

Forward

Sustainability
Report 2022

HUMMINGBIRD
RESOURCES



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“The path of the righteous miner is beset on all sides by the inequities of the world and the duplicities of evil men. Blessed is he who in the name of charity and goodwill mines through the valley of darkness for he is truly his brother’s keeper and the finder of lost riches” – Basil De Tent

Sustainability Report



Dan Betts

Interim Chairman and
Chief Executive Officer

INTRODUCTORY REMARKS

I am pleased to share with you the following Sustainability Report, which summarises the progress we have made over the past year and beyond on sustainability issues, and demonstrates our ongoing commitment to improving our performance as we continue to advance towards a high level of Environmental, Social and Governance (“ESG”) disclosure.

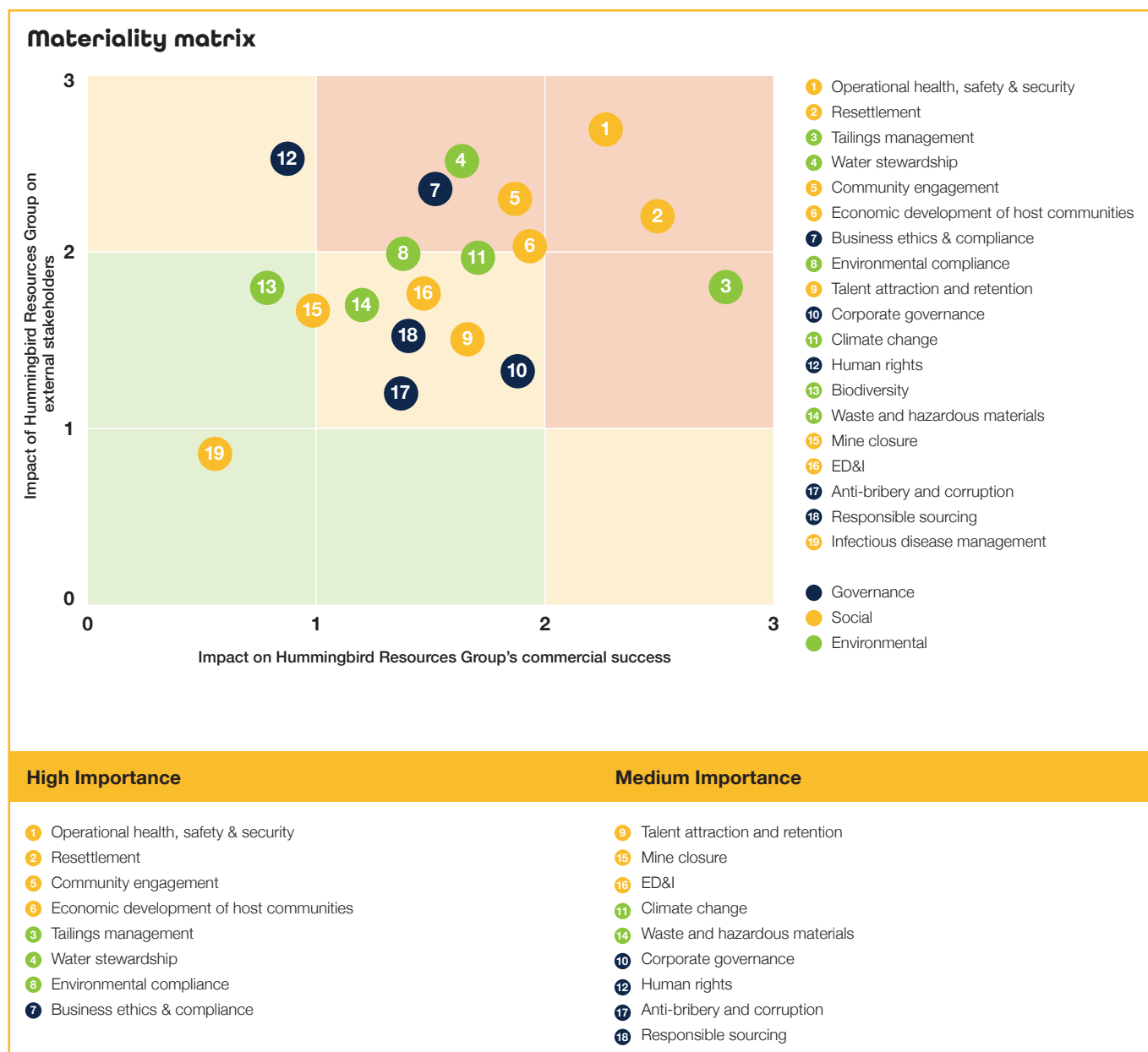
Strong ESG performance is essential to the sustainable success of our business, as it underpins our social licence to operate, and serves as the foundation of our important relationships with the communities and governments of our host nations. Our core value of responsible mining underpins our internal practices, and our focus on providing a positive lasting legacy in the regions where we operate.

MATERIALITY

In order to identify the material sustainability issues which are most important to Hummingbird and its stakeholders, we undertook a materiality assessment focused on ESG issues.

Working with an external consultant, we reviewed key issues for the mining sector by their impact on our key stakeholders and on Hummingbird's business, in order to determine their materiality to the company. The determination of material topics and their

importance in turn inform the disclosures in the Sustainability Report. This process in turn informs the disclosures included in this report and ensures that the report addresses all topics which are determined to be most material to mining companies by recognised ESG frameworks. In future reports, we will consider different frameworks to align our sustainability disclosures against in addition to the RGMPs and intend for our 2023 sustainability report to be our first report to address the recommendations of the Task force on Climate-related Financial Disclosures ("TCFD").



Hummingbird's key stakeholder groups include:

- Local host communities
- Employees
- Governments of the countries we operate in, at local and national level
- Shareholders
- Customers
- Suppliers and contractors

WGC RGMP COMPLIANCE

In November 2022, the Group successfully achieved full compliance with the World Gold Council's Responsible Gold Mining Principles ("RGMPs"). The result of significant work over the past three years on improving ESG integration and monitoring, this is a significant step on our ESG journey which the Group can take pride in.

The process of achieving compliance, which is subject to annual independent audits, also strengthened our practices in a number of areas. We now have a stronger governance framework and a robust range of policies, which we will continue to make sure are operationalised by our HSEC teams and will monitor for continued effectiveness.

The World Gold Council ("WGC") launched the RGMPs in 2019 in order to create a framework for gold mining companies which sets out clear expectations for consumers, investors and the gold supply chain as to what constitutes responsible gold mining.

Developed through extensive external consultation, the RGMPs reflect the perspectives on responsible mining of a broad range of stakeholders, including governments, international organisations, civil society, supply chain participants and investors. The 10 principles cover material governance, social and environmental topics for the industry.

During 2022 Hummingbird underwent an internal assessment against the principles in order to achieve compliance with them, benchmarking and in many cases improving its ESG practices. In November 2022, we were proud to announce that we had achieved full RGMP compliance. As required by the WGC, we worked with an external assurance provider to confirm our conformance with the principles.

Compliance with the RGMPs, which are subject to annual assurance, is a reflection of our ongoing commitment to responsible operation, and indicative of our ambition to consistently improve on our ESG performance.

COMMUNITY INVESTMENT

At our Yanfolila site, throughout 2022 we continued to support initiatives which are having a positive impact on the ground, working in tandem with community needs. Water infrastructure was expanded as part of our successful WASH Programme, with boreholes installed at several villages to provide vital sources of water.

The market garden programme, which provides an alternative source of livelihood for around 900 people in local communities, primarily women, was expanded further. A total of 48 wells have now been constructed, serving 16 villages in the local area.

Additional community projects included the continued sponsorship of teachers to support the education system, the construction of three new classrooms at Sanioumale with funding of teacher salaries, the ongoing poultry farm project which provides skills for young people, spraying programmes to prevent malaria, and improvements to local road infrastructure.

Our progressive reforestation programme, the Hummingbird Tree Initiative, now successfully plants 10,000 trees a year, creating a source of income while providing skills in plant propagation.

Similar initiatives are now underway at our Kouroussa site, where we seek to have an equivalent degree of community involvement to that in Yanfolila.

EMPLOYMENT PRACTICES

We are proud to be committed to local employment, with a high proportion of employees at our sites being Malian or Guinean nationals. In 2022 our Equality, Diversity and Inclusion ("ED&I") principles were further embedded into our employment practices through the implementation of policies at the local level, as we continue to promote a workforce which fully represents the communities where we live and work.

GHG CALCULATION

2022 saw our measurement practices for our GHG emissions improve, with the Group calculating its Scope 2 and contractor emissions at sites for the first time. Building on this, we continue to assess options for reducing the carbon intensity of our operations. Key emissions reduction strategies include our 7MW solar PV system and heat recovery system to be installed at our Kouroussa site, which we expect to have a significant impact on emissions, while also saving cost.

Going forward, we have developed a plan for further improving the measurement and monitoring of our GHG emissions, in order to identify important areas for reduction and integrate management of these areas at site level. We're looking forward to sharing more on our emissions reduction approach in due course.

DUGBE

On the environmental front, an Environmental and Social Impact Assessment ("ESIA") was completed at Dugbe. Building on previous studies, alongside social impacts the ESIA highlights areas of sensitivity in the surrounding ecosystem, to help ensure the project progresses with due regard to biodiversity. This matches the approach to environmental protection we take at our other sites, which are supported by site-specific biodiversity management plans.

SMO AND CLOSING REMARKS

The Single Mine Origin (SMO) initiative, of which Hummingbird is a founding member, continued to be adopted by miners and manufacturers in 2022. Enabled by our compliance with the RGMPs, our SMO certification provides assurance of our responsible operation for our whole supply chain, including end consumers.

This year we are working towards further improving our sustainability-related disclosures, and intend for our 2023 report to be our first report to address the recommendations of the Task force on Climate-related Financial Disclosures (TCFD). We recognise that sustainability is an area where we have to make continual progress, and we look forward to improving the degree and depth of our ESG disclosures in coming reports.

I would like to thank our employees, communities and host countries for their collaboration and support throughout the year, as we continue to realise our vision of sustainable gold mining.

Sustainability Highlights



\$438,123

SPENT ON COMMUNITY AND LIVELIHOOD PROJECTS IN MALI



\$15.2 MILLION

ECONOMIC CONTRIBUTION TO HOST NATIONS IN TAXES AND DUTIES



90%

NATIONAL EMPLOYMENT AT OPERATIONS



0.84 LTIFR

AT YANFOLILA

0

FATALITIES



85%

PROCESS WATER RECYCLED



10,000

TREES PLANTED ANNUALLY IN YANFOLILA THROUGH THE HUMMINGBIRD TREE INITIATIVE



GOVERNANCE

Principle 1: Ethical conduct

We will conduct our business with integrity, including absolute opposition to corruption

Principle 2: Understanding our impacts

We will engage with our stakeholders and implement management systems so as to ensure that we assess, understand and manage our impacts, realise opportunities and provide remedy where needed

Principle 3: Supply chain

We will require that our suppliers conduct their business ethically and responsibly as a condition of doing business with us

SOCIAL

Principle 4: Safety and health

We will protect and promote the safety and occupational health of our workforce (employees and contractors) above all other priorities and will empower them to speak up if they encounter unsafe working conditions

Principle 5: Human rights and conflict

We will respect the human rights of our workforce, affected communities and all those people with whom we interact

Principle 6: Labour rights

We will ensure that our operations are places where employees and contractors are treated with respect and are free from discrimination or abusive labour practices

Principle 7: Working with communities

We will contribute to the socio-economic advancement of communities associated with our operations and treat them with dignity and respect

ENVIRONMENT

Principle 8: Environmental stewardship

We will ensure that environmental responsibility is at the core of how we work

Principle 9: Biodiversity, land use and mine closure

We will work to ensure that fragile ecosystems, habitats and endangered species are protected from damage, and will plan for responsible mine closure

Principle 10: Water, energy and climate change

We will improve the efficiency of our use of water and energy, recognising that the impacts of climate change and water constraints may increasingly become a threat to the locations where we work and a risk to our licence to operate.

Sustainability Governance

Hummingbird recognises the importance of robust governance mechanisms to ensure sustainability and ESG issues are monitored, discussed and addressed at the local and corporate levels.

The success and viability of our operations and long-term sustainability of the business depend on responsible management of the impacts we have on communities and the environments in which we operate, and on ensuring a safe working environment for all employees and contractors. Hummingbird's focus on sustainability matters is intended to benefit all stakeholders, including its host communities in the countries where it operates, and its employees, suppliers and shareholders.

Hummingbird's ESG Committee, established in 2018, provides a formal and transparent governance mechanism for ensuring that the Board is provided with oversight and guidance on ESG issues, and so that the Board can develop and revise the Group ESG and sustainability policy appropriately.

The ESG Committee provides support in managing key sustainability risks and objectives. It is responsible for reviewing Group performance against these issues, and the effectiveness of management systems. The Committee's remit is focused on, but not limited to, key material issues including occupational and community health and safety, environmental stewardship and compliance, social performance and community development, stakeholder engagement, and cultural heritage. The ESG Committee also provides advice and guidance on relevant aspects of the licence to operate, including strategies on security, procurement, tax and human resources.

This Committee reports quarterly to the board and is currently chaired by an external ESG and sustainability specialist. The Board and Corporate Executive Team are invited to the quarterly meetings, in addition to the local Health, Safety, Environment and Community ("HSEC") managers at the Yanfolila and Kouroussa sites.

Additionally, the Committee holds weekly meetings with the HSEC managers, during which key areas of ESG progress and risk are raised and discussed.

Responsibility for sustainability matters is assigned at operational level. HSEC managers at each site, supported by staff within their departments, are responsible for day-to-day implementation of policy and sustainability strategy, and provide updates to the general managers at each site.



CODE OF CONDUCT

Hummingbird's company-wide Code of Conduct and associated policy framework is intended to ensure that all parts of the business are conducted with integrity, including absolute opposition to bribery and corruption. The Code of Conduct is

distributed and signed by all employees at both corporate and local level and describes what is expected of employees, and is developed in line with our organisational principles and values (see page 2). We endeavour to always operate in a way that respects the human rights of our employees and all those within our supply chain.



GOVERNED BY THE ESG COMMITTEE

Responsible for ESG and sustainability strategy at Group level

RESPONSIBLE SOURCING

Responsible sourcing and the safety and wellbeing of workers is of paramount importance to Hummingbird. We require that all our suppliers conduct their business ethically and responsibly as a condition of doing business with us, and operate to our standards of ethics, safety, health, human rights, and social and environmental performance.

These core principles are reflected in our Supplier Code of Conduct, implemented in 2022, which is distributed to all suppliers as a matter of course and establishes the minimum standards that must be met by any entity that supplies products or services to Hummingbird.

Our Supplier Code of Conduct requires all suppliers to be compliant on issues including:

Slavery, human trafficking and child labour

Never using child, compulsory or forced labour or any other form of slavery

Human rights

Compliance with all internationally recognised human rights

Equal opportunities

No discrimination to employees based on race, gender, or any other characteristic

Freedom of association

Respecting the right of workers to associate with groups of their choice including trade unions

Safe working environment

Provision of a safe and healthy working environment and compliance with all applicable health and safety laws

Environmental responsibility

Compliance with all applicable environmental laws, and environmental management in place to address environmental risks and continuously improve environmental performance

Bribery and corruption

Suppliers do not accept or offer bribes or political contributions

In 2022, we began distributing our Supplier Code of Conduct to all suppliers, beginning with those that service the Yanfolilla site both locally and internationally.

From April 2022, we implemented a new due diligence framework and checklist, which are applied to each new supplier. Our due diligence process includes the requirement for suppliers to confirm their compliance on human rights issues in the upstream, core operation and downstream parts of their own supply chains.

We are in the process of implementing additional annual due diligence checks, to be applied to key suppliers and suppliers categorised as high-risk, in order to ensure continued compliance. Supply chain teams at each site are responsible for performing risk assessment on suppliers. In 2022, no incidents of non-compliance by our suppliers against the Supplier Code of Conduct were recorded.

All the gold dore produced by Hummingbird's mines is purchased by Auramet, a US-based specialist in metal transactions, which then refines the gold at three refiners: Metalor, Rand Refinery, and Argor-Heraeus. All three refiners are London Bullion Market Association ("LBMA") certified, meaning they meet the authority's standards for responsible operation and strong governance. Hummingbird does not currently have any contracts with refiners.

Hummingbird is a founding member of SMO, a gold certification initiative for mines which adhere to the WGC RGMPs. All gold produced from our Yanfolilla site is SMO accredited. SMO gold remains segregated throughout the supply chain, with end customers provided with an auditable chain of custody from source mine to final product, providing assurance of responsible mining practices.

SINGLE MINE ORIGIN

Single Mine Origin (SMO) is a gold certification standard which provides a consistent global supply of responsibly sourced gold, fully traceable to a single mine.

All SMO gold is produced by mines that adhere to exacting standards for responsible mining established by international standards bodies, with every gram of gold produced providing a traceable and auditable chain of custody directly to the mine where the gold was sourced.

Buyers of SMO gold can be certain as to the journey and origins of their gold, and know that their purchase contributes to sustainability initiatives benefiting local communities. Hummingbird's Yanfolila mine in Mali has been an SMO accredited mine since 2017.

How SMO Gold is different

Certified Responsibility: All SMO mines comply with standards set by the World Gold Council's Responsible Gold Mining Principles (RGMPs), Initiative for Responsible Mining Assurance ("IRMA") or International Council on Mining and Metals ("ICMM").

Segregated Supply: SMO gold remains segregated from any other material throughout the supply chain, from mine output, to logistics, to LBMA-certified refiners, to pre-delivery manufacturing – with the whole journey fully documented.

Refinement: Most of the world's gold becomes untraceable once it enters the refinery. SMO gold is an exception, refined by LBMA refiners in total segregation from any other material, in a process overseen by an independent auditor – the most critical part of SMO's chain of custody.



1oz coin from SMO produced exclusively with gold sourced from our Yanfolila mine



Boodles, the luxury jeweller, exclusively uses SMO gold in all new jewellery since 2020

Hummingbird is a founding member of SMO, with other mines and companies globally joining the growing platform.

Benefits for communities

SMO gold makes a proven contribution to community projects, including health, infrastructure and social initiatives

94% of employees at SMO mines are nationals, many from the local host communities

Benefits for miners

SMO accreditation provides proof of responsible production, and appropriately to showcase the positive impact their operations have

Benefits for purchasers of gold

Access to a consistent, reliable supply of responsibly produced gold on a mass market scale

Benefits for consumers

Unique QR code allows consumers to trace the provenance of a product back to a single mine

ETHICAL BUSINESS

Anti-bribery and Corruption

Hummingbird has no tolerance for bribery and corruption. Bribery is a crime which has a major negative economic, political and environmental impact on societies, and diverts public resources from priorities such as education, infrastructure and health.

Our Anti-bribery and Corruption Policy is part of the Code of Conduct, which is shared with and signed by all employees upon commencement. This policy applies to all employees and provides instruction on the principles and behaviours in relation to bribery which must be adhered to. The policy details the whistleblowing channels through which concerns can be raised, and includes an option for confidential reporting of incidents.

We require all employees to complete anti-bribery training upon commencement and sign a declaration in relation to Conflict of Interest and the Gift & Hospitality register, and complete updated training annually. Training courses cover our expectations of employee behaviour, and how to effectively recognise and report instances of potential misconduct.

We have Code of Conduct and Anti-bribery and Corruption classroom trainings at sites, run by our HR teams, in order to ensure that employees who do not have access to computers, who are on rotation, or who have low literacy have access to regular training.

Whistleblowing

Hummingbird takes any misconduct in relation to our Policies seriously, and intends to maintain a culture of openness and accountability. Employees at all levels are encouraged to speak up in relation to suspected wrongdoing on issues including bribery, corruption, dangers to health and safety, or any other breach of internal policies and procedures. Our Whistleblowing Policy recommends that staff raise issues with their line managers, and includes a confidential line of reporting available at all hours, with contact options for email and phone included to report issues directly to the Chair of the Audit Committee, the Company Secretary, and the CEO.

The Audit Committee has ultimate responsibility for our Whistleblowing Policy and for reviewing the effectiveness of actions taken in response to raised concerns. The Chair of the Audit Committee has operational responsibility for this policy and for ensuring that all staff who may deal with raised concerns under this policy receive regular and appropriate training.

Modern Slavery

In compliance with the UK Modern Slavery Act 2015, Hummingbird publishes an annual Modern Slavery Statement, approved by the Board, which describes the steps taken towards seeking to ensure that there is no slavery or human trafficking within our business or at any stage of the supply chain. Respect for human rights and total compliance with laws on forced labour and trafficking are conditions of our Supplier Code of Conduct, with due diligence carried out on key suppliers as part of the tender process. There were no reported cases of modern slavery during 2022 for Hummingbird.



Our People

Hummingbird's performance as a company is dependent upon the commitment and engagement of our people, who we endeavour to treat with respect and whose wellbeing we strive to protect.



The health and safety of our workforce is of utmost priority. We aim for every employee, contractor and visitor to return home safely each day, and for workforce health to be protected by dedicated medical teams. Hummingbird is committed to inclusivity at its places of work, and to creating working environments with high accountability which are free from discrimination.

The involvement of local people working within our mine and across our projects is central to our vision of sustainable and responsible mining. Local hiring, training and succession planning remains a priority, as does maintaining strong relations with employee unions.

Our priorities:

- **Zero Harm target:** Achieving Zero Harm with every employee, contractor and visitor
- **Healthcare:** Providing regular consultations, proactively preventing health risks, and reducing infectious disease spread, for both our workforce and our host communities
- **An inclusive workforce:** Supporting a workforce which reflects the global communities where we operate
- **Fair treatment:** Providing equal opportunities for development and progression, and adhering to fair labour practices

This approach is supported at Group level by our Safety, Occupational Health and Wellbeing Policy, Equal Opportunity Policy, Human Rights Policy, and Anti-Discrimination, Harassment and Bullying Policy.

OPERATIONAL HEALTH AND SAFETY

Our approach

We believe that all accidents are preventable, and aim to achieve Zero Harm for all employees, contractors and visitors. Through effective implementation of health and safety measures, we seek to support timely and cost-effective exploration, development and production operations.

Occupational Health and Safety Management Plans are developed for each operation, reflecting local applicable laws and regulations, international best practice requirements, regular risk assessments, application of the mitigation hierarchy, and adaptive management processes that emphasise prevention and training to control risks. These plans are reviewed and updated on a periodic basis, in order to ensure continuous improvement and sustained performance.

Health and Safety Principles

Zero Harm	Is possible for all no matter where we work
No Repeats	All necessary steps will be taken to learn from incidents and audit findings in order to prevent reoccurrence
Continuous Improvement	Is essential – we must learn, adapt, anticipate and prevent reoccurrence of any issues
Simplicity and Consistency	Are the basis for exceptional performance across our business, wherever we work

Our Targets

Hummingbird's Group Level Safety, Occupational Health and Wellbeing Policy outlines our commitment to effective management of health and safety. The Policy compels Hummingbird, among other actions, to:

- Provide safe and healthy working conditions and meet all relevant statutory health and safety related requirements
- Educate, inform, instruct and ensure that all employees and contractors have the appropriate skills and knowledge for their roles, understand their obligations, and are held accountable
- Work with partners and regulatory agencies to support the enhancement of community health systems within project areas of influence

As per the policy, employees are reminded of and made individually responsible for relevant occupational health and safety measures, and for complying with all requirements for their activities.

Ultimate responsibility for our health and safety performance at Group level sits with the Board. Any serious health and safety incidents are immediately reported to the management team and Board. At site level, health and safety is managed and implemented by the SHEC manager at our Yanfolilla site, and the site ESG manager at Kouroussa.

0

FATALITIES

<1.2

LTIFR

<2.5

TRIFR

11,400

HOURS SAFETY
TRAINING ANNUALLY

Safety

Safety performance remained strong at our Yanfolila site in 2022, with a Lost Time Injury Frequency Rate (“LTIFR”) of 0.84 and a Total Recordable Injury Frequency Rate (“TRIFR”) of 1.26, exceeding our targets.

Yanfolila safety statistics

	TARGET	2020	2021	2022
LTIFR	<1.2	0.29	0.30	0.84
TRIFR	<2.5	0.82	0.59	1.26

At Kouroussa, safety programmes have been developed and implemented as the project is set to enter production in Q2 this year. The LTIFR in 2022 was zero, with no lost time incidents occurring.

There were no work-related fatalities recorded across any sites in 2022.

Training

All employees and contractors are required to complete Hummingbird’s safety training modules in hazard awareness, job safety analysis, basic fire response, and first aid and chemicals awareness. We provide role-specific training for roles with higher risk, including for the handling of cyanide.

Site safety managers are responsible for maintaining safety training records.

In 2022, training hours were below our target of 11,400 hours annually, owing to changes in personnel at our Yanfolila site. In 2023, we expect to return to meeting our safety training target.

Training hours

TOPIC	TRAINING HOURS
Safety Inductions	4,355
External Emergency Response Training	440
Cyanide Awareness	1,340
Working at Heights	320
Workplace Inspection	384
Industrial Fire Fighting	864
First Aid Training	1,325
Defensive Driver Training	984
Security Training - VPSHR	264
Other Safety Training (including hazard awareness and LOTO)	3,188
Total Training Hours	13,464

Our site team also carried out Safety Awareness Campaigns through two local radio stations, at Bougoudalé and Yanfolila, which were primarily targeted at our workforce. Hummingbird also completed fire awareness campaigns at Soloba village, and road traffic awareness campaigns at Bougoudalé.

Bougoudalé Health Centre

In 2018 following requests from surrounding communities a community health centre, or CSCoM, was built to service the localities of Bougoudalé, Tiemba and Lèba, covering a population of around 6,000. The CSCoM was an improvement on the medical outpost which serviced the area previously.

Since construction the centre has contributed to improved health care and coverage of the population, including through the delivery of malaria vaccinations, and has been able to provide significantly more consultations than the previous outpost. The CSCoM is staffed by a national medical doctor, assistants funded by the ASACO (the elected local committee which governs the CSCoM) and a nurse and matron funded by Hummingbird.

The ASACO is responsible for management of the health centre. Planned improvements to the CSCoM will involve the ASACO receiving training on management and staffing from FENASCOM, the national federation of CSCoM governance, and from the Chief Medical Officer at Yanfolila who is providing support and oversight.

Critical Care International (“CCI”)

Critical Care International is an internationally recognised medical company which Hummingbird Resources has worked with for several years to deliver employee healthcare and community initiatives.

CCI works in Africa to build relationships with local communities in order to deliver healthcare development programmes that ensure sustainable change and skills transfer.

CCI are responsible for the staffing and operation of our site clinic at Yanfolila. In collaboration with CCI, we have delivered projects including annual Malaria spraying campaigns, educational workshops, and a training and mentoring package for a local community clinic.

The CSCoM at Bougoudalé



SECURITY

The goal of our security measures is to provide a safe and secure working environment for all employees, while maintaining our stringent approach to human rights which is critical to our licence to operate. Effective security standards, policies and procedures are fundamentally important to our business.

The Group has security employees, retains private security contractors both on site and in consultative roles, and benefits from the support of Gendarmes and National Guard elements in each of Mali and Guinea. In 2022, we had a total of 205 personnel in our security department.

Our approach to security is governed by our Corporate Security Policy. This outlines our responsibility to protect our employees, assets and shareholders from loss, engage with governments and local communities regularly on security issues, and ensure that our security approaches are guided by the Voluntary Principles on Security and Human Rights (“VPSHR”).

All security personnel undergo annual training on VPSHR, and on the company’s policies on human rights and ethical conduct. This is to ensure that security tasks are conducted in compliance with VPSHR, and that all personnel are proficient in human rights standards. In 2022, this involved training sessions held for 203 security personnel.

No major security-related incidents were recorded during the year, and we did not receive any security-related grievances.

TRAINING AND DEVELOPMENT

Hummingbird seeks to continually train and develop our employees in order to promote exceptional performance and to contribute to the skill bases of our host communities. We aim for our mining operations to be run by locally and nationally employed staff, and to provide these employees with opportunities to support their career progression and development, with all promotion decisions made on the basis of merit. 94% of our current total workforce is nationally employed (see page 24).

A total of \$56,000 was spent on training led by the Yanfolila HR team in 2022. Training focused on environmental and social training, including on engagement, social dialogue and interactions with unions, accountancy and taxation in relation to the mining sector and West African standards, Health, Safety, Security & Environment (“HSSE”) training, and training for the Health and Safety Committee.



FAIR WAGES

In compliance with RGMP 6, Hummingbird is committed to paying its workforce fair wages and benefits. We pay above the local minimum wage at our sites and wage surveys have recently been carried out to benchmark pay levels against national companies and other global mining companies. This analysis also covered employee benefits including performance incentives, paid holidays, and healthcare. The results of these studies enabled us to develop new site-based salary scales and further extend our corporate incentive scheme to a greater proportion of our workforce.

DIVERSITY AND INCLUSION

Hummingbird is committed to an inclusive workforce that fully represents different backgrounds, cultures and perspectives, and which reflects the global communities where we operate.

We are an equal opportunities employer and do not discriminate on the grounds of gender, sexual orientation, race, national or ethnic origin, religion, age, disability, or any other characteristic.

We work to ensure that our Equal Employment Opportunity approach is enforced, such that all recruitment, training and promotion activities are undertaken without regard to any protected characteristic. Hummingbird does not tolerate harassment or bullying, and we provide lines of reporting, including confidential lines, for raising issues.

These commitments are outlined in our Equal Opportunities Policy and Anti-Discrimination, Harassment and Bullying Policy, which are both reviewed annually to meet best practice.

Our Recruitment Policy is reviewed annually by the Managing Director, People. This policy is cascaded through to site level with the aim of ensuring diversity and inclusion are considered at each stage of recruitment, in line with RGMP 6. Additionally, a site level Diversity Policy has been implemented in 2022 to address workforce diversity and create an environment that welcomes all employees.

In 2022 we updated our Equality, Diversity & Inclusion (ED&I) policy at Yanfolila, maintaining a focus on key principles:

- We will recruit, hire, train, and promote qualified persons in all roles, without regard to any actual or perceived protected characteristic.
- We will base decisions on employment to further the principle of equal employment opportunity.
- We will ensure that all people focused actions such as compensation, benefits, transfer, company sponsored training, education, tuition assistance, social and recreational programs, will be administered without regard to any actual or perceived protected characteristic.

We continue to address the historical gender imbalance in the mining industry by prioritising gender diversity, including the sourcing and development of talented female workers at all levels in our company, from trainee to management. At a corporate level, in 2022 44% of our employees were women, with 27% of those women in management team roles. 75% of new hires in 2022 were women. At a site level, in 2022 there were a total of 85 women in our total site workforce, representing 5% of the workforce.

At a corporate level, we run a comprehensive annual performance and talent management process, focusing on individuals who can make a difference to organisational performance either through their immediate contribution or, in the longer-term, by demonstrating the highest levels of potential.

Training is offered ranging from onboarding, in-role skills development, technical role-based training, and ongoing development programmes. To help structure and develop our training offering, we plan to develop our people database to capture individual employee skills and personal development plans as part of our performance and talent management process.

We understand that our people are what makes us, and we continue to invest in our employees in a number of ways:

- Performance and Talent management and succession planning
- Competitive base salaries and employee benefits based on market analysis and benchmarking
- Incentive programs designed to reward safety adherence, successful production, and cost management at our operations, whilst also recognising and rewarding individual performance
- Long-term incentive programs, providing eligible employees share-based incentives

LABOUR RELATIONS

Hummingbird retains strong relations with labour unions at its sites and respects the rights of its employees to join unions and engage in collective bargaining. This right is defended in the Anti-discrimination, Harassment and Bullying Policy, which appreciates the legal right of the workforce to associate with others and to join, or refrain from joining, labour organisations of their choice without retaliation.

At the site level, SHEC and HR teams have regular meetings with trade unions representatives, through which employees can raise their concerns or provide their feedback on employment conditions or possible improvements that the Group could consider. In 2022, 6 general assemblies were held, and 4 meetings with Hummingbird Management were held, during which minutes are kept.

Communities and Social Responsibility

Hummingbird is committed to demonstrating that responsible gold mining can play a progressive role and build a lasting positive legacy in the regions and communities in which it operates.

Our aim is to contribute sustainably to the opportunities, livelihoods and quality of life at our host communities. This is done through our investment of capital and expertise at our sites, which creates employment opportunities and an economic contribution, and through investing in community projects and livelihood programmes.

We recognise that our contributions need to be managed responsibly and be based on regular engagement with local stakeholders. We look to support leaders and representatives from all stakeholders on an ongoing basis, in order to work towards sustainable outcomes that create positive legacies.

Our priorities:

- **Community projects:** Working in collaboration with our host communities to deliver projects with sustainable and long-lasting benefits
- **Economic contribution:** Making an economic contribution through our operations to the nations we operate in and for those we employ
- **Engaging with stakeholders:** Maintaining strong relationships and ongoing lines of communication with our local and national stakeholders
- **Protecting livelihoods:** Providing livelihood restoration programmes and managing ASM at our sites

This approach is embedded through Hummingbird's Group level Community and Social Performance Policy, which compels us to:

- Deliver community investment programmes based on consultation with stakeholders, and evaluate their effectiveness on an ongoing basis
- Maintain regular communication channels with the communities associated with our operations
- Ensure that local people have access to training and job opportunities at our operations, and identify opportunities for the involvement of local businesses
- Respect and preserve the cultural heritage of local communities

This policy is reviewed annually by the ESG Committee, with ultimate accountability for the policy resting with the Board.



COMMUNITY INVESTMENT

It is our responsibility to provide community projects and livelihood programmes which contribute to the prosperity of our host communities. This supports our social licence to operate and the delivery of our operations, which both depend strong relationships with key stakeholders. Investment in our host communities is central to our vision of sustainable mining.

STAKEHOLDER ENGAGEMENT

In line with RGMP 2 and 7, we listen to and engage with stakeholders in order to ensure our community engagement results in a positive and sustainable outcome. A Group level Stakeholder Engagement Policy is in place in order to integrate stakeholders' interests and concerns into how we carry out business.

A site-specific Stakeholder Engagement Plan ("SEP") is in place at our Yanfolila site, to assist with the implementation of appropriate communication strategies to promote positive and long-term relationships with the community. This plan governs how we define and classify stakeholders according to our level of impact on them and defines the range of ongoing engagements we instate.

Committee Local Development ("CLD") meetings are held monthly, with CLD members comprising representatives of 16 surrounding villages, the mayors of 3 surrounding communes, and representatives from local authorities, in which local development projects are discussed and feedback is gathered.

Maintaining positive ongoing relationships and dialogues with our communities and with national governments strengthens our ability to work within our host countries. A comparable SEP will be instated at our Kouroussa site this year.



COMMUNITY PROJECTS

The projects we develop at our Yanfolila and Kouroussa sites are created in line with community consultations and needs, and centre on positive planning for the future. At our Dugbe site, we plan to have a similar degree of community investment.

YANFOLILA

Through the Community Local Development Committee ("CLDC") we seek to build consensus around projects and themes for socio economic development, which are in line with the Programme de Développement Economique, Social et Culturel ("PDSEC"), a local development plan developed by the mayor of the Yallonkoro-Soloba commune. The CLDC is financed by Hummingbird, with projects allocated based on consensus and prioritisation.

The PDSEC considers Hummingbird, via the Yanfolila site, to be a key contributor, both in terms of investments into projects and as a supplier of local employment.

WASH Programme

Hummingbird's WASH Programme (Water, Sanitation and Health) is an ongoing annual programme of installing key water infrastructure systems in order to increase access to and distribution of safe drinking water. In addition, we provide maintenance training programs for delegates in the local villages in order to maintain upkeep of water pumps.

Activities in 2022 at Yanfolila:

BENEFICIARIES	TYPE
Digneba Village Séré Moussa Ani Samou Commune	Borehole With Manual Hand Pump
Bougoudalé Village	Second Borehole With 40m ³ Water Tower
Sindo Village	Borehole Rehabilitation From Hand Pump To Water Tower With Distribution Points
Tiemba Village Bougoudalé Village Bandjougoufara Village Komana Village Soloba Village Fougatie Village Guelenkoro Village Teguelendougou Village Kona Village Tientogo Village Makandiana Village	Villages Had Wells Built To Support Market Garden Projects, With A Total Of 4 Wells Constructed At Each Village
Total Expenditure: USD 126,000	

Since operations at Yanfolila began, Hummingbird has installed a total of:



Education

Since 2016 Hummingbird has sponsored 12 teachers at local schools to assist in the delivery of education to some of Mali's poorest rural communes, improving the education system in a region covering 10 villages. At the Sanioumale site, Hummingbird has recently provided salaries for three teachers, and paid for the construction of three additional classrooms.

We have additionally partnered with Malian NGOs to offer vocational training programmes to youths, with topics including both trade skills and basic business schools.

Infrastructure

Hummingbird invests in rehabilitation and improvements for local roads to benefit connectivity for rural communities.

In 2022, projects included:

- Maintenance on roads for Bougoudalé village totalling 1,300m
- Dust suppression on a key road between Komana and Yanfolila

Community Healthcare

In partnership with Critical Care International ("CCI") we continued to deliver our annual malaria Indoor Residual Spraying ("IRS") campaigns.

The IRS treated five satellite villages of the mine during the rainy season, Bougoudalé, Tiémba, Lèba, Soloba and Komana, with a total of over 2,000 structures sprayed and 10,457 individuals protected.

Hummingbird also supported the construction and continues to support the running of a community health centre in Bougoudalé, details of which are given on page 33.

Additionally, through CCI we run educational workshops to inform employees and local communities on topics including infectious disease, maternity, and sexual health.

A summary of expenditures in 2022 at Yanfolila on both community investments and livelihood projects is given below:

PROJECT AREA	2022 ACTIVITIES	EXPENDITURE (USD)
Livelihood restoration and food security	Soap project Poultry farm project Market gardens	123,637
WASH programme	Borehole construction Bougoudalé water supply Market garden wells	126,065
Education / Training	Construction of classrooms at Sanioumale Sponsorship for English courses Nurse and teacher salaries (20)	67,092
Health	Maternity equipment Malaria sprays	9,091
Stakeholder engagement	Committee meetings Local donations	112,238
		Total: 438,123

KOUROUSSA

At our Kouroussa site in Guinea, we hold regular meetings with local communities and authorities to inform Hummingbird's

engagement. Several community investment projects are currently underway in the communities near our Kouroussa site. In 2023, we plan to implement further projects, achieving an equivalent degree of community investment to Yanfolilla.

INFRASTRUCTURE

Beneficiaries	Project
Bananko village	Construction and equipment of a dyeing centre, including provision of technical training
Menindji village	Construction and equipment of a youth centre
Kouroussa	Refurbishment for Kouroussa prefectural hospital, including provision of equipment

LIVELIHOOD

Beneficiaries	Project
Sando village	Training in business development and funding for 50 locally affected people, including finance for six micro projects
Kominiko village	Training in business development and funding for 50 locally affected people, including finance for six micro projects
Kouroussa	Sewing and dyeing training for 50 female artisanal miners
Kinkini village	Multi-function platform construction and training
Sangbarala village	Multi-function platform construction and training
Bananko village	Multi-function platform construction and training

WATER

Beneficiaries	Project
Bananko village	Community water boreholes each village
Menindji village	
Sando village	
Komoniko village	
Kinkini village	
Sangbarala village	

LIVELIHOOD RESTORATION

Hummingbird is committed to improving the livelihoods of individuals in host communities, and where communities have been affected by our mining operations, to restore established livelihoods.

YANFOLILA

Market Gardens

Since commencing operations at Yanfolila, Hummingbird has supported the development of local community market gardens servicing 16 villages. In the communities surrounding the Yanfolila mine, these provide sustainable alternative livelihoods and agricultural skills for over 900 people, mainly local women.

Hummingbird provides support for:

- Water infrastructure and the wells required to operate the garden
- Building infrastructure and maintenance
- Tools supply and training in agriculture techniques

Our focus is on improving operations and local engagement with these gardens, so that they can offer a preferable alternative income to Artisanal and Small-Scale Mining (“ASM”) activities such as gold panning.

Poultry Farms

A local poultry farm project was undertaken following requests from communities for an alternative livelihood to gold panning, particularly for young people, and was begun in 2019. A total of 8 have been developed with over 60 individuals employed in operating them, providing local employment and supporting food security.

Hummingbird provides support for:

- Construction and maintenance
- Purchasing support of poultry produce for the site
- Training in poultry rearing
- Water infrastructure to service the farms

Bee Keeping

A community round table in 2019 resulted in a pilot of an apiculture and honey initiative at Bandjougoufara. The success of this pilot phase resulted in the launching of a full project, with funding provided by Hummingbird. It now covers 8 villages in the Yallankoro-Soloba area, with honey harvest increasing year on year to 394 litres of pure honey in Q3 2022. The project has resulted in employment and a source of income, as well as more hygienic honey production.

Planned improvements with the community include further apiculture training and stronger connections with quality PPE suppliers.

Soap production

Following community requests, particularly from women within three surrounding communes, a saponification programme was initiated in 2017 with 300 women, and expanded in 2020 with a store constructed in Donsosso village. In 2022, five additional stores have been budgeted for construction.

KOUROUSSA

Planning is underway for future community livelihood programmes, with an agreement reached with the community to develop a market garden programme with accompanying wells.

Resettlement

In order to develop a mine, it may be necessary to relocate people and communities. Hummingbird recognises that this can be a challenge for the community involved and the mine. If not managed well, resettlement can weaken relationships and cause disruptions.

We will always seek to avoid involuntary resettlement. Where this is not possible, we will proceed on the basis of consultation with the affected people, the restoration of established livelihoods, and, if necessary, fair compensation.

In Mali in 2022, management carried out resettlement consultations with the Sanioumale East communities in relation to the Sanioumale East pit, ensuring that compensation packages were fair and in compliance with international and Malian law. Working with external consultants ESDCO a Resettlement Action Plan (“RAP”) was developed in accordance with IFC Performance Standard 5 on resettlement and World Bank OP 4.12.

Government agencies visited Sanioumale East in March 2022, accompanied by ESDCO and the Yanfolila site’s SHEC team. The government delegation was satisfied with the visit and received confirmation from the local community, the administration, and the municipality on their agreement to resettlement.



LOCAL EMPLOYMENT

The involvement of local people working within our mine and across our projects is central to our vision of sustainable and responsible mining. We prioritise local and national recruitment at both sites to help build talent and skills in our organisation and to contribute to our positive impact on local, regional, and national economies and communities.

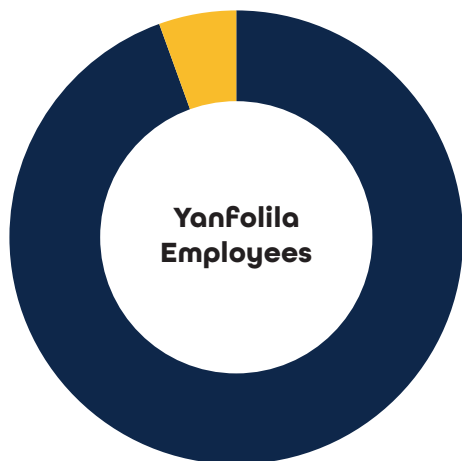
At both operational sites we are committed to ongoing

nationalisation plans for all positions and national succession plans for roles currently held by international employees.

At Yanfolila, 94% of all site employees, including contractors, are Malian nationals. Out of all Malian employees, 37% are from local communities, an improvement on 35% in 2021.

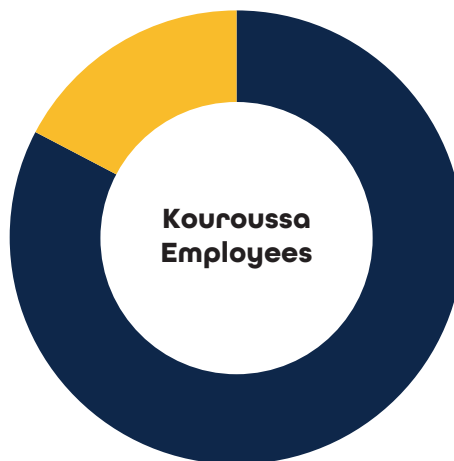
At Kouroussa, 83% of all site employees, including contractors, are Guinean nationals. Out of all Guinean employees, 63% are from local communities.

Yanfolila

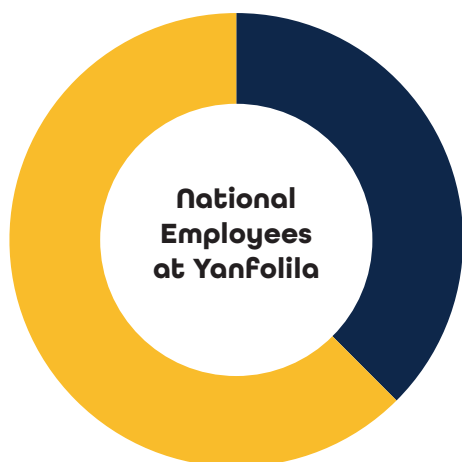


■ Nationals ■ Expatriates

Kouroussa



■ Nationals ■ Expatriates



■ Locally recruited ■ From other parts of Mali



■ Locally recruited ■ From other parts of Guinea

ECONOMIC CONTRIBUTION

Hummingbird participates in the Extractive Industries Transparency Initiative (“EITI”) processes in Mali, Guinea and Liberia. In 2022 Hummingbird paid a total of \$13.8 million to the Government of Mali comprising taxes, duties and royalties, a decrease of \$2.1 million, reflecting lower minimum tax payments. In addition to reporting in line with UK disclosure requirements we strongly support the in-country EITI

transparency processes in stimulating continuing dialogue between governments, business and civil society and enhancing accountability around the use of the countries’ resource endowments.

In Liberia, Hummingbird through our earn-in partner, Pasofino, paid \$0.5 million in licence fees and taxes to the Government of Liberia and in Guinea the Group paid \$0.8 million to the Government of Guinea, comprising taxes, duties and licence fees.

Payments to Government of Mali 2022

	2022		2021	
	XOF'000'000	\$'000	XOF'000'000	\$'000
Payroll taxes	684	1,089	739	1,351
Social Security	1,164	1,881	1,125	2,043
Withholding tax - IBIC	239	381	1,058	1,943
Royalties - CPS Tax Payable	1,859	2,969	2,547	4,623
Customs and import fees	3,019	4,792	1,079	1,939
Gold export fees	466	751	551	999
Corporation tax/Minimum tax	893	1,434	1,352	2,419
Other taxes	317	538	318	570
Total*	8,641	13,835	8,769	15,887

* Certain taxes in Mali are currently being offset by VAT receivable balances.

Payments to Government of Guinea 2022

The Group has made the following payments to the Government of Guinea.

	2022		2021	
	GNF'000'000	\$'000	GNF'000'000	\$'000
Payroll taxes	3,755	433	1,042	108
Social Security	392	45	349	36
Withholding tax	2,674	309	688	71
Custom duties	301	33	–	–
Total	7,122	820	2,079	215

Payments to Government of Liberia 2022

The Group through its earn-in partner, Pasofino, has made the following payments to the Government of Liberia.

	2022 \$'000	2021 \$'000
Business registration fees	8	5
Licence fees	3	37
Surface rent	178	142
Payroll taxes	57	102
Withholding tax	288	588
Total	534	874

Mali Local Procurement 2022

In 2022, 89% of payments for goods and services were made to nationally registered and local suppliers, equating to over \$137,154 of purchases.

Vendors

	2022 \$'000	2021 \$'000
Local Vendors (Yanfolilla area)	905	96
National Vendors	136,249	108,058
International Vendors (11% of total (2021: 16% of total))	16,961	13,080
Total	154,115	121,234

Liberia Local Procurement 2022

In 2022, 11% of procurement for goods and services were made to national and local suppliers, equating to over \$363,000 of invoices.

Vendors

	2022 \$'000	2021 \$'000
Local Vendors (Dugbe area)	36	578
National Vendors	327	5,422
International Vendors	2,926	3,791
Total	3,289	9,791

Guinea Local Procurement 2022

In 2022, 65% of procurement for goods and services were made to national and local suppliers, equating to over \$56 million of invoices.

Vendors

	2022 \$'000	2021 \$'000
Local Vendors (Kouroussa area)	118	279
National Vendors	56,410	6,773
International Vendors	30,617	491
Total	87,145	7,543

POLITICAL DONATIONS POLICY

Hummingbird's objective is to work in partnership with host governments to the benefit of all stakeholders. Perceptions of political partiality may hinder our relations with stakeholders and create perceptions of the company as seeking to secure preferential treatment or influence government decisions in an illegitimate manner.

Hummingbird therefore has not made political donations to political parties or individual candidates, in our host nations, the UK or any other country. As per our Political Donation Policy, any political donation activities require pre-approval from the Board.

CULTURAL HERITAGE

We are respectful of local cultural heritage and acknowledge the necessity to protect cultural heritage resources at our sites, in accordance with Malian national law.

A Cultural Heritage Management Plan ("CHMP") is in place at our Yanfolilla site, which provides detail on the avoidance, mitigation and management measures for cultural heritage impacts related to our operations, with the goal of ensuring that the management of cultural heritage on site is in line with international standards. This plan was updated by external consultants and re-implemented in 2022 to meet best practice.

The CHMP identified areas of cultural importance, including active and non-active cultural sites, and makes recommendations on the potential impact to these sites, in order to guide the best alignment of mining areas and access roads.

As according to RGMP 7, the plan also institutes a Chance Find Procedure (“CHP”), a site-specific procedure that outlines actions required if previously unknown archaeological or cultural heritage resources are encountered during activities. This process prevents chance finds from being disturbed until an assessment is made by a specialist.

The Environmental and Social Impact Assessment (“ESIA”) completed for the Kouroussa Gold Mine project in 2015 identified cultural heritage sites within the project permit as well as immediate areas, which may be impacted by the exploration and mining activities. Consequently, a CHMP has been developed based on the findings of on-site assessment by an independent ESIA consultant, which seeks to provide details regarding the implementation of management measures for impacts related to Kouroussa operations and ensure the management of cultural heritage on site.

Additionally, a CHP has also been developed to outline actions required if previously unknown archaeological or cultural heritage resources are encountered during the project mining activities.

GRIEVANCE

Grievance mechanisms are in place and made accessible at our sites. These mechanisms are designed to help the Group be made aware of issues, understand them, and resolve them effectively.

The Group has both internal and external grievance procedures, which are adopted at local levels. The ESG Committee is responsible for reviewing actions taken as a result of any major incidents or grievances, and where necessary recommending further action or follow-up.

In 2022, we recorded no grievances at our Yanfolila site, down from the five grievances recorded in 2021, which were primarily related to blasting activities from our operations near Silikila village.

At Kouroussa, we recorded 7 grievances. These were primarily related to artisanal mining activities, complaints with the local recruitment process, and a fire near a cashew plantation caused by one of our suppliers. There were also disputes over compensation payments in relation to encroachment on a plantation, and in relation to encroachment by an access road. All of these grievances have been resolved.

We are always aiming to improve our grievance management procedure and to reduce any negative impacts our operations have on surrounding communities. Procedures for grievance have been approved by the ESG Committee, and are reviewed annually in line with RGMP 2.

ARTISANAL AND SMALL-SCALE MINING (“ASM”)

ASM refers to mining by individuals or cooperatives, often informal, characterised by low mechanisation, and sometimes taking place illegally in licensed areas. Hummingbird recognises that ASM plays an important role in community livelihood provision, particularly given rates of unemployment in Mali in recent years.

However, we remain concerned about the health and safety risks, environmental impacts stemming from mercury usage, and the possible disruption to local communities which ASM can cause.

As per RGMP 5, Hummingbird supports access to legitimate markets for artisanal and small-scale miners who respect applicable legal and regulatory frameworks, who seek to address the environmental, health, human rights and safety challenges often associated with ASM activity, and who, in good faith, seek formalisation.

Hummingbird has implemented a strategic action plan for managing ASM, at both our Yanfolila and Kouroussa sites. In accordance with this plan, we ensure that SHEC teams at our sites are equipped to carry out regular stakeholder engagement to increase local awareness on how to mitigate the potential negative impacts of ASM, including on the use of mercury, and on implementing minimum health and safety. Through livelihood programs and training, the Group’s goal is to support alternative livelihoods that are sustainable and which provide beneficial skillsets. Where appropriate, we consider relinquishing concession areas to legal ASMs in order to resolve disputes.

Progress against this plan is assessed quarterly, with regular assessments of the extent and expansion of ASM activities, and the prevalence of ASM practices with a high environmental impact. General Managers at each site are made responsible for oversight and implementation of the plan. Security departments are responsible for the security strategy for managing artisanal mining activities on site.

We continue to work with national and local governments to progress a potential regulated ASM corridor in the region.



Protecting the Environment

Hummingbird understands the need to operate with a high level of environmental stewardship. At every stage of the mine life cycle, our activities can have a long-lasting impact on the surrounding environment and our host communities.

Our approach to environmental management is to avoid, reduce, mitigate, and compensate our impacts wherever possible, with our objective being to protect and conserve the natural environment, and to continually improve our performance.

Our areas of priority for managing our environmental impact, which are covered in this section, are:

- Tailings management
- Water stewardship
- Waste management, including hazardous waste
- Energy usage and climate change
- Biodiversity
- Closure and rehabilitation

Our approach to environmental management is governed by our Group level Environmental Policy, which embeds our commitment to drive continuous improvement in our environmental performance. Site-based HSEC teams are made responsible for ensuring environmental procedures and protocols are adhered to in accordance with the policy.

The ESG Committee has day-to-day responsibility for the effective operation of the policy, with ultimate accountability resting with the Board. The ESG Committee reviews the policy annually.

TAILINGS

Tailings are the residual by-product of mining activities, and are stored in Tailings Storage Facilities (“TSF”). Tailings facilities need to be properly managed in order to ensure their stability and to prevent seepage, given that tailings contain residual hazardous chemicals from processing activities. Due to the potentially significant environmental impact they can have, good management of tailings is one of our highest priorities.

Yanfolila

The Yanfolila TSF was commissioned in December 2017, and located in a natural valley enclosed by a single main embankment. The embankment has a natural impermeable clay liner and a poly liner on the upstream wall in order to prevent seepage and erosion. Each year, the main embankment is raised using the downstream method, to accommodate additional tailings deposition. A Stage 5 raise was completed in 2022, with the Stage 6 raise underway in 2023. Prior to each lift an independent assessment of the performance of the TSF is undertaken and this informs the next stage design and scope of works.

The TSF was subject to a third party review of the dam’s design, and construction and continued operation is completed in compliance with the Global Industry Standard on Tailings Management (“GISTM”). The TSF is independently audited quarterly by a chartered engineer, and independently audited annually by Knight Piésold, a specialist TSF consultancy, in order to ensure alignment with established international standards and practices, and to make any recommendations for changes in operating practices.

Audit reports are reviewed by management, the Technical Advisory Committee (“TAC”) and the Board.

An independent Yanfolila TSF Dam Breach Analysis and Inundation Study was completed in June 2022, which noted that SMK has a comprehensive tailings management system in place, with key aspects of which include a robust surveillance and monitoring system, annual expansion designs by a third-party engineer experienced in tailings management, supernatant pond management and tailings deposition management.

In 2022, additional quarterly audits of the TSF were undertaken by three different Government entities, the Nation of Direction of Geology and Mining (“DNGM”) for classified facilities and chemicals, the National Water Laboratory (“LNE”), and the Service

Yanfolila water usage

	2020	2021	2022
Water recycled from TSF (%)	78%	86%	85%
Fresh water efficiency (m³/tonne ore)	0.42	0.26	0.20

In 2022, 85% of water pumped to the TSF was recycled for use in processes, in line with our target and with our 2021 performance of 86%.

During 2022, we had one minor incident relating to water involving a spillage at the TSF return pipeline caused by a bush fire. The incident was dealt with swiftly with minimal environmental impact.

of Sanitation, Pollution and Nuisance Control (“SACPN”).

A closure plan for the TSF has been reviewed by the Engineer of Record who is responsible for the quarterly audit. This plan is informed by the same standards and guidance at the Yanfolila closure plan, details of which are given on page 50.

Kouroussa

At our Kouroussa site, the TSF was designed by Knight Piésold, and construction of the TSF has been completed in preparation for full operations commencing in 2023. Emergency response, survey and review processes are currently being developed.

At Dugbe, a site selection process for the TSF location has been conducted, with the TSF split into two phases. Both phases have been designed as downstream valley dams, with a detoxification plant and associated water dam constructed near the TSFs to treat and release excess water. Raw water will be supplied from the Geebo River in the first year of operation, with return water from the TSF being used from year 2 onwards.

In consultation with engineers, geochemical characterisation of the tailings and waste rock has been undertaken, with both TSFs designed to minimise seepage and prevent accidental releases to the environment.

WATER

Water is essential for mining activities and is used at many different stages in our operations, including ore processing. Good management of water and robust water efficiency measures are critical for protecting the surrounding environment, and for ensuring that there is enough water for other users.

Mali, where our Yanfolila site is located, is a hot, water-stressed region which suffers from recurring drought and unpredictable rainfall, making good water usage and management in the region vital so as not to impact the availability of water resources for other users.

Site-level water management procedures prioritise the efficient use of water, limiting water consumption and water extraction, and reusing and recycling water where possible. Hummingbird utilises fresh water from the Sankarani River and extracts mineral groundwater through the dewatering of open pits. We aim to use as much return water from the TSF as possible, with a target of recycling 85% of water pumped into the TSF.

WASTE

The Yanfolila site has a comprehensive material recycling programme in place working with accredited national and local contractors. 80% of our waste materials are recycled or reused.

HAZARDOUS WASTE

Cyanide is a hazardous chemical, used as a reagent in the production of gold, which requires careful management in order to avoid damage to the environment and health.

Hummingbird's site-level Cyanide Management Plan was prepared in accordance with the International Cyanide Management Code ("ICMC") and is implemented in order to minimise the risk of cyanide exposures to employees, local communities and the environment. The plan, which is regularly reviewed and updated, covers procedures for cyanide offloading, disposal, spill response, and prevention and response to poisoning incidents. Training and competency with these procedures is required by all employees handling cyanide, with no employee permitted to work with cyanide unless they have undergone training. SHEC managers at sites are ultimately responsible for ensuring that cyanide procedures and programs are properly maintained.

Upon commencement of operations, our site at Kouroussa has a one-year equivalent Cyanide Management Plan already in place.

At our Yanfolila site, a Hazardous Materials Management Plan ("HMMP") has been implemented for managing potential risks relating to the transportation, handling, storage and disposal of all hazardous materials, which is subject to regular reviews.

ENERGY USAGE AND CLIMATE CHANGE

Hummingbird recognises the global challenge of climate change and acknowledges that all companies have an important role to play in minimising their greenhouse gas ("GHG") emissions and reducing their contribution to climate change.

Mali, where our Yanfolila site is located, is particularly vulnerable to climate change impacts. Erratic rainfall, with almost no precipitation in the dry months between November and March, risks becoming even less reliable, while temperatures increase. This will put further water stress on the ecosystem and surrounding communities. Poverty, low educational levels, poor access to social services and food security means that the ability of local communities to adapt is also low, increasing the socio-economic challenge posed by climate change.

Scope 1+2 emissions and contractor emissions*

	UK AND OFFSHORE	GLOBAL	TOTAL
Scope 1 (tCO ₂ e)	–	12,446	12,446
Scope 2 (Location-based) (tCO ₂ e)	5	53	57
Contractor emissions (part of Scope 3) (tCO ₂ e)	–	63,900	63,900
Energy Consumption (kWh)	24,452	47,775,564	47,800,016

Emissions by area of operation*

LOCATION	SCOPE 1 (TCO ₂ E)	SCOPE 2 (TCO ₂ E)	CONTRACTOR EMISSIONS (TCO ₂ E) (PART OF SCOPE 3)	TOTAL (TCO ₂ E)
Yanfolila (including Bamako office)	11,594	40	58,998	70,632
Kouroussa (including Conakry office)	853	13	4,902	5,767
London	–	5	–	5
Total	12,446	57	63,900	76,404

Emissions intensity (tCO₂e / oz gold)

Scope 1 + 2 + contractor emissions intensity	0.95
Scope 1+2 intensity	0.16

* Numbers are displayed in rounded form meaning sum totals may differ by a value of 1

2022 GHG PERFORMANCE

Mining is an energy intensive activity, and as per RGMP 10, we aim to increase the energy efficiency and carbon efficiency of our operations, in order to support the long-term sustainability of the business. Emissions have been calculated using the GHG Protocol Corporate Accounting and Reporting Standard. Emissions factors used were provided by the UK Department for Business, Energy and Industrial Strategy ("BEIS") and the International Energy Agency ("IEA"). This section is presented in line with SECR requirements.

As Hummingbird works with contractors at our Yanfolila and Kouroussa sites, the majority of our emissions from our mining operations fall under Scope 3. We have chosen to calculate and include contractor emissions, as we believe we have a responsibility in the reduction of these emissions. Contractor emissions are considered as part of our Scope 3 Category 1: Purchased Goods and Services.

In order to determine the organisational boundary for our GHG measurements, we adopted an operational control approach. This approach involves accounting for 100% of emissions from operations over which Hummingbird has operational control, which includes our offices, as well as the running of the mining sites at Yanfolila and Kouroussa.

The Dugbe site and associated Monrovia office were not included within calculations, as in 2022 Pasofino were the operators. The Dugbe site is currently at an early stage of development.

We consider an emissions intensity calculation which incorporates Scope 1, 2 and our contractor's emissions to be an accurate reflection of the emissions intensity of our operations, which currently stands at 0.95 tCO₂e / oz gold. An emissions intensity calculated using only Scope 1 and 2 is also given, which stands at 0.16 tCO₂e / oz gold.

These intensity figures were calculated including emissions from our Kouroussa site, although the site was not producing gold in 2022. Kouroussa is set for its first gold pour in Q2 2023. An intensity figure calculated using only emissions from the Yanfolila site, including contractor emissions, gives an emissions intensity of 0.88 tCO₂e / oz gold.

While contractors are included within our Scope 3 emissions, our full Scope 3 emissions have not been calculated for this year. Going forward, we are planning on improving our Scope 3 reporting, and calculating more of our total Scope 3.

Our Scope 1 emissions result primarily from stationary and mobile fuel combustion used in mining operations. A small portion of emissions comes from fugitive refrigerant emissions from cooling uses at sites.

Scope 1 emissions (tCO₂e)

Fuel	12,207
Refrigerants	240

Scope 2 emissions represent a minor portion of Hummingbird's emissions, which mainly come from the purchase of electricity to power the offices. Much of our electricity usage falls under Scope 1 rather than Scope 2, as diesel generators are primarily used to provide electricity at our sites, as we operate in remote areas where grid electricity is often uncommon.

We have worked with an external sustainability consultancy to develop a plan for improving how we measure GHG emissions

to ensure that major sources of emissions can be identified and integrated into our site-level environmental management procedures.

MANAGEMENT AND IMPROVEMENT

The ESG Committee Board is assigned ultimate responsibility for GHG emissions reduction, and climate change is a regular topic at Committee meetings. Our objective is to implement GHG emissions reduction strategies that are practical and cost effective, and consistently review progress and the possibility for new initiatives.

KOUROUSSA

The planned integration of solar energy generation and heat recovery units at our Kouroussa site is expected to result in emissions reductions, leading to:

- An annual total reduction in emissions from the Solar PV system operation of 10,768 tCO₂e, and corresponding saving of c. 4.1 million USD per year in fuel usage
- An annual total reduction in emissions from the heat recovery system of 1,207 tCO₂e, and corresponding saving of c. 465,000 USD per year in fuel usage

These energy technologies together provide a capacity of 7MW, with potential for expansion of capacity once environmental operational.

A dry stack tailings approach, which produces minimal fugitive emissions, was assessed for practicality and economic viability for the Kouroussa site but was ultimately not pursued. For future sites we will consider dry stack tailings as an alternative for tailings storage.

YANFOLILA

We are engaging our energy supplier on improving fuel efficiency, with the goal of producing an action plan for diversifying our site energy mix in order to reduce emissions by reducing diesel consumption. As part of this we are investigating heat recovery systems similar to those being implemented at Kouroussa.

DUGBE

At the Dugbe site, it is planned to power the site using LNG alongside solar PV, which provides the lowest energy cost while also delivering an expected reduction in GHG emissions against alternatives.

BIODIVERSITY

Our mines are located at sites with ecological and biodiversity-related sensitivities, with the potential for our operations to have a significant impact on local wildlife and ecology. In accordance with our Environmental Policy, Hummingbird is committed to avoiding or mitigating its biodiversity impacts, and we seek to rehabilitate and protect the environments where our operations are located. We do not undertake exploration or mining activities on UNESCO World Heritage Sites.

Our management of biodiversity begins during the planning stage of each project, with environmental procedures and protections integrated into ongoing plans. Each site is subject to an Environmental and Social Impact Assessment ("ESIA") from an early stage, followed by the development of Biodiversity Management Plans ("BMP"). ESIA's help us to determine the impacts our operations may present, which in turn informs our environmental approach for each site.



YANFOLILA, MALI

In 2013 an ESIA study was completed, followed by an independent Rapid Wildlife Assessment in 2015. This assessment concluded that our Yanfolila site was absent of critical habitats for the conservation of biodiversity, and that the mine would therefore not affect the survival of species critical to biodiversity.

The ESIA informed the development of a Biodiversity Management Plan for the site. We note that sensitive habitats are present in the project area, and that the area is one of the richest in Mali in terms of flora. However, the plan notes that no significant adverse impacts are expected to occur from mine development, and that standard mitigation measures are therefore appropriate.



ESIA activities are undertaken wherever we look to explore or develop new areas across the Yanfolila licence area, in order to ensure that our permits are updated in line with Malian regulation.

Following an ESIA study at Sanioumale East in 2021, during 2022 a resettlement program has been underway at the location, following Hummingbird receiving the applicable permits and agreeing compensation with the local community, as detailed on page 35.

An ESIA study completed at the Komana East Underground location led to an environment permit being issued in 2022, followed by the issuing of the mining permit.

We aim to improve the extent of our monitoring and implementation of the recommended mitigation and compensation measures detailed in the Rapid Wildlife Assessment.

As the site is closely located to the Sankarani River and to the Sankarani-Fié Ramsar wetland in Guinea, a designated Wetland of International Importance, we also aim to improve our avoidance measures for the contamination of streams which drain into the Sankarani River. Our avoidance measures include implementation of group level Environmental Policy as well as regular water sampling and monitoring protocols. Yanfolila team collects and analyses Ground, Surface and TSF pond water for physiochemical and metal analysis, and testing drinking waters against the WHO drinking water standards. Water testing results are reported and shared groupwide monthly.

KOUROUSSA, GUINEA

An ESIA was performed at the Kouroussa site as a prerequisite to obtaining environmental authorisation for mine development. An updated ESIA report was then initiated in 2020, which provided the basis for the Biodiversity Management Plan implemented at the site.

The Project will have impacts on Critical Habitat for five biodiversity features, as determined by the Project NCHA. The Project also affects nine Natural Habitat types. Predicted impacts, as determined from the Project Biodiversity Impact Assessment, are summarised in the ESIA report. Targeted actions have been developed as part of the Project's biodiversity mitigation strategy to address the potential severity and extent of each impact so that residual impacts are minimised to the extent possible, in accordance with the mitigation hierarchy.

BIODIVERSITY FEATURE	DESCRIPTION	IMPACTS
Phrynobatrachus pintoii	Endangered frog species confirmed during field surveys from four locations. Suitable habitat is Gallery Forest and adjacent grassland (within 250 m of Gallery forest).	Habitat loss and fragmentation; habitat degradation; changes to local hydrology; immigration (increased habitat disturbance and removal of timber).
Indigofera pobeguini	Critically Endangered plant species. Suitable habitat where it is likely to occur is wet bowé.	Habitat loss; Habitat degradation (edge effects); changes to local hydrology; In-migration (increased grazing).
Aspilia chevalieri	Endangered plant species likely to occur in Gallery Forest and wet bowé along the Niger River.	Habitat loss and fragmentation; Habitat degradation (edge effects, altered fire regime); Immigration.
Cyanotis scaberula	Endangered plant species likely to occur within wet bowé habitat.	Habitat loss; Habitat degradation (edge effects); changes to local hydrology; In-migration (increased grazing).
Mafou Classified Forest and the Upper Niger National Park	Nationally protected and internationally recognised areas potentially indirectly impacted. Note: Located outside the exploration permit area.	In-migration (increased hunting, and removal of timber).

NATURAL HABITAT TYPE	IMPACTS
Gallery forest and woodland	Habitat loss and fragmentation; habitat degradation (edge effects, altered fire regime); in-migration
Denser woodland in valleys/ravines	Habitat loss and fragmentation; habitat degradation; in-migration (habitat disturbance and removal of timber)
Dry forest, or forest islands in deeper / damper soils within bowé	Habitat loss and fragmentation; habitat degradation; in-migration (increased removal of timber)
Wooded savanna	Habitat loss and fragmentation; habitat degradation; in-migration (habitat disturbance)
Open wooded savanna / grassland	Habitat loss: habitat degradation (edge effects, altered fire regimes and access roads)
Wet bowé	Habitat loss; habitat degradation (edge effects and access roads); changes to local hydrology; in-migration (increased grazing)
Dry bowé (including recently burnt bowé)	Habitat loss; habitat degradation (edge effects and access roads); altered fire regime; in-migration (increased grazing)
Freshwater aquatic habitats (Niger River and tributaries)	Changes to water quality and quantity; aquatic/riparian habitat loss; habitat degradation and fragmentation
Waterlogged areas / wetland	Habitat loss; habitat degradation and fragmentation; changes to water quality and quantity



DUGBE, LIBERIA

In 2022 an ESIA was completed for the Dugbe site by Pasofino, in accordance with the Liberian Environmental Protection Agency's ("EPA") Environmental and Social Impact Assessment Procedural Guidelines (2017). The ESIA involved primary environmental and social data collection by a team of Liberian and international specialists, and built on data available from the previous ESIA study of the site completed in 2015.

Following the ESIA, an Environmental and Social Management Plan ("ESMP") has been developed that outlines the management required to mitigate negative impacts and optimise positive impacts from the project, which along with the ESIA has been submitted to the Liberian EPA.

A Biodiversity Management Plan for the site is being developed in order to manage the site's impacts on areas of high biodiversity sensitivity and areas of soils with higher sensitivity. A sustainable forestry project is also being considered, with the goal of working with local stakeholders to manage an area of forest with the aim of offsetting biodiversity impacts.



PYGMY HIPPO FOUNDATION

Hummingbird Resources launched the Pygmy Hippo Foundation in 2012, a registered charity with the aim of promoting the conservation, preservation, and protection of the endangered pygmy hippopotamus in the remaining Upper Guinea forests of West Africa.

Vision

The Foundation's long term vision is to work alongside local governments, communities, conservation organisations and businesses to develop and implement an economically and socially viable model for protecting and managing Sapo National Park in Liberia.

Sapo is Liberia's oldest and largest protected area, and believed to contain the majority of the last remaining wild pygmy hippos. Only 14% of West Africa's original forests remain and around 40% of these surviving forests are in Liberia. There are estimated to be only 2,000-2,500 pygmy hippos still existing today.

The Foundation focuses its work in this area by partnering the Government of Liberia, local communities and other conservation charities to assist in the re-development of

Sapo and to promote sustainable management of the surrounding area.

Objectives and activities

The objectives and aims of the Pygmy Hippo Foundation (under its Articles of Association) are:

1. To promote the conservation, preservation and protection for the benefit of the public, of the Pygmy Hippo in its natural environment.
2. To advance the education of the public by promoting understanding and knowledge of the Pygmy Hippo in its natural environment and its conservation, preservation and protection.
3. To promote the conservation, preservation and protection for the benefit of the public, of other species in their natural environment.
4. To advance the education of the public by promoting understanding and knowledge of endangered species in their natural environment and its conservation, preservation and protection.



Initiatives

To date, the Foundation has:

- Worked with Leadership for Conservation in Africa (“LCA”) to develop a long-term model for the sustainable management of Sapo National Park
- Involved the Liberian Forestry Development Authority (“FDA”), Environmental Protection Agency (“EPA”) and Ministry of Agriculture in conservation planning

Commissioned an Initial Scoping Study and a Landscape Level Assessment

REHABILITATION AND AFFORESTATION

At Yanfolila in 2022, only a small amount of additional land was disturbed for drilling pads. The current total disturbed land at our Yanfolila site stands at 559 hectares.

Where possible, we seek to minimise the land disturbance of our operations in order to mitigate our impact on the environment and on communities. During 2022 we continued with the Hummingbird Tree Initiative, our reforestation program supporting land rehabilitation, with 10,000 trees planted in 2022 over 25 hectares, building on the 10,000 planted in 2021. In the coming year, we are looking to accelerate the program at Yanfolila in order to achieve our 170-hectare goal.

At Kouroussa we are exploring a similar plan to the reforestation measures at Yanfolila, with a tree nursery programme at the site currently in development.

Hummingbird Tree Initiative

Launched in 2020, the Hummingbird Tree Initiative is a community-based project which engages local communities to support a progressive reforestation programme. The Initiative plants 10,000 trees a year in Mali, supported by local villages who grow and nurture seedlings in market gardens provided by Hummingbird.

As part of the initiative, women from the local community are trained by the Yanfolila Water and Forestry department in plant propagation skills, in order to support a high proportion of planted trees surviving through to maturity.

The initiative has created planting of trees, responsibility for keeping trees alive and a source of income for women from local communities, who are reimbursed for the service of raising seedlings. We intend to continue the Initiative in the coming years.

CLOSURE PLANNING

Hummingbird’s objective for mine closure is to minimise or prevent long-term environmental and social impacts which might occur as a result of closure activities. We aim to create a post-mining landscape that is safe for people and animals, non-polluting, physically stable, and able to support sustainable post-mining land uses that are agreed with stakeholders.

In 2022 we developed a mine closure plan for our Yanfolila site, an update to the conceptual closure plan issued in 2019. The plan applies to all of the Yanfolila site’s operating areas and related infrastructure, including integration with surrounding natural landforms, surrounding communities and local stakeholders. Preparation of the closure plan was informed by Malian legal requirements, the WGC RGMPs (specifically Principle 9) and the recommendations of the International Council on Mining and Metals (“ICMM”) as found in the Integrated Mine Closure Toolkit and the Financial Concepts for Mine Closure documents.

In accordance with Hummingbird’s Stakeholder Engagement Plan (“SEP”), through which we aim to integrate proactive and meaningful engagement with stakeholders into our activities, closure planning proceeds with regular meetings with local communities and individuals. Hummingbird holds quarterly closure committee meetings, at which closure activities at the mine are shared and discussed, attended by government representatives, mining unions at Yanfolila, local community representatives and local authority representatives.

Additionally, Committee Local Development (“CLD”) meetings are held monthly, attended by local authority representatives, community members from 16 villages and mayors of 3 communes, at which closure activities are discussed. Stakeholder engagement for the closure of Yanfolila has been ongoing since the beginning of the mine operations.

At site level, the General Manager is made responsible for providing sufficient resources to implement activities associated with social engagement, while SHEC managers are made responsible for implementing and maintaining engagement activities.



YANFOLILA

A summary of closure goals for Yanfolila is given below:

Environmental

TOPIC	OBJECTIVES	CLOSURE MANAGEMENT
Erosion control	No long term active erosion at the site	Erosion features that do not stabilise will be repaired
Surface water quality	No negative impact on human health or final land use objectives	Surface water to be monitored with water quality to meet Malian Class II Water Quality Standards
Ground water quality	No negative impact on human health or final land use objectives	Ground water to be monitored with water quality to meet Malian Class I Water Quality Standards
Revegetation	Long term native vegetation regrowth where land has been disturbed	–
Air Quality	Dust from the closure site does not have a negative impact on the community	Monitor air quality quarterly to ensure compliance with Malian and / or international standards in fallout dust

Social

TOPIC	OBJECTIVES	CLOSURE MANAGEMENT
Stakeholder engagement	Ensure community and government are kept informed on closure planning	Stakeholder Engagement Plan instigates regular meetings with a range of stakeholders
Public safety and access restriction	Prevent injury or illness from presence at the mine site	Fencing and bunding around steep slopes and poor quality water to prevent access
Social closure - retrenchment	Ensure a support program for employees and their families to transition economic activities positively	Employees to: <ul style="list-style-type: none"> ■ Be redeployed to another mine ■ Receive training as part of retrenchment planning ■ Receive microfinance support
Social closure – community legacy	Leave a positive legacy in surrounding communities	Health, education, water, sanitation and community development projects created by Hummingbird are sustainable post-closure
Social closure – post closure land use	Market garden and poultry farm projects are a successfully integrated agricultural business	Health, education, water, sanitation, and community development projects created by Hummingbird are sustainable post-closure

KOUROUSSA

A conceptual closure plan is being developed in 2023 to be agreed with the Guinean government, with scoping of areas to be rehabilitated and estimated costs having been completed

DUGBE

A conceptual closure and rehabilitation plan has been developed, along with a preliminary cost estimate. The plan lays out progressive rehabilitation requirements, closure approaches and post-mining monitoring and maintenance. Further studies will be conducted to confirm final closure approaches, taking into account mining waste, expectations of communities, and the sensitivities of biodiversity, soils and water resources.

“Gold comes From finding opportunities in problems,
From accepting challenges with a ruthless honesty
and integrity

For whilst the wheels of success grind slow, they grind
fine, and leave no stone unturned” – Basil De Tent.



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