



2023 SUSTAINABILITY REPORT



ABOUT GALIANO GOLD
[GRI 2-1, 2-6]

Headquartered in Vancouver, BC, Canada, Galiano Gold Inc. (“Galiano” or the “Company”) is a publicly traded precious metals mining company committed to sustainable business and long-term value creation for stakeholders. Galiano owns and operates the Asanko Gold Mine (the “AGM”) – a large-scale, multi- deposit complex situated in the Ashanti Region of Ghana, West Africa.

Between 2018 and early 2024, the AGM was a 50:50 joint venture between Galiano and Gold Fields Limited, whereby each JV partner owned a 45% interest and Galiano managed and operated the mine. The Government of Ghana held the remaining 10% (free - carried interest).

On March 4, 2024, the Company completed the acquisition of Gold Fields’ 45% interest in the AGM JV.

The objective of the acquisition was to consolidate ownership of the AGM and establish Galiano as a growing gold producer with robust financial strength, owning and operating one of the largest gold mines in West Africa.





OUR VISION

Galiano's vision is to create a sustainable business capable of long-term value creation for our stakeholders.

OUR MISSION

- Providing a safe and healthy working environment for all employees.
- Developing and implementing the organizational capability required to achieve and sustain our business and growth objectives.
- Making responsible, competitive, and efficient use of all our assets.
- Fostering cooperation and participation with all stakeholders to achieve our shared goals, with particular emphasis on the environment and our local communities.
- Pursuing accretive merger and acquisition opportunities.

OUR VALUES

We are committed to an organizational culture that reflects our shared values of:



CARING



TRANSPARENCY



TEAMWORK



INNOVATION



COMMITMENT



INTEGRITY

LETTER FROM DR. CHARLES AMOAH



2023 marked significant growth for the Asanko Gold Mine ("Asanko"). The consolidation of the ownership of Asanko by Galiano Gold Ltd. ("Galiano" or the "Company") from Gold Fields, announced in December 2023, and the return to hard rock mining, opened a new chapter in the life of the Company. This resulted in the establishment of parent-company Galiano emerging as a mid-tier gold producer.

THE ASANKO OPPORTUNITY CYCLE

With growth comes responsibility. Asanko doesn't operate in a vacuum, as most of our deposits are in close proximity to communities. To best serve these communities, we have established a strategic approach, the Asanko Opportunity Cycle, with a focus on the following areas.

EXPANDING TRAINING & EDUCATION

Our people are our greatest asset. In 2023, 99.4% of Asanko employees were Ghanaians. We provided employees over 40,000 hours of training, doubling the previous year's efforts, with a focus on health, safety, leadership, and competency development.

Among the many community projects carried out in 2023, we are most proud of the completion of the primary school classroom block at Aboe. This clean, well-maintained facility, complete with washrooms, a library, and computers, has been enthusiastically received by the community. It has improved educational accessibility, reducing the distance students need to travel, and increased enrollment.

ENHANCING HEALTH & SAFETY MEASURES

Safety is fundamental to our operations. Following a tragic contractor accident in early 2023, we installed collision avoidance and fatigue monitoring systems in all haul trucks and implemented a Hazard Identification Program sitewide.

ENVIRONMENTAL STEWARDSHIP

In late 2023, Asanko signed a new power purchase agreement with the Volta River Authority to source up to 15MW of solar power, meeting approximately 15% of our energy requirements. We hope to increase this percentage, contingent on the solar plant's capacity.

As the company grows and we are able to channel more funds into the Asanko Opportunity Cycle, we look forward to even greater collaboration with the surrounding communities in achieving our goals.

Sincerely,

Dr. Charles Amoah
Executive Vice-President & Managing
Director
June 28, 2024

"Our people are our greatest asset. In 2023, 99.4% of Asanko Gold employees were Ghanaian. We provided over 40,000 hours of training — doubling the previous year's efforts — in health, safety, leadership, and competency development."

2023 SUSTAINABILITY PERFORMANCE SNAPSHOT



GOVERNANCE



Galiano Gold Harassment Prevention Policy



AGM Employee Mental Health Policy



Implementation of the AGM Employee Assistance Program (EAP)

ECONOMIC*



2023 Gold Production = 134,077 oz

2023 Gold Sold = 134,163 oz

\$256.5M 2023 Total Revenue

Net Income = \$ 69.9M

Average 2023 realized gold price = \$1,909/oz

*AGM statistics on a 100% basis

HEALTH & SAFETY



Mental Health Program Launched



Completed AGM Safety Audit

0.5

LTIFR

2023 SUSTAINABILITY ACHIEVEMENTS

Against Targets

ENVIRONMENTAL STEWARDSHIP & COMPLIANCE

Significant Environmental Incidents

GOAL: Zero incidents



Water Quality Management

GOAL: Maintaining proper quality and quantity water management controls are in place



Reclamation

GOAL: Conduct environmental reclamation activities for Obotan (10 ha) and Esaase (15 ha)



ISO 14001 Certification

GOAL: Start work towards ISO 14001:2015 Environmental Management System Certification



ENERGY AND CLIMATE CHANGE

Climate Financial Disclosures

GOAL: Complete the risk assessment and the TCFD study including the future setting of emission targets



Renewable Resources

GOAL: Operationalize Volta River Authority Agreement to source 12% of AGM's energy needs are from renewable sources (solar)



Energy Efficiency

GOAL: Finalize remaining action items from the 2021 AGM Energy Efficiency Audit





Achieved



Partially Achieved



Not Achieved

GOVERNANCE

Ghana Mineral Commission ("MINCOM") Certification

GOAL: Increase scores to 95% for environmental audit and Labour



International Cyanide Management Code (ICMC) Certification

GOAL: Maintain certification



Independent Tailings Review Panel (ITRP)

GOAL: Implement selected action log items



ECONOMIC

Mining

GOAL: Restart mining at the AGM in Q4



Production

GOAL: Achieve production and revised cost guidance of 100,000–120,000oz of gold at all-in sustaining costs of between \$1,650–\$1,750/oz



Tailings Storage Facility*

GOAL: Complete the TSF Stage 7 on time and on budget



*Not achieved on time but completed (March 2024)

2023 SUSTAINABILITY ACHIEVEMENTS

Against Targets

OUR PEOPLE

MINCOM Certification

GOAL: Increase certification score to 95% for labour



Workforce Development Plan

GOAL: Develop and implement a Workforce Development Plan for recruitment and training



Talent Management Framework

GOAL: Develop a Talent Management framework to align with AGM's business needs



Community Talent Pool

GOAL: Develop a Community Talent Pool to serve as the preferred source for AGM local labour needs



HEALTH & SAFETY

Zero Harm

GOAL: Focus on getting back to Zero Harm at the AGM after fatalities in Q1 2023



Reporting

GOAL: Incorporate Visible Felt Leadership and High Incidence Reporting into contractor performance management



Malaria

GOAL: Reduce Malaria Incidence Rate by 5% to a target of 31.43 per 1,000 employees



Safety Audit

GOAL: Finalize AGM Safety Audit recommendations and review contractor safety management systems



Wellbeing Program

GOAL: Launch an official Mental Health Program as part of the AGM Employee Wellbeing Program





Achieved



Partially Achieved



Not Achieved

HUMAN RIGHTS

Human Rights Training

GOAL: Formally incorporate human rights training into the AGM Induction process



Human Rights Impact Assessment

GOAL: Continue implementation of select recommendations



Security Personnel Training

GOAL: Implement Voluntary Principles on Security and Human Rights refresher training to all private and public security AGM personnel



CONTRIBUTING TO COMMUNITY

Esaase Community Hospital

GOAL: Formal handover to District Authorities



Community Water Source

GOAL: Undertake periodic sampling and testing



Asanko Opportunity Cycle

GOAL: Carry-out planned strategic community investment initiatives



Community Infrastructure

GOAL: Support the SRFs (Obotan, Esaase) in the implementation of sustainable community infrastructure projects



Supply Chain

GOAL: Continue to engage with key suppliers to enhance capacity to meet the requirements of a reliable and cost-effective local supply chain



2024 SUSTAINABILITY GOALS

ENVIRONMENT



STEWARDSHIP & COMPLIANCE



MINCOM certification scores to 95% for environmental audit

Conduct environmental reclamation activities for Obotan (10 ha) and Esase (15 ha)

Engage MinCom on the possible opportunities between progressive reclamation and the expansion of agricultural opportunities for the catchment communities

Zero significant environmental incidents

Maintaining proper quality and quantity water management controls are in place

Obtain ISO 14001:2015 Environmental Management System Certification

ENERGY AND CLIMATE CHANGE



Climate Action Policy

Update the risk assessment and the TFCDD study including the future setting of emission targets

Operationalize the agreement with the Volta River Authority to ensure that ~18% of the AGM's energy needs are from renewable sources (solar)

Finalize the action items from the AGM Energy Efficiency Audit

SOCIAL

HUMAN RIGHTS



Undertake the HRIA audit of the AGM supply chain, tailings, workforce and resettlement framework

Undertake a third-party review of the progress of the existing AGM HRIA action log which identifies ongoing salient human rights issues at the AGM

Full refresher of the Voluntary Principles on Security and Human Rights to all private contractor and public security personnel at the AGM

OUR PEOPLE



Increase MinCom certification score to 95% for labour

Implement the 2024 Workforce Development Plan for labour resourcing

Develop a Talent Management Framework to align with AGM's business needs

Develop a training matrix to capture mine-wide competency requirements

Sustain the implementation of the community labour agreement

GOVERNANCE & ECONOMIC



HEALTH & SAFETY

Work to attain Zero Harm at the AGM

Reduce malaria incidence rate by 5% to a target of 34.61 per 1000 employees.

Complete independent safety audit on mining contractors

Launch an official Mental Health Program to form part of the existing AGM Employee Wellbeing Program

Roll out Visible Felt Leadership and High Incidence Reporting into contractor performance management.

CONTRIBUTING TO COMMUNITY

Deliver community investment initiatives as per our Asanko Opportunity Cycle

Continue to provide technical and administrative support to the Social Responsibility Forums (Obotan, Esaase) in the implementation of sustainable community infrastructure projects

Carry out an audit on the effectiveness of company-sponsored investment programs and the delivery of direct value to the catchment communities

Continue to engage with our locally active key suppliers and support them to enhance their capacities to meet the requirements of a reliable and cost-effective supply chain



GOVERNANCE

Maintain ICMC certification

Implement select ITRP action log items and advance international best practices for tailings facility where appropriate

Complete the detailed design of TSF Stage 8

Approval of a Tailings Management Policy



ECONOMIC

Achieve production and cost guidance of 140,000 to 160,000 oz of gold at all-in-sustaining costs of between \$1,600/oz to \$1,750/oz.



COMMUNITY DEVELOPMENT & SOCIAL INVESTMENT

At Galiano, we are committed to fostering economic and social development in our host countries as part of our belief in responsible business conduct. The Galiano Gold Sustainability Policy reinforces our dedication to creating positive, meaningful, and long-lasting contributions to the local communities where we operate.

We prioritize sustainable community development and social investment initiatives that will continue to benefit communities beyond the life of the mine. Our approach encourages active participation from local communities, inviting a shared commitment to each initiative. The AGM’s Sustainability Department works closely with local community committees to identify projects that improve the community’s well-being. These include managing social investments and addressing concerns related to land access.

OUR COMMUNITY DEVELOPMENT & SOCIAL INVESTMENT PROGRAMS

At the AGM, Community Development and Social Investment programs are divided into four major themes:

- Opportunity Cycle and Strategic Community Investment: Building local capacity;
- Legacy Community Infrastructure Projects: Implemented through Social Responsibility Foundations;
- Female Advancement and Empowerment: Supporting Asanko Women in Mining;

- Other Community Investments: Linked to larger infrastructure projects.

THE ASANKO OPPORTUNITY CYCLE COMMUNITY INVESTMENT ACTIVITIES



Galiano’s Strategic Community Investment Policy guides the AGM’s voluntary annual and multi-year contributions, focusing on projects that support economic and local social development priorities. The AGM realizes its community investment programs through the Asanko Opportunity Cycle, which makes direct contributions and also collaborates with experienced organizations to leverage cost-sharing advantages and integrate local expertise, which enhances the sustainability of the projects.



The Opportunity Cycle supports projects that make a tangible difference in local communities. Initiatives must be owned by the community and designed to be sustainable following the anticipated end-of-mine-life. They should also maximize community participation and management post-completion and align with District Development Plans, without duplicating them.

The AGM continued its community investment work in 2023 in collaboration with Asanko Opportunity Cycle partners. Priority areas included improved living standards, vocational training, and

access to education. During the reporting period, a total of \$677,000 was invested in local community development programs and initiatives, an increase from \$555,000 in 2022.

Most Opportunity Cycle funds (56%) were directed towards vocational training, while the remaining expenditures (approximately 44%) supported education in the form of skills development training for residents through the AmansVoc Institute, literacy improvement program, and rehabilitation projects. Donations of teaching materials and sports equipment for schools also fell into this category.



SOCIAL RESPONSIBILITY FOUNDATION
AND FORUMS

EMPLOYEE PROFILE
Rich Ofori
Social Development
Coordinator



Rich brings a wealth of experience and a deep understanding of the mining industry to his role. He engages with local community members and supports the development of projects within the Opportunity Cycle. Reflecting on his time at Asanko Gold, he states, “I have gained experience, knowledge, and skills working with Asanko, positively influencing my understanding of mining and culture within the mining industry.” Rich recognizes the crucial role of sustainability, advocating that, “Sustainability has helped the company to obtain its social license, trust, and good relationships with our catchment communities.”

and creating local employment opportunities, fostering collaborative relationships and contributing to the Company’s social license to operate.

The Foundation is multi-stakeholder, community- managed, structure that seeks to develop the surrounding communities through human resource development, economic empowerment, infrastructure, social amenities, natural resource protection, cultural heritage, and sports.

The AGM contributes USD \$2 per ounce of gold produced annually to the Foundation, with funds reported to the Government of Ghana and directed separately for Obotan and Esaase. The communities select the projects, while the AGM maintains fiscal oversight to confirm the appropriate use of funds. For long-term planning, a percentage of these annual contributions are deposited into endowment funds to finance social programs after the life of each mine.

ASANKO DEVELOPMENT
FOUNDATION

The Asanko Development Foundation (the “Foundation”) channels AGM resources towards community investment aligned with the settlement agreements with the communities of Obotan and Esaase. These agreements solidify Galiano’s commitment to funding sustainable community projects

SOCIAL RESPONSIBILITY FORUMS
(SRFs)

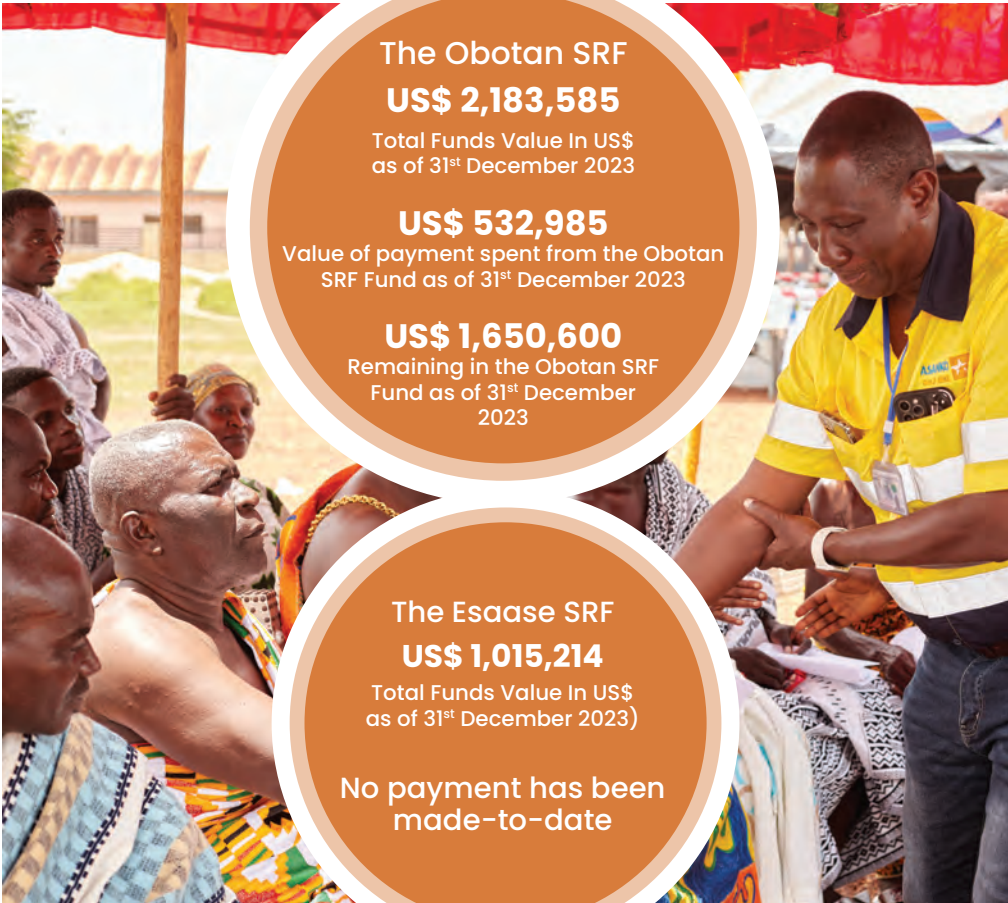
Local community members from Obotan and Esaase form the Community Development Committees (CDCs), which guide each Forum. The CDCs assesses community needs and present project proposals to the SRF Board of Trustees through a steering committee.

THE OBOTAN SRF

In 2023, three out of five projects planned by the Obtain SRF were successfully completed, commissioned, and handed over to their respective beneficiaries. These include a 10-seater toilet facility in Kumpese, a 6-unit classroom block with ancillary facilities in Kwabenaso, and a 5-unit teachers' quarters in Asuadei. The estimated total cost for all five projects upon completion is \$510,692.

THE ESAASE SRF

The Board of Trustees received project proposals for consideration in 2022 from Esaase beneficiary communities, but litigation claims (relating to the early decision-making process and resolved amicably out of court) slowed progress. These issues have now resolved, and the Esaase communities are collaborating with the Foundation to prioritize projects for 2024.



COMMUNITY	PROJECT	STATUS ON DECEMBER 31, 2023
Kwabenaso	6-classroom block containing a library, teachers office, and toilet	These projects were completed and handed over to the relevant stakeholders in November 2023
Asuadai	5-unit self-contained teacher's apartment	
Kumpese	10-seat water closet toilet facility	
Abore	Market/vendor stall facility 87% complete	Expected completion Q2 2024
Nkran	Multi-purpose community centre 93% complete	

ASANKO WOMEN IN MINING COMMUNITY INVESTMENT ACTIVITIES

The AGM supports the Asanko Women in Mining chapter, uniting women working at the mine and those from catchment communities to:

- Provide health education.
- Advocate for professional development and serve as ambassadors for women in mining.
- Promote mining as an attractive and realistic career choice for women.



In 2023, the AGM allocated \$10,000 for Women in Mining (WIM) initiatives. Donations to the program are also received from AGM contractors, which accounted for approximately 25.63% of the total program expenditures for the year. Key Asanko WIM initiatives included:

- A cancer awareness forum organized in collaboration with the Asanko Medical Services Unit to educate both female and male employees on breast, prostate, and cervical cancers.
- Capacity building training for health professionals in Amansie West and South districts in partnership with the health directorate to improve skills, bring screening in these areas closer to the doorsteps of catchment communities, and to increase confidence in existing health facilities.
- A blood donation drive collecting over 135 units for St Martin's Catholic Hospital in the Amansie South District.
- Sponsorship for four Asanko WIM members to participate in the inaugural National WIM Conference organized by Australian High Commission in March.

- A year-long hygiene project for girls in 20 district schools in partnership with the German Agency for International Cooperation providing education so that menstruation does not prevent young girls from attending school.

Looking ahead to 2024, the Asanko WIM plans to enrich female education through the provision of reading materials, organize reading competitions, and implement mentorship programs for young girls. Initiatives aimed at inspiring and empowering the next generation include educational mine tours, support for Girls in STEM at the National Maths and Science quiz, and participation in national WIM events.

OTHER COMMUNITY INVESTMENTS

ESAASE COMMUNITY HOSPITAL [GRI 203-1]

As a result of Esaase project negotiations, the AGM constructed and equipped the Esaase Community Hospital, a turnkey facility, in lieu of other potential opportunities associated with the project. Despite falling outside the structure of both the Opportunity Cycle and the SRF's, the AGM fully funded the project, which was handed over to the local government for commissioning, administration, and opening in 2023.

LOCAL PROCUREMENT & DEVELOPING LOCAL ECONOMIES

At Galiano we believe that we as a Company, our subsidiaries and affiliates, and our network of business partners, have an ethical and a business imperative to be responsible corporate citizens. Whenever feasible, sourcing goods and services locally not only fosters community relationships and social license, but also contributes to local and regional socio-economic benefits.

Ghana’s well-developed sector supply chain enables the AGM to source goods and services in-country, supporting local economies and reducing costs.

The AGM Procurement Strategy demonstrates a commitment to make positive and sustainable socioeconomic

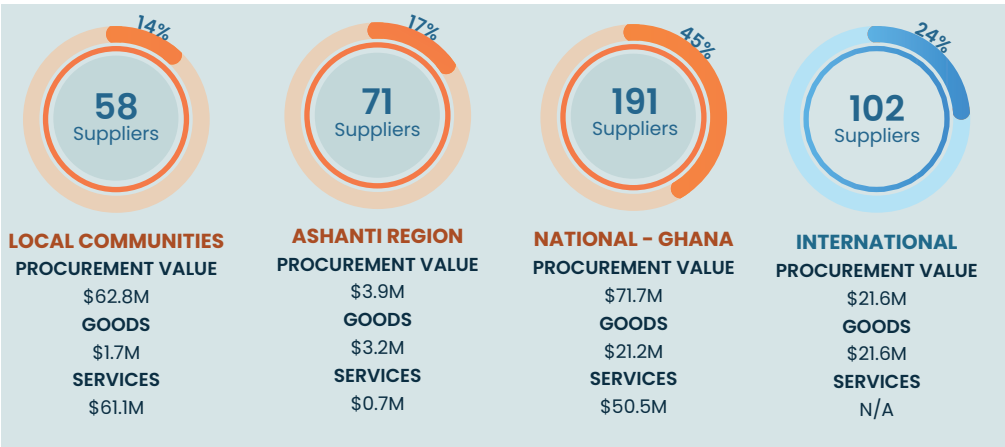
contributions to host communities. This site-level strategy works in alignment with Ghana’s national strategy to ensure goods and services that can be obtained in Ghana are indeed purchased from Ghanaian-registered companies and to assist local business owners through training and capacity-building.

SUPPLIER STANDARDS & RESPONSIBLE SUPPLY CHAIN [GRI 2-23/2-24] [GRI 2-6 / 204-1]

All AGM suppliers and newly registered vendors must comply with applicable legal, ethical, and regulatory standards, guided by Galiano Gold’s Code of Business Conduct and Ethics and the AGM’s Supplier Code and Tender Procedure for Contracts. Suppliers must

IN-GHANA SPEND \$138.5M [86%]

INTERNATIONAL SPEND \$21.5M [14%]





adhere to AGM policies and procedures relating to labour standards (including anti-corruption/anti-bribery), health & safety, human rights, discrimination, conflict of interest, whistleblowing processes, and the environment.

Suppliers are regularly reviewed to ensure adherence to these commitments and possession of all relevant accreditations. Any policy breaches result in an inquiry with the possibility of disciplinary actions, suspension of contracts until requirements are met, or contracts are cancelled.

**A vendor/
supply chain audit
will be included in
the AGM's 2024
ongoing human
rights due
diligence**

In 2023, Galiano conducted a supplier mapping exercise in preparation for the AGM's 2024 human rights audit, bringing to light a better understanding of potential risks of forced or child labour present within the supply chain.

The AGM's Local Procurement Plan, approved by the Minerals Commission and guided by the Galiano Sustainability Policy, prioritizes local suppliers and develops local manufacturing and supply chains. A Purchase Requisitioning Policy establishes a standardized, fair, transparent, and competitive tender and supplier selection process, with certain products regularly available in country ring-fenced for local procurement.



In 2023, the AGM engaged 422 local and international suppliers (compared to 259 in 2022); 75% (320) of which were in-country vendors and 14% (58) of which were from community catchment areas. The increase in suppliers over 2022 is commensurate with resumption of mining, re-engagement, and remobilization.

The AGM's total procurement spend in 2023 was approximately \$160M (compared with \$159M in 2022), comprised of approximately \$48M in goods and \$112M in services. Approximately \$139M or 86% was procured locally (compared with \$139M/87% in 2022), while the remaining \$22 M (14%) of goods and services were sourced from international providers (compared to \$21M/13% in 2022). Examples of products or services that cannot be procured locally include sodium cyanide, certain process plant equipment replacement parts, ball and SAG mill liners, as well as specialized services and inspections.

The procurement spend in 2023 for services such as contract mining, exploration and grade control drilling, and employee health and other insurance coverage was approximately \$112M - or 70% of the total 2023 procurement spend (compared to 70% and \$111M in 2022). The remaining 30% (\$48M) was spent on goods comprising operational products such as grinding media, plant reagents, cables, pipes, fuel and lubricant (30% and approximately \$48M in 2022).





VENDOR PROFILE

Francis Nimo

CEO, REAMY-2K Ghana Ltd.

Hailing from AGM catchment community Manso Nkran, Francis established construction company REAMY-2K Ghana Ltd. in 2017, driven by a desire to uplift his community. In 2020, with a modest business plan in hand, Francis became involved in the Nkosuo project, spearheaded by the Asanko Gold Mine, which provides training and support to local contractors. This marked an extraordinary turning point for his business.

"It was there that the seeds of opportunity were sown", said Francis, "igniting a fire within me to pursue greater heights, and with my newfound knowledge, I set out to make a difference." With Asanko's support, REAMY-2K projects flourished and so did its impact on the community.

Francis reflects, "My journey with Asanko Gold Mine is a testament to the transformative power of collaboration. Through initiatives like the Nkosuo Project, the AGM furthers economic empowerment in the region and employment opportunities for youth in local communities and forges a shared path towards prosperity."





SUSTAINABILITY REPORT FEEDBACK

We welcome feedback from any of our internal and external stakeholders regarding the contents of our Sustainability Reports or the reporting process.

For further information or comments,

please contact:

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