

# ENVIRONMENT POLICY



**In operating its businesses, Perseus Mining Limited (together with its subsidiaries 'the Company') is committed to responsible environmental stewardship that involves minimising the impact of our activities on the natural environment through the integration of good environmental practices in all areas of our business. The Board and Executive Team are responsible for setting the strategic direction of environmental management, ensuring appropriate resources are allocated and reviewing performance to drive continuous improvement.**

**All the Company's stakeholders, including employees, local communities, shareholders host governments and contractors, have a right to expect the Company to take a responsible and environmentally sustainable approach to its activities, based on a zero-harm commitment. To meet this expectation, the Company will:**

- Comply with and where possible exceed the requirements of relevant legislation, industry standards and other legal obligations for which we are accountable in the jurisdictions in which we operate.
- Identify environmental impacts in all business planning exercises, implement appropriate controls to minimise the associated business risks and include environmental considerations into decision-making.
- Develop, implement and continuously improve environmental management systems to ensure that environmental processes are integrated into all business units within the organisation.
- Communicate honestly and consult openly on our activities with all relevant stakeholders to ensure transparency with respect to environmental performance.
- Ensure all employees and contractors understand their individual environmental management responsibilities and increase their knowledge through ongoing environmental education and training.
- Make sufficient resources available to meet our environmental objectives, including progressive rehabilitation and effective and sustainable closure upon completion of activities.
- Refrain from exploring or mining in World Heritage Areas and respect legally designated protected areas.
- Put effective controls in place to prevent the pollution of groundwater, surface waters, soil and air and to minimise impacts on fauna and vegetation.
- Ensure suitable waste management plans and correct waste disposal strategies are implemented and regularly reviewed through established reduction, re-use and recycling, as appropriate.
- Implement biodiversity management plans based on an established mitigation hierarchy, with the goal of ensuring no net loss of critical habitat. Where feasible, we will strive for net positive biodiversity outcomes by collaborating with external stakeholders, including local communities, to enhance ecosystem restoration efforts.
- Ensure the location, selection and design of our tailing storage facilities are in line with recognised standards, including the Australian National Committee on Large Dams and commit to working on the implementation of our plan to align with the Global Industry Standard for Tailings Management.
- We are committed to understanding our carbon footprint and, where feasible, improving energy efficiency, integrating renewable energy and evaluating low-carbon technologies across our operations.
- Manage water responsibly by seeking to implement integrated water resource planning and impact assessment, particularly in water-scarce regions.
- Implement effective systems to address the environmental risks of transporting, storing, handling and disposal of hazardous materials.
- Maintain a high degree of emergency preparedness to effectively respond and recover from any environmental incident.
- Monitor environmental performance through regular internal and third-party audits, workplace inspections and environmental sample analysis to identify issues and opportunities for continual improvement. Findings will be reported to the Sustainability Committee of the Board of Directors to ensure robust oversight and informed decision-making, and, where appropriate, to external stakeholders.

The scope of this Policy is global. It applies to all directors, officers, employees and any third-party workers of Perseus or any entity that is controlled or managed by Perseus. It is applicable to all sites and in all phases of the mine life cycle including exploration, design, construction, operation and closure.

#### REVIEW AND AMENDMENT OF THE POLICY

Perseus's Sustainability Committee will review this Policy periodically and update it as required.

#### Last updated:

22 January 2026

#### Approved by:

Sustainability Committee

Board of Directors of Perseus Mining Limited



**Craig Jones**  
Managing Director and CEO