



HUMAN RESOURCES POLICY

Asante Gold Corporation (the “**Company**”) believes that business is fundamentally about people and, for that matter, places responsible management of our employees at the core of what we do.

The Company understands the importance of fostering and continuously improving its organizational culture and strives to position itself as an employer of choice.

HUMAN RESOURCES OBJECTIVES

The objectives of the Company’s Human Resources Policy include:

1. Respect and promote human rights in the workplace and in all stakeholder interactions;
2. Strictly comply with all laws and regulations in the jurisdictions in which the Company operates;
3. Promote a respectful, diverse and inclusive workplace and implement practices to ensure every individual has an equal opportunity to evolve according to their skills and capabilities;
4. Evaluate each of the Company’s activities in terms of the potential negative impacts and risks for the natural, human and social environments, with the goal of adopting mitigation measures aimed at prevention and protection;
5. Ensure a healthy and positive working climate;
6. Provide employees with training and development opportunities and guidance to support employees in their careers;
7. Contribute positively to economic and skills development of the Company’s host communities by actively promoting local employment;
8. Establish a Grievance Management System that receives employees concerns, conducts appropriate investigations, identifies and completes the required corrective actions as well as providing feedback;
9. Ensure that the necessary resources – human, material and financial – are available to promote, plan and implement this Policy; and
10. 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.