to tax calculation, declaration and payment. Given the nature of the Company's operations, particular scrutiny is applied to taxes and levies specific to subsoil users, separate tax accounting, the documentary substantiation of corporate income tax deductions, cross-border transactions, and statutory filing deadlines. Tax compliance is supported by a multi-level control system: annual internal audits of tax processes and calculations performed by the Company's Internal Audit Service, and an independent external audit of tax reporting conducted as part of the audit of the consolidated financial statements prepared in accordance with IFRS Accounting Standards. Audit results are reviewed by the Company's management, and identified non-compliances and risks are addressed through appropriate adjustments to tax accounting and reporting.

The Company fulfils all tax obligations to the relevant authorities, thereby actively supporting the sustainable socio-economic development of its areas of operation. The Company seeks open dialogue on tax matters and engages with government authorities, independent associations and business groups. Engagement is based on openness, documentary substantiation and timely response. In particular, the Company engages with the Ministry of Finance of the Republic of Kazakhstan, the State Revenue Committee of the Ministry of Finance of the Republic of Kazakhstan, and industry associations of subsoil users on the application and improvement of tax legislation. The Company explicitly rejects aggressive tax avoidance schemes, does not utilise artificial structures in low-tax or non-cooperative jurisdictions for profit-shifting purposes, and strictly applies the arm's length principle when establishing prices for intragroup transactions pursuant to statutory transfer pricing legislation.

In 2025, the Company's total tax and fiscal contributions to the Republic of Kazakhstan amounted to KZT 73.941 billion, an increase of 58.8% compared with 2024. Compared with 2023, the volume of tax payments almost doubled. Corporate income tax accounted for the largest share in 2025, at KZT 37.122 billion.

Principal Tax Payments by the Company

Indicator	Unit	2023	2024	2025
Contribution to tax revenues of the Republic of Kazakhstan, total	**KZT billion**	**37.688**	**46.551**	**73.941**
Corporate income tax	KZT billion	11.009	22.936	**37.122**
Value added tax	KZT billion	7.276	1.540	**17.912**
Mineral extraction tax	KZT billion	19.404	22.074	**18.908**

Tax and Non-Tax Payments by the Company to the Budget

Indicator	Unit	2023	2024	2025
Payments to the national budget of the Republic of Kazakhstan	KZT billion	37.43	60.23	**102.24**
Payments to local budgets of the Republic of Kazakhstan	KZT billion	2.55	3.16	**4.65**
Total Company payments	**KZT billion**	**39.98**	**63.39**	**106.90**

BUSINESS ETHICS

BUSINESS ETHICS AND COMPLIANCE

GRI 3-3, GRI 2-15, GRI 2-23, GRI 2-24, GRI 2-27, GRI 205-1, SASB EM-MM-510a.1

THE COMPANY APPLIES A ZERO-TOLERANCE APPROACH TO CORRUPTION, BRIBERY, FRAUD AND OTHER FORMS OF IMPROPER CONDUCT. THE BUSINESS ETHICS SYSTEM COMBINES REQUIREMENTS ESTABLISHED IN INTERNAL DOCUMENTS, EMPLOYEE TRAINING AND AWARENESS, THIRD-PARTY SCREENING, ACCESSIBLE FEEDBACK CHANNELS, INTERNAL REVIEWS AND RESPONSE MEASURES.



The principal requirements are established in the Corporate Code of Ethics, Anti-Corruption Policy, Conflict of Interest Policy, Compliance Investigation Procedure, and documents governing counterparty due diligence.
The Corporate Code of Ethics establishes common principles for conducting business and mandatory standards of conduct for all Company officers and employees of RG Gold and RG Processing.

The Corporate Code of Ethics establishes common principles for conducting business and mandatory standards of conduct for all Company officers and employees, irrespective of position, profession or place of work. The Code is intended to foster a culture of integrity, good faith and personal responsibility; prevent corruption, abuse and conflicts of interest; respect human rights; and create a safe and respectful working environment. The document also defines standards for engagement with business partners, suppliers, government authorities, local communities and other stakeholders.

The Code also establishes the Company's commitments to maintain the necessary internal procedures and control mechanisms, inform and train employees, review reports of potential violations, and apply appropriate response measures. Employees, in turn, are required to comply with established requirements, act in the interests of the Company, avoid situations that could affect the objectivity of decisions, and report identified or suspected violations.

The Code covers 11 areas:

1. **Anti-corruption**. The Company applies a zero-tolerance approach to bribery, commercial bribery, facilitation payments, and kickbacks, abuse of authority, theft and other forms of improper conduct. Employees are prohibited from offering, providing, requesting or accepting unlawful remuneration or other benefits. Compliance controls, internal audit, counterparty screening and transaction monitoring are used to prevent violations.
2. **Prohibition of forced and child labour.** The Company prohibits child, forced, bonded and slave labour. Employment relationships are based on freely chosen employment, legality and respect for human rights. The relevant requirements also apply to contractors and suppliers.
3. **Equal opportunity and non-discrimination**. The Company applies zero tolerance to discrimination, harassment, victimisation and degrading conduct. Decisions on recruitment, remuneration, promotion and training are based on professional qualities, competencies and performance.
4. **Fair competition**. The Company complies with competition law and prohibits cartel agreements, price coordination, market allocation, bid rigging and the exchange of confidential commercial information with competitors. Employees must avoid any actions that could restrict competition or create related risks.
5. **Transparency and responsible communication**. The Company seeks to ensure that disclosed information is timely, accurate and reliable. Official statements and comments on behalf of the Company may be provided only by authorised persons. Information constituting commercial, official or other statutorily protected information is safeguarded.
6. **Political neutrality**. The Company does not support political parties, movements or candidates and does not use corporate resources for political purposes. Employees may participate in political and civic activities solely in a personal capacity, outside working hours and without presenting their views as those of the Company.
7. **Engagement with local communities**. Relations with residents in the Company's areas of operation, government authorities and civil society organisations (CSOs) / non-governmental organisations (NGOs) are based on respect, open dialogue and compliance with legislation. The Company maintains accessible feedback mechanisms and supports local employment, local business development and social initiatives.

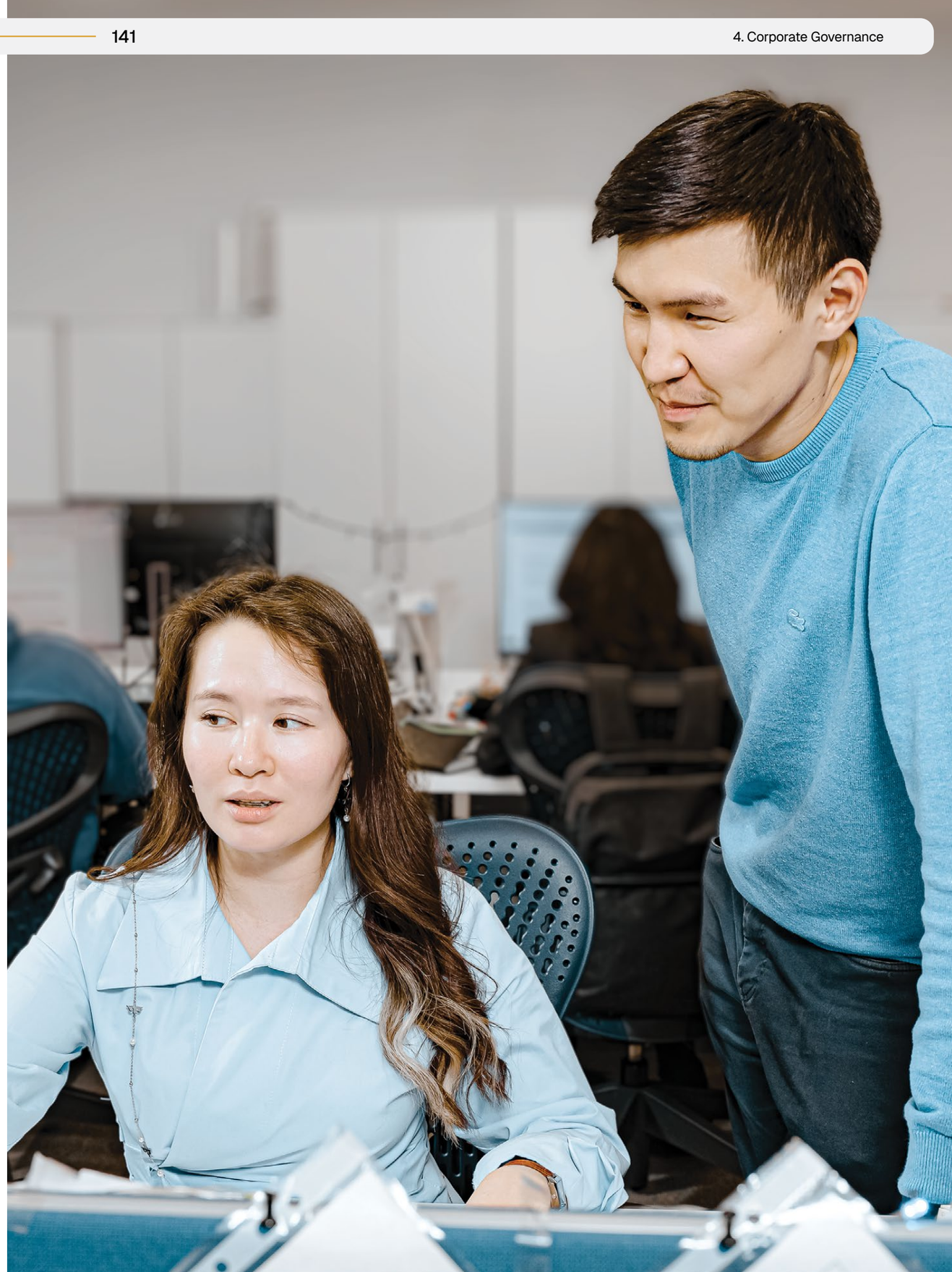
8. **Fair business practices and conflict-of-interest management**. Commercial and management decisions are made in the interests of the Company based on objective and transparent criteria. Employees must avoid situations in which personal, family or financial interests could affect their professional independence and must disclose actual or potential conflicts of interest in a timely manner.
9. **Responsible engagement with suppliers and contractors**. Counterparties are selected with due consideration of quality, cost, delivery terms, reliability and compliance with corporate requirements. Suppliers and contractors are expected to comply with legislation, business ethics standards, and requirements relating to anti-corruption, human rights, Occupational Health and Safety and environmental protection. Remedial actions may result in corrective measures or termination of cooperation.
10. **Confidentiality and information protection**. The Company protects financial, operational, technological, employee and other confidential information. Employees must comply with established rules for data storage, use and transfer, prevent unauthorised disclosure, and report identified cases of data leakage or misuse.
11. **Protection of assets and corporate culture.** The Company's tangible and intangible assets must be used exclusively for business purposes. Theft, embezzlement, misappropriation, intentional damage and misuse of resources are prohibited.

Corporate interaction is based on respect, professionalism, fairness and mutual responsibility; bullying, pressure, insults and other forms of unethical conduct are prohibited.

To implement the Code in practice, the Company familiarises employees with its requirements, conducts awareness and training activities, provides advisory support, and monitors compliance with established standards.
In 2025, the Company continued raising employee awareness of the Corporate Code of Ethics. Training covered the core principles of ethical conduct, anti-corruption requirements, prevention and disclosure of conflicts of interest, respect for human rights, non-discrimination, protection of confidential information, responsible use of Company assets, and procedures for reporting potential violations.

Each employee is responsible for complying with the Code. Confirmed violations may result in corrective and disciplinary measures in accordance with the nature of the violation, the Company's internal documents and the legislation of the Republic of Kazakhstan.

In 2025, the Company's Corporate Code of Ethics was updated to reflect Zijin Mining Group requirements.



ANTI-CORRUPTION CULTURE

GRI 205-2, GRI 205-3

THE COMPANY APPLIES A ZERO-TOLERANCE APPROACH TO CORRUPTION, BRIBERY, COMMERCIAL BRIBERY, ABUSE OF AUTHORITY AND OTHER FORMS OF IMPROPER CONDUCT.

This principle is established in the Anti-Corruption Policy and applies to the Company's employees, managers, suppliers, contractors and other business partners.

Anti-corruption commitments are incorporated into supplier contracts through relevant anti-corruption clauses. These establish requirements for fair business conduct, prohibit the giving and receipt of improper benefits, and provide for response measures where violations are identified. This approach extends common business ethics standards to counterparties and reduces corruption risks in the supply chain.

The development of an anti-corruption culture is based on a combination of internal regulatory documents, employee training and awareness, counterparty screening, contract controls and accessible channels for reporting violations. The Compliance Service advises employees on the application of anti-corruption requirements, assesses potential risks and participates in the review of reports of suspected violations.

The Compliance Service coordinates compliance with business ethics standards and anti-corruption requirements across the Company. The Compliance Manager plays the central role in managing this process: receiving and registering reports of suspected violations, conducting an initial review, determining further action, and initiating a compliance investigation where grounds exist.

The Compliance Service's core responsibilities include advising employees, organising training and awareness activities, conducting counterparty due diligence, reviewing disclosures of actual and potential conflicts of interest, and administering the corporate misconduct reporting system.

Depending on the nature of a report, the Internal Audit Service, Security Service, Occupational Health and Safety functions, HR and Legal functions, as well as other relevant functions and business-process owners, may be involved in the review or investigation. This approach enables competent and objective consideration of reports relating to different areas of the Company's activities.

The Conflict of Interest Policy establishes procedures for identifying, disclosing and managing actual and potential conflicts. Employees must report such situations in a timely manner and, where necessary, recuse themselves from relevant decision-making. In 2025, one potential conflict of interest was identified during candidate screening for a vacant role; because the conflict could not be effectively mitigated through organizational measures, the Company decided to discontinue the recruitment process.

IN 2025, NO INSTANCES OF NON-COMPLIANCE WITH APPLICABLE LAWS AND REGULATIONS WERE RECORDED BY THE COMPANY.

Anti-Corruption Training

The target group for anti-corruption policy communication and training in 2025 was 1,330 employees. Training covered 594 employees, or 44.8% of the target audience. Total anti-corruption training amounted to 27 hours.

Indicator	Unit	2025
Employees targeted for anti-corruption communication and training	people	1,330
Employees who completed anti-corruption training	people	594
Anti-corruption training coverage	%	44.8
Total anti-corruption training hours	hours	27

Over the past three years, the Company recorded no confirmed violations of anti-corruption or competition law. No legal proceedings regarding corrupt practices were brought against the Company or its employees.

PLANS FOR 2026

In 2026, the Company plans to continue developing its anti-corruption culture and conduct additional awareness activities for employees. The primary focus will be on practical distinctions between corruption, bribery and commercial bribery; review of typical situations arising in procurement and counterparty engagement; and raising employee awareness of the actions to take when suspicious offers or transactions are identified.

In 2026–2027, the Company plans to obtain certification to the international standards **ISO 37301** and **ISO 37001.** ISO 37301 specifies **certifiable requirements** for a compliance management system, while ISO 37001 specifies requirements for establishing, implementing and maintaining an anti-bribery management system.



GRIEVANCE MECHANISMS

GRI 2-25, GRI 2-26, HKEX B7.2

THE COMPANY PROVIDES EMPLOYEES, SUPPLIERS, CONTRACTORS AND OTHER STAKEHOLDERS WITH MULTIPLE CHANNELS FOR REPORTING SUSPECTED VIOLATIONS OF LEGISLATION, INTERNAL DOCUMENTS, BUSINESS ETHICS PRINCIPLES, OCCUPATIONAL HEALTH AND SAFETY REQUIREMENTS, AND OTHER CORPORATE STANDARDS.

Information on available reporting channels is published on the Company's official website. In addition, a QR code linking to the reporting system is embedded in the anti-corruption clauses included in contracts with counterparties. This provides access to the feedback mechanism for both employees and external stakeholders. The system operates through a standalone electronic platform and is available around the clock. Once registered, each report is assigned an individual identification number that the reporter can use to track its review status. Information about each new report is automatically sent to the Compliance Manager.

The system and related information materials are available in Kazakh, Russian and English. This enables employees and external stakeholders to use the mechanism regardless of their preferred language of communication.

The Compliance Manager plays the central role in administering the system. The Compliance Manager receives and reviews reports, performs an initial assessment, determines the subsequent review process and, where appropriate grounds exist, initiates a compliance investigation. Depending on the nature of the report, the Security Service, Internal Audit Service, Occupational Health and Safety functions, and other relevant functions and business-process owners may be involved in the review.

If a report concerns internal corporate matters or falls outside the remit of the Compliance Service, it is referred to the relevant function or manager for review and appropriate action. The Chief Executive Officer is informed of material reports and planned investigations.

The maximum period for reviewing a report is three months. Where an investigation is conducted, a formal findings report is prepared describing the circumstances established and the recommendations made. Depending on the outcome, corrective and disciplinary measures may be applied, employment may be terminated, and where statutory criminal offences are identified, materials may be referred to the competent government authorities.

The Company ensures the confidentiality of information about reporters and the circumstances of reports. The Compliance Investigation Procedure establishes the principle of protecting persons who report suspected violations in good faith from pressure, retaliation and other forms of adverse treatment. A reporter's identity is disclosed only with the reporter's consent or in cases provided for by legislation and the investigation procedure.

The principle of non-retaliation against good-faith reporters is currently established in the Compliance Investigation Procedure. A separate Whistleblower Protection Policy is under development. The document will set out clear commitments to protect reporters, procedures for responding to retaliation, and an escalation mechanism for reports.

In 2025, eight reports were received through the Corporate Misconduct Reporting System — the Hotline — including through the Hotline@rggold.kz email service:

- substantiated — 2;
- unsubstantiated — 3;
- test reports — 3.

The most common topics of reports were ethics, safety and compliance with internal procedures. Measures were taken in response to substantiated reports to prevent similar violations in the future.

Employees who have witnessed or experienced unethical behaviour, discrimination, bullying or harassment may immediately report it to their direct supervisor or:

THE CONFIDENTIALITY OF REPORTS SUBMITTED TO THE HOTLINE EMAIL ADDRESS OR THE SECURITY SERVICE IS GUARANTEED.

Send a message to the anonymous hotline email address:

hotline@rggold.kz

Information about any actual or suspected violation of legislation or the Company's internal policies, as well as financial fraud or omissions that may cause harm to a person or the environment, shall be submitted in writing to the direct supervisor whose area of responsibility covers the matter and who is able to respond promptly.

You can also send an email to:

Security.Specialist@rggold.kz

- All reports received through these channels are promptly reviewed and analysed.
- Reports are accepted provided that the reporter acts in good faith.
- Misuse of these channels is prohibited.

The Company does not permit retaliation against or punishment of persons who seek advice, raise concerns or report violations of legislation or ethical standards in good faith.

The reporter's identity is disclosed only with the reporter's consent, as part of an internal investigation or in cases provided for by legislation.

INTERNAL CONTROL AND AUDIT

GRI 2-12, GRI 2-13, GRI 2-16

The Company's internal control system is structured in alignment with the Three Lines Model. In the first line, business-process owners ensure compliance with procedures and manage risks in day-to-day activities. In the second line, the Compliance Service performs preventive controls and compliance checks. In the third line, the Internal Audit Service conducts independent periodic reviews of selected processes and control mechanisms.

In procurement, compliance screening is embedded in the process prior to contract execution. The Internal Audit Service conducts annual procurement audits, reassesses the appropriateness of the checks performed and analyses new information about suppliers and potential beneficial ownership affiliations. This division of responsibilities combines risk prevention before decisions are made with independent assessment of procedures already implemented.

The audit plan is developed based on a risk matrix in which inherent risks are identified for each process — both macro risks common across the mining and metals sector and Company-specific risks identified through previous audits. This approach allows audit resources to be focused on the most vulnerable processes and provides substantive risk coverage.

At the beginning of each year, the Internal Audit Service submits a consolidated risk register in the prescribed corporate format to Zijin Mining Group's Internal Audit Department. Group-wide priorities are determined and coordinated audit plans are developed based on the consolidated registers of all subsidiaries.

The duties and responsibilities of the Internal Audit Service include analysing the effectiveness of internal controls to assess whether the established risk management, internal control and corporate governance systems are adequate and operate in a manner that provides a reasonable degree of assurance. The Internal Audit Service assists Zijin Mining Group by:

- Objectively assessing business processes within organisations to identify opportunities for improvement relating to process accuracy, efficiency, reliability and quality;
- Assessing internal controls designed to safeguard Company assets and making recommendations for improvement;
- Assessing risks and the effectiveness of risk management efforts;
- Providing assurance on the effectiveness of the established internal control system;
- Reviewing the Company's financial and operational reports in detail to identify areas of risk or concern;
- Identifying potential breaches of industry requirements and Company policies;
- Identifying internal fraud and theft, including misuse of funds, embezzlement, payroll and timekeeping irregularities, asset misappropriation.





HUMAN RIGHTS

HUMAN RIGHTS MANAGEMENT

GRI 3-3, GRI 2-23, GRI 2-24, GRI 2-25, GRI 408-1, GRI 409-1

RESPECT FOR HUMAN RIGHTS FORMS AN INTEGRAL PART OF THE CORPORATE GOVERNANCE SYSTEM AND APPLIES TO THE COMPANY'S OWN OPERATIONS AND ITS ENGAGEMENT WITH CONTRACTORS. AFTER THE END OF THE REPORTING PERIOD, ON 19 FEBRUARY 2026, RG GOLD AND RG PROCESSING APPROVED A UNIFIED HUMAN RIGHTS POLICY. THE DOCUMENT ESTABLISHES MINIMUM REQUIREMENTS FOR IDENTIFYING, PREVENTING, MONITORING AND REMEDYING POTENTIAL HUMAN RIGHTS VIOLATIONS.

The Policy is mandatory for all employees, contractors, contractor employees and other persons engaged to perform work in the interests of the Company. The requirements are incorporated into contracts with contractors, which must provide documentary evidence of compliance with the relevant principles and communicate them to their employees. Breaches of the requirements may result in sanctions, termination of the contract and inclusion of the counterparty in the register of non-compliant suppliers.

Responsibility for comprehensive management of labour and human rights matters rests with the Chief Executive Officer and heads of functions. Heads of functions monitor contractors, document cases of non-compliance and report them to management and the Compliance Service. The Compliance Manager is responsible for maintaining and updating the Policy.

The Policy establishes the following core principles:

- prohibition of child, forced and bonded labour, slavery and human trafficking;
- prohibition of discrimination, harassment, mobbing, bullying and and all forms of intimidation or retaliation;
- provision of safe and decent working conditions, fair remuneration, regulated rest periods and social security coverage;
- respect for freedom of association and the right to collective bargaining;
- human rights due diligence, impact monitoring and access to remedy;
- confidentiality of reports and protection of reporters from bias and retaliation.

The Company provides for training on human rights, Occupational Health and Safety, industrial safety and the Code of Ethics. Further development of the system will focus on formalising regular human rights risk assessments, documenting corrective actions and expanding supply-chain monitoring.

No cases of human rights violations were recorded at the Company in 2025.

SUPPLY CHAIN

PROCUREMENT AND SUPPLIERS

GRI 2-6, GRI 204-1, HKEX B5.1, HKEX B5.2

THE PROCUREMENT ACTIVITIES OF RG GOLD AND RG PROCESSING ARE AIMED AT ENSURING UNINTERRUPTED PRODUCTION PROCESSES, COMPLIANCE WITH QUALITY REQUIREMENTS AND CONTROL OF THIRD-PARTY RISKS.

The Company seeks to provide functions with goods, works and services of the required quality in a timely manner while maintaining procedural transparency, economic justification, fair competition and supplier risk management.

The Company's approach covers the full counterparty engagement cycle: from needs planning and selection of a potential supplier to due diligence, contract execution, monitoring of performance and remediation where contractual non-compliances are identified.

The Company's principal procurement priorities are:

- Transparency and competitiveness of procedures.
- Reliability and continuity of supply.
- Counterparty risk management.
- Business ethics and prevention of conflicts of interest.

Procurement approaches take into account the specific nature of each company's activities and the applicable requirements.

As a holder of subsoil use rights in the solid minerals sector, RG Gold procures goods, works and services in accordance with requirements governing procurement for solid mineral extraction operations. Information on procurement procedures is published in the state information system — the Register of Goods, Works and Services Used in Subsoil Use Operations and Their Producers (Tizilim). Potential suppliers must complete free registration in this system to participate.

RG Gold conducts procurement using the following methods:

- Open tender through the Tizilim state portal;
- Internal tender through the Company's own electronic trading platform;
- Procurement through commodity exchanges;
- Single-source procurement.

Exchange-traded commodities are purchased through a commodity exchange in accordance with applicable requirements. The Company's procurement activities are governed by a system of internal regulatory documents. Key documents include:

- the Procurement Regulation, which establishes the core principles and procurement procedures;
- Supplier Code of Conduct, which sets requirements for business ethics, legal compliance, and environmental and social standards for counterparties;
- The Tender Committee Regulations, governing collective, impartial tender evaluation and contract awards;
- the Conflict of Interest Regulation;
- instructions on materials requirements planning and contract execution.

In 2025, the Company implemented an electronic trading platform project aimed at increasing the transparency, efficiency and competitiveness of procurement. As part of the project, an instruction on supplier registration and verification and rules for conducting open electronic tenders were developed and approved.

Implementation of the electronic trading platform increased the transparency of procurement procedures, provided suppliers with equal access to procurement opportunities, standardised counterparty interaction processes, and reduced corruption and compliance risks through digitalisation and reduced manual intervention.

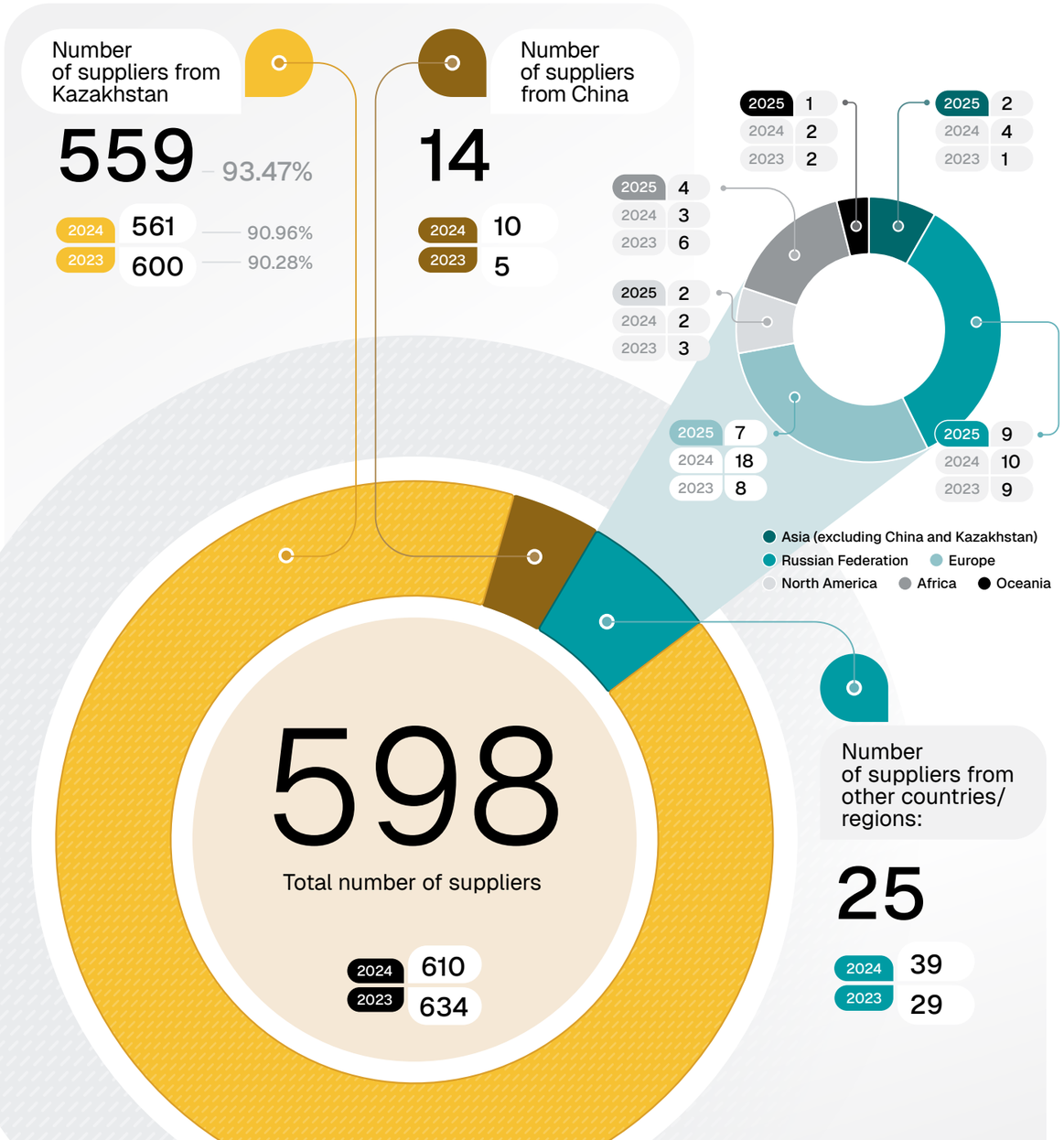
Company Procurement

Indicator	Unit	2023	2024	2025
Total number of suppliers	no.	634	610	**598**
Number of local suppliers	no.	600	561	**559**
Procurement spend	KZT billion	71.17	81.18	**92.55**
Procurement spend with local suppliers (Republic of Kazakhstan)	KZT billion	64.25	73.84	**86.51**
Procurement spend with suppliers from the Akmola Region	KZT billion	5.87	4.99	**12.46**

In-Country Value in RG Gold Procurement

Indicator	Unit	2023	2024	2025
Goods	%	23.6	7.4	**6.1**
Works and services	%	98.8	99.2	**99.5**

Share of Procurement from Local Suppliers





Supplier risk management comprises six main stages:

Selection of a potential supplier 1

When selecting a supplier, the Company assesses the quality and cost of goods, works and services; delivery terms and timelines; technical compliance with established requirements; reliability of performance; and availability of alternative proposals. Decisions are based on objective criteria aimed at ensuring transparency of the procurement process and reducing operational risks.

Preliminary screening 2

Before a contract is concluded, a potential counterparty undergoes due diligence. The review is performed for each new contract, including where cooperation with an existing supplier continues. This approach allows changes in ownership structure, business reputation, financial position and other counterparty characteristics to be taken into account.

Risk assessment and classification 3

Counterparties are assessed against a list of risk factors. Identified factors are classified by materiality and determine the subsequent review process. Depending on the nature of the risk, the decision is made by the Compliance Service or the relevant business-process owner.

Contractual requirements 4

Supplier contracts include anti-corruption clauses establishing obligations to comply with legislation and principles of fair business conduct. Before entering into a contract, counterparties also sign a declaration confirming the absence of conflicts of interest and connections with employees involved in decision-making, as well as a letter of assurance confirming the absence of stop-risk factors.

Compliance monitoring 5

The Compliance Service performs preventive controls at the screening stage and before a counterparty is approved for cooperation. The Internal Audit Service conducts subsequent independent assessments of procurement processes as part of annual audit activities. This separation of control functions enables risks to be assessed both before contract execution and during performance of obligations.

Response to identified risks 6

Where risk factors are identified, the Company may request additional information and supporting documents from the supplier, establish special cooperation conditions or introduce enhanced controls. Depending on the materiality of the risk, the Company may refuse cooperation, include the counterparty in the register of unreliable suppliers, decline to renew an existing contract or terminate it.

The Company refuses to establish business relationships where a company, its founders or managers are linked to confirmed corruption offences or other material stop factors. Contracts contain anti-corruption clauses. In 2025, suppliers also signed a declaration confirming the absence of conflicts of interest and connections with decision-making employees, as well as a letter of assurance confirming that they had reviewed the stop-risk factors and the potential consequences if such factors were identified.

This approach enables procurement cost to be considered alongside quality, reliability of performance and risks that may affect the Company's operations.

RESPONSIBLE SUPPLY CHAIN

GRI 308-1, GRI 308-2, GRI 414-1, GRI 414-2, HKEX B5.3, HKEX B5.4

The Company's responsible supply-chain approach is based on the Supplier Code of Business Ethics and counterparty due diligence procedures. The system covers direct suppliers and contractors that provide goods, perform works or render services under contracts with RG Gold and RG Processing.

The Company's main expectations are established in the Supplier Code of Business Ethics. Its provisions apply to legal entities, individuals and individual entrepreneurs supplying goods, performing works or providing services to RG Gold and RG Processing.

The Code establishes requirements in the following areas:

Industrial Safety and Occupational Health and Safety

Suppliers must identify hazards, assess risks, take corrective action and seek to prevent injuries, accidents and deterioration in employee health.

Information protection

Counterparties must ensure appropriate protection of confidential, proprietary and personal information obtained in the course of cooperation with the Company.

Environmental protection and product quality

Goods supplied and services provided must comply with applicable legislation, contractual requirements, environmental criteria, and quality and safety standards.

Human rights

Suppliers must respect the dignity of employees, prevent discrimination, and comply with applicable labour legislation and recognised human rights principles.

Fair business conduct

Bribery, commercial bribery, gifts, extortion and other improper payments are prohibited. Suppliers must comply with anti-corruption and competition legislation and report potential conflicts of interest.

Access to feedback mechanisms

Supplier employees and other stakeholders may report violations through the Company's hotline. Reports are handled confidentially, and good-faith reporters are protected from retaliation.

Accuracy of records and documentation

Suppliers must maintain accurate accounting and business records, including documents relating to invoicing and fulfilment of contractual obligations.

Suppliers are responsible for implementing the Code requirements in their own activities and must communicate the relevant principles to their agents, contractors and suppliers. In this way, ethical requirements extend to subsequent tiers of the supply chain.

Procurement controls are based on a clear division of responsibilities among process owners, the Compliance Service and the Internal Audit Service. Procurement-initiating functions define the operational need, technical specifications and requirements for procurement outcomes. The procurement function organises the procedure, engages with participants and ensures that decisions are documented.

The Compliance Service performs counterparty due diligence, assesses identified risk factors, reviews conflict-of-interest declarations and participates in determining acceptable terms of cooperation.

The Internal Audit Service performs independent subsequent assessments of compliance with procurement procedures, the effectiveness of control mechanisms and the justification of individual decisions. Procurement audits are conducted annually.

The Supplier Code of Business Ethics allows the Company to request necessary information from counterparties, conduct inspections and site visits through Company representatives, and engage third parties to perform audits. Where established requirements are not met, the Company may require remediation or terminate contractual relationships.

To assess the effectiveness and transparency of procurement activities, the Company collects and consolidates data on:

- the number of active suppliers;
- the total value of contracts concluded;
- the distribution of procurement by procurement method;
- the number and share of counterparties that underwent due diligence;
- the number of suppliers for which material risk factors were identified;
- cases where cooperation was declined or contractual relationships were terminated;
- the number of suppliers familiarised with the Supplier Code;
- the share of procurement from local suppliers;
- identified violations and implementation of corrective actions.

As at the reporting period, the Company does not conduct environmental or social audits of suppliers. Nevertheless, in its engagement with counterparties, the Company expects compliance with the legislation of the Republic of Kazakhstan and with contractual requirements relating to environmental protection and social responsibility.

PLANS FOR 2026

As part of further improving procurement activities in 2026–2027, the Company plans to implement a number of initiatives. Key development areas include introducing a formal supplier and contractor evaluation process and developing sustainable procurement practices, including a mechanism for suppliers to confirm their commitment to ESG requirements. These initiatives are intended to improve procurement management quality, reduce risks and build a responsible and sustainable supply chain.



APPENDICES

5.

158 Reporting Approach
158 Reporting Boundaries
159 GRI Content Index
168 SASB Content Index (Metals & Mining)
171 HKEX ESG Index
173 SSE ESG Index
175 Glossary and Abbreviations

REPORTING APPROACH

GRI 2-3

The 2025 Sustainability Report (the Report) includes information on the Company's sustainability activities for the period from 1 January 2025 to 31 December 2025 and also sets out the Company's objectives and plans for 2026 and the medium term.

The Report has been prepared in accordance with the Global Reporting Initiative Standards (GRI Standards), the Hong Kong Stock Exchange ESG Reporting Code (HKEX ESG Code), the Shanghai Stock Exchange ESG Disclosure Guidelines (SSE ESG Disclosure Guidelines), and the SASB Metals & Mining Standard, and with consideration of the requirements of ICMM, the Responsible Gold Mining Principles (RGMPs), LBMA and EITI. The Report also discloses information on the Company's contribution to the United Nations Sustainable Development Goals and its observance of the principles of the UN Global Compact.

GRI 2-14

Responsibility for organising and coordinating preparation of the Report rests with the ESG Coordinator. Employees of the relevant functional departments of RG Gold LLP and RG Processing LLP participate in preparing the Report. Contact details for enquiries regarding information contained in this Report.

Contact Details for Enquiries Regarding Information Contained in This Report:

Zhanar Tastanova

ESG Coordinator – Administrative Department

zhanar.tastanova@rggold.kz
info@rggold.kz

The Report is reviewed and approved by the Chief Executive Officer. The 2025 Sustainability Report was approved on 31 August 2026.

REPORTING BOUNDARIES

GRI 2-2

This Report covers the activities of the Company, which comprises two legal entities — RG Gold LLP and RG Processing LLP — conducting operations in the Republic of Kazakhstan. Here and throughout the Report, the terms "RG Gold", "the Company" and "we" refer collectively to both legal entities. The disclosure boundaries of the Report correspond to the Company's operational boundaries. Financial indicators included in the Report are consistent with the Company's financial statements for the relevant period.

For social investment, the geographic scope of the initiatives disclosed covers several levels — from settlements in the Company's area of direct impact and districts in its areas of operation to the Akmola Region and the national level. Depending on the scale of the project, beneficiaries include local communities, residents of the Company's areas of operation, and participants and beneficiaries of initiatives implemented across the Republic of Kazakhstan.

GRI CONTENT INDEX

Statement of use	RG Gold has reported in accordance with the GRI Standards for the period from 1 January 2025 to 31 December 2025
GRI 1 used	GRI 1: Foundation 2021

			Omissions		
GRI Standard	**Disclosure number and title**	**Report section**	**Omitted**	**Reason**	**Explanation**
GRI 2: General Disclosures 2021	**1. The organization and its reporting practices**				
	2-1 Organizational details	1.2 About the Company			
	2-2 Entities included in the organization's sustainability reporting	Reporting Boundaries			
	2-3 Reporting period, frequency and contact point	Reporting Approach			
	2-4 Restatements of information	Information was not restated			
	2-5 External assurance	This Report was not externally assured			
	2. Activities and workers				
	2-6 Activities, value chain and other business relationships	1.2 About the Company; 1.3 Key Operating and Financial Performance Indicators; 4.4.1 Procurement and Suppliers			
	2-7 Employees	3.2.1 Workforce Structure, Attraction and Retention, Inclusivity			
	2-8 Workers who are not employees	3.2.1 Workforce Structure, Attraction and Retention, Inclusivity			
	3. Governance				
	2-9 Governance structure and composition	4.1.1 Corporate Governance Structure			
	2-10 Nomination and selection of the highest governance body		Yes	Not applicable	The Company does not have such a body.
	2-11 Chair of the highest governance body	4.1.1 Corporate Governance Structure	Yes	Not applicable	The Company does not have a supervisory board, board of directors or management board; management is exercised by the Chief Executive Officer and the management team.

GRI Standard	Disclosure number and title	Report section	Omissions		
			Omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	4.1.1 Corporate Governance Structure; 4.1.2 Sustainability Governance; 4.1.3 Risk Management; 4.2.4 Internal Control and Audit			Disclosed through the role of the Chief Executive Officer and the management team; there is no separate board of directors.
	2-13 Delegation of responsibility for managing impacts	4.1.1 Corporate Governance Structure; 4.1.2 Sustainability Governance; 4.2.4 Internal Control and Audit			
	2-14 Role of the highest governance body in sustainability reporting	4.1.2 Sustainability Governance; Reporting Approach			The disclosure is partially reported.
	2-15 Conflicts of interest	4.2.1 Business Ethics and Compliance			
	2-16 Communication of critical concerns	4.1.3 Risk Management; 4.2.4 Internal Control and Audit			
	2-17 Collective knowledge of the highest governance body	4.1.2 Sustainability Governance			The disclosure is partially reported.
	2-18 Evaluation of the performance of the highest governance body		Yes	Not applicable	The Company does not have a Board of Directors/ supervisory body; therefore, the disclosure on its performance evaluation is not applicable.
	2-19 Remuneration policies		Yes	The information is confidential	
	2-20 Process to determine remuneration		Yes	The information is confidential	
	2-21 Annual total compensation ratio		Yes	The information is confidential	
	4. Strategy, policies and practices				
	2-22 Statement on sustainable development strategy	Message from the Co-Chief Executive Officer			
	2-23 Policy commitments	4.2.1 Business Ethics and Compliance; 4.3.1 Human Rights Management			
	2-24 Embedding policy commitments	4.2.1 Business Ethics and Compliance; 4.3.1 Human Rights Management			
	2-25 Processes to remediate negative impacts	3.3.3 Feedback and Grievance Mechanisms; 4.2.3 Grievance Mechanisms; 4.3.1 Human Rights Management			
	2-26 Mechanisms for seeking advice and raising concerns	3.3.3 Feedback and Grievance Mechanisms; 4.2.3 Grievance Mechanisms			
	2-27 Compliance with laws and regulations	4.2.1 Business Ethics and Compliance			
	2-28 Membership associations	1.2 About the Company			
	5. Stakeholder engagement				
	2-29 Approach to stakeholder engagement	1.4 Sustainable Development Goals; Stakeholder Engagement; 3.3.2 Approach to Local Community Engagement			
	2-30 Collective bargaining agreements	3.2.2 Labour Relations			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	1.4 Sustainable Development Goals; Determining Material Topics			
	3-2 List of material topics	1.4 Sustainable Development Goals; Determining Material Topics			
Climate Change					
GRI 302: Energy 2016	302-1 Energy consumption within the organization	2.8.2 Energy Consumption			
	302-3 Energy intensity	2.8.2 Energy Consumption			
	302-4 Reduction of energy consumption				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2.8.1 Greenhouse Gas Emissions			
	305-2 Energy indirect (Scope 2) GHG emissions	2.8.1 Greenhouse Gas Emissions			
	305-3 Other indirect (Scope 3) GHG emissions	2.8.1 Greenhouse Gas Emissions			
	305-4 GHG emissions intensity	2.8.1 Greenhouse Gas Emissions			
	305-5 Reduction of GHG emissions		Yes	Information not disclosed	
	305-6 Emissions of ozone-depleting substances (ODS)	2.2.1 Air Pollutant Emissions			

GRI Standard	Disclosure number and title	Report section	Omissions		
			Omitted	Reason	Explanation
Air Quality					
GRI 3: Material Topics 2021	3-3 Management of material topics	2.2 Air Quality			
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	2.2.1 Air Pollutant Emissions |			
Cyanide and Hazardous Substances Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	2.7 Cyanide and Hazardous Substances Management			
Biodiversity					
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	2.4.1 Biodiversity			
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	2.4.1 Biodiversity			
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	2.4.1 Biodiversity			
GRI 304: Biodiversity 2016	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	2.4.1 Biodiversity			
Waste and Hazardous Materials Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	2.5 Waste Management			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	2.5 Waste Management			
	306-2 Management of significant waste-related impacts	2.5.1 Management Approach; 2.5.2 Key Waste Management Practices			
	306-3 Waste generated	2.5.2 Key Waste Management Practices			
GRI 306: Waste 2020	306-4 Waste diverted from disposal	2.5.2 Key Waste Management Practices			
	306-5 Waste directed to disposal	2.5.2 Key Waste Management Practices			
Water Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	2.3 Water Management			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	2.3 Water Management			
	303-2 Management of water discharge-related impacts	2.3.3 Water Discharge; 2.3.4 Water Resource Monitoring and Protection			
	303-3 Water withdrawal	2.3.1 Water Withdrawal			
	303-4 Water discharge	2.3.3 Water Discharge			
	303-5 Water consumption	2.3.2 Water Use, Recycling and Reuse			
Mine Closure and Reclamation					
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	3.2.2 Labour Relations			
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	3.2.3 Training and Development			
Occupational Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	3.1 Occupational Health and Safety			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	3.1 Occupational Health and Safety; 3.1.1 Occupational Health and Safety Management System			
	403-2 Hazard identification, risk assessment, and incident investigation	3.1 Occupational Health and Safety; 3.1.2 Risk Assessment and Hazard Identification			

GRI Standard	Disclosure number and title	Report section	Omissions		
			Omitted	Reason	Explanation
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	3.1 Occupational Health and Safety			
	403-4 Worker participation, consultation, and communication on occupational health and safety	3.1 Occupational Health and Safety			
	403-5 Worker training on occupational health and safety	3.1 Occupational Health and Safety; 3.1.3 Safety Culture and Employee Engagement Programmes			
	403-6 Promotion of worker health	3.1 Occupational Health and Safety; 3.1.4 Occupational Health and Prevention of Work-related Ill Health			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	3.1 Occupational Health and Safety; 3.1.3 Safety Culture and Employee Engagement Programmes; 3.1.4 Occupational Health and Prevention of Work-related Ill Health			
	403-8 Workers covered by an occupational health and safety management system	3.1.1 Occupational Health and Safety Management System			
	403-9 Work-related injuries	3.1 Occupational Health and Safety; 3.1.4 Occupational Health and Prevention of Work-related Ill Health			
	403-10 Work-related ill health	3.1.4 Occupational Health and Prevention of Work-related Ill Health			
Security Practices					
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures				
Labour Practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	3.2 Our People			The disclosure is partially reported.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	3.2.1 Workforce Structure, Attraction and Retention, Inclusivity			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees				
	401-3 Parental leave	3.2.1 Workforce Structure, Attraction and Retention, Inclusivity			
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	3.2.2 Labour Relations			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	3.2.3 Training and Development			
	404-2 Programs for upgrading employee skills and transition assistance programs	3.2.3 Training and Development			
	404-3 Percentage of employees receiving regular performance and career development reviews				
Human Rights					
GRI 3: Material Topics 2021	3-3 Management of material topics	4.3 Human Rights			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	3.2.1 Workforce Structure, Attraction and Retention, Inclusivity; 4.1.1 Corporate Governance Structure			
	405-2 Ratio of basic salary and remuneration of women to men	3.2.1 Workforce Structure, Attraction and Retention			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	3.2.1 Workforce Structure, Attraction and Retention			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	4.3.1 Human Rights Management			

GRI Standard	Disclosure number and title	Report section	Omissions		
			Omitted	Reason	Explanation
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	4.3.1 Human Rights Management			
Critical Incident Risk Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	3.1.2 Risk Assessment and Hazard Identification			
Local Community Engagement					
GRI 3: Material Topics 2021	3-3 Management of material topics	3.3 Communities			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	3.3.1 Social Investment and Economic Contribution to the Regions; 3.3.2 Approach to Local Community Engagement			
	413-2 Operations with significant actual and potential negative impacts on local communities	3.3.1 Social Investment and Economic Contribution to the Regions; 3.3.2 Approach to Local Community Engagement			
Economic Impact					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	4.1.4 Tax Transparency			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	3.2.2 Labour Relations			
	202-2 Proportion of senior management hired from the local community				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	3.3.1 Social Investment and Economic Contribution to the Regions			
	203-2 Significant indirect economic impacts				
GRI 415: Public Policy 2016	415-1 Political contributions	3.3.1 Social Investment and Economic Contribution to the Regions			
Sustainable Supply Chain					
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	4.4.1 Procurement and Suppliers			
	308-1 New suppliers that were screened using environmental criteria	4.4.2 Responsible Supply Chain			
	308-2 Negative environmental impacts in the supply chain and actions taken	4.4.2 Responsible Supply Chain			
	414-1 New suppliers that were screened using social criteria	4.4.2 Responsible Supply Chain			
	414-2 Negative social impacts in the supply chain and actions taken	4.4.2 Responsible Supply Chain			
Business Ethics					
GRI 3: Material Topics 2021	3-3 Management of material topics	4.2 Business Ethics			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	4.2.1 Business Ethics and Compliance			
	205-2 Communication and training about anti-corruption policies and procedures	4.2.2 Anti-corruption Culture			
	205-3 Confirmed incidents of corruption and actions taken	4.2.2 Anti-corruption Culture			
Tax Transparency					
GRI 207: Tax 2019	207-1 Approach to tax	4.1.4 Tax Transparency			
	207-2 Tax governance, control, and risk management	4.1.4 Tax Transparency			
	207-3 Stakeholder engagement and management of concerns related to tax	4.1.4 Tax Transparency			
	207-4 Country-by-country reporting	4.1.4 Tax Transparency			

SASB CONTENT INDEX (METALS & MINING)

SASB Metric	Accounting Metric	Report Section(s)	Comment
EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	2.8.1 Greenhouse Gas Emissions	In 2025, the share of direct Scope 1 emissions covered under regulations limiting greenhouse gas emissions was 0%.
EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets		Not applicable
EM-MM-120a.1	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N_2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	2.2.1 Air Pollutant Emissions	
EM-MM-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	2.8.2 Energy Consumption	100% of the electricity purchased by the Company comes from grid sources. Renewable energy — 0%.
EM-MM-140a.1	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	2.3 Water Management; 2.3.1 Water Withdrawal; 2.3.2 Water Use, Recycling and Reuse	
EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	2.3.4 Water Resource Monitoring and Protection	0
EM-MM-150a.4	Total weight of non-mineral waste generated	2.5.2 Key Waste Management Practices	
EM-MM-150a.5	Total weight of tailings produced	2.5.2 Key Waste Management Practices; 2.6 Tailings Storage Facilities and Tailings Management	
EM-MM-150a.6	Total weight of waste rock generated	2.5.2 Key Waste Management Practices	
EM-MM-150a.7	Total weight of hazardous waste generated	2.5.2 Key Waste Management Practices	
EM-MM-150a.8	Total weight of hazardous waste recycled	2.5.2 Key Waste Management Practices	
EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management		In 2025, the Company recorded no significant incidents associated with hazardous materials and waste management.
EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	2.5.1 Management Approach	
EM-MM-160a.1	Description of environmental management policies and practices for active sites	2.1 Environmental Management System	
EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation		
EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	3.3.2 Approach to Local Community Engagement; 3.3.3 Feedback and Grievance Mechanisms	
EM-MM-210b.2	Number and duration of non-technical delays		
EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	3.2.2 Labour Relations	
EM-MM-310a.2	Number and duration of strikes and lockouts	3.2.2 Labour Relations	
EM-MM-320a.1	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	3.1 Occupational Health and Safety; 3.1.3 Safety Culture and Employee Engagement Programmes; 3.1.4 Occupational Health and Prevention of Work-related Ill Health; 3.1.5 Emergency Preparedness and Response	
EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	4.2.1 Business Ethics and Compliance; 4.2.2 Anti-corruption Culture; 4.2.3 Grievance Mechanisms; 4.4.1 Procurement and Suppliers; 4.4.2 Responsible Supply Chain	
EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Not applicable	

SASB Metric	Accounting Metric	Report Section(s)	Comment
EM-MM-540a.1	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, and (12) site-specific emergency preparedness and response plans	2.6 Tailings Storage Facility and Tailings Management	
EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	2.6 Tailings Storage Facilities and Tailings Management	
EM-MM-540a.3	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	2.6 Tailings Storage Facilities and Tailings Management	
EM-MM-000.A	Production of (1) metal ores and (2) finished metal products	1.1 RG Gold at a Glance / Key Events of 2025	
EM-MM-000.B	Total number of employees, percentage contractors	3.2.1 Workforce Structure, Attraction and Retention, Inclusivity	

HKEX ESG INDEX

Code	Aspect / KPI	Disclosure Requirement	Section / Page
MDR-Gov	ESG governance (Board Statement)	Statement from the Board on its approach to ESG governance; how the Board reviews, assesses and manages ESG risks and opportunities	4.1.1 Corporate Governance Structure; 4.1.2 Sustainability Governance
MDR-Gov	Materiality	Description of the process for determining and prioritising material ESG topics	1.4 Sustainable Development Goals: Determining Material Topics
MDR-Gov	Reporting boundaries	Description of the ESG reporting scope and the rationale for its boundaries	Appendix: Reporting Boundaries
MDR-Gov	Reporting principles	Application of the principles of materiality, quantitative, consistency and comparability	Appendix: Reporting Approach
A1-KPI1	Greenhouse gas emissions (Scope 1+2)	Direct and indirect GHG emissions in tonnes of CO_2 equivalent; emissions intensity per unit of revenue/ production	2.8.1 Greenhouse Gas Emissions
A1-KPI2	NO⊠, SO⊠ and other air emissions	Emissions by pollutant type; intensity ratio	2.2.1 Air Pollutant Emissions
A1-KPI3	Hazardous waste	Total hazardous waste generated; disposal methods	2.5.2 Key Waste Management Practices
A1-KPI4	Non-hazardous waste	Total non-hazardous waste generated; disposal methods	2.5.2 Key Waste Management Practices
A2-KPI1	Direct and/or indirect energy consumption	Total energy consumption by fuel type; energy intensity per unit of production	2.8.2 Energy Consumption
A2-KPI2	Water consumption	Total water consumption; water intensity ratio	2.3 Water Management; 2.3.1 Water Withdrawal; 2.3.2 Water Use, Recycling and Reuse
A2-KPI3	Packaging materials (if applicable)	Total packaging material used per unit of production	3.4.1 Quality Management
A3-Gen	Significant environmental impacts	Description of significant impacts on the environment and natural resources; measures taken to mitigate impacts	2.1 Environmental Management System; 2.3 Water Management; 2.4 Biodiversity and Land Protection
A4-Gen	Climate-related risks	Description of material climate-related risks and their impact on the Company's operations; adaptation and risk mitigation measures	
B1-KPI1	Employee turnover	Employee turnover rate by gender, age group and geographical region	3.2.1 Workforce Structure, Attraction and Retention, Inclusivity
B1-KPI2	Employee benefits	Description of benefits and compensation provided to full-time employees beyond statutory requirements	3.2.2 Labour Relations; 3.2.4 Corporate Culture and Engagement
B2-KPI1	Work-related injuries — number and rate	Number and rate of work-related fatalities and lost-time injuries; separately for employees and contractors	3.1.4 Occupational Health and Prevention of Work-related Ill Health
B2-KPI2	Lost days	Number of lost days due to work-related injury; separately for employees and contractors	3.1.4 Occupational Health and Prevention of Work-related Ill Health

Code	Aspect / KPI	Disclosure Requirement	Section / Page
B2-Gen	Occupational health and safety measures	Description of measures to ensure safe working conditions and protect employee health	3.1 Occupational Health and Safety; 3.1.1 Occupational Health and Safety Management System; 3.1.2 Risk Assessment and Hazard Identification; 3.1.3 Safety Culture and Employee Engagement Programmes; 3.1.4 Occupational Health and Prevention of Work-related Ill Health; 3.1.5 Emergency Preparedness and Response
B3-KPI1	Training coverage and average training hours	Percentage of employees trained; average training hours per employee; by gender and employee category	3.2.3 Training and Development
B3-Gen	Development programmes and career management	Description of employee training, development and career management programmes	3.2.3 Training and Development; 3.2.4 Corporate Culture and Engagement
B4-Gen	Child and forced labour	Description of measures to prevent child and forced labour in operations and the supply chain	4.3.1 Human Rights Management; 4.4.2 Responsible Supply Chain
B5-Gen	ESG management in the supply chain	Description of practices for managing ESG risks in the supply chain; supplier selection criteria incorporating ESG factors	4.4.1 Procurement and Suppliers; 4.4.2 Responsible Supply Chain
B6-KPI1	Products recalled (if applicable)	Number of products recalled and reasons for recall	3.4.1 Quality Management
B6-KPI2	Product complaints (if applicable)	Number of complaints regarding product quality and safety; actions taken	
B7-KPI1	Corruption-related legal cases	Number of concluded legal cases regarding corrupt practices brought against the Company or its employees; actions taken	4.2.1 Business Ethics and Compliance; 4.2.2 Anti-corruption Culture
B7-Gen	Anti-corruption policies and training	Description of anti-corruption policies; employee training coverage on anti-corruption	4.2.1 Business Ethics and Compliance; 4.2.2 Anti-corruption Culture; 4.2.3 Grievance Mechanisms
B8-KPI1	Community investment	Amount of community investment; focus areas of contribution	3.3.1 Social Investment and Economic Contribution to the Regions
B8-Gen	Community engagement policy	Description of policies and practices for engagement with local communities in areas of operation	3.3.2 Approach to Local Community Engagement; 3.3.3 Feedback and Grievance Mechanisms
D-Gov	Governance of climate-related risks	Role of the Board and management in overseeing climate-related risks and opportunities	
D-Str	Climate strategy	Description of climate-related risks and opportunities and their impact on the Company's business model and strategy	
D-Risk	Climate risk management	Processes for identifying, assessing and managing climate-related risks	
D-Met	Metrics and targets	GHG emissions Scope 1, Scope 2 (and Scope 3 — phased); emissions reduction targets	2.8.1 Greenhouse Gas Emissions

SSE ESG INDEX

Article	Topic	Disclosure Requirement	Report Section / Page
General Requirements			
Art. 4–5	Double materiality principle	Disclosure of topics material both to the Company's activities and from the perspective of the Company's impacts on the economy, society and the environment	1.4 Sustainable Development Goals; Determining Material Topics
Art. 6–7	Materiality assessment process	Description of the process for identifying and prioritising material topics, taking stakeholder views into account	1.4 Sustainable Development Goals; Determining Material Topics
Art. 8	Reporting boundaries	Description of the reporting scope and the rationale for its boundaries	Reporting Boundaries
Art. 9	Data comparability	Ability to compare indicators with prior periods	Reporting Approach; relevant tables presenting trends for 2023–2025
Environmental Topics			
Art. 21–28	Climate Change	Management of climate-related risks and opportunities; GHG emissions (Scope 1, Scope 2); emissions reduction targets	2.8 Climate Change; 2.8.1 Greenhouse Gas Emissions; 4.1.3 Risk Management
Art. 29	Environmental pollution	Data on emissions of pollutants to air and discharges to water bodies; control measures	2.1 Environmental Management System; 2.2 Air Quality; 2.2.1 Air Pollutant Emissions; 2.2.2 Mitigating Impacts on Air Quality; 2.2.3 Ambient Air Quality Monitoring; 2.3.3 Water Discharge; 2.3.4 Water Resource Monitoring and Protection; 2.7 Cyanide and Hazardous Substances Management
Art. 30	Environmental compliance	Compliance with environmental legislation; incidents of non-compliance and fines	2.1 Environmental Management System; 2.1.1 Environmental Expenditure; 4.2.1 Business Ethics and Compliance
Art. 31	Energy consumption	Total energy consumption; consumption by type; energy efficiency indicators; targets	2.8.2 Energy Consumption
Art. 32	Water use	Total water consumption; water withdrawal sources; discharge volumes; water efficiency indicators	2.3 Water Management; 2.3.1 Water Withdrawal; 2.3.2 Water Use, Recycling and Reuse; 2.3.3 Water Discharge; 2.3.4 Water Resource Monitoring and Protection
Art. 33	Waste management	Waste generated by category; waste treatment and management methods	2.5 Waste Management; 2.5.1 Management Approach; 2.5.2 Key Waste Management Practices; 2.6 Tailings Storage Facilities and Tailings Management; 2.7 Cyanide and Hazardous Substances Management

Article	Topic	Disclosure Requirement	Report Section / Page
Art. 34	Ecosystems and biodiversity	Impacts of activities on ecosystems; biodiversity conservation measures	2.4 Biodiversity and Land Protection; 2.4.1 Biodiversity; 2.4.2 Land Protection and Reclamation
Art. 35	Green development and circular economy	Initiatives to reduce environmental impact; transition towards circular economy principles	2.1.1 Environmental Expenditure; 2.5.2 Key Waste Management Practices; 2.8 Climate Change
Social Topics			
Art. 45	Occupational health and safety	OHS management system; injury indicators (number of accidents, LTIFR, fatalities); occupational diseases	3.1 Occupational Health and Safety; 3.1.1 Occupational Health and Safety Management System; 3.1.2 Risk Assessment and Hazard Identification; 3.1.3 Safety Culture and Employee Engagement Programmes; 3.1.4 Occupational Health and Prevention of Work-related Ill Health; 3.1.5 Emergency Preparedness and Response
Art. 46	Workforce size and structure	Total number of employees; breakdown by category, gender and age	3.2 Our People; 3.2.1 Workforce Structure, Attraction and Retention, Inclusivity
Art. 47	Protection of workers' rights	Compliance with labour legislation; collective bargaining agreement; absence of forced and child labour	3.2.2 Labour Relations; 4.3.1 Human Rights Management; 4.4.2 Responsible Supply Chain
Art. 48	Employee training and development	Training investment; average training hours per employee; development programmes	3.2.3 Training and Development; 3.1.3 Safety Culture and Employee Engagement Programmes
Art. 49	Corporate culture and social programmes	Corporate events; engagement programmes; employee social support	3.2.4 Corporate Culture and Engagement; 3.2.2 Labour Relations
Art. 50	Consumer health and safety / local communities	Policies and measures for local community engagement; investment in social development	3.3.1 Social Investment and Economic Contribution to the Regions; 3.3.2 Approach to Local Community Engagement; 3.3.3 Feedback and Grievance Mechanisms
Art. 51	Responsible supply chain	Supplier selection policy incorporating ESG factors; share of local suppliers	4.4.1 Procurement and Suppliers; 4.4.2 Responsible Supply Chain; 4.2.1 Business Ethics and Compliance
Art. 52	Protection of consumer rights (if applicable)	Product quality and customer service policies	3.4.1 Quality Management
Governance Topics			
Art. 53	Corporate governance	Governance structure; Board composition; mechanisms for ESG oversight	4.1 Corporate Governance; 4.1.1 Corporate Governance Structure; 4.1.2 Sustainability Governance; 4.1.3 Risk Management; 4.2.4 Internal Control and Audit
Art. 54–55	Anti-corruption and anti-bribery	Anti-corruption policies; incidents and actions taken; employee training	4.2.1 Business Ethics and Compliance; 4.2.2 Anti-corruption Culture; 4.2.3 Grievance Mechanisms; 4.4.1 Procurement and Suppliers; 4.4.2 Responsible Supply Chain
Art. 56	Data protection and privacy	Data security policies; data breaches (if applicable)	3.4.2 Information Security and Data Protection
Art. 57	Fair competition	Compliance with competition legislation; incidents of non-compliance	4.2.1 Business Ethics and Compliance; 4.2.2 Anti-corruption Culture
Art. 58	Innovation and technological development	Investment in R&D and innovation; digital transformation	1.3 Key Operating and Financial Performance Indicators; 3.4.3 Technological Innovation

GLOSSARY AND ABBREVIATIONS

Term	Definition
CO_2	Carbon dioxide
SO_2	Sulfur dioxide
CONSEP	Manufacturer of specialised sampling and sample-analysis equipment
EBITDA	Earnings Before Interest, Taxes, Depreciation and Amortization
EEI	Employee Engagement Index
ESG	Environmental, Social and Governance
ESI	Employee Satisfaction Index
eNPS	Employee Net Promoter Score
FAR	Fatal Accident Rate
FIFR	Fatal Injury Frequency Rate
GHG Protocol	Greenhouse Gas Protocol — international standards and guidance for greenhouse gas emissions accounting
GRI	Global Reporting Initiative — international sustainability reporting standards
ICMC	International Cyanide Management Code
ISO 14001	International standard for environmental management systems
ISO 45001	International standard for occupational health and safety management systems
ISO/IEC 27001	International standard for information security management systems
KAZRC	Kazakhstan Code for the Public Reporting of Exploration Results, Mineral Resources and Mineral Reserves
KPI	Key Performance Indicator
LOTO	Lockout/Tagout — energy isolation procedure
LTIFR	Lost Time Injury Frequency Rate
MBA	Master of Business Administration
MSDS	Material Safety Data Sheet — a document containing information on a substance's hazardous properties, safe handling measures and emergency response
Near-Miss	Potentially hazardous event / incident with no consequences
SASB	Sustainability Accounting Standards Board — industry-based sustainability disclosure standards
Scope 1	Direct greenhouse gas emissions from sources controlled by the Company
Scope 2	Indirect greenhouse gas emissions associated with the consumption of purchased energy
Scope 3	Other indirect greenhouse gas emissions in the value chain
SLAM	Stop, Look, Assess, Manage — a method for rapid risk assessment before starting or continuing work
Stop Work Authority	An employee's right to stop work when a safety threat is identified
TRIFR	Total Recordable Injury Frequency Rate
USD	United States dollar
ICS	Industrial control system
Mineral Reserves	The economically mineable part of Mineral Resources
GRP	Gold recovery plant
AI	Artificial intelligence
Inclinometer	Instrument used to monitor deformation and displacement of soil or engineering structures
Information asset	Data, systems, documents or technological information of value to the Company
IT	Information technology
Compliance	System for compliance with legal, corporate, ethical and anti-corruption requirements
Access control	Measures restricting access to systems, data, premises and equipment

Term	Definition
Phreatic surface	Level of seepage water within a dam or tailings storage facility
Heap leaching	Method of extracting gold by treating ore stacked in heaps with reagent solutions
Closure and rehabilitation	Set of measures implemented after an asset ceases operation, including land reclamation and site restoration
MCI	Monthly Calculation Index
IFRS	International Financial Reporting Standards
Hydraulic construction method	Method of constructing a tailings storage facility through hydraulic deposition of tailings
Disturbed land	Land altered as a result of mining, construction or production activities
VAT	Value added tax
UN	United Nations
Open pit	Open excavation used for ore extraction
OHS and industrial safety	Occupational health and safety and industrial safety
TCD	Technical Control Department
GHG	Greenhouse gases
Closure Plan	Document setting out measures for closure and remediation of the impacts of an asset's operation
Emergency Response Plan	Plan for emergency response and elimination of accident consequences
SPZ	Sanitary protection zone
PPE	Personal protective equipment
Media	Mass media
SDGs	United Nations Sustainable Development Goals