

STANDARD 1 STRATEGIC INTENT & EXECUTION



Gold Road will continue to focus on our strategic pillars of Discovery, Operations and Corporate Development to deliver value to our shareholders and stakeholders. Clearly defined ESG objectives, metrics and targets will be integrated into the overall business planning process, supported by policies, standards and systems to enable continual improvement in ESG performance.

REQUIREMENTS

- 1.1. Develop an overall business strategy that aligns with the Company's Visions and Values and informs the annual budgeting cycle.
- 1.2. Develop and maintain Company Policies and Standards that are appropriate to the nature and scale of Gold Road's activities and approved by CEO and Board.
- 1.3. Periodically review and update Policies and Standards as required to ensure they remain relevant and aligned with the strategic intent.
- 1.4. Ensure Policies and Standards are available for all relevant stakeholders to access.
- 1.5. Maintain an effective integrated HSE management system to improve HSE performance across the business.
- 1.6. Establish ESG objectives, metrics and targets against which progress, and improvement can be monitored and evaluated.
- 1.7. Ensure the business is adequately resourced for effective implementation of the HSE Management system and to ensure ESG objectives, metrics and targets can be achieved.
- 1.8. Delegate responsibility and accountability for overseeing implementation of the business strategy, HSE management system and ESG objectives and metrics to Gold Road's Executive Leadership Team.
- 1.9. Accountabilities and responsibilities of senior leaders will be clearly defined to enable effective implementation of ESG objectives and the HSE Management system.
- 1.10. ESG objectives, metrics and targets will be periodically reviewed to ensure they remain relevant to the nature and scale of the business.

Version Number	Revision Date	Document Owner	Document Approver
Version 2.0	10 June 2024	General Counsel and Company Secretary	Risk and ESG Committee