

Continental Gold Inc.

**ANNUAL REPORT
UNDER THE
FIGHTING AGAINST
FORCED LABOUR AND
CHILD LABOUR IN SUPPLY CHAINS
ACT**

May 29, 2025

This Report is made by Continental Gold Inc. (“CGI”, “we” “us” and “our”) for the financial reporting year ended December 31, 2024 (the “Reporting Period”) and sets out the steps taken by us to prevent and reduce the risk that forced labour or child labour was used at any step in our production of goods in Canada or elsewhere or of goods we imported into Canada during the Reporting Period.

This Report has been prepared and filed pursuant to Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”).

1. About Us

CGI is a Canada-based mining company incorporated under the Business Corporations Act (Ontario) and engaged in the acquisition, exploration, and development of high-grade gold properties in Colombia. Its flagship project is the Buriticá gold mine, located in the Antioquia Department in north-western Colombia. The Buriticá project is fully permitted and designed as an underground operation with an annual production approximately 310,000 ounces of gold.

The Buriticá project has been recognized for its commitment to best practices in mine construction, environmental stewardship, and community engagement, and is aiming to set a benchmark for responsible mining in Colombia.

CGI also holds several other mining licenses and permits in Colombia.

CGI has an office in Toronto with seven employees and a CGI subsidiary has a local office in Colombia. All employees and contractors working in Colombia are hired directly by a CGI subsidiary.

2. Our Commitment to Ethical Labour Practices

CGI fully acknowledges the serious human rights risks associated with forced labour and child labour, particularly in sectors such as mining that often involve complex, cross-border supply chains. We are committed to taking all reasonable steps to prevent, mitigate, and, if necessary, remediate any incidents of forced or child labour in our operations and those of our suppliers and business partners. CGI’s human resources policies contain assessment procedures to address labour force requirements, and prohibit the use of child labour and forced labour.

CGI’s global Code of Conduct and Human Rights Policy serves as the foundation for our ethical approach to labour practices. These policies reflect international standards and best practices, including:

- The International Labour Organization (ILO) Conventions,
- The United Nations Guiding Principles on Business and Human Rights,
- The OECD Guidelines for Multinational Enterprises, and
- The International Finance Corporation (IFC) Performance Standards, particularly those relating to labour and working conditions.

3. Overview of Supply Chains Practice

CGI operates through both local (i.e. Colombian) and international supply chains. Our procurement and logistics activities generally fall into three main categories:

1. **Local procurement**, which involves sourcing food, supplies, and maintenance materials directly from the regions where we operate (i.e. Colombia).
2. **International procurement and distribution**, which includes importing critical equipment, chemicals, and spare parts from global suppliers, as well as exporting metal products to refineries in Canada. Other source countries include Colombia, China, Chile, Peru, U.S., and Australia.
3. **Community-based support**, where we provide food and essential supplies, sourced in Colombia, to local communities as part of broader development and humanitarian initiatives.

To promote transparency and ethical conduct throughout these supply chains, we:

- Encourage suppliers to align with our corporate values via the supplier entry checklist;
- Require adherence to our Code of Conduct;
- Integrate sustainability and ethics into procurement processes via ESG standards, the DEI policy and anti-money laundering compliance;
- Maintain open lines of communication with suppliers regarding compliance and expectations;
- Prioritize suppliers that demonstrate strong labour practices and a track record of responsible sourcing;
- Preference is also given to those suppliers contributing to local economic development, consistent with our "Buy Local" policy;
- Prohibit the use of child labor and all forms of forced or compulsory labor. We respect and protect the fundamental rights of employees and ensure that working hours do not exceed legal limits;
- Treat all employees with respect and equality. We actively discourage and combat discrimination, bullying, intimidation, and harassment in the workplace. Discrimination in hiring or promotion based on race, religion, age, nationality, gender, marital status, pregnancy, or similar factors is strictly prohibited. We also prohibit requiring employees or job candidates to undergo discriminatory medical tests;
- Recognize and respect employees' legal rights to freely associate and engage in collective bargaining. We ensure the protection of employees' rights to fair wages, benefits, vacation time, and social insurance.

We are committed to not procuring, processing or selling conflict minerals and have passed the audit of London Bullion Market Association (LBMA). During the reporting period, we built a responsible supply chain system with broader coverage based on the OECD Five-Step Framework, the requirements of the London Metal Exchange (LME) responsible sourcing policy.

We implement responsible supply chain management centered on our operations. Upstream mines are required to practice stewardship and fulfill their social responsibilities. Self-operated mines must establish comprehensive ESG standards. Smelters work with downstream partners to conduct due diligence and share relevant information, jointly building a responsible mineral supply chain.

4. Policies and Procedures to Prevent Forced and Child Labour

CGI has developed and implemented a comprehensive set of policies and operational procedures to prevent forced and child labour across all operations and supply chains. These include:

1. **Human Rights and Labour Policy** – Establishes clear prohibitions on the use of forced, bonded, or child labour in our operations and those of our suppliers. The Mine site legal team periodically check on the non-compliance incidents of our suppliers and contractors and red-flags issues to our Human Resources team. They also conduct an annual review of the qualifications of the contractors and suppliers on the same matters.
2. **Hiring and Recruitment Standards** – Ensure that all recruitment is voluntary and legally compliant, with special provisions to protect vulnerable workers.

3. **Supplier and Contractor Due Diligence** – Evaluates suppliers and third-party contractors for ethical labour practices and includes contractual obligations to comply with national and international labour standards.
4. **Monitoring and Audit Mechanisms** – Conducted through internal controls and external, independent assessments to verify ongoing compliance.
5. **Whistleblower and Grievance Mechanisms** – Confidential and accessible channels for reporting violations, with strong protections against retaliation.
6. **Corrective Action Protocols** – In the event of any non-compliance, we implement timely and appropriate remediation procedures in consultation with affected stakeholders.

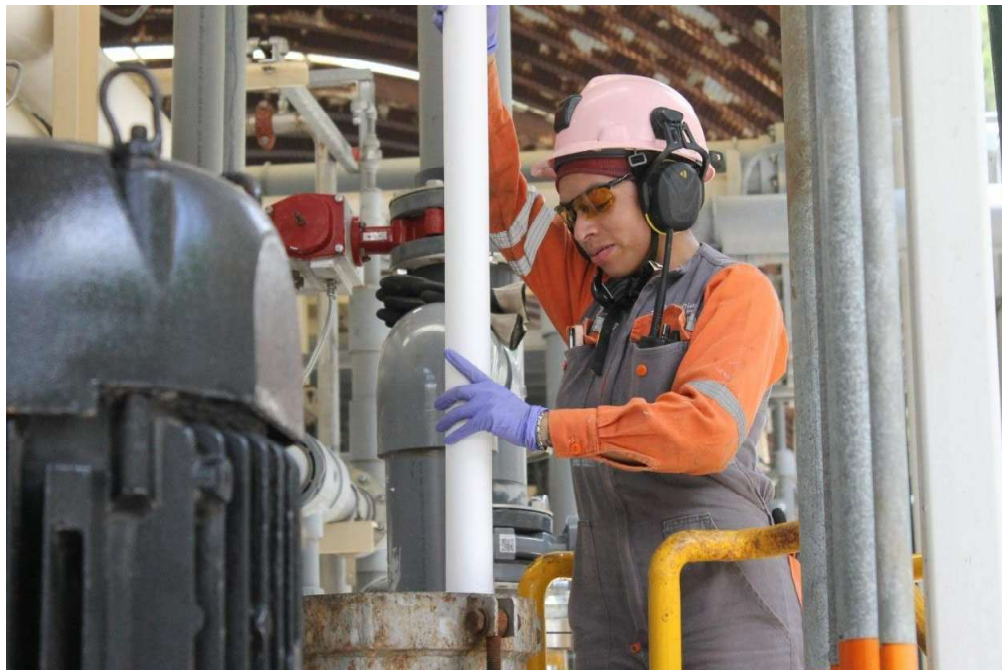
We work closely with governmental agencies and community partners to support the enforcement of applicable labour laws and contribute to local capacity-building initiatives aimed at eradicating exploitative labour.

5. Training and Capacity Building

Ongoing education and training are central to maintaining an informed and vigilant workforce. All employees, certain contracted labour, contractors, suppliers and supply chain partners receive training on:

- Recognizing indicators of forced and child labour, such as identity document confiscation, restriction of movement, or underage workers in hazardous roles;
- International and local laws regarding labour practices;
- The company’s zero-tolerance stance and ethical expectations;
- Proper use of reporting mechanisms and escalation procedures;
- Protection measures for whistleblowers and at-risk workers.

These sessions are mandatory for all new hires and regularly updated for existing staff.



6. Social Responsibility and Community Engagement

CGI is deeply invested in the social and economic development of the communities surrounding our operation. Our programs are designed not only to support local livelihoods but to reduce the root causes that can lead to forced or child labour. These efforts include:

- **“Hire Local” programs** that provide employment opportunities to local residents;
- **Technical training** and upskilling initiatives to build sustainable livelihoods;
- **Investments in infrastructure**, including roads, electricity, and clean water access;
- **Support for education**, especially initiatives that help keep children in school;
- **Partnerships with local organizations** to deliver poverty alleviation and social welfare programs;
- **Healthcare and housing projects** that improve overall living conditions.

We also actively support community-based monitoring and engagement to identify potential risks and tailor our responses to local contexts.



7. Monitoring, Evaluation, and Risk Assessment

CGI has assessed its business and supply chains that carry a risk of forced labour or child labour and noted risks primarily in the logistics chain of business, such as transportation, simple skills labourers, urgent labour requests, including those services provided by our contractors and suppliers that provide no transparency.

CGI has a multi-layered approach to monitoring and evaluating the effectiveness of our forced and child labour prevention programs: and which also comprise some of the steps that CGI has taken to assess and manage the risks of forced labour and child labour in its business and supply chains.

- **Regular risk assessments** are conducted across all business units and high-risk supplier relationships.
- **Unannounced audits and inspections** at the Buriticá mining facilities ensure compliance with internal and external standards.
- **Key performance indicators** are tracked and analyzed to assess progress.
- **Stakeholder feedback** from employees, communities, and NGOs is solicited to inform ongoing improvements.

During the Reporting Period, no instances of forced or child labour were identified in our operations or in the operations of our suppliers. As well, we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains. Therefore, no remediation measures have been taken.

We remain vigilant and committed to continuous improvement and will update our protocols as needed to reflect evolving risks and best practices.

8. Attestation and Approval

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, and in particular Section 11 thereof, I hereby attest that I have reviewed the information provided in this Report on behalf of the governing body of CGI. Based on my knowledge, and having exercised reasonable diligence, I, in my capacity as a Director, attest that the information contained herein is accurate, complete, and truthful in all material respects for the purposes of the Act, for the Reporting Period listed above.

Date: May 29, 2025

 _____ (signature line)

Name: Fred Chen

Title: Director

I have the authority to bind Continental Gold Inc.

This Report was approved by all of the Directors of Continental Gold Inc. on May 29, 2025 pursuant to Section 11(4)(a) of the Act