

Resolute Mining Ltd 2024 AGM report

| | |
|-----------------|-----------------------|
| ASX code | RSG |
| Meeting date | Thursday, 23 May 2024 |
| Type of meeting | Physical |
| Monitor | Bob Kelliher |
| Pre AGM-meeting | Not available |

Meeting Statistics

| | |
|---------------------------------------|---|
| Number of holdings represented by ASA | 6 |
| Number of shares represented by ASA | 167,000 |
| Value of shares represented by ASA | \$0.86m |
| Total number attending meeting | 12 attendees |
| Market capitalisation | \$1.1 billion |
| ASA open proxies voted | ASA voted in favour of all the resolutions {except those mentioned below} |

Resolute is a long-standing gold miner in Africa, and is currently about halfway through an efficiency drive, with the newish CEO, to reduce costs and increase production. A clue to the confidence of this increased production is the addition of a production target of 1,000,000oz by 2026 (up from 331,000 oz in 2023), as 25% of the LTI award, starting in 2024.

ASA questioned the mix of staff in London and Perth offices. The reply was that operational, back office, and central support are located in London (and no Perth staff took up the offer of relocation to London), and only six Mine Planning/Engineering and support staff remain in the Perth office. This office has been trimmed down now, and located in Exchange Tower, with the departure of all staff from the previous Australia Place offices.

Efficiencies available due to the same time zone between London and Mali, and the availability of numerous scheduled flights between London and Mali raised the possibility of all staff in London and no staff in Perth, as discussed after the meeting.

One shareholder queried the effect on the company's operations due to political instability in Mali. The Chair replied that there had been no effect on operations, that the company had good community relations, employed many Indigenous staff in increasing senior roles, and had good relations with the government. Not mentioned were the government's interests in the company: Syama (20%) and Senegal (10%). This fact is briefly mentioned in the Operations Review of each mine and listed in the Ore Reserves and Mineral Resource statements, but not shown elsewhere.

Not stated in any document, but in answer to our question, the Chair confirmed that Resolute remains captured by the Federal Government's Safeguard Mechanism, requiring emissions to be reduced by 4.9% per annum, due to the company's registered office address here and despite all operations in Africa. The

company's Sustainability Report data still shows emissions increasing, but negotiations to purchase emissions-free hydro power from across the Guinea border, and at a reduced price, are underway. Also, a previously installed solar farm at the process plant site is to be restored and made operational.

ASA queried elements in the remuneration report: the calculation of the achievements to internal targets for the STI is not disclosed, as the 25% threshold figure is not given (just the Target figure), the new addition of Sustainability, which was achieved at 100% in 2023 with no obvious metric, and the less than optimal peer group for the rTSR, as the only performance hurdle for the LTI.

We accordingly voted against the remuneration report, which still had 97% approval. We voted for the election of the three directors, and the grant of performance rights to the CEO. These resolutions had 99% approval, except for the re-election of Director Adrian Reynolds, which had only 76% approval.

We voted against the resolution to approve potential termination benefits, as this removes the limit of no more than 5% of the company's equity. We put that would be better to calculate the termination benefit and then seek shareholder approval, but the Chair replied that they wanted to have the flexibility that this Resolution gives. Again, it passed with 99% approval.

ASA Disclaimer

This document has been prepared by the Australian Shareholders Association Limited ABN 40 000 625 669 ("ASA"). It is not a disclosure document, it does not constitute investment or legal advice and it does not take into account any person's particular investment objectives. The statements and information contained in this document are not intended to represent recommendations of a particular course of action to any particular person. Readers should obtain their own independent investment and legal advice in relation to the matters contemplated by this document. To the fullest extent permitted by law, neither ASA nor any of its officers, directors, employees, contractors, agents or related bodies corporate:

- makes any representations, warranties or guarantees (express or implied) as to the accuracy, reliability, completeness or fitness for purpose of any statements or information contained in this document; or*
- shall have any liability (whether in contract, by reason of negligence or negligent misstatement or otherwise) for any statements or information contained in, or omissions from this document; nor for any person's acts or omissions undertaken or made in reliance of any such statements, information or omissions.*

This document may contain forward looking statements. Such statements are predictions only and are subject to uncertainties. Given these uncertainties, readers are cautioned not to place reliance on any such statements. Any such statements speak only to the date of issue of this document and ASA disclaims any obligation to disseminate any updates or revisions to any such statements to reflect changed expectations or circumstances.