



SUSTAINABILITY REPORT 2024

➤ From local partnerships to lasting progress.



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MESSAGE FROM OUR CEO

Orezone President and CEO Patrick Downey meets with local school children during a visit to the MV2 community, constructed as part of Orezone's Resettlement Action Plan.

I am pleased to present Orezone's 2024 Sustainability Report, our second annual publication detailing the progress we have made in advancing environmental stewardship, social responsibility and strong governance at Bomboré and across the Company. Over the course of 2024, we built on the foundations discussed in our inaugural report, advancing the priorities we set forth in 2023.

Our operations are deeply integrated with Burkina Faso's workforce and communities. In 2024, Burkinabé citizens comprised 97% of our workforce, including both employees and contractors, and our community investments increased by 55% to \$17 million. We continued to deepen our partnerships with local contractors, suppliers and financial institutions, ensuring that more than US\$200 million in economic value stayed within the country. This local centric model not only fosters durable socio-economic benefits, but also strengthens the bonds of trust with the communities we serve.

Health and safety remained a foundational priority across our operations in 2024. Building on the more than four million hours worked without a lost-time injury in 2023, in 2024 we reduced our total incident rate (TRIFR) by 28%. Our near-miss frequency rate also declined by more than one-third, reflecting continued progress in strengthening our safety culture.

In 2024, we essentially doubled our training efforts for direct and contract employees whom on average each received more than 50 hours of health, safety, and emergency response training.

Despite our strong safety record, a tragic incident occurred in May 2025 at the hard rock expansion construction site resulting in the death of a contractor employee in a vehicle-related accident. Orezone immediately initiated a full investigation in collaboration with the relevant authorities and contracting companies to determine the causes of the accident and ensure that corrective actions were implemented. This tragedy is a solemn reminder of the importance of continuous vigilance and improvement. We remain committed to learning from this event and to further strengthening our systems, training, and safety culture across all operations.

“We built our business around a local-centric model that keeps more value close to home, through local employment, local suppliers, and sustained community investment. That approach delivers durable socio-economic benefits, and it builds the trust and partnership that responsible mining depends on.”

Patrick Downey
Director, President, & CEO

In 2024 we made substantial progress on Phases II and III of our Resettlement Action Plan, relocating all households to the new MV3 community in June and to MV2 in November, while also breaking ground on the BV1 and BV2 communities. Community feedback has been overwhelmingly positive.

In early 2024, we successfully connected the Bomboré Mine to Burkina Faso's national electricity grid. This achievement has already led to a greater than 30% reduction in Scope 1 greenhouse gas (GHG) emissions as nearly 70% of our total energy was provided by the national grid in 2024 with grid utilization expected to increase in future years. This is a rare step change for a mid-tier producer and a strong indicator of our ability to scale further decarbonization through future initiatives.

As we look ahead, our focus remains on continuous improvement. First gold from the stage 1 hard rock expansion was achieved on December 15, 2025, with the project delivered on schedule and on budget. In 2026, combined oxide and stage 1 hard rock operations are expected to produce between 170,000 and 185,000 ounces of gold annually, reinforcing Orezone's growth trajectory which will result in increases in local employment, procurement and community

investments. This will be further augmented through increased payments of government royalties, a portion of which is reinvested back into local communities.

From a sustainability management perspective, we are also very focused on continuous improvement. For this report, we engaged a third-party consultant to review our data and internal data management processes. Through this process, we have enhanced our ESG data quality and overall sustainability governance. While we are proud of our steady progress, we remain deeply committed to improving year-over-year.

I would like to thank our Board of Directors for their oversight, our employees for their dedication, and our local and international stakeholders for their continued partnership and support.

Together, we are building a modern, responsible, and resilient mining company, one that creates lasting value for all.

PATRICK DOWNEY
Director, President & CEO



2024 PERFORMANCE HIGHLIGHTS

>US\$200 million

In economic value retained in Burkina Faso

By directing close to US\$150 million to local suppliers and more than US\$200 million in total economic value into Burkina Faso, Bomboré is helping build a stronger national economy that can thrive long after the mine.

776

Employees

1,996

Contractors

A predominantly Burkinabé workforce that keeps skills, wages, and opportunity rooted in the communities and ready to grow with the mine.

~US\$16.8 million

In community investment, a 55% increase from 2023.

Rising community investment is funding education, livelihoods, and local infrastructure so that host communities share in today's value and are better equipped for tomorrow.

50 hours

Of health, safety and emergency response training per employee (up from 30 hours, +67%)

Expanded training equips our people with the skills to work safely, respond to emergencies, and lead health and safety practices as Bomboré grows.

US\$26.5 million

In cumulative Resettlement Action Plan spending, including US\$16.0 million in 2024

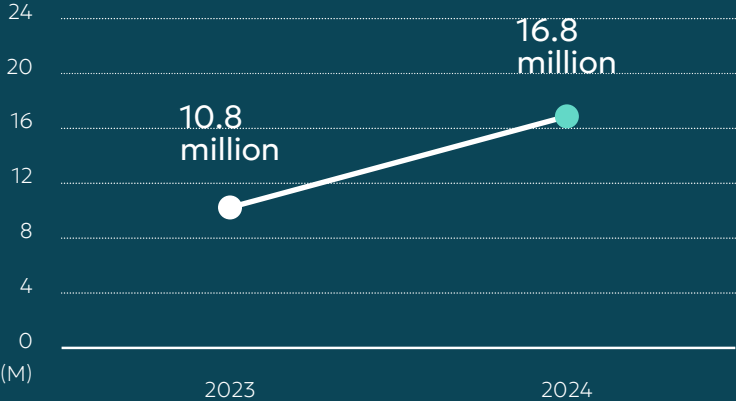
Significant, sustained RAP investment reflects a long-term commitment to fair resettlement, better housing, and renewed livelihoods for families living near Bomboré.

31%

Reduction in Scope 1 GHG emissions, from 85,489 tCO₂e in 2023 to 59,402 tCO₂e in 2024

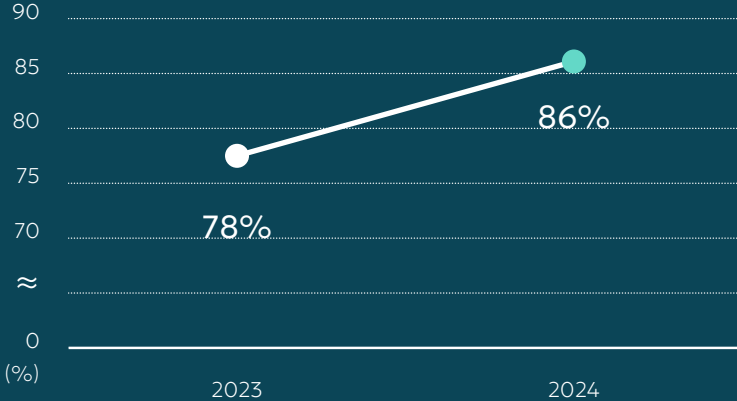
Connecting Bomboré to the national grid has driven a step change in emissions, cutting diesel use and positioning the mine for deeper decarbonization in the years ahead.

Orezone Community Investments



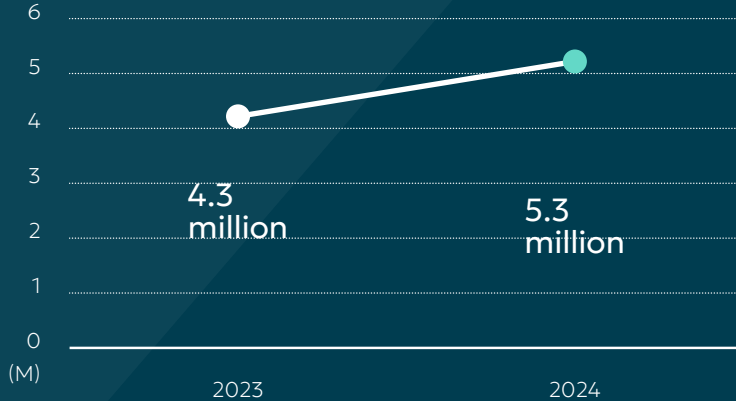
\$16.8M in community investment, a 55% increase from 2023.

Orezone Local Supplier Investments



86% of total supplier spending in 2024 went to local suppliers (up from 78% in 2023)

Orezone Hours Worked



18.7 million hours worked without a lost-time injury as of December 31, 2024

ABOUT THIS REPORT

Welcome to the 2024 Sustainability Report for Orezone Gold Corporation (“Orezone” or the “Company”).

This report outlines our sustainability approach and summarizes our environmental, social and governance (ESG) performance for the year ending December 31, 2024, with 2023 comparatives.

It marks our second annual publication, demonstrating our year-over-year progress and reinforcing our commitment to drive sustainable growth and generate positive community impact.

References in this report to the Company, “we” and “our” include a reference to Orezone and its 85%-owned subsidiary, Orezone Bomboré SA (“OBSA”).

Financial amounts are reported in U.S. Dollars (US\$) unless otherwise stated.

Throughout this report, the terms “Sustainability” and “ESG” are used. ESG issues are defined as those issues typically associated with sustainability. Sustainability is linked to outcomes with a positive impact that an organization seeks to achieve. ESG metrics are used to measure organizational performance.

Our sustainability disclosures are supported by a robust internal control framework guided by the Committee of Sponsoring Organizations of the Treadway Commission (COSO) Internal Control over Sustainability Reporting (ICSR) principles. Orezone’s sustainability practices are also aligned with the World Gold Council’s Responsible Gold Mining Principles (RGMPs) and the United Nations Global Compact. Together, these frameworks help ensure the integrity of our ESG data, reinforce accountability, and align our reporting with internationally recognized standards of responsible business conduct.

The metrics and data presented in this report have not been subject to independent external audit or verification. While every effort has been made to ensure their accuracy and completeness, the figures are derived from internal data collection and reporting processes. As a result, they may be revised or adjusted in future reports to reflect improvements in methodology, data quality, or emerging industry standards.



Nighttime aerial view of the Bomboré oxide processing plant.

This report has been approved by Orezone’s Board of Directors.

ABOUT OREZONE GOLD

Orezone is a West African gold producer developing the Bomboré Gold Mine in Burkina Faso. Bomboré’s oxide plant achieved commercial production in December 2022 and the mine has since advanced its two-stage hard rock expansion. Stage 1 of the hard rock expansion achieved first gold on December 15, 2025, representing the next step in Bomboré’s long-term development. With hard rock processing now underway, combined oxide and stage 1 hard rock production is forecast to reach 170,000–185,000 ounces in 2026.

Orezone is led by an experienced team with a strong commitment to safety, social responsibility, and sustainable development. At Bomboré, 97% of the workforce are Burkinabé citizens, reflecting the Company’s ongoing investment in local employment, partnerships,

community infrastructure, and vocational training.

The Bomboré mining permit is held by OBSA, an 85%-owned subsidiary of the Company. The Government of Burkina Faso holds a 15% free-carried equity interest in OBSA.

Orezone’s common shares trade on the Toronto Stock Exchange (TSX:ORE), OTCQX Best Market in the United States (OTCQX:ORZCF) and Australian Securities Exchange (ASX:ORE).

The Company’s head office is located at 505 Burrard Street, Suite 450, Vancouver, British Columbia, Canada, V7X 1M3.

OBSA’s head office is located at Rue 25.264 Porte 131, Zone Industrielle Kossodo, 01 B.P. 1639 Ouagadougou, Burkina Faso.

OUR APPROACH TO SUSTAINABILITY



At Orezone, our dedication to sustainability and social responsibility is embedded in our business strategy and is fundamental to the company's growth and long-term success.

Orezone employees and contractors gather at the Bomboré Mine for a safety stand-down recognizing 20 million hours worked without a lost-time injury.

STAKEHOLDER ENGAGEMENT AND MATERIALITY REVIEW

Community engagement and respect for the culture and welfare of the local communities where we operate are critically important as cornerstones of our business philosophy and represent core values of the organization.

Our Company seeks to build and nurture environments with the capacity to enhance living conditions of residents and communities through strategic investments in community projects, job creation, and training. Orezone is committed to acting in accordance with international industry good practice, meeting and exceeding regulatory requirements and striving for continuous improvement.

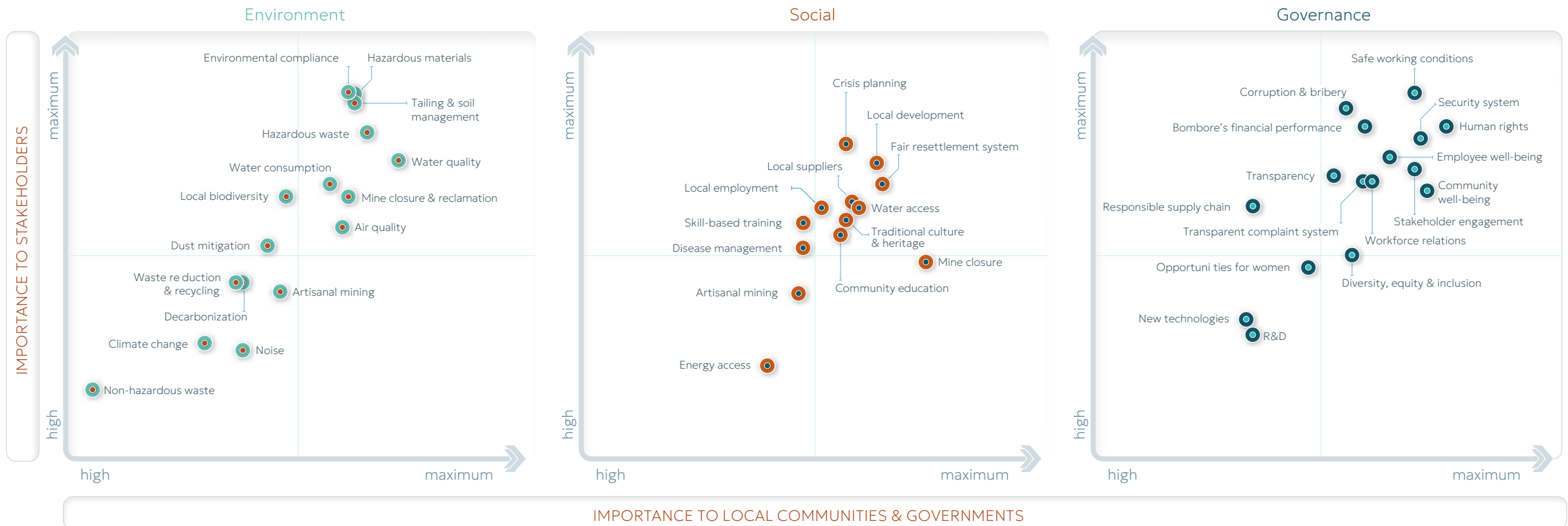
Material ESG topics are risks and opportunities that Orezone and its stakeholders agree have the potential to materially influence the

Company's performance and long-term value creation. Since 2009, our approach has been shaped by a series of environmental and social studies that identified and embedded stakeholder priorities into the design of the Bomboré Mine. This integration has guided the oxide operations, which achieved commercial production in 2022, and the stage 1 hard rock expansion, which advanced through engineering and construction in 2024 and achieved first gold on December 15, 2025. These considerations remain central to how we plan for future operation, expansion, and eventual closure.

In 2024, our materiality review built on this foundation, focusing on issues that are most significant to our stakeholders and our business. We engaged through formal consultations, community meetings, employee forums, supplier discussions, and direct investor outreach.

For 2024, the engagement placed additional emphasis on the impacts and reliability of the grid connection, evolving workforce development needs in preparation for the hard rock expansion, and the long-term sustainability of local procurement programs.

Feedback confirmed continued high priority for corporate governance, water stewardship, community relations, and local economic participation. Health and safety, particularly in the context of expanding operations, emerged as a strengthened focus area. By aligning our sustainability management approach to these priorities, we are advancing our commitments to transparency, accountability, and the creation of shared value for all stakeholders.



ALIGNMENT TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



In 2015, the United Nations Member States adopted the 2030 Agenda for Sustainable Development, a shared roadmap for peace, prosperity, and environmental stewardship. At its core are 17 Sustainable Development Goals (SDGs) that call on all countries to work together to

end poverty, improve health and education, drive inclusive growth, and protect the planet.

At Orezone, our commitment to sustainability remains closely aligned with these goals. We acknowledge that our operations can directly and indirectly contribute to the 17 SDGs found in the West African local communities where we operate. The Company recognizes the critical role we must play in contributing to the economic and social growth of the region while at the same time safeguarding its environment.

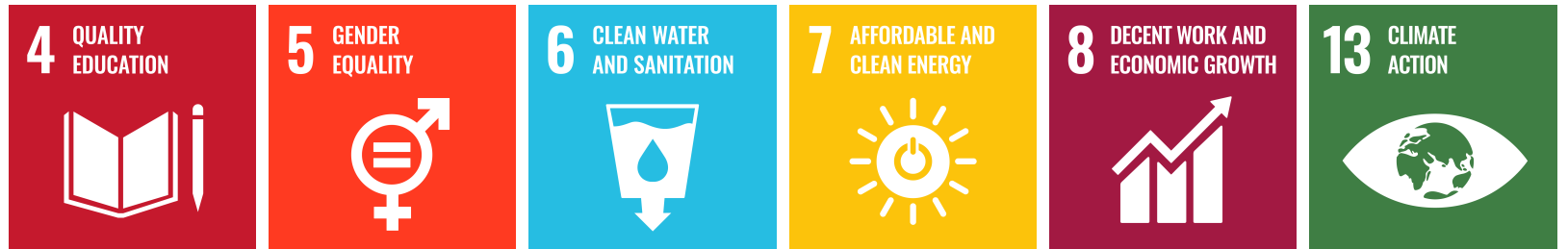
In 2024 we advanced this alignment through actions that support quality education (SDG 4), gender equality (SDG 5), clean water and sanitation (SDG 6), and decent work and economic growth (SDG 8). These were sustained alongside strong local participation in our workforce and supply chain.

2024 also marked progress toward clean energy (SDG 7) and climate action (SDG 13) through the connection of Bomboré to Burkina Faso's national electricity grid.

By integrating these SDGs into our business practices, we aim to deliver lasting, positive impacts that extend beyond our operations and to support sustainable development for current and future generations in West Africa.



Orezone team members and community participants plant trees at Kogsin School near the MV3 Health Centre.



In 2024, Orezone advanced progress across multiple SDGs, with strong gains in education, equality, water stewardship, decent work, clean energy, and climate action.

Orezone aligns its sustainability approach with the UN Sustainable Development Goals, translating stakeholder priorities into action across education, gender equality, water stewardship, decent work, and progress on clean energy and climate.



SUSTAINABILITY STRATEGY AND GOALS

In this report, the Company continues to use the Sustainability Accounting Standards Board (“SASB”) framework for metals and mining to guide disclosure on material topics. We reference SASB topics and metrics where they are relevant to our operations and stakeholders. To improve comparability for a broader set of readers, selected disclosures are also cross-referenced to the Global Reporting Initiative (GRI) Standards, and climate-related measures are mapped to the International Sustainability Standards Board (ISSB) Climate-related Disclosures Standard S2, including local adoptions such as Canadian Sustainability Disclosure Standards (CSDS) 2 and Australian Accounting Standards Board (AASB) S2.

The SASB Metals and Mining Standard remains our primary lens. Looking ahead, we plan to expand our capability to report on additional environmental indicators, including those related to carbon monoxide (CO) and volatile organic compounds (VOCs), as data systems and monitoring capacity mature.

Our sustainability disclosures are underpinned by an evolving internal control framework guided by the COSO Internal Control over Sustainability Reporting (ICSR) principles. Orezone’s sustainability practices are also aligned with the World Gold Council’s Responsible Gold Mining Principles (RGMPs) and the United Nations Global Compact. These frameworks collectively strengthen the integrity of our ESG data, reinforce accountability, and guide our ongoing alignment with internationally recognized standards of responsible business conduct.

OBSA on-site clinic staff and support team from Ouagadougou during the 2024 annual medical check for employees.

GOOD GOVERNANCE



“Orezone’s commitment to sustainability and ESG continues to be the foundation of our long-term success. In 2024, we strengthened our focus on responsible growth, advancing our environmental stewardship, maintaining the highest standards of health and safety, and deepening our partnerships with host communities. These priorities not only define who we are, but also drive lasting value for our stakeholders and the people of Burkina Faso.”

Kate Harcourt
Director & Chair, Health, Safety and Sustainability Committee

Orezone employees and external stakeholders gather during an operational engagement focused on health and safety.

Orezone is dedicated to high standards of corporate governance, accountability and ethical business conduct. Operating ethically and transparently is critical to protecting the interests of our employees, business partners, external stakeholders, local communities and investors, and helps promote strong governance and advance sustainability as the foundation of our business.

BOARD OF DIRECTORS

Our Board of Directors (the “Board”) is ultimately responsible for overseeing the practice of strong corporate governance at the Company, directing the business and building shareholder value. It is composed of diverse and experienced leaders, and committed to upholding standards of integrity, accountability, and transparency. Day-to-day management of the Company is the responsibility of the Chief Executive Officer and senior management.

As of the date of this report, there were seven members of the Board, six of whom were independent and two of whom are female. The Board is led by an Independent Chair and the CEO is the sole non-independent director.

During 2024, the Board met nine times, with the Board meeting independently of management at the majority of its meetings.

The Board provides oversight of Orezone’s sustainability initiatives, ensuring that business operations align with best practices and stakeholder expectations. We prioritize ethical decision-making in all aspects of our business, from financial stewardship to environmental management and social engagement. By fostering a culture of ethical leadership and sound governance, our Board plays a crucial role in guiding the Company toward sustainable growth and long-term value creation for our shareholders and communities alike.

The Board is supported by three committees: the Audit Committee, the Corporate Governance, Nominating and Compensation Committee, and the Health, Safety and Sustainability Committee.



Aissa Sanogo, OBSA Camp & Transport Superintendent and Moussa Dembele, OBSA Camp Concierge (Facilities Coordinator).

Orezone Board of Directors:

NAME	TITLE	DATE JOINED
Patrick Downey	CEO	April 5, 2011
Sean Harvey	Chair and Independent Director	January 11, 2024
Julian Babarczy	Independent Director	June 12, 2025
Joe Conway	Independent Director	October 13, 2014
Rob Doyle	Independent Director	June 15, 2022
Kate Harcourt	Independent Director	June 28, 2018
Tara Hassan	Independent Director	June 7, 2024

The following skills matrix outlines the experience and background of the directors based on information provided by such individuals:

BOARD SKILLS / EXPERIENCE	PATRICK DOWNEY	JOSEPH CONWAY	ROB DOYLE	KATE HARCOURT	SEAN HARVEY	TARA HASSAN	JULIAN BABARCZY
Business strategy	✓	✓	✓		✓	✓	✓
Construction and project development experience	✓	✓	✓	✓	✓		
M&A	✓	✓	✓		✓	✓	
Mining and industry experience	✓	✓	✓	✓	✓	✓	✓
Senior technical and engineering experience	✓	✓	✓		✓		
Board and governance experience	✓	✓	✓	✓	✓	✓	✓
Finance, accounting and debt	✓	✓	✓		✓	✓	✓
Health, safety and environment & sustainable development	✓	✓	✓	✓	✓		
Executive management	✓	✓	✓	✓	✓	✓	
Corporate finance (public markets)	✓	✓	✓		✓	✓	✓
In-country experience: regulatory affairs and international experience	✓	✓	✓	✓	✓	✓	
Australian market and ASX experience	✓				✓		✓
Independent	CEO	✓	✓	✓	✓	✓	✓
Board Tenure – Years	15	12	4	8	2	1.5	0.5
Age	65	68	56	61	66	43	49
Gender	M	M	M	F	M	F	M

The Audit Committee provides oversight on the Company’s financial reporting, compliance with legal and regulatory requirements related to financial reporting and certain corporate policies and internal controls over financial reporting and disclosures. The current committee members are Rob Doyle (Chair), Joe Conway and Julian Babarczy.

The Corporate Governance, Nominating and Compensation Committee provides oversight on Orezone’s overall approach to corporate governance, identifying and recommending new nominees for election to the Board, and assisting the Board in setting director and senior executive compensation. The current committee members are Joe Conway (Chair), Sean Harvey and Tara Hassan.

The Health, Safety and Sustainability Committee is tasked with the responsibility of monitoring the Company’s health & safety, environmental, social and governance performance. The committee meets with management, at a minimum, quarterly to review current and emerging issues, evaluate performance and risk management, and to evaluate and update policies and procedures. The current committee members are Kate Harcourt (Chair), Rob Doyle and Tara Hassan.

GOVERNANCE POLICIES

Orezone is committed to running its business to the highest ethical standards. The Company maintains a set of policies that outline the standards of conduct expected from all directors, employees, contractors, and consultants. These policies are reviewed by the appropriate Board committees and updated to remain consistent with applicable laws, regulations, and industry best practices. Our policies may be found on our website at www.orezone.com and include the following:

CODE OF BUSINESS CONDUCT AND ETHICS

Orezone has established core values that we believe are key to Orezone's success. The Code of Business Conduct and Ethics reflects these core values and affirms Orezone's commitment to conducting its business with honesty, integrity and fairness. The Code of Business Conduct and Ethics also specifies the basic norms of behaviour expected from within the Company.

Each employee is provided a copy of the Code of Business Conduct and Ethics that must be read and signed upon commencement of employment with the Company and thereafter on a yearly basis. The Board encourages and promotes a robust culture of ethical business conduct that prioritizes compliance with applicable laws, rules and regulations in all jurisdictions where the Company conducts business; providing guidance to directors, officers and employees to help them recognize and address ethical issues; promoting a culture of open communication, honesty and accountability; and ensuring awareness of the prospect of disciplinary action for violations of ethical business conduct. The Code of Business Conduct and Ethics was most recently updated and approved by the Board in May 2025.

ANTI-BRIBERY AND ANTI-CORRUPTION

The Company has a zero-tolerance policy for bribery and corruption. The policy applies to all Company personnel and business partners and requires compliance with applicable anti-bribery laws, including



Construction workers on site during expansion activities at the Bomboré Mine.

Canada's Corruption of Foreign Public Officials Act. The policy prohibits bribes, kickbacks, and facilitating payments, sets standards for gifts, hospitality, and political contributions, and requires due diligence and contractual safeguards when engaging agents or intermediaries. It establishes reporting, investigation, record-keeping, training, and annual certification requirements, and provides for disciplinary action and, where appropriate, referral to authorities. This policy was most recently updated and approved by the Board in May 2025.

WHISTLEBLOWER POLICY AND WHISTLEBLOWER SYSTEM

The Whistleblower Policy sets procedures for receiving, retaining, and treating complaints about accounting, internal controls, auditing matters, or violations of the Code of Business Conduct and Ethics. It prohibits discrimination or retaliation against anyone who reports concerns in good faith or assists in an investigation. Concerns may be submitted confidentially, including anonymously, to the Chair of the Audit Committee. The Audit Committee investigates, may engage outside advisors, maintains confidentiality to the extent possible, and retains records for at least seven years.

In addition to the Company's Whistleblower Policy, there is a Whistleblower System in place that provides for individuals to report,

on a confidential and anonymous basis, any concerns regarding questionable behaviour or violations to the Code of Business Conduct and Ethics which may include any concerns with respect to ESG matters. The Whistleblower System is available in English and French and is actively promoted by the Company with posters in both languages. The Whistleblower System is managed by an independent third-party specialized provider.

In 2024 and as of the date of this report, the Company had not received any reported concerns regarding unethical behaviour or violations to the Code of Business Conduct and Ethics.

DIVERSITY POLICY

Orezone's Diversity Policy affirms a merit-based system within a diverse and inclusive culture. Diversity is broadly defined and includes characteristics such as gender, ethnicity, nationality, age, disability, and other attributes. The Company has set an objective to reach 30 percent women throughout the organization and a target of 30 percent women on the Board by the 2026 annual general meeting or sooner. The policy outlines responsibilities for Board and management diversity, inclusive recruitment practices, training, monitoring, and annual reporting by the Corporate Governance, Nominating and Compensation Committee. This policy was most recently updated and approved by the Board in May 2025.

HEALTH, SAFETY, ENVIRONMENT AND SOCIAL RESPONSIBILITY POLICY

Orezone commits to responsible mining by protecting people, the environment, and host communities through an integrated approach to health and safety, environmental management, and social responsibility. The policy applies across all operations and outlines expectations for employees, contractors, and partners. It emphasizes eliminating workplace risks, complying with laws and good international practice, minimizing environmental impacts, safeguarding biodiversity, engaging openly with stakeholders, respecting human rights, supporting community development, and preventing forced and child labour. Implementation relies on defined roles, performance indicators, audits, and continuous improvement, with oversight by the Health, Safety & Sustainability Committee and annual Board review. This policy was most recently updated and approved by the Board in November 2025.

HUMAN RIGHTS

Respect for human rights is a critical element of Orezone’s vision and values that is embedded in our Code of Business Conduct and Ethics. The Company is committed to conducting its operations in a manner consistent with the Universal Declaration of Human Rights, the laws of home and host countries, the Voluntary Principles on Security and Human Rights, the United Nations Guiding Principles on Business and Human Rights, the UN Declaration on the Rights of Indigenous People and the World Gold Council’s Responsible Gold Mining Principles and Conflict-Free Gold Standard.

In 2024 and as of the date of this report, the Company has not received any reported violations of Human Rights.

Orezone employees participate in a World AIDS Day awareness event on site at the Bomboré Mine.

RESPONSIBLE SOURCING & SUPPLY CHAINS

In 2024, Orezone strengthened its governance and supply chain practices to further prevent the risks of forced and child labour. We enhanced our risk-based assessment framework, integrated

labour-related risks into our enterprise risk management system, and began mapping our supply chain by tier, geography, and risk profile. We also expanded supplier due diligence, maintained our Supplier Code of Conduct, and prepared to launch targeted training on forced and child labour in 2025. These efforts reflect our continued commitment to ethical sourcing, responsible business conduct, and respect for human rights across all operations.



ENVIRONMENT AND SOCIAL MANAGEMENT PLAN



“As the Environmental and Community Relations Manager, I believe that our success lies in the difference we make in the lives of host communities through the quality of OBSA's stakeholder engagement and our investments in these communities.”

Alira Analira
Environmental & Community Relations Manager, Bomboré Mine

Aerial view of the Bomboré Mine tailings storage facility, showing the engineered containment area and surrounding infrastructure.

The Company's Environment and Social Management Plan ("ESMP") implements the commitments made in our policy framework, sets out the environmental and social management measures applied at the Bomboré Mine, and covers all phases of operation, development, closure, and rehabilitation.

The ESMP identifies objectives necessary to comply with Burkina Faso regulations and international best practice and includes environmental monitoring programs together with social and environmental follow-up action plans and protocols used to assess the effectiveness of management measures implemented by Orezone. Our policy framework, updated in October 2025, commits the Company to Good International Industry Practice ("GIIP") and the Equator Principles. The ESMP also includes measures to strengthen the capacity of stakeholders involved in environmental and social management.

Management measures were implemented at the earliest stages of construction for each of the oxide and hard rock process plants and have continued into operations. Measures are also being implemented for closure and rehabilitation, with certain measures to extend into post-closure.

The measures for physical, biological, and human components, applied ahead of any new activity or extension of current activity, and planned accordingly, include the following:

- Protection of soils.
- Control of run-off water and respecting buffer zones along watercourses.
- Implementation of restrictions and rehabilitation measures, including restrictions on tree cutting and limits on working areas, replanting trees, reseeding disturbed areas to reduce erosion, and reclaiming historically impacted sites.
- Reduction and control of noise and dust emissions.
- Control of traffic speed, maintenance of access roads, and the use and maintenance of equipment (for example fuel and lubricant tanks, vehicles and motorized equipment).
- Management of human resources, logistics, mobilization and demobilization of personnel and contractors.



Aerial view of the MV3 resettlement community developed as part of Orezone's Resettlement Action Plan near the Bomboré Mine.

- Maximization of job opportunities for the local workforce, supplies of goods and services by local stakeholders, benefits for women, and management of expectations.
- Population and worker awareness of the risks of transmitting HIV/AIDS and other endemic diseases.
- Precise location and protection of places of worship and sacred sites.

Measures first implemented in prior project phases for soil, surface water, groundwater, ambient noise, population and social cohesion, economy, and infrastructure continue to be maintained during operations. Additional measures include:

- Monitoring of the tailings storage facility in compliance with the Global Industry Standard on Tailings Management (GISTM), applicable regulations and requirements.
- Management of waste rock dumps and progressive revegetation to minimize erosion.
- Management of water, fauna, hazardous materials, wastes, traffic, and vehicle maintenance.

Consistent with the Health, Safety, Environment and Social Responsibility Policy, the ESMP also incorporates:

- Identification and management of risks to human rights, including those related to the use of security personnel.
- Emergency preparedness and response plans for unplanned incidents that could affect communities and stakeholders.
- Identification and management of community health and safety risks related to project activities.
- Livelihood restoration programs where households are economically or physically displaced.
- Promotion of local employment and local suppliers, and respect for freedom of association and collective bargaining.
- Collaboration with communities to develop long-term skills and economic opportunities.

This ESMP framework, supported by quarterly committee oversight and regular performance reporting, continues to guide environmental and social management at Bomboré.

WORKPLACE HEALTH AND SAFETY



Orezone is committed to a zero-harm work environment for employees, contractors, and host communities, and in 2024 we achieved 18,729,722 hours worked without a lost-time injury, reflecting disciplined risk management, safety leadership and accountability, and a culture of continuous improvement.

Orezone emergency response team members participate in a fire response training exercise on site at the Bomboré Mine.

WORKPLACE HEALTH AND SAFETY

At Orezone, the health, safety, and security of employees, contractors, and host communities are paramount. We are committed to a zero-harm work environment, where every individual can work safely and confidently knowing that well-being in the workplace is a top priority.

As of December 31, 2024, Orezone achieved 18,729,722 hours worked without a lost-time injury.

Despite this solid safety record, a tragic vehicle-related accident occurred in May 2025 at the hard rock expansion site, resulting in the death of a contractor employee. The incident underscored the need for continued vigilance and the relentless pursuit of improvement.

Orezone immediately initiated a full investigation in collaboration with the relevant authorities and contracting partners and remains committed to learning from this event and further strengthening its systems, training, and safety culture across all operations.

Building on these lessons, Orezone continues to embed safety leadership and accountability into every aspect of its operations. This includes comprehensive onboarding procedures, continuous training on site-specific hazards and emergency procedures, and disciplined risk management across operations.

OBSA's health and safety department plays a central role in ensuring that all activities are carried out responsibly and with care for people. The team focuses on prevention through regular training, structured risk assessments, ongoing monitoring of workplace conditions, and the audit of contractors, ensuring compliance with all applicable national and international regulations.

The department works closely with operations so that safety considerations are built into planning, daily execution, and longer-term decisions. This practical, consistent approach supports a culture where every worker understands their role in maintaining safe practices and contributes to OBSA's broader sustainability goals.

“At the end of 2024, we achieved 18.7 million hours without a lost-time injury. This reflects thousands of safe choices, made consistently shift after shift based on best international practices, continuous training and consistent feedback. That’s the culture we have built.”

Georges Zigani
Health and Safety Manager, Bomboré Mine



On-site occupational health services, delivered through a clinic staffed by a full-time doctor and nurses, support this safety culture, alongside targeted community health programs such as annual malaria prevention campaigns and weekly awareness meetings.

We actively encourage transparent reporting of incidents and near misses to drive continual improvement, and we disclose our performance in line with the SASB Metals & Mining Standards, including all-incidence and fatality rates, near miss frequency, and average training hours for direct employees and contractors (EM-MM-320a.1).



Employees gather for a pre-shift safety and operations briefing at the Bomboré Mine.

COMMITMENT TO TRAINING

As our operations grew in scale and complexity in 2024, so too did our investment in training. Total hours worked rose to almost 5.4 million, a 22% increase over 2023, reflecting both an expanded workforce and continued progress toward the hard rock expansion. In parallel, we significantly expanded our health, safety, and emergency response training programs for both employees and contractors.

In 2024, employees received an average of 50 hours of health, safety, and emergency response training, up from 30 hours in 2023, representing a 67% increase. For contractors, average training hours per worker rose from 20 hours to 45 hours, a 125% year-over-year increase. This training includes onboarding, job-specific safety modules, daily toolbox meetings, and scenario-based emergency response drills, all designed to build awareness, readiness, and accountability at every level of the operation. In 2024, we added site-wide emergency response training to our program to improve on-site readiness and further strengthen our safety culture.

INCIDENT PERFORMANCE AND RISK PREVENTION

This substantial year-over-year growth in training reflects our proactive approach to risk prevention and our belief that consistent, high-quality instruction is essential to achieving our goal of zero harm. In 2024, Orezone maintained a strong safety record, reporting zero fatalities for the second consecutive year. Our Lost-Time Injury frequency rate remained at 0, demonstrating continued progress toward a zero-harm workplace. The Medical Aid Injury frequency rate improved to 0.58, down from 1.37 in 2023, representing a 58% reduction, while Medical Aid Injuries with Restricted Duties frequency rate declined to 0.19 from 0.91, a 79% decrease.

First Aid Injuries frequency rate fell slightly to 3.47 from 3.64, a 5% improvement, and High Potential Incidents frequency rate decreased to 1.35 from 1.59, a 15% reduction, underscoring stronger hazard awareness and preventive controls across our workforce.

Our all-incident frequency rate also improved significantly, falling from 5.92 in 2023 to 4.10 in 2024, a 31% reduction. Likewise, our near miss frequency rate declined by 35%, from 12.97 to 8.49, signaling improved reporting practices and better hazard recognition at all operational levels.

These results reflect the impact of our investment in health and safety training, along with systematic incident tracking and root-cause investigations. All safety events, including near misses, are

documented and assessed according to a tiered classification framework that allows us to identify trends and implement corrective actions.

We continue to treat every incident, no matter how minor, as an opportunity to strengthen our controls and reinforce shared accountability at all levels of the operation. Near miss reporting, in particular, plays a key role in identifying risk precursors and ensuring that preventative measures are in place before harm occurs.

Health and Safety Performance Summary

CATEGORY	2024	2023	YEAR OVER YEAR CHANGE
Number of Hours Worked	5,365,580	4,393,844	22%
Fatalities	0	0	0
Frequency Rates	-	-	-
Lost-Time Injury	0	0	0
Medical Aid Injury	0.58	1.37	-58%
Medical Aid Injury with Restricted Duties	0.19	0.91	-79%
First Aid Injury	3.47	3.64	-5%
High Potential Incident	1.35	1.59	-15%
Total Reportable Injury	0.75	2.28	-67%
Near Miss	8.49	12.97	-35%
All Incident	4.10	5.92	-31%

*Frequency rates are calculated per million person hours worked.



CASE STUDY

USING TECHNOLOGY TO MANAGE FATIGUE AND PREVENT VEHICLE INCIDENTS

In 2024, Orezone introduced a new Fatigue and Driver Monitoring System across its vehicle fleet to enhance road safety and reduce fatigue-related incidents. The initiative was implemented in partnership with Tenakuru Technologies, a regional leader in fleet management and AI-enabled driver monitoring solutions operating across West Africa.

The system integrates dashcams and AI-based driver monitoring sensors capable of detecting fatigue, distraction, phone use, smoking, and drowsiness in real time. When risky behaviors are detected, the device issues audible in-cab alerts and sends notifications to site safety teams for immediate follow-up. By combining real-time alerts with proactive coaching, the system encourages safer driving behavior and fosters a culture of accountability among operators.

Since its introduction, the technology has contributed to measurable safety improvements, reducing fatigue-related risks, improving driver awareness, and reinforcing Orezone's commitment to achieving zero harm. The implementation also supports broader Health and Safety objectives by providing data-driven insights that help supervisors identify patterns, improve scheduling, and design targeted training interventions.

This technology-driven initiative demonstrates Orezone's focus on continuous improvement and innovation in occupational safety, ensuring that employees and contractors return home safely every day.

Employees participate in a vehicle extrication training exercise during workplace emergency preparedness activities at the Bomboré Mine.

OUR PEOPLE



Orezone’s distinctive local model is built on deep local roots and shared value, starting with our people. In 2024, Bomboré supported a workforce of 2,772 (776 employees and 1,996 contractors), with more than 97% of our direct workforce made up of Burkinabé nationals.

Pictured left to right: a trainee and Marina Sama, Instrumentation Technician (Maintenance Team).

At Orezone, our people are our greatest strength, and the foundation of what we describe as our distinctive local model. From the beginning, we have built our workforce in Burkina Faso with the belief that the long-term success of the Bomboré Mine depends on deep local roots, equitable opportunity, and shared value creation with host communities.

WORKFORCE COMPOSITION AND LABOUR RELATIONS

As Bomboré continues to develop, our workforce is critical to supporting the needs of the growing operation. In 2024, Orezone supported a total workforce of 2,772 people, made up of 776 employees and 1,996 contractors, roughly 28% direct employees and 72% contractors. This marks a modest increase from the 2,760 people employed by the mine in 2023 and reflects operational growth.

In line with our distinctive local model, over 97% of our direct workforce in 2024 were Burkinabé nationals. This high level of national representation underscores our commitment to long-term skills transfer and workforce development in Burkina Faso. Female representation in the workforce was 9%, a 1% increase from 2023,

and remains an active area of focus in implementing our Diversity Policy and gender equity commitments. In 2024, we continued to support and encourage the participation of women in technical and leadership roles by providing training and opportunities for advancement.

In 2024, Bomboré employee gross wages and benefits totalled US\$18.6 million, a 16% increase from 2023. The majority of this value remained within Burkina Faso through local payroll, supporting household incomes, local spending, and community development. This financial contribution complements our local hiring strategy and enhances the long-term economic impact of the mine.

Labour relations continue to remain strong. All OBSA employees were covered by collective agreements in both 2023 and 2024, while an estimated 40% of contractors were covered. There were no strikes or lockouts during the year.

This localized workforce, combined with our partnership with a Burkinabe mining contractor, helps keep economic value circulating within Burkina Faso, minimizes the need for expatriate roles, and strengthens alignment between our operations and community development goals. It remains a cornerstone of our “distinctive local model,” and a key driver of Bomboré’s social licence to operate.



Welding work underway on site as part of the stage 1 hard rock expansion construction at the Bomboré Mine.

Workforce Composition and Labour Relations Summary

CATEGORY	2024	2023	YEAR OVER YEAR CHANGE
Total Number of Employees	776	888	-13%
Total Number of Contractors	1,996	1,872	7%
Percentage of Active Employees Under Collective Agreements	100%	100%	0%
Percentage of Active Contractors Under Collective Agreements	40%	40%	0%
Number and Duration of Strikes and Lockouts	0	0	0%
Employee Wages (US\$)	18,639,000	16,008,000	16%

ENVIRONMENTAL STEWARDSHIP



Guided by our ESMP, Orezone continues to strengthen energy performance, reduce emissions, and manage environmental risk. In 2024, grid electrification cut Scope 1 emissions by 31% and raised grid electricity to 69.5% of total consumption

Employees participate in a World Environment Day tree-planting as part of Orezone's environmental stewardship activities in Burkina Faso.

At Orezone, we aim to integrate environmental performance into every stage of our mine planning, operations, and expansion strategy. In 2024, we focused on improving our emissions reduction efforts, improving energy efficiency, and strengthening systems for long-term environmental risk management. This work was guided by the commitments set forth in our ESMP, which aligns with the Equator Principles, IFC Performance Standards, and the SASB Metals & Mining Sustainability Accounting Standard.

GREENHOUSE GAS EMISSIONS & ENERGY MANAGEMENT

In 2024, Orezone made significant progress in reducing GHG emissions through the successful grid electrification of the Bomboré Mine. With the transmission line energized in January 2024, Scope 1 GHG emissions fell 31%, from 85,489 tCO₂e in 2023 to 59,402 tCO₂e in 2024, as reliance on diesel generators declined.

The shift to grid electricity is also reflected in our Scope 2 GHG emissions, which rose from 123 tCO₂e in 2023 to 21,022 tCO₂e in 2024. This increase reflects the higher proportion of energy sourced from the national grid, which accounted for 69.5% of total electricity consumed in 2024, up from just 0.4% in the prior year.

Total energy consumption rose slightly to 191,316 GJ in 2024, up 3% from 186,420 GJ in 2023. Orezone’s combined Scope 1 and 2 GHG emissions intensity increased to 0.68 tCO₂e per ounce of gold produced in 2024, compared to 0.61 tCO₂e per ounce in 2023, an 11% rise. This was due to increased plant throughput required to offset lower head grades.

While the reduction in Scope 1 GHG emissions is a meaningful milestone, gains were constrained by intermittent grid reliability issues during the first half of 2024. Grid availability dipped below expectations in Q2, requiring a temporary return to diesel generation over longer periods. By Q3, grid availability had stabilized at over 92%.



Dr. Ghislain Bambara, pastoralist, and Pendo Hawa Dondassé, Women’s Income-Generating Activities Officer, visit a chicken farm, one of 18 established by Orezone to support livelihoods in relocated communities.

Greenhouse Gas Emissions and Energy Performance Summary

CATEGORY	2024	2023	YEAR OVER YEAR CHANGE
Scope 1 GHG Emissions (gross)	59,402 tCO ₂ e	85,489 tCO ₂ e	-31%
Percentage of Scope 1 GHG Emissions Covered Under Emissions Limited Regulations	100%	100%	0%
Scope 2 GHG Emissions	21,022 tCO ₂ e	123 tCO ₂ e	16,930%
Total Energy Consumed	191,316 GJ	186,420 GJ	3%
Grid Electricity Percentage	69.50%	0.42%	16,492%
Scope 1 and 2 GHG Emissions Intensity	0.68 tCO ₂ e/ounce	0.61 tCO ₂ e/ounce	11%
Renewable Sources Percentage	0%	0%	0%

AIR QUALITY

Orezone uses a combination of direct measurements and engineering estimates to assess emissions from fixed and mobile sources, with particular attention to dust (PM₁₀), combustion byproducts, and heavy metals.

In 2024, year-over-year trends for air quality varied. Emissions of carbon monoxide (CO), which is measured once annually, increased by 56%, from 90.6 mg/Nm³ in 2023 to 141.8 mg/Nm³ in 2024. The variation in CO readings can be influenced by engine speed and by prevailing weather conditions during measurement. The rise is partially attributable to higher overall activity levels and was managed through routine equipment maintenance and operational controls. Ambient measurements can also be affected by regional context, including the proximity of other mining operations, and seasonal weather patterns (e.g., dry-season winds and dust), which are factored into monitoring design and mitigation planning. The Company is investigating the purchase of additional meters to accurately and more frequently monitor measurements.

Emissions of particulate matter (PM₁₀) rose 71%, from 128.6 µg/m³ in 2023 to 220.0 µg/m³ in 2024, marking the largest relative increase among monitored pollutants. The variation of PM₁₀ can be influenced by the increased extent of operational areas in 2024 as well as by seasonal weather conditions. This outcome reflects intensified haulage and dry-season conditions and highlights the ongoing importance of Orezone's dust suppression efforts. In 2024, the Company continued and increased the use of water trucks on haul roads and invested in road conditioning to reduce particulate entrainment/lift.

Nitrogen oxides (NOx) emissions remained stable at 6.0 µg/m³ in 2024, down slightly from 6.1 µg/m³ in 2023. Sulphur oxides (SOx) rose modestly from 0.5 to 0.8 µg/m³ due to increased plant operations to accommodate lower head grades.

No mercury (Hg) or lead (Pb) were recorded in 2024, in line with 2023. Volatile Organic Compounds (VOCs) were not measured in 2023 or 2024 but are under evaluation for future inclusion.

Orezone will continue to improve its air quality management through equipment maintenance, dust control, and potential expansion of its monitoring scope to include VOCs and other relevant indicators. We remain committed to minimizing air emissions across all phases of the mine lifecycle.

WATER MANAGEMENT

Water is a critical resource for the Bomboré operation, supporting ore processing, dust suppression, and other site activities. In 2024, total water withdrawn was 3.20 million m³, an increase of 17% from 2.73 million m³ in 2023. The year-over-year increase in demand corresponds to increased plant throughput, as well as construction works related to the hard rock expansion.

Based on the World Resources Institute (WRI) Aqueduct classification, 0% of Orezone's water withdrawal and consumption in 2024 occurred in regions of High or Extremely High Baseline Water Stress, consistent with 2023.

No incidents of non-compliance with water quality permits, standards, or regulations were recorded in 2024, maintaining a strong record of compliance for a second consecutive year.

We continue to focus on water conservation measures, including recycling process water, capturing and reusing rainwater where feasible, and closely monitoring abstraction points to ensure sustainable use. These practices are integral to our environmental management system and help safeguard water resources for our host communities and the environment.

Air Quality Emissions Performance

CATEGORY	2024	2023	YEAR OVER YEAR CHANGE
CO (see note 1)	141.8 mg/Nm ³	90.6 mg/Nm ³	57%
NOx	6.0 µg/m ³	6.1 µg/m ³	-2%
SOx	0.8 µg/m ³	0.5 µg/m ³	60%
Particulate Matter (PM10)	220.0 µg/m ³	128.6 µg/m ³	71%
Mercury (Hg)	<0.0001 mg/m ²	<0.01 mg/m ²	-
Lead (Pb)	<0.0001 mg/m ²	<0.01 mg/m ²	-
Volatile Organic Compounds (VOCs)	Not measured	Not measured	-

Note 1: CO is measured once annually and high year-over-year changes can be expected. The variation in CO readings can be influenced by engine speed and by prevailing weather conditions during measurement. The rise is partially attributable to higher overall activity levels and was managed through routine equipment maintenance and operational controls. The Company is investigating the purchase of additional meters to accurately monitor measurements.

WASTE AND HAZARDOUS MATERIALS MANAGEMENT

Orezone’s approach to waste and hazardous materials management is built on the principle that responsible growth must be matched by responsible disposal and recovery practices. As operational activity expanded in 2024, total waste volumes increased across several categories, yet so too did our commitment to recovering and recycling materials wherever possible. The year-over-year increases reflect higher subcontractor activity on site and increased plant throughput.

In 2024, hazardous waste recycling more than doubled, rising to 44 tonnes from 18 tonnes in 2023. This increase reflects a concerted effort to divert hazardous materials, such as used oil and grease, from disposal towards approved recycling streams. By doing so, we reduce the volume of waste sent to final storage and supported the development of local recycling capacity.

Non-mineral waste generation in 2024 was 83 tonnes compared to 41 tonnes in 2023, and hazardous waste generation increased to 1,190 tonnes from 764 tonnes in the prior year. Waste rock mined was 11,921,397 tonnes, up from 11,237,078 tonnes in 2023, consistent with the mine’s stripping requirements to support current oxide production and the hard rock expansion.

There were no significant incidents related to hazardous materials or waste management in 2024, continuing our strong track record of safe handling, storage, and transport of all waste streams.

TAILINGS STORAGE AND WASTE MANAGEMENT

Orezone manages tailings in alignment with the Global Industry Standard on Tailings Management (GISTM), with governance practices that prioritize structural integrity, environmental safety, and transparent oversight. The Bomboré Mine operates a single active tailings storage facility designed to safely contain process residues under both current and expanded production scenarios.

In 2024, tailings production totaled 5,928,599 tonnes, a 3% increase over 2023, in line with processing volumes. The total volume of tailings stored reached 12,743,136 tonnes at the end of 2024, up from 6,798,744 tonnes at the end of 2023. This increase reflects ongoing deposition and the continuation of the Stage 4 lift to extend the facility’s storage capacity as part of Bomboré’s sustaining capital program. The Tailings Storage Facility (TSF) is fully lined and engineered as a zero-discharge facility, ensuring that processed water and tailings are safely contained within the impoundment.

The Bomboré TSF is designed and operated in accordance with national regulatory requirements and Orezone’s internal standards (including ANCOLD - The Australian National Committee on Large Dams).

An independent technical review and audit is completed annually by Knight Piésold, the Engineer of Record. The audits are carried out in accordance with the ANCOLD Guidelines (Ref. 1 and Ref. 2), the Global Industry Standards on Tailings Management (GISTM, Ref. 3), and cross-referenced to the relevant mining licence conditions.

The most recent site visit by Knight Piésold was completed in early July 2025, with no material findings reported. This follows the prior

independent review conducted in 2024, which also identified no material findings.

Engineering and construction activities are underway to expand the TSF footprint to a second cell (Cell 2). This work will include HDPE lining, a full under-drainage system, and decant piping to improve water recovery and dam stability. The Cell 2 expansion is designed to accommodate tailings from both the current oxide circuit and the hard rock processing circuit.

Orezone maintains a site-specific Emergency Preparedness and Response Plan (EPRP) which outlines risk scenarios, community notification protocols, and annual drill requirements. The plan is reviewed and communicated regularly with local authorities, community representatives, and relevant emergency services.

Accountability for tailings governance resides at the executive and Board level. The Company’s internal review mechanisms include regular inspections, monitoring instrumentation, and oversight by the designated Engineer of Record. Closure financing is embedded in Orezone’s mine plan and reclamation cost model, with progressive closure principles integrated into TSF design.

Waste and Hazardous Materials Management Performance

CATEGORY	2024	2023	YEAR OVER YEAR CHANGE
Total weight of non-mineral waste	83 tonnes	41 tonnes	102%
Total weight of waste rock generated	11,921,397 tonnes	11,237,078 tonnes	6%
Total weight of hazardous waste generated	1,190 tonnes	764 tonnes	56%
Total weight of hazardous waste recycled	44 tonnes	18 tonnes	150%
Number of significant incidents associated with hazardous materials and waste management	0	0	0%

BIODIVERSITY AND LAND MANAGEMENT

Orezone aims to minimize the environmental footprint of its operations and safeguard biodiversity across the mine lifecycle.

As part of its environmental monitoring program, Orezone conducts detailed geochemical assessments of waste rock and tailings to evaluate the potential for acid rock drainage (ARD) and metal leaching. Samples of mine waste were subjected to independent laboratory testing, and the results were assessed against international best practice standards, including the Global Acid Rock Drainage Guide (2009) and International Finance Corporation (IFC) Environmental, Health, and Safety Guidelines for Mining (2007).

Approximately 90% of waste rock samples demonstrated little potential to generate acid rock drainage and are not expected to leach metals at concentrations exceeding either Burkina Faso or IFC effluent guideline values.

However, some transition and fresh rock zones showed potential for ARD and were classified as potentially acid generating (PAG). In response, Orezone developed and implemented an ARD Management Plan, which includes a continuous monitoring strategy and encapsulation of PAG material within non-PAG material to limit oxidation and acid formation.

Orezone's Bomboré Mine oxide processing infrastructure pictured at dusk.



SOCIAL PERFORMANCE

Orezone's local engagement model supports inclusive growth and operational resilience. In 2024, we delivered US\$16.8 million in community investment, a 55% increase year over year, and recorded zero non-technical delays at Bomboré, reflecting strong stakeholder relationships and effective community engagement.

Women from local communities gather to mark International Women's Rights Day as part of Orezone's community engagement activities near the Bomboré Mine, Burkina Faso.



Pictured left to right: fertilizer distribution to local farmers at the Longrin rice-paddy-site, soap production and cultural activities aimed at strengthening community cohesion at Bomboré.

At Orezone, social performance is integral to how we operate our business and a key driver of our business success. We view our social license to operate as a critical aspect of risk management. In 2024, we continued to strengthen our relationships with host communities, expand access to opportunity, and embed social considerations into operational decision-making. These efforts are rooted in our distinctive local model, which prioritizes national employment, in-country partnerships, and deep engagement with local stakeholders.

Our approach is guided by the IFC Performance Standards and the Equator Principles and implemented through a range of tools including our ESMP, our grievance mechanism, and regular consultation with traditional authorities, civil society, and government representatives. In doing so, we aim to build long-term trust, foster inclusive growth, and ensure that communities near Bomboré share in the mine's success.

COMMUNITY RELATIONS

Maintaining strong community relations remains foundational to our social license to operate. In 2024, Orezone maintained active dialogue with residents across all project-affected communities through monthly planning committee meetings, assemblies, and informal channels such as site visits and open-door policies at our community office. These engagement forums addressed issues including land access, employment, environmental concerns, and contractor performance.

A cornerstone of this work is our grievance mechanism, which allows residents to raise concerns and receive timely, respectful responses. In 2024, 52 grievances were received, with 100% of new and outstanding grievances resolved, including all open items carried over from 2023. The most frequent issues raised related to land access, employment opportunities, and contractor services.

Our Community Relations Department plays a critical role in ensuring that our ESG programs are implemented effectively and aligned with the communities we serve. By engaging with these communities and understanding their unique challenges, we are well positioned to instigate positive changes.

In 2024, we continued with the empowerment of local committees to act as a bridge between the Company and our communities, ensuring open communication, transparency, and inclusivity throughout the decision-making process.

COMMUNITY DEVELOPMENT

Orezone's community development strategy is grounded in long-term partnerships and designed to create lasting improvements in quality of life for the communities surrounding the Bomboré Mine. In 2024, we continued to invest in programs that enhance access to education, health services, basic infrastructure, and livelihood restoration, aligning with both local development priorities and international best practices.

During the year, Orezone delivered a total of US\$16.8 million in community investment, a 55% increase from US\$10.8 million in 2023. This uplift reflects additional activity related to our Resettlement Action Plan (RAP), along with expanded programs in vocational training, agricultural support, and local enterprise development. These initiatives are helping community members build self-sufficiency and improve their long-term economic resilience.

We also maintained our strong track record on risk management and operational continuity. In 2024, no non-technical delays were recorded at Bomboré, a clear indication of the strength of our stakeholder relationships and the effectiveness of our local engagement model. This marks a significant improvement from 2023, which saw 16 non-technical delays totaling 1.29 days of restricted mine gate access.

SECURITY PRACTICES

Orezone's approach to security is grounded in respect for human rights, transparency, and proactive engagement with host communities. Our security model reflects the same principles that guide our broader social performance: local partnership, accountability, and community trust.

Security personnel at the Bomboré Mine operate under a strict code of conduct that aligns with the Voluntary Principles on Security and

Human Rights (VPSHR) and Orezone's own Code of Business Conduct and Ethics. All Company and contractor security staff undergo annual training in human rights standards, appropriate use of force, conflict de-escalation, and engagement with civilians. These sessions are led by qualified trainers and are reinforced through regular drills and scenario-based exercises.

In 2024, we continued to prioritize a community-integrated security approach, working closely with local law enforcement and traditional leaders. Our security team supported joint initiatives with regional authorities and reinforced operational trust through frequent dialogue, logistical support, and collaborative prevention strategies. To date, no allegations of human rights violations have been reported in connection with our security operations.

As we expand operations, security planning will continue to prioritize sensitivity to local dynamics.

Animal husbandry activities (sheep fattening) as part of Orezone's livelihood restoration activities.



CASE STUDY

TINBO: BUILDING FUTURE LEADERS IN BURKINA FASO

Professional Development and Youth Empowerment Through Local Talent Pipelines

In 2024, Orezone launched Tinbo, meaning “Hope” in the local Mooré language, a pioneering program designed to nurture the next generation of mining professionals in Burkina Faso. With youth unemployment and underemployment among university graduates remaining a national challenge, Tinbo represents a proactive step toward closing the gap between academic training and real-world experience.

The program targets recent graduates from both public and private Burkinabé universities, offering paid internships, skills development, and professional mentorship. Each participant is integrated into Orezone’s operational environment, gaining exposure to key functions ranging from geology and engineering to finance, procurement, and ESG.

In its inaugural year, Tinbo welcomed its first cohort of interns who were mentored by seasoned professionals across departments. The structure of the program emphasizes hands-on learning, workplace readiness, and values-based leadership, directly aligned with Orezone’s core principles of Integrity, Safety, Sustainability, Excellence, and Teamwork.

By building local capacity and improving long-term employability, Tinbo is more than a training initiative, it is an investment in our distinctive local model and the future of Burkina Faso’s mining sector.

With the early success of its pilot cohort, Tinbo is set to expand in 2025, offering new graduates a clear pathway from classroom to career, and a renewed sense of opportunity and purpose.



The inaugural cohort of interns in Orezone’s Tinbo program, which supports professional development and youth employment.



“Positive HR initiatives such as our young graduate program “Tinbo” impact people across five wide-ranging areas: accessibility of work; equality and fairness, human AI interaction, voice for societal issues, and human well-being.”

Frédéric Toé
Human Resources Manager

CASE STUDY

EMPOWERING GIRLS' VISIONS FOR THE FUTURE IN BURKINA FASO

Leadership, Employment, and Social Inclusion Through Dialogue and Role Modelling

In November 2024, Orezone participated in the 4th edition of the Journée de Partage d'Expériences (JPE), a national knowledge-sharing forum focused on professional development and social inclusion. The event brought together leaders, practitioners, and young people to exchange perspectives and inspire future generations.

The session was organized by the Réseau des Professionnels en Gestion des Ressources Humaines du Burkina Faso, in partnership with the Association des Femmes du Secteur Minier du Burkina Faso (AFEMIB), and featured a panel discussion centred on the theme "Girls' vision for the future." As a panelist, Ariane Sita Coulibaly, one of Orezone's very own Mining Engineers, shared her professional journey, personal experiences, and perspective on the evolving role of young women in Burkina Faso's workforce and society. The discussion created a direct and open dialogue with students and young women, providing space to address aspirations, challenges, and pathways to opportunity.

At the heart of the conversation was a vision of young women as dynamic, confident, and purpose-driven contributors to the economy. Emphasis was placed on adaptability, teamwork, decision-making, and the ability to seize opportunities as they emerge. The discussion highlighted the importance of young women understanding their role within organizations, contributing ideas for continuous improvement, and demonstrating both accountability and resilience in positions of responsibility.

Professional development was identified as a critical enabler of long-term success. Continuous

learning and skills development were encouraged as essential tools for growth, helping young women strengthen their capabilities, address gaps, and remain competitive in an evolving labour market.

The discussion also explored the social dimensions of empowerment. Participants were encouraged to engage in community life through associations, clubs, and social initiatives, recognizing these spaces as important platforms for leadership development and relationship-building. The role of digital platforms and social networks was also addressed, highlighting their potential to connect young women to information, opportunities, and professional networks when used intentionally and responsibly.

The session concluded with a strong call for greater representation of women in leadership roles across all sectors. Creating visible, relatable role models was identified as a key driver of change, helping young girls envision what is possible and build confidence in their own potential.

The overwhelmingly positive feedback from participants reinforced the value of these engagements. Many young women expressed motivation and inspiration, seeing tangible examples of success they could aspire to and identify with.

Through participation in initiatives such as the Journée de Partage d'Expériences, Orezone continues to support dialogue, mentorship, and inclusive leadership, reinforcing its commitment to gender equity, youth empowerment, and long-term social development in Burkina Faso.



“At the 2024 Journée de Partage d'Expériences, I encouraged young girls to build confidence, keep learning, and pursue leadership opportunities.”

Ariane Sita Coulibaly
Mining Engineer

RESOURCE CAPITAL FUNDS FOUNDATION

Orezone is dedicated to supporting the communities in the vicinity of Bomboré and welcomes contributions to initiatives and worthy causes. The Resource Capital Funds Foundation (the “RCF Foundation”) was established in 2008 with a mission to support social change and promote sustainable development on a global scale. The Foundation funds philanthropic initiatives to help achieve a number of the 17 United Nations SDGs.

The RCF Foundation and Orezone have provided funding and in-kind resources aimed at improving the lives of families living near the mine. Typically, efforts have focused on community health and safety, educational programs, vocational training, food security and regional development, and opportunities for local employment and support for small businesses.

In addition, the projects have benefited from the support of the Catholic Organization for Development and Solidarity (“OCADES”). OCADES works in the areas of human development, solidarity and sharing, and operational capacity building. Its programs cover various social and economic sectors such as agriculture, relief services, access to basic social services, microfinance, humanitarian aid, reintegration and rehabilitation of vulnerable people, food security and the promotion of women.

These initiatives between the communities, Orezone, the RCF Foundation and OCADES began several years ago and have matured into well-established, community-owned programs that continue to demonstrate strong performance, including the solar street lighting program, the Nobsin Women’s Fish-Farming Cooperative and the sewing and tailoring training program.

These projects are focused on advancing the following SDGs.



Soulama Dorfa Fatoumata, a Tinbo trainee with the HSE Team.



CASE STUDY

NOBSIN WOMEN’S FISH-FARMING COOPERATIVE

The Cooperative was established in 2022 to strengthen women-led economic opportunities outside mining with the Company continuing to provide periodic technical guidance.

By 2024, the cooperative had completed its first full productive cycle increasing stocking rates, improving harvest yields, expanding sales to nearby markets and strengthening financial management and cooperative leadership.

The fish-farming cooperative remains active, and participants have reported more reliable income, greater economic independence, improved local food availability, and strong social cohesion and community pride.



An Orezone employee collects fish at the Nobsin Women’s Fish-Farming Cooperative as part of a community aquaculture initiative.

CASE STUDY

EMPOWERING WOMEN THROUGH VOCATIONAL TRAINING

In partnership with the RCF Foundation and OCADES, Orezone launched a sewing and tailoring training program in 2024 to support the socio-economic empowerment of women from communities impacted by the Bomboré Mine. The initiative reflects Orezone's commitment to inclusive local development and long-term livelihood creation.

The program was selected for its strong alignment with sustainable development goals. Approximately 7% of the funding supported administrative and overhead costs, with the balance directed to training delivery, materials, and equipment.

Training was conducted at the Multipurpose Women's Centre in Mogtédó V4, one of seven impacted communities. Twenty young women received three months of classroom and hands-on instruction in sewing and garment cutting, followed by three months of supervised apprenticeships. Each participant was provided with a sewing machine, starter materials, and raw supplies to begin practicing their trade independently.

The program's success is measured through indicators such as improved household income, employment creation, and self-sufficiency among graduates. Early results show that all participants have acquired practical sewing skills and are progressing toward professional integration within their communities.

This initiative demonstrates how Orezone's local development partnerships help build sustainable livelihoods, enhance women's economic participation, and strengthen community resilience beyond the life of the mine.

OCADES works in the areas of human development, solidarity and sharing, and operational capacity building. Its programs cover various social and economic sectors such as agriculture, relief services, access to basic social services, microfinance, humanitarian aid, reintegration and rehabilitation of vulnerable people, food security and the promotion of women.



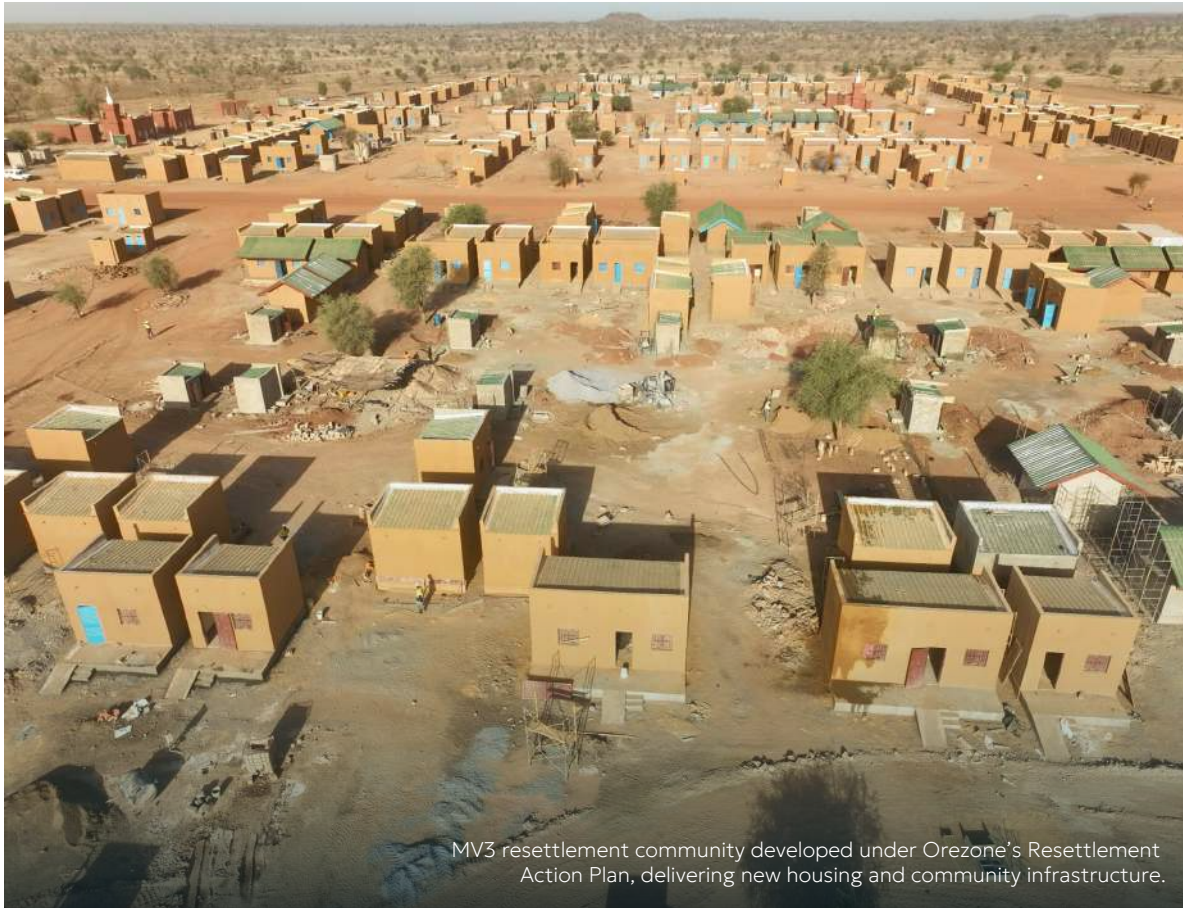
Participants attend a sewing and tailoring training session as part of a women's vocational skills program supported by Orezone.

RESETTLEMENT ACTION PLAN



Orezone's RAP supports responsible growth while respecting rights, livelihoods, and culture, guided by principles of necessity, impact minimization, transparency, fair compensation, and livelihood restoration. Through structured consultation and a formal grievance mechanism, we aim to ensure resettlement outcomes are informed by communities and deliver durable benefits over the long term. As of December 31, 2024, cumulative RAP expenditures totalled US\$26.5 million, including US\$16.0 million spent in 2024.

Orezone and community leaders participate in the MV3 Key Handover Ceremony under the Resettlement Action Plan.



MV3 resettlement community developed under Orezone's Resettlement Action Plan, delivering new housing and community infrastructure.

The Resettlement Action Plan (RAP) is a central pillar of our social performance strategy, enabling responsible mine development while respecting the rights and livelihoods of host communities. The RAP is developed and implemented in accordance with both Burkina Faso's national ESIA and RAP regulatory frameworks and the International Finance Corporation's Performance Standard 5 (Land Acquisition and Involuntary Resettlement).

Oversight of the RAP is provided by SOCREGE (Société de Conseil de Réalisation et de Gestion de l'Environnement), an independent third-party consultancy specialized in environmental and social development. This ensures that all RAP activities meet stringent standards of compliance, transparency, and stakeholder engagement.

The RAP for the Bomboré Mine is sequenced into four phases, each including the construction of private homes, public facilities, community roads, and the provision of compensation for land, crops, trees, and non-replaced private structures. Our approach is grounded in core principles:

- **Necessity** – Resettlement is pursued only when no viable alternative exists.
- **Minimization of Impact** – We strive to reduce the number of people affected and the extent of disruption.
- **Transparency** – Communities are fully informed and consulted at every stage.
- **Consultation and Participation** – Community input is actively sought in planning and execution.
- **Fair Compensation** – Compensation covers asset value, relocation costs, and rehabilitation.
- **Livelihood Restoration** – Programs are in place to restore or enhance pre-resettlement living conditions.
- **Respect for Human Rights** – All resettlement activities are guided by respect for dignity, safety, and culture.
- **Grievance Redress** – A formal grievance mechanism allows concerns to be raised and addressed.
- **Monitoring and Evaluation** – Continuous oversight ensures that RAP goals are achieved and improved upon.

Compensation activities, including payments for land, crops, trees, and structures are aligned with established frameworks for asset valuation and verification and are part of all phases of RAP.

All RAP activities follow the same rigorous standards of planning, consultation, and compensation and include infrastructure development and livelihood restoration components.

Feedback from resettled communities has remained overwhelmingly positive, with residents actively participating in community planning, home design, and local employment initiatives. These outcomes reflect the strength of our local engagement model and our long-term commitment to inclusive growth.

As at December 31, 2024, cumulative RAP expenditures totaled US\$26.5 million, including US\$16.0 million spent in 2024.

Phase I (Completed 2019–2021)

Phase I focused on the northern zone of the Bomboré mining permit, covering areas required for the process plant, surface infrastructure, TSF, and early mining zones. Despite a temporary halt in 2020 due to COVID-19, the construction was completed in early 2021.

Under Phase I RAP, the Company relocated over 370 families and constructed over 1,100 private homes and public buildings.

Phases II and III (Completed 2023–2025)

Phases II and III focused on resettlement in the southern permit area and was completed progressively in 2024 and into 2025.

Under Phases II and III RAP, the Company relocated over 493 families and constructed over 2,072 private homes and public buildings.

Phase IV (Q4 2025–2027)

Phase IV is included in the 2024 ESIA and is designed to support a 7.65 km² permit expansion. This phase will require the resettlement of

approximately 472 households and the construction of over 1,056 private homes and public structures. Phase IV commenced in Q4 2025, with implementation continuing progressively through 2027.

Fence Extension – Additional Buffer-Zone (Q4 2025-2026)

Although not formally part of the Phases II and III RAP, the Company initiated an additional resettlement process to maintain a 250-metre buffer zone around the extended fence line. Under this phase, 124 families will be relocated and the Company will construct over 422 private homes and public buildings with expected completion in 2026.

Community representatives mark the MV3 resettlement milestone during the Key Handover Ceremony near the Bomboré Mine.



ECONOMIC IMPACT

Orezone's economic impact is driven by local employment, in-country procurement, and fiscal contributions that support national development in Burkina Faso. In 2024, we paid over US\$52 million in royalties, taxes, and fees, sourced more than US\$147 million from Burkinabé suppliers, and continued to reinvest in local businesses and communities to support long-term economic resilience.

Housing and community infrastructure at MV3, reflecting Orezone's economic impact through local sourcing, workforce participation, and reinvestment in host communities in Burkina Faso.

Orezone’s activities contribute meaningfully to the national and local economies of Burkina Faso through employment, local procurement, community investment, and fiscal contributions to government. These direct financial flows represent a core component of our broader sustainability commitments.

In 2024, Orezone paid US\$52.2 million to the Government of Burkina Faso in royalties, taxes, and permit fees, a substantial increase from US\$25.3 million in 2023 that underscores the ongoing value generated by the Bomboré Mine. The increase reflects the commencement of income tax payments in 2024 related to 2023 taxes and 2024 tax installments, along with higher royalty payments driven by stronger realized gold prices.

These payments support national development priorities in Burkina Faso and reflect Orezone’s commitment to fair value sharing and fiscal transparency in line with host government expectations.

LOCAL PROCUREMENT

Local procurement is a cornerstone of Orezone’s social impact strategy and a practical demonstration of our distinctive local model in action. By sourcing goods and services from Burkinabé suppliers, we directly support national economic development while creating opportunities for local entrepreneurship, workforce participation, and skills development.

In 2024, Orezone sourced US\$116.5 million in operating expenditures from suppliers based in Burkina Faso. While this represents a slight decline from US\$118 million in 2023, the share of local procurement relative to total supplier spend remained consistently high. Payments to Burkina Faso suppliers for capital expenditure totalled US\$31.2 million in 2024, up from US\$11.3 million in 2023, a 175% increase, driven by higher spending related to the stage 1 hard rock expansion, RAP, and TSF expansions as well as other sustaining capital expenditures.

Our procurement strategy prioritizes fair access for regional vendors, including small and medium-sized enterprises (SMEs), and integrates supplier capacity-building initiatives where appropriate. Orezone’s Procurement and Community Relations teams work collaboratively to

ensure that tenders are inclusive and that local businesses are supported in navigating our procurement systems and quality standards. Overall, 86% of total supplier spending in 2024 was with local suppliers (vs 78% in 2023), underscoring the resilience of our in-country supply chain amid evolving operational needs.

In parallel, we are advancing our commitments to supplier transparency and compliance. All vendors are screened in line with our Code of Business Conduct and Ethics, and we require full alignment with anti-bribery and human rights standards.

As we transition toward higher throughput and increased output in the coming years, we remain focused on strengthening in-country sourcing. Our ambition is to deepen local value chains and contribute to the long-term development of a robust mining services ecosystem in Burkina Faso.

CORIS BANK INTERNATIONAL

In January 2021, the Company secured senior debt financing from Coris Bank International, a leading West African bank headquartered in Burkina Faso, to construct the Bomboré oxide plant. The relationship expanded in 2024 to include funding for the stage 1 hard rock expansion. Coris Bank’s continued support has been central to

the phased growth of Bomboré and aligns with its mission to promote economic development, job creation, and youth opportunities in its operating regions. Orezone values its partnership with a local Burkina Faso financial institution and remains committed to reinvesting in Bomboré to extend the mine’s life for many years.

SILA EQUIPEMENT ET BTP

Mining of ore and waste is conducted by Sila Equipement et BTP (“Sila Equipement”), with Orezone’s team responsible for site management, grade control, and mine planning. Orezone was the first mining company in Burkina Faso to rely on an in-country mining contractor for a project of this size. This decision was intentional. It allowed the Company to prioritize national participation, build local contracting capacity, and ensure that critical technical skills and job opportunities remain within Burkina Faso.

Working with Sila Equipement has also helped strengthen local supply chains, broaden domestic expertise in large-scale mining operations, and create long-term career paths for Burkinabè workers. The approach reflects Orezone’s commitment to advancing shared economic benefits and supporting the growth of local businesses linked to the Bomboré Mine.

Economic Impact Summary

CATEGORY	2024 \$US	2023 \$US	YEAR OVER YEAR CHANGE
Gold Revenue	\$282,924,000	\$270,986,000	4%
Payments to Burkina Faso Supplier – Operating Costs	\$116,502,000	\$117,951,000	-1%
Payments to Burkina Faso Supplier – Capital Expenditures	\$31,150,000	\$11,344,000	175%
Direct Employee Wages	\$18,639,000	\$16,008,000	16%
Payments to Burkina Faso Government	\$52,168,000	\$25,290,000	106%
Community Investment	\$16,759,000	\$10,839,000	55%

SASB STANDARDS METALS & MINING

SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX

STANDARD REFERENCE	METRIC	UNIT OF MEASURE	2024	2023	YoY	COMMENTARY
GHG Emissions						
SASB EM-MM-110a.1 / AASB S2.29 / CSDS 2.29 / GRI 305-1	Scope 1 emissions (gross)	Tonnes CO ₂ e	59,402	85,489	-31%	Total Scope 1 and 2 Emissions decreased from 2023 to 2024.
SASB EM-MM-110a.1/ CSDS 2.32	Percentage of Scope 1 emissions covered under emissions-limiting regulations	%	100	100	0%	-
GRI 305-2 / AASB S2.29 / CSDS 2.29	Scope 2 emissions	Tonnes CO ₂ e	21,022	123	16,930%	Connected to grid on January 28, 2024
GRI 305-4	Scope 1 and 2 GHG Emissions Intensity	Tonnes CO ₂ e/ounce	0.68	0.61	11%	GHG emissions intensity increased in 2024 due an increase in plant operations to accommodate a decrease in head grades.
AASB S2.33 / CSDS 2.32-37 / SASB EM-MM-110a.2	GHG reduction target disclosure and progress	-	*1	*1	-	-

*1: Short-term: Connection to Burkina Faso's national grid. The Bomboré Mine completed construction of the transmission line and associated substations at the end of 2023 and successfully energized the grid connection in January 2024. The mine now operates on grid power as its primary power source, utilizing diesel gensets in a back-up capacity.

Long-term: Our long-term goal is to develop and implement a comprehensive energy conservation program that integrates solar power to reduce environmental impact and operational costs. This initiative will involve assessing current energy usage and setting measurable targets. In addition to solar adoption, the program will focus on promoting energy-efficient practices, upgrading equipment, and fostering a culture of sustainability. By gradually transitioning to cleaner energy sources and optimizing energy consumption, the program aims to achieve long-term environmental and financial benefits.

Energy Use						
SASB EM-MM-130a.1 / CSDS 2.32 / GRI 302-1	Total energy consumed	GJ	191,316	186,420	3%	-
SASB EM-MM-130a.1 / CSDS 2.32	Percentage grid electricity	%	69.5	0.419	16,492%	Connected to grid on January 28, 2024
SASB EM-MM-130a.1 / CSDS 2.32 / GRI 302-1	Percentage from renewable sources	%	0	0	-	-

SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX

STANDARD REFERENCE	METRIC	UNIT OF MEASURE	2024	2023	YoY	COMMENTARY
Air Emissions						
SASB EM-MM-120a.1	CO	mg/Nm ³	141.8	90.6	57%	CO is measured once annually. The variation of CO can be influenced by the engine speed, which can be at full, medium or no load. Also the weather conditions during the measurements can influence the measurement.
SASB EM-MM-120a.1 / GRI 305-7	NOx (excluding N2O) ^v	µg/m ³	6.0	6.1	-2%	-
SASB EM-MM-120a.1 / GRI 305-7	SOx	µg/m ³	0.8	0.5	60%	SOx increased in 2024 due to an increase in plant operations to accommodate a decrease in head grades.
SASB EM-MM-120a.1 / GRI 305-7	Particulate Matter (PM10)	µg/m ³	220.0	128.6	71%	The variation of PM10 can be influenced by the increase in operations in 2024 and weather conditions depending on whether we are in the harmattant or monsoon period.
SASB EM-MM-120a.1	Mercury (Hg)	mg/(m ²)	<0.0001	<0.01	-	-
SASB EM-MM-120a.1	Lead (Pb)	mg/(m ²)	<0.0001	<0.01	-	-
SASB EM-MM-120a.1/GRI 305-7	Volatile Organic Compounds (VOCs)	µg/m ³	Not measured	Not measured	-	-
Water Use						
SASB EM-MM-140a.1 / CSDS 2.32 / GRI 303-3	Total water withdrawn	thousand m ³	3,201	2,735	17%	Water withdrawal increased in 2024 due to an increase in plant operations to accommodate a decrease in head grades.
SASB EM-MM-140a.1 / CSDS 2.32 / GRI 303-5	Total water consumed	thousand m ³	3,201	2,735	17%	Water consumed increased in 2024 due to an increase in plant operations to accommodate a decrease in head grades.
SASB EM-MM-140a.1 / CSDS 2.32 / GRI 303-3	Use in water-stressed areas	%	0	0	-	-
SASB EM-MM-140a.2 / CSDS 2.32	Non-compliance incidents	#	0	0	-	-

SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX

STANDARD REFERENCE	METRIC	UNIT OF MEASURE	2024	2023	YoY	COMMENTARY
Waste Management						
SASB EM-MM-150a.4 / GRI 306-3	Total weight of non-mineral waste	Tonnes	83	41	102%	Non-mineral waste increased in 2024 due an increase in sub-contractors on-site and an increase in plant operations to accommodate a decrease in head grades.
SASB EM-MM-150a.5 / GRI 306-3	Total weight of tailings produced	Tonnes	5,928,599	5,749,163	3%	-
SASB EM-MM-150a.6 / GRI 306-3	Total weight of waste rock generated	Tonnes	11,921,397	11,237,078	6%	-
SASB EM-MM-150a.7 / GRI 306-3	Total weight of hazardous waste generated	Tonnes	1190	764	56%	Hazardous waste increased in 2024 due an increase in sub-contractors on-site and an increase in plant operations to accommodate a decrease in head grades.
SASB EM-MM-150a.8 / GRI 306-3	Total weight of hazardous waste recycled	Tonnes	44	18	150%	Hazardous waste recycled increased in 2024 due an increase in the amount of hazardous waste generated.
SASB EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	#	0	0	-	-
Security, Human Rights & Rights of Indigenous Peoples						
SASB EM-MM-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	%	0	0	-	-
SASB EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	%	0	0	-	-

SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX

STANDARD REFERENCE	METRIC	UNIT OF MEASURE	2024	2023	YoY	COMMENTARY
Biodiversity						
SASB EM-MM-160a.2	Percentage of mine sites where acid rock drainage is predicted to occur	%	*2	*2	-	-
-	Percentage of mine sites where acid rock drainage is actively mitigated	%	0	0	-	-
-	Percentage of mine sites where acid rock drainage is under treatment or remediation	%	0	0	-	-
SASB EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	%	0	0	-	-

*2: Samples of waste rock and tailings were subjected to independent laboratory geochemical tests to assess their potential to generate Acid Rock Drainage (ARD) and to leach metals (ML). The results of the ARD assessment were compared to the evaluation criteria presented in the Global Acid Rock Drainage (GARD) Guide (INAP, 2009), a reference document on best practices related to mine waste characterization and ARD prediction, prevention, and mitigation measures. Results of the metal leaching tests, and process water chemistry were compared to the applicable effluent discharge guideline values specified in Section 2.0 of the IFC/World Bank Group EHS Guidelines for Mining (IFC, 2007).

Approximately 90% of waste rock samples demonstrate little potential to generate ARD (non-PAG) and are not expected to leach metals at concentrations above the Burkina Faso nor the IFC effluent guidelines. However some zones of transition and fresh waste rock material indicate some potential to generate ARD (PAG). As part of the long-term management of these waste materials, an Acid Rock Drainage management plan with the continuous monitoring strategy and plan has been developed, which includes encapsulating PAG material within non-PAG material. Tailings testing has been performed on oxide tailings and blended oxide/fresh rock tailings. Static testing showed samples to be non-acid generating. Metals leaching testwork showed arsenic and copper levels exceeding IFC effluent guidelines. The TSF is fully lined and designed to be a zero discharge facility.

Community Relations						
SASB EM-MM-210b.2	(1) Number and (2) duration of nontechnical delays	#, days	There are no nontechnical delays in 2024.	*3	-	-
GRI 201-1	Community investment	USD	\$16,759,000	\$10,839,000	55%	Increase driven by additional RAP activity in 2024 vs 2023.

*3: In 2023, Bomboré had 16 non-technical delays that resulted in a total of 1.29 days (31 hours) that restricted mine gate access. Restriction to mine gate access related to: (i) local workforce of main contractors expressing grievances on unresolved labour issues including contracting out of services; and (ii) community members requesting certain concessions. The Company has stressed that grievances by local labour of main contractors and community members be resolved through the appropriate dispute resolution channels in place and not by blocking mine access which is detrimental to all stakeholders.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX

STANDARD REFERENCE	METRIC	UNIT OF MEASURE	2024	2023	YoY	COMMENTARY
Labour Relations						
SASB EM-MM-310a.1	Percentage of active workforce employed under collective agreements	%	OBSA: 100% Contractors: 40%	OBSA: 100% Contractors: 40%	-	-
SASB EM-MM-310a.2 / GRI 14.20.3	(1) Number and (2) duration of strikes and lockouts	#	0	0	-	-
GRI 201-1	Employee wages	USD	\$18,639,000	\$16,008,000	16%	Accounts for increase in contractors and increase in total number of employees and contractors in 2024.
Activity Metrics						
SASB EM-MM-000.A / CSDS 2.32	Production of metal ores	Ounces	118,746	141,425	-16%	The lower gold production in 2024 is attributable to a decrease in head grades and a decrease in plant recoveries, partially offset by an increase in plant throughput.
SASB EM-MM-000.A / CSDS 2.32	Sale of finished metal products	Ounces	118,697	139,696	-15%	The lower gold sales in 2024 is attributable to a decrease in head grades and a decrease in plant recoveries, partially offset by an increase in plant throughput.
SASB EM-MM-000.B / CSDS 2.32	Total number of employees	#, %	776 (28%)	888 (32%)	-13%	The total number of employees and contractors was similar between 2023 and 2024, and is expected to increase in 2025.
SASB EM-MM-000.B / CSDS 2.32	Total number of contractors	#, %	1996 (72%)	1872 (68%)	7%	The total number of employees and contractors was similar between 2023 and 2024, and is expected to increase in 2025.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX

STANDARD REFERENCE	METRIC	UNIT OF MEASURE	2024	2023	YoY	COMMENTARY
Occupational Health & Safety						
SASB EM-MM-320a.1	All incidence rate	rate	4.1	5.92	-31%	Decrease in All incident rate in 2024 can be attributed to the continuous improvement of Orezone's safety culture.
SASB EM-MM-320a.1 / GRI 403-9 / GRI 403-10	Fatalities	rate	0.00	0.00	-	-
SASB EM-MM-320a.1	Near miss frequency rate (NMFR)	rate	8.49	12.97	-35%	NMFR decreased in 2024. Orezone will monitor this trend going forward to ensure this decrease is not due to under-reporting. Orezone implemented a new system in 2025 to report near misses with a cell phone.
-	Lost-time injury	rate	0.00	0.00	-	-
-	Medical aid injury	rate	0.58	1.37	-	-
-	Medical aid injury with restricted duties	rate	0.19	0.91	-	-
-	First aid injury	rate	3.47	3.64	-	-
-	High potential incident	rate	1.35	1.59	-	-
SASB EM-MM-320a.1	Average hours of health, safety, and emergency response training for direct employees	rate	50 hours per year	30 hours per year	67%	Training hours per direct employee increased in 2024 due to the addition of site-wide emergency response training.
SASB EM-MM-320a.1	Average hours of health, safety, and emergency response training for contract employees	rate	45 hours per year	20 hours per year	125%	Training hours per contract employee increased in 2024 due to the addition of site-wide emergency response training.
GRI 403-9	Number of hours worked	rate	5,365,580	4,393,844	22%	Number of hours worked increased in 2024 due to an increase in the total number of employees and contractors.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX

STANDARD REFERENCE	METRIC	UNIT OF MEASURE	2024	2023	YoY	COMMENTARY
Tailings & Hazardous Facilities						
SASB EM-MM-540a.1 / GRI 14.6.3	Facility name	-	TSF Cell 1	TSF Cell 1	-	-
SASB EM-MM-540a.1 / GRI 14.6.3	Location	-	Inside the perimeter of the Bomboré Mine.	Inside the perimeter of the Bomboré Mine.	-	-
SASB EM-MM-540a.1 / GRI 14.6.3	Ownership status	-	Orezone Bomboré SA	Orezone Bomboré SA	-	-
SASB EM-MM-540a.1 / GRI 14.6.3	Operational status	-	Active. OBSA is the operator.	Active. OBSA is the operator.	-	-
SASB EM-MM-540a.1 / GRI 14.6.3	Construction method	-	Downstream multi zoned embankments	Downstream multi zoned embankments	-	-
SASB EM-MM-540a.1 / GRI 14.6.3	Maximum permitted storage capacity	Tonnes	18,300,000	12,200,000	50%	Capacity increase accounts for different stages of the Project
SASB EM-MM-540a.1 / GRI 14.6.3	Current amount of tailings stored	Tonnes	12,743,136 as of December 31, 2024	6,798,005 as of December 31, 2023	87%	Increase in tailings stored aligns with Project progression
SASB EM-MM-540a.1 / GRI 14.6.3	Consequence classification	-	*4	*4	-	-
SASB EM-MM-540a.1 / GRI 14.6.3	Date of most recent independent technical review	-	*5	*5	-	-
SASB EM-MM-540a.1 / GRI 14.6.3	Material findings	-	No material findings.	No material findings.	-	-
SASB EM-MM-540a.1 / GRI 14.6.3	Mitigation measures	-	Not applicable.	Not applicable.	-	-
SASB EM-MM-540a.1 / GRI 14.6.3	Site-specific EPRP	-	*6	*6	-	-

*4: Extreme.

A dam breach assessment was carried out in October 2021 as part of the final design, in accordance with ANCOLD 2019 Guidelines (2019, Ref.1). The ANCOLD consequence category for the TSF is typical of similar facilities in West Africa.

Given that there are permanent activities and a number of people located downstream from the TSF, a Population at Risk (“PAR”) for a Dam Failure scenario was conservatively estimated to be in the range of “>1000”. The PAR due to an Environmental Spill (Ref. 1) would be limited, and on this basis a PAR of “≥1 to <10” was estimated for the Environmental Spill Consequence Category (considered under ANCOLD guidelines only).

*5: Knight Piésold Pty Ltd is the Engineer of Record. Site visit from July 16-18, 2024 and report dated September 30, 2024. The audit was carried out in accordance with the ANCOLD Guidelines (2019, Ref. 1), the Global Industry Standards on Tailings Management (GISTM, Ref. 2), and cross-referenced to the relevant mining licence conditions.

*6: The Bomboré Mine has a site specific Emergency Preparedness and Response Plan that outlines the procedures and resources to prevent, respond to, and mitigate emergencies at the TSF.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX

STANDARD REFERENCE	METRIC	UNIT OF MEASURE	2024	2023	YoY	COMMENTARY
Business Ethics & Transparency						
SASB EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Tonnes saleable	0	0	-	-
Economic impacts						
GRI 201-1	Gold Revenue	USD	282,924,000	270,986,000	4%	Gold revenue increased in 2024 and is dependent on the realized gold price.
-	Payments to Burkina Faso Suppliers - Operating Costs	USD	116,502,000	117,951,000	-1%	-
-	Payments to Burkina Faso Suppliers - Capital Expenditure	USD	31,150,000	11,344,000	175%	*7
GRI 204-1	Proportion of spending on local	%	86	78	10%	*7
GRI 201-1 / GRI 201-4 / GRI 207 / GRI 14.23.8	Payments to Burkina Faso Government	USD	52,168,000	25,290,000	106%	*8

*7: Increase driven by the higher Capex spending in 2024 vs 2023 related to Stage 1 Hard Rock expansion and RAP growth capex projects, as well as TSF expansions and other sustaining capex costs in 2024. In 2023 Capex spending related to grid power project and RAP growth capex projects and TSF expansion and other sustaining capex. Overall Capex increased by 18% year-over-year, however, in 2024 the mix of expenditures was more heavily weighted towards local contractors based on the nature of the projects.

*8: Increase attributable to commencement of payment of income taxes in 2024 related to 2023 taxes and 2024 tax installments (\$26.2M) and higher royalty payments due to higher gold prices realised and upward revisions to royalty rates introduced in October 2023.

OUTLOOK

In 2025, Orezone we continued to strengthen our internal systems to manage sustainability performance across both corporate and operational levels. Our focus remains on continuous improvement, transparency, and alignment with international best practices.

We have identified the following priority areas:

- **Data Integrity and ESG Internal Controls** – Enhance our processes for collecting, validating, and managing environmental and social performance data to ensure accuracy, consistency, and reliability across all reporting frameworks.
- **Internal Sustainability Governance** – Advance the development of a more robust internal ESG management system to formalize oversight, accountability, and performance evaluation.
- **Senior Management Oversight** – Undertake a comprehensive review of Orezone’s overall sustainability performance, including a detailed ESG performance gap analysis.
- **Climate and Nature Disclosures** – Continue to evaluate and address identified data gaps related to climate and nature-related disclosures, ensuring readiness for evolving regulatory and stakeholder expectations.
- **Stakeholder Engagement** – Expand the ongoing engagement by incorporating additional structures and processes to gather feedback on Orezone’s sustainability management approach and ESG disclosures, strengthening transparency and alignment with stakeholder priorities.

These initiatives reflect Orezone’s commitment to continuous improvement and responsible growth. We will report on our progress in these areas in future sustainability disclosures.



Additional classrooms constructed at the MV2 community, a Government of Burkina Faso and OBSA initiative.

IMPORTANT NOTICES

This report contains “forward-looking information” within the meaning of Canadian securities laws and “forward-looking statements” under U.S. securities laws. These statements can be identified by words such as “anticipate,” “believe,” “expect,” “plan,” “intend,” “project,” “forecast,” “target,” “potential,” “estimate,” “could,” “should,” “will,” and similar expressions, as well as discussions of strategies, objectives, and expected outcomes.

This report includes forward-looking statements related to Orezone Gold Corporation and the Bomboré Mine. These statements address our sustainability strategy, governance practices, climate-related risks, workplace safety, environmental and community programs, anticipated benefits of grid connection, local procurement, and economic contributions. They also address future phases of mine development, including the planned execution of the resettlement action plan, project economics, production forecasts, capital spending and permitting timelines.

These statements are based on assumptions the Company considers reasonable at the time of writing. Assumptions include metal price forecasts, exchange rates, timely receipt of permits and approvals, contractor and supplier performance, government and community support, the reliability of energy infrastructure, and the assumptions contained in the Company’s NI 43-101 Technical Report, Bomboré Phase II Expansion, Definitive Feasibility Study.

Forward-looking statements involve known and unknown risks, uncertainties, and other factors that may cause actual outcomes to differ materially. These include changes in regulatory requirements, gold price volatility, infrastructure delays (including grid power availability), severe weather, labour constraints, security incidents, political or economic instability in Burkina Faso (including the risk of coup d’état), shifts in community or stakeholder expectations, evolving ESG disclosure standards, cost inflation, and risks inherent in project execution. Additional risks are described in Orezone’s most recent Annual Information Form and Management’s Discussion and Analysis (MD&A), available at [sedarplus.ca](https://www.sedarplus.ca) and on the Company’s website.

Forward-looking information is provided as of the date of this report. Although Orezone believes the underlying assumptions are reasonable, actual results may differ, and there is no assurance that forward-looking statements will prove accurate. Orezone undertakes no obligation to update or revise such statements except as required by law.

Sustainability and ESG metrics included in this report are based on internal methodologies and data collection systems that are not externally audited. These metrics may be updated in future reports as methodologies, industry practices, and data quality continue to evolve.

QUALIFIED PERSONS

The scientific and technical information contained in this Report has been reviewed and approved by Dale Tweed, P.Eng., Vice President, Engineering, and Rob Henderson, P.Eng., Vice President, Technical Services. Both individuals are “Qualified Persons” under National Instrument 43-101 – Standards of Disclosure for Mineral Projects and are not considered independent under NI 43-101. Their review does not extend to sustainability, ESG, or other non-technical disclosures in this report.





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Une Équipe / One Team

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