Sustainability Report
2024

Leading Australian
Gold Miner

Regis Resources Limited (ASX: RRL) is one of the largest, unhedged gold producers listed on the Australian Securities Exchange (ASX) with 100% of gold produced from Australian assets.

Regis Resources Limited (ASX: RRL) (**Regis**) is one of the largest gold producers listed on the Australian Securities Exchange (ASX). In FY24, Regis produced gold from its operations located in the Eastern Goldfields of Western Australia, the Duketon Gold Project (**Duketon**), which includes the Duketon North Operations (**DNO**), the Duketon South Operations (**DSO**) and the Tropicana Gold Project (**Tropicana**).

During FY24, Regis closed out its legacy hedge book and now sells 100% of its gold into the spot market generating meaningful cash flow with significant leverage to the currently rising gold price. Regis continues to further its underground growth strategy across both Duketon and Tropicana while continuing to explore for large-scale, high-value open pit sources of ore.

Regis also owns 100% of the McPhillamys Gold Project (**McPhillamys**), located in the Central Tablelands region of New South Wales.

Acknowledgement of Country

Regis Resources recognises and respects the significance of Aboriginal and Torres Strait Islanders peoples' communities, cultures and histories. Regis acknowledges the traditional owners of the lands on which we operate: the Mantjintjarra Ngalia, Spinifex and Wongatha people in Western Australia, and the Wiradjuri people in New South Wales. We recognise their ongoing connection with land, waters and community, and pay our respects to elders past and present.

Regis Resources' Values Statement

At Regis, we are committed to operate safely and responsibly. We regard good governance as a shared responsibility across all our management staff and employees.

Our Purpose

Our purpose remains clear and guides Regis' sustainability journey: **creating value for our shareholders, our people, and our communities by mining safely and responsibly.**

Our Strategy

We continue to produce gold from across our open pit and underground operations while delivering underground growth and also exploring for additional, high-value, long-life open pit ore sources. Innovation, collaboration and cooperation within and across our teams will ensure we remain a profitable and sustainable gold producer, to deliver value for our stakeholders into the future.

Our Values

Our values of respect, integrity, teamwork, ownership, courage provides the Board, our employees, our contractors, our suppliers and all those who work with us, clear guidance on the standards to which we adhere to and defines the way we work as well as the way we treat each other.

Respect
Demonstrate a genuine care for self and others; Show humility - no hubris; Is approachable and open to other points of view; Treat others as you would expect to be treated; Encourage and develop people.

Integrity
Do what you say you will do; Do the right thing, even when no one is looking; "Walk the talk".

Courage
Take and give constructive feedback; Be prepared to admit being wrong; Challenge the norm constructively; Make the hard calls; Take carefully calculated risks and own the outcome.

Teamwork
Work together; Be inclusive and diverse; Be clear on how our work contributes.

Ownership
Act and think like an owner; Make sure to understand what is important; Focus on what matters most.

Our Operating Assets

Regis Resources Limited (ASX: RRL) **(Regis)** is one of the largest gold producers listed on the Australian Stock Exchange (ASX).
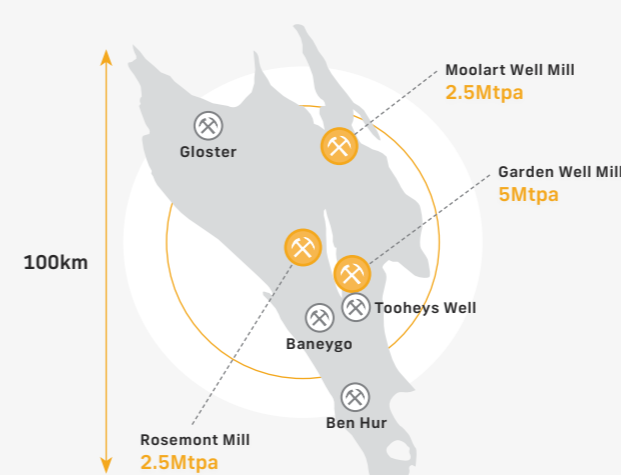
In FY24, Regis produced gold from its two projects located in the Eastern Goldfields of Western Australia, the Duketon Gold Project **(Duketon)** which includes the Duketon North Operations **(DNO)** and the Duketon South Operations **(DSO)** as well as from the Tropicana Gold Project **(Tropicana)**.

Regis also owns 100% of the McPhillamys Gold Project **(McPhillamys)**, located in the Central Tablelands region of New South Wales.
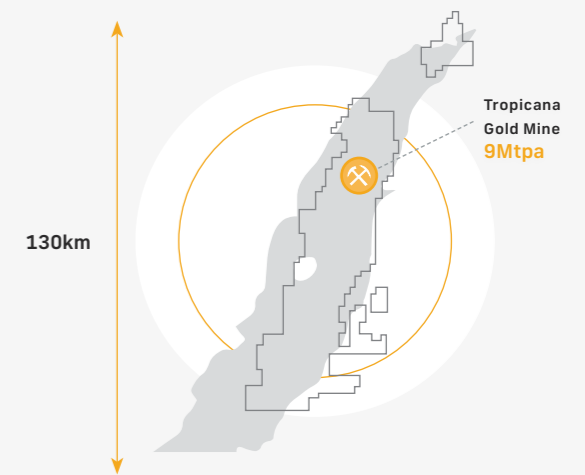
You can find more information about our operating assets here.

1 Operations at Duketon

- Moolart Well Mill **2.5Mtpa**
- Gloster
- Garden Well Mill **5Mtpa**
- Tooheys Well
- Baneygo
- Ben Hur
- Rosemont Mill **2.5Mtpa**
- 100km

2 Operations at Tropicana

- Tropicana Gold Mine **9Mtpa**
- 130km

Published Date

22 October 2024

Reporting Period

This report covers the period from 1 July 2023 to 30 June 2024.

Reporting Boundaries

The information within this report, unless otherwise stated, covers the Duketon Gold Project (**Duketon**) in WA and the McPhillamys Gold Project (**McPhillamys**) in NSW.

Reported currency

All references to dollar figures are Australian Dollars (AUD) unless otherwise noted.

Reporting Frameworks

The metrics align with the following frameworks:

- Sustainability Accounting Standards Board (**SASB**) Standards for Metals and Mining
- Global Reporting Initiative (**GRI**)
- Recommendations outlined by the Task Force on Climate-related Financial Disclosures
- Commitment to the United Nations (**UN**) Sustainable Development Goals (**SDGs**).

By adhering to these frameworks, we ensure clear and straightforward communication about our sustainability practices, facilitate comparisons with our peers, and drive the continued integration of sustainability into our business, identifying new opportunities to enhance value. In addition, we voluntarily engage with several top-tier organisations which assess and rank our sustainability performance across financially material environmental, social and governance (ESG) risks. These include Morgan Stanley Capital International (MSCI), Institutional Shareholder Services (ISS), and Sustainalytics.

Contact us

For more information on the topics covered in this report you can contact us at:

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About this report

This Sustainability Report outlines our commitment to creating sustainable value for our shareholders and stakeholders while highlighting our ongoing progress in Environmental, Social, and Governance (ESG) performance. This Sustainability Report is a summary of our material sustainability topics and provides an update on our strategy and performance for the financial year ended 30 June 2024 (FY24).

The information presented in this report has been reviewed and approved by the Board of Directors. For further information related to our operations and their performance, please read in conjunction with the 2024 Annual Report. Our sustainability performance against the reporting frameworks listed below can be found in our 2024 Sustainability Performance Data Scorecard Tables in the appendix.

Unless otherwise stated, all data and references in this report pertain to Regis' wholly owned and managed activities for the 12 months of Financial Year 2024. A separate summary of the Tropicana Joint Venture in WA, managed by AngloGold Ashanti, is included. We have also incorporated information on additional topics of interest to our stakeholders.

Contents

2024 Performance Highlights

Total direct Regis workforce
401[1]

Total revenue
$1,262.8M

EBITDA
$296.9M

Net Loss After Tax
($186.0M)

Gold production
417,713koz

Total Ore Reserves
1.5Moz

Total Mineral Resources
7.0Moz

(1) The total direct Regis workforce includes 6 Board members.

Sustainability Performance

Environmental

Zero
material environmental **incidents** registered.

203ha
of land was **rehabilitated.**

10.2%
reduction in Scope 1&2 GHG emissions.

Economic (value added)

Contributed over **$1B** to the Australian economy through supplier payments, wages, royalties and taxes.

Social: Workforce

22.2%
Female representation in our workforce, aligning with the industry average (22%[2]).

Zero LTIFR[3]
Our LTIFR is below the industry average of **2.2.**

Social: Communities

$464,128
Total direct community investment

(2) ABS Labour Force Survey, Detailed, May 2024, Four-quarter average data: https://www.jobsandskills.gov.au/data/labour-market-insights/industries/mining

(3) Lost Time Injury Frequency Rate.

Message from
the CEO

Our engagement with local communities continues to be a key focus area. In FY24, we exceeded our target for community investment, contributing over $464,000 to a variety of community-led initiatives.

On behalf of the entire Regis team, I am pleased to present our FY24 Annual Sustainability Report. This sixth edition of our report reflects not only the strides we have made in environmental, social, and governance (ESG) areas but also our ongoing commitment to transparency and accountability.

As we look back on FY24, we are proud of the progress we have achieved in line with our broader mission – to responsibly create long-term value for our stakeholders. This year's report includes insights into the performance of our 30 per cent share in the Tropicana Joint Venture (TJV), located in the Goldfields region of Western Australia and operated by AngloGold Ashanti Australia Ltd. It is yet another demonstration of how our collaborative efforts are delivering results across our operations.

At Regis, operational safety, environmental responsibility, and community engagement are at the heart of everything we do. This year has been no exception, with key accomplishments across our ESG initiatives underscoring the strength of our strategy. While we continue to face a dynamic and evolving operational environment, we have remained resilient and focused on achieving the goals we have set.

FY24 was marked by significant operational milestones, driven by the collective efforts of our employees, contractors, and suppliers. We contributed over $1 billion to the Australian economy through supplier payments, wages, and taxes along with $32.8 million in royalties. In terms of production, we delivered approximately 418Koz of gold and achieved an EBITDA of $296.9 million. These outcomes reinforce our position as a leading gold producer, one committed to long-term value creation and sustainable growth.

Our people are the foundation of our success, and we remain deeply committed to fostering a diverse and inclusive workplace. In FY24, 22.2 per cent of our workforce was made up of women – an achievement that aligns with industry benchmarks – and our female representation at the Board level was 33 per cent, a testament to our focus on balanced leadership. Our efforts to promote gender diversity were further supported by the fact that 29 per cent of all new hires this year were women, illustrating our continued progress in this important area.

Investing in the development of our people is central to our growth. In FY24, 100 per cent of supervisors and managers participated in leadership training, ensuring that our leadership team is equipped with the skills and insights needed to excel. We also introduced a company-wide aboriginal cultural awareness program, which saw an impressive participation rate of over 80 per cent among supervisors and above. These initiatives reflect our commitment to fostering an inclusive workplace culture that supports and respects the diversity of our workforce.

We also continued to place emphasis on the wellbeing of our employees, conducting a biennial pulse engagement survey with a very strong response rate of 65 per cent. Encouragingly, 84 per cent of respondents expressed satisfaction with their roles and work environment, while 91 per cent indicated they understood how their work contributed to the broader objectives of the company. Moreover, 90 per cent of employees reported feeling empowered to stop work if they encountered unsafe conditions, a clear reflection of our robust safety culture. These are very pleasing results and something that we shouldn't take for granted.

Operational Health and Safety remains a cornerstone of our business, and in FY24 we undertook a comprehensive assessment of all inherent extreme risks and their controls, achieving 100 per cent verification. While we narrowly missed our ambitious target of reducing the All-Injury Frequency Rate (AIFR) by 10 per cent, recording an AIFR of 62.3, our Lost Time Injury Frequency Rate (LTIFR) stood at zero at the end of FY24. This accomplishment underscores the effectiveness of our safety programs and our commitment to continuous improvement in risk mitigation.

A highlight of the year was our participation in the Mine Emergency Response Competition (MERC) for the first time. Our inaugural team of eight members underwent 13 days of intensive training, preparing for various emergency scenarios, from fire response to confined space rescue. Competing against 17 other teams, our team's remarkable dedication led to a second-place finish – an achievement that speaks to both the skills and readiness of our people and the supportive culture within our company.

Beyond physical health, we are equally committed to the mental wellbeing of our workforce. Our Workplace Wellness and Wellbeing Program at Duketon has played a vital role in providing fitness and rehabilitation support to our employees, reducing workplace injuries and promoting overall health. In FY24, we expanded our mental health initiatives by introducing new modules on Mental Health Awareness and Understanding Psychosocial Risks into the Regis Leadership Program. Nearly 100 leaders participated in these programs, further reinforcing our commitment to building a mentally healthy workplace. Additionally, 14 of our employees volunteered to become Mental Health First Aid Officers, offering their time and expertise to support colleagues in need.

Our engagement with local communities continues to be a key focus area. In FY24, we exceeded our target for community investment, contributing over $464,000 to a variety of community-led initiatives. We also formalised a Working Together Agreement with the Mantjintjarra Ngalia Development Corporation, strengthening our relationships with key Indigenous stakeholders.

We were disappointed to receive the declaration against our McPhillamys project under Section 10 of the *Aboriginal and Torres Strait Islander Heritage Protection Act 1984 (Cth)* (**Section 10 Declaration**) in relation to a cultural heritage claim by an indigenous group that are not related to the local Aboriginal Land Council. The section 10 Declaration has rendered the project unviable under its current state and federal permitting approvals. Regis has a good working relationship with the local Aboriginal Land Council and we look forward to continuing this relationship in the future.

On the environmental front, our sustainability efforts delivered meaningful outcomes. We rehabilitated over 203 hectares of disturbed land, exceeding our target of 200 hectares, and our water usage remained well within sustainable limits. Additionally, we reduced our Scope 1 and 2 greenhouse gas emissions by 10.3 per cent, surpassing our target of a 4.9 per cent reduction. These achievements are central to our alignment with Australia's long-term commitment to achieving Net Zero by 2050, and we remain steadfast in our efforts to align with the Task Force on Climate-related Financial Disclosures (**TCFD**) guidelines.

Looking ahead, we will continue to build on the momentum we have generated in FY24. Our focus remains clear: maintaining safety excellence, fostering diversity and inclusion, enhancing environmental stewardship, and delivering value for our shareholders and stakeholders. With the unwavering dedication of our employees, we are well-positioned to continue driving positive change in the communities where we operate and beyond.

I want to extend my deepest thanks to our employees, stakeholders, and partners for their continued support throughout the year. Together, we are building a more sustainable and resilient future for all.

Jim Beyer
Chief Executive Officer

Sustainability Performance FY24

Governance

Measure	Target	Performance
Board gender diversity	Maintain ≥ 33% board gender diversity	Achieved (33% board diversity exceeds 30% recommendations for S&P/ASX 300 entities)
Maintain compliance with the ASX Corporate Governance Council Principles and Recommendations	Maintain 100% compliance	Achieved (100% compliance)

Safety

Measure	Target	Performance
Ensure all controls for inherent extreme risks are assessed and verified within the year	Maintain 100% assessment and verification of all inherent extreme risks	Achieved (100% assessment and verification)
Lost Time Injury Frequency Rate below industry average	Maintain LTIFR < 2.2	Achieved (LTIFR of 0)
Reduce AIFR by at least 10% by year end	Achieve a AIFR < 52	Not Achieved (AIFR of 62.3)

People

Measure	Target	Performance
Employee gender diversity	Above industry average	22.2% (in line with industry average)
Leadership training for all supervisors and above (excluding new starters)	Maintain 100% participation	Achieved
Workplace cultural survey and action plan	Undertake biennial workplace cultural survey and implement action plan	Achieved

Our Environment

Measure	Target	Performance
Material environmental incidents	Maintain zero material environmental incidents	Achieved (0 incidents reported)
Rehabilitation of disturbed land	Achieve > 200 ha rehabilitation of disturbed land	Achieved (203ha rehabilitated)
Increased rate of recycled water use	Abstract < 1.65GL of water from borefields	Achieved (1.21GL abstracted)
Meet Safeguard Mechanism carbon emission reduction obligation	Achieve reduction in emissions > 4.9% from FY23 baseline	Achieved (10.29% decrease in Scope 1&2 GHG emissions)

Our Communities

Measure	Target	Performance
Company-wide cultural awareness program for supervisor level and above	Achieve > 80% participation	Achieved (Online cultural awareness program rolled out to all supervisors and above)
Expenditure for direct community investment and support	Achieve > $300,000 direct community investment spend	Achieved ($464,128 direct community investment)
Working Together Agreements (WTA) with key stakeholders	Have at least one WTA in place	Achieved (WTA implemented with MN Development Corporation)

Sustainability Targets for FY25

Governance

Measure	Target
Board gender diversity	Maintain ≥ 33% board gender diversity
Maintain compliance with the ASX Corporate Governance Council Principles and Recommendations	Maintain 100% compliance

Safety

Measure	Target
Ensure all controls for inherent extreme risks are assessed and verified within the year	Maintain 100% assessment and verification of all inherent extreme risks
Lost Time Injury Frequency Rate below industry average	Maintain LTIFR < 2.2
Commence reporting on Total Injury Frequency Rate	Achieve a TRIFR < 6.1

People

Measure	Target
Employee gender diversity	Make incremental improvements and progress towards achieving our FY27 gender diversity target of 25%.
Leadership training for all supervisors and above (excluding new starters)	Frontline Leadership: 80% attendance of Supervisors. Regis Leadership Program: 100% attendance Superintendent and above
Workplace cultural survey and action plan	Undertake biennial workplace cultural survey and implement action plan

Our Environment

Measure	Target
Material environmental incidents	Maintain zero material environmental incidents
Rehabilitation of disturbed land	Achieve > 200 ha rehabilitation of disturbed land
Ground water abstraction	Abstract < 2.9GL of water from borefields
Achieve carbon intensity targets	< 184,125t CO_2-e production
Achieve compliance with the principles of the Global Industry Standard on Tailings Management (GISTM) and commitments of the ICMM members for all current and future Tailings Storage Facilities (TSF) by the end of 2025.	Achieve 100% compliance

Our Communities

Measure	Target
Company-wide cultural awareness program for supervisor level and above	Achieve > 80% participation
Expenditure for direct community investment and support	In FY25, achieve year on year increase in direct community investment spend
Working Together Agreements (WTA) with key stakeholders	100% completion of WTA / HA quarterly meetings

Corporate Governance

Regis' corporate governance provides a framework to ensure that our people act with integrity in order to achieve our business goals, that our actions and interactions align with our values.

Truck driving up the decline of the Garden Well open pit.

FY24 Governance Performance Targets

Performance

Maintain ≥ 33% board gender diversity
- ✓ 33%
  Exceeds the 30% industry recommendations for S&P/ASX 300 entities

Maintain 100% compliance with the ASX Corporate Governance Council Principles and Recommendations
- ✓ 100% compliance with 4th edition Corporate Governance Principles and Recommendations

FY25 Governance Performance Targets

Maintain ≥ 33% board gender diversity

Maintain 100% compliance with the ASX Corporate Governance Council Principles and Recommendations

Board of Directors

The role, responsibilities and structure of the Board of Directors (the Board) is defined in the Corporate Governance Statement and the Board Charter.

Regis Directors have significant and diverse skills and experience across accounting, finance, exploration, construction, engineering and operations, combined with domestic and international exposure. We value diversity in our demographic makeup and recognise the strengths of a diverse skillset. We are committed to workplace diversity and recognise the benefits arising from employee and Board diversity.

Regis' Diversity Policy is available here.

Of the six Board positions, two are occupied by female directors and all directors have significant industry experience and leadership expertise. Our Board gender diversity in FY24 is 33%, exceeding the 30% target set by the ASX's 4th edition Corporate Governance Principles and Recommendations for S&P/ASX 300 entities.

Board Committees

Three Board Committees have been established to assist the Board in discharging its responsibility of overseeing the strategic direction of the business and to guide and monitor the management of the Company for the benefit of its shareholders.

Risk, Safety, Environment and Community (RSEC) Committee	The RSEC Committee assists the Board in the decision-making process around issues that directly impact on Regis' ESG Performance. Below the Board, this body is the highest level of governance for Regis' sustainability strategy. Its purpose is to assist the Board in: • Identifying, understanding, and monitoring the Company's business and operations in line with the Company's risk management framework and operating within the risk appetite set by the Board; and • Assessing whether risk, safety, environment, and community related matters arising from and related to the Company's operations have been appropriately identified, controlled and managed.
Audit Committee	The Audit Committee assists the Board to fulfil its oversight responsibilities relating to: • The preparation and integrity of the Company's financial accounts and statements; • Internal controls, policies and procedures that the Company uses to identify and manage financial risks; • Qualifications, independence, engagement, fees and performance of the external auditors • The external auditor's annual audit of the financial statements; • The resources, performance and scope of work of the internal audit activity (if any); • Company compliance with legal, regulatory requirements, governance and compliance policies; • Complaints under the Whistleblower Policy and reports of violations under the Corporations Act, ASX Listing Rules or breaches of fiduciary duty; and • Antibribery and corruption framework and cyber risk management.
Remuneration, Nomination and Diversity (RND) Committee	The RND Committee assists the Board in the decision-making process around: • Overseeing remuneration policies to ensure there is transparency and clarity of objectives and performance of the Board, directors and executives; • Ensuring the Board has the appropriate skills to ensure effective decision making; • Undertake appropriate senior executive (including Managing Director) succession planning; and • Reviewing and recommending policies that will promote Board and workplace diversity and inclusion.

Directly accountable to the Board, the Chief Executive Officer (CEO) and Managing Director are responsible for implementing risk management standards across all business planning and decision-making activities.

Risk management activities implemented in FY24 include:

- Ongoing in-field, supervisor led critical control verifications (CCV)
- Ongoing refinements to the Risk Register
- Biennial full Risk Register Review, performed by the Executive Committee and RSEC Committee on behalf of the Board
- Psychosocial risk training embedded as part of the leadership training program across the business
- an external, independent integrity reporting system, "Safe2Say" was rolled out to allow employees, suppliers and contractors to anonymously report incidents that are not aligned with Our Values, breaches of corporate policies, or illegal activities.

Risk Management

A **new contract management system** was implemented, integrating MS Risk Assessment and formalising contractual arrangements. This system ensures all contracts explicitly require compliance with our Anti-Bribery and Corruption Policy and Code of Conduct, thereby strengthening adherence to our ethical standards.

Ethical Business Practices

Regulatory framework and compliance

Regis adheres to the Corporations Act, the ASX Listing Rules, and aligns with the 4th edition of the **ASX Corporate Governance Principles and Recommendations** as set out in the **Company's Corporate Governance Statement.** With the release of the draft 5th edition of this guideline, we will begin the process of aligning our reporting with these new principles by 2026, once the principles are finalised

The Board oversees governance, cultural stewardship, risk appetite, and the strategic direction of the Company. The Executive Committee is responsible for delivering on strategic objectives of the Company and in-line with the Our Values, policies, procedures and in accordance with industry sustainability practices.
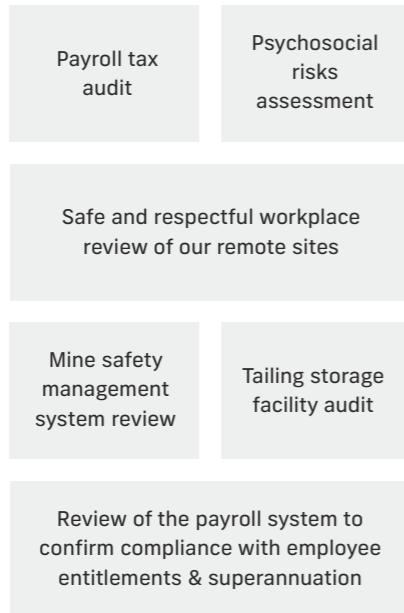
Our Policies

Each year we conduct a range of compliance reviews of regulatory standards to support ongoing employee safety, operational performance, and stakeholder trust, while proactively addressing potential risks.
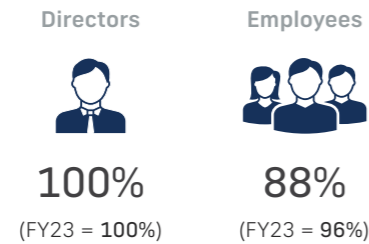
Our comprehensive framework of policies ensures management and employees operate ethically and with integrity. All policies are reviewed by the Board on an annual basis.

Learn more about our policies here.

Compliance Reviews conducted during FY24

Payroll tax audit	Psychosocial risks assessment

Safe and respectful workplace review of our remote sites

Mine safety management system review	Tailing storage facility audit

Review of the payroll system to confirm compliance with employee entitlements & superannuation

Ethics and Conduct Training Participation

Directors	Employees
100%	**88%**
(FY23 = **100%**)	(FY23 = **96%**)

Anti-bribery and corruption

Our Anti-Bribery and Corruption Policy and Code of Business Conduct Policy establish clear standards for our Directors, employees, contractors, and agents. They prohibit bribes, facilitation payments, and political donations while providing guidelines for accepting and giving gifts.

These policies were reviewed in August 2023 and extend to all contractors through supplier contracts.

The Regis Whistle-blower Policy, alongside our Code of Conduct, encourages the confidential reporting of any perceived or actual misconduct. Regis commits to independently assessing all disclosures made under this policy. To further promote a culture of responsible and ethical behaviour an independent, third-party anonymous reporting line was rolled out at the end of FY24.

Zero
confirmed cases of **corruption** in FY24

Taxes and royalties

At Regis, we are committed to conducting our business as a reliable corporate citizen ensuring we comply with all tax obligations responsibly.
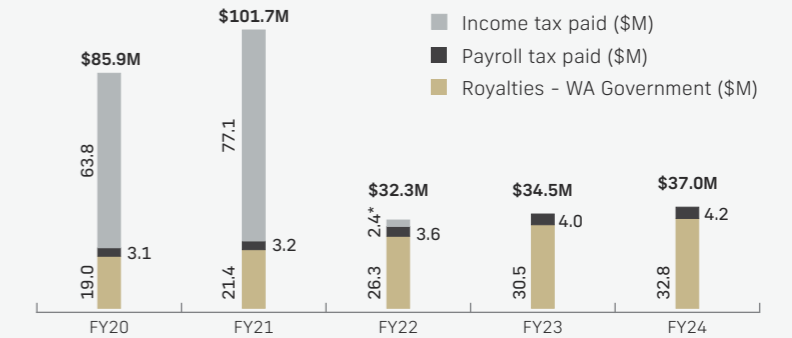
It is our responsibility to ensure that we:

- Consider tax risks as a part of the overall commercial assessment of any transaction;
- Meet all tax compliance obligations and payments in a timely manner;
- Take an approach to assess and manage tax risks with a view to always being considered by tax authorities as low or medium risk; and
- Do not participate in tax evasion or facilitate the evasion of tax by a third party in any way (including avoiding aggressive tax planning and use of artificial or abnormal tax structures in tax havens or elsewhere that are intended for tax avoidance).

We aim to foster constructive, professional and transparent relationships with the Australian Tax Office based on concepts of integrity, collaboration and trust and to protect the reputation of the Group in relation to tax matters. Our tax strategy has been approved by the Board and falls under the oversight of the Audit Committee. We do not contribute to lobbying, political campaigns or related organisations.

Over $130M paid to the Western Australian government in royalties over the last five years.

Taxes and Royalties paid to Australian Government ($M)

Legend:
- Income tax paid ($M)
- Payroll tax paid ($M)
- Royalties - WA Government ($M)

	FY20	FY21	FY22	FY23	FY24
Total	$85.9M	$101.7M	$32.3M	$34.5M	$37.0M
Royalties - WA Government	63.8	77.1	2.4*	4.0	4.2
Payroll tax paid	3.1	3.2	3.6		
Income tax paid	19.0	21.4	26.3	30.5	32.8

* Total net income tax paid was reduced in FY22 due to a reduction in our net profit after tax and tax refunds received from the Australian Taxation Office during the year.

Cybersecurity

We recognise cybersecurity as of increasing concern in a volatile cyber environment. Our dedication to maintaining a secure, accountable, and dependable work setting is unwavering, and we are committed to integrating processes that safeguard our financial assets, operations, and data against cyber threats.

Actions implemented in FY24 to improve cyber security include;

- **Appointment of an IT Security & Financial Systems Manager:** Reporting directly to the Chief Financial Officer, the IT Security and Financial Systems Manager provides the Audit Committee and the Board with regular updates on cybersecurity issues as part of a standing agenda items.

- **Continued monitoring and assessment of our IT infrastructure:** Continued to proactively assess the robustness of our core IT infrastructure against cyber threats through the Regis Cyber Risk Maturity Model (RCRMM), that was introduced in 2023. The RCRMM is aligned with the principles of the Australian Cyber Security Centre's Essential Eight Maturity Model.

- **Regis Disaster Recovery Plan:** Deployed an enhanced offline (to tape) backup solution across all Regis sites. This upgrade Increased confidence and redundancy provisions that ensures that we can recover data from an offline source in the event of a successful ransomware attack.

- **Firewall upgrading:** Significantly upgraded the firewall and network switching equipment to more advanced hardware that incorporates improved software technology, enhancing cyber defence capabilities for our network perimeter.

- **Improved IT Platform:** Implemented Eftsure, a system that independently verifies supplier bank accounts to ensure that Electronic Fund Transfers (EFTs) made by Regis are only paid into to accounts confirmed to be owned by the intended beneficiaries.

- **Cyber-attacks preparedness activities:** Mock cyber-attacks were conducted to test the Cyber Incident Response Plan (CIRP) to test and ensure that our response measures are effective, enabling rapid and efficient communication in the event of a cyber incident. This included ongoing phishing exercises across our network to help develop employee awareness.

These ongoing efforts in cybersecurity, including increased employee training in cyber security, demonstrate our resolve to protect stakeholders and maintain the integrity of operations in the digital realm.

Artifact identified during a cultural heritage survey at Duketon.

Human rights

We observe and promote the respect of human rights across business operations and supply chain in line with industry standards. The Board approved a **Human Rights Policy Statement** (June 2023) to formalise the Company's commitment to respecting human rights to ensure it prevents, mitigates and remedies any human rights impacts from our business operations and supply chain.

There were **no reported incidents** of human rights violations, including rights of indigenous peoples in FY24.

The **Indigenous Peoples Statement** (August 2023) outlines our commitment to providing cultural awareness training to all our employees, the respectful and responsible management of indigenous cultural heritage within the lands on which we operate, engagement with indigenous people upholding the Free, Prior and Informed Consent (FPIC) principles, and an agreement making process with indigenous peoples who are legally recognised[4] as the traditional custodians of the land and/or cultural heritage on which we hold business interests.

Rights of Indigenous Peoples

In FY24, we formalised our relationship with the Traditional Owners at Duketon. Collaborating closely with the Mantjintjarra Ngalia People, we supported their formation into an Indigenous Corporation, the MN Development Corporation Pty Ltd (MNDC), culminating in the signing of a Working Together Agreement to solidify our partnership. Additionally, we established a Cultural Heritage Agreement, creating a structured framework for involving the Mantjintjarra Ngalia People in cultural heritage survey work for Duketon.

Learn more about this in the Cultural Heritage section of this report.

Learn more about our Human Rights Policy here.

Modern slavery and supply chain

At Regis, we to work to ensure all reasonable measures are implemented to prevent exploitative practices across our operations and supply chain. **Modern Slavery compliance** is the responsibility of the Company Secretary, with the Investor Relations and External Affairs team in charge of preparing annual Modern Slavery Statements and relevant disclosures. The Commercial Manager is responsible for implementing procedures and processes to assist Modern Slavery assessments and actions.

In FY24, Regis enhanced its Modern Slavery risk assessment process. The process has evolved and will now include Modern Slavery questions upfront in supplier onboarding. From FY25 and beyond, all Regis suppliers will be subject to Modern Slavery questions, regardless of their size to allow for significantly larger coverage of our supplier base.

Across Duketon a contractor consolidation process has commenced, streamlining suppliers to allow for easier monitoring and reviewing high-risk suppliers. This process initially focussed on service-providers however will be expanded to the purchase of goods in the future.

During FY24, our Company Policies were made accessible via a **Supplier Portal** on our corporate website, providing ready access to relevant policies surrounding ethical procurement and business conduct.

A new contract management system was implemented to formalise the onboarding of suppliers, thereby strengthening value alignment across our supply chain. Additionally, an enhanced tendering and procurement system is being implemented, whereby future tenders will be evaluated on a broader range of metrics including governance and environmental considerations, enhancing our sustainable and ethical sourcing processes.

Currently, the Regis **Code of Business Conduct** and the **Anti-bribery and Corruption Policy** are applicable to all suppliers and both were reviewed in 2023. Whilst there are plans to embed ESG into our standardised tender evaluation in FY25, there is currently no formal policy on Supplier Standards. The company takes a risk based approach to managing human rights risks. High-risk ESG suppliers will be considered and evaluated during onboarding and procurement but reviewed on a case-by-case basis.

No reported human rights breaches or instances of modern slavery within the supply chain in FY24.

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(4)   Either a determined or registered Native Title Claim under the *Native Title Act 1993* (Cth) or recognised freehold tenure under the *Aboriginal Land Rights Act 1976* (Northern Territory) or legally recognised under the *Aboriginal Heritage Act 1972* (WA) or the *Aboriginal Cultural Heritage Act* 2021 (WA).

Sustainability at Regis

As one of the largest gold producers listed on the ASX, we continue to integrate sustainability into all aspects of our business. This approach means that we not only continue to identify and implement initiatives to enhance operational performance, but we also seek to do the same for our ESG performance.

Sustainability Management

Underpinned by Our Values and supported by robust corporate governance structures, we are dedicated to the ongoing care for our natural environments, delivering positive social impacts for our local and regional communities and creating lasting value for our stakeholders.

Sustainability pillars

Governance & Transparency

Our sustainability journey is guided by robust governance structures that prioritise transparency. We regularly update stakeholders on our progress, challenges, and goals through detailed reports and open communication channels.

Economic Viability

Integrating sustainable practices ensures enduring stakeholder value. At Regis Resources, we proactively manage risks and seize opportunities in the evolving global landscape to secure long-term success.

Environmental Responsibility

We focus on minimising our environmental footprint by optimising resource use, emphasising water conservation, energy efficiency, and waste reduction. In compliance with regulations, we continually assess areas for improvement.

Social Commitment

We engage actively with local stakeholders to align our activities with community interests. Investments in education, infrastructure, and community projects underscore our dedication to mutual growth.

Company memberships

To promote our industry's needs through research, advocacy, and networking, Regis actively partners and engages with industry associations to identify and address challenges in the resources and gold mining sectors. In FY24, we remained active contributors and members of the Association of Mining and Exploration Companies (AMEC), the Chamber of Minerals and Energy (CME) W.A, the Gold Industry Group, the NSW Minerals Council, the Australian Resources and Energy Employer Association and The Chamber of Commerce and Industry W.A. Additionally, various employees are members of other leading industry groups such as the Australasian Institute of Mining and Metallurgy and the Australian Institute of Geoscientists.

In FY24 our expenditure on trade associations and tax-exempt groups was $349,911. The focus of this investment remained solely on industry-related initiatives and shared learning opportunities without involvement in lobbying or political campaigns at any level.

Association of Mining and Exploration Companies -
www.amec.org.au

Gold Industry Group -
www.goldindustrygroup.com.au

Chamber of Minerals and Energy WA -
www.cmewa.com.au

Australian Resources and Energy Employer Association -
www.areea.com.au

NSW Minerals Council -
www.nswmining.com.au

Chamber of Commerce and Industry WA -
www.cciwa.com

Alignment with Sustainability Standards and Reporting frameworks

We continue to monitor and integrate sustainability standards, industry-specific guidelines, frameworks, and recommended reporting practices and recognise that these standards and frameworks have been established and developed to meet the demands of investors, companies, policy makers and to enable meaningful and comparable sustainability and climate change disclosures.

Our sustainability strategy aligns with global initiatives that advocate for sustainability values in corporate operations, including the United Nations Sustainable Development Goals (UN SDGs), the Task Force on Climate-related Financial Disclosures (TCFD), the World Gold Council (WGC) - Responsible Gold Mining Principles (RGMPs), and the Carbon Disclosure Project (CDP). We use metrics developed by the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) to gauge our sustainability performance and to ensure our disclosures are aligned with these established standards.

As part of our commitment to addressing climate change, we will align our reporting strategy with the Task Force on Climate-Related Financial Disclosures (TCFD) framework. A staged roadmap will guide this process, ensuring full alignment over a multi-year period, as we assess both physical and transitional impacts on our business.

Learn more about the sustainability related standard and initiatives we adhere to here.

Members of the Regis Board of Directors including members of the Executive Committee in the Tooheys Well Open Pit.

Our Stakeholders

Transparent stakeholder engagement is a priority for us, providing a platform to share information on operations and understand stakeholder needs. This approach helps us focus on material topics, enabling informed decision-making for positive, lasting outcomes.

Stakeholder engagement happens at all levels, with each team responsible for fostering strong, open relationships to drive efficiencies, improve operations, and ensure timely, informed responses.

Stakeholder	Methods of engagement	Areas of interest
Regis Board	• Board and Committee meetings • Briefings and direct engagement • Personal communication • Visits to sites, projects, and host communities	• All aspects of Company performance
Investment community	• ASX announcements • Investor meetings • Annual General Meeting • Periodic reports, including quarterly, half year and annual Reports, Investor briefings, conferences and roadshows • Site tours	• Return on equity • Business continuity • Capital management • Tailings management • Corporate governance • ESG, operational, and financial performance • Risk identification and management • Resources and reserves

Stakeholder	Methods of engagement	Areas of interest
Employees	• Annual and Sustainability Report • Inductions • Staff briefings and toolbox meetings • Intranet and email • Internal newsletter • Employee Engagement and Culture Survey • Performance reviews • Development plans • Training	• Job security and remuneration • Strategic direction and financial performance of Regis • Workplace health and safety • Employment conditions and rosters • Communication of change management • Training and development opportunities
Joint venture partners	• Regular formal committee meetings • Quarterly, half yearly and annual Reports and ASX announcements.	• ESG, operational and financial performance of joint venture operations • Risk identification and management
Suppliers	• Tender process • Contract meetings and negotiations • Personal communications • Pre-start meetings • Local project office	• Procurement opportunities • Contract management • Workplace health and safety programs • Anti-Bribery, Anti-corruption and Anti-slavery • Financial performance
Host communities	• Community Consultative Committees • Local project office • In-person meetings • Community group information sessions • Community newsletters, fact sheets and newspaper updates • Website • Site tours • Annual and Sustainability Reports	• Two-way information sharing and project updates • Shared value with host communities • Management of social impacts • Environmental stewardship • Local and regional employment • Procurement opportunities • Infrastructure improvements
Traditional owners	• In-person meetings • Formal review meetings • Site tours • Community information sessions • Annual and Sustainability Reports • Cultural heritage surveys and management	• Two-way information sharing and project updates • Respect for culture and protection of heritage • Shared value with host communities • Indigenous employment, training, and business opportunities
Landholders and land managers	• In-person meetings • Site tours • Website • Negotiated agreements • Land access agreements	• Two-way information sharing and project updates • Agricultural land use • Environmental stewardship • Biodiversity • Water management • Land access agreements
Government and regulators	• Development applications • Impact Assessments • Annual Environmental Reports • Briefings • Individual meetings • Site inspections	• Compliance • Environmental stewardship • ESG performance • Taxes and royalties • Local and regional employment and • Procurement
Financiers	• Quarterly, half yearly and annual reports and ASX announcements • Regular meetings • Site tours	• Financial and operational performance. • Continued regulatory compliance • Corporate governance
Industry associations	• Quarterly, half yearly and annual reports and ASX announcements • Presentations and briefings • Meetings and conferences	• Industry challenges and trends • Sector advocacy

Materiality Process

The FY24 Sustainability Report highlights our sustainability performance, focusing on the most critical issues for our business and stakeholders. In FY23, our material topics were aligned with the GRI 2021 Standards, identifying our significant impacts on the economy, environment, and people, including their human rights. This comprehensive review considered all impacts across our value chain.

We assessed our industry context by reviewing material topics suggested and reported by peers, SASB standards for Metals and Mining, WGC Responsible Gold Mining principles, and the United Nations SDGs. Our analysis included 46 external documents (from international standards, industry reports, and academic publications) and 18 internal documents (Regis' strategy, policies, and procedures). An internal engagement survey further identified sustainability impacts and priorities recognised by our employees, including senior management.

We identified 55 impacts, assessed according to GRI methodology: "impacts can be actual or potential, negative or positive, short-term or long-term, intended or unintended, and reversible or irreversible." From these, 24 key impacts were deemed material.

As a result, our 24 key impacts were categorised into 14 material topics. Following the GRI guideline, Human Rights is now integrated across our value chain rather than being a standalone material topic. While identifying Material Topics according to the latest GRI Standards, we disclose performance using SASB indicators. Below is the list of material topics, aligned with the United Nations Sustainable Development Goals (SDGs).

In FY24, we reviewed and validated last year's topics with our executive leadership. As we anticipate regulatory changes with the new Australian Sustainability Reporting Standard, we plan to conduct a new materiality assessment next financial year.

Defining our material topics
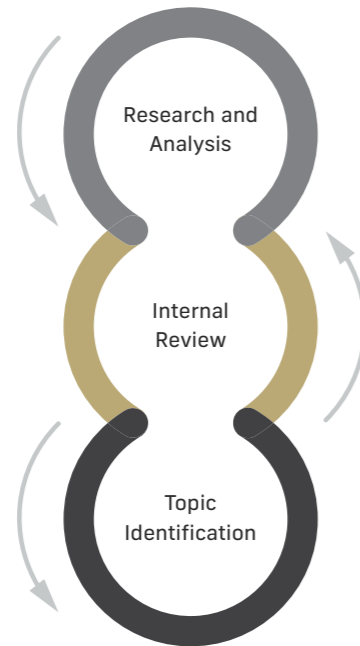
Research and Analysis

We reviewed internal and external documentation, identifying Regis' sustainability impacts. Additionally, we conducted a workforce engagement survey to pinpoint the sustainability impacts and priorities.

Internal Review

We involved our employees and senior management to verify and validate our findings.

Topic Identification

We reviewed our FY2022 material topics and updated them for FY2023, providing a clear definition and scope for each topic.

Material topics and their alignment with the Sustainable Development Goals (SDGs)

Governance
- Corporate culture
- Risk management

Environment
- Climate change and carbon reduction
- Water and effluents
- Biodiversity
- Mine closure and rehabilitation
- Responsible tailings management
- Waste Management
- Other Emissions, dust vibrations and noise

Social
- Safe workplace
- Sustainable workforce management
- Diversity, equity and inclusion
- Working with communities
- Indigenous engagement and cultural heritage management

Learn more about the scope of our material topics here.

Our People

Regis' success depends on the dedication of our teams to maintain efficient, responsible, and sustainable operations. We are committed to cultivating a workplace that values safety, integrity, and diversity, providing the right incentives for our employees to perform at their best.

FY24 People & Safety Performance Targets	Performance
Maintain employee gender diversity above industry average	22.2%
Maintain **full participation of leadership training** for all supervisors and above (excluding new starters)	100% participation in leadership training for all supervisors and above (excluding new starters)
Undertake **biennial workplace culture survey** and implement action plan	We conducted the **biennial workplace cultural survey** and have development action plans.
Maintain **100%** assessment and verification of all inherent extreme and significant risks.	Completed **100%** of target
Lost Time Injury Frequency Rate below industry average. Maintain **LTIFR < 2.2**	Achieved an **LTIFR of 0**
Audit **20%** of our extreme and significant risk verifications	100% of extreme and significant risks verifications were audited
Achieve **100%** of our Critical Control verification targets	100% of Critical Control verification targets were achieved
Reduce AIFR by at least 10% by year end Achieve an **AIFR < 52**	Not achieved (**AIFR 62.3**)

FY25 People & Safety Performance Targets

Make incremental improvements and progress towards achieving our FY27 gender diversity target of **25%**.

Leadership training for all supervisors and above (excluding new starters)
- Frontline Leadership: **80%** attendance of Supervisors
- Regis Leadership Program: **100%** attendance Superintendent and above

Continue to maintain **100%** assessment and verification of all inherent extreme risks

Continue to maintain **LTIFR < 2.2**

Commence reporting on Total Injury Frequency Rate and achieve a **TRIFR 6.1**
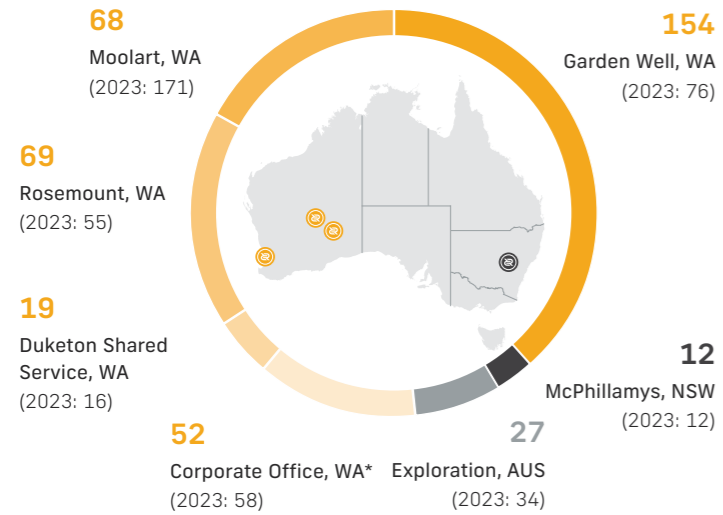

Pre-start checks of a D-9 dozer.
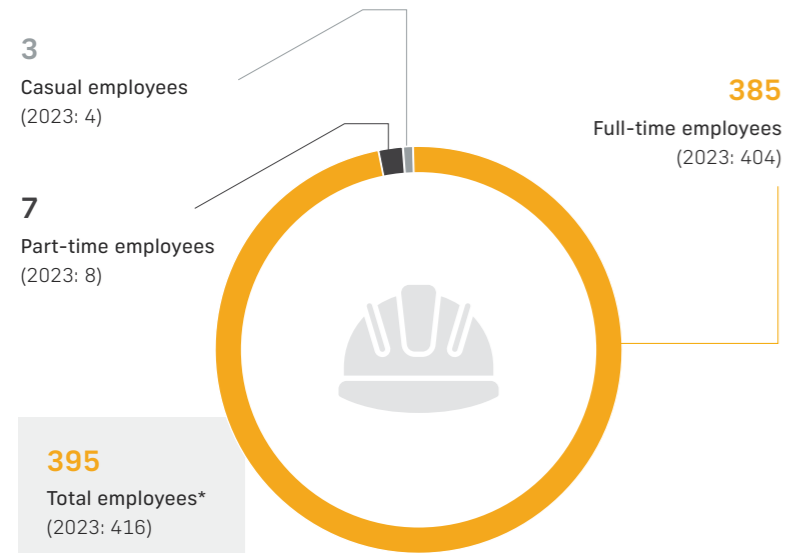
Sustainable Workplace Management

We manage our workplace culture through a people-centred approach that attracts and retains a highly skilled workforce by offering a space for professional growth. At the end of the 2024 financial year, we employed 395 individuals and engaged 692 contractors across Western Australia and New South Wales.

Regis employees by location FY24

68
Moolart, WA
(2023: 171)

154
Garden Well, WA
(2023: 76)

69
Rosemount, WA
(2023: 55)

19
Duketon Shared
Service, WA
(2023: 16)

12
McPhillamys, NSW
(2023: 12)

52
Corporate Office, WA*
(2023: 58)

27
Exploration, AUS
(2023: 34)

*   Includes the six (6) members of the Board

Regis employment type FY24

3
Casual employees
(2023: 4)

385
Full-time employees
(2023: 404)

7
Part-time employees
(2023: 8)

395
Total employees*
(2023: 416)

*   The headcount of employees according to Employment type excludes the six (6) members of the Board
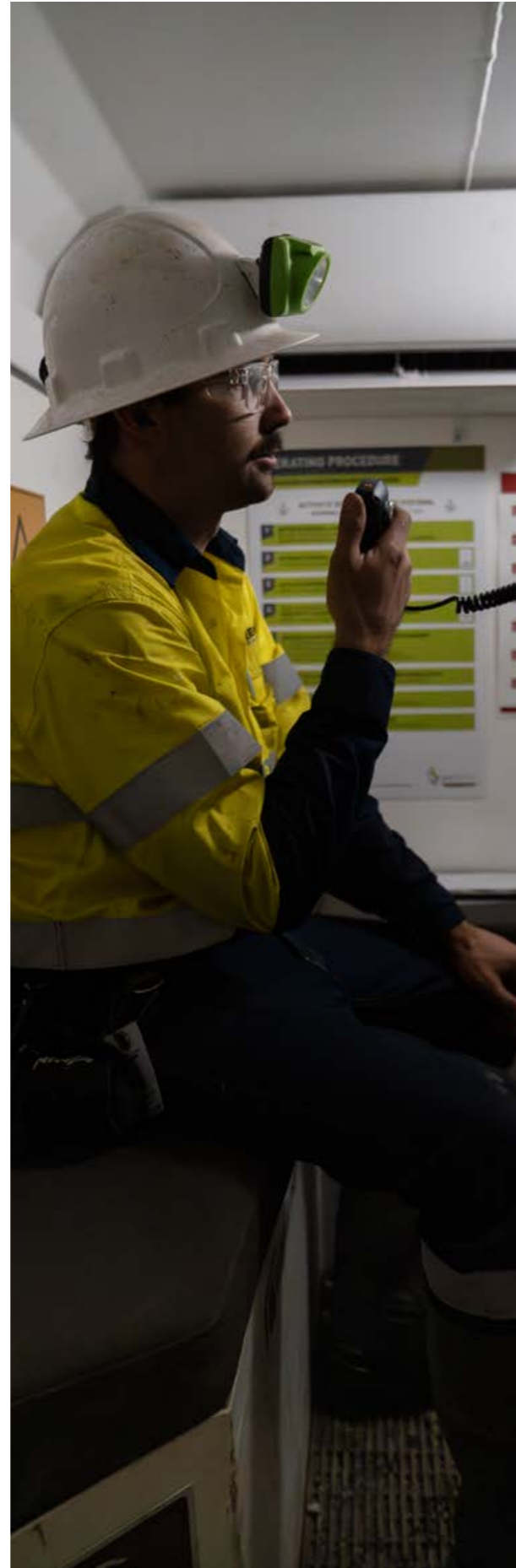
Thriving together

Since 2020, we have conducted a biennial employee **Culture and Engagement survey.** This year, we achieved a very strong, 65% response rate. All responses were confidential and provided valuable insights into what makes Regis a great place to work. The survey assessed levels of engagement, alignment with our business strategy and values, as well as our leadership effectiveness. It also enabled us to benchmark our ratings against a relative comparison group and compare the results with those from previous years. The open-ended feedback highlighted areas where we can improve to continue strengthening our corporate culture.

Camp staff unpacking kitchen supplies.

"During our Family Fun Day at Adventure World in December, I had the pleasure of welcoming everyone as they entered, celebrating the multicultural diversity of our company. I truly believe it should be no surprise that our survey reveals that people of all backgrounds believe they can succeed at Regis."
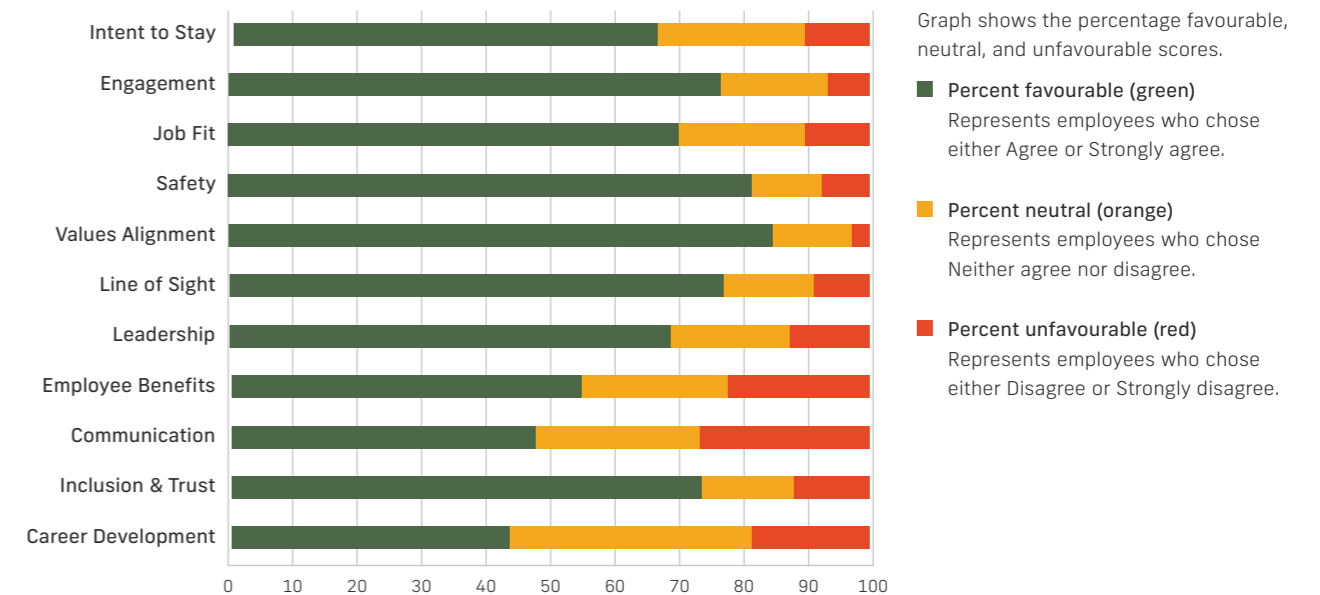
Jim Beyer, CEO

The survey was facilitated by an external provider to ensure confidentiality of the results. Notably, 84% of respondents expressed satisfaction with their roles and work environment, while 91% indicated they understand how their role contributes to Regis' objectives. Regarding Operational Health & Safety, 90% of employees understand our corporate values and feel empowered to stop work if they feel unsafe.
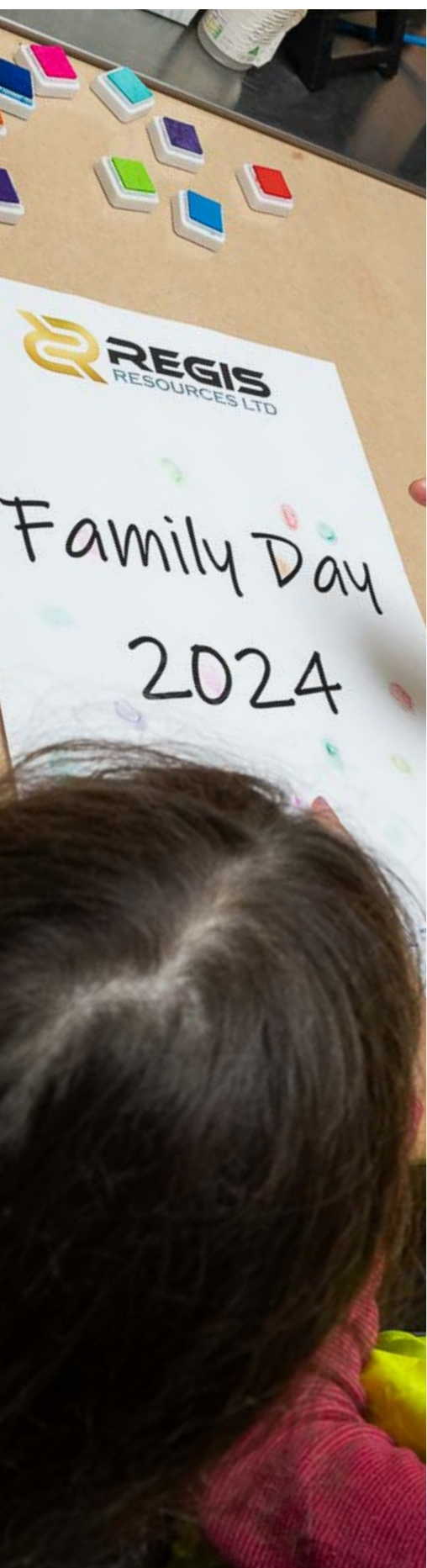
Following the survey, over 200 employees participated in workshops to review the results and identify key focus areas. From these sessions, three strategic priorities emerged:

• Communication/Line of Sight
• Employee Development
• Employee Value Proposition

Senior leadership then reviewed and signed off on these focus areas, and approved the associated actions, formalising an action plan designed to drive our corporate culture and shape future priorities.

Culture and Engagement survey FY24 Results

Intent to Stay
Engagement
Job Fit
Safety
Values Alignment
Line of Sight
Leadership
Employee Benefits
Communication
Inclusion & Trust
Career Development

0   10   20   30   40   50   60   70   80   90   100

Graph shows the percentage favourable, neutral, and unfavourable scores.

■ Percent favourable (green)
Represents employees who chose either Agree or Strongly agree.

■ Percent neutral (orange)
Represents employees who chose Neither agree nor disagree.

■ Percent unfavourable (red)
Represents employees who chose either Disagree or Strongly disagree.

An integral approach to workforce wellbeing

Over the years, we have implemented a range of initiatives and activities to enhance the wellbeing of our workforce and strengthen our corporate culture. These include the Culture & Engagement Survey, Regis Leadership Programs, the Cross-Cultural Awareness Program, the Safe and Respectful Village Review, Regis Family Fun Day, and the Family Site Visit.

A mentally healthy workplace is a key driver of employee satisfaction and performance and to further support this, two new modules were introduced into the Regis Leadership Program: **'Mental Health Awareness'** and **'Understanding Psychosocial Risks'.** Nearly 100 leaders participated in the program.

Regis Mentally Healthy Workplace Model

Proactive

Prevention — Promotion

Mentally Healthy Workplace

Recovery — Response

Reactive

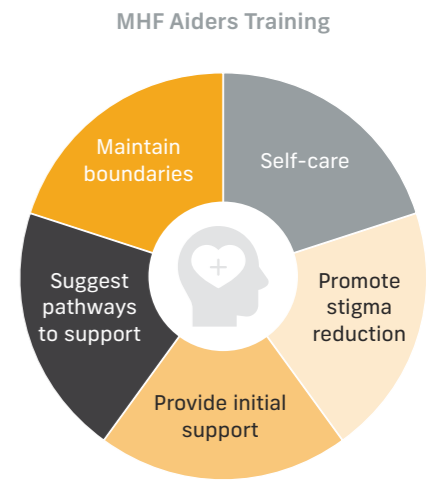### Mental Health Risk Management

Key area	Risk management actions
Prevention	• Psychosocial Hazard Surveys & Actions • Psychosocial Risk Assessment • Leadership Training • Just Culture Model • Work Design Review • Village & Facilities Audit
Promotion	• Mental Health Awareness for Leaders Training • Workplace Investigation Training • Workplace Behaviour Training
Response	• Peer Support • Mental Health First Aid Officers • Employee Assistance Programs
Recover	• Return to Work Programs • Injury Management • Critical Incident Management

Additionally, 14 of our employees volunteered to be trained as **Mental Health First Aid Officers, or 'MHFAiders.'** They continue to be available to assist those who reach out to them.

Our MHFAiders are equipped with the practical skills and confidence to recognise, understand, and respond to someone experiencing a mental health problem or crisis.

While not psychologists, psychiatrists, counsellors, or doctors, their primary role is to apply the Mental Health First Aid Action Plan and seek to ensure the person gets the appropriate help they need.

These initiatives not only reflect our dedication to fostering a positive and supportive workplace but also highlight the importance of mental health as a foundation for overall employee wellbeing. By investing in these programs, we continue to build a resilient, engaged, and thriving team.

MHF Aiders Training

- Maintain boundaries
- Self-care
- Promote stigma reduction
- Provide initial support
- Suggest pathways to support

MHFAiders Employee Testimonials

Sharne Newsome - *Environmental Superintendent*

"Having completed mental health first aid training, I've found that this knowledge has become a valuable tool in encouraging a supportive and understanding workplace. In particular, I've used my training to recognise early signs of stress, anxiety, and burnout among my team and have learnt to be able to offer a safe space to share concerns. Through active listening and a compassionate response, I feel like I have been able to provide support that I would not have been able to before the MHF Aid training. In addition, I've used my training to support my female colleagues with certain challenges. Being able to provide assistance, primarily through a simple conversation felt fulfilling and positive. Ultimately, I believe my mental health first aid training has equipped me with the confidence to support my colleagues in difficult times."

Delia Cocuz - *Organisational Development Advisor*

"Overall, I found the course and supplementary material informative. I believe it covers mental health sufficiently to equip anyone with the skills to recognise and confidently approach a person presenting with symptoms of poor mental health. I particularly liked the ALGEE model, and the additional resources provided, which offer valuable guidance for finding appropriate referrals and support for anyone in need. The presenter was engaging and stayed on topic, ensuring she didn't lose the audience. She presented the material in a simple and memorable way. While I haven't had the opportunity to use these skills at Regis yet, I feel confident in doing so when needed."
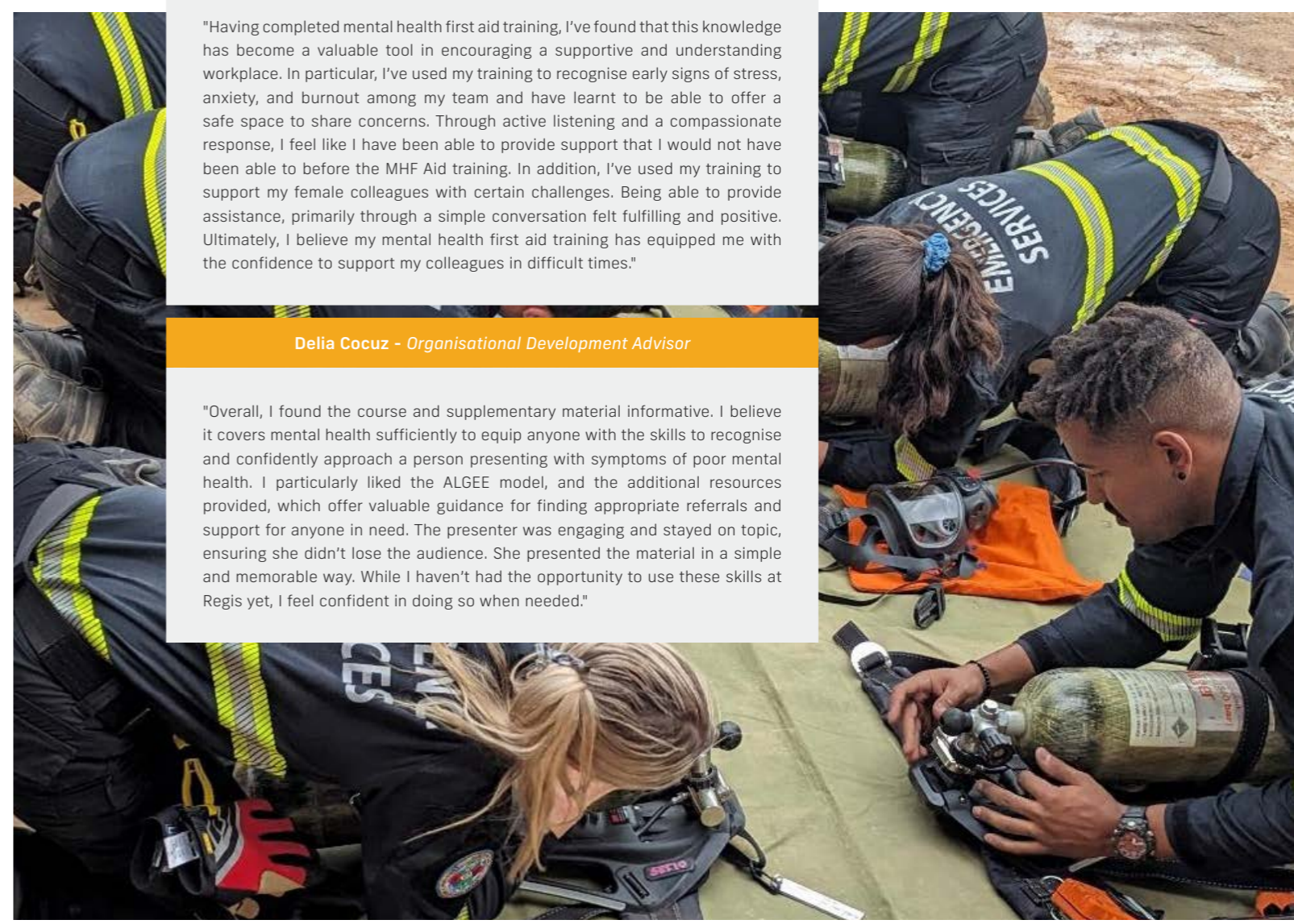
Members of the Regis Emergency Response Team competing in the Mine Emergency Response Competition.

Labour relations

We respect and uphold the rights of our employees to voluntarily unite for common goals and to form or join associations. We currently do not have any collective bargaining agreements however we do have plans including engagement with union representatives and provisions for collective bargaining. Notably, throughout the year, there were no strikes or lockouts at any of our operations, offices, or project sites.

Talent attraction, retention and development

We have a structured approach to attract and retain the right talent in every role while providing opportunities for skill development and professional growth. In order to reach a broader and more diverse pool of candidates, we have implemented a clear and unbiased recruitment process. This includes using gender-neutral language in our job advertisements and encouraging hiring managers to ensure equal opportunities for all applicants. Our streamlined recruitment process relies on standardised questions and procedures, significantly reducing potential biases.

Moreover, we have consistently prioritised local hiring, being mindful of the competitive job market in the region and its impact on other local employers.

During the year, we recorded 177 new hires, with 17% of open positions filled by internal candidates. Our voluntary turnover rate for the reporting period was 21%. A comprehensive breakdown of our workforce is provided in the Performance Data Scorecard at the end of this report.

Every employee undertakes annual performance and development planning through the Regis Individual Performance Objective and Development (IPOD) plan. This enables employees to track their professional performance and understand how they contribute to Regis strategic objectives. Furthermore, this process also enables employees to identify and progress against development objectives. During FY24, a completion rate of 93% was achieved for IPODs for Level 2 and above Leadership Pathway employees.

To further promote career development opportunities and successes, internal vacancies were outlined in company-wide emails and notifications on its internal SharePoint. Career development successes and internal promotions were also celebrated via internal announcements.

Additional development programs delivered in FY24 included Leadership programs and cultural competence training for senior managers.

17%
of our open positions were filled by **internal candidates**

93%
of employees received **performance appraisals**

Supporting international talent

In FY24, we sponsored the visas of seven international employees, including one female. This initiative reflects our commitment to supporting diverse talent and bringing valuable global expertise into our workforce, fostering growth and innovation across our operations.

Pre-production meeting at Duketon.

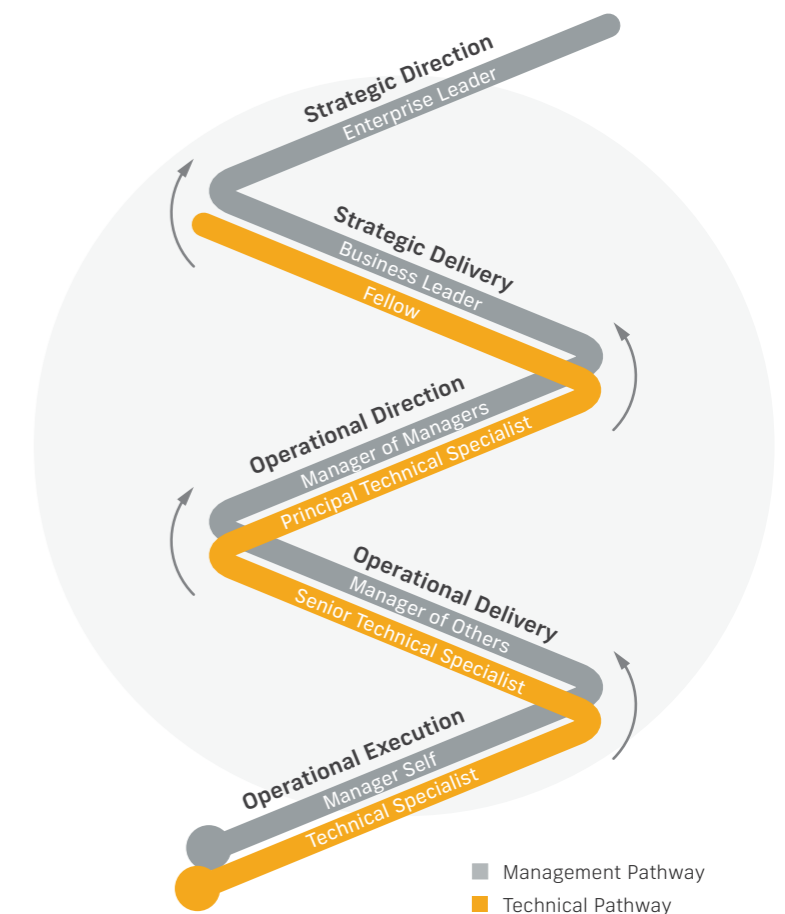| New Hires: Male	New Hires: Female	New Internal Hires
127	52	30
(FY23 = 142)	(FY23 = 37)	(FY23 = 42)

Regis Leadership Pathways framework

Our Leadership Pathways framework defines the responsibilities required at each level of leadership. This framework is applicable to all employees, whether they are on the Management Path or the Technical Path.
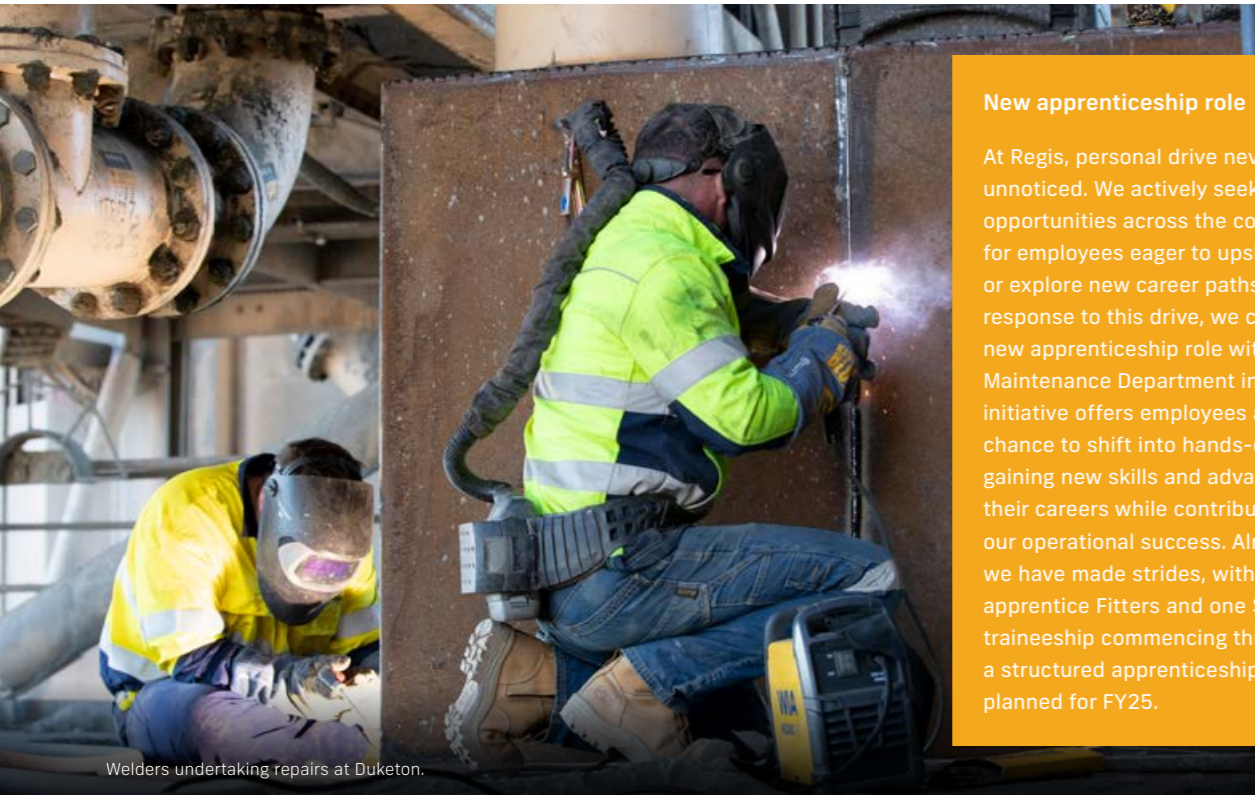
The framework serves as a foundation for selection, development, and career progression. It is a valuable tool for performance management and for guiding discussions between managers and employees. It outlines the transitions between leadership levels which represent significant shifts in accountability, work mindset, and expected outcomes.

Each leadership level requires specific skills, values, and experiences. These expectations are structured into five categories, known as Pillars. These Pillars are consistent with those found in the Regis Strategy Map, the annual Plan on a Page (POAP), and are integrated within the individual performance and development process.

The Regis Pillars represent the key categories of work that are fundamental to achieving our purpose. Each pillar reflects a critical area of performance at the organisational, departmental, team, and individual levels.

Strategic Direction — Enterprise Leader
Strategic Delivery — Business Leader / Fellow
Operational Direction — Manager of Managers / Principal Technical Specialist
Operational Delivery — Manager of Others / Senior Technical Specialist
Operational Execution — Manager Self / Technical Specialist

■ Management Pathway
■ Technical Pathway

Pillars	Prevent Harm	People	Production	Cost/Financial Value	Growth
Culture of	*constant concern*	*constant care*	*constant improvement*	*constant control*	*constant growth*
FY26 Objectives	Prevent harm to our people, our stakeholders and our business.	Our people are effective and fully engaged.	Reliable delivery to plan. No surprises.	Cost efficiency to support a sustainable future.	Growth for a sustained future.

New apprenticeship role

At Regis, personal drive never goes unnoticed. We actively seek out opportunities across the company for employees eager to upskill or explore new career paths. In response to this drive, we created a new apprenticeship role within the Maintenance Department in 2024. This initiative offers employees a valuable chance to shift into hands-on roles, gaining new skills and advancing their careers while contributing to our operational success. Already, we have made strides, with two apprentice Fitters and one Survey traineeship commencing this year, and a structured apprenticeship program planned for FY25.

Welders undertaking repairs at Duketon.

Professional Development
Nicole Johnston - *Principal Land, Tenure, and Heritage*

At Regis Resources, we are committed to fostering the professional growth and development of our employees. An example of this is Nicole Johnston, our Principal Land, Tenure, and Heritage. While balancing her responsibilities at Regis, Nicole pursued a law degree, and we were proud to support her in achieving this career milestone.

Nicole began her law degree prior to joining Regis, and her team promptly made the necessary arrangement to allow her the flexibility needed to balance her studies with her role. We also provided financial support, covering part of the costs associated with her Graduate Diploma in Practical Legal Training (PLT)—a crucial requirement for being admitted as a lawyer.

In addition to financial assistance, Regis gave Nicole the opportunity to gain practical legal experience by working with the Legal Team. This experience was separate from her primary role but complemented her work as a Land Manager. Nicole's expertise in land access and tenure, which increasingly involves heritage management and pastoral permits, has been further enhanced by her legal knowledge.

Nicole's professional development journey reflects Regis' commitment to fostering talent and providing opportunities for employees to expand their skill sets while contributing meaningfully to the company.

Looking forward to FY25 we will roll out an updated frontline leader program for all supervisors. This program will cover four fundamental aspects of a front-line supervisor role:

1. Legislation and Work Health and Safety
2. AHR and the Fair Work Act
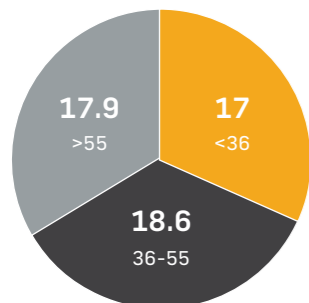3. Environment
4. Health and Safety

All supervisors will be expected to complete the program, and it will be an ongoing requirement for all those employed or promoted to this role.

Training Activities FY2024

Average hours of training by gender

11.8 Female
19.6 Male
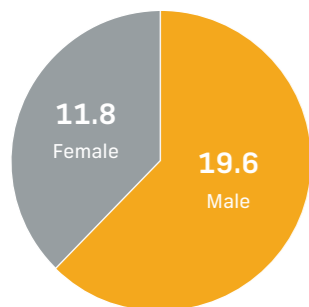
Average hours of training by age group

17.9 >55
17 <36
18.6 36-55

Improving our Training System

In FY24, we conducted a comprehensive review of our training system, beginning with the implementation of a Training Needs Analysis (TNA) through the INX training management system. This TNA ensures that each individual on-site receives a customised Training Plan, equipping them with the skills and knowledge to perform their roles safely and efficiently.

During the setup of the TNA, areas for improvement were identified within our training compliance and database systems. To address these, we launched the Training Recovery Plan, which aims to enhance data management processes and meet outstanding training requirements. The plan, covering the second half of FY24 and extending into FY25, is focused on refining the database and ensuring compliance.

Cultural Awareness training remains a vital part of the organisation's development, with an online course currently in place. We have been in discussions with the local Mulga Queens community to potentially involve them in the program, allowing the community to introduce the lands during the company's General Induction process.

Additionally, Whistleblower training was introduced in FY24 and will continue throughout the calendar year, with plans to extend it to all personnel in FY25. This holistic approach aims to build a more robust, compliant, and inclusive training system that reflects our commitment to its people and stakeholders.

Heritage survey underway with Regis Environmental Advisor and representatives of the Mantjintjarra Ngalia Development Corporation.

Diversity, Equity and Inclusion

We are committed to fostering a diverse and inclusive workforce where individual differences, both visible and non-visible, are recognised and valued. We believe that when every employee feels appreciated for their unique contributions, it not only benefits the individual but also strengthens the company as a whole.

Diversity, Equity and Inclusion are supported at all levels of the organisation. The Board receives updates on any instances of bullying, harassment, or unsatisfactory workplace behaviours. The Board also monitors progress against our **Diversity and Inclusion Framework.** The EGM of People and Capability is accountable for delivering on this framework, ensuring that our commitment translates into plans and actions.

We maintain robust policies, including our Code of Conduct and Recruitment Policy, to ensure a safe and supportive work environment and employees have access to an on-site **Human Resources Manager,** counselling in the case of serious incidents, and an **Employee Assistance Program** (EAP), which is regularly promoted.

We continue to work to eliminate unconscious bias from our recruitment processes and workplace practices to fill every role with the best candidate.

This commitment is backed by our Diversity Policy, which aligns with the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations. Equal Employment Opportunity (EEO) is a core philosophy at Regis, allowing every employee the opportunity to develop their abilities and reach their full potential.

Workplace diversity engagement

1. Employee engagement surveys
2. Training and awareness programs
3. Continuous updates of policies and frameworks
4. Diversity audits
5. Diversity working groups
6. Mentorship program
7. Targeted recruitment process

Diversity, Equity, and Inclusion (DEI) Strategy

This year the Board approved a Diversity, Equity, and Inclusion (DEI) strategy, with a focus on gender participation and creating a more inclusive workplace. This formalised approach to gender and diversity aims to foster a safe and inclusive work environment. Additionally, we launched an online reporting system to promote a "just culture" approach to workplace behaviour.

Regis DEI strategy recognises that over the longer-term it will work to enhance diversity across senior management and executive roles, however in the short term, due to the current labour pool and availability rates, female representation across entry level roles will be a focus. This is likely to result in a continuation of its gender pay gap due to the calculation methodology.

By the end of FY24, we recruited two female senior underground engineers, marking a significant milestone given the challenges of attracting female talent in this field and further strengthening our commitment to gender diversity in the mining sector.

Equal Employment Opportunity (EEO)

At Regis, we practice the philosophy of Equal Employment Opportunity (EEO), an employment culture in which every employee has the opportunity to apply and develop their abilities to achieve their potential.

We are aligned with the industry average for female representation, with women making up 22.2% of our workforce. This marks progress from last year, as 29% of our new hires this year were women. 33% of Board positions are held by women. Last financial year, we introduced extended parental leave of up to 12 weeks paid leave, 24 weeks at half pay and 24 months of leave without pay.

In FY24, we conducted an external analysis of potential gender bias in our recruitment process to ensure fairness and inclusivity, reinforcing our commitment to diversity and attracting top talent.

Workforce Distribution by Gender and Employment Category

Employment category	FY24		FY23	
	Male	Female	Male	Female
Board	4	2	4	2
Executive/EGM	5	1	5	1
Senior Managers/ Managers	23	4	18	3
Senior/Supts	52	15	35	9
Professionals	66	25	56	10
Trade	46	0	75	6
Operators/ technicians	71	5	68	12
Administration	8	17	0	6
Graduate/ Apprentice	0	1	1	0
Other	36	20	71	39
Total	311	90	334	88
	401		422	

As we look ahead to FY25, our commitment to fostering a safe and inclusive work environment remains a top priority. To further support this, in 2024 we launched *Safe2Say*, an anonymous reporting portal. Set to roll out in fully into 2025, this platform uses the same encryption software as Crime Stoppers, offering employees and contractors a secure and confidential option to report concerns if they are uncomfortable using existing channels. This initiative highlights our dedication to ensuring that every member of our workforce feels supported and safe.

Female representation
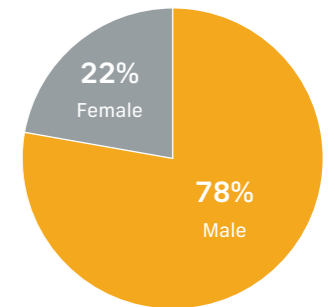
22% Female
78% Male

New employee hires: Female

29%
(FY23 = 20%)

As a result of our commitment to promote gender diversity, we appointed three females to Superintendent roles. These positions include:

- Supply Chain Superintendent
- Learning and Development Superintendent
- Site Services Superintendent

Sample preparation

Health, Safety and Wellbeing

We are committed to providing a healthy and safe workplace for all personnel associated with our operations. The Regis Health and Safety Policy affirms our commitment to the effective management of our health and safety responsibilities. We see this as a foundational aspect in the planning and successful implementation of our business.

Systems and controls

Our health and safety initiatives are supported by our **Corporate Risk Register**, which outlines the measures established to manage risks to acceptable levels within our organisation. We consistently check and audit these measures for all identified inherently extreme risks to ensure they are effective and operating as intended.

Our leaders participate in field activities that involve safety interactions and critical control checks of our fatal risk protocols. This year we focussed on strengthening our field leadership safety interactions (LSIs) and critical control verifications (CCVs). We refreshed our program and trained all employees in the process to improve quality, consistency and understanding. We set targets for CCV and LSI for all employees to monitor and do what we say we do, weekly monthly and quarterly. As a result, our inspections and checks increased significantly in both our LSIs and CCVs compared to the previous financial year. In FY24 we achieved 3,551 safety interactions (711 in FY23) and completed 2,878 critical control verifications (1,057 in FY24).

Our intention is that employees conducting high risk tasks will first verify that they have the required critical controls in place before acting and, if not, they then will stop and ensure the controls are implemented before the task continues. If critical controls cannot be implemented the task should not be done. Our LSI is designed to see our workforce are conducting front line safety discussions to improve understanding of hazards, controls required and implementing changes where required.

During the year, we conducted a review of our risk register controls for all extreme and significant risks (as is part of our policy and procedure). These are done to confirm and test that the controls were effective by working with risk owners to understand how effectively our controls were being applied and how they were functioning. Where opportunities to improve were recognised, actions were assigned to further drive continuous improvement.

Other efforts achieved to further improve our health and safety systems and controls included:

- Conducting an external review of our safety management systems late in 2023, from this report we focussed on reviewing our safety management system, enabling links to key documents and alignment with ISO 45001 and WHS safety legislation.

- Audited our major contractor's safety systems as required under the WA WHS legislation. Where our contractors are operating under their own systems, we review and formally accept their systems, with a view they would resource and implement as stated.

- Continued our focus on verifying and auditing controls for our extreme and significant risks.

- Developed a better understanding and improved distribution of our safety incidents, data, and safety reporting through the use of data analytic software. Our newly developed reporting tools have been distributed across the company, allowing people to filter out events, and safety information statistics.

148

verifications conducted to our risk controls on all risks classified as extreme and significant.

Emergency response

Our crisis and emergency management system enables rapid mobilisation of the necessary teams, plans and resources required to minimise the consequences of incidents and facilitate business recovery. Duketon's **Emergency Response Team (ERT)** consists of nine dedicated professionals and 36 volunteers skilled in providing a diverse range of emergency services and practices for various scenarios. We maintain sufficient trained rescue team numbers across all rosters 24/7 and are specifically required to maintain a rescue team capable of responding to an underground scenario at all times.

> Under WHS legislation and aligned with best practice, we conduct emergency drills and regular weekly training for all ER team members. Employee inductions inform people of the emergency procedures, muster and evacuation points and activation numbers.

Our **Emergency Management Plan (EMP)** identifies the following:

- Emergencies that could impact operations
- Roles and responsibilities
- Skills, training, equipment required
- Emergency activation systems
- Linkages to the corporate crisis management team.

The EMP falls under our companywide **Crisis Management Plan** that contains three levels:

- Crisis Management Team
- Incident Management Team
- Emergency Response Team.

Each of these levels has duties and roles described, with an annual training and refresher program for all Crisis management Team roles, conducted at both corporate and on-site locations. As the Principal Employer, we work alongside Senior Site Executives to identify and prepare an emergency response plan, conducted at both corporate and site locations. This responsibility falls under **WHS legislation.**

Emergency Response Training (hours)

FY22	FY23	FY24
600	1,000	1,224
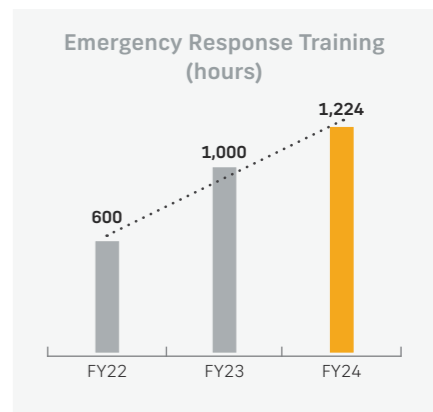
Over the past year, we invested in new closed-circuit breathing equipment to improve our emergency response capabilities, especially important due to our expanding underground operations. Additionally, the Duketon Emergency Response Team completed extensive training, totalling over 1,224 hours and addressing a wide variety of potential emergency situations. We have done further work to identify opportunities, where we focussed on our Duketon site mine safety management system, and principal mining hazard management plans. We developed 13 Principal Mining Hazard Management Plans (PMHMP) to comply with WA mines regulations.

Mine Emergency Response Competition (MERC)

Regis made a historic milestone by fielding its inaugural Emergency Response competition team for the 2023 Mine Emergency Response Competition (MERC). This year marked the 14th edition of MERC, featuring a record-breaking participation of 18 teams and 150 industry volunteers.

Our team consisted of eight members who dedicated an intensive 13-day training program to prepare for the competition. The training included programs on fire response, road crash rescue, hazmat, medical, ropes and confined space rescue.

Throughout the competition, the team encountered seven different scenarios each with a series of challenging events, demonstrating their skills and determination in emergency response. Our first appearance at the MERC was a success. The dedication and hard work of the team, combined with unwavering support from management and sponsors, resulted in a remarkable 2nd place finish at the 2023 MERC.

"I was honoured to have been chosen as the team medic for Regis's very first MERC. The experience was extremely rewarding, adding invaluably to my skills as an ERT member on site. The camaraderie among the team as we faced challenges together was exceptional. I am particularly extremely proud of how hard the team worked and being rewarded with second place overall made the two weeks of gruelling training all worth it. I am excited to participate again this year and look forward to further developing my skills with the team."

Rebecca Mott -
Regis Senior Environmental Advisor

Regis Emergency Response team member training exercise.

On-site exposure to hazards

Beyond individual health assessments, we employ a systematic approach to understanding and addressing health risks across our operations.

Regis has identified **33 Similar Exposure Groups (SEGs)** across its three locations. By categorising workers based on their exposure to similar risks—such as the tasks performed, materials and processes used, and the methods of task execution—we can create tailored safety protocols and interventions. These SEGs help us not only achieve compliance with industry standards but also foster a comprehensive approach to employee health and safety.

Controls implemented in underground operations include:

- Hiring personnel with the necessary ventilation qualifications.
- Conducting Health Risk Assessments that involve regular monitoring and reporting of airborne contaminants in line with legal requirements.
- Continuous monitoring to ensure adequate ventilation throughout all underground areas.
- Equipping all vehicles with particulate filters, which are regularly checked and replaced as needed.

Over the year, health and hygiene samples were collected to evaluate workplace contaminants and worker exposures. Most noise and dust exceedances were found to be environmental, with exposure managed through the use of appropriate personal protective equipment as mandated by site standards.

Tagging on at the Garden Well Underground tag board.

Health and Hygiene samples conducted:

148
Noise measurements

321
Air samples

23
Biological monitoring samples. Testing for lead, arsenic, mercury, and chromium.

OH&S Training and development opportunities

Training is essential for ensuring that our employees are continuously building their skills and capabilities to perform their tasks safely and effectively. It also plays a key role in the development, growth, and retention of our staff.

Responsibility for training should not rest solely with the training team; rather, we advocate for a collaborative approach involving the training team, the health, safety, and environment team, and the production teams. By adopting this integrated strategy, we aim to create the safest possible work environment for our teams.

Our employees completed an average of **14.6 hours** of training in health, safety and emergency response. An **increase** from last year's average of 12.4 hours.

New members to our team

During the first half of FY24, we hired new personnel for our Training Department including a Superintendent and technical training specialists in the processing area. We anticipate a series of changes to the Training Management System and the training approach for the remainder of the year. This will include further changes to the core inductions, with a return to a blended learning approach to better suit the learner and with an expanded focus on diversity and inclusion.
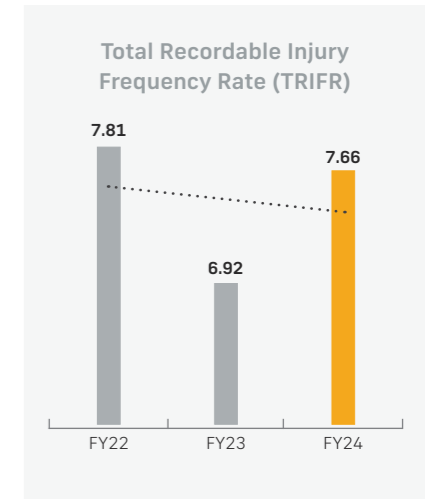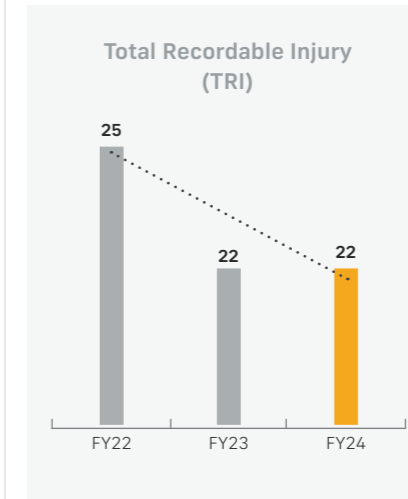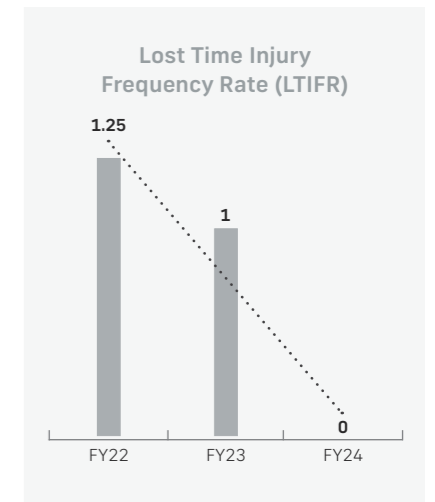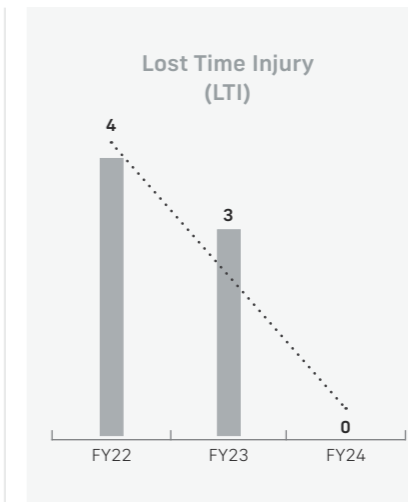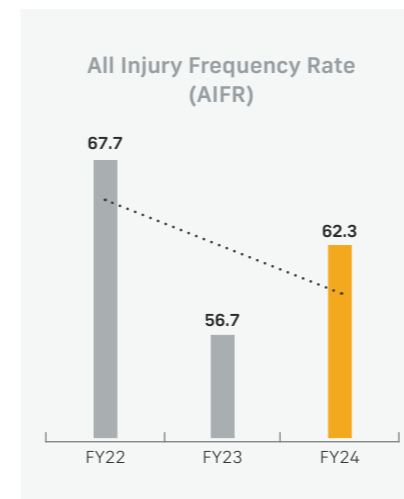
Workplace injuries and ill health

Regis partners with an experienced external injury management provider to support team members who have been injured at work. Our injury management strategy integrates various services, including medical care, physiotherapy, exercise physiology, and occupational therapy. Our aim is to promote optimal recovery from injuries and ensure a smooth return to work, providing assistance for modified duties when needed.

We assist our employees and contractors with work-related injuries and non-work-related health issues by providing onsite medical personnel and facilities at our Duketon site. This support covers acute, recurring, and chronic health problems that may be caused or worsened by workplace conditions or practices. These conditions are referred to our company doctor off site. For emergency transport, Duketon utilises the Royal Flying Doctors Service.

We now have an on-site provider supporting our injury management and healthy workplace, gym assessments, programs, nutritional advice, stretching, safety toolbox topics etc. This will improve the health of our work force and enable on site management for minor injuries.

We pride ourselves on a health and safety culture of responsibility and transparency. It is important to note that increases in health and safety statistics can demonstrate a positive culture that promotes reporting of minor injuries.

Lost Time Injury (LTI)

FY22	FY23	FY24
4	3	0

Lost Time Injury Frequency Rate (LTIFR)

FY22	FY23	FY24
1.25	1	0

Total Recordable Injury (TRI)

FY22	FY23	FY24
25	22	22

Total Recordable Injury Frequency Rate (TRIFR)

FY22	FY23	FY24
7.81	6.92	7.66

All Injury Frequency Rate (AIFR)

FY22	FY23	FY24
67.7	56.7	62.3

Garden Well process plant at sunset.

Workforce wellbeing

The health and wellbeing of our workforce is fundamental to our organisation. We run a suite of health and support services tailored to the needs of our employees.

Fit for Work Management Plan	Our Fit for Work Management Plan ensures that our workforce remains safe, healthy, and appropriately fit. This includes various physical, recreational, and social activities to promote health and maintain connections among colleagues, friends, and family.
Employee Assistance Program	Our Employee Assistance Program, in collaboration with The Happiness Co., provides accessible counselling support for all staff members.
Skin Checks & Flu Shots	Acknowledging the rising incidence of skin cancer in Australia, we offered free skin checks to all our Perth-based employees this year. Additionally, flu vaccinations were made available Duketon, Perth and Blayney teams.
Recreational Activities	We encourage recreational and social activities within our accommodation villages and offices. In line with the CME Safe and Respectful Behaviours Industry Alcohol Guidelines, we have reduced the daily alcohol limit at Duketon from six to four mid-strength drinks. We maintain a strict zero-tolerance policy regarding personnel affected by drugs and alcohol at all operational and corporate sites.
Mental Health Awareness	We included "Mental Health Awareness" and "Understanding Psychosocial Risks" as part of our Regis Leadership Program, with almost 100 leaders participating. This year fourteen employees volunteered to be trained as Mental Health First Aid Officers (MHFaiders). These people are equipped with the practical skills and confidence to recognise, understand and respond to individuals experiencing a mental health problem or crisis. Their primary role is to apply the Mental Health First Aid Action Plan and ensure the person receives the appropriate help they need.
Employee Health Monitoring	Every new employee at Regis undergoes pre-employment medical examinations, which provide a baseline health assessment and include specific lung function and hearing tests. The scope of these medical evaluations is determined by the role, inherent job risks, and the specific work environment, adhering to current occupational hygiene monitoring standards in the industry.

A diverse and safe workplace

Following the standards outlined in the Chamber of Minerals and Energy's report 'Supporting Safe and Respectful Workplaces', we conducted a **comprehensive review of our village and facilities.** This review, executed by the Australian Resources and Energy Employer Association (AREEA), involved consultations with employee focus groups and safety walks across key areas including Skippers Aviation, Duketon Airport, and our administrative offices.

The findings from the review were overwhelmingly positive, affirming our dedication to maintaining an inclusive workplace. However, we also identified several areas for improvement. Promptly addressing these, we have implemented several enhancements:

- Enhanced privacy and security measures at Village check-ins,
- Improved lighting across Village walkways and car parks,
- Upgrades to our key/lock maintenance programs,
- Installation of additional drink and vending machines at strategic locations,
- Enhanced structured activities and facilities within the Village.
- Installed enhanced privacy screening around toilet areas and the gym

These changes not only boost our workplace safety but also contribute to a more welcoming and inclusive environment. We are thankful to everyone who participated in the review and look forward to continuing our efforts in enhancing workplace diversity and inclusion.

Duketon Workplace Wellness & Wellbeing Program

During FY24, we partnered with health and lifestyle provider Worksite Fitness and Rehabilitation (WFR) to deliver strategic and holistic workplace wellbeing solutions that will support our people to thrive.

Led by a dedicated WFR Project Manager and WFR Wellbeing Specialist, we commenced a Workplace Wellbeing Program in November 2023. The program involves health and fitness support, as well as injury prevention initiatives.

The Program looks to achieve the following:

- Preventing Worker Injury – Taking proactive steps to reduce the likelihood of employees developing acute or chronic injuries
- Boosting Employee Health – To target the community regarding their needs and what programs can be used to increase activity and health on a holistic level
- Reducing Workplace Risk – Utilising assessments and analysis in order to promote positive change to the work environment to reduce risk
- Engaging with Employees – Engagement with the employees to gain and understanding of how they feel within their work environment/conditions and their overall health.

Our Communities

Regis is dedicated to sharing the benefits of its operations with host communities while fostering transparent and consistent engagement. Our social licence to operate is built on cultivating and maintaining strong relationships with local communities.

FY24 Community Performance Targets	Performance
Achieve **greater than 80% participation** in company-wide cultural awareness program for supervisor level and above	✓ Online cultural awareness program **rolled out to all supervisors and above.** Implementation of further cultural awareness programs expected in FY25.
Achieve **> $300,000** direct community investment and support	✓ **$464,128** direct community investment
Implement at least one **Working Together Agreement** (WTA) in place with key stakeholders	✓ **Working Together Agreement** implemented with MN Development Corporation

FY25 Community Performance Targets

Maintain **greater than 80% participation** in company-wide cultural awareness program for supervisor level and above

Achieve **year on year increase** in direct community investment spend

Achieve **100%** completion of WTA / HA quarterly meetings

Local knowledge holders on a cultural heritage survey.

Community Engagement

We strive to develop and sustain a comprehensive understanding of the impacts and advantages our projects bring at local, regional, and state levels. Our consultation and engagement efforts are tailored to the unique context of each community, ensuring they are appropriate for the scale and environment of our operations.

We have identified social risks, impacts and opportunities inherent in our operations and we maintain an adaptive stakeholder engagement framework to detail and manage appropriate responses and resolutions. Regis' **Community Investment Framework** sets out the priorities for our financial and non-monetary assistance to the communities where we work. Our commitments are guided by our **Community Relations Policy,** which outlines our goals to establish and sustain trust, respect, and mutually advantageous relationships with our communities.

Duketon

Situated in the Northern Goldfields region of WA, this remote area is home to pastoral station homesteads and the Aboriginal community of Mulga Queen. We acknowledge the Mantjintjarra Ngalia people, the pastoral leaseholders, and the residents of both Mulga Queen and Laverton as Duketon's local communities. Laverton, the nearest town, is approximately 140 km from Duketon and has a permanent population of around 400 residents.

Our site representatives maintain regular communication with the community to discuss potential impacts from our operations and inform them about employment opportunities. During the reporting year, no significant complaints received from the community at our Duketon operations.

As we expand our operations in Duketon, we understand the importance of securing future access to pastoral lands. In order to achieve this, we have adopted an improved and more sustainable approach to engaging and negotiating Pastoral Access and Compensation agreements in compliance with the state's **Land Administration Act** and the rights of pastoralists and miners.

McPhillamys

At McPhillamys, we maintain regular communication with directly impacted landowners and nearby residents, delivering presentations to community groups, participating in the **Community Consultative Committee,** and setting up information stalls at local events.

In FY24 Regis completed a total of 626 consultation events. Additionally, Regis held two Community Consultative Committee meetings, sent two Community Newsletters (each letterboxed to >4,000 letterboxes in the project area) and published 12 fortnightly project update advertisements in the Blayney Chronicle.
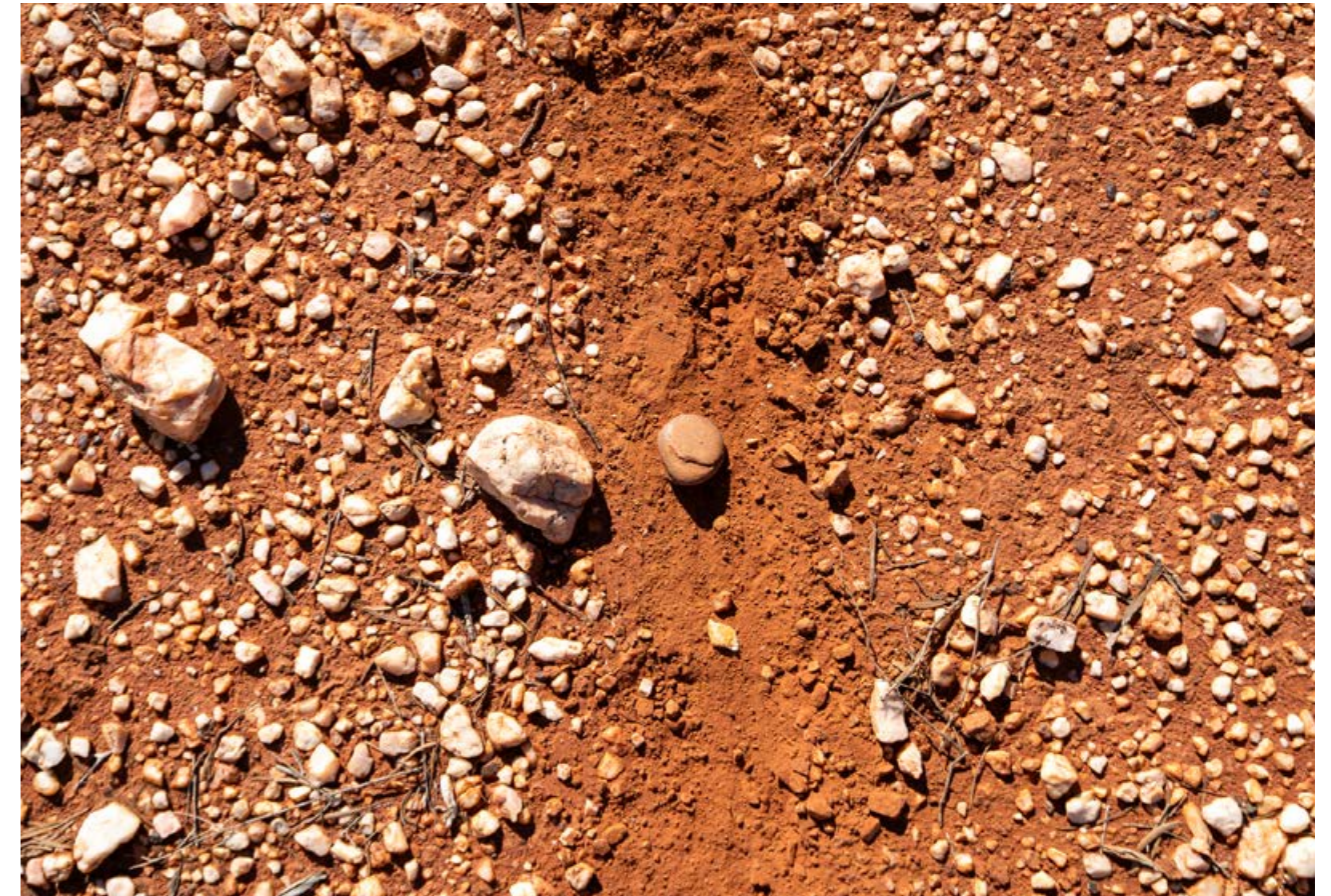
Artefact identified during heritage survey at Duketon.

Sharing value

During FY24 Regis contributed over $1B to the Australian economy through supplier payments, wages, royalties and taxes. We are committed to procuring goods and services from local and regional suppliers where quality, price and service are competitive.

This commitment drives our engagement with and support for community groups, fundraising efforts, and charitable causes that align with our core values. We take pride in directly contributing to our communities by backing initiatives that hold significant importance to them.

The **Community Investment Committee** meets quarterly to assess new community investment requests and proposals. Investment decisions are based on alignment with our values and the delivery of meaningful benefits to our communities and stakeholders.

Our **Community Investment Guideline** establishes a framework for building partnerships and collaborating to achieve shared goals that both support our business and enrich the communities in which we operate. This approach enhances transparency and safeguards our credibility, as it balances philanthropic initiatives with strategic support.

The guideline outlines the focus areas for Regis' financial and in-kind contributions, identifying three distinct categories with clear criteria for support:

1. **Promotion:** Supports organisations with which our employees have personal associations, even if those organisations do not have a direct connection to Regis.

2. **Affiliation:** Provides support to organisations that are indirectly connected to our business. These groups may approach Regis, or we may proactively target them with a dedicated budget and planned approach.

3. **Sustainability:** Focuses on supporting organisations impacted by our operations, giving us the opportunity to mitigate any impacts and strengthen our relationship with these stakeholders.
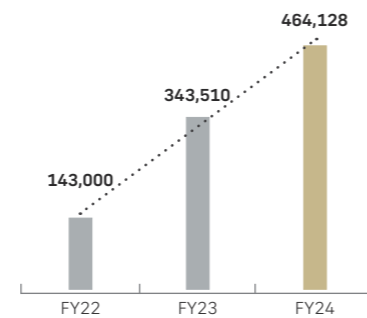
Destination of procurement payments

86.6% WA

13.4% Other Aus
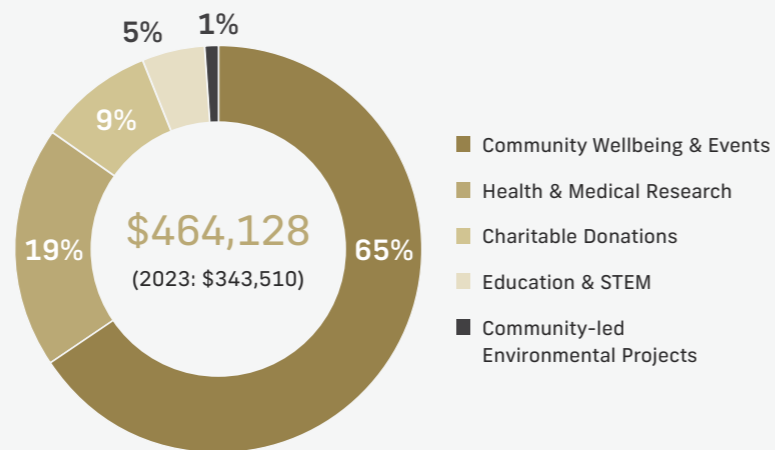
0.1% Overseas

$977.3M Procurement expenditure
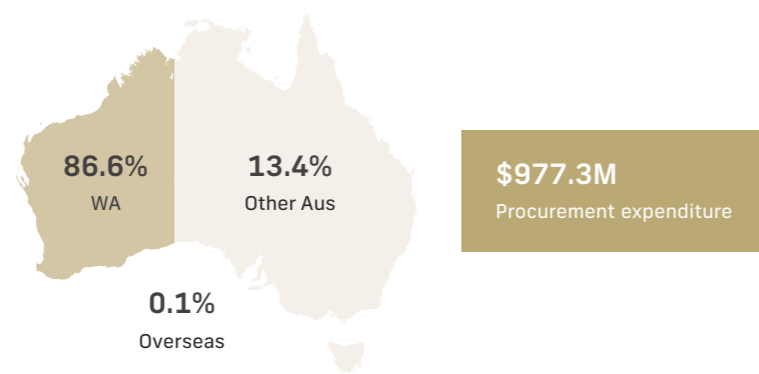
Our dedication to supporting local businesses has led to 86.6% of the company's $977.3 million procurement expenditure during the fiscal year 2024 being sourced from suppliers based in Western Australia. Additionally, over 99% of FY24 expenditure was directed to Australian domiciled businesses.

During the year, we contributed approximately $464,128 in direct financial support to community-led health, education, social change and environmental initiatives in Western Australia and New South Wales.

Direct Community Investment (A$)

FY22	FY23	FY24
143,000	343,510	464,128

Direct Community Investment FY24

$464,128
(2023: $343,510)

- 65% Community Wellbeing & Events
- 19% Health & Medical Research
- 9% Charitable Donations
- 5% Education & STEM
- 1% Community-led Environmental Projects

Community Engagement at Duketon

Duketon Gold Project is neighbour to the Mulga Queen community, which is located 150 km northwest of Laverton in the Goldfields-Esperance Region. Our social engagement activities have focused on addressing the social needs of the community. These have included:

Remote Community School:

- Support for the local school, with children enrolled from ages 5-15 years.
- Provision of ongoing maintenance of school grounds.
- Ongoing commitment to the "Healthy Lunch Program for Kids" by providing breakfast and lunch supplies for school children weekly.

Community Support:

- The reinstatement of a weekly medical clinic at the Mulga Queen Community
- Consultation with the company doctor regarding options of assistance to a Rural Health Outreach Program.
- Ad hoc assistance with landfill facility, as required.

Community Engagement at McPhillamys

The McPhillamys community investment program focuses on areas that community research identified as priorities - health, education, environment, culture and grassroots community groups in the Blayney Local Government Area (LGA), with some of the organisations and initiatives supported by Regis in FY24 being:

- Royal Flying Doctor Service (RFDS)
- Schools and sporting clubs in the Blayney LGA
- Blayney Show
- The Platform Arts Hub, Blayney
- Blayney Rotary Club
- Blayney Men's Shed
- Blayney Hospital

Laverton Cycling Project

We are proud partners of the Laverton Cycling Project (LCP), a well-established, sustainable and community-run cycling program. It serves all residents of the Laverton shire and nearby remote regions, with a particular focus on Indigenous youth. During FY24, we donated $30k to the LCP, supporting Cycling Development Foundation (CDF) to provide various initiatives, including educational opportunities, fitness assessments, well-being evaluations, specialised cycling training, bike maintenance skills, road safety education, and involvement in cycling-related events.

In May of 2024, the LCP visited the local school in the Mulga Queen community. Students were taught about the five human senses and then applied this new understanding out in the bush. An hour was spent riding where students stopped and listened to the wind, the sound of bike tyres on the gravel and sand and looked for animal tracks. We are proud to support the great work of the LCP, offering valuable experiences to the youth in these remote communities.

Laverton Training Centre

A fundamental part of our mission is to create value for the communities where we operate, and we aim to showcase this through meaningful actions. In FY24 we were once again proud industry partners and major sponsors of the Laverton Training Centre (LTC).

Established in March 2022, the LTC offers nationally accredited vocational training across the Goldfields, benefiting communities such as Wiluna, Leonora, Mount Margaret, Laverton, and Cosmo Newberry. Over the past year, the LTC has made significant progress not only in the number of trainees attending and successfully completing training units, but also in the recognition of the valuable and effective outcomes the Centre is delivering. 179 students have trained with the LTC and over 80% of those students have seen a positive employment outcome. This includes successfully training numerous Aboriginal students from the Goldfields for employment in remote ranger programs.

In FY24, we donated $60k to the program.

MACA Cancer 200 Ride for Research

The MACA Cancer 200 Ride for Research is a fully supported 200km cycling journey over one weekend raising critical funds for cancer research Western Australia. As Australia's highest funding-raising charity cycling event, it supports cancer research by the Harry Perkins Institute of Medical Research.

In October 2023, we had nine employees participate in the event. With the funds raised by each rider, and with Regis matching and contributing, collectively we raised over $100k in total donations. We are proud to be able to support the life-saving work conducted by the Perkins Institute.

Royal Flying Doctor Service

The Royal Flying Doctors Service (RFDS) plays a crucial role in delivering life-saving healthcare throughout regional areas of WA, including the regions where we operate, such as Duketon and Tropicana. In May 2024, we celebrated Flying Doctor Day to recognise all the contributions the RFDS makes for our community. We are a Bonus Round Matched Giving Partner for the Flying Doctor Day campaign and contributed $30,000 as part of our ongoing three-year partnership. In its fourth year, the 2024 Flying Doctor Day raised a record of $1.24 million In total, ensuring the RFDS can continue providing our crucial aeromedical services to the people of WA.

Indigenous Peoples' Engagement

We recognise the Mantjintjarra Ngalia, Noongar, Wongatha and Spinifex people in Western Australia and the Wiradjuri people in NSW as the original inhabitants of the lands on which our Company currently operates and plans to develop new operations.

We are committed to fostering strong relationships with the First Nations peoples in the regions where we operate. We value open, respectful, and transparent communication to exchange information and gain insights into their cultural connection to the land. Through these relationships, we have been able to identify culturally significant areas within our operational sites and collaboratively develop solutions for their management.

Our objective is to create a culturally safe and appropriate work environment for First Nations employees which is seen as a vital element of successful indigenous employment programs. As part of their induction process, all new employees at Duketon participate in a cultural awareness module that provides an overview of the unique locations where Regis operates. At Duketon, 2% of our surveyed workforce identify as being of Aboriginal or Torres Strait Islander descent.

Working Together Agreement

During FY24, the Mantjintjarra Ngalia Development Corporation Pty Ltd (MNDC) was established by Traditional Owners (TOs) to represent the interests of the Mulga Queen Community and the Mantjintjarra Ngalia People. We have entered into a Working Together Agreement (WTA) with the MNDC to formalise our community support, economic development opportunities and heritage management. The WTA outlines mutual goals and responsibilities, aiming to build capacity rather than dependency. It implements formal obligations such as quarterly meetings and funding provision.

The WTA initially supports the TOs business and employment opportunities with Regis, with the potential to expand their services beyond the company. Our corporate and site-specific inductions are key elements of our ongoing commitment to cultural education, awareness, and respect. We are committed to providing opportunities to help the TOs establish themselves as a standalone business and heritage service provider. A series of initiatives are currently being explored with the MNDC for implementation. These include:

- **Economic Development Projects** – supporting community development programs, such as seed collecting, art projects, cultural awareness training and assistance to individual community member's local businesses.

- **Capacity Building Programs** - Building the capacity of the Mantjintjarra Ngalia People by providing training programs, skills development opportunities, and access to resources. Programs such as the Laverton Training Centre aim to equip community members with the necessary skills to access employment opportunities, particularly in industries like mining.

- **Community Support Services** – We established a Medical Clinic at Mulga Queen to provide access to essential resources and emergency assistance when needed and providing improvements to the community, water treatment plant improvements and a playground upgrade for the school.

- **Training Opportunities** – Regis implemented a cultural awareness program in June, completed by all leadership members. The online induction now includes heritage background information, to ensure continued for clear and sustainable relationships with the TOs. Regis intends to implement further cultural awareness training to staff (and contractors?) that will be developed by MNDC, providing staff with cultural awareness that is directly relevant to the communities with which they operate, together with business opportunities to MNDC.

Through our commercial relationships with Maali Group, MACA, Barminco and other local suppliers, we support the employment of local First Nations people from the Goldfields region and across WA. We recognise there are opportunities for us to improve the way we work with First Nations peoples and better support their employment across our business.

Maali Group

We continue to employ contracting services company Maali Group, to support a number of essential services for our Duketon operations. We have contracted various services including labour and vehicle hire, dewatering and the supply of equipment for the site, facilities and village accommodation.

The mission of Maali Group is to enhance the involvement of First Nations people in the resources, energy, utilities, and infrastructure industries, and to deliver exceptional skills and services to its clients. Additionally, Maali Group assists clients in fulfilling their Indigenous engagement obligations. Through our partnership with Maali Group, we actively promote the inclusion of First Nations individuals in our workforce and supplier agreements at Duketon.

Protection of Cultural Heritage

We understand that we operate on or around land that is significant to First Nations peoples, and we recognise their right to maintain cultural customs and access to such lands. This commitment is upheld in our Indigenous Peoples Statement. More information on how we manage our engagement with First Nations Peoples and Cultural Heritage can be found on our website.

Duketon

Our approach to identifying and safeguarding culturally significant areas is guided by a long standing and thorough engagement process and heritage survey framework. We understand the importance of archaeological and ethnographic sites that hold value for the Aboriginal communities in the regions where we operate. While there is no established Native Title across the Duketon area, Regis maintains a close relationship with the Mantjintjarra Ngalia People, who have deep cultural connections to the land.

Regis has maintained longstanding heritage impact management practices. These practices have been developed in close collaboration with the local Knowledge Holders and external heritage experts who have close ties to the Knowledge Holders. Regis regularly undertakes Aboriginal cultural heritage surveys for both archaeological and ethnographic, prior to embarking on its exploration and mining activities. Regis involves Aboriginal consultants on all surveys, who are the Knowledge Holders of Mantjintjarra Ngalia People and the greater Western Desert region. Regis also regularly engages external archaeologists and anthropologists who have deep knowledge of the Duketon area and established relationships with the Knowledge Holders. Regis scales it's approach to surveys in accordance with the intensiveness of its activities and the cultural sensitivity of the area it proposes to work within, in accordance with industry best practice.

During FY24, an Aboriginal Cultural Heritage Agreement (ACHA) was finalised between Regis and the MNDC to formalise the existing processes. The ACHA allows Regis to manage cultural heritage impacts directly through the TO's corporation, streamlining processes that were previously outsourced. The MNDC now manages and controls information concerning the land and their heritage, enhancing their agency and ownership. By working closely with traditional owners and stakeholders, The ACHA ensures that heritage sites are identified, documented, and respected in line with cultural protocols and regulations. The processes defined in the ACHA are fit-for-purpose and follow industry best practices. The ACHA, together with the WTA, also promotes MNDC as the heritage service provider for the Duketon area allowing them to provide heritage services to other companies that may affect their lands.

Regis and representatives of the Mantjintjarra Ngalia Development Corporation on a heritage survey at Duketon.

Regis discussing heritage survey with representatives of the Mantjintjarra Ngalia Development Corporation.

McPhillamys

We acknowledge the importance of our relationship with the Wiradjuri people to the success of the McPhillamys project. Regis has always acknowledged the Aboriginal cultural significance of the project.

Independent, qualified archaeologists and Registered Aboriginal Parties (RAPs) conducted Aboriginal Cultural Heritage assessments for the project area, including the Belubula River. While these experts acknowledged the general significance of the area and the river, they did not identify any specific cultural values or traditional practices associated with the project area itself.

The Environmental Impact Statement, along with the first and second Amendment Reports, did not receive any specific feedback from RAPs regarding significant areas or items of cultural importance.

A Heritage Management Plan will be developed for the project in collaboration with RAPs and government agencies. This plan will outline how Regis intends to work with RAPs to manage Aboriginal cultural heritage throughout the project's lifespan, with ongoing cultural heritage consultation.

Section 10 Application

In October 2020, an application was made to the Australian Government for a declaration under Section 10 of the Federal Aboriginal and Torres Strait Islander Heritage Protection Act 1984.

The Section 10 application has been following a number of rounds of procedural fairness during the last three years. On 16 August 2024[5], Regis received notice that the Federal Minister for Environment and Water had made a declaration of protection over part of the approved the Project site which applies primarily to freehold land owned by Regis. The decision was made by declaration under Section 10 of the *Aboriginal and Torres Strait Islander Heritage Protection Act 1984 (Cwth)* (Section 10 Declaration). This outcome has materially impacted the ability to construct and utilise the planned Tailings Storage Facility (TSF) area and as a result, the Project in its current form is inviable.

This decision has effectively overridden the conclusions that had already been determined by the NSW Independent Planning Commission (IPC) and by the Ministers own Department via the approval of the Project under the *Environmental Protection and Biodiversity Conservation Act 1999 (Cwth)* (EPBC Act). The referral made by Regis under the EPBC Act included an assessment of Aboriginal cultural heritage, which at that time, the Minister's delegate did not note as a point of concern for the Project. Of note, this also follows the Project's assessment and full approval under both State and Commonwealth legislation.

Regis is currently evaluating opportunities for alternate locations for a TSF, however, to advance an alternative solution to the TSF approved under the planning consent would require extensive rework and is estimated to delay to the commencement of the Project by five to ten years, which further impacts the viability of the Project.

(5) ASX announcement dated 16 August 2024 'Section 10 Declaration Over McPhillamys'.

Our Environment

We are committed to being responsible environmental stewards in all areas where we operate. Our ongoing focus is on preventing, managing, and mitigating environmental impacts across our mining and exploration activities.

FY24 Community Performance Targets | Performance

FY24 Community Performance Targets	Performance
Maintain **zero** material environmental incidents	⊘ **0** incidents reported
Achieve > **200ha** of rehabilitation of disturbed land	⊘ **203ha** rehabilitated
Abstract < **1.65GL** of water from borefields	⊘ **1.21GL** abstracted
Meet Safeguard Mechanism carbon emissions reduction obligation (**4.9% reduction** on FY23 baseline)	⊘ **10.2% decrease** in total Scope 1&2 GHG emissions

FY25 Community Performance Targets

Continue to maintain **zero** material environmental incidents

Achieve > **200ha** of rehabilitation of disturbed land

Abstract < **2.9GL** of water from borefields

Achieve carbon intensity targets of **<184,125t** CO_2-e production

Achieve **100% compliance** with the principles of the Global Industry Standard on Tailings Management (GISTM) and commitments of the ICMM members for all current and future Tailings Storage Facilities (TSF) by the end of 2025.

Environmental Management

We periodically conduct environmental impact evaluations to identify ways to minimise or alleviate actual and potential impacts. By establishing a foundation of environmental data, we can monitor potential impacts over the duration of the project. If feasible, preventative measures are put in place to minimise any adverse effects on the environment.

External environmental audits are completed by third-party specialist consultants and monthly ESG audits are conducted across our site by members of the Regis Environmental Team. These are recorded in INX with actions assigned. We have internal compliance tracking systems in place where environmental corrective actions are assigned when needed and stimulate continual improvement. Internal concerns are communicated to the Environmental Department where they are tracked and reported.

To understand the potential consequences of our planned operations and exploring alternative options, we conduct a range of environmental assessments.

The assessments include:

- Flora and Terrestrial Fauna
- Short Range Endemic and Subterranean fauna
- Surface Water and Flood Design
- Cultural heritage
- Hydrogeology
- Material Characterisation
- Management of Ground Disturbance

Our effort toward environmental improvement aims to create a company culture that promotes the protection of the natural environment in which we operate. Site-wide communications are used to share environmental updates, while management plans are regularly reviewed. Our environmental management system requirements are communicated via onboarding inductions and are available within our online systems.

More information on environmental management can be found on our company website and in our Environmental Policy.

In FY24 we reported **zero material environmental incidents** across all of our operations.

Land under rehabilitation at Banyego.

Duketon

Having an amalgamated environmental operating licence for Moolart Well and Garden Well ensures the efficient management of environmental impacts. By standardising operating requirements across our Duketon operations we are placed in a strong position to manage our environmental impacts in a robust manner moving forward. Environmental data from laboratories, field programs, sensors, historical sources, and regulatory standards is managed through the ESdat management software. This helps to streamline the management of all regulatory compliance data.

Our approach to understanding our environmental responsibilities and complying with our licence conditions includes the following components:

1. **Meeting or exceeding regulatory requirements and prioritising compliance**
   - A comprehensive clearing permit procedure that protects Aboriginal heritage areas and significant flora and fauna habitats through avoidance or the placement of buffer zones.
   - An extensive environmental monitoring program across all operational tenements within the Duketon Gold Project.

4. **Meeting or exceeding regulatory requirements and prioritising compliance**
   - Ongoing engagement and heritage surveys with the Mantjintjarra Ngalia people.
   - Regular interaction and engagement with the pastoral leaseholders on which the DGP operates.

2. **Identifying and mitigating environmental risks on site**
   - Monthly formal environmental inspections and environmental social governance audits in all operational areas, as well as ad hoc inspections.
   - Identifying and mitigating any environmental hazards immediately and ensuring these are recorded and used as learning opportunities.

3. **Developing a culture that seeks to minimise environmental impact in all areas**
   - Progressive reduction in single-use plastics across the operation.
   - Mine site recycling initiatives to promote reuse and divert waste from landfill.

(Circular diagram labels: Environmental surveys and monitoring · Archaeological, ethnographic, and cultural heritage assessments · Risk identification, management and mitigation strategies · Inclusive stakeholder engagement)

(Compliance Approach diagram with segments 1, 2, 3, 4)

Climate Change Management

As a responsible gold miner, we recognise climate change as a key challenge. We acknowledge the climate change science and support the **Paris Agreement Goals** and are aligned with Australia's target of **Net Zero by 2050.** We are committed to identifying, assessing, actioning, and reporting our responses to climate change challenges and demonstrating year on year progression of our actions.

We are aligned to Australia's long-term commitment of achieving net zero emissions by 2050 while acknowledging that our current life of mine plans do not extend that far out in time. However, we are mindful of setting realistic commitments for decarbonisation, and our intent is to ensure two key actions:

1. We are establishing and already progressing interim goals to reduce emissions by 2030. This Includes corresponding plans and performance metrics as guiding principles to articulate and monitor a clear commitment to progress and achievement of the set target. This includes aligning with the requirements of the Safeguard Mechanism.

2. As we look to investments that will prolong the lifespan of our reserves towards and ultimately past 2050, we aim to consider climate related risks, both physical (such as challenging weather patterns) and financial (such as carbon taxes) in our assessments. Examples of this to date include the commissioning and operation of a 9MW solar power farm at Garden Well and the commencement of construction of a 62MW renewable energy and battery storage project at Tropicana which includes four 6MW wind turbines, a 24MW solar farm and a 14MW battery storage system.

Climate Governance

The **Board of Directors** guides and endorses the company's strategic course and goals, outlining a clear risk tolerance level. This encompasses climate-related risks and opportunities, for which the Board implements relevant policies. The **Risk, Safety, Environment, and Community Committee (RSEC)** bolsters the Board's supervision. Comprising non-executive directors, an Independent Chair, the RSEC Committee convenes at least four times annually to consider safety, environmental, and community-related risks.

On a managerial level, the **CEO & MD** holds responsibility for climate-related duties, with senior executives tasked with actions pertinent to their specific areas of accountability. The Board, RSEC Committee, and CEO supervise activities aimed at mitigating climate change risks, concurrently enhancing their understanding and overseeing the evaluation of climate-related risks. Management embeds and integrates climate risks into wider business processes and procedures. Annual assessment and planning is conducted to highlight environmental risks and mitigation strategies.
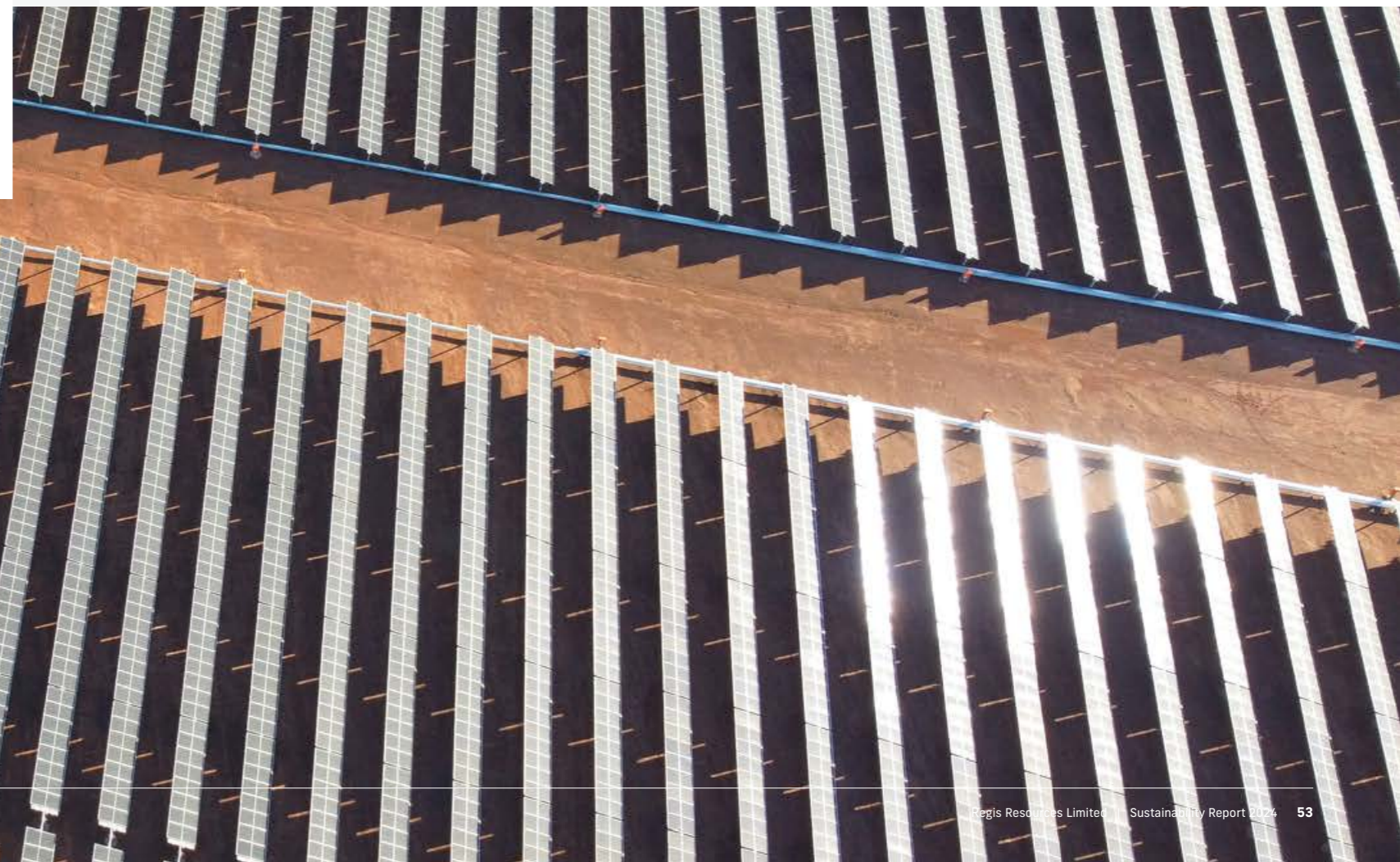
Risk Management

The Board has the responsibility of establishing the Company's risk tolerance as it seeks to attain its strategic goals. This is accomplished through a risk management structure that offers risk monitoring and mechanisms to guarantee the efficient recognition and control of risks.

The risk management framework, in conjunction with the TCFD scenario analysis carried out in 2020-21, was employed to pinpoint and communicate our climate-related risks and opportunities. Parameters such as consequences, likelihood and current controls were considered when evaluating risks and opportunities. Through these evaluations, various risks ratings were assigned and risks with significant ratings were identified as priority. Identified risks and opportunities are linked to the planning horizons used by Regis for strategic decision-making and captured in Life of Mine (LoM) planning.

Subsequently, these risks were communicated to the RSEC Committee in accordance with the risk appetite statement established by the Regis Risk Management Framework. Risks and mitigation strategies are routinely reviewed with the RSEC Committee. Climate related risks are integrated into and inform Regis' overall risk management process with integration into business and financial planning such as capital expenditure and research and development spending.

As part of continuous improvement, the Company is currently in the process of undertaking an updated climate risk assessment and plan to report on the results in FY25.

Strategy

Adhering to the TCFD guidelines, we performed a scenario analysis in 2020-21 to evaluate how the potential physical and transitional risks and opportunities associated with climate change could affect the business in the future and how the company might perform with given plausible possible future states especially, under the aspect of resiliency and robustness. The scenario analysis evaluated a range of hypothetical outcomes by considering a variety of alternatives, both favourable and unfavourable.

We utilised The International Panel on Climate Change's (IPCC) four Representative Concentration Pathway (RCP) scenarios that illustrate a range of future emission pathways and temperature outcomes. Projected climate changes for all scenarios were based on 2030, 2050, and 2070 planning horizons.

The findings from these assessments continue to guide the prioritisation of our responses to climate change and the formulation of our decarbonisation objectives and strategies. This will be particularly useful for assessing issues with possible outcomes that are highly uncertain, that play out over the medium to longer term and that are potentially disruptive and increasing financial risk.

All scenarios suggest that gold will remain a relevant and fairly stable asset, particularly if gold mining companies are able to reduce their emission intensity. By reducing emissions, companies will also be able to lower their impacts from potential additional costs from a carbon price or emission trading scheme, diesel fuel cost increases or reduced rebates and other increased reagent and consumable costs. This also provides companies with an opportunity to enhance reputation and shareholder confidence.

Dozer operator spreading topsoil for waste dump rehabilitation.

The table below outlines our highest priority transitional and physical climate-related risks.

Transitional Risks	Risk Description	Potential Impacts	Mitigation and Opportunities
Complying with Climate Change Reporting requirements	Regis does not comply with or failure to implement climate change reporting requirements.	• Inability to be sustainable and adverse impacts against people, ecosystems, the economy and infrastructure. • Fines, penalties, sanctions for non-compliance • Shareholder divestment	• Alignment with Task Force on Climate-Related Financial Disclosures (TCFD) recommendations. • Climate change risk assessment. Regis has now set FY24 metrics and targets. • Developed a FY24 Decarbonisation plan. • Completed Safeguard Mechanism Review • Commissioning and operation of 9MW solar power plant at Garden Well. • Initial preparation for upcoming Australian Sustainability Reporting Standards (ASRS) legislation
Mining and exploration operations and activities	A change in regulatory requirements and/or environment adversely impacts the operating environment; resource royalty tax increase most likely; imposition of carbon tax/ETS; and imposition of offset requirements for new developments / expansions	• Delayed approvals for new mines or expansions • Gold seen as a high-carbon intense investment and alternative investments are sought.	• Monitor regulatory environment. • Regis is a member of AMEC and the Chamber of Minerals and Energy WA, who advocate for the resources sector (and businesses / services providers working in and for the industry) on proposed legislative changes impacting the mining industry (e.g. WA State Government royalty review). In FY24 we sponsored an AMEC seminar on Nature Positive reform, with a Regis representative being on the panel. • NSW Minerals Council
Diesel use	Removal of rebate with additional taxes on fossil fuels	• Increased operational costs • Presents Regis with the opportunity to be an early follower and implement low carbon technologies	• Regis is a member of AMEC and the Chamber of Minerals and Energy WA to advocate for the resources sector on proposed legislative changes that may impact the industry. • Regis is closely monitoring changes in legislation. • Commissioning and operation of a 9MW solar power plant at Garden Well. • Conducted LNG Supply Study to evaluate possibility of replacing existing diesel generators with LNG generators. • NSW Minerals Council
Shareholders activism	Activist shareholders take action against Regis due to inaction (real or perceived) on climate change, such as demanding a Board spill or a change to the business plan	• Gold seen as a high-carbon intense investment and alternative investments are sought. • Reputation risk, potentially resulting in negative shareholder activity.	• Ensure compliance with Regis' policies on Communications with Shareholders and Continuous Disclosure. • Implementation of the Decarbonisation Plan

Physical Risks	Risk Description	Potential Impacts	Mitigation and Opportunities
Operating tailings storage facilities	Major uncontrolled environmental outflow, non-compliance and/or exceedance event such as TSF failure	• Environment and/or social harm • Increased operational costs • Fines or penalties due to non-compliance	• TSFs are designed and constructed by experienced and accredited independent engineers in accordance with ANCOLD and State Regulator Standards, with annual voluntary disclosure through the Church of England Tailing Dam disclosure framework. • Operate TSFs in accordance with TSF design and operating manual; conduct daily monitoring in accordance with TSF operating manual; and undertake annual geotechnical audits by external and qualified engineers. Copies of the reports are provided to the State Mining Regulator, DEMIRS.

Metrics and Targets

We are aligned with Australia's target of reaching **Net Zero emissions by 2050**, committing to developing and executing a progressive decarbonisation strategy and plan with short-term objectives to ensure consistent progress. We have continued our efforts in determining how our emissions profile should evolve over time to align with the updated adjustments to the **Safeguard Mechanism** and the new emissions benchmark requiring a 4.9% annual reduction. These details are further discussed in the Decarbonisation Strategy section of this report.

Our goal is to enhance the comprehensiveness of our reporting each year and continuously guide the Company's strategic direction and decision-making by leveraging insights derived from the identification, evaluation, and management of climate-related risks.
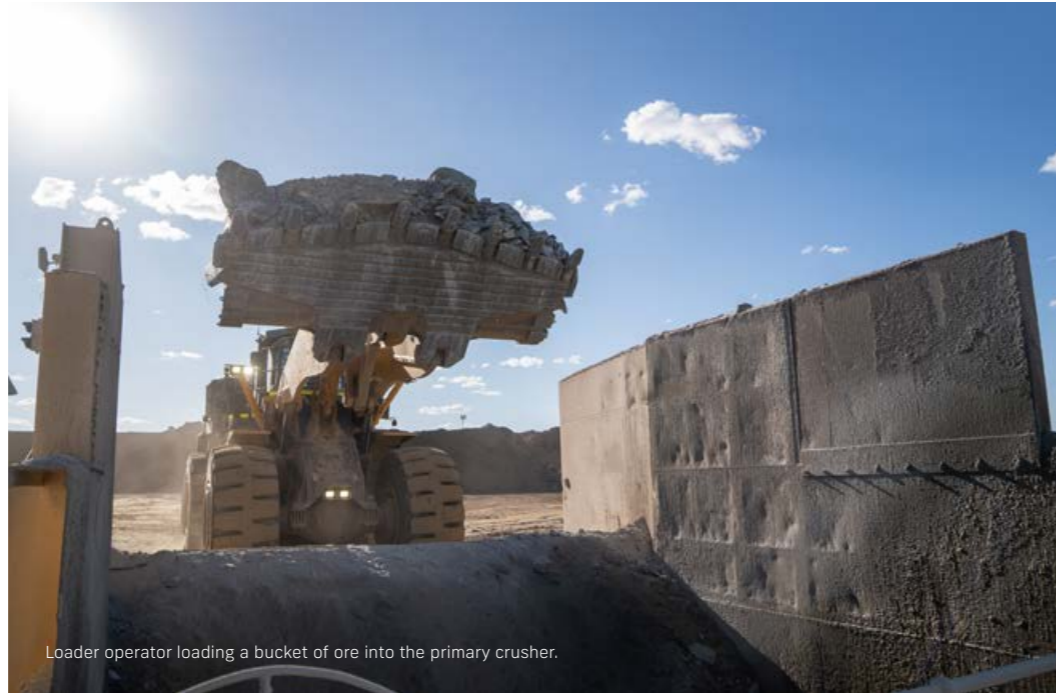
Loader operator loading a bucket of ore into the primary crusher.

Task Force on Climate-related Financial Disclosures (TCFD)

We continue to base our climate assessment, management, and disclosure on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). We aim to fully align with TCFD recommendations over a multi-year period. Our achievements and forward direction are outlined in the table below.

More information on our TCFD progress and forward direction is available on our <u>website.</u>


Energy and Emissions

We continue to report on our energy usage and emissions through the Australian Government's National Pollutant Inventory (NPI) and the Australian Clean Energy Regulator's National Greenhouse and Energy Reporting scheme (NGER). Our Scope 1 and Scope 2 greenhouse gas emissions are calculated in accordance with the methodology defined by NGER, with second party review and audit of the data.

Energy use

Throughout the year, our operations utilised 2,999 terajoules of energy, primarily derived from the combustion of diesel fuel linked to our mining activities in Western Australia.

This signifies a **9% reduction in energy consumption** compared to the previous year, primarily attributed a drop off in mining activity and processing as we move towards care and maintenance at the Duketon North operation.

With total ore processed amounting to **8.2 million tonnes for the year,** we achieved an energy intensity metric of **0.368 gigajoules per tonne of ore processed.** This led to a **2% decrease in energy intensity from the previous year.** The slight uptick in electricity sourced from the grid was a result of the expansion of our corporate offices in Blayney. In FY24 we consumed 14.33 terajoules of energy from renewable sources.

Annual Energy Consumption (terajoules)

FY22	FY23	FY24
3,683.30	3,297.98	2,999.23
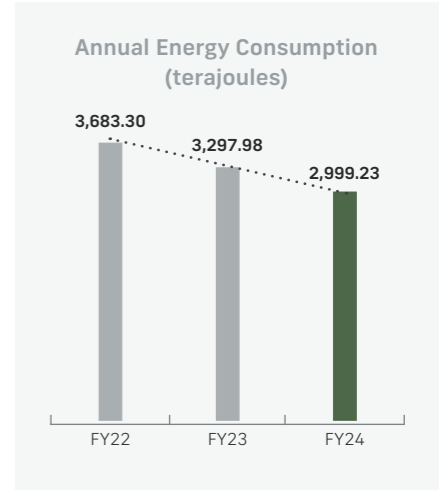
Greenhouse gas emissions

This year, we generated 206 kilotons of carbon dioxide equivalent greenhouse gas (GHG) emissions resulting from direct and indirect sources. This is a **10% reduction from last year's emissions** total which is due to less fuel usage supported by lower haulage rates and dig fleet numbers. Our emissions intensity of 0.025 kilograms of carbon dioxide per tonnes of ore processed was also less than last year.

In FY24, we engaged independent environmental accounting firm, Greenbase, to complete the NGER and NPI reports. It is our intention to progress our emissions reporting to include a third-party review and audit in future years where required.

During FY24, under the existing Safeguard Mechanism Rules, we engaged independent third-party consultants who provided second party review and audit of our GHG emissions in relation to historical production and electricity generation. This assessment was aimed at ensuring an accurate understanding of our carbon footprint, particularly our emissions intensity, in line with regulatory requirements and environmental best practices. As part of this process, a separate independent third party was commissioned to provide reasonable assurance over our application for an emissions-intensity determination. Following this assurance process, the Clean Energy Regulator approved our application, including the calculated emission-intensity factors. These approved factors are now incorporated into our Safeguard Mechanism estimations, which are used to track and report our progress in managing and mitigating GHG emissions in compliance with Australia's climate policy framework.

Annual GHG Emissions (tCO_2-e)

FY22	FY23	FY24
256,792	228,772	206,369

Note: GHG emissions data only covers our Duketon operations.
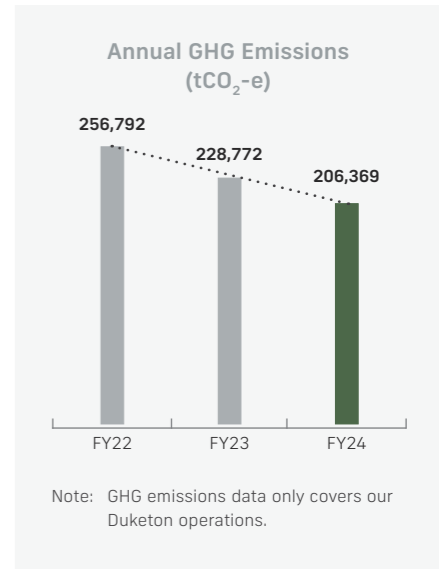
Decarbonisation strategy

As part of our ongoing decarbonisation strategy, we continue to assess emissions reduction solutions to reduce our emissions by FY30 to a point that ensures the site complies with the new Safeguard Mechanism baseline. During the year, we conducted a series of activities which included the following:

- ⊘ Estimation of GHG emissions as part of LoM planning

- ⊘ External audit by KPMG of Duketon's annual NGER reports from 2018/19 to 2022/23[6]

- ⊘ Annual NGER and NPI reports completed by Greenbase

- ⊘ Annual update of Decarbonisation Strategy

- ⊘ Continued review of progress against the Safeguard Mechanism

The **Safeguard Mechanism** was introduced by the Australian Government in 2016 to decarbonise the operations of Australia's biggest emitting companies. Industrial facilities with Scope 1 emissions greater than 100,000 tonnes per year are subject to baselines that manage the annual emissions they can emit. If a facility exceeds their baseline their options include surrendering carbon offsets, incurring financial penalties or other remedies.

In 2023, a proposed adjustment was introduced with a new **emissions benchmark of a 4.9% annual reduction.** More information on the results of our review can be found within our FY23 Sustainability Report.

Solar farm at Garden Well

In FY24 our current power provider, Pacific Energy Ltd, commissioned and began operating the 9MW solar farm at Garden Well. The solar farm supplements diesel power at the Garden Well Power Station. Its introduction reduced the diesel consumption during daylight hours and provided a more competitive price for power generation. This lowered our carbon footprint and will contribute to the Federal Government's 43% CO_2e reduction target by 2030.

During the year, Regis continued to explore opportunities for further renewable energy projects.

Decarbonisation Plan

The aim of our Decarbonisation Plan is to outline the essential project parameters that can be utilised to delineate and enhance various approaches for decreasing our carbon emissions. Different concepts that could potentially benefit the business will be assessed and validated to bolster the identified opportunities.

The design process of our Decarbonisation Plan is separated into two parts. We are producing detailed plans for the overall amount of energy that we expect to consume in the process of mining and extracting gold, while at the same time developing options to reduce the amount of net carbon that we emit per unit of energy that we consume.

Our Decarbonisation strategy recognises the importance of sustainability and outlines a step-by-step plan to transition towards a low-carbon operation. This strategy provides the best support to our planned growth and the trade-off between short term costs and reducing carbon emissions, all the while ensuring the mining operations meet their reliability requirements.

Total energy use reduction

Involves analysing our diverse operational processes, selecting and sizing the most appropriate combination of energy consumers, implementing an efficient energy dispatch strategy, and developing a control and operational plan.

This encompasses initiatives like installing more energy-efficient internal combustion engines, electrical motors, lighting, and power distribution systems; reducing unnecessary equipment running time; and enhancing insulation for heat retention or loss prevention.

Carbon efficiency

Requires the in-depth review of all energy/power sources (current and proposed) and the respective carbon emission efficiency.

Examples include the use of:

- ⊞ Solar farms
- ⊁ Wind farms
- ⊱ Green energy in the form of offset diesel and gas
- ⊡ Future possible technologies such as hydrogen
- ⚡ Use of lower carbon emissions energy such as battery-powered light vehicles

The overall intent is to reduce the amount of carbon emitted per kW of energy consumed.

The solar farm at Garden Well generated **3,979,467kWh** of clean electricity in FY24. Without the solar plant, we would have consumed an additional **972,689L** of diesel and emitted an extra **2,636 tCO_2e** emissions by the diesel power station.

The overall intent is to **reduce** the amount of carbon emitted per kW of energy consumed.

Collecting seed for rehabilitation at Duketon.

(6) The audit was completed to acquire emission intensity factors and move to a production facility adjusted safeguard baseline for the Duketon South operations. The audit outcome was accepted by the CER, and we can now use the facility specific emissions intensity factors, rather than default factors.

Water Management

To appropriately manage and optimise water usage, we have adopted a life-of-mine approach across all of our existing and proposed mining operations.

Water scarcity is not considered a significant risk for the Company. However, we still conduct multi-departmental reviews of our water strategy to ensure water is recycled where reasonable i.e. from tailings, and abstracted water is appropriately traced i.e. groundwater. Site-wide hydro balance is reviewed internally on a weekly, monthly and annual basis.

Details on our company-wide management approach can be found on our website and Environmental Policy.

Last year we had set the target of achieving greater water use efficiency, aiming for less than 0.85kl of water per tonne of ore processed. This target is no longer achievable due to the material types requiring more water for gold processing. We remain committed to improving our water management practices and will continue working towards greater efficiency where feasible in the future.

> We have successfully **reduced** our annual borefield water usage two years in a row.
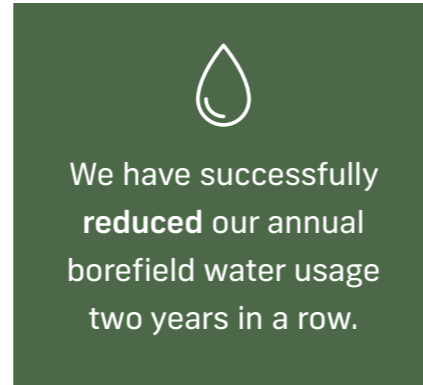
Duketon

Across Duketon, in alignment with the ICMM water accounting framework, we endeavour to conserve our highest quality water (potable groundwater) and attempt to restrict this water mainly for camp use. As such, we track and report against abstraction of our highest quality water sources.

At Duketon, we source water for mining and processing through pit dewatering, reclaimed water from Tailing Storage Facilities (TSFs), and dewatering from underground wells.

A network of pipes transfers water to the plant, allowing for distribution and recycling throughout our Duketon mining sites. Treated wastewater is responsibly used for irrigation on land as specified in our Environmental License terms.

The mine's influence on local ecosystems downstream is minimal due to the temporary or permanent redirection or diversion of surface water flow, which is common in open pit or underground mining operations. The flow of surface water to the adjacent local catchment, inclusive of salt lake communities, remains largely unaffected. We carefully monitor the aquifers from which we extract groundwater to ensure that any impacts on nearby pastoralists and the broader Mulga Queen community are effectively managed, reducing risks to water accessibility. All our Duketon mines are situated in regions with medium to high water stress risk levels based on the classification by the World Resources Institute's Water Risk Atlas Tool, Aqueduct.
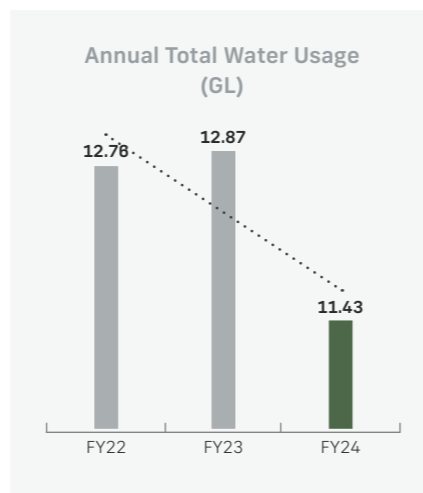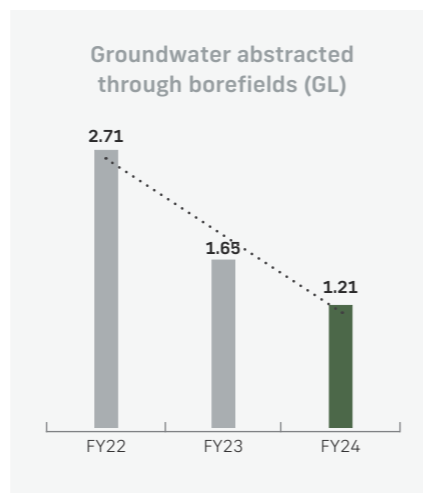
Annually, we conduct a comprehensive evaluation of the mining and processing water requirements across the entire site to establish a water balance plan that is implemented throughout the mine's lifespan. Our approach is structured hierarchically, with the highest quality water designated for drinking, medium quality water utilised for processing, and the lowest quality water employed for dust suppression purposes.

To minimise groundwater borefield extraction we utilise recycled water from the Tailings Storage Facilities (TSFs) and water from pit dewatering before resorting to extracting water from the northern borefields. Duketon does not discharge to the receiving environment. All water is used, stored or recycled within the mining operations.

Water monitoring bores are sampled as per our environmental licence conditions, analysed through a NATA-certified laboratory, and the results included in our Annual Environment Report. We also monitor and report to regulators on the volume of water abstracted for mine dewatering or processing purposes and recycled from the TSFs.

Duketon has four separate annual groundwater abstraction licenses totalling 19.9 gigalitres (GL). As part of the operational improvement plans, including reducing risks around geotechnical stability, we undertook increased dewatering efforts from the Rosemount and Garden Well underground operations and Russell's Find and, and Blenhiem pits.

In FY24 there were no material incidents of non-compliance associated with water quality permits, standards, and regulations.

Groundwater abstracted through borefields (GL)

FY22	FY23	FY24
2.71	1.65	1.21

Annual Total Water Usage (GL)

FY22	FY23	FY24
12.78	12.87	11.43

Other Emissions

Air quality

Each year, we conduct monitoring of air pollutants and submit reports to the Department of Climate Change, Energy, the Environment, and Water. This monitoring covers nitrogen oxides (NOx) and sulphur oxides (SOx), which are non-greenhouse gases produced during the combustion of diesel.

The emissions of NOx and SOx arise from activities such as heavy vehicle operations, pump usage, drilling, and blasting. These emissions are quantified in metric tons per year and are compared against annual limits set by the relevant authority to mitigate air quality deterioration and pollution.

We are actively pursuing strategies to further decrease emissions and enhance energy efficiency and this year, in-part related to our increased use of renewable energy from our solar farm, we were able to achieve reduced emissions for all reportable pollutants.

Our efforts include optimising the use of recycled water to minimise pump operation and the emissions linked to raw water extraction. Additionally, we prioritise the deployment of solar-powered bore pumps whenever feasible.

Underground truck exiting the Balkau Decline at Duketon.

Dust

We remain conscious of the potential impact of dust on air quality and potentially on workers, the community and the surrounding environment. To combat potential impacts, we utilise a selection of mitigation measures.

> A total of **235 dust readings were recorded** via the environmental team, with 19 instances of exceeding the internal guidelines. **All instances** resulted in appropriate corrective action plans as per the internal procedure. Exceedances were attributed to high winds with the primary corrective actions to utilise more water carts.

Duketon

Regular dust control measures are consistently implemented throughout our Duketon operations to mitigate any adverse effects on the Mulga Queen community, nearby vegetation, Regis Mine Villages at Moolart Well and Garden Well, and to ensure the safety of mining operations and personnel.

Dust controls include:

- Water carts (applying dewatering water to roads and other areas at risk of generating dust).
- Sprinklers and sprays in the processing plants.
- Return scrapers on conveyor belts.
- Curtains and guarding or doors.
- Keeping coarse ore stockpiles full to minimise drop heights and reduce dust generation.
- Restricted traffic areas.
- Speed limits in designated work areas.
- Drilling dust collection devices and water injection.
- Regular road maintenance and formal inspections and audits.

We conduct systematic dust monitoring across the site that is guided by internally published standards for assessing ambient dust measured using deposition gauges. Results are tabulated and disclosed to stakeholders.

Following the definitions set forth in the ICMM Water Accounting Framework, we utilise hypersaline water for dust suppression and mildly saline water in the processing plant. The elevated sodium and magnesium levels in the hypersaline mine dewater serve as a binding agent, effectively reducing dust and the quantity of water needed for this purpose.

Annual Air Pollutants Emitted (tonnes)

FY22	FY23	FY24
15,064	13,390	11,772

Air pollutants include Carbon Monoxides (CO), Nitrogen Oxides (NOx) (excluding N2O), Sulphur Oxides (SOx), Particulate matter (PM10), Mercury (Hg), Lead (Pb), Volatile organic compounds (VOCs)
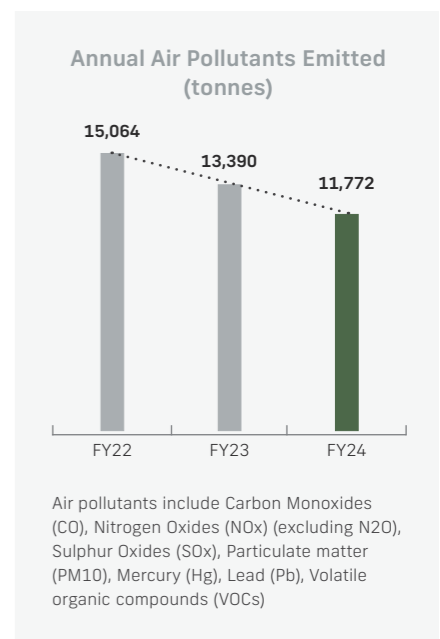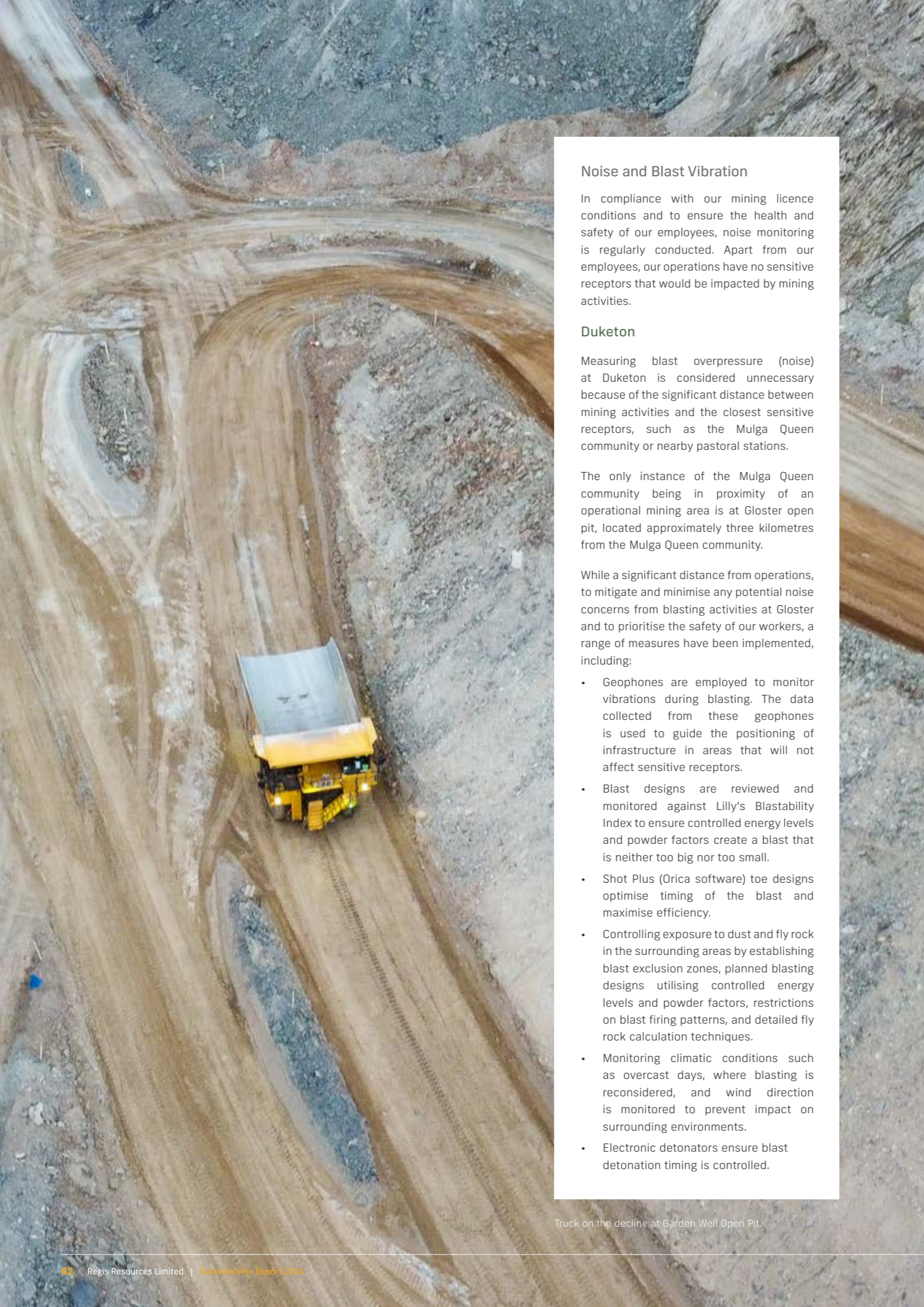
Noise and Blast Vibration

In compliance with our mining licence conditions and to ensure the health and safety of our employees, noise monitoring is regularly conducted. Apart from our employees, our operations have no sensitive receptors that would be impacted by mining activities.

Duketon

Measuring blast overpressure (noise) at Duketon is considered unnecessary because of the significant distance between mining activities and the closest sensitive receptors, such as the Mulga Queen community or nearby pastoral stations.

The only instance of the Mulga Queen community being in proximity of an operational mining area is at Gloster open pit, located approximately three kilometres from the Mulga Queen community.

While a significant distance from operations, to mitigate and minimise any potential noise concerns from blasting activities at Gloster and to prioritise the safety of our workers, a range of measures have been implemented, including:

- Geophones are employed to monitor vibrations during blasting. The data collected from these geophones is used to guide the positioning of infrastructure in areas that will not affect sensitive receptors.

- Blast designs are reviewed and monitored against Lilly's Blastability Index to ensure controlled energy levels and powder factors create a blast that is neither too big nor too small.

- Shot Plus (Orica software) toe designs optimise timing of the blast and maximise efficiency.

- Controlling exposure to dust and fly rock in the surrounding areas by establishing blast exclusion zones, planned blasting designs utilising controlled energy levels and powder factors, restrictions on blast firing patterns, and detailed fly rock calculation techniques.

- Monitoring climatic conditions such as overcast days, where blasting is reconsidered, and wind direction is monitored to prevent impact on surrounding environments.

- Electronic detonators ensure blast detonation timing is controlled.

Truck on the decline at Garden Well Open Pit.

Biodiversity

Evaluating the environmental and biodiversity values of an area when planning new or expanding operations is a crucial first step in minimising negative impacts on areas of high conservation significance. New or expanded mining areas are assessed and approved under the local relevant mining or environmental Acts, regulations, and guidelines.

Details on how our company-wide management approach can be found on our website and Environmental Policy.

> At Duketon, we operate according to the approved Mining Proposal version 11, Native Vegetation Clearing Permit 9614/3, and Environmental License L8578/2011/1.

Duketon

Our Duketon operations, including the Garden Well, Rosemont, and Moolart Well[7] processing plants, are situated approximately 100 kilometres north of Laverton, Western Australia, in the East Murchison subregion, within the Duketon Greenstone Belt. Duketon is situated within the Duketon Greenstone Belt and is bordered by the Erlistoun Cattle Station to the south and the Banjawarn Cattle Station to the north. Regis holds a dominant position within the Duketon greenstone belt, holding approximately 92% of the belt, with one other ASX listed exploration company holding the remaining 8%.

Regis actively engages in programs to collaborate with pastoralists to ensure that mining activities and cattle farming can coexist harmoniously. This includes initiatives such as fencing, cattle grids, and stock watering points. We conducted regular surveys of flora, terrestrial and short-range endemic (SRE) fauna, which include groundwater surveys for stygofauna, troglofauna.

Our conservation efforts involve minimising land clearing, controlling feral animal populations, and undertaking the relocation of native species when necessary. Among the native flora present, five Priority flora species have previously been recorded – Frankenia georgei (Priority 1), Lysiandra baeckeoides (Priority 3), Calytrix praecipua (Priority 3), Einadia nutans subsp nutans (Priority 3) and Eremophila pungens (Priority 4).

There are no Priority or Threatened Ecological Communities, or Threated flora species, present in the Duketon Greenstone Belt. Fauna surveys have indicated the absence of any conservation-significant species in the region. We continue to prioritise the avoidance of high-quality habitat locations such as ridges or outcrops to safeguard the local ecosystem.

All Regis Environmental Advisors are trained to safely handle and relocate snakes, with additional training in fauna first aid provided. Any juvenile or injured native fauna found on site are cared for by the site environmental team until they can be transferred to a wildlife career or vet. Last year a feral animal control program was introduced and undertaken by Terrestrial Ecosystems, an environmental consultancy that specialises in terrestrial vertebrate fauna. In FY24, the Environmental Team continued to monitor and control feral animals on sit as required. We will continue to implement these controls as an integral part of our biodiversity scope to effectively protect native species.

(7) The Moolart Well processing plant went into care and maintenance at the close of FY24

Waste Management

Across all areas of our operations, we endeavour to minimise waste production wherever possible and divert waste from landfill through recycling and repurposing items. Where it is not possible, we are dedicated to responsible disposal of all forms of waste. There were no significant incidents associated with hazardous materials and waste management during the year.

Waste and Effluents

At our Duketon operations, we handle waste and effluents in compliance with licensing conditions. Non-recyclable waste is carefully disposed of in one of three on-site landfills. Site teams are responsible for tracking waste directed to these landfills. Waste that is taken off-site for disposal is monitored and reconciled by the respective contractors, who provide data monitoring and waste certificates to the site teams. Effluent spills are investigated in accordance with Regis incident investigation and management protocols, looking at root cause and corrective actions. Corrective actions are implemented when identified to mitigate future risk.

Solid waste streams at our Duketon operations are separated into putrescible and industrial categories. Putrescible waste is buried on a daily basis to deter animal foraging, prevent diseases, and minimise odours. Industrial wastes are carefully segregated, and recycling is prioritised whenever feasible. An on-site wastewater treatment plant is employed to treat sewage generated at the site. The treated water is managed in accordance with the license conditions set by the Western Australia Department of Health.
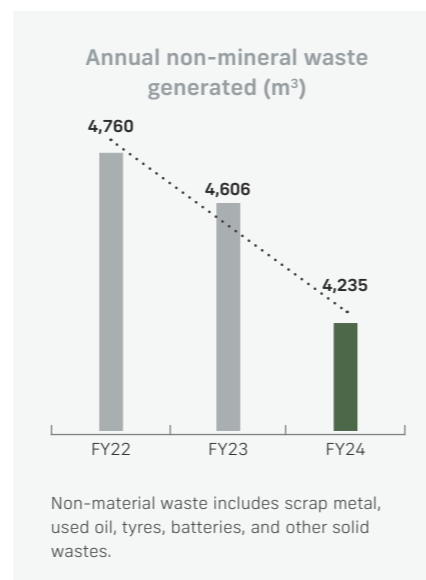
Recycling

We prioritise recycling our waste materials whenever feasible. The majority of waste oil produced from maintenance activities is collected, treated, and recycled through a third-party service provider. Oil and diesel filters are recycled by crushing the filter material to extract and recycle the oil, while the remaining steel casing is sent to a scrap metal facility for repurposing.

Lead acid batteries from Duketon are transported to Perth, where approximately 97% of the battery components are recycled. The plastic, acid, and lead elements are extracted and repurposed into various alternative products such as glass, textiles, and detergents.

Scrap metal (including drill rods) are sent off site where they are shredded and melted down in fuel efficient regenerative burners so that the output can be re-purposed for future use. Minesite Recycling were stationed at the Duketon site collecting recyclable materials for processing at their Kalgoorlie facility.

3,509m³ of materials recycled in FY2024 including 1,443t of steel and 2t of copper.

Other materials recycled include:

- Scrap metal
- Cardboard
- Intermediate bulk containers
- Batteries
- Poly pipe
- Steel rods
- White goods

Containers for Change

During FY24, we continue to actively participate in the Containers for Change program. All empty drink cans and bottles from the Duketon operation are sent to Perth, where they are recycled and 10 cents per can is refunded. As a result of this refund, approximately $14,000 has been donated to the Perth Children's Hospital Foundation during FY24.

Containers for Change at Duketon.

Waste Rock Management

Waste rock management plans are established for each operational site to define the composition, design, and operational requirements of all waste storage areas. The Chief Operating Officer holds responsibility and accountability for the appropriate management of waste rock. Each plan aligns with the approved mining proposal and the mine closure objectives specific to each site. Adequate measures are implemented to handle and store any potentially acid-forming material that may be encountered during mining operations. The final landforms are designed to be safe and stable, thereby minimising risks to the surrounding environment.

Rehabilitation procedures start by battering down the waste rock dump slopes from angle of repose (37 degrees) to the final landform angle, which can be up to 18 degrees, based on material types and available rock armour. A rock armour layer is added if required, followed by topsoil, ripping and finally seed. The rehabilitation is monitored biannually through a third-party for land function analysis and erosion. Changes are made depending on survey results. We also conduct internal monitoring each year as part of our Annual Environmental Report.

We have produced 24 million tonnes of waste rock within the last financial year which has been placed inside waste rock dumps to be rehabilitated. The reduction in waste rock generated was due to both Duketon North and Duketon South being budgeted to move less material.

Annual non-mineral waste generated (m³)

FY22	FY23	FY24
4,760	4,606	4,235

Non-material waste includes scrap metal, used oil, tyres, batteries, and other solid wastes.

Duketon Tailings Storage Facility at sunset.

Integrated Land Management

Our commitment to responsible land management involves collaborating with land managers and property owners. We prioritise the management of landforms and soils throughout mine permitting, the mining process, progressive rehabilitation and into mine closure.

Our Duketon operations are situated in a remote desert region with a history of pastoral activities and mining. We actively support the ongoing pastoral station grazing that occurs outside of our operational areas. For all new mining projects at Duketon, comprehensive planning and development initiatives are carried out. These efforts include topsoil management practices, such as utilising drones to monitor topsoil volumes on waste dump surfaces. Waste dumps are rehabilitated progressively through primary profiling, armour rock and topsoil application, ripping, erosion management and seeding to facilitate the rehabilitation process for the agreed final land use. Topsoil stockpiles are carefully managed through height restrictions and localised measures to stabilise and preserve the soil until it is transported for use in rehabilitation activities.

Structured management plans, operational protocols, and site configurations are established to reduce land disruptions or vegetation removal caused by our operations. Our Environmental Team is responsible for overseeing our internal clearing permit process to ensure regulatory compliance and proper management of protected zones. Prior to clearing activities commencing and post-disturbance, surveys are conducted, and data is recorded in disturbance tables by our surveyors, with annual reporting to the WA Department of Energy, Mines, Industry Regulation and Safety (DEMIRS). Our strategy involves gradually restoring operational areas to align with the agreed-upon final land use.

Spreading topsoil for rehabilitaiton on a waste rock dump at Duketon.

Tailings Management

Our Tailings Storage Facilities (TSFs) inventory is reported publicly in accordance with the detailed Church of England Pension Board and Swedish Council on Ethics for the AP Funds. Regis is committed to the principles of the Global Industry Standard on Tailings Management (GISTM) and in-line with the commitment made by members of the ICMM, will have all current and future TSFs compliant with the standard by 2025.

We adhere to the relevant state regulatory laws and industry best practices in the planning, construction, operation, and closure of our Tailings Storage Facilities (TSFs). Each TSF within our operations is supervised by our Processing Manager through a structured Tailings Management Plan.

In line with engineered designs, operational manuals, and Environmental License requirements, we conduct daily checks on operations and monitor discharge, piping, decant, and return lines. Independent third-party consulting firms handle the engineering design, management plans, and annual geotechnical audits for all Regis TSFs. Any findings or recommendations from audits are addressed accordingly, with reports shared with DEMIRS as part of the Company's Annual Environmental Report.

Our constructed and operational TSFs comply with the ANCOLD Guidelines on Tailings Dams – Planning, Design, Construction, Operation, and Closure Rev 1 (2019), and in Western Australia, they also adhere to the Code of Practice for TSFs issued by DEMIRS.

At the end of FY24, we produced **8.2 million tonnes of tailings** and owned and/or operated **six TSFs,** excluding the Tropicana TSF.

Duketon Tailings Dam.

Mine Closure and Rehabilitation

We commit to a proactive approach to mine closure for all our mining operations. Our progressive rehabilitation activities are underpinned by extensive environmental studies.

Our mine closure plans are developed following references to government regulation directives, international standards, industry best practices, and input from stakeholders. Once finalised, each closure plan undergoes evaluation and approval by the relevant government authorities. These plans encompass economic, environmental, social, and risk management considerations to ensure a comprehensive approach to mine closure.

To ensure that adequate provisions for rehabilitation activities are in place at the time of closure, we conduct periodic reviews and enhancements of our closure plans. Financial estimates are revised annually and undergo external audits every three years. This financial information is disclosed to the public in Regis' Annual Report.

Duketon

Waste rock dumps (WRD) are rehabilitated to integrate with the surrounding environment and serve as valuable new ecological spaces. Planning for rehabilitation efforts typically begins up to a year before any work commences, ensuring a thoughtful and proactive approach to environmental stewardship. Engagement with the Mulga Queen people has resulted in the Gloster Mine WRD faces most visible to Mulga Queen (North and West slopes) being rehabilitated first.

Total Land Rehabilitated to Date (hectares)

FY22	FY23	FY24
529	682	885
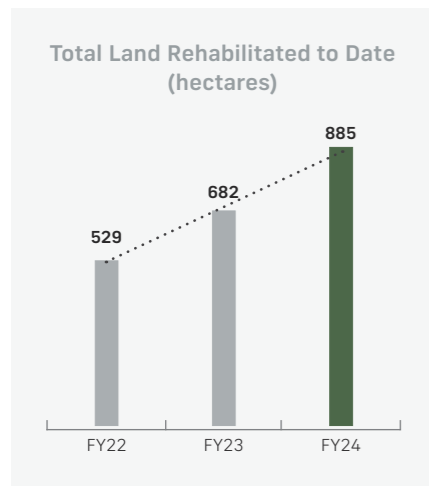
The landform is regularly surveyed using drones to verify compliance with both design specifications and tenement conditions. The Rehabilitation Team is responsible for assessing the required volume of seeds and types of species needed for rehabilitation. Seed collection is carried out seasonally, underscoring the importance of proactive planning to ensure a sufficient seed supply.

Once the landforms are constructed, armour rock is positioned to enhance slope stability and serve as a secondary growth medium. Bulldozers are used to push the armour rock down the slope to a depth of 0.5 meters. Following the placement of the rock armour, topsoil is applied to a depth of up to 0.2 meters, providing the primary growth medium for future plant life to thrive.

Sloped surfaces are shaped with a 0.5m depth contouring, and bunded cells are constructed along the elevated surfaces and levelled areas. This procedure is implemented to capture rainwater on the landform, minimising erosion and enhancing plant growth. The last phase involves seeding, where specialised commercial drones are deployed to distribute a specific seed blend intended to satisfy the final usage requirements. Regular drone inspections and surveys are carried out during the entire process to verify that our restoration standards are being adhered to and upheld.

We prepare a **Mine Closure Plan (MCP)** for submission to DMIRS at least once every three years or when there are new mines added to our operations. The most recent version of the Mine Closure Plan (version 11) was approved by DEMIRS in February 2023. The MCP plans capture environmental and social factors with costing captured in a separate Closure Cost Estimate document, updated annually.

During FY24 we rehabilitated 203ha, up from 152ha In FY23, reaching our rehabilitation goal for this period (200ha). This represents 23% of the total land rehabilitated to date (885ha). An additional 9.06ha of land was disturbed over the financial year. In FY25, our target is to rehabilitate another 200ha of disturbed land.

> During the year, a total of **203ha** of disturbed land was **rehabilitated** at Duketon.

Members of the Mulga Queen community assisting with seed collection at Duketon

Case Study: Sustainable Seed Collection

In November 2023, Regis Resources partnered with the Mulga Queen community and licensed seed collection company, Natural Area Consulting Management Services, to launch our inaugural native seed collection program at Duketon. This initiative marked a significant milestone in our commitment to sustainable mining practices, facilitating the acquisition of high-quality, locally sourced seeds essential for our progressive rehabilitation efforts.

The **Seed Collection Program** focused on gathering native seeds specific to the Duketon region, guided by the ecological expertise of traditional owners and the technical proficiency of our licensed seed collection contractor. This collaborative approach ensured the authenticity and suitability of the seeds for revegetation projects at Duketon.

Native seed collection offers numerous environmental advantages. By reintroducing locally provenance seeds, which are naturally adapted to the area's soil and climate conditions, the program enhances biodiversity, strengthens ecosystem resilience, and aids in habitat restoration. Furthermore, utilising indigenous seeds preserves genetic diversity within the local flora, promoting long-term environmental sustainability and fostering self-sustaining rehabilitation practices.

The five-day seed collection initiative included a comprehensive training session on sustainable collection practices, species identification, and the selection of high-quality seeds. In total, the program yielded over 54 kilograms of pure seed comprising 42 different local species. These seeds were subsequently transported to Perth for processing and refinement. This year, the collected seeds will be strategically dispersed on waste rock dumps and flat areas that have undergone topsoiling and ripping.

Looking ahead, we will continue seed collection on site to procure locally sourced seeds, ensuring that native seed reserves are bolstered for use in future rehabilitation.
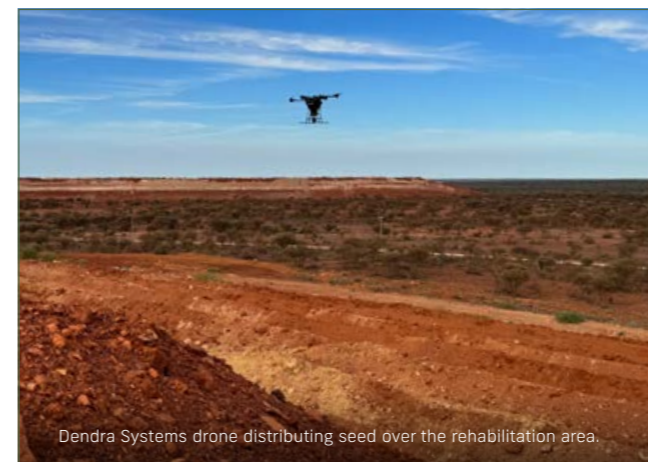
Dendra Systems drone distributing seed over the rehabilitation area.

Case Study: Drone Technology

In FY24, we continued to use drone technology in our rehabilitation efforts. At the Moolart Well central waste rock dump, a fleet of drones is programmed with specific flight paths to spread seeds across the rehabilitation site, distributing seeds over the rehabilitation area.

The use of drones allows us to significantly decrease the time needed for seeding landforms while enhancing the precision of seed distribution, leading to better rehabilitation results. Additionally, employing drones minimises health and safety risks for our team and improves our capacity to track rehabilitation progress.

Tropicana
Joint Venture

About Tropicana

Regis owns a 30% stake in the Tropicana Joint Venture (TJV) with AngloGold Ashanti Ltd (AGA) owning the remaining 70%. Situated 330km east northeast of Kalgoorlie in the Goldfields region of Western Australia. The site holds established infrastructure such as a gas-fired power station, sealed airstrip, workshops, two borefields, a tailings facility, and a modern village complex. Additionally, there is a 62MW renewable energy and battery storage infrastructure under construction, which includes 4x 6MW wind turbines, a 24MW solar farm and 14MW of battery storage infrastructure.

Throughout FY24, ore was mined from two open pits, two underground mines and lower grade stockpiles. The processing plant, with a nominal capacity of 9.4Mtpa, employs traditional crushing, grinding, and carbon-in-leach recovery methods.

In FY24, the TJV operation processed **8.9Mt of ore** and yielded a total of **426 koz of gold.**

Governance

As per the joint venture agreement, an Operating Committee, comprising representatives from both AngloGold Ashanti (AngloGold) and Regis Resources, convenes quarterly to oversee the operations of the TJV. Further meetings are held as needed to address various issues, such as operational and exploration updates.

TJV strives to implement sustainability measures aligned with the practices of its parent companies, considering a diverse set of stakeholder needs and industry best practices. Sustainability is integrated across all facets of operations, spanning from exploration and construction to ongoing activities and eventual closure, playing a critical role in ensuring the long-term sustainability of the TJV.

OH&S Management

As the primary operator of the TJV, AGA is responsible for ensuring best practices in global safety standards are applied. AngloGold Ashanti continues to design and implement strategies to eliminate high potential incidents, fatalities and catastrophic events and see improvements in injury frequency rates.

At the TJV, the objective remains to achieve zero harm across the operation. This is enforced by the executive team and the line managers responsible for integrating safety measures into business procedures. Risk management and critical control modelling result in continued efforts to strengthen safety protocols and preventative measures. AngloGold Ashanti's Social, Ethics & Sustainability Committee oversees implementation of the safety strategy.

During the year, the Tropicana Emergency Response Team participated in the Mining Emergency Response Competition (MERC). The competition assesses participants of various mining companies on a number of first aid and emergency scenarios.

TJV's occupational health and safety system is certified under **ISO 45000 Health and Safety.**

In FY24, TJV achieved a **LTIFR (incl RWC) of 1.20, LTIFR excl. RWC) of 0.3** and **TRIFR of 3.29** (per million hours worked). There were no fatalities at the TJV during the reporting period.

Members of the Duketon Emergency Response Team after a training exercise.

People

Due to its remote location, the TJV requires fly-in, fly-out operations for employees and contractors. Flights are arranged to accommodate personnel based in both Kalgoorlie-Boulder and Perth. The site operates a combination of 4:3, 8:6 (days on: days off) rosters as well as 2:2 and 2:1 (weeks on: weeks off) rosters. Tropicana places an emphasis on recruiting locally where possible.

In FY24 the TJV had an average of **994** employees on site, with **204 permanent employees** and **790 contractors.**

Communities

The TJV operations are situated on the land of the Traditional Owners and custodians, the Wongatha and Spinifex peoples.

TJV places significant importance on engaging in sincere and transparent stakeholder and community consultations. The consultations are focused on understanding and respecting the connection to Country and cultural heritage, identifying, and supporting community needs and aspirations, exploring business opportunities, and promoting employment opportunities for local residents. A heritage management strategy is in place to safeguard identified heritage sites in the vicinity of the Tropicana Gold Mine.

TJV is dedicated to proactively collaborating with the Barra Parrapi Aboriginal Corporation (BPAC) to establish a comprehensive native title agreement. The venture is committed to supporting local communities and seeks to cultivate enduring partnerships that yield lasting benefits in areas such as youth development, local businesses, community capacity, healthcare, and local employment. The organisation implements the 'Think Local, Buy Local' approach, which informs decision-making across all departments on-site when evaluating projects and making purchases.

TJV has implemented a focused Aboriginal business development program that includes structured business coaching and mentoring. This initiative has resulted in five Aboriginal-owned businesses providing services on-site.

US$186,000*

invested in local schools and associated education programmes over FY24.

* A$273,000 (based on AUD:USD of 0.68)

Environmental management

AngloGold Ashanti is committed to avoiding, minimising and mitigating the impact of activities on the environment and to proactively managing risks to air, land, biodiversity and water resources during the mining life cycle. It is committed to regulatory compliance and certification of its operations to a number of global standards and systems such as ISO14001, the International Cyanide Management Code (ICMC or the cyanide code), and conformance with the ICMM and WGC mining principles.

The TJV remains committed to supporting the Great Victoria Desert Biodiversity Trust (the Trust) as a stipulation of the mine's approval. The Trust finances research activities focused on the vast and remote Great Victoria Desert (GVD). This support emphasises TJV's dedication to environmental conservation and biodiversity preservation in the area surrounding the mine.

As part of Tropicana's biodiversity offset strategy, the TJV integrates traditional owner land management knowledge, conducts thorough flora and fauna surveys, and engages in conservation activities. The initiative aims to offset the impact of mining activities on biodiversity in the region. The TJV plans to allocate around $4.4 million throughout Tropicana's operational lifespan towards this endeavour, building upon an initial contribution of $1.6 million. For further details and information, you can visit www.gvdbiodiversitytrust.org.au/

AngloGold Ashanti complies with the **Global Industry Standard on Tailings Management (GISTM).** Conformance disclosure was published on 4 August 2023. Further details are available at AngloGold Ashanti's website.

Water usage

The water management approach of the TJV is governed by the stringent management guidelines set forth by AngloGold Ashanti. These guidelines necessitate a thorough assessment of water-related risks, the implementation of customised management strategies and monitoring protocols, and the establishment of specific goals and targets tailored to the specific context.

TJV is committed to reducing water withdrawal from groundwater and surface water sources and maximising the recycling and reusing of water whenever feasible. Tropicana also aims to prevent water pollution resulting from its mining operations to safeguard both current and future environmental assets. This goal is achieved by either preventing any water discharge on-site or by treating and releasing surplus water from the processing circuit, particularly in regions with elevated levels of rainfall. Tropicana holds certification under the Cyanide Code.

Tropicana strives to decrease the withdrawal of water from aquifers and prioritise the use of water from more efficient wells that demand less energy while delivering greater water yields, particularly those located near the mine's Tailings Storage Facility (TSF). The utilisation of variable speed pumps that consume less energy and run on the mine's internal electricity grid eliminates the necessity for separate diesel generators.

6.06GL
Water use
(FY23: 5.73GL)

0.68kl/t
Water use efficiency
(FY23: 0.77kl/t)

ZERO

significant environmental incidents or instances of non-compliance recorded in FY24.
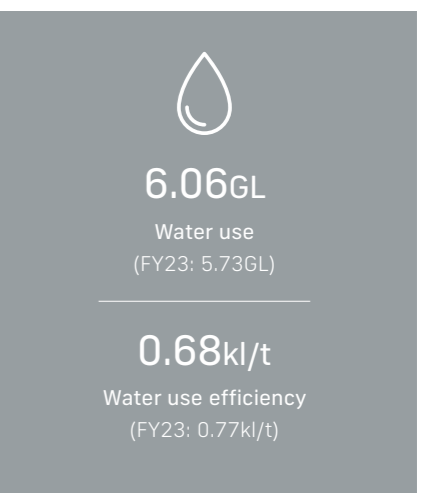
Tailings Storage Facility

AngloGold Ashanti is committed to the responsible governance and management of its TSFs throughout their lifecycle, from design to closure and post-closure. AngloGold Ashanti recognises that this is not only a business imperative, but an integral part of its SLO. As a member of the ICMM, AngloGold Ashanti subscribes to and has committed to implementing the GISTM at all its TSFs by August 2025. The GISTM complements AngloGold Ashanti's own Tailings Management Framework that sets the company's principles, standards, guidelines and accountabilities for the construction, management, and oversight of TSFs, and compliance with national standards and legislation.

In line with requirement 15.1.B of the GISTM, AngloGold Ashanti provides detailed disclosure related to its tailings facilities, available at: Tailings & waste - AngloGold Ashanti

The active Tropicana TSF, commissioned In 2012 Is a paddock style facility with a single rectangular cell. In 2023, Tropicana's environmental license was modified to raise the design capacity of its TSF. The penultimate wall raise at the Tropicana TSF was underway in 2024.

Emissions & Energy

AngloGold Ashanti's climate targets will be facilitated through a combination of renewable energy projects and initiatives which improve efficiency or use lower-emission power sources. In line with its membership of the ICMM, AngloGold Ashanti is also committed to setting Scope 3 emissions reduction targets. The company is collaborating with targeted suppliers to explore the feasibility of addressing the most significant sources of Scope 3 GHG emissions.

In pursuit of this objective, the company is engaged in efforts to recognise and reduce both existing and potential climate risks to its operations and overall business. Through its Climate Change Strategy, endorsed by the AngloGold Ashanti board, the company aims to integrate the management of physical risks, transition climate risks, and climate-related opportunities into its strategic and operational planning procedures.

> The plant is expected to reduce Tropicana's diesel and gas consumption for power generation by **96%** and **50%** respectively, slashing carbon emissions by more than **65,000 tonnes per annum** on average over the life of the agreement.

Hybrid Renewable Energy Plant

TJV has made considerable progress in its decarbonisation efforts by reaching an agreement to construct one of the largest renewable energy projects in Australia's natural resources sector and integrate 62MW of clean energy and battery storage into the existing 54MW gas-fired power system. The hybrid wind and solar generation facility will be located at the mine site, situated 330 kilometres east-northeast of Kalgoorlie, Western Australia. Pacific Energy is constructing the renewables project and will operate the combined renewables-gas power station under a 10-year Power Purchase Agreement (PPA).

AngloGold Ashanti aims to achieve net zero Scope 1 and Scope 2 GHG emissions by 2050, with an interim target of a **30**% reduction by 2030 (as compared to a 2021 baseline).

When complete, the innovative 116MW power station will incorporate four 6MW wind turbines, a 24MW solar farm and a 14MW battery storage system. By 30 June 2024, the Tropicana renewables project was on schedule for completion in the March quarter 2025, with the wind turbine foundations and footings installation of solar panels complete.

5.16PJ
Energy consumption
(FY23: 5.4PJ)

306kt
GHG emissions
(FY23: 320kt)

24MW
PV solar plant

24MW
Wind turbines

14MW
Battery energy storage solution

Tropicana Performance Summary (100%)

Tropicana Gold Mine	Unit	FY24	FY23
Average recovered grade	g/t	1.5	1.6
Tonnes treated/milled	Mt	8.9	9.7
Gold production	000oz	426	437
Capital expenditure	US$M	141	201

Employees	Unit	FY24	FY23
Total average employees on site	Number	994	821
Average permanent (employed)	Number	204	175
Average contractors	Number	790	646

Safety	Unit	FY24	FY23
LTIFR per million hours worked	Rate	0.3	0.7
TRIFR per million hours worked	Rate	3.3	3.1

Environment	Unit	FY24	FY23
Water use	GL	6.1	5.7
Water use efficiency	kl/t	0.7	0.8
Energy consumption	PJ	5.2	5.4
Energy intensity	GJ/t	0.6	0.6
GHG emissions	000t	306	320
Cyanide use (calendar year 2023 & 2022)	t	651	681
Reportable environmental incidents	Number	2	0
Progressive rehabilitation	ha	5.8	12.7

Community	Unit	FY24	FY23
Community investment	US$000	186	256

Appendices

Performance Data Scorecard

Governance

Ethics and conduct training

Participation in training on ethics, conduct and/or anti-corruption policies & procedures.	FY24		FY23	
	%	Number	%	Number
Directors	100	6	100	6
Employees	88	361	96	399
Contractors	11	419	79	3,019
Onsite Business Partners*	98.2	364	99	444
Total	49.8	1,150	84	3,997

* Includes major contractors for mining and underground mining services

Our people

Employees by location	FY24	FY23
Corporate Office	52	52
Exploration	27	34
McPhillamys	12	12
Duketon Shared Service	19	16
Rosemont	69	55
Garden Well	154	76
Moolart Well	68	171

Organisational Level	FY24		FY23	
	Male	Female	Male	Female
Board	4	2	4	2
Executive/EGM	5	1	5	1
Senior Managers/Managers	23	4	18	3
Senior/Supts	52	15	35	9
Professional	66	25	56	10
Trade	46	0	76	6
Operator/Technician	71	5	68	12
Administration	8	17	0	6
Graduate/Apprentice	0	1	1	0
Other	36	20	71	39

Employment type	Units	FY24	FY23
Full-time employees	#	391	404
Part-time employees	#	7	8
Casual employees	#	3	4
Total employees	#	401	416
Apprentices	#	1	1
Indigenous Australian Employees	#	2	2
Local employees – Duketon	%	95	90
Local employees – McPhillamys	%	100	92

Local employees refer to those who reside within the operation's host state (WA and NSW).

Employment trends	Units	FY24	FY23
Total number of employees and contractors	#	1,093	1,485
Total number of employees[2]	#	401	416
Total number of contractors[3]	#	692	1,069
Percentage contractors	%	63	72
Percentage female employees	%	22	21
Percentage female employees in managerial/executive positions[1]	%	15	15
Percentage female board members	%	33	33

[1] Managerial roles are defined as level 3 and above

[2] Total headcount including full time, part time and casuals

[3] Covers our top 3 contract service providers (MACA, Barminco, Merkanookah)

Employee Tenure	Unit	FY24	FY23
Average years employed by the company for female employees	Avg years	2.6	3.0
Average years employed by the company for male employees	Avg years	3.0	3.0

	FY24		FY23	
Employee Age Groups	Male	Female	Male	Female
<36	96	39	109	35
36-55	149	42	160	44
>55	66	9	60	8

Employee Hires	Units	FY24	FY23
Total employee hires	#	177	179
Male employee hires	#	127	142
Female employee hires	#	52	37
Open positions filled by internal candidates (internal hires)	#	30	42
	%	17	23

Employee Turnover (12 month rolling average)		FY24	FY23
Voluntary employee turnover rate (Resignations only)		21%	29%
Total employee turnover rate (full and part time employees who ceased employment)		29%	32%

Average hours of training per age group		FY24	FY23
<36		17.0	10.0
36-55		18.6	6.7
>55		17.9	3.4

	FY24		FY23	
Parental Leave	Male	Female	Male	Female
Number of employees entitled to parental leave[1]	250	65	242	65
Number of employees who took parental leave	19	2	20	4
Number of employees who returned to work during FY24 after parental leave ended	17	0	19	3
Rate of employees who returned to work once parental leave period ended	89%	0%	95%	75%
Number of employees who returned to work after parental leave ended who were still employed 12 months after their return to work	15	2	4	2
Retention rate of employees who remained at work 12 months after their return to work	75%	100%	67%	67%

Note: This includes both primary and secondary carers' parental leave as well as unpaid maternity leave.

[1] Employees with 12 months of service and above are entitled to parental leave.

Employee Engagement		FY24	FY23
Total employees invited to engagement survey		401	416
Percentage of employees who responded to engagement survey		65%	62%
Percentage of employees who received a performance appraisal		95%	93%

Note: 100% of employees were invited to respond to the engagement survey

Operational Health and Safety

Health & Safety Performance of employees and contractors	Unit	FY24	FY23
Lost time injuries (LTI)	#	0	3
Lost time injury frequency rate (LTIFR)	Rate	0	0.9
Total recordable injuries (TRI)	#	22	22
Total recordable injury frequency rate (TRIFR)	Rate	7.7	6.9
Percentage of TRI by contractors	%	77	74
Number of Fatalities	#	Nil	Nil
Fatality rate	Rate	Nil	Nil
Medical treatment injury (MTI)	#	11	7
Restricted work	#	11	12
All injuries frequency rate (AIFR)	Rate	62.3	56.7
Near miss frequency rate (NMFR)	Rate	N/A	NA
Total number of hours worked	#	2,872,469	3,175,000
Fatalities as result of work-related ill health	#	Nil	Nil
Cases of recordable/reportable work-related ill health	#	Nil	Nil

Location of recordable injuries	FY24	FY23
Arms/Shoulder	5	1
Face	2	2
Feet/toes	1	Nil
Head	Nil	1
Ankle	Nil	3
Hands/fingers	12	9
Leg/knee	Nil	2
Back	2	1
Chest	Nil	1
Groin	Nil	1
Total	22	21

Nature of recordable injuries	FY24	FY23
Laceration	8	7
Sprains and strains	5	8
Fracture	1	2
Crush	Nil	1
Superficial injury	5	1
Dislocation	Nil	Nil
Other	3	2
Total	22	21

Systems and controls	FY24	FY23
Verifications conducted	148	46
Extreme Inherent risks	28	24
Safety interactions	3551	711
Critical control verifications	2878	1,057

Onsite exposure monitoring events / samples		FY24	FY23
Noise readings		134	253
Air samples		321	759
Biological monitoring samples		23	140

Health & Safety Training	Unit	FY24	FY23
Average hours of health, safety, and emergency response training for full-time employees	Average hours per employee	14.6	12.4
Average hours of health, safety, and emergency response training for contractors	Average hours per employee	2.5	6.0

Emergency Response		FY24	FY23
Number of ERT members (professional)		9	9
Number of ERT members (volunteer)		37	36
Emergency response training hours		1,224	1,000

Economic benefits in Australia

Australian expenditure ($M)		FY24	FY23
Income tax paid		0	0
Payroll tax paid		4.2	4.0
Royalties – WA Government		32.8	30.5
Royalties – Australian Third parties		1.8	1.7
Salaries, wages and defined benefits for direct Regis employees		89.1	75.0
Payments to suppliers		977.3	963.7
Total contributions		1,105.2	1,074.9

Community (not audited)

Local Payments	Unit	FY24	FY23
Total Investment	A$M	977.3	963.7
Western Australia (WA)	%	86.6	82.6
Other Australia	%	13.4	17.3
Overseas	%	0.1	0.1

Community Relations	Unit	FY24	FY23
Number and duration of non-technical delays	Number	0	0
	Days	0	N/A
Community complaints	Number	0	1*

* Received at our McPhillamys site. A complaint is defined as a statement of dissatisfaction about the company where a response is requested, reasonably expected, or required under legislation or regulation. This is congruent with ISO2600 definitions. Regis is not accredited with the ISO2600 standards.

Direct Community Investment	Unit	FY24	FY23
Total Investment	A$	464,128	343,510
Health & Medical Research	%	18	25
Charitable Donations	%	9	8
Community Wellbeing & Events	%	67	56
Community-led Environmental Projects	%	1	1
Education & STEM	%	5	9

Environment

Energy Consumption	Unit	FY24	FY23
Diesel Fuel	terajoules	2,904.7	3,227.3
	Kilolitres	75,278	83,608
LPG	terajoules	28.4	26.6
Energy consumed from renewable sources (solar)	terajoules	14.3	NR
Electricity sourced from grid (corporate and Blayney offices)	terajoules	0.3	0.3
Total energy consumption	terajoules	2,999.2	3,297.9
Energy use intensity	GJ/t ore	0.37	0.38

GHG Emissions	Unit	FY24	FY23
Direct Scope 1 GHG Emissions	$(tCO_2\text{-e})$	206,313	228,723
Indirect Scope 2 GHG Emissions	$(tCO_2\text{-e})$	55.8	48.6
Total Scope 1&2 GHG Emissions	$(tCO_2\text{-e})$	206,369	228,772
Emissions intensity of gold produced	$kgCO_2\text{-e/oz gold}$	654.4	669.0
Emissions intensity of ore processed	$kgCO_2\text{-e/Mt ore}$	0.025	0.026

The following gases were included in our GHG emissions calculation as per NGER methodology: CO_2, CH_4, N_2O

Renewable Energy	Unit	FY24
Solar electricity generated	kWh	3,979,457
Diesel generation emissions intensity	$tCO_2\text{-e/MWh}$	0.7
Emissions abated by solar electricity	$tCO_2\text{-e}$	2,635.7
Diesel abated by solar electricity	$kgCO_2\text{-e/GJ}$	70.2
Diesel energy content	GJ/kL	38.6
Diesel abated by solar electricity	L	972,688.6

Water Usage	Unit	FY24	FY23
Total groundwater abstracted	GL	7.4	7.8
Groundwater abstracted through mine dewatering requirements	GL	6.2	6.1
Groundwater abstracted through borefields (make up A water)	GL	1.2	1.7
Total water abstracted per BCM material mined	GL/Mbcm	0.5	0.5
Total water abstracted per tonne ore processed	kilolitre/tonne	0.9	0.9
Total water abstracted per ounce gold produced	GL/koz	0.03	0.02
Total water usage (borefield and recycled)	GL	11.4	12.9
Untreated water recycled/reused (TSF returns water)	GL	4.0	5.1
Percentage of untreated water recycled/reused (TSF returns water) from total water usage	%	34.9	39.5

Air Quality - Pollutants	Unit	FY24	FY23
Carbon Monoxide (CO)	tonnes (t)	1,061	1,120
Nitrogen Oxides (NOx) (excluding N2O)	tonnes (t)	2,337	2,524
Sulphur Oxides (SOx)	tonnes (t)	1.3	1.4*
Particulate matter (PM10)	tonnes (t)	8,249	9,607
Mercury (Hg)	tonnes (t)	Less than 0.1	Less than 0.1
Lead (Pb)	tonnes (t)	Less than 0.1	Less than 0.1
Volatile organic compounds (VOCs)	tonnes (t)	124	138

* Sulphur Oxide (SOx) was incorrectly published in the FY23 Sustainability Report as 1t.

Waste Material	Unit	FY24	FY23
Total volume of non-mineral waste generated (scrap metal, used oil, tyres, batteries, and other solid wastes etc)	m³	4,235	4,606
Total volume of hazardous waste generated	m³	195	221
Total weight of hazardous waste recycled/reused	m³	144	106
Total volume of recycled materials	m³	3,509	4,034
Significant incidents associated with hazardous materials and waste management	Number	0	0

Waste Rock	Unit	FY24	FY23
Total weight of waste rock generated	million tonnes (Mt)	24.0	27.5

Acid rock drainage (%)	FY24	FY23
Percentage of mine sites where acid rock drainage is: (1) predicted to occur	8	8
Percentage of mine sites where acid rock drainage is: (2) actively mitigated	8	8
Percentage of mine sites where acid rock drainage is: (3) under treatment or remediation	0	0

Land Disturbance	FY24	FY23
Gross land disturbed at the beginning of the reporting period (ha)	5,786	5,158
Current land disturbed at the beginning of the reporting period (ha)	5,104	4,629
Newly disturbed land (ha)	15	453
Gross land disturbed at the end of the reporting period (ha)	5,801	5,611
Newly rehabilitated land to agreed end use (ha)	203	153
Total land rehabilitated to date (ha)	885	682
Total current land disturbed for future rehabilitation (ha)	4,901	4,929
Total land disturbance that has been rehabilitated to date (%)	15	12

Tailings Storage Facilities

Location	MLWTSF1	MLWTSF2	GWTSF1	GWTSF2	GWTSF3	BANTSF1
Location	Moolart Well	Moolart Well	Garden Well	Garden Well	Garden Well	Baneygo
Ownership status	Regis Owned	Regis Owned	Regis Owned	Regis Owned	Regis Owned	Regis Owned
Operational status	Decommissioned	Active	Inactive	Inactive (decommissioned July 2020)	Active (commissioned July 2020)	Inactive (decommissioned 1993 by previous owner)
Construction method	Downstream construction stages 1–3, upstream lift stage 4	In-pit disposal design (Stirling Pit)	Downstream construction stages 1&2, upstream lift stage 3	Downstream construction	Downstream construction	Downstream construction
Maximum permitted storage capacity	26	13.3	37.8	15.8	42	<0.7 Mm3
Current amount of tailings stored (end of FY24)	26	12.23	34	6.2	21.4	<0.7 Mm3
Total weight of tailings produced (FY24)	N/a	1.73	N/a	N/a	6.4	N/a
Consequence classification (DMIRS)	Medium	Low	High	Medium	Significant	Low
Consequence classification (ANCOLD)	Significant	Low	High C	Significant	Significant	Low
Consequence classification (GISTM)	Significant	Low	Significant	Significant	High	Low
Date of most recent independent technical review	Dec-23	Dec-23	Dec-23	Dec-23	Dec-23	N/a
Material findings from review	No	No	No	No	No	N/a
Mitigation measures implemented	N/a	N/a	N/a	N/a	N/a	N/a
Site-specific EPRPs	Yes	Yes	Yes	Yes	Yes	N/a

Tailings	Unit	FY24	FY23
Total weight of tailings produced	million tonnes (Mt)	8.2	8.7

SASB Content Index

SASB Standard	SASB code	Report Section	Page
Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-MM-110a.1	Energy and Emissions - Greenhouse Gas Emissions	*57*
		Performance Data Scorecard - Environment	*81*
		Note: No emissions are covered under emissions limiting regulations	
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.	EM-MM-110a.2	Climate Change Management	53
		Decarbonisation Strategy	58
		Decarbonisation Plan	59
Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	EM-MM-120a.1	Other Emissions - Air Quality	61
		Performance Data Scorecard - Environment	81
Total energy consumed	EM-MM-130a.1	Energy and Emissions - Energy Use	57
		Performance Data Scorecard - Environment	81
% Of grid electricity	EM-MM-130a.1	Performance Data Scorecard - Environment	81
% Of renewable electricity	EM-MM-130a.1	Decarbonisation Strategy	58
		Performance Data Scorecard - Environment	81
Total fresh water withdrawn	EM-MM-140a.1	Water Management	60
		Performance Data Scorecard - Environment	81
Total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	EM-MM-140a.1	Water Management	60
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	EM-MM-140a.2	Water Management	60
Total weight of non-mineral waste generated	EM-MM-150a.4	Waste Management - Waste and Effluents	64
		Performance Data Scorecard - Environment	82
Total weight of tailings produced	EM-MM-150a.5	Tailings Management	67
		Performance Data Scorecard - Environment	83
Total weight of waste rock generated	EM-MM-150a.6	Performance Data Scorecard - Environment	82
Total weight of hazardous waste generated	EM-MM-150a.7	Performance Data Scorecard - Environment	82
Total weight of hazardous waste recycled	EM-MM-150a.8	Performance Data Scorecard - Environment	82
Number of significant incidents associated with hazardous materials and waste management	EM-MM-150a.9	Waste Management	64
		Performance Data Scorecard - Environment	82
Description of waste and hazardous materials management policies and procedures for active and inactive operations	EM-MM150a.10	Waste Management	64
Description of environmental management policies and practices for active sites	EM-MM-160a.1	Environmental Management	51
		Company Website - Our Environment	
Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	EM-MM-160a.2	Performance Data Scorecard - Environment	82
Percentage of (1) Proved and (2) Probable Reserves in or near sites with protected conservation status or endangered species habitat	EM-MM-160a.3	Note: 0% of Proved or Probable Reserves are in or near sites with protected conservation status or endangered species habitat.	N/A

SASB Standard	SASB code	Report Section	Page
Percentage of (1) Proved and (2) Probable Reserves in or near areas of conflict	EM-MM-210a.1	Note: No Proved or Probable Reserves in conflict areas.	N/A
Percentage of (1) proved and (2) probable reserves in or near indigenous land	EM-MM-210a.2	Note: <1% of Proved and Probable Reserves located in or near Indigenous land. We have adopted the approach that Indigenous land in Australia refers to land affected by a native title claim or determination. This figure does not include Tropicana.	N/A
Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	EM-MM-210a.3	Human Rights	16
		Indigenous Peoples' Engagement	47
		Protection of Cultural Heritage	48
Discussion of process to manage risks and opportunities associated with community rights and interests	EM-MM-210b.1	Our Stakeholders	20
		Community Engagement	43
Number and duration of non-technical delays	EM-MM-210b.2	Labour Relations	30
		Note: No non-technical delays	
Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	EM-MM-310a.1	Labour Relations	30
		Note: No collective bargaining agreements and no foreign or US employees	
Number and duration of strikes and lockouts	EM-MM-310a.2	Labour Relations	30
		Note: No strikes or lockouts	
MSHA all-incidence rate	EM-MM-320a.1	Performance Data Scorecard - Our People	79
Fatality rate	EM-MM-320a.1	Performance Data Scorecard - Our People	79
Near miss frequency rate (NMFR)	EM-MM-320a.1	Performance Data Scorecard - Our People	79
Average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	EM-MM-320a.1	Performance Data Scorecard - Our People	79
Description of the management system for prevention of corruption and bribery throughout the value chain	EM-MM-510a.1	Ethical Business Practices - Anti-bribery and Corruption	14
Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-MM-510a.2	Note: No production in these countries	N/A
Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	EM-MM-540a.1	Performance Data Scorecard - Environment	83
Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	EM-MM-540a.2	Tailings Management	67
Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	EM-MM-540a.3	Tailings Management	67
Production of (1) metal ores and (2) finished metal products	EM-MM-000.A	2024 Performance Highlights	6
Total number of employees, percentage contractors	EM-MM-000.B	Diversity, Equity and Inclusion	34
		Performance Data Scorecard - Our People	77

GRI Content Index

Statement of use	Regis Resources has reported the information cited in this GRI content index for the period 1 July 2023 to 30 June 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

Disclosure	Location	Page
GRI 2: General Disclosures 2021		
2-1 Organisational details	Corporate Information	90
2-2 Entities included in the organisation's sustainability reporting	About this Report	5
2-3 Reporting period, frequency and contact point	Contact us	4
	About this Report	5
2-4 Restatements of information	Note: no restatements have been made	N/A
2-5 External assurance	Note: This report has not received external assurance	N/A
2-6 Activities, value chain and other business relationships	Our Operating Assets	3
	Company Website - Our Assets	
2-7 Employees	Sustainable Workplace Management	26
	Performance Data Scorecard – Our People	77
2-8 Workers who are not employees	Sustainable Workplace Management	26
	Performance Data Scorecard – Our People	77
2-9 Governance structure and composition	Corporate Governance	12
2-10 Nomination and selection of the highest governance body	Corporate Governance	12
	Company Website - Remuneration, Nomination and Diversity Committee Charter	
2-11 Chair of the highest governance body	Corporate Governance	12
2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance	12
2-13 Delegation of responsibility for managing impacts	Corporate Governance	12
2-14 Role of the highest governance body in sustainability reporting	About this Report	5
	Corporate Governance	12
2-15 Conflicts of interest	Company Website - Board Charter	N/A
	Corporate Governance Statement	
	Code of Business Conduct	
2-16 Communication of critical concerns	Annual Reports - Material Business Risks	N/A
2-17 Collective knowledge of the highest governance body	Note: The RSEC Committee supports the Board on ESG-related matters through regular meetings.	N/A
2-18 Evaluation of the performance of the highest governance body	Company website - Remuneration, Nomination and Diversity Committee Charter	N/A
2-19 Remuneration policies	Company website - Remuneration, Nomination and Diversity Committee Charter	N/A
2-20 Process to determine remuneration	Company website - Remuneration, Nomination and Diversity Committee Charter	N/A
2-22 Statement on sustainable development strategy	Corporate Governance	12
	Sustainability Management	19
2-23 Policy commitments	Corporate Governance	12
	Ethical Business Practices	14
2-24 Embedding policy commitments	Corporate Governance	12
	Ethical Business Practices	14
2-25 Processes to remediate negative impacts	Ethical Business Practices	14
2-26 Mechanisms for seeking advice and raising concerns	Company website - Whistleblower Policy	N/A
2-27 Compliance with laws and regulations	Ethical Business Practices	14
2-28 Membership associations	Sustainable Management – Company Memberships	12
2-29 Approach to stakeholder engagement	Our Stakeholders	20
2-30 Collective bargaining agreements	Labour Relations	30
	Note: No collective bargaining agreements	

Disclosure	Location	Page
GRI 3: Material Topics 2021		
3-1 Process to determine material topics	Materiality Process	22
3-2 List of material topics	Materiality Process	22
3-3 Management of material topics	Note: Management approaches for each material topic is discussed throughout the report and available throughout our Company Website.	N/A
GRI 201: Economic Performance 2016		
201-1 Direct economic value generated and distributed	Sharing Value	44
	Performance Data Scorecard – Community	80
201-2 Financial implications and other risks and opportunities due to climate change	Climate Change Management	53
GRI 203: Indirect Economic Impacts 2016		
203-1 Infrastructure investments and services supported	Sharing Value	44
	Performance Data Scorecard – Community	80
203-2 Significant indirect economic impacts	Sharing Value	44
	Performance Data Scorecard – Community	80
GRI 204: Procurement Practices 2016		
204-1 Proportion of spending on local suppliers	Sharing Value	44
GRI 205: Anti-corruption 2016		
205-1 Operations assessed for risks related to corruption	Ethical Business Practices – Anti-bribery and Corruption	14
205-2 Communication and training about anti-corruption policies and procedures	Ethical Business Practices – Anti-bribery and Corruption	14
205-3 Confirmed incidents of corruption and actions taken	Ethical Business Practices – Anti-bribery and Corruption	14
GRI 206: Anti-competitive Behaviour 2016		
206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Note: No reported incidents	N/A
GRI 207: Tax 2019		
207-1 Approach to tax	Taxes and royalties	15
207-2 Tax governance, control, and risk management	Taxes and royalties	15
207-3 Stakeholder engagement and management of concerns related to tax	Taxes and royalties	15
207-4 Country-by-country reporting	Note: Regis only pays taxes to Australia	N/A
GRI 302: Energy 2016		
302-1 Energy consumption within the organisation	Energy and Emissions	57
	Performance Data Scorecard – Environment	81
302-2 Energy consumption outside of the organisation	Note: Regis does not currently record this data	N/A
302-3 Energy intensity	Energy and Emissions	57
	Performance Data Scorecard – Environment	81
302-4 Reduction of energy consumption	Energy and Emissions	57
	Performance Data Scorecard – Environment	81
302-5 Reductions in energy requirements of products and services	Note: Regis does not currently record this data	N/A
GRI 303: Water and Effluents 2018		
303-1 Interactions with water as a shared resource	Water Management	60
303-2 Management of water discharge-related impacts	Water Management	60
303-3 Water withdrawal	Water Management	60
	Performance Data Scorecard – Environment	81
303-4 Water discharge	Water Management	60
	Note: Regis does not discharge wastewater to the surrounding environment	
303-5 Water consumption	Water Management	60
	Performance Data Scorecard – Environment	81

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GRI 304: Biodiversity 2016		
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity	63
304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity	63
304-3 Habitats protected or restored	Integrated land management	66
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Note: This is not applicable to Regis' operations.	N/A
GRI 305: Emissions 2016		
305-1 Direct (Scope 1) GHG emissions	Energy and Emissions	57
	Performance Data Scorecard – Environment	81
305-2 Energy indirect (Scope 2) GHG emissions	Energy and Emissions	57
	Performance Data Scorecard – Environment	81
305-3 Other indirect (Scope 3) GHG emissions	Note: Regis does not currently record this data	N/A
305-4 GHG emissions intensity	Energy and Emissions	57
	Performance Data Scorecard – Environment	81
305-5 Reduction of GHG emissions	Energy and Emissions	57
	Performance Data Scorecard – Environment	81
305-6 Emissions of ozone-depleting substances (ODS)	Note: Regis does not currently record this data	N/A
305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Other Emissions	61
	Performance Data Scorecard – Environment	81
GRI 306: Waste 2020		
306-1 Waste generation and significant waste-related impacts	Waste Management	84
306-2 Management of significant waste-related impacts	Waste Management	84
306-3 Waste generated	Waste Management	84
	Performance Data Scorecard – Environment	82
306-4 Waste diverted from disposal	Waste Management	84
	Performance Data Scorecard – Environment	82
306-5 Waste directed to disposal	Waste Management	84
	Performance Data Scorecard – Environment	82
GRI 308: Supplier Environmental Assessment 2016		
308-1 New suppliers that were screened using environmental criteria	Note: Regis did not record this data in FY24	N/A
308-2 Negative environmental impacts in the supply chain and actions taken	Note: zero negative environmental incidents reported	N/A
GRI 401: Employment 2016		
401-1 New employee hires and employee turnover	Sustainable Workplace Management	26
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainable Workplace Management	26
	Diversity, Equity and Inclusion	34
401-3 Parental leave	Diversity, Equity and Inclusion	34

Disclosure	Location	
GRI 403: Occupational Health and Safety 2018		
403-1 Occupational health and safety management system	Health, Safety and Wellbeing	36
403-2 Hazard identification, risk assessment, and incident investigation	Health, Safety and Wellbeing	36
403-3 Occupational health services	Health, Safety and Wellbeing	36
403-4 Worker participation, consultation, and communication on occupational health and safety	Health, Safety and Wellbeing	36
403-5 Worker training on occupational health and safety	Health, Safety and Wellbeing	36
403-6 Promotion of worker health	Health, Safety and Wellbeing	36
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, Safety and Wellbeing	36
403-8 Workers covered by an occupational health and safety management system	Health, Safety and Wellbeing	36
403-9 Work-related injuries	Health, Safety and Wellbeing	36
	Performance Data Scorecard – Our People	79
403-10 Work-related ill health	Health, Safety and Wellbeing	36
	Performance Data Scorecard – Our People	79
GRI 404: Training and Education 2016		
404-1 Average hours of training per year per employee	Sustainable Workplace Management – Talent attraction, retention and development	30 / 78
404-2 Programs for upgrading employee skills and transition assistance programs	Sustainable Workplace Management – Talent attraction, retention and development	30
404-3 Percentage of employees receiving regular performance and career development reviews	Sustainable Workplace Management – Talent attraction, retention and development	30
GRI 405: Diversity and Equal Opportunity 2016		
405-1 Diversity of governance bodies and employees	Diversity, Equity and Inclusion	34
	Performance Data Scorecard – Our People	78
GRI 406: Non-discrimination 2016		
406-1 Incidents of discrimination and corrective actions taken	Diversity, Equity and Inclusion	34
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Diversity, Equity and Inclusion	34
GRI 408: Child Labor 2016		
408-1 Operations and suppliers at significant risk for incidents of child labour	Note: None of our operations or suppliers are at significant risk for incidents of child labour	N/A
GRI 409: Forced or Compulsory Labour 2016		
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Note: None of our operations or suppliers are at significant risk for incidents of forced or compulsory labour	N/A
GRI 411: Rights of Indigenous Peoples 2016		
411-1 Incidents of violations involving rights of indigenous peoples	Note: Zero incidents of violations involving the rights of indigenous peoples reported	N/A
GRI 413: Local Communities 2016		
413-1 Operations with local community engagement, impact assessments, and development programs	Community Engagement	43
413-2 Operations with significant actual and potential negative impacts on local communities	Community Engagement	43
GRI 414: Supplier Social Assessment 2016		
414-1 New suppliers that were screened using social criteria	Note: Regis did not record this data in FY24	N/A
414-2 Negative social impacts in the supply chain and actions taken	Note: Zero negative social impacts in the supply chain were reported during the year.	N/A
GRI 415: Public Policy 2016		
415-1 Political contributions	Sustainable Management – Company Memberships	19

Corporate Information

ABN

28 009 174 761

Directors

James Mactier	Independent Non-Executive Chairman
Jim Beyer	Chief Executive Officer and Managing Director
Paul Arndt	Independent Non-Executive Director
Lynda Burnett	Independent Non-Executive Director
Fiona Morgan	Independent Non-Executive Director
Steve Scudamore	Independent Non-Executive Director

Company Secretary

Elena Macrides

Registered Office & Principal Place of Business

Level 2
516 Hay Street
SUBIACO WA 6008

Share Register

Computershare Investor Services Pty Limited
GPO Box D182
PERTH WA 6840

Regis Resources Limited shares are listed on
the Australian Securities Exchange (ASX).
Code: **RRL**.

Bankers

Macquarie Bank Limited
Level 23
240 St Georges Terrace
PERTH WA 6000

National Australia Bank Limited
Level 17
395 Bourke Street
MELBOURNE VIC 3000

**The Hongkong and Shanghai
Banking Corporation Limited**
Level 2
10 Smith Street
PARAMATTA NSW 2150

Westpac Banking Corporation
Level 3
Brookfield Place Tower 2
123 St Georges Terrace
PERTH WA 6000

Commonwealth Bank of Australia
Ground Floor, Tower 1
201 Sussex Street
SYDNEY NSW 2000

Auditors

KPMG
235 St Georges Terrace
PERTH WA 6000

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