



WOMEN IN MINING POLICY

Asante Gold Corporation (the “**Company**”) recognizes the benefits of promoting gender diversity across its business, from the Boardroom to the front line, the broader mining sector and within our local communities.

To assist with this, and in furtherance of its goal of building a female-friendly organization, Women in Mining (“**WIM**”) Chapters will be established at all Company operations, which will be officially affiliated with the national, not-for-profit, WIM Ghana organization.

The vision of the Company’s WIM Chapters is to promote the attraction, engagement, retention and advancement of women within the Company while supporting women’s empowerment initiatives within our communities to deliver economic growth and positive transformation at the local, regional and national levels.

In this regard, the Company’s WIM Chapters will bring women together to support each other, act as ambassadors for Women in Mining, promote the mining sector as a career choice for women, and deliver targeted Corporate Social Responsibility (“**CSR**”) projects that support and empower women.

WOMEN IN MINING POLICY OBJECTIVES

The objectives of Company’s WIM Policy include:

1. Acting as an advocate for women working for the Company’s operations, and its contractors, as well as within our host communities;
2. Organizing networking and professional development events for the Company’s WIM members and implementing female-orientated CSR projects within our host communities;
3. Encouraging participation by all stakeholders in the Company’s WIM activities;
4. Offering mentoring and career guidance to girls from Junior High School to Senior High level within our host communities;
5. Target for new employment opportunities for entry level positions of 50% of WIM, preferably from host communities;
6. Routinely set and review targets for WIM performance within a framework of continuous improvement;
7. Publicly communicate and report WIM policies, procedures and performance through annual Sustainability Reports as well as ongoing engagements with stakeholders; and
8. Annually 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.