Sustainability Report
2023

Rosemont mill control room.

Leading Australian
Gold Miner

Our business ambition is clear: we want to maintain our position as a leading gold producer, creating value for our shareholders, our people and, our communities by mining safely and responsibly.

We take pride in our diverse and inclusive corporate culture, which enriches our operations and fosters a workplace of equal opportunity that ensures everyone finds the right path for career advancement.

As a responsible gold miner, we have a practical environmental approach, with a strong focus on emissions and water management.

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fourth largest Australian
gold producer on the ASX

2023 Performance
Highlights

Total workforce	Total revenue	EBITDA
416	$1,134M	$371M

Gold production	Reserves	Resources
458,351koz	3.6Moz	7.0Moz

Sustainability performance

Environmental

Zero
material environmental incidents registered.

153ha
of land was rehabilitated.

We developed the first phase of a Regis Roadmap to **Net Zero emissions** by 2050.

Economic (value added)

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

Social: Workforce

21%
Female representation in our workforce exceeds the industry average of 19%[1].

0.94 LTIFR[2]
Our LTIFR is below the industry average of 2.2.

Social: Communities

We doubled our targeted expenditure for direct community investment, with a total investment of

$340,000

[1] ABS, Labour Force Survey, Detailed, May 2023, four-quarter average data.
https://www.jobsandskills.gov.au/industries/mining

[2] Lost Time Injury Frequency Rate

Mining safely and responsibly

Moolart Well processing plant.

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About this Report

This Sustainability Report discloses our approach to generating sustainable value for our shareholders and other stakeholders and our continued progress on improving Environmental, Social and Governance (ESG) performance. It presents an update on Regis' strategy and performance on the Company's most critical sustainability issues for the period from 1 July 2022 to 30 June 2023. This includes the Duketon Gold Project in WA and the McPhillamys Gold Project in NSW. The reported information has been reviewed and approved by the Board of Directors.

Unless otherwise stated, all data and references in this report relate to Regis' wholly owned and managed activities for the 12 months of Financial Year 2023 only. A summary of the Tropicana Joint Venture in WA, managed by AngloGold Ashanti, is included separately within this report. We have also included information on additional topics of interest to our stakeholders.

The currency used throughout the report is in Australian Dollars (AUD) unless otherwise noted.

The metrics used in this report align with the Sustainability Accounting Standards Board (SASB) Standards for Metals and Mining, and the Global Reporting Initiative (GRI).

Additionally, it reflects our commitment to the United Nations (UN) Sustainable Development Goals (SDGs). By reporting against these frameworks, we can communicate with our stakeholders about the sustainability of our business in a clear and straightforward way, draw comparisons to our peers, and drive continued integration of sustainability into our business, identifying new opportunities to increase value.

Contact us

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Acknowledgement of Country

The Board, Executive and Team at Regis Resources acknowledges the First Nations peoples – the Mantjintjarra Ngalia, Noongar, Spinifex and Wongatha peoples in Western Australia, and the Wiradjuri people in New South Wales – as the original inhabitants of the lands on which our Company currently operates and plans to develop new operations. We recognise their ongoing connections with land, waters, and community, and pay our respects to elders past and present.

A responsible gold miner

Inspecting ground support in the underground mine.

Message from the CEO

On behalf of the Board of Directors, executive leadership, and the entire Regis team, I am pleased to introduce Regis' Annual Sustainability Report, where we outline the activities undertaken during the Financial Year 2023 (FY2023) and outline our plans for 2024 and beyond.

This is our fifth annual publication, in which we provide our stakeholders with insights into our sustainability practices and resulting environmental, social and governance (ESG) performance. The report also captures the performance results for our 30% share of operations at the Tropicana Joint Venture (TJV), located in the Goldfields region of Western Australian. This site is managed by AngloGold Ashanti Australia Ltd.

Our business ambition is clear: we want to maintain our position as a leading gold producer, creating value for our shareholders, our people and, our communities by mining safely and responsibly. Thanks to our team of over 400 employees, in collaboration with our contractors and suppliers, we maintain a robust financial position, producing approximately 460Koz of gold and generating EBITDA of $371M. We appreciate their commitment to meeting our operational objectives while keeping the focus on safety and overall wellbeing.

We commend our people for their diligent efforts in creating a safe work environment, allowing us to register a Lost Time Injury Frequency Rate (LTIFR) of 0.94, which is a 25% reduction of the rate reported in FY2022 and remains below the WA gold mining industry average.

We are proud of our diverse and inclusive corporate culture, which enriches our Company and fosters a workplace of equal opportunity.

In FY2023, women performed 21% of the roles in our workforce, including 17% in General Manager and Senior Executive positions and 33% of the Board, which is superior to the industry's average participation. During the year, we implemented changes to our recruitment and internal processes to further ensure fairness and encourage diversity. This includes adopting gender-neutral language, localising our job advertisements, and providing clear career advancement opportunities through the Regis Leadership Pathways framework. During the year, we also updated our workplace behaviour protocols and conducted workplace behaviour investigation training with our managers. Regular communications about workplace ethics and appropriate conduct were undertaken, and the whole workforce received relevant training, underscoring our commitment to a safe environment free from harassment and bullying.

As a responsible gold miner, we have a practical environmental approach, with a strong focus on emissions and water management. We are preparing our operations for the financial and technical impacts of climate change, through the development of a pathway to achieve a Net Zero Emissions target by 2050. During FY2023, we continued to progress our journey of decarbonisation by undertaking a Safeguard Mechanism Review. The review determined how our emissions would need to change over time to deliver on the objectives of the Safeguard Mechanism.

Understanding that our current life of mine does not extend to the 2050 net zero target, we are still committed to reducing our carbon emissions.

Additionally, we have conducted an assessment of climate change related risks, both of physical and financial nature. As we pursue the recommendations outlined by the Task Force on Climate-related Financial Disclosures (TCFD), our strategy and performance metrics are preparing us for the increasing interests our stakeholders have expressed on the matter as well as for potential regulatory changes.

In terms of water management, we optimise its usage by adopting a life-of-mine approach across all our existing and proposed mining operations. Following the guideline proposed by the International Council on Mining and Metals (ICMM), in its Water Stewardship Framework, we continuously monitor, audit, and report the water usage across our operations.

For FY2023 we had targets to increase water use efficiency to less than 0.85kl of water per tonne of ore processed, and to reduce the amount of water abstracted from borefields to less than 2.7GL. At Duketon, we were successful in achieving a reduced amount of water abstracted from borefields at 1.65GL. However, despite our efforts, we fell short of meeting the 0.85kl of water use efficiency per tonne of ore processed, achieving 0.89kl/ore tonne.

In this financial year, we contributed over $1B to the Australian economy through supplier payments, wages, royalties, and taxes. Over the last five years, we have contributed nearly $4 billion to the Australian economy. Regis is committed to procuring goods and services from local and regional suppliers where quality, price and service are competitive.

This has resulted in 82.6% of the Company's $963.7M expenditure on procurement during FY2023 from Western Australian-based suppliers this year.

We acknowledge the First Nations peoples - the Mantjintjarra Ngalia, Noongar, Spinifex and Wongatha peoples in Western Australia, and the Wiradjuri people in New South Wales (NSW) - as the original inhabitants of the lands on which our Company currently operates. We recognise their ongoing connections with land, waters and community, and pay our respects to elders past and present.

We value the strong relationships we hold with First Nations, host communities, landowners, pastoralists and near neighbours. Their continued interest and support for our work is vitally important to our business and informs our operations, land management and rehabilitation programs.

We take pride in our approach to stakeholder engagement: we seek to understand and address the impacts from our operations, as well as maintaining transparent communication channels, and establishing relationships of trust. This year we provided direct financial support to community-led health, education, social change and environmental initiatives in Western Australia and New South Wales. In WA, we maintain our contributions to industry, community and fundraising events and programs that improve the lives and wellbeing of all West Australians.

In FY2022, following our materiality assessment, we took a significant stride forward in our sustainability journey by establishing targets for the topics identified as material. In FY2023, we expanded the scope of our material topics by adopting the new reporting guidelines set forth by the Global Reporting Initiative (GRI).

This adoption enabled us to gain a more improved understanding of the spectrum of the sustainability throughout our value chain. As such, each chapter of this document discloses the associated targets and the level of achievement.

We look to the future with confidence. Our dedicated team is committed to achieving our targets, and our sustainability strategy positions us to consistently generate value for our shareholders, while undertaking an ever-improving responsible operation that proactively addresses its environmental impact and seeks to continuously improve our contributions to our local communities.

Jim Beyer
Chief Executive Officer

Garden Well solar farm.

Our
Company
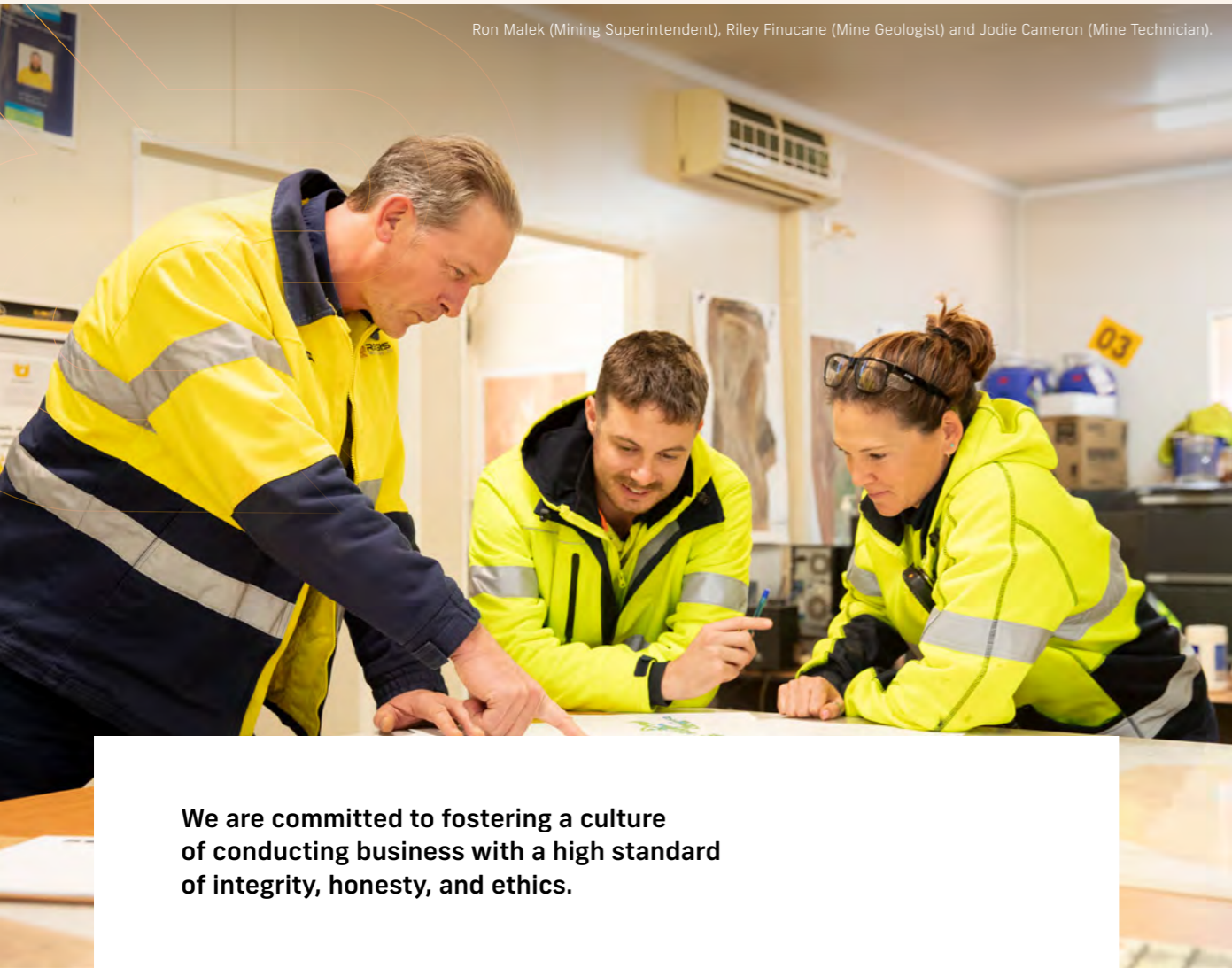
Ron Malek (Mining Superintendent), Riley Finucane (Mine Geologist) and Jodie Cameron (Mine Technician).

We are committed to fostering a culture of conducting business with a high standard of integrity, honesty, and ethics.

2023 Governance Targets	Performance
Board gender diversity over or equal to 33%	**33%** Exceeds the 30% industry recommendations for S&P/ASX 300 entities
Maintain compliance with the ASX Corporate Governance Council Principles	**100%** compliance

Regis Resources

Regis Resources, an ASX-listed gold producer and explorer in Australia, has delivered strong production for over a decade. This growth is supported by ongoing exploration successes and targeted asset acquisitions.

We have 100% ownership of the Duketon Project Area where we operate three mills, two underground mines, two primary open pits, and several satellite pits within the 3,000km2 Area located in the north-eastern Goldfields of Western Australia. Exploration activities are also being conducted within the Duketon Area.

In May 2021, a 30% stake in the Tropicana Gold Mine was acquired. This asset is operated by our joint venture partner AngloGold Ashanti Australia Ltd. This mine, combining open pit and underground operations, is located in the Albany-Fraser Belt, adjacent to the Great Victoria Desert in Western Australia.

Additionally, the McPhillamys Gold Project (a proposed open-pit gold mine) in Central Western NSW, was granted NSW planning approval, and Federal Government environmental approval and is in its final stages of permitting, including waiting for resolution of the outstanding Federal Section 10 application under the Aboriginal and Torres Strait Islander Heritage Protection Act 1984.

Having concluded FY2023 in a stable position, we are set for further growth, and are committed to operating our assets responsibly through the application of sustainability criteria in everything we do.

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

As Regis continues to realise success from its efforts in exploration, project development and growth of its operations, the innovation, collaboration and cooperation within the team is key to continuing its strategy of continuing to build as a profitable and sustainable gold company.

Our Values

Regis' values - respect, integrity, teamwork, ownership, courage - give the Board, employees and contractors clear guidance on the way we work, the way we treat each other and the standards we uphold.

Respect

- Demonstrate a genuine care for self and others.
- Show humility – no hubris.
- Be 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.

Teamwork

- We work together.
- We are inclusive and diverse.
- Be clear on how our work contributes.

Ownership

- Act and think like an owner.
- Make sure we understand what is important.
- Focus on what matters most.

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.

Operating Assets

Regis holds dominant positions on the Duketon and Albany-Fraser (Tropicana) Greenstone Belts in the North Eastern Goldfields of Western Australia, operating several open pit and underground mines on these belts.

Our mining operations

Duketon

The Duketon Gold Project is located 130 kilometres north of Laverton and includes surface and underground operations.

The project commenced production in 2012 and now has two operating centres:

- Duketon North Operations (Moolart Well)
- Duketon South Operations (Rosemont and Garden Well)

Our operations consist of two main open pit mines and other satellite open pit mines, along with two underground mines. At Duketon, we work closely with the Mantjintjarra Ngalia people of this Western Desert region who are the Traditional Owners and custodians of the land.
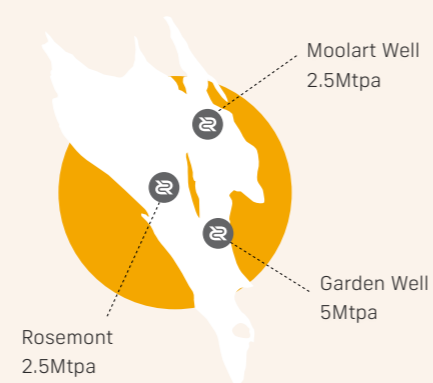
The process plants have a combined nominal capacity of 10Mtpa across the three key operating centres and involve conventional crushing, grinding and carbon-in-leach recovery.

During FY2023, we increased the ore reserves of the underground mines and now expect the life of the operations could extend to 2028-29 and beyond.
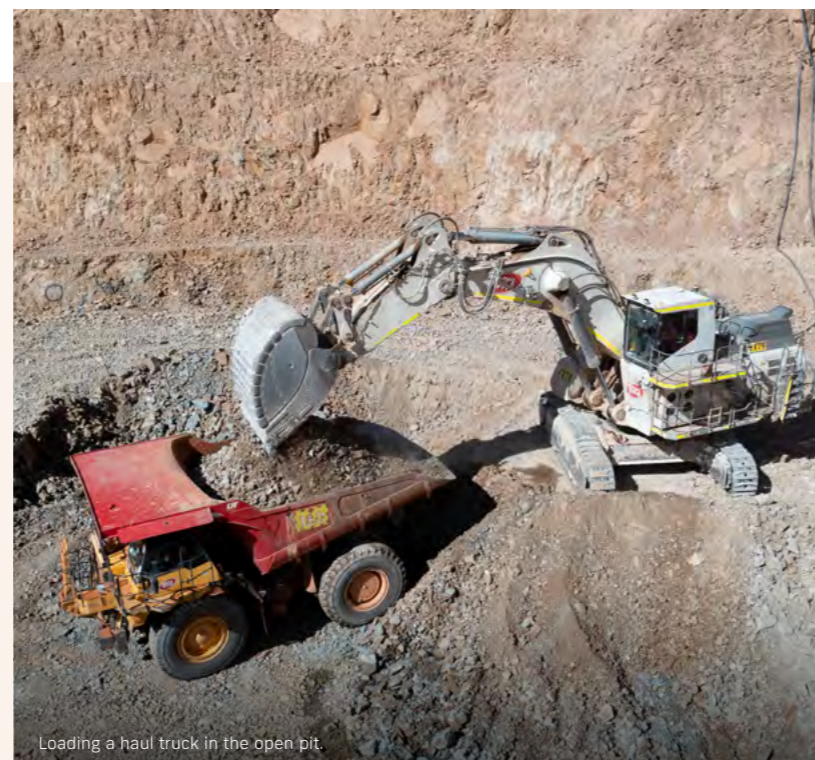
Loading a haul truck in the open pit.

Operations at the Duketon Gold Project.

Moolart Well
2.5Mtpa

Garden Well
5Mtpa

Rosemont
2.5Mtpa

Western Australia

Duketon gold project

Kalgoorlie

Perth

Tropicana

Tropicana Joint Venture (TJV) in Western Australia was established in 2002 between AngloGold Ashanti Australia Ltd (70% and manager) and IGO Limited (30%) and has become one of the largest gold mines in Australia. In May 2021 we acquired IGO Limited's 30% interest in the Tropicana Joint Venture.

During FY2023, the TJV continued mining from two open pits and two underground mines.

The process plant has a nominal capacity of 9.5Mtpa (100%) and involves conventional crushing, grinding and carbon-in-leach recovery.

The Wongatha and Spinifex peoples are the Traditional Owners and custodians of the land. Sustainability performance for the Tropicana Operation has once again been included our sustainability reporting for Regis Resources.

Gold pour at Moolart Well.

Operations at the Tropicana Gold Project.

Tropicana Gold Mine
9Mtpa

Western Australia

Tropicana gold project

Kalgoorlie

Perth
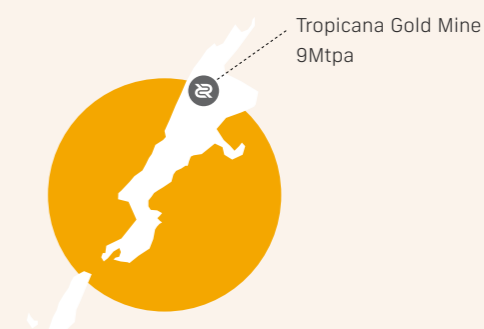
Our growth projects

McPhillamys

The 100% Regis-owned McPhillamys Gold Project is one of Australia's larger undeveloped open-pittable gold resources. It is located approximately 250 kilometres west of Sydney in the established mining region of Central Western NSW, 8km from Blayney.

Over a potential mine life of approximately 15 years (2 years construction, 10-11 years operations and 2-3 years rehabilitation) an ore reserve of 60.8 million tonnes at 1.04g/t containing 2.02 million ounces of gold would be mined and processed.

In 2019, Regis submitted a State Significant Development (SSD) Application and Environmental Impact Statement (EIS) for the McPhillamys Gold Project, to the now NSW Department of Planning and Environment (DPE).

In FY2023, McPhillamys received approval from the NSW Independent Planning Commission (IPC), the final step in the NSW Government's major projects planning assessment process. It also received environmental approval from the Federal Government and is waiting for resolution of the outstanding Federal Section 10 application under the Aboriginal and Torres Strait Islander Heritage Protection Act 1984. The Definitive Feasibility Study is being finalised and will incorporate the requirements for the project development arising from the assessment and approvals process.

Research carried out late in 2022 showed strong community support for the project with over 70% of people surveyed in the Blayney LGA supporting McPhillamys. The remaining were neutral (15%) and negative (15%). This is reinforced the fact that the majority of submissions to the IPC were from the local area and were positive.

Collecting drill samples at Duketon.
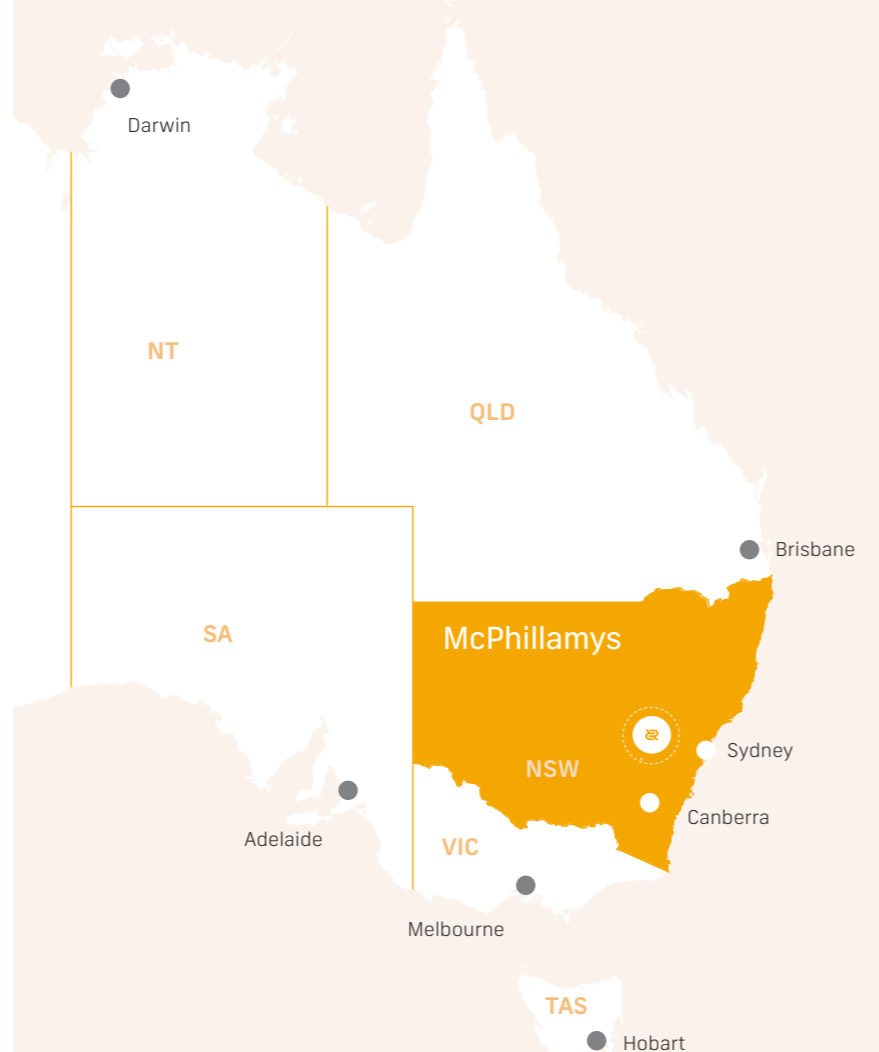
Exploration

We hold approximately 3,000 square kilometres of the tenements over the Duketon greenstone belt. Several surface and underground prospects exist that could deliver additional resources to extend mining operations for years to come. Recent intercepts on the Rosemont South Trend are providing positive indications of the potential to make new discoveries. Exploration to discover additional resources is ongoing.

The Duketon underground mines (Garden Well and Rosemont) have approximately two years of reserves.

It is anticipated that through near mine discoveries year on year, the Duketon underground mines will behave like "typical" WA underground mines and have a rolling two years of mine life for some years to come. During FY2023 an Exploration Target was established for the area underneath the Garden Well open pit.

Recent developments at Duketon include the Garden Well South underground mine which achieved commercial production in FY2023 and the Ben Hur open pit mine project (scheduled to commence production in FY2024).

The TJV holds approximately 90% of the Archean Plumridge Terrain at the western margin of the Albany Fraser belt. It has multiple near mine growth opportunities with the potential for three underground mines underneath the Boston Shaker, Tropicana and Havana open pits. Further potential exists at the Havana South open pit for an underground mine which is currently under evaluation.

Exploration drilling at Duketon.

Corporate Governance

Regis' governance framework is articulated in our **Corporate Governance Statement** and the **Board Charter**, where the role, responsibilities and structure of the Board of Directors is defined to allow its members to effectively discharge their duties to protect the interests of and maximise value for our shareholders.

Our Directors have significant skills and experience including accounting, finance, exploration, construction, engineering and operations, combined with domestic and international exposure.

In addition to recognising the strengths of a diverse skillset, Regis values diversity in the demographic makeup of its members.

As such, Regis commits to the gender diversity of its board members and senior management.

Of the six Board positions, two are occupied by female directors with significant industry and leadership acumen.

This places Regis' board gender diversity at 33%, exceeding the 30% target set by the ASX's 4th edition Corporate Governance Principles and Recommendations for S&P/ASX 300 entities. The percentage of females employed in General Manager and Senior Executive positions is 17%.
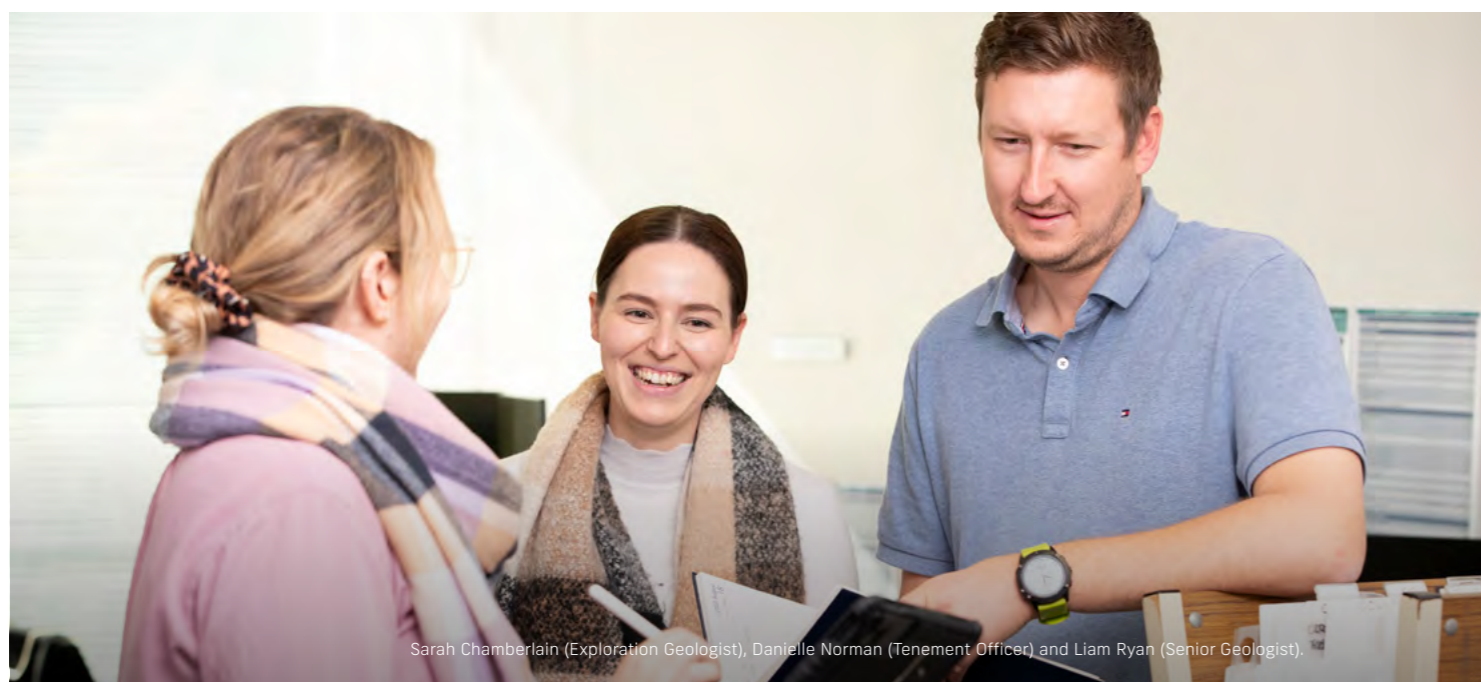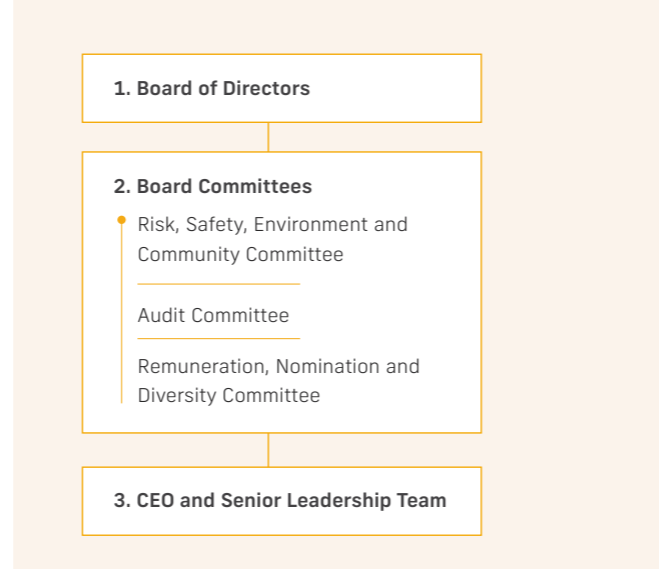
Sarah Chamberlain (Exploration Geologist), Danielle Norman (Tenement Officer) and Liam Ryan (Senior Geologist).

Identifying, assessing, and managing risk

The Board operates with a committee structure to assist in monitoring performance, risk management, business growth and compliance. Through its committees the Board develops systems, processes, and procedures to enable it to comply with its legal, regulatory and industry obligations and ensure that the Company's assets and operations are managed with appropriate risk management systems.

The Board is supported by three committees. Each committee operates under a Charter setting out the roles, responsibilities, and scope of oversight.

1. Board of Directors

2. Board Committees
- Risk, Safety, Environment and Community Committee
- Audit Committee
- Remuneration, Nomination and Diversity Committee

3. CEO and Senior Leadership Team

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 our Sustainability Strategy. Its key responsibilities are:

- 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.

- 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.

The RSEC Committee has been operating for three years and continues to refine its oversight process.

This reporting period the chair of the Audit committee is no longer required to sit on the RSEC committee, however members of both the Audit Committee and Remuneration, Nomination and Diversity (RND) Committee continue to sit on the RSEC Committee. The Managing Director/Chief Executive Officer and the Chief Operating Officer with support from members of the Executive Team and Senior Management, as required, provide information to this committee.

Audit Committee

The Audit Committee assists the board in the decision-making process around financial risks and oversight of:

- Legal and regulatory compliance with regard to the preparation of the Company's accounts and other financial reporting.

- Internal controls and the policies and procedures the Company uses to identify and manage financial risk.

- Effective external audit function to ensure compliance.

- Internal and external complaints under the Company's Whistleblower Policy and reports of evidence of material violation under the Corporations Act, ASX Listing Rules or breaches of fiduciary duty

- 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 mix of skills to ensure effective decision making.

- Reviewing and recommending policies that will promote Board and workplace diversity and inclusion.

The Chief Executive Officer (CEO) is responsible for implementing risk management standards across all business planning and decision-making. While specific duties may be delegated to roles like the Chief Operating Officer or the Corporate Health and Safety Manager, the CEO remains responsible for their performance.

FY2023 Risk management activities

Refining risk management processes	Following the FY23 annual review of our risk management processes, the focus was on control verification and further refining the risk register.
Review of the Risk Management Framework and the boards risk appetite	The Board and RSEC reviewed the Risk Management Framework and revisited the Board's Risk Appetite Statement and the risk assessment matrices. Management reviewed risks within the business ranked as inherently extreme and significant. This included the assessment of psychosocial risks as a work health and safety (WHS) event and how any of the risk tools can be improved.
Including sustainability targets in the remuneration framework	The remuneration framework for the Company's executives is updated annually and aligns to key measures and targets to deliver against strategic objectives. The remuneration framework for the short-term incentive payments (STI) includes targets for ESG components across safety performance, environmental performance, carbon reduction and water efficiency.
Embedded Regis's commitment to carbon targets	A Decarbonisation team has been put in place this year to develop the company's carbon reduction plan. In FY2023, the total STI potential award for the Managing Director and Chief Operating Officer included a 40% weighting to ESG components. The ESG components included carbon reduction as part of the STI awards demonstrating the Company's commitment to progressing towards net zero by 2050, water efficiency and increased land rehabilitation targets.
Workplace behaviour training	A focus on workplace behaviour and psychosocial risk assessment by updating our workplace behaviour protocols in 2023 and conducting comprehensive workplace behaviour investigation training sessions with our investigators and managers. Face-to-face workplace behaviour training was rolled out across our entire employee base, and we engaged our contractors to do the same.
Refining the code of conduct breach policy	Ongoing work for an external independent contact system for reporting breaches of code of conduct and workplace behaviour standards which will continue to roll out in FY2024.

Ethical Business Practices

Regulatory framework and compliance

We adhere to the Corporations Act, the ASX Listing Rules, and align with the 4th edition of the ASX Corporate Governance Principles and Recommendations as set out in the Company's Corporate Governance Statement.

The Board oversees the Company's governance, cultural stewardship, risk appetite, and strategic direction, aiming to achieve corporate performance in line with the organisation's objectives. The Executive Leadership Team ensures alignment of the company's activities and performance with its strategic goals, policies, organisational values, and sound sustainability practices. Key management personnel remuneration is tied to safety, environmental outcomes, and financial business metrics.

Throughout the year we conducted compliance reviews of regulatory standards in this complex operating environment. These evaluations support ongoing worker safety, operational performance, and stakeholder trust, while proactively addressing potential risks and ensuring sustainable, compliant growth. The FY2023 compliance reviews included:

- Independent safety audits
- Gap analysis of Tax Governance Framework Implementation
- Tailing Dams Audit and Management Review
- Review of various geological resource modelling
- Salary benchmarking
- Payroll system audit

Our policies

Regis maintains a comprehensive framework of policies to guarantee all management and employees operate with the highest levels of integrity and ethical standards. All policies are reviewed by the Board on an annual basis.

The policies in place in FY2023 include:

- Board Charter
- Directors' Code of Conduct
- Corporate Governance Statement
- Communications with Shareholders Policy

- Audit Committee Charter
- Remuneration Nomination and Diversity Committee Charter
- Risk, Safety, Environment and Community Committee Charter
- Continuous Disclosure Policy

- Code of Business Conduct
- Anti-bribery and Corruption Policy
- Risk Management Policy

- Diversity Policy
- Human Rights Policy Statement
- Indigenous Peoples Statement
- Performance Evaluation Policy
- Securities Trading Policy
- Whistleblower Policy

Walking out of the underground decline.

Taxes and royalties

We have in place a companywide tax strategy which outlines how we approach tax compliance with our business activities and ethical, societal, and sustainable development-related expectations. It includes our tax principles, risk management, and how we engage with tax authorities. We monitor these procedures to ensure that we are compliant with all legislative reporting requirements, including under Corporations Act and taxation legislation. Our tax strategy has been approved by the Board and falls under the oversight of the Audit Committee.
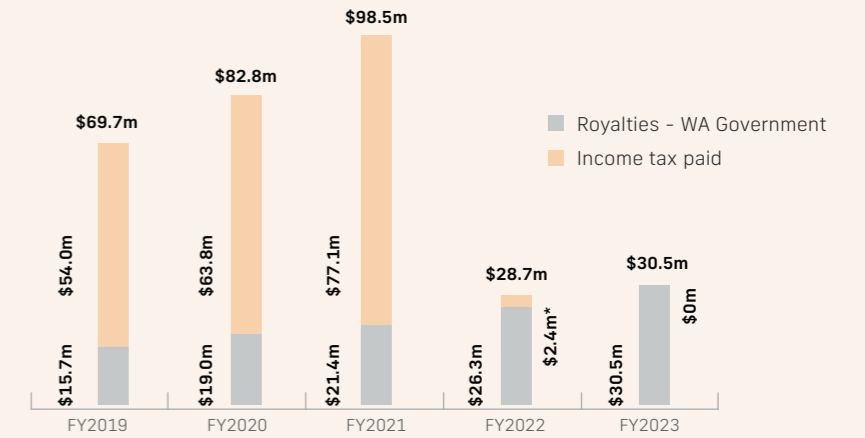
Our tax policies are for internal use only and are not publicly available. They demand us to behave with transparency and honesty. We operate according to the law, and to not establish entities or legal structures, including their use in tax havens, without sound non-tax commercial purpose and rationale. We are compelled to not enter tax avoidance arrangements and remain tax complaint in all of the jurisdictions we operate in.

In addition to the almost $200M in taxes paid to Australian governments over the last five years, we have also paid over $110M in other royalties within Australia.

No tax was paid in FY23 due to the Company reporting a net loss for the period.

Taxes and Royalties paid to Australian Government

Legend: Royalties - WA Government / Income tax paid

Year	Income tax paid	Royalties - WA Government	Total
FY2019	$54.0m	$15.7m	$69.7m
FY2020	$63.8m	$19.0m	$82.8m
FY2021	$77.1m	$21.4m	$98.5m
FY2022	$2.4m*	$26.3m	$28.7m
FY2023	$0m	$30.5m	$30.5m

* Total net income tax paid was reduced in FY2022 due to a reduction in our net profit after tax and tax refunds received from the Australian Taxation Office during the year.

Anti-bribery and corruption

Our Anti-Bribery and Corruption Policy and our Code of Business Conduct Policy outline the standards expected of the directors, employees, contractors, and agents, prohibiting bribes, facilitation payments, and political donations while setting guidelines for giving and accepting gifts. These policies extend to all contractors through supplier contracts. A review of corporate policies relating to supplier conduct was completed in FY2023 and an improvement in engagement with suppliers in relation to the company's policies and expectations will be completed in FY2024.

Along with our Code of Conduct Policy, the Regis Whistle-blower Policy encourages employees and stakeholders to confidentially report any perceived or actual misconduct within the organisation.

Our Anti-Bribery and Corruption Policy and our Code of Business Conduct Policy outlines the standards expected.

Regis commits to assess all disclosures made by a person under this policy, conducted independently of any person who is the subject of the disclosure. We had zero confirmed incidents of corruption in FY2023.

We run training sessions for our directors, employees, contractors, and business partners. These sessions consist of Induction training which cover code of conduct and ethics, and specific workplace behaviour training for employees and contractors. There was a total participation rate of 84% across these groups. A full breakdown of training participation is provided in the Performance Data Scorecard at the end of this report.

Garden Well Processing Plant.

Cybersecurity

At Regis, cybersecurity is recognised as an extreme risk. Reflecting our commitment to ensuring a safe, responsible, and reliable production environment, we continue to embed processes into our business that will help ensure our finances, operations and data are protected from cyber threats. This commitment is demonstrated by key initiatives undertaken in the past year.

In recognising the ever-rising risk of cybersecurity, we created and filled a pivotal role, the IT Security & Financial Systems Manager. This role is dedicated to strengthening our cybersecurity framework and ensures that cybersecurity is an integral part of our business. The role reports to the Chief Financial Officer. Further reflecting the recognition of the risks, cybersecurity is a standing agenda item on the Audit Committee.

To benchmark our resilience against cyber threats, we introduced the **Regis Cyber Risk Maturity Model (RCRMM)** in the year, based by the principles of the Australian Cyber Security Centre's (ASIC) Essential Eight Maturity Model. The RCRMM helps us gauge our current resilience and strategically plan our future defences against cyber threats by presenting a detailed view of our cybersecurity maturity, based on indicative traits and suitability.

As we advance, our aim is to continue to enhance our cybersecurity standing, ensuring the top-level protection for our operations and stakeholders. Simultaneously, our **Cyber Incident Response Plan (CIRP)** is our frontline strategy, detailing the procedures Regis will implement during a cyber breach. This plan serves to guide our actions, outline responsibilities, and ensure swift and effective communication during such events. The CIRP is currently under final formal review.

Complementing the RCRMM and CIRP we adhere to number of industry standard protocols, procedures and practices. This includes our Disaster Recovery Plans, which comprise data backup and recovery strategies, supported by an offsite data protection. Our network's external boundaries are fortified with firewalls and advanced cyber threat defences.

Internally, we implement rigorous cyber threat detection, authentication and password management, and software patch management. Additionally, we integrate industry-standard tools such as antivirus software and web protection to further enhance our security.

Education remains the vital key and most significant risk area. We initiated phishing exercises to gauge Regis's vulnerability to email scams. Moving forward, insights from these tests will shape our training programs, ensuring that our staff remain our first line of defence. Furthermore, we remain committed to keeping our board informed. In FY2023 this was achieved through a Gap Analysis on Cyber Security Governance Principles recommended by the Australian Institute of Directors.

Human rights

Human rights are the fundamental protections and freedoms that belong to all human beings. At Regis, we observe and promote the respect of human rights in our business operations and supply chain in line with industry standards.

In FY2022 we initiated a review of our human rights risk, including mapping existing company policies to identify human rights coverage and gaps. As a consequence, in FY2023 we developed a stand-alone Human Rights Policy Statement. We also conducted cultural awareness training in FY2023. The table below summarises our commitment to ensure the prevention and remedy of any human rights impacts.

There were no reported incidents of human rights violations, including rights of Indigenous peoples in FY2023.

Aspect	Measures Taken by Regis
Legal Compliance	Adhering to Australian laws, adopting the higher standard when differences between Regis' policies and local laws arise.
Risk Assessment	Periodically evaluating human rights risks, setting standards to prevent and mitigate detrimental impacts.
Modern Slavery Act 2018	Assessing risks related to modern slavery, forced and child labour; implementing actions to address these risks.
Workplace Fairness	Offering safe, discrimination-free working conditions, respecting attributes unrelated to job performance.
Freedom of Association	Honouring rights of employees and contractors to freedom of association and collective bargaining.
Indigenous Rights	Regis' Indigenous Peoples Statement was developed in FY2023 and describes our commitment to Indigenous people associated with our operations. Regis continues working with indigenous groups including the Mantjintjarra Ngalia and Wiradjuri people in regard to existing and potential business opportunities.
Communication & Education	Informing all stakeholders of our human rights policy in FY2024; promoting a culture of respect through education.
Grievance Mechanism & Remedial Action	Offering a confidential system for reporting human rights breaches; taking corrective measures when necessary.

Modern slavery and supply chain

At Regis, we recognise that the mining industry, with its vast and intricate supply chains, can inadvertently be linked to exploitative practices. Our commitment is that we will use all reasonable measures to prevent such practices existing within our supply chain. Across our business, we source a diverse range of products and services and work hard seeking to ensure our suppliers share our values and maintain sustainable practices.

Conveyor belt transporting gold bearing ore.

For the FY2023 period our goal, alongside our Human Rights Policy Statement, was to advance our modern slavery evaluation processes, targeting both new and existing suppliers with high level risk assessments completed. The third edition of our Modern Slavery Statement was published, and our efforts were channelled into:

- Evaluation of human rights and modern slavery questionnaire responses from our suppliers, complemented by a review of their policies.

- Developing a process for modern slavery risk assessment when integrating new suppliers, building on our earlier focus on assessing our established suppliers.

- A conscious effort to streamline our existing supplier base, to allow more effective assessment and monitoring of modern slavery risks and reviewing supplier risk assessment procedures. This will reduce the number of suppliers we manage and allow us to more closely monitor risks based on a materiality risk assessment.

The number of suppliers did increase from the previous financial year largely due to the use of labour hire companies in response to a tight labour market and engagement of suppliers for the development of the McPhillamys project but there Is a continuing effort to streamline the existing supplier base.

- We reviewed our existing policies with an emphasis on human rights and modern slavery standards, and ensured suppliers were adequately covered under them.

We had no reported human rights breaches within the supply chain in FY2023.

As we move into FY2024, we will look to further improve our communication with suppliers on the expectations of our policies to ensure a more ethical and transparent supply chain and develop a specific supplier page on the Company's website which collates relevant policies and documents in one easily accessible location.

Sustainability
at Regis

9MW Garden Well solar farm.

We are working toward integrating sustainability into every facet of our operations. As a leading gold producer and explorer in Australia, we understand the value of conducting our business responsibly, balancing economic viability with environmental stewardship and social responsibility.

Sustainability Management

As we advance our future gold production and exploration, we do so with a strong commitment to the environment, society, and our stakeholders, ensuring a balanced approach for a sustainable future.

Sustainability pillars

Governance and Transparency	Economic Viability	Environmental Responsibility	Social Commitment
Governance structures guide our sustainability journey. We believe in transparency, regularly updating our stakeholders on our progress, challenges, and aspirations through detailed reporting and open communication channels.	Sustainable operations translate to enduring value creation for our stakeholders. By integrating sustainable practices, we are positioning Regis Resources for long-term success, mitigating risks, and capitalising on opportunities presented by the ever-evolving global landscape.	We are working to minimise our impacts. Our operations aim for optimal use of resources, prioritising water conservation, energy efficiency, and waste reduction. We adhere to environmental regulations and make regular assessments to identify opportunities for improvement.	Our success is intertwined with the well-being of the communities where we operate. We actively engage with local stakeholders, ensuring our activities align with community interests. Investments in community projects, education, and local infrastructure reflect our commitment to mutual growth.

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

Company memberships

At Regis, we actively participate in a range of industry associations, recognising their critical role in addressing key challenges within the resources and gold mining sectors. These associations help articulate the requirements of our industry. In collaboration with our industry counterparts, we contribute to these associations through working groups, research efforts, advocacy campaigns, and networking activities, aiming to foster consistent regulatory and operational conditions within our areas of interest. During FY2023, we contributed $302,938 to industry associations and tax-exempt groups. We did not make any contributions towards lobbying, interest representation or similar for any local, regional or national political campaigns, organisations or candidates.

Alignment with Sustainability Standards and Reporting frameworks

We seek to incorporate these sustainability standards, industry-specific guidelines, frameworks, and recommended reporting practices in the pursuit of continuous improvement.

The United Nations Sustainable Development Goals (UN SDGs)

SDG isn't a mandate (official direction to Act). The 17 SDGs were adopted by all UN member nations in 2015 to address global challenges relating to poverty and climate change with 17 goals. Regis has identified specific SDGs where the company's operations and projects are delivering meaningful contributions.

GRI Reporting Initiative Standards (GRI)

Regis' reporting practices are aligned to the guidelines proposed by GRI and aim to present a fully GRI-compliant report supported by third party assurance.

Sustainability Accounting Standards Board (SASB)

Standard for Metals & Mining SASB identify a core set of sustainability issues most likely to impact the operations or financials within industries. Regis aligns to the Metals & Mining SASB in its Sustainability Reports.

Task Force on Climate Related Financial Disclosures (TCFD)

A framework focusing on climate-related disclosures to enhance transparency. Regis structures its financial disclosures accordingly.

World Gold Council (WGC) - Responsible Gold Mining Principles (RGMPs)

The WGC outlines key components for responsible gold mining. These include Governance, addressing ethical practices and supply chain monitoring; Social factors, covering health, human rights, labour rights, and community interactions; and Environmental considerations, such as stewardship, biodiversity, mine closure, and sustainable water and energy use. While not a member of the World Gold Council, Regis seeks to align its sustainability reporting with these principles.

CDP

An independent, not-for-profit organisation that runs the global environmental disclosure system. CDP supports organisations to measure and manage their risks and opportunities on climate change, water security and deforestation, leading to an independent rating system. Regis completes an annual CDP Water Disclosure, CDP Climate Change and CDP Forests Disclosures.

A strong focus on emissions **and water management**

Inside the cab of a jumbo in the underground mine.

Our Stakeholders

Building strong and mutually beneficial relationships with our stakeholders is critical to our success as a business. Across our operations we strive to understand and address the topics that are most material to our stakeholders.

At Regis, we manage stakeholder relationships through relevant internal teams that foster corporate understanding, improve our operations, and ensure prompt, informed stakeholder 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	• Quarterly, half yearly and annual reports and ASX announcements • Annual General Meeting • Investor briefings and roadshows • Site tours as required	• ESG operating and financial performance • Risk identification and management • Resources and reserves
Employees	• Induction • Staff and toolbox meetings • Intranet and email • Internal newsletter • Employee Engagement and Culture Survey	• Job security and remuneration • Strategic direction and financial performance of Regis • Safe and healthy workplace • Employment conditions and rosters • Training and development opportunities
Joint venture partners	• Formal committee meetings • Quarterly, half yearly and annual reports and ASX announcements.	• ESG operating and financial performance of joint venture operations • Risk identification and management
Suppliers	• Contract meetings • Personal communications • Local project office	• Procurement opportunities • Contract management • Safety programs • Anti-slavery
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 and procurement opportunities • Infrastructure improvements
Indigenous people	• 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 • Land access agreements
Government and regulators	• Development applications • Impact Assessments • Annual Environmental Reports • Briefings • Individual meetings • Site inspections	• Compliance • Environmental stewardship • ESG performance • Local and regional employment and procurement

Stakeholder	Methods of engagement	Areas of interest
Media	• Media releases • Quarterly, half yearly and annual reports and ASX announcements • Website • Site tours	• Project updates • ESG and financial performance • Leadership and innovation • Management of social impacts • Shared value with host communities
Industry associations	• Presentations and briefings • Meetings and conferences	• Industry challenges and trends • Sector advocacy

Materiality Process

Our Sustainability Report provides an overview of our performance across environmental, social and governance activities, with a particular focus on those material issues identified as being of the greatest importance for our business and stakeholders.

To ensure our sustainability journey is aligned with the requirements of international standards, in FY2023 we reviewed our material topics under the GRI 2021 Standards (the latest version of this guideline), which lead us to identify our most significant impacts on the economy, environment, and people, including on their human rights. This encouraged us to understand all our impacts across our value chain, regardless of whether it is highlighted by stakeholders or not.

Following this guideline, we identified our industry context, reviewing the material topics suggested for and reported by our peers, as well as the topics addressed by the SASB standards for Metals and Mining, WGC Responsible Gold Mining principles, and the United Nations SDGs.

We reviewed 46 external documents (from international standards, industry reports, and academic publications), and 18 internal documents (Regis' strategy, policies, and procedures).

Additionally, we also conducted an internal engagement survey, which allowed us to distinguish the sustainability impacts and priorities recognised by our workers, including senior management. Their views were incorporated into this analysis.

This led us to identify 55 impacts, which were assessed according to the methodology proposed by GRI: *"impacts can be actual or potential, negative or positive, short-term or long-term, intended or unintended, and reversible or irreversible"*. Under this evaluation, 24 impacts were identified as key, and therefore are addressed in this report.

We then analysed whether the scope of the material topics reported in 2022 covered the impacts identified. As a result, we were able to define our material topics for the Financial Year 2023, restructuring and renaming of some material topics and the categories to which they belong.

The updated topics aim to better address our relevant sustainability activities and impacts at Regis. Additionally, we decided follow the GRI guideline on Human Rights, and is no longer a standalone material topic, as it is addressed across our value chain. Whilst the process of identifying our Material Topics followed the latest version of the GRI Standards, we disclose our performance in each topic using the SASB Reporting indicators.

The list of material topics and their alignment with the WGC's Responsible Gold Mining Principles (RGMP) and the United Nations Sustainable Development Goals (SDGs) can be found below. The table also presents the scope of each topic.

Defining our material topics

1. Research and analysis

• Desktop research: review of internal and external documentation to determine Regis' sustainability context.
• Identification of Regis' sustainability impacts.
• Conduct a workforce engagement survey to identify the sustainability impacts and priorities.

2. Internal review

• Engagement with employees and senior management to verify and validate findings.

3. Material topics identification

• Review of Material Topics FY2022
• Update Material Topics for FY2023
• Provide a definition and scope for each Material Topic

Material topic and scope	SDGs
ESG Pillar: Environmental	
Climate change and carbon reduction We contribute to the global climate change efforts to achieve the Net Zero target by 2050 by reducing our GHG emissions.	**13. Climate action** Take urgent action to combat climate change and its impacts.
Water and effluents We implement a life-of-mine approach for managing and optimising water usage.	**6. Clean water and sanitation** Ensure availability and sustainable management of water and sanitation for all.
Biodiversity We limit the impacts on areas of conservation significance, by determining the biodiversity values of an area when planning new or expanded operations.	
Mine closure and rehabilitation We develop, review and update mine closure plans, incorporating government guidelines, global standards, industry best practices and stakeholders' inputs.	
Responsible tailings management We operate within the parameters of our environmental licence, carrying out operating checks and monitor discharge, piping, decant and return lines daily.	**15. Life on land** Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.
Waste Management We implement a streamlined process to dispose, reduce, reuse, and prevent the generation of waste where possible, through a strategy that efficiently manages waste from their origin to their final destination.	
Other emissions, dust, vibrations and noise We implement a streamlined process to dispose, reduce, reuse and prevent the generation of waste where possible, through a strategy that efficiently manages waste from their origin to their final destination.	

Harrison Deloub (Field Assistant) and Brett Nial (Geologist).

Material topic and scope	SDGs
ESG Pillar: Social	
Safe workplace We protect our people from injury and ill-health by upholding safe working conditions and robust management practices.	**3. Good health and wellbeing** Ensure healthy lives and promote wellbeing for all at all ages.
Sustainable workforce management We develop a people-centred corporate culture that attracts and retains highly skilled workforce, by offering a space for professional growth.	
Diversity, Equity and Inclusion We are aware of the benefits of an organisational culture that celebrates diversity and promotes an inclusive workplace, and we prepare and deliver activities to recognise and prevent hidden biases in hiring process, career advancement opportunities, and training activities. We do not tolerate inappropriate behaviour such as sexual harassment and bullying. It is our responsibility as an employer and as an organisation that upholds the values of human decency.	**5. Gender equality** Achieve gender equality and empower all women and girls.
Working with communities We ensure the value generated and distributed creates mutually beneficial social and economic outcomes for host communities.	**8. Decent work and economic growth** Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
Indigenous engagement and cultural heritage management We strive to maintain open, respectful, and transparent relationships to understand Indigenous peoples' connection to Country. Likewise, we identify and develop opportunities to engage with Indigenous people across our value chain.	**11. Sustainable cities and communities** Make cities and human settlements inclusive, safe, resilient and sustainable.
ESG Pillar: Governance	
Corporate Culture Instil a culture of honesty, transparency and accountability across all levels of the business.	**16. Peace, justice, and strong institutions** Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
Risk Management Our Board and Senior management are actively involved in developing, maintaining and updating risk management systems that enable Regis to comply with its obligations and achieve its objectives, making sure our teams' day-to-day activities are executed according to our values, strategies, policies, and goals.	

Sustainability Roadmap

Our performance

Governance

Measure	Target	FY2023 Performance
Board gender diversity	≥ 33%	✓ **33%** Exceeds the 30% industry recommendations for S&P/ASX 300 entities
Maintain compliance with the ASX Corporate Governance Council Principles and Recommendations	100% compliance	✓ **100%** compliance

Safety

Measure	Target	FY2023 Performance
Ensure all controls for inherent extreme risks are assessed and verified within the year	100%	✓ **100%**
Lost Time Injury Frequency Rate below industry average	< 2.2	✓ **0.94**
Reduce AIFR by at least 10% by year end	< 61	✓ **56.69**

People

Measure	Target	FY2023 Performance
Employee gender diversity	Above mining industry average	✓ Women represent **21%** of our workforce
Leadership training for all supervisors and above	100% excluding new starters	✓ **100%**

Our Environment

Measure	Target	FY2023 Performance
Material environmental incidents	Zero	✓ **Zero**
Rehabilitation of disturbed land	150ha	✓ **153ha** rehabilitated
Increased water use efficiency	< 0.85Kl/tonne ore processed	⊖ **0.89**
Increased rate of recycled water use	< 2.7 GL abstracted from borefields	✓ **1.65GL** abstracted from borefields
Develop a road map to achieve Net Zero by 2050 including near term carbon reduction targets	Roadmap and target established.	✓ Roadmap and target established.

Our communities

Measure	Target	FY2023 Performance
Company-wide cultural awareness program	Develop and commence implementation	✓ **Completed**
Expenditure for direct community investment and support	> $150,000	✓ **> $340,000**
Working Together Agreements with key stakeholders	Working Together Agreements in place	✓ **1x** Working Together Agreement in place

A light vehicle in the underground mine.

FY2024 targets

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 below < 2.2
Reduce AIFR by at least 10% by year end	Achieve an AIFR below < 52

People

🔍 Measure	🎯 Target
Employee gender diversity	Above industry average
Leadership training for all supervisors and above (excluding new starters)	Maintain 100% participation
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
Increased rate of recycled water use	Abstract less than 1.65GL of water from borefields
Meet Safeguard Mechanism carbon emission reduction obligation	Achieve reduction in emissions greater than 4.9% from FY2023 baseline

Our communities

🔍 Measure	🎯 Target
Company-wide cultural awareness program for supervisor level and above	Achieve > 80% participation
Expenditure for direct community investment and support	Achieve > $300,000 direct community investment spend
Working Together Agreements (WTA) with key stakeholders	Have at least one WTA in place

Integrating sustainability into our operations

Loader on the Moolart Well ROM pad.

Our
People

Dirk Buurman (Community Liaison Officer) and Ranginui Erutoe (Mobile Crushing Technician).

Regis' success relies on the efforts of our teams to ensure efficient, responsible, and sustainable operation. We are committed to fostering a safe and inclusive workplace, by providing a culture that values their safety, integrity and diversity, where they can find the right incentives to perform their best.

2023 Workforce and Workplace Targets	Performance
Ensure all controls for **inherent extreme risks** are assessed and verified within the year	✓ 100%
Lost Time Injury Frequency Rate below industry average of 2.2	✓ 0.94
Reduce AIFR by at least 10% by year end (less than 61)	✓ 56.69

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.

We also recognise and understand that improving safety is an ongoing process, driven by a culture of improving safety through a top down and bottom-up collaborative approach to safety practices and procedures.

To achieve this objective, we:

⊘ Ensure compliance with applicable laws, regulations, and other health and safety obligations.

⊘ Operate within an established safety management system.

⊘ Create and maintain a culture in the workplace whereby each individual is viewed as a leader of health and safety, with accountability for maintaining a safe work environment.

⊘ Establish a risk management focus promoting constant safety awareness improvement initiatives.

⊘ Provide appropriate levels of training, information, instruction, and supervision to all staff.

⊘ Ensure individuals, within their area of control, have the knowledge and resources to identify and effectively control hazards.

⊘ Report, record and investigate all events to ensure appropriate measures are taken to eliminate or manage potential risks.

Emergency Response Training at Garden Well.

Systems and controls

Our health and safety efforts are underpinned by our Corporate Risk Register, which identifies controls that have been developed to address risks within our business. We regularly review these controls for all inherently ranked extreme risks to confirm they are fit-for-purpose and are functioning as expected. In the FY2023 period, we conducted 46 verifications across the 24 extreme risks.

Our leaders engage in field activities, which includes safety interactions and critical control verifications of our fatal risk protocols. During FY2023, we accomplished 711 safety interactions and 1,057 critical control verifications.

Workplace health and safety laws changed in Western Australia from 31 March 2022 when the Work Health and Safety Act 2020 took effect, and the Work Health and Safety (Mines) Regulations 2022 took effect from the same date. As part of the transition management in 2023, we conducted a gap analysis of the new act and regulations and updated our safety management system accordingly.

In the coming year we will continue our efforts to improve our health and safety systems and controls by:

- Undertaking external audit of our safety management system performance and develop an improvement plan.

- Audit of our major contractor's safety systems.

- Increasing employee participation, from level one through to management, in the proactive management of risk. This will be tracked monthly in INX reporting and measured via target setting.

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

- Developing better understanding and improving distribution of our safety incidents, data, and safety reporting through the use of data analytic software.

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.

In the past year we invested in new closed-circuit breathing equipment to enhance our emergency response capabilities, which is particularly important given our growing underground operations. In addition, the Duketon ERT undertook extensive training, accumulating over 1,056 hours, covering a broad range of potential emergency scenarios, which represents an increment of approximately 70% from FY22.

ER Training hours

600	1,000
FY2022	FY2023

A "personal danger tag".

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) spread across its three sites. By grouping workers based on their exposure to similar risks — such as task similarities, materials and processes used, and the manner in which tasks are executed — we effectively develop targeted safety protocols and interventions. Through these SEGs, we not only drive to ensure compliance with industry standards but also promote a holistic approach to employee health and safety.

Controls in place in underground operations include:

- Appointment of personnel with appropriate ventilation qualifications.
- Health Risk Assessments encompassing regular airborne contaminant monitoring and reporting in accordance with legislative requirements.
- Constant monitoring to ensure ventilation adequacy at all points underground.
- Particulate filters fitted to all vehicles that are checked and changed as required.

During the year we collected health and hygiene samples to assess workplace contaminants and associated worker exposures. These included:

- 253 noise readings
- 759 air samples
- 140 biological monitoring samples. Testing for lead, arsenic, mercury, chromium was repeated at least six monthly depending upon test results.

The majority of the noise and dust exceedances are environmental in nature, where the exposure was mitigated by personnel wearing appropriate personal protective equipment as required by site standards.

A gold bar in the gold room.

Training and development opportunities

Training is a critical component to ensuring we have competent people doing the work, in a safe and effective way. Training also serves as a way to develop, grow and retain our employees. At Regis we believe that training is not only important to ensure people effectively doing their work, but they are doing so in a manner that keeps themselves, the environment, and our resources safe. In line with this training is not the sole accountability of the training team, instead at Regis we prefer an integrated approach between the training team, the health safety and environment team, and the production teams. Using this integrated approach, we believe we can provide the safest environment for our teams to operate In.

In the last 12 months we have made some system and design changes to the way training Is conducted. A big part of this learning was managing through the COVID crisis. We have developed a comprehensive Safety Management System founded on the principles of ISO 45001. It employs risk and evidence-based thinking and incorporates the Plan-Do-Check-Act methodology, ensuring the health and safety of our team always precedes any commercial or operational considerations. We also have a Training Management System in order to manage the effective implementation of the training process. These two management systems work side by side. During the reporting period, our employees completed an average of 12.4 hours of training in health, safety and emergency response. The decrease in average training hours from last year's average of 18 hours was mainly due to:

1. Incorrect calculation of training hours related to the Duketon General Full Induction package- three (3) additional hours for the previous period.

2. The implementation of the Part 1 Online Duketon General Site Induction (during March '22) had a reduction of an average of four hours (4.25 hrs).

3. In addition to the above the following on-line modules had been implement during the reporting period i.e. July '22 to end July '23:
   a. Isolation level 1 training - three (3) hours.
   b. Isolation level 2 training - one and a half hours (1.5), mainly used by Processing & Maintenance employees (L/hand and Supervisors).

Our contractors completed similar training with their own employees with an additional average of six (6) hours of site-specific training provided by Regis.

Safety Management System

4. Act	1. Plan
Embed actions to continuously improve our safety performance.	Identify health and safety impacts.
3. Check	**2. Do**
Monitor and track outcomes.	Implement mitigative actions.

Workplace injuries and ill health

Regis collaborates with an external injury management provider to assist and support any team member who sustains an injury while at work. Our strategy in managing injuries is to bring together a range of services such as medical care, physiotherapy, exercise physiology, and occupational therapy. Our goal is to ensure the best possible recovery from injuries and facilitate a smooth transition back to work, offering support for modified duties when necessary.

We support our employees and contractors with work-related injuries and non-work related ill health through the provision of onsite medical personnel and facilities at our Duketon site. This can include acute, recurring, and chronic health problems caused or aggravated by work conditions or practices. They include musculoskeletal disorders, skin and respiratory diseases, malignant cancers, diseases caused by physical agents (e.g., noise induced hearing loss, vibration-caused diseases), and mental illnesses (e.g., anxiety, post-traumatic stress disorder). Duketon relies on the Royal Flying Doctors Services for emergency transport for those who need it.

Health & Safety Performance of employees and contractors

	Unit	FY23	FY22
Lost time injuries (LTI)	Number	3	4
Lost time injury frequency rate (LTIFR)	Rate	0.94	1.25
Total recordable injuries (TRI)	Number	22	25
Total recordable injury frequency rate (TRIFR)	Rate	6.92*	7.81
Percentage of TRI by contractors	%	74	72

* The reported rate for FY23 differs from the figures disclosed in our Annual Report FY23. Our Occupational Health and Safety (OH&S) performance underwent an audit, and the results were obtained subsequent to the publication of the Annual Report.

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 assures our workforce remains safe, healthy, and aptly fit. Initiatives include a range of physical, recreational, and social activities to stay healthy and remain connected with each other as well as friends and families at home.
Employee Assistance Program	Our Employee Assistance Program, in partnership with The Happiness Co., offers counselling support that is readily available to all staff members.
Skin Checks & Flu Shots	Recognising the increasing prevalence of skin cancer within the Australian community, we facilitated free skin-checks for all our Perth-based employees this year. In addition, flu vaccinations were made accessible to our teams in Perth and Blayney.
Recreational Activities	In fostering a healthy work-life balance, we encourage recreational and social activities within our accommodation villages and offices. However, we uphold a zero-tolerance stance towards drugs and alcohol-affected personnel across all operational and corporate sites. In alignment with the CME Safe and Respectful Behaviours Industry Alcohol Guidelines we've amended the daily alcohol limit at Duketon from six to four mid-strength drinks as a maximum.
Mental Health Awareness	This year we explored and engaged external service providers to enhance mental health awareness and mental health leadership training. We conducted workplace behaviour training which incorporated psychosocial risk awareness.
Employee Health Monitoring	Every new employee at Regis undergoes pre-employment medical examinations. These examinations not only provide us with a baseline health assessment but also include specific lung function and hearing tests. The extent of these medical evaluations are determined by the specific role, inherent job risks, the unique work environment, and are aligned with the prevailing occupational hygiene monitoring standards in the industry.

Regis employees, contractors and families enjoyed the annual Regis Family Day at Adventure World.
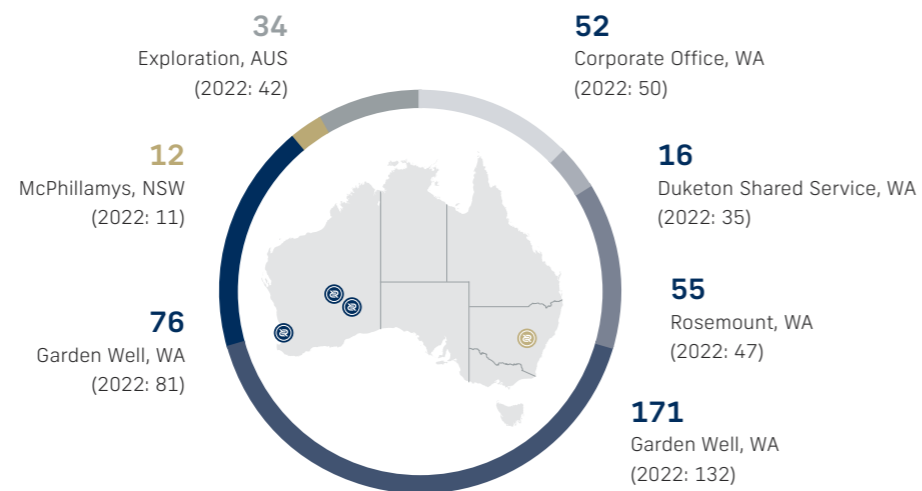
Sustainable Workplace Management

We employ a highly skilled and engaged workforce across Western Australia and New South Wales, with 416 employees and 1069 contractors at the end of the 2023 financial year. We aim to provide a workplace culture and environment that is engaging and enables our people to thrive.

We conduct employee Culture and Engagement surveys to gather feedback from our employees. Focus groups involving employees are then asked to review responses in the survey and provide feedback to inform the company's priorities and actions in response. During the year we invited 416 employees to participate in a pulse engagement survey and received a 62% response rate. We plan to conduct a full Culture and Engagement survey in FY2024.

In line with our continuous improvement principles, we've embedded best-practice people management systems within our operations in 2021-22. In 2023, we transitioned from a five-year plan to a more tangible three-year framework, conducted stratified leadership programs for supervisors and above, held engaging cultural competence training for senior managers, and achieved a commendable 93% completion rate of IPOD's (Individual Performance Objective and Development) for level 2 and above Leadership Pathway employees.

Our annual business planning cascade, known as 'line of sight', was introduced in 2019-20 to ensure every member of the Regis team can clearly see how their contributions align with the Company's overall strategy and goals. The process to embed this into our planning practices continues. We continue to work on refinement and improvement of a process that all employees understand and embrace. During the year, 93% of employees received a performance appraisal.

Regis employees by location 2023

34
Exploration, AUS
(2022: 42)

52
Corporate Office, WA
(2022: 50)

12
McPhillamys, NSW
(2022: 11)

16
Duketon Shared Service, WA
(2022: 35)

76
Garden Well, WA
(2022: 81)

55
Rosemount, WA
(2022: 47)

171
Garden Well, WA
(2022: 132)

Tiffany Kempton.

Talent attraction, retention and development

We recognise that our organisation is only as strong as the people within it and strive to attract and retain the right people in the right roles.

To achieve this, we've adopted a straightforward recruitment approach that removes bias. We've updated our job ads and streamlined our interview process based on our Regis Leadership Pathways. This leads to standardised questions and processes, eliminating much of the bias that could exist in the recruitment process.
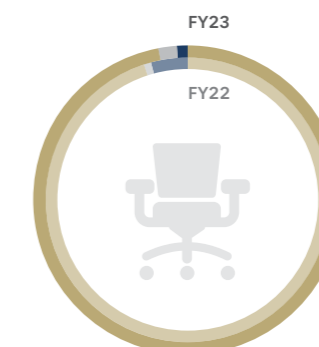
Our 2022 survey results led us to create incentives that prioritise the Individual Value Proposition (IVP) enabling people to create a rewards package that works for them. To boost Regis's appeal to potential employees, we've adjusted a number of our rosters for better work-life balance and updated salaries to match the market. Our incentive program now includes a range of benefits, from gym memberships to travel discount rates.

Additionally, we've always sought to prioritise local hiring. Given the competitive local job landscape, we're mindful of the impacts on other regional employers and consider that in our workforce planning. By offering part-time positions, we aim to accommodate locals already employed, parents, carers, farmers, and those preferring a flexible work arrangement.

This year, in terms of recruitment, we continued our work on improving our diversity and inclusion by continuing to review our recruitment process to ensure gender neutral language in our job ads and encouraging hiring managers to ensure a diverse candidate. During the year we recorded 179 new hires, with 23% of open position filled by internal candidates. Our voluntary turnover rate for the reporting period was 29%. A comprehensive breakdown of our workforce is provided in the Performance Data Scorecard at the end of this report.

In terms of developing our talent, the Regis Leadership Pathways framework promotes individual development, both in-role and for potential future roles, and underpins a culture of recruiting and creating career pathways within the business. In 2023 we updated the Regis Leadership to emphasise 'working at the right level' and to challenge these employees to consider their role with longer term thinking. We also support continuous learning and development for each individual, with our employees undergoing a total of 26,430 hours of training with an average per person of 5.82 hours. (including Regis employees, visitors, and contractors). For Regis employees, the total hours of training was of 6,814, with an average of 12.4 per person.

To maintain our employees long term, this year we focused on enhancing the employee value proposition with a view to not only extending our employees total rewards offering, but also improving the employees experience.

Upgrades to 'Regis Connect', our HR Information System, have been pivotal in amplifying the employee experience and tracking success factors.

During the year, we also conducted an annual merit review using Remuneration data from BDO. This allowed us to benchmark all roles against our identified competitors. This included base, super, and short-term incentives. A key part of this process was an internal equity review of gender pay scales for the same roles. This review identified no discrepancies in pay gap between male and female employees performing the same role.

Looking forward to FY2024 we will review and update our workforce engagement strategy to ensure we maintain a strong relationship between leaders and their teams. This will involve undertaking a biennial workplace cultural survey with implemented action plan.

Employment type 2022-23

FY23

FY22

	FY23	FY22
Full-time employees	404	379
Part-time employees	8	3
Casual employees	4	16
Total employees	416	398

Labour relations

At Regis, we support the right of all our employees to group together voluntarily for a common goal and to form and join an association. Where those associations provide the potential for a conflict of interest, we have a robust declaration process to ensure those possibilities are identified and managed.

We do not currently have any collective bargaining agreements in place; however, we have a proactive employee management plan that provides for engagement with union representatives and collective bargaining. During the year, there were no strikes or lock outs across any of our operations, offices or project sites.

Undertaking maintenance on the solar farm, Manuela Olivares (Pacific Energy).

Diversity, Equity and Inclusion

We are dedicated to progressing diversity in our workforce and promoting its benefits. We view diversity as celebrating differences and valuing everyone. Each person is an individual with visible and non-visible differences and by respecting this everyone can feel valued for their contributions which is beneficial not only for the individual but for the Company. We strive for a workplace that is diverse, inclusive and free from harassment and bullying.

Our approach includes seeking to remove unconscious bias from recruitment processes and workplace practices, nurturing an environment that is fully inclusive, and targeting our efforts at employing the best person for every role. This commitment is upheld by our Diversity Policy, which is aligned to the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations.

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

We continue to have an above-industry percentage of women in the workforce, with 21% of our employees being women. During the year, 21% of our new employee hires were female. We continue to maintain a strong level of gender diversity in managerial and executive positions (17% women) and at board level (33% women). The average tenure in for both male and female employees is the same at three years.

Last 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. The full breakdown of our employees taking parental leave over the year is presented at the end of this report.

Organisational Level 2023

	Male	Female
Board	4	2
Executive/EGM	5	1
Senior Managers/ Managers	18	3
Senior/Supts	35	9
Professional	56	10
Trade	76	6
Operator/Technician	68	12
Administration	0	6
Graduate/Apprentice	1	0
Other	71	39

A Golden Opportunity for Diversity

In 2021, we implemented our first Parental Leave Policy to better support diversity within the business. Recognising the need for a more equitable work environment parental leave was increased significantly from 1 week to 12 weeks for the primary care giver and 2 weeks for the secondary care giver. Parental leave was offered at full pay with superannuation for all employees regardless of gender, upon the birth or adoption of a child.

When coupled with the Flexible Working Arrangement, this policy not only fostered a culture of inclusivity, but increased the rate of female employees returning to work after parental leave from 25% to 75% in 2022. As a result, we were able to retain key employees.

To date 4 women and 2 men have used the parental leave provisions as the primary care giver.

Freddy Mukandila (Electrician).

Walking out of the underground decline.

Harassment and bullying have no place at Regis

We have a long-term commitment to creating and maintaining an inclusive, welcoming and safe workplace. We know that people thrive when the workplace culture is positive and respectful, and we have been proactively on this pathway of ensuring a strong and healthy working environment. These commitments are integrated into our business through our Bullying, Discrimination and Harassment Policy. The policy enforces behavioural expectations and strategies for dealing with non-compliance incidents.

Taking a firm stand against harassment and bullying, we updated our workplace behaviour protocols in 2023 and conducted workplace behaviour investigation training sessions with our investigators and managers. Face-to-face workplace behaviour training was rolled out across our entire employee base, and we engaged our contractors to do the same. Regular communications about workplace ethics and conduct were disseminated, underscoring our commitment to a safe, inclusive environment.

Alongside training and communications, we are undertaking a number of projects to ensure all employees feel safe and welcome. We upgraded the level of privacy and security around the gym through better pathways, lighting and CCTV cameras. We partnered with a service provider to advance mental health awareness, conduct leadership training, and offer additional recreational activities in our villages.

In the future we will conduct an external audit of our village and facilities focussing on the actions arising from the enough Is enough report.

In the instance that workplace behaviour does fall short, all employees are provided with multiple avenues of support, including:

- ⊘ Access to counselling on-site in the event of a serious incident.
- ⊘ An on-site Human Resources Manager - a position that was upgraded to manager during the year.
- ⊘ An Employee Assistance Program (EAP), which is regularly promoted.

Through our leadership development programs and across all levels of the business, Regis continues to expect respectful behaviour from the entire workforce to ensure an inclusive, welcoming and safe workplace. In FY2023, no incidents of discrimination were reported.

The Culture and Engagement survey will once again be sent to employees in FY24 and will again Include a Psychosocial Risk Review. We will use all findings to continue to improve our workplace culture with a focus on managers creating a monthly engagement plan for their teams. These action plans will be directly linked to the outcomes of the Culture and Engagement survey with a focus on managing psychosocial risk. In FY24 we will also conduct the fourth series of Leadership Development programs. The FY24 program has a heavy weighting on workplace behaviour and managing psychosocial risk. All participants will complete a Certificate of Supportive Leadership and Managing Psychosocial Risk.

Our
Communities
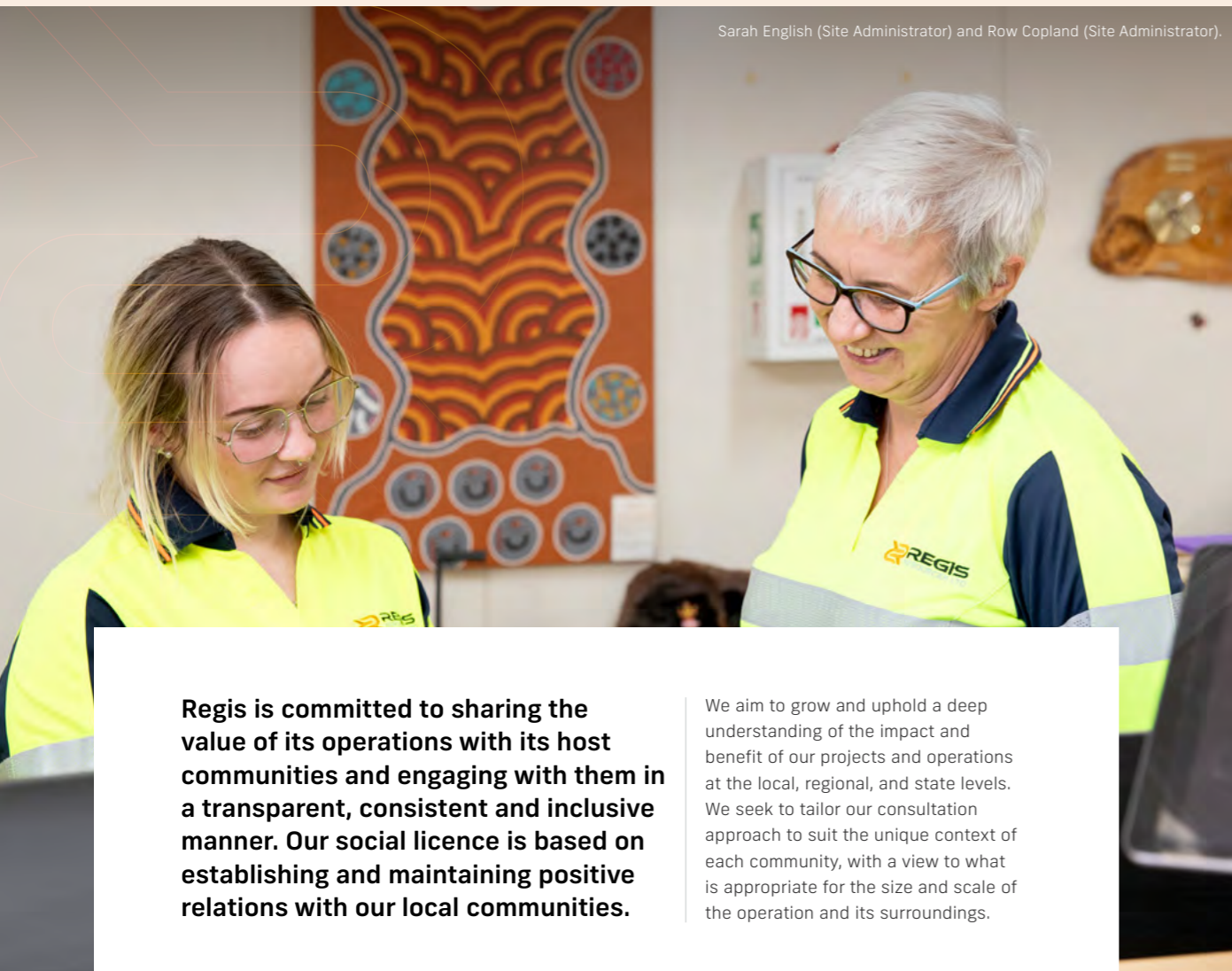
Sarah English (Site Administrator) and Row Copland (Site Administrator).

Regis is committed to sharing the value of its operations with its host communities and engaging with them in a transparent, consistent and inclusive manner. Our social licence is based on establishing and maintaining positive relations with our local communities.

We aim to grow and uphold a deep understanding of the impact and benefit of our projects and operations at the local, regional, and state levels. We seek to tailor our consultation approach to suit the unique context of each community, with a view to what is appropriate for the size and scale of the operation and its surroundings.

2023 Social Performance Targets	Performance
Develop and commence implementation of **Company-wide cultural awareness program**	⊘ Completed
Achieve expenditure for direct community investment and **support greater than $150,000**	⊘ > $340k
Working Together Agreements with key stakeholders	⊘ 1 Working Together Agreement **completed**

Community Engagement

We understand our social licence to operate is predicated on establishing and maintaining positive relations with our local communities. As such, 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 outlines the focus for our financial and in-kind support to the communities in which we operate. Our commitments are upheld within our Community Relations Policy, outlining our objectives to build and maintain trust, respect and mutually beneficial relationships with our communities.

In the community with children from the Mulga Queen.

Duketon

Duketon is located in the remote Northern Goldfields region of WA. This remote region is home to pastoral station homesteads and the Aboriginal community of Mulga Queen. We recognise the Mantjintjarra Ngalia people, pastoral leaseholders, Mulga Queen residents and Laverton town residents as Duketon's local communities. Laverton is the nearest town, located 140km from Duketon and home to around 400 permanent residents.

Community stakeholders are kept in regular contact with our site representatives to discuss potential impacts from operations and advise of employment opportunities. No material community complaints were received during the period at our Duketon operations.

As we continue to expand our Duketon operation, we acknowledge that we must ensure we secure future access to pastoral lands.

To achieve this, we have taken a more sustainable approach to negotiating Pastoral Access and Compensation arrangements in accordance with the state's Land Administration Act and the rights of pastoralists and miners. These arrangements form part of a broader strategy to develop mutually beneficial Working Together Agreements with key stakeholder groups. Development of these agreements remains underway.

In the community with children from the Mulga Queen.

9MW solar farm at Garden Well, Leanne Morris (Pacific Energy).

Powering ahead

Energy supplier, Pacific Energy (formerly KPS), has supplied power to Regis' Duketon operations since 2010. Regis' ongoing business has helped Pacific Energy develop from a generation supply company into an independent power provider in the market and underpinned the growth of Pacific Energy in the early days. Throughout the years Regis has supported the company's technology developments and advancements.

We are proud to move forward on our renewable energy pathway with Pacific Energy who we have contracted to develop the 9MW solar farm at the Garden Well power station. The 9MW solar farm will reduce total carbon emissions by 5% (13kt CO_2 per year) and provide a significant cost saving on the power generated from the solar farm.

McPhillamys

The McPhillamys project team has integrated into Blayney community since Regis purchased the project in 2012. Independent research and submissions to the Independent Planning Commission (IPC) show that the project has strong community support.

Our consultation approach includes regular contact with directly affected landowners and near neighbours, presentations to community groups, the Community Consultative Committee and information stalls at local events.

During the IPC, the External Relations team worked directly with the community to explain the project, the assessment process and how people could get involved and have their say.

Regular communications include fortnightly local newspaper advertorials, a quarterly newsletter and geotargeted social media. Local people often drop in to the McPhillamys office on Blayney's main street to speak with the team.

The Community Consultative Committee (CCC) is an independently chaired group of community representatives appointed by the NSW Department of Planning. The McPhillamys team meets quarterly with the CCC to provide a project update and discuss any issues raised by the community. Minutes and presentations are published on our website.

As required by the NSW Government's approvals process, we have entered into a Voluntary Planning Agreement (VPA) with the Blayney Shire Council (subject to final development consent for the McPhillamys project by the NSW Government and a Final Investment Decision [FID] by Regis). VPA funds will be paid to the Council in annual increments and invested by Council to benefit the broader community. The Council will also benefit from a substantial increase in rates when agricultural land rates convert to mining rates.

In FY2023, Regis refined inputs to the Social Impact Management Plan (SIMP) which will be submitted to DPE late in 2023. In response to Consent Conditions, the SIMP will articulate how social impacts on the local community will be managed, for example the Construction Workforce Accommodation Management Plan.

The McPhillamys team has been working with the three groups closest to the mine site since before work began on the Environmental Impact Statement. These groups are the Kings Plains residents, tenants on Regis-owned farms and nearby agricultural neighbours.

- At the Kings Plains settlement, early and progressive tree planting has continued in the year, providing residents with established tree screening by the time construction starts. Screening trees remain available to all Kings Plains landowners and visually affected neighbours.

- We have offered formal negotiated agreements to 18 Kings Plains property owners. The agreements are negotiated on a property-by-property basis and commit Regis to installing building-specific mitigations to manage potential noise and dust emissions (e.g. double glazing, relocation of outdoor recreation areas) and a property purchase option. These commitments can only be delivered after FID.

- McPhillamys owns 3,523ha of local agricultural land, with 1,117ha falling within the disturbance boundary (mine site). The remaining land will continue to be used for agriculture.

Tree planting for a property near McPhillamys.

Sharing value

Over the course of FY2023, we contributed over $1B to the Australian economy through supplier payments, wages, royalties and taxes. Over the last five years, we have contributed nearly $4B to the Australian economy.

We are committed to procuring goods and services from local and regional suppliers where quality, price and service are competitive.

Our commitment to local content has resulted in 82.6% of the Company's $963.7M expenditure on procurement during FY2023 coming from Western Australian-based suppliers this year. A further 17.3% of goods and services have been supplied by businesses located in other Australian states including NSW. The remaining 0.1% of procurement spent is from overseas.

We are proud to provide direct contributions to our communities by supporting initiatives that are most important to them. It is our corporate responsibility to share value and develop mutually beneficial relationships from our operations. This helps to drive our engagement with and support for community groups, fundraising activities and charitable causes that align with our values.

In the community with children from the Mulga Queen.

Mulga Queen Community activities

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 14 children enrolled for 2023. This includes ages from 4-15 years.
- Assisted in the cleanup, maintenance and build of school grounds.
- Restarted the "Healthy Lunch Program for Kids" taking breakfast and lunch supplies for school children weekly.

Community Support:
- Consultation with the company doctor regarding options of assistance to a Rural Health Outreach Program.
- Reinstatement and general area cleanup of landfill facility.
- Community awareness training on water contamination risks and avoiding waterborne disease outbreaks.

During the year, we contributed approximately $340k in direct financial support to community-led health, education, social change and environmental initiatives in Western Australia and New South Wales. In WA, we maintain our contributions to industry, community and fundraising events and programs that improve the lives and wellbeing of all West Australians.

The McPhillamys community investment program in NSW, focuses on areas that community research identified as priorities – health, education, environment, culture and grassroots community groups in the Blayney Local Government Area (LGA). The many organisations, programs and events supported by Regis this year include:

- Perkins Institute
- Royal Flying Doctor Service (RFDS)
- Starlight Foundation
- Schools and sporting clubs in the Blayney LGA
- Blayney Show
- Golden Memories Museum, Millthorpe
- The Platform Arts Hub, Blayney
- Blayney Rotary Club
- Blayney Men's Shed
- Blayney CanAssist
- Blayney Craft Group
- Blayney Hospital
- Meals on Wheels, Blayney

During the year, we contributed approximately $340k in direct financial support.

Direct community investment 2023

$343,510
($143,000 FY22)
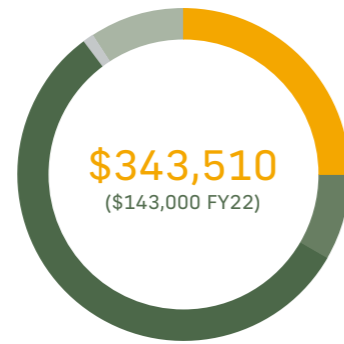
- **25%** Heatlh & Medical Research
- **8%** Charitable Donations
- **56%** Community Wellbeing & Events
- **1%** Community-Led Environmental Projects
- **9%** Education & STEM

Laverton Cycling Classic 2023

At the close of FY23 we were proud to announce that we will be the title partner for the Perth to Laverton Cycling Classic 2023, taking place from the 9th to the 16th of September. More than just a stock-standard cycling race, it is an event that goes a long way in benefiting the Indigenous community in the Laverton region.

Spanning 8 days of riding and 3 days of cultural awareness and hands-on workshops with the locals, the event offers participants an incredibly unique opportunity to experience outback hospitality, Indigenous cultural exchanges, and exposure to the pristine natural landscape that surrounds our Duketon and Tropicana operations.

The event makes a significant difference to the well-being of at-risk children and the young. Funds raised will go towards to the employment, training, and maintenance of sustained cycling and mentoring programs in Laverton, programs which have already had a tangible positive impact on community cohesion for Indigenous Youths and the local region as a whole.

Laverton Training Centre

A core aspect of our purpose is to create value for the communities in which we operate, and we seek to demonstrate this with tangible actions. At the close of the 2023 financial year, we were proud to have been a key sponsor of the Laverton Training Centre (LTC).

The LTC was set up in March 2022 and delivers nationally accredited vocational training outcomes across the Goldfields, including the communities of Wiluna, Leonora, Mount Margaret, Laverton and Cosmo Newberry. Importantly, the vocational training outcomes the LTC provides are leading to genuine, pride-filled employment opportunities across a variety of industries. This includes Remote Ranger training, with the LTC having trained dozens of Aboriginal students from the Goldfields into remote ranger program employment.

We are excited to see the LTC grow and continue to provide significant positive benefit to the local regional community.
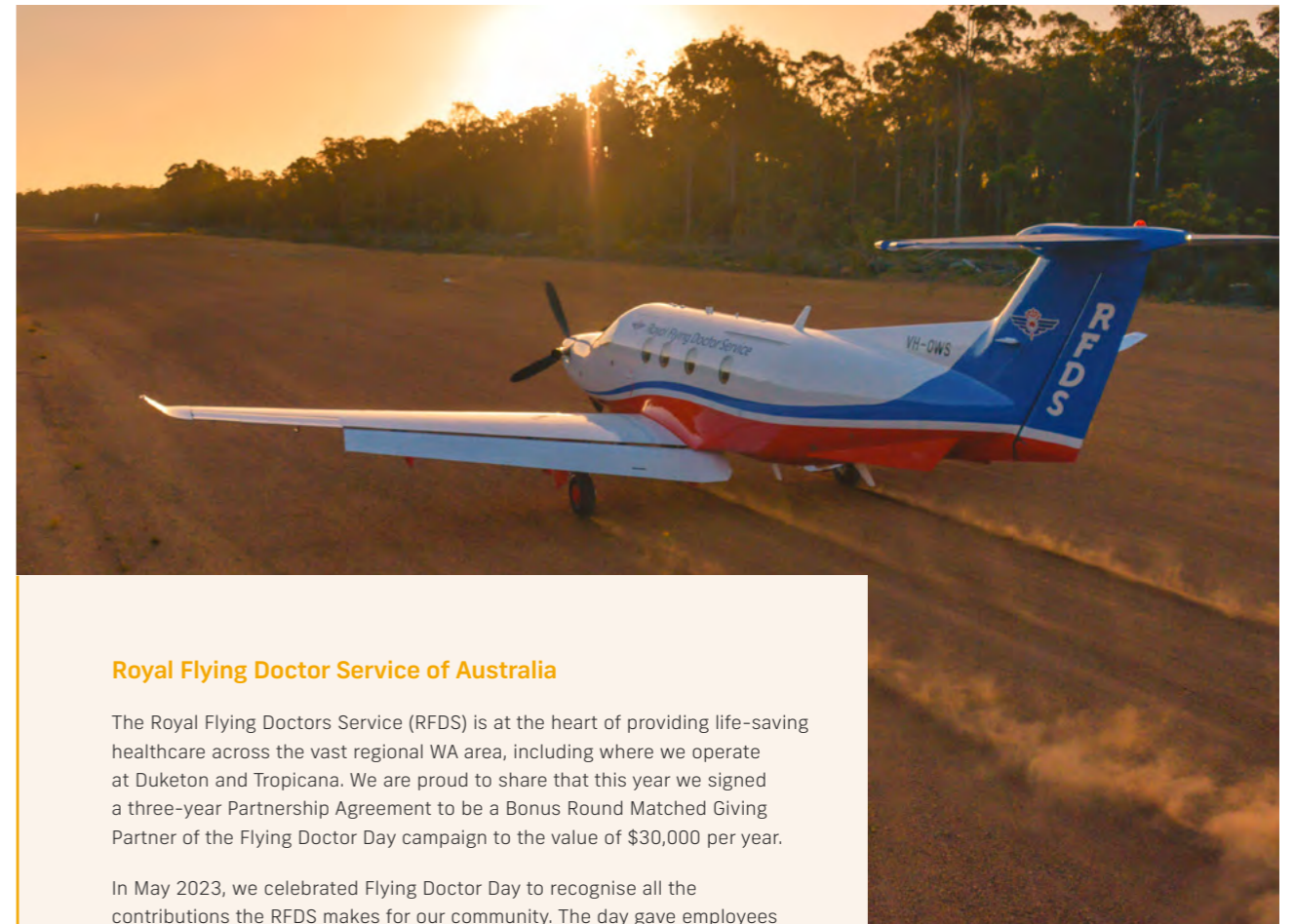
Royal Flying Doctor Service of Australia

The Royal Flying Doctors Service (RFDS) is at the heart of providing life-saving healthcare across the vast regional WA area, including where we operate at Duketon and Tropicana. We are proud to share that this year we signed a three-year Partnership Agreement to be a Bonus Round Matched Giving Partner of the Flying Doctor Day campaign to the value of $30,000 per year.

In May 2023, we celebrated Flying Doctor Day to recognise all the contributions the RFDS makes for our community. The day gave employees the opportunity to show their support for the RFDS by purchasing a pair of Flying Doctor Socks. Our Partnership Agreement ensures that we match each purchase with an additional donation to the RFDS of the same value.

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 dedicated to maintaining strong ties with the First Nations peoples within our areas of operation. We uphold open, respectful and transparent relationships to share information as we seek to understand their cultural connection to Country. These relationships have led to identification of and mutually agreeable solutions for managing culturally important areas within our operational areas.

Our goal is to provide a culturally safe and appropriate workplace for First Nations employees. On induction, all new employees at Duketon complete a cultural awareness module that gives everyone an overview of the unique locations in which Regis operates including the culture, history, language and current involvement of the First Nations people from the area. Our corporate and site-specific inductions are the beginning of our ongoing commitment to cultural education, awareness and respect.

At Duketon, we directly employ two First Nations people in operational roles. 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. In the FY2023, we contracted Maali to deliver around $4.5M in services including labour and vehicle hire, dewatering and the supply of equipment for the site, facilities and village accommodation.

Maali Group's purpose is to increase First Nations people's participation in the resources, energy, utilities and infrastructure sectors and to provide excellent skills and services to its clients, while simultaneously helping clients to reach their own Indigenous engagement commitments. Through our relationship with Maali Group, we continue to encourage the participation of First Nations people in our workforce and supplier contracts at Duketon.
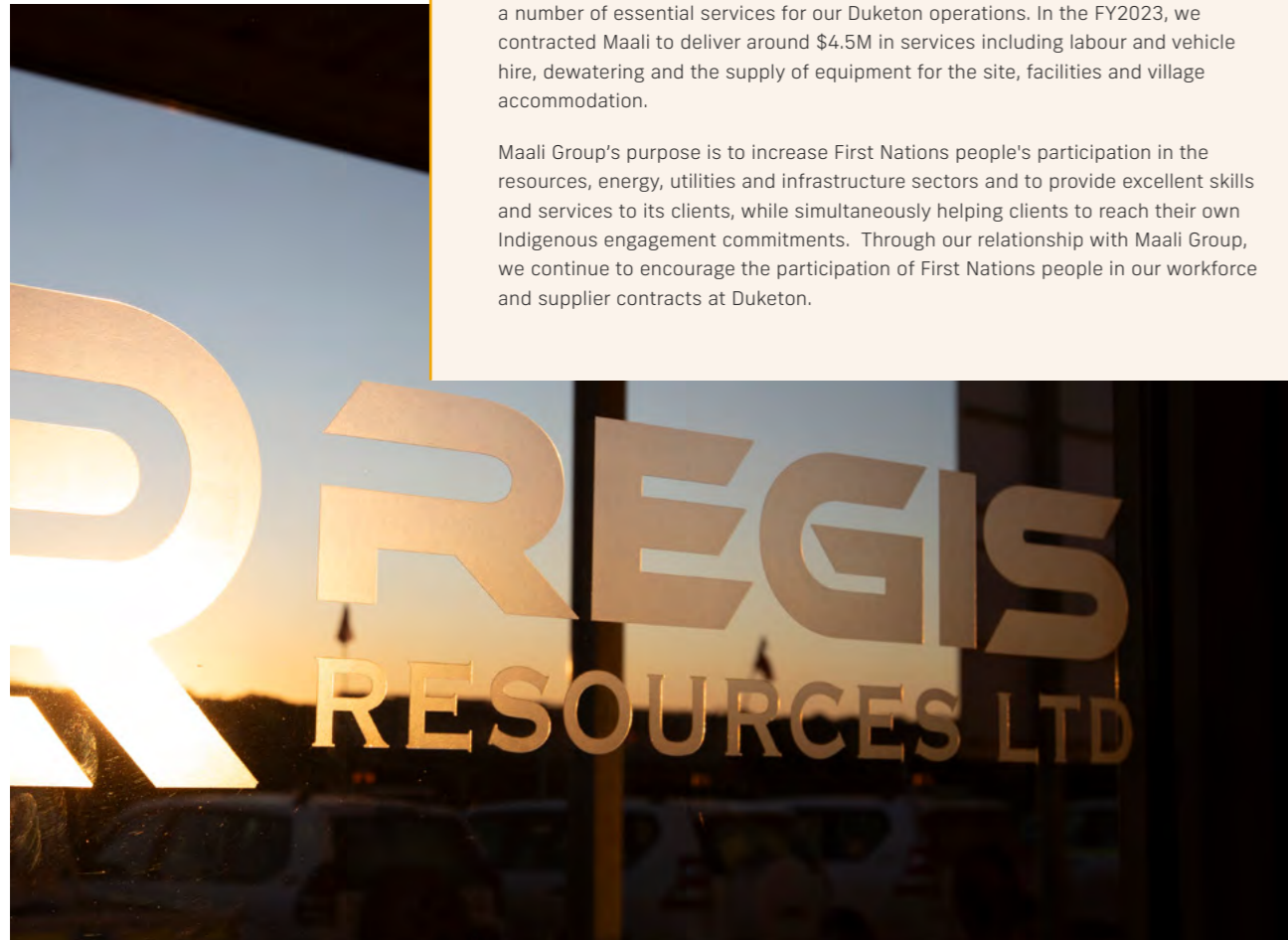
Providing a culturally safe workplace

Ranginui Erutoe (Mobile Crushing Technician).

Protection of Cultural Heritage

First Nations peoples are key stakeholders in our business and respect for their culture and values is directly linked to our ability to sustainably succeed. 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.

To assist our Indigenous Peoples engagement strategy, we commit to aligning with the following voluntary guidelines relevant to our business, including but not limited to the:

- United Nations Universal Declaration of Human Rights
- International Bill of Human Rights
- United Nations Declaration on the Rights of Indigenous Peoples
- International Council on Mining and Metals (ICMM) Indigenous Peoples and Mining Position Statement

Regis is committed to providing cultural awareness training to all our employees. The training is delivered by First Nations people. Our preference is for this to be done by groups directly associated with the land on which we are operating. This is an objective we are still working on to achieve.

Duketon

Our approach to identifying and protecting culturally important areas is guided by our comprehensive engagement process and heritage survey framework.

We recognise the fundamental importance of archaeological and ethnographical places valued by the Aboriginal people of the area and the states which we operate. There is no determined Native Title across the Duketon area. However, Regis continues to work closely with the Mantjintjarra Ngalia people, whom we acknowledge as having strong cultural ties with this land.

When first planning to explore, we engage recognised archaeological and Aboriginal consultants from the Mantjintjarra Ngalia people to walk with us across the proposed exploration grid lines and drill pads. As exploration projects advance to resource-based projects, further archaeological and ethnographic surveys are completed. Survey teams typically include of up to two archaeologists and six Aboriginal consultants including senior law men.

We continue to engage with the Mantjintjarra people for Heritage surveys that need to be conducted on the land that we continue to work and operate around Duketon.

Cultural awareness programs for Regis Leadership continued during the year. Moving forward, we will continue to align our Cultural Heritage Values with the most current Aboriginal heritage related legislation. This will include a due diligence process that recognises, protects, conserves, and preserves Aboriginal cultural heritage.

Jessie Parlee (Environmental Advisor).

Seed collection near McPhillamys.

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.

Aboriginal Cultural Heritage assessments were undertaken by independent, qualified archaeologists and RAPs (Registered Aboriginal Parties). While RAPs and independent experts noted the general significance of the area and the Belubula River, they did not identify any significant cultural values or traditional practices associated with the project area itself.

The Aboriginal Cultural Heritage Assessments in the Environmental Impact Statement, and the first and second Amendment Reports indicate that no RAP gave feedback in relation to specific areas or items of significance.

A Heritage Management Plan will be developed for the Project in consultation with RAPs and government agencies. It will outline how Regis will work with RAPs to manage Aboriginal cultural heritage for the life of the project. Cultural Heritage consultation will continue for the life of the project.

In FY2024, Regis will begin working with Orange Local Aboriginal Land Council (OLALC) to commission a social and cultural mapping study. We will continue to work together to build short- and long-term value through employment, training and business development.

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 through a number of rounds of procedural fairness during the last three years. While all outstanding questions have been answered, the Minister for Climate Change, Energy, the Environment and Water is yet to make their determination.

Aboriginal Cultural Heritage

Since 2019, the McPhillamys team has actively engaged and consulted with 13 Registered Aboriginal Parties (RAPs) to document and understand the Aboriginal cultural significance of the McPhillamys Gold Project site.

Despite the fact that the Project is situated on land that has been extensively cleared and disturbed over 200 years of farming and mining activity, a number of artefacts were identified on the site.

These stone artefacts will be salvaged, safely stored and then returned to their original locations (recorded by GPS) once mining ceases. This work will be carried out in consultation with Aboriginal representatives.

Regis respects that the project area, and the broader regional area, has cultural significance to the Aboriginal community.

During the consultation process the RAPs and independent experts noted the general cultural significance of the area and the Belubula River. However, they did not identify any significant cultural values or traditional practices as being associated with the project area (the area which would be disturbed by mining operations) itself.

A nearby ochre site used by local Aboriginal people will also be preserved. The ochre site is not in the area which will be disturbed by the project and Aboriginal people will continue to have access to the site.

Regis will continue to work with local Aboriginal representatives and heritage experts to ensure cultural heritage is dealt with appropriately and respectfully, at all stages of the project.
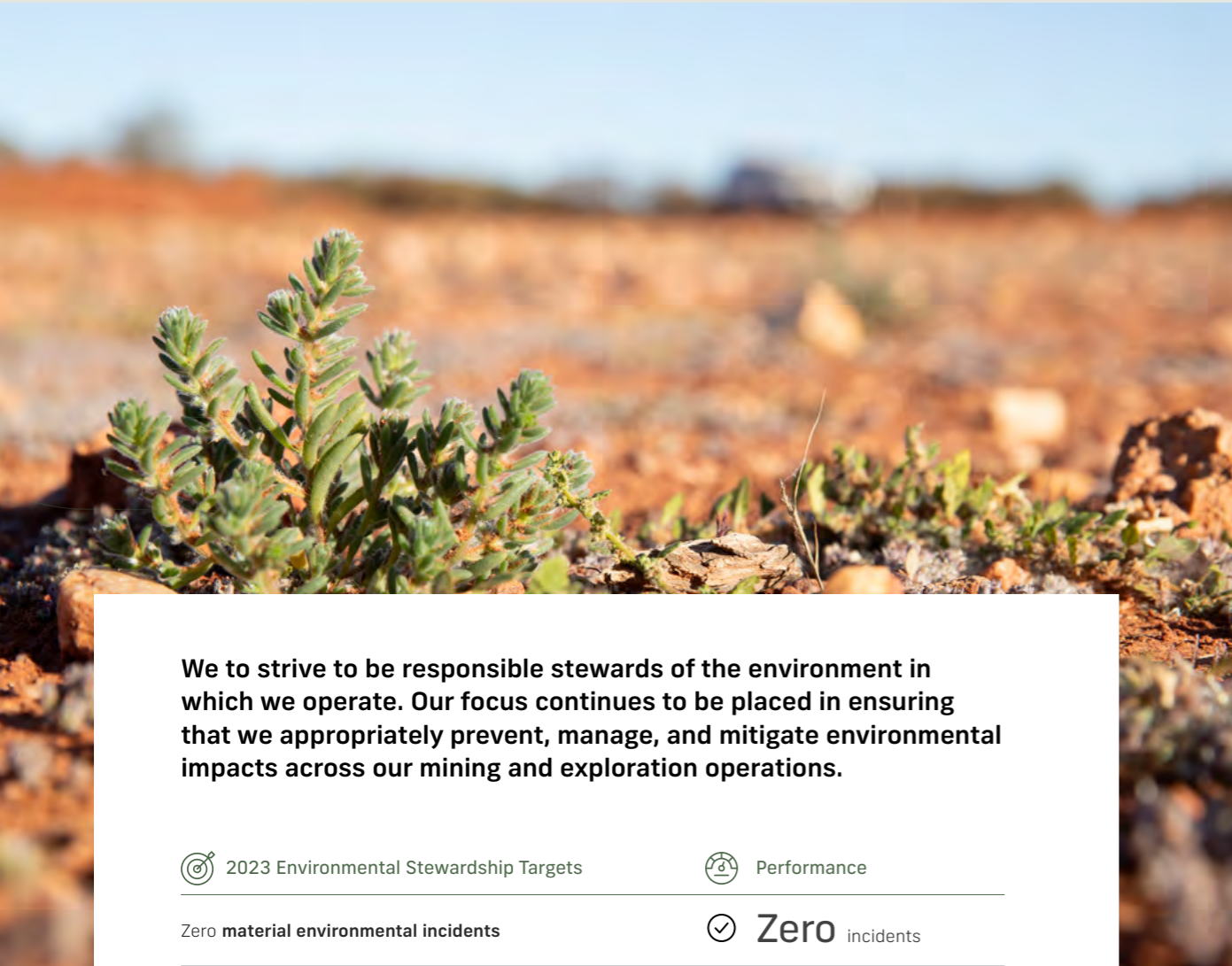
Our Environment

We to strive to be responsible stewards of the environment in which we operate. Our focus continues to be placed in ensuring that we appropriately prevent, manage, and mitigate environmental impacts across our mining and exploration operations.

2023 Environmental Stewardship Targets	Performance
Zero **material environmental incidents**	⊘ Zero incidents
Achieve **rehabilitation of disturbed land**	⊘ 153ha rehabilitated
Increase water use efficiency to <0.85 kl/tonne ore processed	⊗ Water efficiency increased to 0.89
Increase rate of recycled water use to <2.7GL abstracted from borefields	⊘ 1.65GL abstracted from borefields
Develop a road map to **achieve Net Zero by 2050** including near term carbon reduction targets	⊘ Roadmap and target established

Environmental Management

We are committed to understanding our actual and potential environmental impacts and ensuring that we implement measures that minimise harm at all levels across the Company, regardless of an individual's role. This commitment is embedded in our workplace culture through training programs, formal polices, and operating procedures. By providing these resources we are able to achieve sound industry practice in environmental management.

When evaluating new projects or expanding existing operations, we adhere to the laws and regulations required by state and federal governments. We follow environmental impact assessment processes, to help identify the potential impacts from a proposed project. These assessments must consider the avenues in which impacts can be mitigated or reduced. By establishing baseline environmental data, we can observe potential impacts throughout the project's lifespan. Avoidance measures are then implemented where possible to ensure there is minimal harm placed on the environment.

We undertake a series of environmental assessments when preparing mining proposals and other approval documents for review by regulatory authorities. These assessments help us to fully understand the impacts of our proposed activities and consider alternatives. Assessments include:

- Flora
- Fauna
- Subterranean fauna
- Surface water
- Flood design
- Heritage
- Hydrogeological
- Material characterisation

Our efforts toward environmental improvement aims to create a company culture that promotes the protection of the natural environment in which we operate.

During the year, we reported zero material environmental incidents across all of our operations.

Duketon Environmental Team in the field.

Duketon

As our Duketon Project is located on pastoral land in the Northern Goldfields region of Western Australia, we operate on the lands of the Mantjintjarra Ngalia People. This requires us to conduct a thorough array of environmental and social procedures. These procedures include:

- Environmental surveys and monitoring
- Archaeological, ethnographic, and cultural heritage assessments
- Risk identification, management, and mitigation strategies
- Inclusive stakeholder engagement

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 environmental 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 and ensures no unnecessary land clearing occurs.
- An extensive environmental monitoring program across all operational tenements within the Duketon Gold Project.

2 **Systematically 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 **A commitment to stakeholder engagement**

- Ongoing engagement and heritage surveys with the Mantjintjarra Ngalia people.
- Regular interaction and engagement with the pastoral leaseholders on which the DGP operates.

4 **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.

To mitigate potential impacts associated with ground disturbances, we have a formalised Ground Disturbance Procedure that aligns with our environmental and heritage requirements. The process demands several stages of internal review and General Manager Operations approval before any ground disturbance work can commence.

The amalgamation of our previously separated environmental operating licences for Moolart Well and Garden Well continues to improve our efficient environmental management. By now having one operating licence we have been able to standardise operating requirements across our Duketon operations.

Following approval from DMIRS for our updated Mining Proposal, that covers potential expansion projects and mine closure planning, we are placed in a strong position to manage our environmental impacts in a robust manner moving forward.

During the year at Duketon, we adopted the **ESdat as our environmental data management system**. The software that helps manage environmental and earth-science data from laboratories, field programs, data loggers, sensors, historical sources, and regulatory standards. This has streamlined the management of all regulatory compliance data.

McPhillamys

In FY2023, McPhillamys received final planning approval from the IPC. Since our first Amendment Report in 2020, we have continued to refine the McPhillamys design to respond to queries raised by government agencies, regulatory bodies and public consultation.

We have optimised the mine layout and design to minimise environmental impacts. Amendments have been made to improve water management, tailings storage facilities, land use and biodiversity. Inclusion of additional infrastructure maximises the amount of clean water diverted around the mine site and reduces the surface development area.

On the 30th of March 2023, the IPC approved our Development Application in accordance with Part 4 of the Environmental Planning and Assessment Act 1979 (the EP&A Act). The approval followed a three-day public hearing held in February 2023. The IPC heard from a series of community members and interest groups who raised potential issues, concerns, and benefits of the Project. The IPC received over 700 written submissions supporting the project. Both DPE and IPC stated clearly that the project is in the public interest.

In May 2023, the Australian Government gave approval under the Environment Protection and Biodiversity Conservation Act (year). The NSW Planning Approval includes 162 development consent conditions, and the EPBC approval has an additional 31 development consent conditions. The development consent conditions are being incorporated into the final business case which will inform the Final Investment Decision (FID) for the project, expected to be made in 2024. Under the development consent conditions, eighteen management plans must be prepared. They include plans covering environmental management, social impacts, air quality and greenhouse gases, water, noise and blast, biodiversity, heritage, traffic management, hazardous materials, emergencies, bushfires and rehabilitation.

The management plans detail how compliance will be achieved and go through a process of stakeholder consultation (DPE, other government agencies and the Community Consultative Committee when required), before being submitted to DPE for approval. Management plans must be approved before any work may start, ensuring immediate compliance.

Copies of the Project Development Consent and the IPC Statement of Reasons for Decision can be downloaded from the IPC website.

Blayney township.

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 a target of Net Zero by 2050. We are committed to identify, assess, action, and report our responses to climate change challenges and demonstrate year on year progression of our actions.

Last year, we set our net zero emissions target for 2050. We acknowledge 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 will set interim targets, such as a step-change reduction by 2030, and associated plans and performance indicators as guiderails that will demonstrate a genuine effort to make improvements and deliver on that target.

2. As we look for new investments that extend the life of our reserves beyond 2050, we plan to include assumptions and consideration of associated actions to ensure we achieve net zero by 2050. In parallel, we will include assessment of climate change risks - both physical and financial, such as a carbon tax, and take into account the cost of achieving net zero by 2050 in our investment decisions.

Climate governance

Our Board of Directors sets the strategic direction and objectives of the company with a defined threshold of risk tolerance. This includes climate-related risks and opportunities whereby the Board enacts relevant policies. The Board's oversight is supported by the Risk, Safety, Environment and Community Committee (RSEC). The RSEC Committee consists of non-executive directors, an Independent Chair and members of the Board. The Committee meets a minimum four times per year to discuss areas of risk relating to safety, environment, and community.

At a management level, the Chief Executive Officer is accountable for climate-related responsibilities with senior executives assigned actions relevant to their areas of responsibility. The Board, RSEC Committee and CEO provide ongoing oversight of climate change risk mitigation activities while building current knowledge and monitoring the assessment of climate related risks.

Risk management

At Regis, we employ robust risk management procedures to assist the delivery of our strategic goals in an effective, safe, and responsible manner. The Board has responsibility for setting the risk appetite for the Company to best achieve its strategic goals. We achieve this through a risk management framework that provides risk reporting and controls to ensure effective identification and management. This risk management framework, together with the TCFD scenario analysis conducted in 2020-21, is used to identify and articulate our climate related risks and opportunities. Risks and mitigation strategies are regularly reported to the RSEC Committee.

Strategy

In following the TCFD recommendations, we conducted a scenario analysis in 2020-21 to consider how the physical and transitional risks and opportunities of climate change might plausibly impact the business over time. These assessments identified several risks that were rated as significant. The risks were reported to the Risk, Safety, Environment and Community Committee as per the risk appetite statement set by the Regis risk management framework. These results continue to be used to inform prioritisation of our climate change responses and development of our decarbonisation goal and plan.

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

Transitional Risks	Risk detail	Mitigation and opportunities
Complying with Climate Change Reporting requirements	Regis does not implement climate change reporting requirements; inability to be sustainable and; adverse impacts against people, ecosystems, the economy and infrastructure.	• Alignment with Task Force on Climate-Related Financial Disclosures (TCFD) recommendations. • Climate change risk assessment. Regis has now set FY2023 metrics and targets. • Developed a FY2023 Decarbonisation plan. • Completed Safeguard Mechanism Review. • Regis commenced installation of a 9MW solar power plant at Garden Well.
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	• Monitor regulatory environment. • Regis is a member of AMEC and the Chamber of Minerals and Energy WA to support lobbying of the government on proposed legislative changes impacting the mining industry (e.g. WA State Government royalty review). • NSW Mining Council.
Purchasing of diesel	Removal of rebate additional taxes on fossil fuels	• Regis is a member of AMEC and the Chamber of Minerals and Energy WA to support lobbying of the government on proposed legislative changes impacting the mining industry. • Regis is closely monitoring changes in legislation. • Commenced installation of a 9MW solar power plant at Duketon. • Conducted LNG Supply Study to evaluate possibility of replacing existing diesel generators with LNG generators. • NSW Mining Council.
Shareholders activism	Activist shareholders take action against Regis due to inaction on climate change, such as demanding a Board spill or a change to the business plan	• Ensure compliance with Regis' policies on Communications with Shareholders and Continuous Disclosure. • Implementation of the Decarbonisation Plan.

Physical Risks	Risk detail	Mitigation and opportunities
Operating tailings storage facilities	Major uncontrolled environmental outflow, non-compliance and/or exceedance event such as TSF failure	• All Regis 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 audits by external and qualified engineers.

Metrics and targets

During the reporting period, we continued a comprehensive and ongoing assessment of climate-related risks and mitigation strategies. Resulting from this work, we have set a target to achieve Net Zero by 2050, with a commitment to developing and implementing a progressive decarbonise strategy and plan with near-term targets to ensure year on year progress towards the Net Zero goal. Our work also involved determining how our emissions would need change over time to match the new adjustments to the Safeguard Mechanism and the new emissions benchmark of a 4.9% annual reduction. This is discussed further in the Decarbonisation Strategy section of this report.

Since 2018-19, we have completed the CDP Climate Change Disclosure. Each year, we are aiming to improve the comprehensiveness of our reporting and continuously inform the Company's strategic direction and decision-making based on climate-related risk identification, assessment, and management.

We have set a target to achieve Net Zero by 2050.
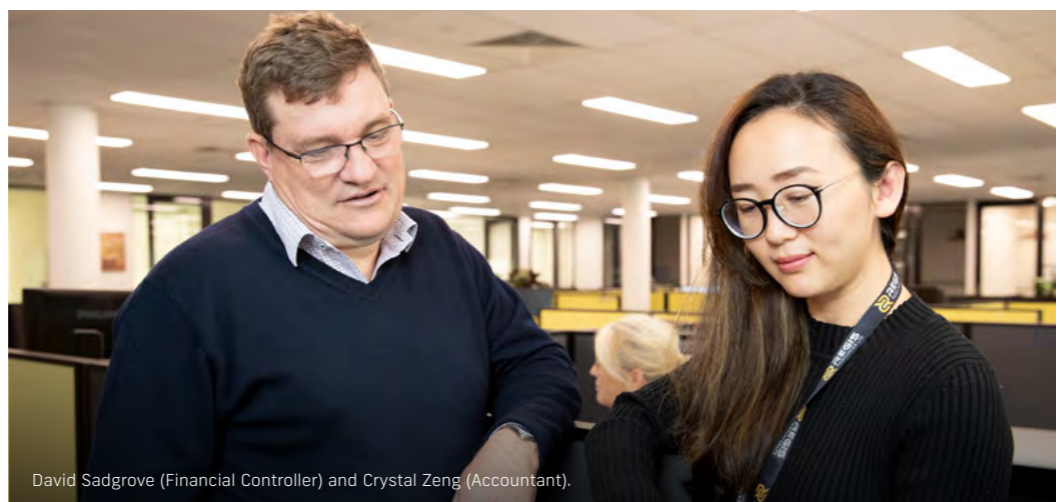
David Sadgrove (Financial Controller) and Crystal Zeng (Accountant).

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.

	Our Goals	Our Achievements	Forward Direction
Climate Governance	Board and management making informed decisions fully cognisant of climate change	Continued oversight over climate change activities and maintaining current knowledge.	Continue to build a dynamic knowledge base of climate change which is incorporated into Board and Management decisions.
Risk Management	Understand and endeavour to quantify the scale of risk and develop actions to manage	Ongoing use of risk management framework for climate related risks	Risk management framework further embedded consistently throughout all levels of Regis.
Strategy	A resilient company with operations that remain economic, environmentally and socially acceptable.	Ongoing review and mitigation of risks.	Ongoing review and mitigation of risks, and compliance with applicable state and federal laws plus assessment of opportunities.
Metrics and Targets	Develop realistic actions to meet the intent of our target of Net Zero by 2050.	Commenced commissioning of 9MW solar farm at Duketon. Set target to achieve net zero by 2050.	Develop detailed decarbonisation plan aligned with Federal Government's 43% CO_2e reduction requirement by 2030 (4.9% year on year) for all Safeguard Facilities. This applies to Duketon South Operations.

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 according to the methodology defined by NGER.

Energy use

During the year, the Company consumed 3,298 terajoules of energy, primarily from the combustion of diesel fuel associated with mining operations in Western Australia. This represents a 10% decrease in energy consumption from last year, due mainly to a reduction of waste to ore strip ratios in open pit operations and further progression to the underground operations at Garden Well and Rosemont. Based on the year's total ore processed of 8.76 million tonnes, we achieved an energy intensity measure of 0.376 gigajoules per tonne of ore processed. This resulted in a 7% decrease in energy intensity from 2021-22. The minor increase in electricity sourced from the grid was due to the expansion of our corporate offices in Blayney.

Energy Consumption	Unit	FY23	FY22	FY21
Total energy consumption	terajoules	3,297.98	3,683.30	3,549.80
Energy use intensity	GJ/t ore	0.376	0.404	0.373
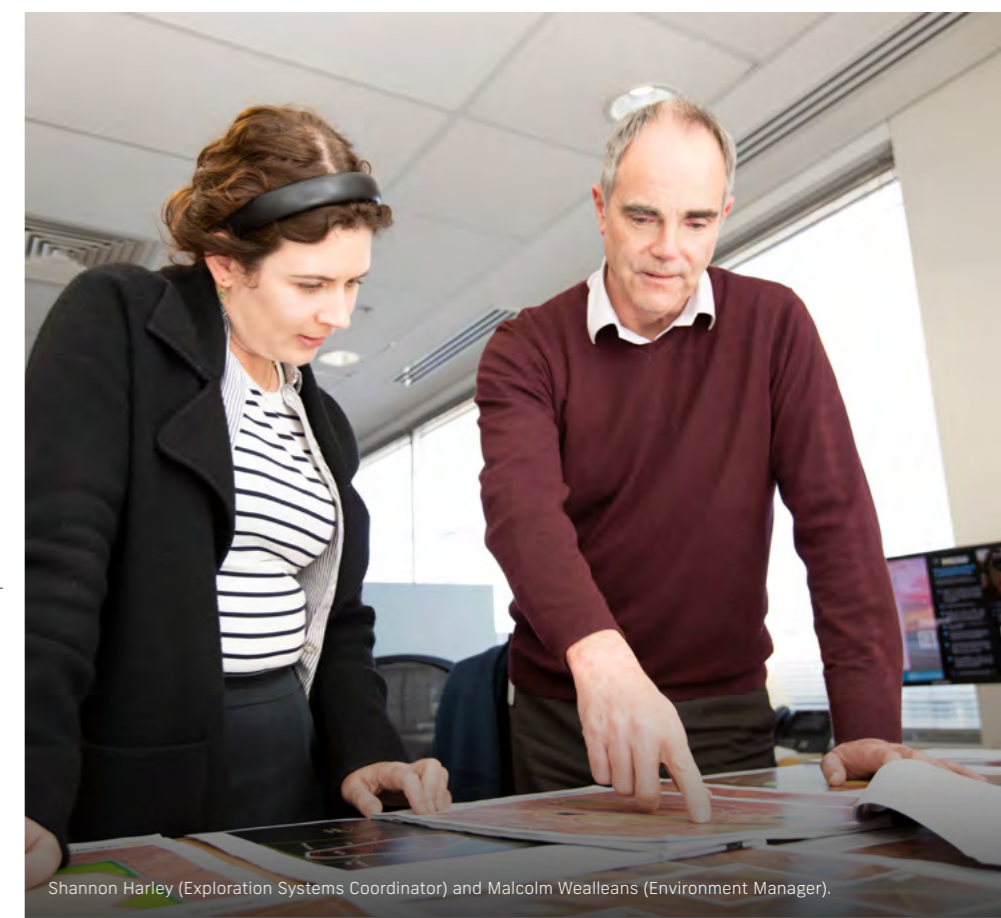
Shannon Harley (Exploration Systems Coordinator) and Malcolm Wealleans (Environment Manager).

Greenhouse gas emissions

This year, we generated 229 kilotons of carbon dioxide equivalent greenhouse gas emissions resulting from direct and indirect sources. This is a 11% 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 0.026 kilograms of carbon dioxide per tonnes of ore processed was also less than last year.

Again, in FY2023, 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.

GHG Emissions	Unit	FY23	FY22	FY21
Direct Scope 1 GHG Emissions	tCO_2-e	228,723	256,742	248,618
Indirect Scope 2 GHG Emissions	tCO_2-e	48.6	49.8	59
Emissions intensity of gold produced	$kgCO_2$-e/oz gold	669.05	813.8	699.41
Emissions intensity of ore processed	$kgCO_2$-e/t ore	0.026	0.028	0.026

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

Decarbonisation strategy

Last year, we undertook a series of activities that contributed to our decarbonisation strategy. These included:

- ✓ Review of carbon emissions measurement and reporting, which included establishment of a calculated baseline at Duketon South.

- ✓ Initial audit aligned to the Clean Energy Regulator Framework conducted by an approved independent third party (KPMG).

- ✓ Compilation of the company NPI and NGERS data by a third party (Greenbase)

- ✓ A Decarbonisation Review conducted by a third party.

- ✓ Setting the target of Net Zero by 2050.

Reading a survey map.

During FY2023, we continued to progress our efforts towards decarbonisation by undertaking a Safeguard Mechanism Review with the help of specialist consultants Super Smart Energy. The Safeguard Mechanism is a framework 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 each year. If a facility exceeds their baseline their options include surrendering carbon offsets, incurring financial penalties or other remedies such as multi-year monitoring periods and exemptions. Reforms for the Safeguard Mechanism are currently being implemented which aim to better align the framework with meeting national emissions targets of net zero by 2050.

Our review aimed to determine how our emissions would need change over time to match the proposed new adjustments to the Safeguard Mechanism and the new emissions benchmark of a 4.9% annual reduction. As part of this study, Duketon, McPhillamys and Tropicana were reviewed. Under the Safeguard Mechanism only Duketon South and Tropicana would be considered as part of the new adjustments.

The McPhillamys project was assessed as life of mine and will not exceed the 100,000 tCO_2-e threshold at any point in time. It will therefore not trigger the Safeguard Mechanism requirements. We plan to include a grid connection with potential for this power to be sourced from green energy such as wind and solar. This would further lower our carbon footprint.

Duketon South was reviewed with the consideration of two of our emission reduction projects:

- **Solar farm at Garden Well.** Pacific Energy Ltd, our current power provider, has constructed and commenced commissioning of a 9MW solar farm to supplement the diesel power at the Garden Well Power Station. The introduction of the 9MW solar farm will reduce the diesel consumption during daylight hours and provide a more price competitive cost for power generation. This will further lower our carbon footprint and contribute to the Federal Government's 43% CO_2e reduction target by 2030.

- **Fuel source change at Garden Well Power Plant.** Change out all diesel-powered generators in the power station to an equivalent-sized LNG generator set.

These solutions are estimated to reduce emissions by FY2030 to a point that ensures the site complies with the new adjusted baseline.

We will continue to assess these reduction solutions in the coming year.

The Safeguard Mechanism Review found that the Tropicana Joint Venture is anticipated to require 350,000 to 400,000 tCO_2-e to be avoided by 2030 under the new reforms. We will continue to work with AngloGold Ashanti to identify mitigation strategies. All emissions reductions projects will be added to our overall Decarbonisation Plan that was initiated last year.

Decarbonisation plan

The objective of our Decarbonisation Plan is to establish the fundamental project parameters that can be used to define and refine different methods to reduce our carbon emissions. Various concepts that may be available for the business will be validated to support the opportunity identified.

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.

We recognise that the overall amount of energy we use and greenhouse gas emissions we emit has the potential to increase simply due to the overall expansion of our activities. Our Decarbonisation Plan allows us to best support our planned Company growth and the trade-off between short term costs and reducing carbon emissions, all the while ensuring the mining operations meet their reliability requirements.

The goal of this plan is to assist our decision making for a carbon reduction roadmap. Its output includes multiple options, system capacities and the Marginal Abatement Cost (MAC). The MAC curve assigns a unit metric dollar cost to carbon emissions (an internal 'carbon price') and allows us to make a quantitative economic assessment of the cost/benefit of each carbon reduction initiative. The MAC curve is reviewed and updated on a regular basis, at least annually, to maintain a dynamic technical and commercial assessment of all mitigation options.

Total Energy use reduction	Carbon efficiency
Requires the analysis of our various operating processes, selection, and sizing of the most suitable combination of energy consumers, efficient energy dispatch strategy and a control and operational plan. This covers areas such as installing more energy efficient internal combustion engines, electrical motors, lighting, and power distribution systems; eliminating unnecessary running time of equipment; and installing better insulation for heat retention/loss	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.

A jumbo in the underground mine.

Water Management

At Regis, we value water as an important resource that is shared between our surrounding ecosystems, communities, and agricultural enterprises. To appropriately manage and optimise water usage, we have adopted a life-of-mine approach across all of our existing and proposed mining operations.

Our management approach aligns with the Water Stewardship Framework from the International Council on Mining and Metals (ICMM). This helps to ensure transparent and consistent monitoring, auditing, and reporting of the water usage across our operations. The ICMM framework offers detailed guidance on sustainable water management and encourages equity and transparency in decision-making. This gives local stakeholders the opportunity to participate in how we manage water as a shared resource. None of our projects are located within a region of high or extremely high baseline water stress as defined by the World Resources Institute's Water Risk Atlas Tool, Aqueduct.

We gauge the effectiveness of our water management practices through minimising our reliance on borefield water sources. Our commitment to reducing borefield water usage has led us to prioritize alternatives such as maximizing the utilization of mine dewatering and recycling water from tailings storage facilities. This strategic shift enables us to replace high-quality water with lower-quality water in our mill feed processes.

In our FY22 Sustainability Report, we established an ambitious goal for FY23: to reduce our dependence on borefield water to less than 2.7GL while increasing the rate of recycled water usage. We are pleased to report that we have successfully reduced our borefield water usage to 1.65GL.

Additionally, we had set the target of achieving greater water use efficiency, aiming for less than 0.85kl of water per tonne of ore processed. Regrettably, this fiscal year, we fell just short of meeting this objective, achieving a rate of 0.89kl of water per tonne of ore processed. We remain committed to improving our water management practices and will continue working towards achieving this efficiency goal in the future.

Both objectives will continue to remain in place for the upcoming financial year.

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 groundwater abstraction licenses totalling 19.9 gigalitres (GL). In the FY2023 year, Duketon abstracted 7.79GL and recycled 5.08GL (39.5%) for a total water usage of 12.87GL. As part of the operational improvement plans, including reducing risks around geotechnical stability, we undertook increased dewatering efforts from the Coopers, Beaufort, and Blenhiem pits.

This has resulted in an increase in groundwater abstraction from dewatering this year and, subsequently, a decrease in reliance of groundwater abstraction from borefields. Recycled water is from decant ponds on the TSFs. This result shows a positive increase in the percentage of total water demand that is recycled/reused, as shown in the table below.

During the period, there were no incidents of non-compliance associated with water quality permits, standards, and regulations. A comprehensive outline of our water usage is located at the backend of this report.

Water Usage	Unit	Duketon		
		FY23	FY22	FY21
Total groundwater abstracted	GL	7.79	7.77	10.23
Total water abstracted from borefields per tonne ore processed	kilolitre/tonne	0.89	0.85	1.127
Total water abstracted from borefields per ounce gold produced	GL/koz	0.02	0.02	0.03
Total water usage (borefield and recycled)	GL	12.87	12.76	15.75
Untreated water recycled/reused (TSF returns water)	GL	5.08	4.99	5.02
Untreated water recycled/reused (TSF returns water)	%	39.46	39.10	31.90

Collecting samples in the processing plant.

Water sampling for the McPhillamys project.

Duketon

At our Duketon site we obtain water for mining and processing from pit dewatering, recycled water from Tailing Storage Facilities (TSFs) and dewatering from underground bores. Water is transferred to the plant through an extensive piping system. As a result of this system, water is able to be distributed and reused across our Duketon mine sites. This negates the need for any offsite discharge. Any polished sewage water is appropriately irrigated to land in accordance with Environmental Licence conditions.

The mine has minimal downstream impact on surrounding ecosystems through the temporary or permanent diversion or bypass of surface water flow often associated with open pit or underground mining. Surface water flows to the receiving salt lakes are largely unaffected. We monitor the aquifers from which we extract groundwater to ensure impacts to nearby pastoralists and the wider Mulga Queen community are managed. This helps mitigate water accessibility risks. All of our Duketon mines are located within areas of low to medium water stress risk as defined by the World Resources Institute's Water Risk Atlas Tool, Aqueduct.

Each year we update a site-wide mining and processing water needs assessment that determines water balance and is applied over the life of the mine. We take a hierarchical approach, using the highest quality water as potable, medium quality water for processing, and the lowest quality water for dust suppression. Water from low-salinity purpose bores in the borefield is prioritised for the accommodation facilities and use in the gold rooms. Our preference is to use recycled water from the TSF's and de-watering from the pits before extracting raw water from the northern borefields.

McPhillamys

McPhillamys has two characteristics that inherently minimise impacts on local water. Firstly, it is designed to be a nil-discharge site. Secondly, stock-quality water from Lithgow coal mines and the Mt Piper power plant will be used for processing.

Detailed expert assessments relating to water were presented as part of the EIS (surface water, ground water and aquatic biodiversity), the Submissions Report and three subsequent amendment reports. All assessments included baseline groundwater monitoring and surface water monitoring data collected since 2014 from monitoring points on and around the site.

In response to government agencies' and community comments on the EIS, Regis continued to refine ways impacts on water could be minimised (water management, impacts on water resources, aquatic ecology, surface water, groundwater). The Submissions Report and three Amendment Reports clarified assessments on all three areas which, overall, reinforced that the project, would have a minimal impact on water resources.

The development consent conditions set extensive and detailed compliance requirements for water - water supply, compensatory water, water discharges, water management performance measures and water offsets.

A Water Management Plan will be developed and will cover site water balance, erosion and sediment control, surface water, groundwater and the tailings storage facility.

Other Emissions

Air quality

Air pollutants are annually monitored and reported to the Department of Climate Change, Energy, the Environment and Water. This includes nitrogen oxides (NOx) and sulphur oxides (SOx), non-greenhouse gasses associated with the combustion of diesel. NOx and SOx emissions are generated through heavy vehicle movement, operation of pumps, drilling and blasting activity. Emissions are calculated in tonnes per annum and are tracked against annual thresholds determined by the CER to reduce air quality degradation and pollution.

This year we were able to achieve reduced emissions for all reportable pollutants. We continue to explore methods to reduce emissions and improve energy efficiency. We continue to maximise recycled water use which reduces pump usage and associated emissions for raw water extraction. Wherever possible, we utilise solar-powered bore pumps.

Air Quality - Pollutants	Unit	FY23	FY22	FY21
Carbon Monoxide (CO)	tonnes (t)	1,120	1,263	1,163
Nitrogen Oxides (NOx) (excluding N_2O)	tonnes (t)	2,524	2,844	2,587
Sulphur Oxides (SOx)	tonnes (t)	1	2	1
Particulate matter (PM10)	tonnes (t)	9,607	10,799	10,346
Mercury (Hg)	tonnes (t)	Less than 0.1	Less than 0.1	Less than 0.1
Lead (Pb)	tonnes (t)	Less than 0.1	Less than 0.1	Less than 0.1
Volatile organic compounds (VOCs)	tonnes (t)	138	156	147

Dust

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

Duketon

Dust management is routinely undertaken across our Duketon operations to prevent impacts to the Mulga Queen community and adjacent vegetation, Regis Mine Villages at Moolart Well and Garden Well, as well as providing safe operations for mining activities 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 and signage 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. A total of 240 dust readings were recorded via the environmental team throughout the year, with 18 instances of exceeding the adopted internal guidelines. All instances resulted in the implementation of corrective action plans as per the internal procedure.

In alignment with the ICMM Water Accounting Framework definitions, we use hypersaline water for dust suppression, and mildly saline water in the process plant. Due to the elevated levels of sodium and magnesium, the hypersaline mine dewater acts as a binding agent to minimise the dust and the amount of water required.

McPhillamys

The EIS included detailed expert assessments relating to air quality which concluded that potential health impacts could be prevented, minimised or managed during construction and operations.

The subsequent Amendment Report (2020) further refined the management of air quality with potential impacts remaining of no or negligible concern.

The development consent conditions define strict compliance requirements for air quality. Compliance with those conditions is covered in the associated management plans and includes an extensive real-time air monitoring network. Monitoring data will be publicly available and reported to the regulators and NSW Government as required by the Development Consent and the project's air quality management plan.
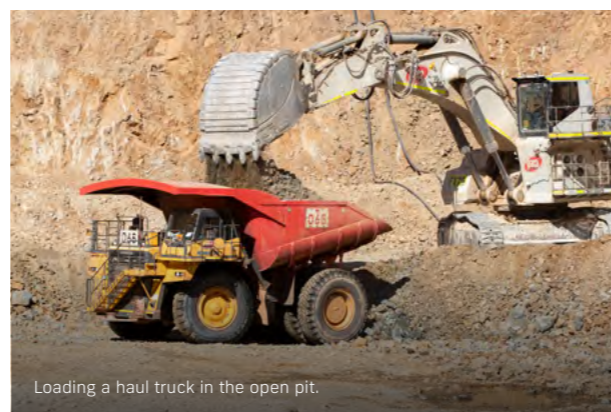
Loading a haul truck in the open pit.

Noise and blasting

Noise created from our operations can be a detrimental impact on our surrounding environment. To minimise negative effects, we conduct comprehensive modelling, monitoring and mitigation of noise emissions from our operations. These are routine tasks performed as part of our robust environmental management approach.

Duketon

Blast overpressure (noise) and wave pressure have little to zero impact on the pastoralists or the Mulga Queen community at our Duketon operations in WA. This is due to the remote nature of all sites apart from the Gloster pit. The pit is located in close proximity to the Mulga Queen community, approximately three kilometres. To mitigate noise from blasting at Gloster, a series of measures are in place. These measures include:

• 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.

• Fly rock calculations maximise energy generated from the blast.

• Overcast days are reconsidered for blasting and wind direction is monitored to prevent impact on surrounding environments.

• Electronic detonators ensure blast detonation timing is controlled.

McPhillamys

McPhillamys is situated adjacent to the rural Kings Plains settlement. The site design and layout has been informed by a series of noise assessments which have assessed baseline noise and modelled potential impacts on nearby residents. Modelling indicated that noise impacts would be below the EPA maximum at nearby properties.

We have responded to residents' concerns by making specific amendments to the project that will reduce predicted noise levels at neighbouring properties.

The EIS and subsequent Health Impact Assessment (HIA) included detailed expert assessments relating to noise and vibration. They concluded that potential impacts could be prevented, minimised or managed during construction and operations.

Amendment Reports further refined the management of noise and vibration. Impacts remained consistent with the HIA and were of no or negligible concern.

The development consent conditions define strict compliance conditions for noise and vibration, including monitoring and management plans.

John Hall (Safety Advisor).

Blast vibration

We recognise that ensuring the safety of our workers during blasting operations is crucial. and controls used to manage dust and fly rock in the immediate vicinity include blast exclusion zones; blasting designs (using controlled energy levels and powder factors); limits to blast firing patterns; and comprehensive fly rock calculation methods. Overcast days and wind direction can amplify blast noise; as such checks on climatic conditions also form part of this suite of controls.

Duketon

Recording blast overpressure at Duketon is not deemed necessary, due to the distance from mining activity to the nearest sensitive receptors such as the Mulga Queen community or nearby pastoral stations.

As a precautionary measure, geophones are used to monitor vibration when blasting. Data gathered from the geophones informs the placement of infrastructure in a location that will not impact sensitive receptors such as pastoral homesteads or the Mulga Queen community.

McPhillamys

As part of the suite of environmental management plans required for the McPhillamys project, a blast management plan will be prepared and implemented prior to blasting activities commencing.

It will include a procedure to notify nearby residents prior to blasting events and detail requirements for real-time monitoring of overpressure and vibration that will be carried out during blasting activities. In consideration of the size of the blast, Regis proposes to implement a 500m blast clearance zone. There will be no requirement for blast clearance zones outside the mine development project area.

The results of the blasting assessment in the amended mine development Noise and Vibration Impact Assessment demonstrate that all receptors will meet the relevant overpressure and vibration criteria. Blasting activities will be designed and carried out to meet NSW Environmental Protection Authority blasting criteria and to manage potential impacts upon adjacent land uses.

Haul truck in the open pit.

Biodiversity

At Regis, we recognise and uphold the value of biodiversity and its economic, ecological, cultural, and scientific components. 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.

Our biodiversity commitments are upheld within our Environmental Policy, with environmental components included within our Safety Management System and falls under the Duketon Environmental and Social Management Plan 2021. The RSEC Committee oversees the implementation of Biodiversity management plans and is informed on performance by the Chief Operating Officer.

None of our Proved or Probable Reserves are located in or near sites with protected conservation status or endangered species habitats. In accordance with the Environment Protection and Biodiversity Conservation (EPBC) Act of Australia, the McPhillamys and Tropicana sites both have biodiversity offset areas in place.

All Regis current and proposed mining operations are first surveyed for flora, fauna, Short Range Endemics (invertebrates), stygofauna and troglofaunal (microscopic groundwater dwelling animals), hydrogeology (groundwater) and surface water hydrology (flood design). All of these surveys are conducted by external service providers and follow standard survey methodology as outlined by government regulators (DMIRS and DWER). Survey results are reviewed and, where necessary, avoidance of priority species or habitat is incorporated into mine design. Species and habitat high on state, federal or international conservation listings are included in all surveys.

New or expanding mining areas are assessed and approved under the local relevant mining Acts, regulations, and guidelines. At Duketon, we operate according to the approved Mining Proposal version 9.1, Native Vegetation Clearing Permit 9614/3, and Environmental License L8578/2011/1.

Duketon

Our Duketon Gold Mines, encompassing the Garden Well, Rosemont and Moolart Well Processing plants, are located approximately 100km north of Laverton WA in the East Murchison subregion. The mines and processing plants are located in the Duketon mining and exploration tenements, which cover an area of approximately 60 x 30 km and are overlain by the Erlistoun Cattle Station in the south, and Banjawarn Cattle Station in the north. The Regis tenement area is also shared by several other mining companies with additional sizable tenement holdings. Regis has active programs to work with these pastoralists to ensure mining and cattle farming can co-exist, which includes fencing, cattle grids and stock watering points.

We strive to protect the biodiversity of the region by conducting regular flora and fauna surveys, including groundwater surveys for stygofauna and troglofaunal, and Short-Range Endemics (SRE's), minimising clearing, reducing feral animals, and relocating native species. Of the wide range of native flora, only one protected flora species (Eremophila pungens) exists. Fauna surveys have determined that are no conservation-significant species in the area. We continue to exercise avoidance of high-quality habitat locations such as ridge tops or outcrops.

All Regis Environmental Advisors are trained to safely handle and relocate snakes, with additional training in fauna first aid provided. During FY2023 we introduced a feral animal control program that was undertaken by Terrestrial Ecosystems, an environmental consultancy that specialises in terrestrial vertebrate fauna. The program was successful in reducing the incidence of feral animals in and around the project area.

McPhillamys

The McPhillamys Project has been designed to minimise biodiversity impacts. Iterative project planning, informed by baseline studies, has allowed a range of impacts to be avoided and others to be minimised. Unavoidable biodiversity impacts must be offset with biodiversity credits.

Detailed expert assessments relating to biodiversity were presented as part of the EIS. They showed impacts on biodiversity could be prevented, minimised or managed during construction and operations.

In response to government agencies' and community comments on the EIS, additional work was done on impacts on land (final landform design, final landform and void, and post-mine land use) and impacts on aquatic and terrestrial biodiversity. Amendment Reports made further refinements to the management of terrestrial biodiversity and aquatic ecology.

The development consent conditions define compliance requirements for biodiversity including biodiversity offsets, aquatic offsets and a biodiversity management plan.

As part of our biodiversity offset strategy, Regis purchased the 388ha Aziel property near Blayney. Biodiversity experts have assessed the extent of native plant communities and threatened species on the property. In FY2024, a Biodiversity Stewardship Agreement will be set up with the Biodiversity Conservation Trust, meaning that some of the required biodiversity credits will come from our own land should the project receive FID approval.

We remain in consultation with the DPE regarding the development of an aquatic ecology offset package to offset impacts to critical fish habitat. The strategy will focus on restoring degraded areas of key fish habitat within the mine project area, downstream of the disturbance footprint.

A property nearby McPhillamys that is owned by Regis.

Waste Management

Garden Well stores.

Across all areas of our operations, we endeavour to minimise waste production wherever possible, and divert waste from landfill through recycling and repurposing items. This commitment is upheld through our companywide Environmental Policy. 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 Material	Unit	FY23	FY22
Total volume of non-mineral waste generated (scrap metal, used oil, tyres, batteries, and other solid wastes etc)	m³	4,606	4,760 (240t)
Total volume of hazardous waste generated	m³	221	251
Total weight of hazardous waste recycled/reused	m³	106*	89
Total volume of recycled materials	m³	4,034	717
Significant incidents associated with hazardous materials and waste management	Number	0	0

*   Represents waste oil recycled with Cleanaway. Increase due to site clean-up that resulted in removal of stockpiled waste oil.

Waste and effluents

We manage waste and effluents at our Duketon operations in accordance with licence conditions. Non-recyclable waste is responsibly disposed of in one of three on-site landfills. Waste directed to onsite landfills is tracked by responsible site teams. Waste that is disposed of offsite is reconciled by respective contractors with data monitoring and waste certificates provided to site teams.

Solid waste streams are segregated into putrescible and industrial. Putrescibles are buried daily to prevent animal foraging, diseases and odours. Industrial wastes are further segregated and recycled where possible. An on-site wastewater treatment plant is used to treat sewage from the site. Treated water is managed as per WA Department of Health licence conditions.

Recycling

We look to recycle our waste products wherever possible. The majority of waste oil generated through maintenance activity 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, with the remaining steel casing is then sent to a scrap metal facility to be repurposed.

Lead acid batteries are sent from Duketon to Perth where around 97% of the battery is recycled. The plastic, acid and lead components and extracted and manufactured into a range of alternative products such as glass, textiles and detergents.

During the year, our existing Waste Management Procedure was updated to highlight the potential for increased recycling initiatives and landfill diversion programs. This included small batteries and printer cartridges. Rollout of these programs is currently underway.

Scrap metal and 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. Between January and March of 2023, Minesite Recycling were stationed at the Duketon site collecting recyclable materials for processing at their Kalgoorlie facility. Across that period, 105 tonnes of steel and 2.6 tonnes of copper was collected and recycled. This program has significantly increased the volume of recycled materials from last year.

Over the year, we recycled 4,034m³ of materials including:

• Scrap metal
• Cardboard
• Intermediate bulk containers
• Batteries
• Poly pipe
• Steel rods
• White goods
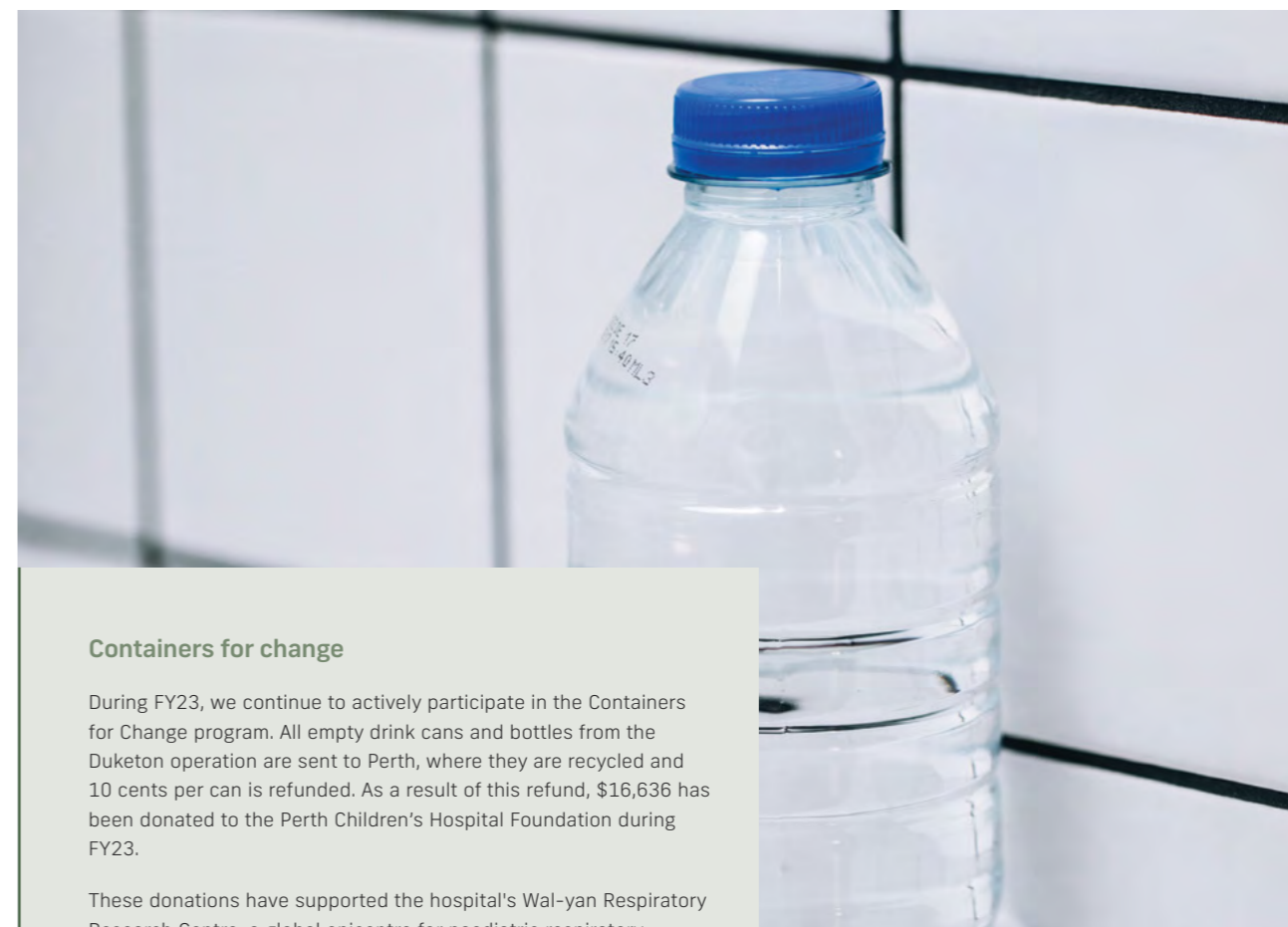
Containers for change

During FY23, 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, $16,636 has been donated to the Perth Children's Hospital Foundation during FY23.

These donations have supported the hospital's Wal-yan Respiratory Research Centre, a global epicentre for paediatric respiratory research, informing clinical practice and driving a new research agenda for childhood lung health. Bringing together clinicians, scientists and the community from around the globe, the Centre aims to prevent and cure respiratory illness in children and ensure that all children have healthy lungs for life.

Waste rock management

Waste rock management plans are in place for each operating site to ensure we determine the composition, construction and management requirements of all waste storage areas. Each plan complies with the approved mining proposal and mine closure objectives of each site. Measures are in place to appropriately manage and store any potentially acid forming material that may be encountered during mining activities. Final landforms are safe and stable, to create minimal risk to the surrounding environment.

Rehabilitation procedures are initiated by battering down the waste rock dump slopes from angle of repose (37 degrees) to between 16 and 18 degrees, or less, 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 annually for land function analysis and erosion. Changes are made depending on survey results.

We have produced 27.5 million tonnes of waste rock within the last financial year which has been placed inside waste rock dumps to be rehabilitated.

The significant reduction in waste rock generated was due to both Duketon North and Duketon South being budgeted to move less material as the ore strip ratio increased with the depth's reached in the pits. This was supported by lower dig fleet numbers than previous years.

Integrated land management

Our approach to responsible land management embraces engagement with land managers and property owners. We also ensure appropriate management of landforms and soils during mining and closure rehabilitation. Present and historical land use assessments are undertaken to capture baseline land data. This forms part of our exploration and feasibility studies, completed prior to the advancement of any new mining project.

Our Duketon operations are located in a remote desert region that has long been home to pastoral activity and mining. We continue to support the ongoing pastoral station grazing that falls outside of our operational areas. Comprehensive planning and development activities are conducted for all new mining projects across the Duketon operation. These include careful management of topsoils, including using drones to monitor topsoil volumes on waste dump surfaces. Waste dump areas are ripped and seeded to promote rehabilitation of final agreed land use. Topsoil stockpiles are managed through height restriction and localised activities to stabilise and uphold the soil until it is transported for use in rehabilitation activities.

Formalised management plans, operating procedures and site layouts are in place to minimise land disturbances or clearing of vegetation by our activities. Each site has an Environmental Team which manages our internal clearing permit system, ensuring that we comply with regulations and appropriately oversee protected areas. Post-clearing inspections are conducted with information logged into disturbance tables by our surveyors and annually reported to the WA Department of Mines, Industry Regulation and Safety (DMIRS). Our approach is to progressively rehabilitate operational areas in accordance with the agreed end land use.

Duketon

During the year, 453 ha of land was disturbed for mining or support infrastructure at Duketon. A total of 153 ha of disturbed land was rehabilitated. Full breakdown of our land disturbance and rehabilitation activities at the Duketon operations can be found below.

In FY24, our target is to increase land rehabilitation by over 30% (to over 200ha).

Land Disturbance	Unit	FY23	FY22	FY21
Newly disturbed land	Hectare (ha)	453	42	165
Gross land disturbed at the end of the reporting period	Hectare (ha)	5,611	5,158	5,116
Newly rehabilitated land to agreed end use	Hectare (ha)	153	41	19
Total land rehabilitated to date	Hectare (ha)	682	529	488
Total land disturbance rehabilitated to date	%	12.1	10.3	9.5

McPhillamys

All Regis-owned land in the Kings Plains area is leased to local farmers for grazing. Detailed expert assessments relating to progressive rehabilitation were presented as part of the EIS. They showed that, apart from the 70ha pit void, the entire site can be successfully rehabilitated to either agricultural grazing land or revegetated land.

Cattle in Kings Plains.

Tailings Management

Our Tailings Storage Facilities (TSFs) inventory is reported in accordance with the detailed Church of England Pension Board and Swedish Council on Ethics for the AP Funds. Moving forward, we are committed to aligning to the Global Industry Standard on Tailings Management (GISTM).

We follow the relevant state regulatory laws and industry best practice in the design, construction, and management of our TSFs. Across our operations, each TSF is overseen by our Processing Manager through a formalised Tailings Management Plan. As per engineered design, operating manual, and Environmental License conditions, we carry out operating checks and monitor discharge, piping, decant and return lines daily. The engineering design, management plans and annual geotechnical audits on all Regis TSFs are completed by independent third-party consulting groups.

Audit results or recommendations are acted upon appropriately with copies of reports provided to the Department of Mines, Industry Regulation and Safety (DMIRS) as part of the Company's Annual Environmental Report. All of our constructed and operated TSFs follow the ANCOLD Guidelines on Tailing Dams – Planning, Design, Construction, Operation and Closure Rev 1 (2019) and, in Western Australia, the Code of Practice for TSFs released by DMIRS.

Duketon

At the end of FY23, we produced 8.7 million tonnes of tailings and owned and/or operated six TSFs, excluding the Tropicana TSF noted on page 84. A comprehensive breakdown of our TSFs is provided in the Performance Scorecard section of this report.

Moolart Well:

- MLWTSF1 – decommissioned, downstream construction stages 1-3, upstream lift stage 4.
- MLWTSF2 – active, in-pit disposal design (Stirling Pit).

Garden Well:

- GWTSF1 – inactive, downstream construction stages 1&2, upstream lift stage 3.
- GWTSF2 – inactive, downstream construction (decommissioned July 2020).
- GWTSF3 – active, downstream construction (commissioned July 2020).

Baneygo:

- BANTSF1 – decommissioned 1993 (by previous owner).

McPhillamys

Following years of technical investigations, we intend to develop a design for our McPhillamys TSF that is both robust and fit-for-purpose. Technical experts in the field of tailings dam design, ATC Williams Pty Ltd, were responsible for the design of the McPhillamys TSF. Following its design, it underwent expert review by CMW Geosciences.

Downstream construction
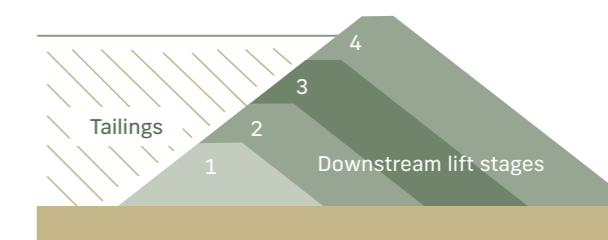
Downstream construction with upstream lift (not in use during 2021/22)
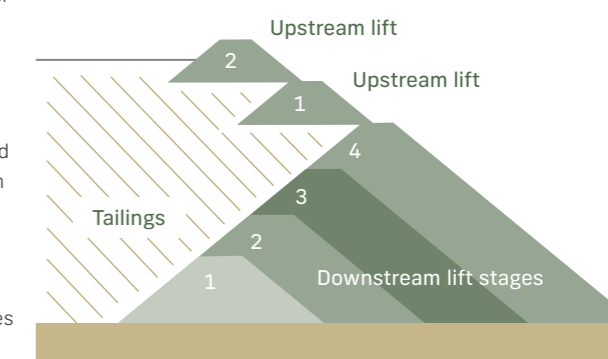
In-pit tailings disposal
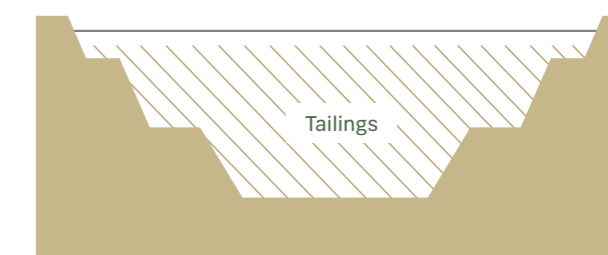
Moving forward, we will continue to operate with a best-practice approach to all environmental aspects of the McPhillamys Project, including assessing tailings seepage management. The environmental management plan for the TSF will document the surface and groundwater monitoring program, reporting requirements, spill management and response, water quality trigger levels, corrective actions, contingencies, and responsibilities for all management measures.

Mine Closure and Rehabilitation

We commit to a proactive approach to mine closure for all of our mining operations. Our progressive rehabilitation activities are underpinned by extensive environmental studies. For new and existing mines we intend to ensure rehabilitation meets regional aesthetics and stakeholder expectations, with no ongoing environmental threats.

All mine closure plans are developed in accordance with government guidelines, global standards, industry best practice and stakeholder consultation. Upon finalisation, each closure plan is subject to government assessment and approval. Economic, environmental, social and risk management aspects are incorporated into our mine closure plans.

To ensure appropriate provision for rehabilitation activities exist at time for closure, we conduct regular reviews and improvements on our closure plans. Financial estimates are updated annually with these figures being audited by external parties every three years. This financial data is presented publicly in Regis' Annual Report.

Duketon

At the end of the reporting year, we have rehabilitated a total of 682 ha of land to date. This represents 12.1% of the total land disturbed by our operations.

Waste rock dumps are rehabilitated to ensure they are cohesive with the surrounding environment and provide meaningful ecological space. Planning for rehabilitation begins up to a year before work commences.

In that time, the landform is regularly analysed by drone to ensure that it is built to both design and tenement conditions. Our Rehabilitation Team starts considering the volume of seed and types of species required. Seed collection is undertaken seasonally, meaning that forward planning is crucial to ensure availability.

Once landforms are built to design, armour rock is placed to achieve slope stability and provide a secondary growth medium. Dozers push the armour rock down the slope to an amour rock depth of 0.5m. Following placement of the rock armour, topsoil is applied at depth of up to 0.2m, providing the primary growth media for future plant life.

All sloped surfaces are contoured at a depth of 0.5m and bunded cells are built along the top surfaces and benched areas. This step ensures that rainfall is retained on the landform to promote plant growth. The final stage is seed application, which is completed using purpose-built commercial drones carrying a providence seed mix designed to meet final end-use criteria and biodiversity objectives.

Throughout this process the landform is continually inspected and surveyed by drone to ensure our rehabilitation standards are met and maintained.

Plans have been developed and initiated to rehabilitate more than 200ha of landforms around Duketon in FY24.

We prepare a Mine Closure Plan 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 9) was approved by DMIRS in February 2023.

Economic, environmental, social and risk management aspects are incorporated into our mine closure plans.

Harry Wilkinson (Mine Surveyor) and Harry Crain (Surveyor).

Drone Technology

In FY2023, we introduced drone technology to our rehabilitation activities. At our Erlistoun Rock Waste Dump, a fleet of drones were calibrated and assigned flight plans to distribute seeds over the rehabilitation area. A total of 364kg of seeds were distributed over a 13-hour period.

By implementing drone technology, we reduce the time required to seed landforms, while also improving the accuracy of seed distribution for greater rehabilitation outcomes. Utilising drones also reduces health and safety risks to our personnel and enhances our ability to monitor rehabilitation progress.

McPhillamys

The environmental impact statement for the McPhillamys Project includes a rehabilitation and landscape management strategy, which has been updated to reflect the amendments to the Project. The rehabilitation strategy's objective is to create a safe, stable, and non-polluting post mining landform that is consistent with agreed post mining land uses. The post mining land use nominated for the site is primarily agricultural grazing, with some woodland areas and is consistent with historic use of the land.

The development consent conditions require land to be restored to a state which is safe, stable, and non-polluting and includes consideration of post-mining land uses. The conditions require preparation, approval, and ongoing review of management plans, including a Rehabilitation Strategy and a Landscaping Strategy.

The Development Consent remains in force until all rehabilitation has been completed to the required standard.
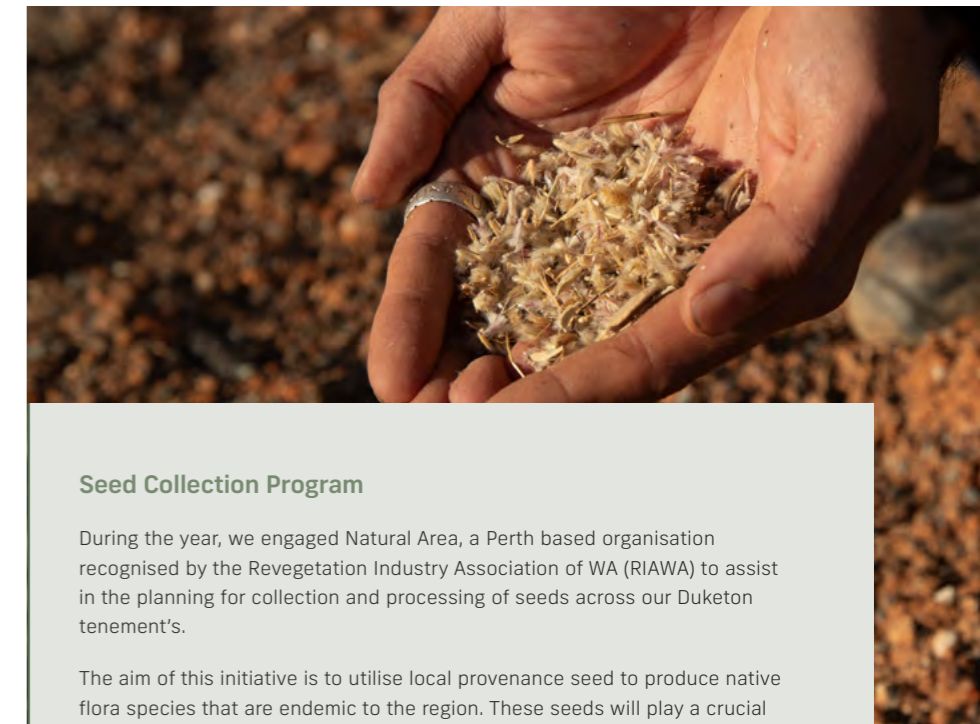
Seed Collection Program

During the year, we engaged Natural Area, a Perth based organisation recognised by the Revegetation Industry Association of WA (RIAWA) to assist in the planning for collection and processing of seeds across our Duketon tenement's.

The aim of this initiative is to utilise local provenance seed to produce native flora species that are endemic to the region. These seeds will play a crucial role in rehabilitating mine landforms during closure activities. This process will involve employee training and casual employment of community members for the initiative's duration of approx. up to 3 months, with the ability to extend annually.

We aim to begin this program in November of FY2024.

Trees from the community tree giveaway.

Tropicana
Joint Venture

Inspecting drill samples underground.

About Tropicana

In May 2021, we finalised acquisition of our 30% interest in the Tropicana Joint Venture (TJV) from IGO Limited. The remaining 70% is owned by AngloGold Ashanti Ltd (AGA). The TJV is one of the largest gold mines in Australia and is located 330km east northeast of Kalgoorlie in the Goldfields region of Western Australia. The site's infrastructure includes a gas-fired power station, sealed airstrip, workshops, two borefields, a tailings facility and a modern village complex.

During FY2023, ore production at TJV came from two open pits, two underground mines and lower grade stockpiles. The process plant has a nominal capacity of 9.7Mtpa and involves conventional crushing, grinding and carbon-in-leach recovery. Over the year, the TJV operation processed 9.7Mt of ore and produced a total of 438 koz of gold.

In September 2013, the Tropicana gold mine poured its first gold eight years after the talented greenfields exploration team made the discovery in a remote region not believed to be prospective for gold.

Almost a decade later, the site has poured over 4 million ounces of gold. When approved in November 2010, the project had an ore reserve of 3.4 Moz. By the time of our 30% acquisition in 2021, the ore reserves stood at 2.38 Moz, with a mineral resource containing 6.95 Moz of gold. We continue to be proud of the ongoing success of the Tropicana project.

Governance

An Operating Committee containing delegates of both AGA and Regis, in accordance with the joint venture agreement, meet quarterly to manage the affairs of the TJV. Additional meetings are convened as required to review other matters which can include operational and exploration updates.

TJV seeks to apply the same sustainability practices as its owners, taking into account a broad range of stakeholder requirements and current best practice. Sustainability covers all operations, from exploration and construction through to operations and closure and is essential to the long-term viability 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. AGA 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. AGA's Social, Ethics & Sustainability Committee oversees implementation of the safety strategy. TJV's occupational health and safety system is certified under ISO 45000 health and safety.

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

For the FY2023 year, the TJV achieved a LTIFR of 0.68 and TRIFR of 3.07 (per million hours worked). There were no fatalities at the TJV during the reporting period.

Seokmin Hong (Mining Engineer), Lilong Chen (Senior Mining Engineer) and Karel Steyn (Principal Mining Engineer).

People

Due to the remote location of Tropicana, it requires fly-in, fly-out operation 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, 2:2 and 2:1 rosters. Tropicana places an emphasis on recruiting locally where possible. Throughout the year, TJV participated in a number of social events and programs promoting a range of important causes such as diversity, professional development and wellbeing.

The average number of employees on site across the TJV operation during the year was 821, where 175 were permanently employed and 646 were contractors.

At the TJV, the objective remains to achieve zero harm across the operation.

Communities

The TJV operations falls on the land of the Traditional Owners and custodians, the Barra Parrapi people (previously referred to as the Wongatha) and Spinifex peoples. The TJV acknowledges the value of sincere and transparent stakeholder and community consultation. The emphasis of the relationship is on understanding and respecting connection to Country and cultural heritage; identifying and supporting community needs and ambitions; exploring business opportunities; and promoting and fostering employment opportunities for local people. A heritage management strategy is in place to protect identified heritage sites near the Tropicana Gold Mine.

The TJV has committed to working proactively with the Barra Parrapi Aboriginal Corporation (BPAC) to negotiate a comprehensive native title agreement with BPAC.

The TJV is committed to supporting its local communities and aims to shape long-lasting partnerships which bring long term benefits in the areas of youth development, local business, community capacity, health and local employment.

Local businesses are supported by adopting a 'Think Local, Buy Local' strategy that is applied on site by all departments when evaluating projects and placing purchases. A focused Aboriginal business development program includes structured business coaching and mentoring and has led to five Aboriginal owned businesses providing services onsite.

During FY2023, TJV continue supporting education programs delivered in the region with a total of $385,832 invested in local schools and associated programmes.

In the community with children from the Mulga Queen.

Environmental management

Robust environmental stewardship is upheld through the use of an integrated management system that is certified under ISO14001:2015. A series of environmental, cultural heritage and rehabilitation management strategies direct the safe and responsible operation of TJV to prevent, mitigate or otherwise minimise the environmental impact of mining activities. These management strategies can be found in Tropicana's website.

During the reporting period, there were no material environmental incidents or non-compliances recorded.

The TJV continues to support the Great Victoria Desert Biodiversity Trust (the Trust) as a condition of the mine's approval. The Trust funds research on the remote Great Victoria Desert (GVD), where the mine is located.

It incorporates traditional owner land management expertise, extensive flora and fauna surveys and conservation activities as part of Tropicana's biodiversity offset strategy. The Tropicana Joint Venture will contribute approximately $4.4M over Tropicana's current mine life, following an initial contribution of $1.6M.
More information:
www.gvdbiodiversitytrust.org.au/

Water usage

The TJV's water management strategy is mandated under the AGA's robust management standards that require a comprehensive understanding of water risks and the application of tailored management and monitoring plans, reinforced by context-specific objectives and targets.

TJV maintains the objective to minimise water withdrawals from the ground and surface water bodies and to optimise recycling and reuse of water to the extent possible. Tropicana also strives to avoid contamination of water resources through the operation's mining activities so that existing and potential environmental values are protected. This is accomplished by either maintaining zero water discharge on sites, or by treating and releasing excess water from the process circuit, which is typically the case for high rainfall areas. Tropicana is certified under the Cyanide Code.

Tropicana aims to reduce water abstraction from aquifers and use water by preference, from higher efficiency bores requiring less energy consumption and providing higher water yields, including those around the mine's TSF. Variable speed pumps with reduced energy usage, operating off the mine's internal electricity supply grid eliminate the need for stand-alone diesel generators.

Moolart Well processing plant.

Tailings Storage Facility

TJV Tailings Storage Facilities (TSFs) inventory is reported in accordance with the detailed Church of England Pension Board and Swedish Council on Ethics for the AP Funds. The TJV is committed to implement the Global Industry Standard on Tailings Management (GISTM) at all tailings storage facilities (TSFs). The GISTM complements AGA's Tailings Management Framework that clearly sets out principles, standards, guidelines and accountabilities for the construction, management and oversight of TSFs. This framework focuses on the sound management of all phases of the TSF lifecycle and recognises that each TSF is unique, with no single design or operating technique that can be adopted universally.

Independent Tailings Review Boards have been established by AGA for its Australian operations, and a review of the Tropicana TSF has been completed. During FY2023, Tropicana's environmental licence was amended to increase the design capacity of its TSF. At present, the facility is within the original design capacity.

The active Tropicana TSF, developed in 2013, uses an upstream construction method. Further details of AGA's management approach for this TSF are available at AngloGold Ashanti's website.

Emissions & Energy

AngloGold Ashanti aims to develop a pathway to achieving net zero Scope 1 and Scope 2 greenhouse gas emissions by 2050. To reach this goal, the company is working to identify and minimise its current and future climate risks to operations and its business. The company's Climate Change Strategy, approved by the AngloGold Ashanti board, seeks to embed the management of physical risks, transition climate risks, and climate change related opportunities into strategic and operational planning processes.

Total greenhouse gas emissions for the TJV operation in 2021-22 was 320 kilotonnes of CO_2.

Last year, TJV conducted a baseline energy and carbon emissions model for the 2022 Level 1 life of mine plan. The process required the quantification of individual energy inputs needed to deliver on the business plans for the mine, up to 2030. Extension of the model to beyond 2030 has helped build a pathway to net zero greenhouse gas emissions.

During the year, the Joint Venture took a major step forward in its decarbonisation journey following an agreement to build one of the largest renewable energy projects in Australia's natural resource sector, and to integrate it into the power supply for the Tropicana Gold Mine.

The Joint Venture has entered into an agreement with Pacific Energy to construct and operate 62MW of wind and solar generation capacity at the site, located 330 kilometres east-northeast of Kalgoorlie in Western Australia. The hybrid wind and solar with battery storage facility will be the first of its kind to be implemented by the company and will halve natural gas consumption and reduce the average carbon emissions by more than 65,000 tonnes per annum over the 10-year life of the agreement.

Tropicana Performance Summary

Tropicana Gold Mine	Unit	FY23	FY22
Average recovered grade	g/t	1.55	1.47
Tonnes treated/milled	Mt	9.7	9.6
Gold production	000oz	437	404
Capital expenditure	US$M	201	150

Employees	Unit	FY23	FY22
Total average employees on site	Number	821	718
Average permanent (employed)	Number	175	170
Average contractors	Number	646	548

Safety	Unit	FY23	FY22
LTIFR per million hours worked	Rate	0.68	0.35
TRIFR per million hours worked	Rate	3.07	4.26

Environment	Unit	FY23	FY22
Water use	GL	5.73	5.79
Water use efficiency	kl/t	0.77	0.6
Energy consumption	PJ	5.4	6.06
Energy intensity	GJ/t	0.56	0.63
GHG emissions	000t	320	294
Cyanide use (calendar year 2022 & 2021)	t	681	646
Reportable environmental incidents	Number	0	0
Total rehabilitation liabilities	A$M	27	43

Community	Unit	FY23	FY22
Community investment	US$000	385	224

Note: Data in this table represents 100% of the Tropicana Joint Venture operation for the 2022-23 year. Regis owns a 30% share of the TJV. No taxes or royalties are paid by the TJV on behalf of Regis.

Tropicana has poured over 4 million ounces of gold

Appendices

Moolart Well stockpile.

Performance Data Scorecard

Governance

Ethics and Conduct Training	Unit	Directors	Employees	Contractors	On site Business Partners*	Total FY2023
Participation in training on ethics, conduct and/or anti-corruption policies & procedures	Percentage (%)	100	96	79	99	84%
	Number	6	528	3,019	444	3,997

* Includes major contractors for mining and underground mining services

Environment

Energy Consumption	Unit	FY23	FY22	FY21	FY20	FY19
Diesel Fuel	terajoules	3,227.30	3,660.8	3,521.8	3,316.0	3,318.0
	Kilolitres	83,608	94,176	91,096	84,797	84,544
LPG	terajoules	26.6	22.2	27.8	24.0	21.7
Electricity sourced from grid (corporate and Blayney offices)	terajoules	0.29	0.25	0.29	0.24	/
Total energy consumption	terajoules	3,297.98	3,683.30	3,549.80	3,340.30	3,339.70
Energy use intensity	GJ/t ore	0.376	0.404	0.373	0.356	0.354

GHG Emissions	Unit	FY23	FY22	FY21	FY20	FY19
Direct Scope 1 GHG Emissions	$(tCO_2\text{-e})$	228,723	256,742	248,618	231,690	230,840
Indirect Scope 2 GHG Emissions	$(tCO_2\text{-e})$	48.6	49.8	59	51	/
Total Scope 1&2 GHG Emissions	$(tCO_2\text{-e})$	228,772	256,792	248,677	231,741	230,840
Emissions intensity of gold produced	$kgCO_2\text{-e/oz gold}$	669.05	813.8	699.41	658.3	635.2
Emissions intensity of ore processed	$kgCO_2\text{-e/Mt ore}$	0.026	0.028	0.026	0.025	0.024

| Water Usage | Unit | Duketon | | | | |
		FY23	FY22	FY21	FY20	FY19
Total groundwater abstracted	GL	7.79	7.77	10.23	10.62	10.46
Groundwater abstracted through mine dewatering requirements	GL	6.14	5.06	6.5	6.97	7.64
Groundwater abstracted through borefields (make up A water)	GL	1.65	2.71	4.33	3.65	2.82
Total water abstracted per BCM material mined	GL/Mbcm	0.48	0.27	0.34	0.35	0.32
Total water abstracted per tonne ore processed	kilolitre/tonne	0.89	0.85	1.127	1.134	1.109
Total water abstracted per ounce gold produced	GL/koz	0.02	0.02	0.03	0.03	0.03
Total water usage (borefield and recycled)	GL	12.87	12.76	15.75	15.45	15.77
Untreated water recycled/reused (TSF returns water)	GL	5.08	4.99	5.02	4.82	5.31
Untreated water recycled/reused (TSF returns water)	%	39.46	39.1	31.9	31.2	33.7

Air Quality - Pollutants	Unit	FY23	FY22	FY21	FY20	FY19
Carbon Monoxide (CO)	tonnes (t)	1,120	1,263	1,163	1,316	1,354
Nitrogen Oxides (NOx) (excluding N_2O)	tonnes (t)	2,524	2,844	2,587	3,224	3,364
Sulphur Oxides (SOx)	tonnes (t)	1	2	1	2	1
Particulate matter (PM10)	tonnes (t)	9,607	10,799	10,346	13,239	12,510
Mercury (Hg)	tonnes (t)	Less than 0.1	Less than 0.1	Less than 0.1	Less than 0.1	Less than 0.1
Lead (Pb)	tonnes (t)	Less than 0.1	Less than 0.1	Less than 0.1	Less than 0.1	Less than 0.1
Volatile organic compounds (VOCs)	tonnes (t)	138	156	147	217	219

Waste Material	Unit	FY23	FY22
Total volume of non-mineral waste generated (scrap metal, used oil, tyres, batteries, and other solid wastes etc)	m³	4,606	4,760 (240t)
Total volume of hazardous waste generated	m³	221	251
Total weight of hazardous waste recycled/reused	m³	106*	89
Total volume of recycled materials	m³	4,034	717
Significant incidents associated with hazardous materials and waste management	Number	0	0

* Represents waste oil recycled with Cleanaway. Increase due to site clean-up that resulted in removal of stockpiled waste oil.

| Waste Rock | Unit | Duketon | | | | |
		FY23	FY22	FY21	FY20	FY19
Total weight of waste rock generated	million tonnes (Mt)	27.5	59.2	54.3	55.1	38.9

| Acid rock drainage | Unit | Duketon | |
		FY23	FY22
Percentage of mine sites where acid rock drainage is: (1) predicted to occur	%	8	9
Percentage of mine sites where acid rock drainage is: (2) actively mitigated	%	8	9
Percentage of mine sites where acid rock drainage is: (3) under treatment or remediation	%	0	0

The decrease in percentage was due to the increase in total sites (Russel's Find and Ben Hur) included in the calculation.

Land Disturbance	Unit	FY23	FY22	FY21	FY20	FY19
Gross land disturbed at the beginning of the reporting period	Hectare (ha)	5,158	5,116	4,951	4,651	4,030
Current land disturbed at the beginning of the reporting period	Hectare (ha)	4,629	4,628	4,482	4,221	3,652
Newly disturbed land	Hectare (ha)	453	42	165	300	621
Gross land disturbed at the end of the reporting period	Hectare (ha)	5,611	5,158	5,116	4,951	4,651
Newly rehabilitated land to agreed end use	Hectare (ha)	153	41	19	39	52
Total land rehabilitated to date	Hectare (ha)	682	529	488	469	430
Total current land disturbed (for future rehabilitation)	Hectare (ha)	4,929	4,629	4,628	4,482	4,221
Total land disturbance that has been rehabilitated to date	%	12.1	10.3	9.5	9.5	9.3

Garden Well processing plant and stores.

Tailings Storage Facilities

Metric	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	11.5	37.8	15.8	42	<0.7 Mm3
Current amount of tailings stored (end of FY23)	26	10.5	34	6.2	17	<0.7 Mm3
Total weight of tailings produced (FY23)	N/a	2.6	N/a	N/a	6.1	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	27-Apr-23	27-Apr-23	Feb-23	Feb-23	Feb-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

Our People

Category	Number of people	Training hours	Average training hours per person
Short-term and Shutdown	1,468	4,439	3.02
Contractors*	2,356	14,810	6.28
Visitors	166	367	2.21
Regis Employees	551	6,814	12.37
Total	4,541	26,430	5.82

Organisation	People	Training Hours	Average training hours per person
Barminco (contractor)	347	4,511	13
MACA (contractor)	795	4,585	5.76
Regis	551	6,814	12.37
Total	1,631	15,910	9.4

* Training data for contractors' captures Regis' top two contractors (MACA and BARMINCO)

Health & Safety Performance of employees and contractors	Unit	FY23	FY22
Lost time injuries (LTI)	Number	3	4
Lost time injury frequency rate (LTIFR)	Rate	0.94	1.25
Total recordable injuries (TRI)	Number	22	25
Total recordable injury frequency rate (TRIFR)	Rate	6.92	7.81
Percentage of TRI by contractors	%	74	72
Number of Fatalities	Number	Nil	Nil
Fatality rate	Rate	Nil	Nil
Medical treatment injury (MTI)	Number	7	11
Restricted work	Number	11	10
All injuries frequency rate (AIFR)	Rate	56.69	67.70
Near miss frequency rate (NMFR)	Rate	NA	Not reported
Total number of hours worked	Number	3,175,000	3,200,000
Fatalities as result of work-related ill health	Number	Nil	Nil
Cases of recordable/reportable work-related ill health	Number	Nil	Nil
Provide a brief description of the main types of work-related ill health and any actions underway to eliminate future risks	Qualitative	Ongoing quarterly hygiene sampling/monitoring	Not reported

Location of recordable injuries	FY23	FY22
Arms/Shoulder	1	1
Face	2	1
Feet/toes	Nil	2
Head	1	4
Ankle	3	4
Hands/fingers	9	13
Leg/knee	2	None reported
Back	1	None reported
Chest	1	None reported
Groin	1	None reported
Total	21	25

Nature of recordable injuries	FY23	FY22
Laceration	7	13
Sprains and strains	8	4
Fracture	2	4
Crush	1	1
Superficial injury	1	1
Dislocation	Nil	1
Other	2	1
Total	21	25

Employment type	Units	FY23	FY22
Full-time employees	Number	404	379
Part-time employees	Number	8	3
Casual employees	Number	4	16
Total employees	Number	416	398
Apprentices	Number	1	1
Indigenous Australian Employees	Number	2	2
Local employees – Duketon	%	90	94
Local employees – McPhillamys	%	92	90

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

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

Employee Hires	Units	FY23
Total employee hires	Number	179
Male employee hires	Number	142
Female employee hires	Number	37
Open positions filled by internal candidates (internal hires)	Number	42
	%	23

Training & Development Age Group	FY23 <36	FY23 36-55	FY23 >55
Average hours of training	10	6.69	3.44

Parental Leave	Unit	Male	Female
Employees entitled to parental leave	Number	242	65
Employees that took parental leave	Number	20	4
Employees that returned to work during FY23 after parental leave ended	Number	19	3
Rate of employees who returned to work once parental leave period ended	Rate	95%	75%
Employees that returned to work after parental leave ended that were still employed 12 months after their return to work	Number	4	2
Retention rate of employees who remained at work 12 months after their return to work	Rate	67%	67%

Employment trends	Unit	FY23	FY22
Total number of employees and contractors	Number	1,485	1,404
Total number of employees[2]	Number	416	398
Total number of contractors[3]	Number	1,069	1,006
Percentage contractors	%	72%	72%
Percentage female employees	%	21%	22%
Percentage female employees in managerial and executive positions[1]	%	15%	20%
Percentage female board members	%	33%	40%

[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)

Organisational Level	Male	Female
Board	4	2
Executive/EGM	5	1
Senior Managers/Managers	18	3
Senior/Supts	35	9
Professional	56	10
Trade	76	6
Operator/Technician	68	12
Administration	0	6
Graduate/Apprentice	1	0
Other	71	39

Age groups	Male	Female
Below 36	109	35
36-55	160	44
Above 55	60	8

Economic benefits in Australia

Australian expenditure ($M)	FY19	FY20	FY21	FY22	FY23	5-year total
Income tax paid	54.0	63.8	77.1	2.4	0	197.3
Royalties – WA Government	15.7	19	21.4	26.3	30.5	112.9
Royalties – Australian Third parties	3.5	4.6	2.0	1.4	1.7	13.2
Salaries, wages and defined benefits for direct Regis employees	52.8	57.0	61.2	71.1	75.0	317.1
Payments to suppliers	432.1	500.2	537.7	896.4	963.7	3,330.1
Total contributions	558.1	644.6	699.4	997.6	1,070.9	3,970.6

Community

Local Procurement	Unit	FY23	FY22
Total Investment	A$M	963.7	896.4
Western Australia (WA)	%	82.6	84.8
Other Australia	%	17.3	15.1
Overseas	%	0.1	0.1

Community Relations	Unit	FY23	FY22	FY21
Number and duration of non-technical delays	Number	0	0	0
	Days	N/A	N/A	N/A
Community complaints	Number	1*	0	0

* 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	FY23	FY22
Total Investment	A$	343,510	143,000
Health & Medical Research	%	25	57
Charitable Donations	%	8	3
Community Wellbeing & Events	%	56	13
Community-led Environmental Projects	%	1	1
Education & STEM	%	9	26

SASB Content Index

SASB Standard	SASB code	Report Section	Page Number
Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-MM-110a.1	Energy and Emissions - Greenhouse Gas Emissions	59
		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	56
		Decarbonisation Strategy	60
		Decarbonisation Plan	61
Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N_2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	EM-MM-120a.1	Other Emissions - Air Quality	64
		Performance Data Scorecard - Environment	82
Total energy consumed	EM-MM-130a.1	Performance Data Scorecard - Environment	81
% Of grid electricity	EM-MM-130a.1	Performance Data Scorecard - Environment	81
% Of renewable electricity	EM-MM-130a.1	No electricity sourced from renewables	N/A
Total fresh water withdrawn	EM-MM-140a.1	Water Management	62
		Performance Data Scorecard - Environment	82
Total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	EM-MM-140a.1	None of our borefields are within a region of high or extremely high baseline water stress as defined by the World Resources Institute's Water Risk Atlas Tool, Aqueduct.	N/A
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	EM-MM-140a.2	During the period, there were no incidents of non-compliance associated with water quality permits, standards, and regulations.	N/A
Total weight of non-mineral waste generated	EM-MM-150a.4	Waste Management	68
		Performance Data Scorecard - Environment	82
Total weight of tailings produced	EM-MM-150a.5	Tailings Management	71
Total weight of waste rock generated	EM-MM-150a.6	Waste Management - Waste Rock Management	68
		Performance Data Scorecard - Environment	82

SASB Standard	SASB code	Report Section	Page Number
Total weight of hazardous waste generated	EM-MM-150a.7	Waste Management	68
		Performance Data Scorecard - Environment	82
Total weight of hazardous waste recycled	EM-MM-150a.8	Waste Management	68
		Performance Data Scorecard - Environment	82
Number of significant incidents associated with hazardous materials and waste management	EM-MM-150a.9	Waste Management	68
		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	68
Description of environmental management policies and practices for active sites	EM-MM-160a.1	Environmental Management	53
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	83
Percentage of (1) Proved and (2) Probable Reserves in or near sites with protected conservation status or endangered species habitat	EM-MM-160a.3	0% of Proved or Probable Reserves are in or near sites with protected conservation status or endangered species habitat.	N/A
Percentage of (1) Proved and (2) Probable Reserves in or near areas of conflict	EM-MM-210a.1	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	<1% of Proved and Probable Reserves located in or near Indigenous land.	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	19
		Indigenous Peoples' Engagement	48
		Protection of Cultural Heritage	50
Discussion of process to manage risks and opportunities associated with community rights and interests	EM-MM-210b.1	Our Stakeholders	24
		Community Engagement	43
Number and duration of non-technical delays	EM-MM-210b.2	No non-technical delays	N/A
Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	EM-MM-310a.1	No collective bargaining agreements and no foreign or US employees	N/A
Number and duration of strikes and lockouts	EM-MM-310a.2	No strikes or lockouts	N/A
MSHA all-incidence rate	EM-MM-320a.1	Performance Data Scorecard - Our People	85
Fatality rate	EM-MM-320a.1	Performance Data Scorecard - Our People	85
Near miss frequency rate (NMFR)	EM-MM-320a.1	Performance Data Scorecard - Our People	85
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	85

SASB Standard	SASB code	Report Section	Page Number
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	16
Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-MM-510a.2	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	84
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	71
Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	EM-MM-540a.3	Tailings Management	71
Production of (1) metal ores and (2) finished metal products	EM-MM-000.A	2023 Performance Highlights	2
Total number of employees, percentage contractors	EM-MM-000.B	Diversity, Equity and Inclusion	40
		Performance Data Scorecard - Our People	86
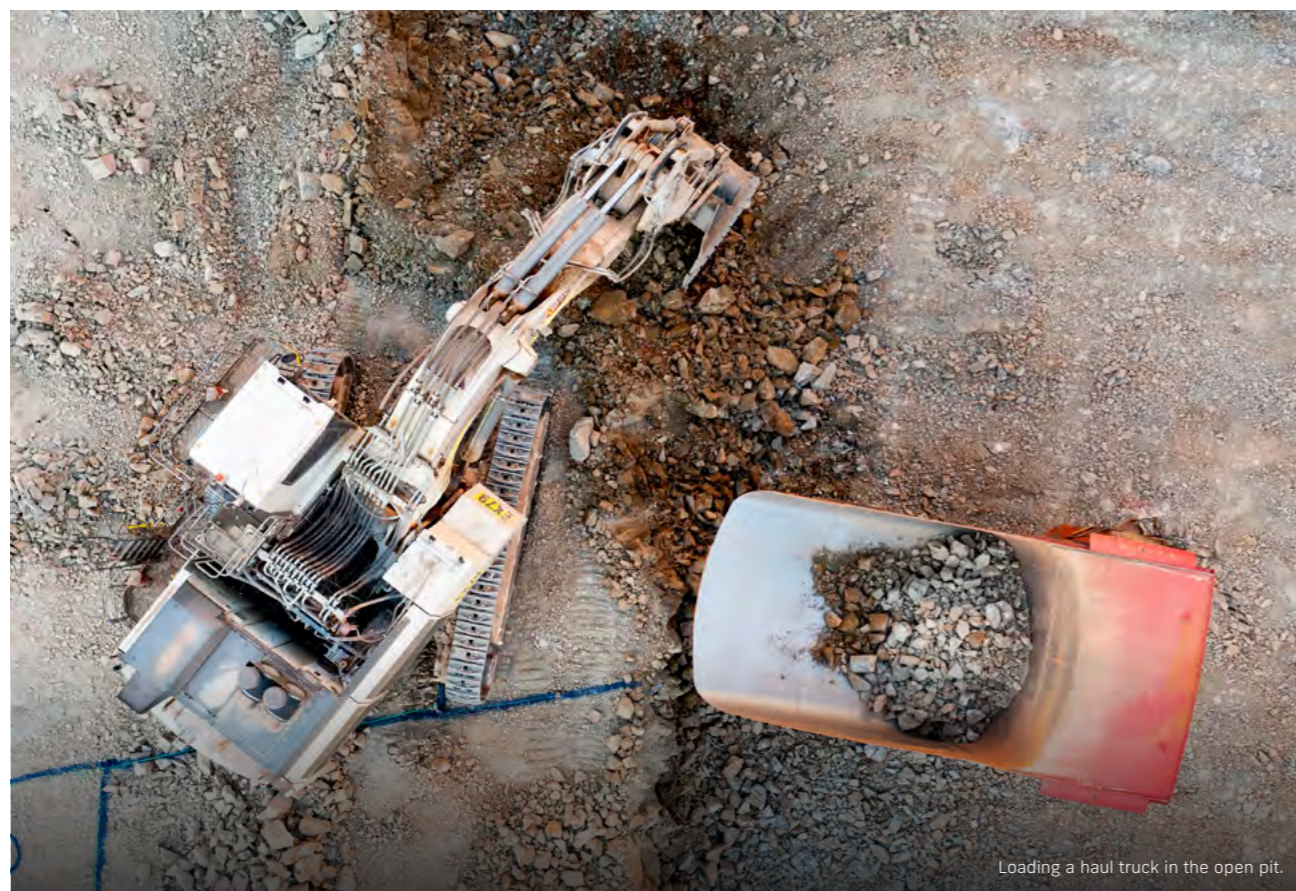
Loading a haul truck in the open pit.

GRI Content Index

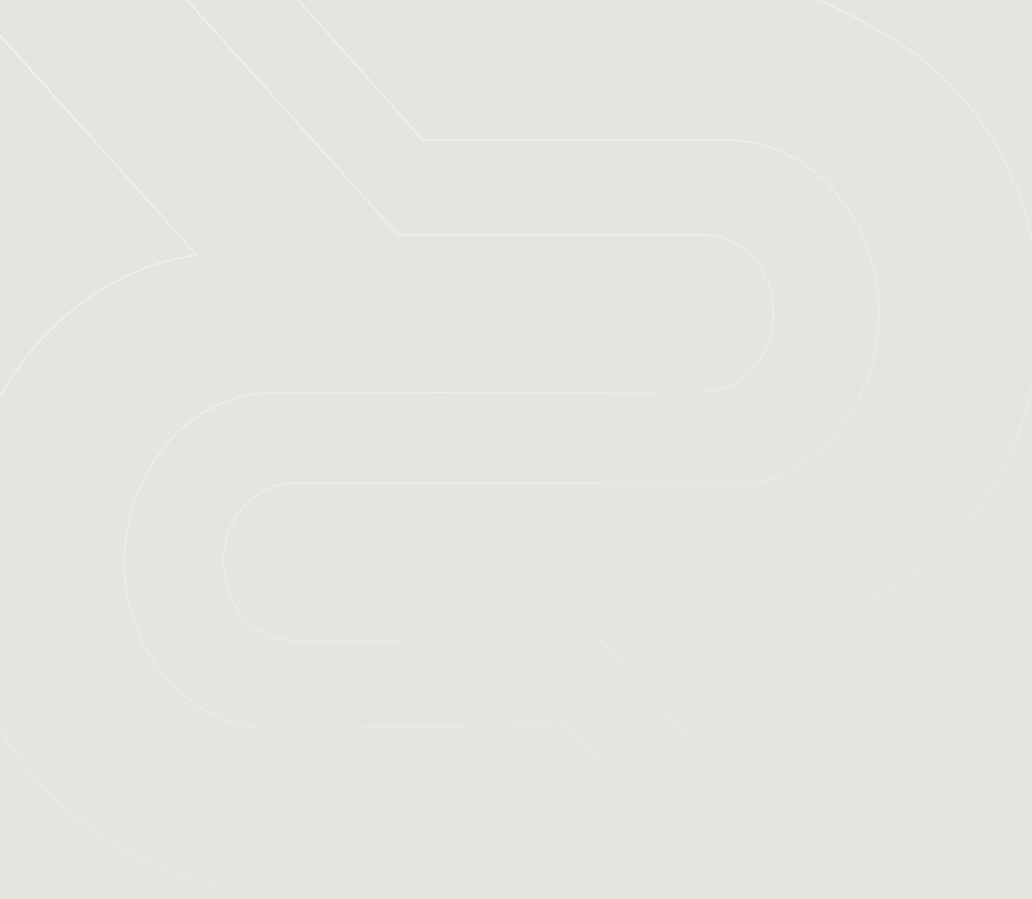| Statement of use	Regis Resources has reported the information cited in this GRI content index for the period 1 July 2022 to 30 June 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard Disclosure	Location	Page
GRI 2: General Disclosures 2021		
2-1 Organizational details	Regis Resources	9
2-2 Entities included in the organization's sustainability reporting	About this Report	4
2-3 Reporting period, frequency and contact point	Contact us About this Report	4
2-4 Restatements of information	N/A – no restatements have been made	N/A
2-5 External assurance	This report has not received external assurance	N/A
2-6 Activities, value chain and other business relationships	Operating Assets	10
2-7 Employees	Sustainable Workplace Management	38
	Performance Data Scorecard – Our People	85
2-8 Workers who are not employees	Sustainable Workplace Management	38
	Performance Data Scorecard – Our People	85
2-9 Governance structure and composition	Corporate Governance	14
2-10 Nomination and selection of the highest governance body	Remuneration, Nomination and Diversity Committee Charter	N/A
	Corporate Governance	14
2-11 Chair of the highest governance body	Corporate Governance	14
2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance	14
2-13 Delegation of responsibility for managing impacts	Corporate Governance	14
2-14 Role of the highest governance body in sustainability reporting	About this Report	4
	Corporate Governance	14
2-15 Conflicts of interest	Board Charter Corporate Governance Statement Code of Business Conduct	N/A
2-16 Communication of critical concerns	Not reported	N/A
2-17 Collective knowledge of the highest governance body	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	Remuneration, Nomination and Diversity Committee Charter	N/A
2-19 Remuneration policies	Remuneration, Nomination and Diversity Committee Charter	N/A
2-20 Process to determine remuneration	Remuneration, Nomination and Diversity Committee Charter	N/A
2-22 Statement on sustainable development strategy	Corporate Governance	14
	Sustainability Management	21

GRI Standard Disclosure	Location	Page
GRI 2: General Disclosures 2021 (continued)		
2-23 Policy commitments	Corporate Governance	14
	Ethical Business Practices	16
2-24 Embedding policy commitments	Corporate Governance	14
	Ethical Business Practices	16
2-25 Processes to remediate negative impacts	Ethical Business Practices	16
2-26 Mechanisms for seeking advice and raising concerns	Whistleblower Policy	N/A
2-27 Compliance with laws and regulations	Ethical Business Practices	16
2-28 Membership associations	Sustainable Management – Company Memberships	21
2-29 Approach to stakeholder engagement	Our Stakeholders	24
2-30 Collective bargaining agreements	Labour Relations	39
GRI 3: Material Topics 2021		
3-1 Process to determine material topics	Materiality Process	25
3-2 List of material topics	Materiality Process	25
3-3 Management of material topics	Management approaches for each material topic is discussed throughout the report	N/A
GRI 201: Economic Performance 2016		
201-1 Direct economic value generated and distributed	Sharing Value	45
	Performance Data Scorecard – Our Communities	87
201-2 Financial implications and other risks and opportunities due to climate change	Climate Change Management	56
GRI 203: Indirect Economic Impacts 2016		
203-1 Infrastructure investments and services supported	Sharing Value	45
	Performance Data Scorecard – Our Communities	87
203-2 Significant indirect economic impacts	Sharing Value	45
	Performance Data Scorecard – Our Communities	87
GRI 204: Procurement Practices 2016		
204-1 Proportion of spending on local suppliers	Sharing Value	45
GRI 205: Anti-corruption 2016		
205-1 Operations assessed for risks related to corruption	Ethical Business Practices – Anti-bribery and Corruption	17
205-2 Communication and training about anti-corruption policies and procedures	Ethical Business Practices – Anti-bribery and Corruption	17
205-3 Confirmed incidents of corruption and actions taken	Ethical Business Practices – Anti-bribery and Corruption	17
GRI 206: Anti-competitive Behaviour 2016		
206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	N/A – no reported incidents	N/A

GRI Standard Disclosure	Location	Page
GRI 207: Tax 2019		
207-1 Approach to tax	Taxes and royalties	17
207-2 Tax governance, control, and risk management	Taxes and royalties	17
207-3 Stakeholder engagement and management of concerns related to tax	Taxes and royalties	17
207-4 Country-by-country reporting	N/A – Regis only pays taxes to Australia	N/A
GRI 302: Energy 2016		
302-1 Energy consumption within the organisation	Energy and Emissions	59
	Performance Data Scorecard – Environment	81
302-2 Energy consumption outside of the organisation	Regis does not currently record this data	N/A
302-3 Energy intensity	Energy and Emissions	59
	Performance Data Scorecard – Environment	81
302-4 Reduction of energy consumption	Energy and Emissions	59
	Performance Data Scorecard – Environment	81
302-5 Reductions in energy requirements of products and services	N/A	N/A
GRI 303: Water and Effluents 2018		
303-1 Interactions with water as a shared resource	Water Management	62
303-2 Management of water discharge-related impacts	Water Management	62
303-3 Water withdrawal	Water Management	62
	Performance Data Scorecard – Environment	82
303-4 Water discharge	Regis does not currently record this data	N/A
303-5 Water consumption	Water Management	62
	Performance Data Scorecard – Environment	82
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	66
304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity	66
304-3 Habitats protected or restored	Integrated land management	70
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	N/A	N/A
GRI 305: Emissions 2016		
305-1 Direct (Scope 1) GHG emissions	Energy and Emissions	59
	Performance Data Scorecard – Environment	81
305-2 Energy indirect (Scope 2) GHG emissions	Energy and Emissions	59
	Performance Data Scorecard – Environment	81
305-3 Other indirect (Scope 3) GHG emissions	Regis does not currently record this data	N/A

GRI Standard Disclosure	Location	Page
GRI 305: Emissions 2016 (continued)		
305-4 GHG emissions intensity	Energy and Emissions	59
	Performance Data Scorecard – Environment	81
305-5 Reduction of GHG emissions	Energy and Emissions	59
	Performance Data Scorecard – Environment	81
305-6 Emissions of ozone-depleting substances (ODS)	Regis does not currently record this data	N/A
305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Other Emissions	64
	Performance Data Scorecard – Environment	82
GRI 306: Waste 2020		
306-1 Waste generation and significant waste-related impacts	Waste Management	68
306-2 Management of significant waste-related impacts	Waste Management	68
306-3 Waste generated	Waste Management	68
	Performance Data Scorecard – Environment	82
306-4 Waste diverted from disposal	Waste Management	68
	Performance Data Scorecard – Environment	82
306-5 Waste directed to disposal	Waste Management	68
	Performance Data Scorecard – Environment	82
GRI 308: Supplier Environmental Assessment 2016		
308-1 New suppliers that were screened using environmental criteria	Regis does not currently record this data	N/A
308-2 Negative environmental impacts in the supply chain and actions taken	N/A – no negative environmental incidents reported	N/A
GRI 401: Employment 2016		
401-1 New employee hires and employee turnover	Sustainable Workplace Management	38
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainable Workplace Management	38
	Diversity, Equity and Inclusion	40
401-3 Parental leave	Diversity, Equity and Inclusion	40
GRI 403: Occupational Health and Safety 2018		
403-1 Occupational health and safety management system	Health, Safety and Wellbeing	33
403-2 Hazard identification, risk assessment, and incident investigation	Health, Safety and Wellbeing	33
403-3 Occupational health services	Health, Safety and Wellbeing	33
403-4 Worker participation, consultation, and communication on occupational health and safety	Health, Safety and Wellbeing	33
403-5 Worker training on occupational health and safety	Health, Safety and Wellbeing – Training and development opportunities	35
403-6 Promotion of worker health	Health, Safety and Wellbeing	33
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, Safety and Wellbeing	33

GRI Standard Disclosure	Location	Page
GRI 403: Occupational Health and Safety 2018 (continued)		
403-8 Workers covered by an occupational health and safety management system	Health, Safety and Wellbeing	33
403-9 Work-related injuries	Health, Safety and Wellbeing	33
	Performance Data Scorecard – Our People	85
403-10 Work-related ill health	Health, Safety and Wellbeing	33
	Performance Data Scorecard – Our People	85
GRI 404: Training and Education 2016		
404-1 Average hours of training per year per employee	Sustainable Workplace Management – Talent attraction, retention and development	38
404-2 Programs for upgrading employee skills and transition assistance programs	Sustainable Workplace Management – Talent attraction, retention and development	38
404-3 Percentage of employees receiving regular performance and career development reviews	Sustainable Workplace Management – Talent attraction, retention and development	38
GRI 405: Diversity and Equal Opportunity 2016		
405-1 Diversity of governance bodies and employees	Diversity, Equity and Inclusion	40
	Performance Data Scorecard – Our People	86
GRI 406: Non-discrimination 2016		
406-1 Incidents of discrimination and corrective actions taken	Diversity, Equity and Inclusion	40
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	40
GRI 408: Child Labor 2016		
408-1 Operations and suppliers at significant risk for incidents of child labour	N/A – 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	N/A – 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	N/A – there were no 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	Regis does not currently record this data.	N/A
414-2 Negative social impacts in the supply chain and actions taken	N/A no 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	21

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