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Sustainability Report - Background

Emerald is committed to conducting its business in a safe, responsible and sustainable way that benefits shareholders, employees and local communities. This Sustainability Report covers Emerald’s projects in Cambodia – the operating gold mine at the Okvau Gold Project, other exploration projects in the region, concluding with a summary of Bullseye Mining Limited’s environmental aspects. The Sustainability Report should be considered in conjunction with other aspects of this Annual Report.

Figure 1 | Okvau’s tailings dam and waste dumps



Emerald is guided by the following values and principles:

- Ensure safety is always the first priority;
- Work with stakeholders to improve social values near the Okvau Gold Project;
- Maintain highest environmental standards using an outcomes-based approach in all activities;
- Recruit locally and provide quality training and development;
- Utilise specialist advisors from overseas to provide technical support and upskill local workers;
- Support sustainable local businesses in Mondulkiri province and create new opportunities;
- Engage openly and transparently with local government and communities; and
- Zero tolerance for any activities that may lead to illegal or corrupt outcomes.

The Environmental and Social Impact Assessment (ESIA) for the Okvau Gold Project was approved by the Ministry of Environment (MoE) in November 2017. The ESIA was prepared by Cambodian and Australian consultancies: E&A Consultant Co. Ltd and Earth Systems Consulting Pty Ltd (Earth Systems) and its Executive Summary can be viewed on Emerald’s website.

Sustainable development goals

Emerald aligned its business with the United Nations Sustainable Development Goals (SDGs) in 2022. The SDGs are a global framework for ending poverty, protecting the planet and ensuring peace and prosperity for all by 2030, adopted by all UN member states in 2015. Emerald has aligned its activities with 13 of the 17 global SDGs, as well as the 18th goal specific to Cambodia, which addresses the challenges of mines and explosive remnants of war. This is the second year that Emerald has tracked its progress on these goals, and the Company is now developing key performance indicators to measure its impact and contribution to the SDGs.



Results of key achievements and outcomes are reported in Table 1. Work will continue to define internal targets for selected indicators to benchmark against and report on monitoring results.

Table 1 | Key achievements aligned to Sustainable Development Goals

Theme	SDG Target	SDG	Emerald’s Key Achievements and Outcomes
Climate and Biodiversity 	Target 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.		<ul style="list-style-type: none"> 58,400m³ of organic waste diverted from landfill; 59,474 tonnes of scrap steel recycled; 165,517 tonnes of waste hydrocarbons recycled via EcoCycle; 11Mm³ of diesel consumed; 9,107 tonnes of reagents used through the plant.
	Target 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.		<ul style="list-style-type: none"> Carbon offset concept developed and funds being accrued.
	Target 15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.		<ul style="list-style-type: none"> Zero net gain in biodiversity values.
	Target 15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and protect and prevent the extinction of threatened species.		<ul style="list-style-type: none"> 80% of activities for the biodiversity offset program are implemented.
Fair Work and Diversity 	Target 1.1 By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day.		<ul style="list-style-type: none"> 259 roles (full-time and casual) are filled by Cambodians.
	Target 5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.		<ul style="list-style-type: none"> Eight women are occupying leadership roles.
	Target 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.		<ul style="list-style-type: none"> Two disabled employees are holding full-time roles; 100% of men and women are paid equally based on the role that they do.
	Target 10.2 By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.		<ul style="list-style-type: none"> 18% of employees in full-time employment are female; 16 indigenous people are in full-time employment.
	Target 10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.		<ul style="list-style-type: none"> 100% of employees are provided a 'living wage'.
Environmental Management and Resource Efficiency (Circularity) 	Target 6.3 By 2030, improve water quality by reducing pollution, eliminating dumping, and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.		<ul style="list-style-type: none"> 165,517 tonnes of waste hydrocarbons recycled via Ecocycle.
	Target 6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.		<ul style="list-style-type: none"> 81% of plant water requirement was recycled from the TSF; Zero triggers for the Cease to Transfer Order.
	Target 6.6 By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes.		<ul style="list-style-type: none"> 19.4ha of riparian zone under enhanced protection in the Biodiversity Offset.

Table 1 | Key achievements aligned to Sustainable Development Goals (continued)

Theme	SDG Target	SDG	Emerald’s Key Achievements and Outcomes
Social Engagement and Investment / Corporate Social Responsibility 	Target 4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational, and tertiary education, including university		<ul style="list-style-type: none"> 24 university graduates are in full-time positions.
	Target 4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.		<ul style="list-style-type: none"> 100% of employees received on-the-job training.
	Target 9.2 Promote inclusive and sustainable industrialisation and, by 2030, significantly raise industry’s share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries.		<ul style="list-style-type: none"> One industry event participated in to support best practice mining in Cambodia.
	Target 9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development.		<ul style="list-style-type: none"> Two partnerships are held with local learning institutions.
	Target 11.4 Strengthen efforts to protect and safeguard the world’s cultural and natural heritage		<ul style="list-style-type: none"> 100% implementation of the Chance Find Procedure.
	Target 15.c Enhance global support for efforts to combat poaching and trafficking of protected species, including by increasing the capacity of local communities to pursue sustainable livelihood opportunities.		<ul style="list-style-type: none"> 10% of full-time employees originate from near-mine communities; 74 patrols conducted by Rangers in Biodiversity Offset.
	Target 16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements.		<ul style="list-style-type: none"> Eight near-mine villages received training in the grievance mechanism; One public dissemination activity conducted; Four consultative visits with the 8 near-mine villages.
	Target 17.11 Significantly increase the exports of developing countries, in particular with a view to doubling the least developed countries’ share of global exports by 2020.		<ul style="list-style-type: none"> 122,346oz of gold doré exported.
	Target 17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.		<ul style="list-style-type: none"> Three knowledge exchange initiatives implemented.
	Target 18.1 To completely clear the identified mine and explosive remnants of war (ERW) areas by the year 2030.		<ul style="list-style-type: none"> 1,342ha of ERW cleared around Okvau since 2019; US\$1,000 donation to victims of de-mining.

Table 1 | Key achievements aligned to Sustainable Development Goals (continued)

Theme	SDG Target	SDG	Emerald’s Key Achievements and Outcomes
Health, Safety and Wellbeing 	Target 3.6 By 2020, halve the number of global deaths and injuries from road traffic accidents.		<ul style="list-style-type: none"> 61 employees have received driver-safety training; 67 minor road incidents were reported at the mine; 6 road incidents were reported by contractors off-site; 2 road safety initiatives were implemented in near-mine communities.
	Target 3.7 By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programs.		<ul style="list-style-type: none"> 100% of employees received various health awareness training; 16 initiatives supporting a social service were implemented.
	Target 3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.		<ul style="list-style-type: none"> 100% of relevant employees and contractors were trained to manage hazardous materials; Zero pollution incidents; 100% of water quality monitoring is compliant with standards.
	Target 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.		<ul style="list-style-type: none"> 1 lost-time-injury occurred; 8 OHS Representatives trained and in place across operations; 100% employees trained in emergency response procedures; 54 employees received first aid training; 106 employees, contractors and visitors received a general induction and OHS training during the year; 160 incidents reported to OHS department.
	Target 12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their lifecycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil, in order to minimize their adverse impacts on human health and the environment.		<ul style="list-style-type: none"> Zero occurrence of hazmat incidents or accidents.



Climate and Biodiversity

Emerald remains focused on achieving a net positive impact wherever its projects are located. Significant investment in biodiversity and climate change activities strengthens the Company's commitment in its trajectory to positive outcomes.



2023 highlights **Committed to Carbon Neutrality at the Okvau Gold Project.**
Reconnecting Gibbons: A collaborative forest canopy bridge pilot project



Carbon neutrality targets

In July 2023, Emerald confirmed its commitment to carbon-neutral operations in Cambodia. Initially, funds will be provisioned over successive budget years to support a carbon-neutral footprint within achievable time frames. This decision was made after reviewing commercial schemes and development of a carbon offset concept by independent environmental consultants, Earth Systems. The concept was finalised by Earth Systems in December followed by a discussion with the Ministry of Environment.

The amount accrued is determined by the emissions reported for the Okvau Gold Mine and is based on the project specific determined carbon pricing for the period, recommended by Earth Systems (FY23: US\$4.50 per tonne x 71,098 tCO₂e). The Board agreed that provisioning funds for activities which support the Company's climate strategy is the best approach. An estimated long-term average of ~60,000 CO₂t will be emitted each year by current operations. Focusing on nature-based activities (habitat protection, creation and biodiversity enhancement) for its carbon offset will complement existing activities. The Company is now working to identify suitable locations to progress the concept.

Carbon Neutral Operations
USD\$4.50
 per tonne CO₂e
 annually accrued
 \$320K for FY23
 impact

Energy use and emissions

IFC Performance Standard 3 states that, for projects that are currently or expected to produce more than 25,000 tonnes of CO₂-equivalent annually, the project will quantify its Scope 1 and Scope 2 GHG emissions. Energy use at Okvau is drawn from the national grid. Cambodia has national electricity grid emission factors and utilises coal and oil-fired power plants as well as imported electricity, hydro and biomass power plants. Energy demand at Okvau from the grid has increased slightly during FY23 due to a slight increase in demand from the plant, as well as switching the village, river pump and contractor's offices to the grid in October 2022. Fuel energy usage demand has slightly increased due to increased pumping from the decant and a sprinkler trial on the TSF. The decant pump was switched to grid power in July 2023. Renewable solar energy systems are being considered for remote generators with a trial being conducted for the security hut in coming months.

Table 2 | Emissions estimation

Emissions	Unit	2019/2020	2020/2021	2021/2022	2022/2023
Direct (Scope 1) emissions	tCO ₂ e	10,884	74,656	44,292	39,438
Indirect (Scope 2) emissions	tCO ₂ e	-	528	28,705	31,660
Total emissions (Scope 1 and 2)	tCO ₂ e	10,884	75,184	72,997	71,098
Emissions intensity	CO ₂ /ounce	N/A	2.74*	0.71	0.65
Energy Consumption	GJ	9,009	216,638	696,977	718,653

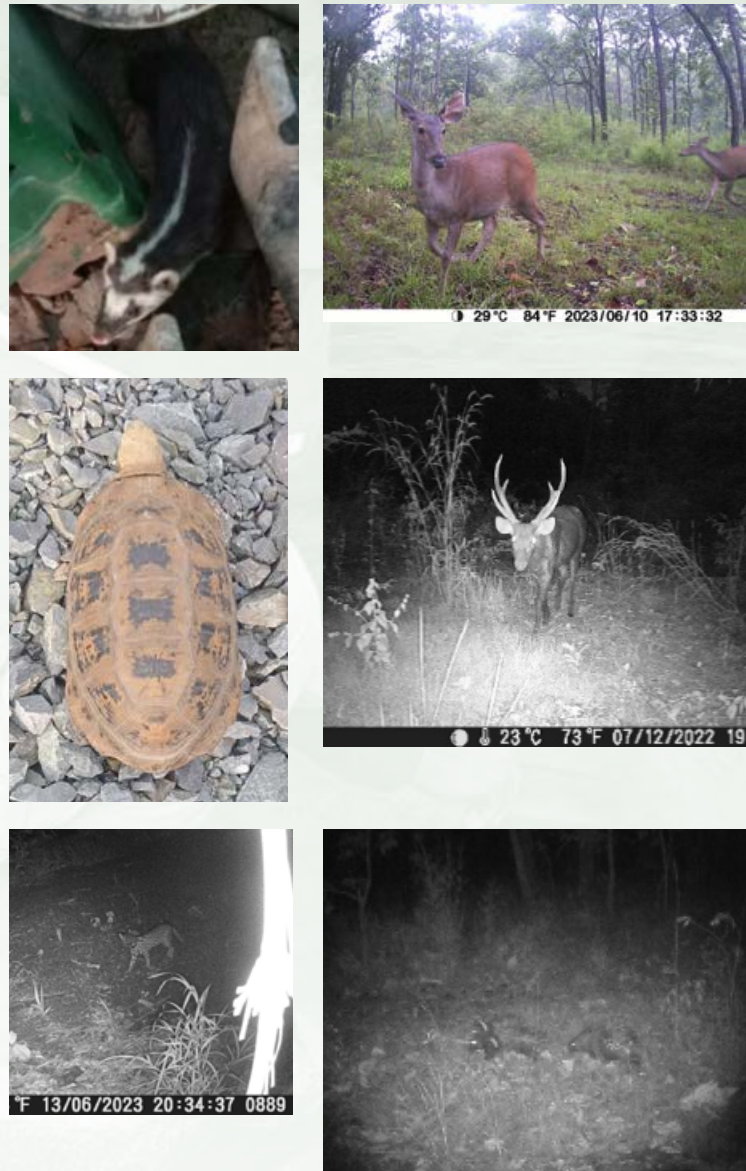
Methodology and emission factors (EF) to estimate the GHG emissions are primarily based on the following: GRI 305: Emissions Standard (2016); Emission factors from the Australian Government National Greenhouse Accounts (NGA) Factors 2021; 2006 Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories; IPCC Sixth Assessment Report 100 Year Global Warming Potentials; Global Environmental Strategies, Grid Emission Factors in Cambodia, 2016
 * 1 month gold production during commissioning phase shown.

Biodiversity management

Emerald implements an IFC Performance Standard aligned Biodiversity Action Plan at the Okvau Gold Project for the best practice management of biodiversity by describing avoidance, minimising and restoring actions to limit impacts on biodiversity. Procedures are implemented to limit habitat loss and degradation including a permitting and reporting system. To date, 495ha has been progressively cleared at the site.

Observations of wildlife inside the project area from staff sightings or camera traps are recorded where possible. This information may be used to inform targeted surveys and biodiversity management measures. Six camera traps are rotated throughout the fenced Okvau project area. A variety of wildlife are observed reproducing within the fenced mining area including peafowl, leopard cat, sambar, red muntjac, long-tailed macaque, yellow-throated marten, wild pig and porcupine.

Figure 2 | Wildlife regularly captured on camera across the project area



Biodiversity offset

Emerald is committed to achieving a positive impact on biodiversity through its offset program in the Phnom Prich Wildlife Sanctuary, where the Okvau Gold Project is located. The program, which started in April 2020, aims to restore or enhance biodiversity to achieve an overall net-gain in biodiversity values. The offset focuses on three offset sites that cover more than 9,000ha of land with high conservation value. Some of the main activities of the offset are:

- Offsetting vegetation losses through enhancing protection of habitat and species;
- Targeted Green Peafowl (*Pavo muticus*) conservation work;
- Beng tree planting; and
- Supporting conservation actions: financial support for the PPWS.

Earth Systems facilitated a workshop between the Company and key stakeholders in July 2022 to discuss the biodiversity monitoring results (conducted earlier in 2022). The workshop aimed to communicate and improve upon offset activities and find new ways to enhance the offset. This workshop also served to officially launch the program with all key stakeholders in attendance. Whilst there were gains in peafowl conservation, losses in habitat quality and forest cover were recorded in the northern offset site. Challenges including unplanned land-use changes and illegal logging are directly influencing progress towards biodiversity gains.

The Company agreed to strengthen the ranger program by investigating patrolling incentives, additional training and implementing conservation activity monitoring software. The Company also agreed to consider gibbon habitat-supporting species to enhance restoration activities.

Improvements recently implemented to the Biodiversity Offset include:

- Nature-based employment activities for Community Rangers from the nearby Community Protected Area;
- Implementation of SMART Conservation software including training sanctuary rangers;
- Provision of smart phones for running SMART software for the rangers;
- "Reconnecting Gibbons" pilot canopy bridge program;
- Strengthened relationship with key conservation NGO working in the sanctuary; and
- Review of Ranger program and identifying pathways to strengthen the partnership (ongoing).

The annual acoustic green peafowl survey was undertaken during February 2023 by the Company's environmental team supported by Rangers from the Phnom Prich Wildlife Sanctuary. Additional monitoring locations were added to the survey as recommended by Earth Systems, to strengthen monitoring results. Across 10 sites, each morning and evening, male peafowl calls are counted, direction and distance recorded. The data will be assessed by an acoustic monitoring expert when the biodiversity offset is next monitored.

A first for Cambodia – Reconnecting Gibbons: Pilot Canopy Bridge Collaboration

Emerald has launched a collaborative pilot project with Jahoo (a gibbon ecotourism and conservation research venture working to protect endangered gibbons in Mondulokiri) with the installation of three canopy bridges within the Biodiversity Offset and at Okvau. Whilst canopy bridges are not a new concept, this is the first time they have been installed in Cambodia. Camera traps will monitor activity on the bridges with the hope that a variety of arboreal species, especially gibbons, will utilise the bridges to safely cross forest patches and access suitable habitat. If effective, canopy bridges will help gibbons cross barriers and access more habitat which is critical in ensuring the survival of a healthy gibbon population.

Jahoo, together with an experienced conservation NGO working in the region, conducted habitat assessments at Okvau to identify gibbon habitat-supporting plant species. These species will be grown in nurseries for planting within offset sites and mine restoration areas to rehabilitate and enrich degraded gibbon habitat. A gibbon habitat species identification booklet is currently being developed.

Figure 3 | Reconnecting gibbons - rope bridge in offset site



Figure 4 | Reconnecting gibbons; Jahoo tree climber



Figure 5 | Reconnecting gibbons – ladder-style canopy bridge at Okvau



School nursery initiative

Emerald’s School Nursery Program aims to enrich its Biodiversity Offset and site rehabilitation obligations, while also supporting schools with income generation. The program expanded in 2022 to include two more local schools. In 2023, Emerald purchased trees from all five schools. The program also covers nursery replenishment and environmental education activities. The schools have invested the money into enhancing school facilities, sporting equipment and buildings.

Figure 6 | Students learning about the environment and how to grow trees



Environmental Management and Resources Efficiency (Circularity)

Emerald is dedicated to environmental sustainability and ethical practices. Emerald acknowledges that mining inevitably affects the natural surroundings but strives to apply the highest standards of management and environmental stewardship to minimise the impacts and mitigate any long-term consequences. Emerald operates with integrity and accountability and seeks to balance the needs of its stakeholders and the environment.



2023 highlights **Compliant operations | Progressive rehabilitation of the waste rock dump. Increased water recycling from the TSF | Additional TSF water monitoring.**



Compliance

Emerald has been adhering to the environmental and social standards of the Okvau Gold Project, which include the International Finance Corporation (IFC) Performance Standards. A comprehensive environmental and social register is maintained to ensure all commitments and monitoring requirements are tracked throughout the life of the project. An extensive environmental monitoring program of physical, biological and social aspects is well established. An internal review in February 2023 verified the continuous accomplishment of environmental and social compliance.

A comprehensive surface and groundwater monitoring program has been established since 2016. Monthly samples are analysed by ALS Global in Australia, a NATA certified laboratory, with local and site-based laboratories used for daily and weekly samples. The TSF groundwater monitoring system was expanded with the installation of five duplex bores downstream of the valley-fill embankment (west wall). Total number of groundwater sample sites is 26. No cyanide and no elevation of heavy metals has been detected to date. Surface water is monitored at 12 key sites year-round, with additional sample points monitored daily/weekly during the wet season. No surface water pollution has occurred to date.

- The project regularly monitors:
- ✓ Air quality, noise and vibration
 - ✓ Surface and ground waters
 - ✓ GHG emissions and Blasting
 - ✓ In-migration and security
 - ✓ Wildlife
 - ✓ Landforms
 - ✓ Rehabilitation and offset sites
 - ✓ Meteorological conditions
 - ✓ Compliance with ESIA, IFC

The Company has invested in portable monitors for monitoring particulates, gas, noise and vibrations that are used at the mine, exploration sites and closest sensitive receptors. Results are consistently within WHO, IFC Environmental, Health and Safety or Cambodian guidelines.

Water sustainability

A site water balance and tailings storage facility (TSF) water model is being maintained. Water for the plant is primarily sourced from the TSF (2,256,209m³ transferred) with raw water requirements being sourced from the nearby Prek Te River (530,886m³ abstracted). River water demand had reduced 40% by the end of the reporting period with supply increased from the TSF decant. Dry season river flow consistently exceeded the 160l/s voluntary Cease to Transfer order. Water storage and diversion facilities are regularly inspected to ensure their structural integrity. Trigger action response plans are in place for managing stormwater during the wet-season.

 **40% reduction in river water demand**

In October 2022, a routine wet-season aquatic and macroinvertebrate study was completed by local consultancy A&E Solutions who concluded the Okvau Project was not negatively impacting fish or macro-invertebrates due to zero-discharge management practices employed at the mine. A dry-season study will be scheduled for FY24.

Improved tailings beaching in the TSF



A relatively simple solution improved the beaching of slurry along the TSF wall. Four small pipelines attached to the main slurry spigot distributes slurry discharge to achieve steeper beaching along constructed embankments.

- Reduced velocities to reduce risk of wall scouring;
- Increased consolidation of tailings; and
- Water storage pushed well-back from constructed embankments.

Resource efficiency

Waste audits are regularly conducted at the Okvau Gold Project to identify opportunities for recycling and to monitor the volume and types of wastes going to landfill. Aluminium cans, plastic water bottles, batteries and metals are collected separately for recycling and organic wastes from the camp are composted for use in the site nursery. Paper waste is collected and used to help facilitate organic mulching. Waste hydrocarbons are reused via Chip Mong Insee’s EcoCycle for Sustainable Industrial Waste Management through co-processing. Resource re-use and repurposing is regularly implemented at Okvau Gold Project and a large recycling area is maintained nearby the landfill facility.

**144,000m³
hydrocarbon
waste sent to
EcoCycle**

Waste rock

Using a multidisciplinary approach waste rock is managed to reduce the risk of long-term legacy issues. The Waste Rock Management Plan was updated during the reporting period and includes classification of waste material before emplacement within designated areas of the waste rock dump. Constructed portions of the waste rock dump are currently safe, stable and non-polluting.

Rehabilitation

The Company is dedicated to progressively rehabilitating available areas at the Okvau Gold Project. Progressive rehabilitation has several benefits for the environment, the community and the mining industry:

- Reducing the environmental impact of mining by minimising land disturbance, soil erosion, water pollution and biodiversity loss;
- Enhancing the social acceptance of mining by improving the visual appearance of the site; and
- Increasing the economic viability of mining by reducing closure costs, liabilities and risks.

Figure 7 | Rehabilitated batter on waste dump



Rehabilitation activities were carried out in the waste rock dump and sediment dams. The project has approximately 5.4ha of land under rehabilitation. To enhance biodiversity, three species of trees were planted within forest habitat surrounding Okvau infrastructure.

Fair Work and Diversity

Emerald values its people as the key to its success and growth, especially in establishing a new operation. Emerald's Diversity Policy supports inclusion at all levels of the organisation and fosters a culture for staff to have positive working relationships with each other.



<p>2023 highlights</p>	<p>18% Women in total workforce + 22% local women in Cambodian workforce. Hosted Ministry of Mines and Energy's 9th Extractive Industry Governance Forum.</p>
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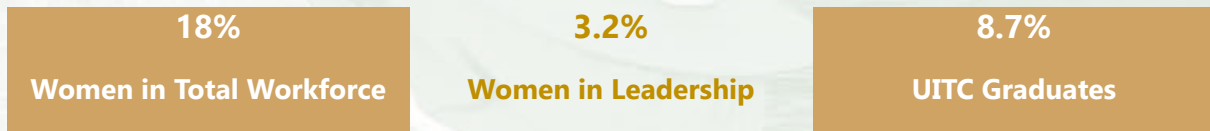
People and Culture

Emerald has focused on developing the right culture across the organisation, which is strongly based on a Board, executive team and key staff who demonstrate the right attributes and qualities and share a strong belief of the benefits of our engagement and development in Cambodia for our employees and the Cambodian people in general.

High performance and open communication are strong aspects of our culture and we have been instilling this in our teams in Perth and Cambodia with regular discussions to ensure our team knows what is expected of them, both operationally and behaviourally, and are recognised for their good work.

These standards guide the recruitment strategy to ensure a strong focus on sourcing talent from across Cambodia for all levels of its workforce. This strategy targets skilled mining talent and local labour for as many internal and contract positions as possible. Emerald expects that as the Company continues to grow, its commitment to local employment and procurement will also continue to grow.

Emerald employs 247 full-time permanent staff. Cambodians account for 196 roles held, 43 (22%) of which are occupied by women. Graduates from the University of Information Technology Cambodia hold 21 roles in metallurgy, geology and engineering. Specialist skills are provided for the Okvau Gold Project by an expatriate workforce from Australia, New Zealand, Thailand, Laos, Indonesia and the Philippines. On the job training is provided to all employees. Women work across a variety of roles which include environment and community management, laboratory supervisors, mining engineers, geologists, metallurgical technicians, heavy equipment operators, administration and camp.



Community Liaison Officers engage regularly with the local ethnic minority groups and compensated affected households and peoples to ensure they have access to information and assistance to apply for employment opportunities at the Okvau Gold Project. Near-mine employees live within two communes located within 20km of the project. The casual staff pool primarily consists of near-mine local, indigenous farmers as temporary work arrangements suit their seasonal activities.

Figure 8 | Near-Okvau local employment breakdown

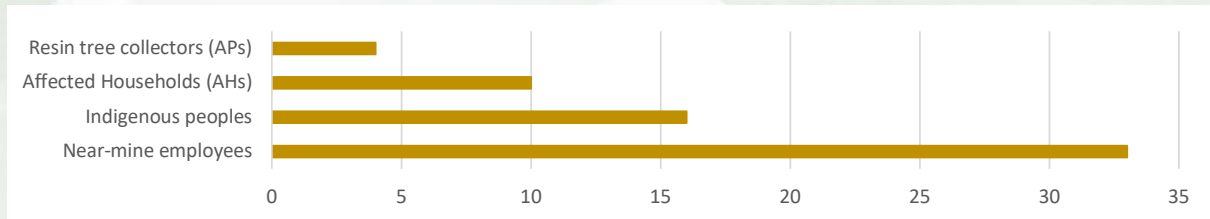


Figure 9 | International Women’s Day Forum



Women in mining

“Ladies Chat” is an initiative implemented by management to support women at the Okvau Gold Project, most who are new to living communally and working away from home. It provides a safe and united forum for women to connect, discuss issues and implement solutions that will enhance their site experience.

Meetings have 100% participation and have resulted in:

- Support network with a Telegram group (social media app);
- Privacy screens around the female camp rooms;
- Priority access to gym and recreational equipment
- Discrete purchasing opportunities from the site store;
- Annual celebration;
- Female nurse and women's health information sessions; and
- A feeling of trust and support from Management.

International Women's Day was celebrated on 8 March 2023, a day that holds significant importance to the women at Okvau. With a focus on gender-based violence, the women bravely held their own forum sharing personal stories on this sensitive topic in an effort to raise awareness and help others break the cycle.

Human rights

Emerald takes human rights seriously and works to prevent any form of modern slavery in its activities and supply chains. The Company has established and applied policies and procedures to assess and address the risks of modern slavery in its operations. The Company's Modern Slavery Statement is its first public report on its efforts to address modern slavery risks. It covers the financial year ending 30 June 2022 and has been prepared in compliance with the Australian *Modern Slavery Act 2018*. In June 2023, key procurement and management staff attended a one-day Modern Slavery Awareness Skills Training Session delivered by leading global procurement education and training body Chartered Institute of Procurement and Supply.

Emerald respects human rights and does not tolerate any violations in its operations or supply chain. Emerald aims to:

- Use its influence to prevent human rights abuses in or near its operations;
- Respect the culture, values and beliefs of local communities, including Indigenous Peoples;
- Ensure respect of human rights by all personnel;
- Foster a respectful and trustworthy relationship with employees based on dignity and worth;
- Avoid any forced, compulsory or child labour in its workforce or supply chain;
- Continuously improve its human rights performance;
- Provide human rights training for key stakeholders; and
- Communicate its expectations to all stakeholders.

Employee Snapshot

"I was drawn to the Company because of their commitment to human rights and women's equality. One of the main things I love about the Company is they really care about the well-being of women in the mining industry. I have been working as a junior metallurgist for a year after completing the internship and graduate program, and I have grown so much in this role. I have learned from experienced colleagues, improved my English skills, and overcome my fear of speaking in public. I enjoy solving problems, researching new methods, and testing experiments. I always try to find the root causes of issues and resolve them on time. I love my work and I am grateful for the opportunity to work in this Australian standard Company."

Raksa Heu, Junior Metallurgist (UITC Graduate)

Figure 10 | Raksa Heu, Junior Metallurgist



Industry education and development

Emerald is committed to supporting the education and development of the next generation of mining professionals in Cambodia. In addition to ongoing training and development of its employees, the Company actively seeks opportunities to develop partnerships and collaborate with relevant education institutions.

Emerald’s collaboration with the University of Information Technology Cambodia (UITC) continued in FY23 with eight students (two female) from the Geological Resource and Mechanical Engineering faculties participating in a six-week internship program at the Company’s operations. The internship program exposed students to aspects of the mining industry, such as surveying, engineering, geology, environment, and metallurgy. Students gained valuable hands-on experience. Since inception of the program in 2021, 25 graduates have gained full-time employment at the Okvau Gold Project.

Emerald signed a Memorandum of Understanding with the Mondulkiri Provincial Training Centre for trainees who have completed a two-year vocational Electrician program to participate in a three-month site-based work experience program to polish their newly acquired skills. The first two trainees successfully completed the program and have recently accepted job offers to join the Okvau maintenance team as full-time Trainee Electricians.

A Cambodian researcher who works for the Ministry of Mines and Energy is pursuing a PhD on the geotechnical stability of the waste dump at the Okvau Gold Project. The PhD is being conducted through the University of Japan.

The Company was pleased to host the Extractive Industry Governance Forum of the Ministry of Mines and Energy on 14 September 2022. The Company’s Director, Operations Manager and Environment and Community Manager delivered presentations on the Okvau Gold Project, its environmental compliance and its Biodiversity Offset program. The aim was to raise awareness of the Okvau Gold Project’s high level of environmental management and compliance that should be considered routine practice among mining operators. Forum participants included Ministry of Mines and Energy staff, industry peers and local residents.

Figure 11 | Presenting at the EIGF



Football encourages healthy competition (Maintenance vs Mining)



Complementing existing facilities at the Okvau camp, a football field and volleyball area has been installed with a variety of departmental teams established. With smart uniforms the teams look great during their friendly, competitive matches.

Social Engagement, Investment and Corporate Social Responsibility

Emerald upholds the highest standards of human rights, community, environmental and governance practices. Emerald adopts environmentally friendly and safe practices and mitigates risks across mining and exploration projects.



2023 highlights

| ~US\$50,000 spent on community development initiatives | CSO and local authority site visits | >290 locals toured Okvau on the Community Open Day



Funding obligations

The Environmental and Social Impact Assessment (ESIA) for the Okvau Gold Project was finalised in July 2017 and was approved by the Ministry of Environment (MoE) in November 2017. The Company has transferred US\$3.3m (of a staged US\$5.5m bonding package) for the environmental bond and has made contributions to the Environmental, Social and Endowment funds in accordance with its environmental obligations.

Reporting obligations

Emerald provides quarterly Environmental and Social Monitoring Reports for the Okvau Gold Project and exploration projects to the Ministry of Environment and Ministry of Mines and Energy. An annual Environmental and Social Monitoring Report is also prepared for the Ministry of Environment.

Stakeholder engagement

Emerald values the ongoing dialogue with its stakeholders to ensure the Okvau Gold Project operates in a socially responsible manner. The Company regularly communicates with various stakeholder groups, such as affected households and peoples, nearby communes, local authorities, local NGO's and relevant ministries. Community Liaison Officers meet with local authorities from the two adjacent communes on a quarterly basis to share project updates, discuss community needs, explain the grievance mechanism and address any concerns they may have. This includes visiting each village in the area, consulting with village chiefs and collecting census data. Authorities have been happy with the Company's conduct, with no grievances being reported to date.

In June 2023, the Company took the opportunity to welcome more than 290 local community members on a tour through the Okvau Gold Project to demonstrate mining activities and the high level of safety and environmental compliance at the site. A bag containing lunch, a branded gift and information regarding the Biodiversity Offset, grievance mechanism and Mineral Fund was provided to all guests. Children also received school supplies.

Local Putung Village Chief said: *“I’m very happy that the Company hosted another open day for the villagers to come and visit and understand the project. They were very impressed with the mine and how organised the site was, they have never seen a mine like that before. Thank you.”*

The visit was thoroughly enjoyed by all and marked the second Annual Community Open Day held by the Company.

Figure 12 | Community members visiting the Okvau pit



Figure 13 | Renaissance Minerals display at Community Open Day



Figure 14 | Consulting with local authorities



Figure 15 | Consulting with private landowners for exploration activities



Capacity building

A group of masters students from the Royal University of Phnom Penh’s Environmental Impact Assessment program visited the Okvau Gold Project on 12 February 2023. They learned about the ESIA process and how the project is managing and monitoring its environmental and social impacts. The students were curious about the project and had a chance to tour the site after the presentations.

Figure 16 | Royal University of Phnom Penh masters students



Community development

Since early 2021, more than US\$150,000 has been spent on community development projects focusing on health, education, road safety, water and sanitation and community security. In addition to this, a further US\$150,000 has been provided to the Mineral Fund for Community Development since its inception. The Ministry of Mines and Energy issued the Mineral Fund procedures in May 2023 enabling the Company to officially advertise the Mineral Fund for the benefit of community. Emerald’s Community Liaison Officers distributed information packs including the procedures, application forms and informational fliers with local leaders and encouraged important community projects to be brought forward to the Mineral Fund Committee.

Other direct and incidental benefits delivered by the Okvau Gold Project include:

- Improved access to health care, markets and education;
- Safer roads;
- Environmental benefits including more than 8,000 trees planted in Cambodia to date; and
- Employment and training opportunities for Cambodian people near and far.

In FY23, USD\$118,000 was spent on community initiatives. Some of the activities are shown in Table 3.

Figure 17 | New school at Pukes Village



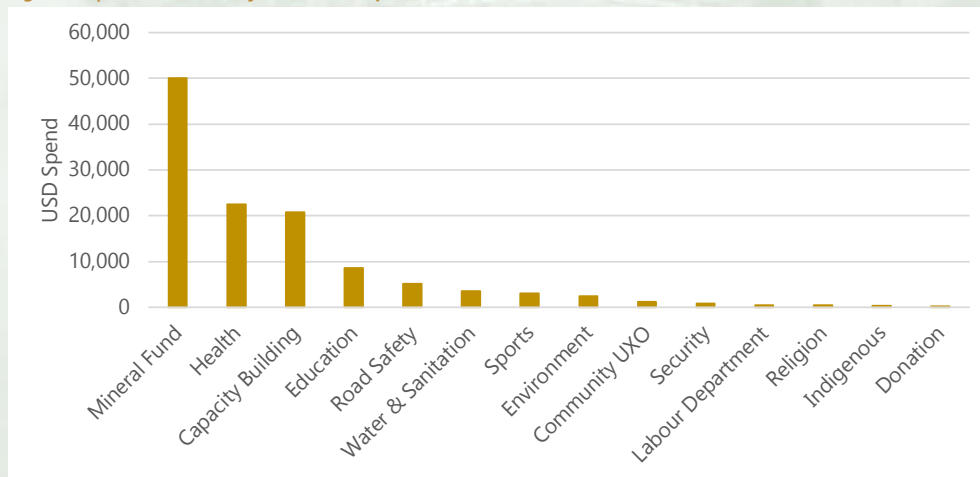
Figure 18 | Ranger planting trees



Figure 19 | Chong Plas Commune Police uniforms



Figure 20 | FY23 Community initiatives expenditure



US\$
118,000
Community Initiative Spend FY23

Cultural heritage

Emerald conducts archaeological and cultural heritage surveys and consults with local stakeholders as part of the ESIA and also prior to accessing new exploration areas. However, during certain work activities, it is possible to uncover a previously unidentified cultural resource. To address this, Emerald has implemented and trained its key staff within the mining and exploration teams on the Chance Find Procedure to help identify and protect sites of archaeological or spiritual significance for Indigenous peoples.

Resettlement and compensation

The resettlement process for 62 Affected Households (AH's) saw them compensated in December 2018 with all families moving out of the project development area in mid-February 2019. An independent review of resettlement implementation completed by Young Consultants in August 2019 found that the process was undertaken in line with IFC Performance Standard 5. In April 2020 a Post-Compensation Evaluation on Socio-Economic Status of AH's was completed by Cambodian consultancy A&E Solutions. Monitoring formed part of the Company's commitment within the Resettlement Action Plan and IFC to monitor socio-economic status to determine how AH's are tracking towards same or better living conditions to pre-compensation with positive results received. This preceded the final contractual payments made to the 44 of 62 eligible AH's (those that relocated outside of the protected area) completed at the end of June 2021. Whilst the resettlement process has concluded, Emerald continues to actively reach-out to affected households to offer employment opportunities.

The indigenous Bunong people of Mondulkiri province in Cambodia have a long tradition of collecting resin from Dipterocarp trees in the forest. Resin is a valuable natural product that they use for various purposes, such as making torches, varnish, sealant and soap. They also sell resin to traders who supply it to manufacturers. The Bunong have customary rights over the resin trees, which they inherit from their ancestors and pass on to their descendants. The development of the Okvau Gold Project meant that a number of resin trees would directly and indirectly be impacted. The Company successfully negotiated compensation for the six affected peoples with the process concluding in 2021. The collectors or their families can access priority employment opportunities at Okvau.

Table 3 | Emerald Supported Community and Environmental Initiatives

Focus Area	SDG Target
Capacity Building	
Capacity building mining fund	Target 9.2 + 9.5
Extractive Industry Governance Forum sponsorship	
Donation	
Donation to local villager to repair roof after storm	Target 1.1
Education	
Geo-resources and geotechnical engineering graduates (UITC)	Target 4.3 + 4.2
Replace school building (timber and tin). Pukes Village, Memang Commune	
School stationary items for Chong Plas Primary School	
Environment	
Environment Day held in Sen Monoroum	Target 12.4 + 15.c
Rangers – supplied two-way radios, boots, hammocks to Rangers	
950 Beng Trees planted in forest habitat, >7,000 planted to date	
Health	
Cambodia Red Cross Phnom Penh donation (\$15,000/year)	Target 1.1 + 3.7
Cambodian Red Cross Mondulkiri donation (\$5,000/year)	
The 2H Project: support for training programs in maternal health care	
Indigenous	
Purchased local honey for camp from Bunong ethnic honey collectors	Target 15.c
Labour	
International Labour Day financial Support – Mondulkiri	Target 8.8
Mineral Fund	
Mineral Fund for Community Development (\$50,000/year)	SDG's 2-15
Religion	
Buddhist Festival Day Chong Plas Pagoda Donation	Target 11.4
Road Safety	
Community road Prek Te River crossing safety delineators	Target 3.6
Contribution for solar light and flags for road between Keo Seima and Snuol	
Road safety signage for Chong Plas and Memang Communes	
Upgraded the community access road to the Prek Te - 2023	
Security	
Uniforms and radios for Antrong community security team	Target 10.2
Sports	
AFL League Cambodian Eagles Football Club silver level sponsorship	Target 10.2
Donation to Mondulkiri inter-department soccer day	
Jersey sponsorship for the Cambodia 10's tour	
Water and Sanitation	
Water Bore - community use Chong Plas Primary	Target 6.b
Water Bore - community use Ranger Hut	

Health, Safety and Wellbeing

The health, safety and wellbeing of employees and local communities are of utmost importance to Emerald. Maintaining a safe environment for all employees, contractors and visitors is at the forefront of its operations.



2023 highlights | 0.58 LTIFR | Training in first aid management and fire response | Emergency Response Team members established – training to commence FY24

Figure 21 | Fire response training



Occupational health, safety and wellbeing

Emerald is committed to ensuring the health and safety of its contractors and employees as its top priority. The Company aims to provide a work environment that prevents serious injuries. As the Okvau Gold Project progresses, the Company adapts its health and safety practices and procedures accordingly. By empowering employees and fostering a culture that proactively detects and reduces risk, as well as striving for continuous safety improvement, Emerald believes it can achieve a zero-harm workplace. As at 30 June 2023, the Company recorded a Lost Time Injury Frequency Rate (“LTIFR”) of 0.58 per million hours worked (“LTI”s). These statistics include both contractors and employees (1 LTI for FY23).

A Safety Management System is well-established and maintained. Health topics are selected based on issues presented to the medical team and an educational campaign undertaken to provide guidance in preventative health measures. Emergency evacuation training drills are held throughout the year. An emergency response team has been established with training set to commence in FY24. Safety topics and training sessions are held weekly. Numerous safety inspections are conducted throughout the year to identify areas for improvement.

Figure 22 | Cyanide and first aid training



Figure 23 | Site induction



Community safety

Emerald continues to consult closely with affected communities to ensure they are not interfered with by the mining operation. The operation is fully fenced and secured to prevent accidental entry into an active mining area. Exploration projects are well sign-posted and nearby villages are consulted in advance to advise of the safety risks associated with activities. Local authorities are regularly consulted about all project activities. Improvements are continually made along the access road to enhance road safety by improving the integrity of drainage and road surfaces, installation of road safety signage and working with transport contractors to ensure safe driving behaviour. Employees are accommodated on site for the duration of their shift to minimise any unnecessary interactions with local communities, reducing the risk of in migration, potential disease transmission and anti-social behaviour.

Managing Geotechnical Risk



Okvau Gold Project is the first hard-rock open pit in the world to install a Senceive system to monitor geotechnically susceptible areas. This network of tilt sensors captures and reports data in real-time, providing an early warning system of a potential geotechnical event. Any movement detected outside predefined limits initiates a Trigger Action Response Plan. Each sensor can read sub-millimeter accuracy and can communicate with other sensors, removing the need for line of sight, giving the Sencieive system a distinct advantage over traditional prisms.

Bullseye Mining Limited (EMR 60.04%)

Located in Western Australia, Bullseye Mining Limited have the North Laverton Gold Project and the Hopes Hill legacy site, which ceased mining in the late 1990's. Emerald took charge of compliance reporting for all tenements after gaining control of Bullseye.

Key activities undertaken in FY23 include:

- Submission of Annual Environmental Reports and Mining Rehabilitation Funds to Department of Mines, Industry and Regulation for assessment;
- Understanding environmental, social and safety compliance across all operations;
- Conducting heritage surveys in advance of exploration activities;
- Monitoring clearing activities against approvals;
- Commencement of groundwater monitoring at North Laverton Gold Project;
- Acquiring detailed aerial survey of North Laverton Gold Project;
- Development of key environmental and safety documents; and
- Implementation of a Safety Management System.

Figure 24 | North Laverton Gold Project view towards Bungarra pit ROM waste rock dump



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Managing Director
Morgan Hart

Executive Director
Michael Evans

Non-Executive Directors
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