



EQUITY, DIVERSITY AND INCLUSION POLICY

Asante Gold Corporation (the “**Company**”) is committed to supporting an equitable, diverse and inclusive workplace that recognizes and values difference and where everyone is treated fairly with dignity and respect. The Company is committed to achieving a respectful and inclusive workplace, and encourages fairness and action to address inequalities where they occur. The Company recognizes that our diversity contributes to building a stronger workforce and a better Company.

The Company respects and appreciates differences in age, ethnicity, beliefs, language, gender, education, nationality, social background and culture or other personal characteristics.

The Company believes in harnessing the wealth of ideas, talents, skills, background and perspectives all around us in order to achieve robust and sustainable outcomes. As such, we consciously work to create an environment that respects and values the diversity of the people and society in which we operate.

EQUITY, DIVERSITY AND INCLUSION OBJECTIVES

The objectives of the Company’s Equity, Diversity and Inclusion Policy are:

1. Deliver strong performance by being able to attract, engage and retain diverse talent;
2. Contribute to innovation and better decision making through exposure to diverse perspectives, experiences and ideas;
3. Optimize resources and manage risks by working collaboratively and eliminating cultural and structural barriers;
4. Provide an environment where people feel safe to speak up when things are not right or others are excluded;
5. Raise awareness on our individual biases that may cause us unintentionally to exclude others;
6. Protect and enhance our “social license to operate” by recognizing, respecting and taking into account the needs and interests of our different stakeholders;
7. Ensure that the necessary resources – human, material and financial – are available to promote, plan and guide this Policy;
8. Publicly communicate/report Equity, Diversity and Inclusion policies, procedures and performance through annual Sustainability Reports as well as ongoing engagements with stakeholders; and
9. Periodically review this policy and its implementation with a view to continuous improvement.

Approved by the Board of Directors and effective as of November 1, 2022.