



B2GOLD

**Fighting Against Forced Labour and
Child Labour in Supply Chains Act**

REPORT

For year ended December 31, 2025

April 27, 2026



Introduction

B2Gold Corp. and its subsidiaries as listed in the Approval and Attestation section below (collectively, “B2Gold” or the “Company”) is committed to developing resources in a way that is protective of people, respectful of human rights and cultural heritage, supports socio-economic development, and mitigates environmental and biodiversity impacts.

This report describes B2Gold’s commitment to respecting human rights and the actions that the Company has taken to assess and manage the risks of forced and child labour in our supply chains. This report has been prepared by the Company in response to the reporting requirements under Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act) for the financial year ended December 31, 2025.

For the purposes of this report, the Reporting Entities are listed in the Approval and Attestation section below. In this report, unless otherwise stated, references to “B2Gold”, the “Company”, “we”, “us”, “our” and similar expressions include the Reporting Entities.

All financial figures are quoted in US dollars, unless otherwise noted. Data used in this report has not been externally assured.

About B2Gold

B2Gold is an international senior gold producer committed to responsible mining practices, headquartered in Vancouver, Canada. Founded in 2007, B2Gold is a publicly traded company with shares listed on the Toronto Stock Exchange (TSX: BTO) and the New York Stock Exchange (NYSE: BTG). The Company has four operations (Back River Gold District in Canada, Fekola Complex in Mali, Masbate Gold Project in the Philippines, and Otjikoto Mine in Namibia) and a portfolio of development and exploration projects in several countries including Mali and Colombia. Figure 1 shows B2Gold’s locations of operation.

Figure 1. Where We Work



B2Gold had a workforce of 6,327¹ employees across its various sites and offices as of December 31, 2025.

Governance

Sustainability management is embedded at all levels of B2Gold, from the Board of Directors (Board) to our site employees. The Sustainability Committee of the Board is responsible for overall sustainability oversight for the Company, including risks to human rights. The corporate VP of Sustainability, who reports to the Senior Vice President (SVP) and Chief Operating Officer (COO), has overall responsibility for the Company's sustainability strategy and oversees the Sustainability function and performance. The Sustainability department develops and implements sustainability-related management frameworks; ensures conformance with relevant standards, objectives and targets; and tracks and reports on our environmental and social performance across our global operations. Each operation has site-based environmental and social teams, which report to the General Manager, and regularly engage with our corporate Sustainability department through meetings, formal reports and site visits.

The Corporate Social Responsibility (CSR) Manager is responsible for coordinating and advancing the Company's human rights initiatives across the business, under the oversight of the corporate VP of Sustainability and the COO. Significant risks, impacts, and management strategies are reported to the Sustainability Committee of the Board.

Supply Chain

From exploration to mine closure, B2Gold procures a diverse range of goods and services which include heavy equipment, process chemicals, fuel and oils, explosives, equipment parts, and professional services. Our corporate and site Supply Chain departments work with suppliers and contractors based on the principles of long-term partnership, fair competition, and ethical conduct.

In 2025, over \$1 billion of goods and services were procured from local and host country businesses. In Mali, onshore purchasing increased to 78.7%, compared to 74% in 2024. This includes the subsidiaries of international companies that are registered and active in Mali. In 2025, on-shore purchasing (as a percentage of overall purchasing) in the Philippines was approximately 71% and in Namibia was approximately 57%. B2Gold Nunavut continues to advance its commitments under the Inuit Impact Benefit Agreement (IIBA), including maintaining a collaborative partnership with Kitikmeot Qualified Businesses (KQB). In 2025, B2Gold Nunavut committed a total of approximately \$135 million to KQB, or 24% of total procurement.

Policies and Due Diligence Processes

B2Gold recognizes its responsibility to identify risks to human rights at all our sites and throughout our partnerships and business relationships and to actively work to address them. We are committed to producing gold in a manner that does not cause, support, or benefit unlawful armed conflict or contribute to serious human rights abuses or breaches of international humanitarian law.

¹ Employee total includes our four operating mines and project/construction employees. The reported numbers include full-time and part-time permanent employees as well as temporary employees.

Our approach to human rights is outlined in various policies and performance standards:

- The **Code of Ethics and Business Conduct** defines the standards and values which B2Gold expects its personnel to follow. It includes acting in accordance with all applicable laws, rules and regulations and managing and operating Company assets in a manner that is consistent with our values and respects the human rights of our employees and communities. In 2025, we updated the Code of Ethics and Business Conduct to address forced and child labour.
- Our **Social Responsibility and Human Rights Policy** states our commitment to respect human rights as defined in the International Bill of Human Rights and we are committed to embedding these principles across all aspects of our operations.
- Our **People Management Policy** prohibits all forms of modern slavery, including forced labour and child labour. All employees join the Company voluntarily, perform work without threat or intimidation, are free to leave the workplace after work and resign at their own free will. We do not retain employees' personal identity documents or money and only employ people who are eighteen years and older.
- Our **Non-Discrimination and Harassment Policy** reinforces the commitment of the Company to provide and maintain a safe and supportive work environment where individual human rights and dignity are respected.
- Our **Human Rights Performance Standard** is aligned with the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights (UNGPs) and sets the requirements to conduct human rights due diligence to prevent and manage adverse impacts we cause, contribute to, or are linked to.
- Our **Security and Human Rights Performance Standard** outlines our requirements for respecting human rights and fundamental freedoms while maintaining the security of B2Gold operations. Our management of human rights issues related to security practices is based on our commitment to implement the Voluntary Principles on Security and Human Rights (VPSHR). We respect human rights defenders, freedom of expression, and demonstration that occurs in a peaceful and legal manner. We are committed to providing access to remedy for any victims of human rights violations for which we are responsible.
- Our **Supplier Code of Conduct (SCOC)** and **Supply Chain Policy** address risks to human rights in our supply chain. The SCOC outlines our expectations for suppliers to act in accordance with the Company's commitments in their management of health and safety, labour and human rights, the environment, business conduct and ethics, and socio-economic development. All active suppliers working with our operations in Canada, Mali, the Philippines and Namibia have signed our SCOC and new suppliers are required to do so prior to engagement.

Our Supply Chain Policy sets out pre-qualification and tendering processes and procedures, commercial terms and conditions, and ongoing oversight to monitor the business practices of our suppliers and contractors. The Supply Chain Policy helps guide our supply chain activities to be performed in a consistent, controlled and ethical manner.

In addition, we identify and assess salient² human rights issues through human rights assessments and VPSHR assessments, which are regularly updated across our operations. These assessments are aligned with leading international frameworks, including the UNGPs, the Organization for Economic Co-operation and Development (OECD) Guidelines on Multinational Enterprises, and the Human Rights Impact Assessment Guidance and Toolbox prepared by the Danish Institute for Human Rights. As part of this process, we engage both internal and external stakeholders through interviews and consultations to identify potential and actual human rights impacts, including modern slavery risks, and to evaluate the effectiveness of existing management controls.

When determining how to manage our salient human rights issues to reduce risks and address impacts, we consider the nature of our relationship to the issues:

- **Where we have direct control over the activities that can cause an impact, we assume responsibility to directly manage these issues.** Examples include resettlement, internal employment practices, and private security practices.
- **If an issue is related to our activities but we do not have direct control,** we work through stakeholders or other available means to address the issue. Examples include potential impacts through our business partnerships, public security forces that are assigned to protect our mine perimeters, and labour conditions in a supplier's off-site manufacturing facility.
- **There are also issues where we do not have a direct business relationship with the activity but are still linked to it,** for example, artisanal mining that occurs on our permit without our consent. Where we are linked to a salient issue, we work with relevant stakeholders, such as artisanal mining individuals and/or associations, local community representatives, national and international non-governmental organizations, and governments, to address the issue. Human rights risks are managed by maintaining operations' legal compliance, minimizing direct impacts, social dialogue, raising awareness of and access to our Community Feedback Mechanism, clear no-go-zone delineation, and livelihood restoration measures.

Human rights and/or VPSHR assessments are conducted regularly by expert consultants at our operations. In 2025, we completed a Human Rights Impact Assessment (HRIA) for the Anaconda Area in Mali.

² Salient human rights issues are those human rights most at risk of severe negative impacts associated with our business activities or relationships.

Depending on the site, the following areas of potential human rights impacts are assessed during human rights and VPSHR assessments:

Theme	Areas of Potential Human Rights Impacts	Control Measures
Worker's rights	• Non-discrimination and equal opportunity • Freedom from forced or child labour • Freedom of association and collective bargaining • Just and favourable working conditions • Safe and healthy working conditions	• Policies: Code of Ethics and Business Conduct, Social Responsibility and Human Rights Policy, Non-Discrimination and Harassment Policy, OHS Policy, SCOC, Supply Chain Policy • Social Performance Standards and audits • Employee engagement committees and unions • Employee grievance mechanisms
Human rights of community members	• Land acquisition and resettlement • Community health and safety • Environment and water • Cultural heritage	• Policies: Social Responsibility and Human Rights Policy, Environment and Biodiversity Policy • Social Performance Standards and audits • Community engagement committees • Community development/investment plans • Community feedback mechanisms • Livelihood restoration activities
Human rights that cover both workers and communities	• Security and human rights • Women's rights • Indigenous Peoples' rights	• Policies: Social Responsibility and Human Rights Policy, Environment and Biodiversity Policy, Non-Discrimination and Harassment Policy. • Social Performance Standards and audits • Security personnel (staff, contractors and public law enforcement) training on the VPSHR • Employee engagement committees and unions • Community engagement committees, including women's representative committees • Employee and community feedback mechanisms • Indigenous Impact Benefit Agreement

Further information on control measures is available in our annual Responsible Mining Report (www.b2gold.com).

In collaboration with the Supply Chain and Sustainability departments, the Risk, Ethics and Compliance department is developing a risk-based, third-party due diligence process to strengthen risk identification and mitigation, enhance supply chain transparency, and identify areas requiring further review or action. The process is being designed to align with leading practices in responsible sourcing and will be supported by a Global Third-Party Due Diligence Standard. Implementation is expected to commence across operations in 2026.

In 2025, we conducted a comprehensive review of our contract templates to strengthen provisions addressing forced labour and child labour risks. All sites are being actively engaged to ensure the consistent adoption and implementation of the updated templates across operations.

Forced Labour and Child Labour Risks

Given our extensive global operations and the international nature of our supply chain, we recognize the potential risk of encountering issues like forced and child labour, and other human rights challenges. We understand that our ability to affect human rights extends directly from our operational practices and indirectly through our interactions with business partners.

Identifying, managing, and effectively dealing with risk is an integral part of how we protect and create sustainable value throughout our business. At B2Gold, our risk management processes enable us to identify, evaluate, and manage the risks inherent to our operations.

B2Gold has taken the following steps to identify, mitigate, prevent, and reduce the risks of forced labour and child labour in our operations and supply chain:

- We conduct human rights and VPSHR assessments for all operating sites.
- We implement a comprehensive third-party audit program that assesses conformance to our Social Performance Standards.
- We have employee and community feedback/grievance mechanisms and an Ethics Helpline that act as channels for stakeholders to raise concerns. Appropriate corrective and remedial actions are carried out for any deficiencies identified through these or other management processes.

We plan to expand the third-party due diligence process to cover our most critical vendors, identified based on geographic location, nature of business, workforce characteristics, recruitment practices, prior violations, and complexity of supply chain.

Remediation Measures

To date, B2Gold has not received any complaints relating to forced labour or child labour in our operations or supply chain. To help ensure that issues related to forced labour or child labour are addressed effectively, B2Gold has established policies, standards, and processes, including:

- **Community Feedback Procedures:** define our formal process for external stakeholders at country and/or operational levels to provide feedback to B2Gold related to the actual or perceived impacts of our activities and/or the activities of our subsidiaries, employees and contractors and to ensure that received feedback is addressed and resolved in a respectful and locally appropriate, timely and transparent manner. The Community Feedback Procedure and improvements to its implementation are managed by the corporate CSR Manager and the corresponding CSR departments at our sites.
- **Ethics Helpline:** available to all B2Gold's directors, officers, employees, consultants and contractors and as appropriate, to third parties. The Ethics Helpline is a mechanism to raise concerns and ask questions in a confidential and anonymous manner. It is available 24 hours a day, seven days a week and operate by

an independent third-party provider of corporate compliance services. All reports received are reviewed and investigated, whether they are submitted anonymously or not. On a quarterly basis, the Audit Committee of the Board receives an update on all the reports received through the Ethics Helpline. B2Gold does not tolerate any retaliation or reprisal against anyone who, in good faith, asks a question; reports conduct that may be inconsistent with our Code, our policies, or the law; or assists in an investigation of suspected wrongdoing.

Remediation of Loss of Income

To date, B2Gold has not received any complaints relating to forced labour or child labour in our operations or supply chain. In addition, the Company has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in its activities and supply chains.

B2Gold engages openly and respectfully with stakeholders to better understand the actual or perceived impacts of our activities, ensure stakeholder views are considered in our decision-making and build constructive and responsive relationships. Each site identifies relevant stakeholders based on project impacts and risks and stakeholder influence and interests. We engage regularly through a variety of methods, depending on the social and cultural context: public meetings, door-to-door visits, community assemblies, various CSR point of contacts or interest-group gatherings.

B2Gold proactively consults with stakeholders to better understand our impacts and develop effective management measures:

- In Nunavut, the Back River team hosts an annual Kitikmeot Community Tour, during which all five Kitikmeot Region communities are visited, and public meetings are held. These public meetings share updates on the Back River Gold District and provide opportunities for community feedback.
- In Mali, the Community Annual Feedback Day includes town hall-style meetings held in each impacted village. These forums provide an important platform for open and inclusive dialogue between the mine and local communities, supporting the identification of community priorities, concerns, and potential social and human rights impacts associated with operations.
- In the Philippines, a multi-stakeholder monitoring team, including local community representatives, conducts an annual review of the Masbate Gold Project's management of environmental and social impacts. This process supports transparency, independent oversight, and continuous improvement in the management of potential impacts on surrounding communities.
- In Namibia, regular engagement is conducted with community representatives and local authorities in Otjiwarongo and Otavi to support ongoing dialogue, transparency, and the identification of community concerns and priorities. In addition, B2Gold Namibia, in partnership with civil society organizations, completed its three-year social investment transition strategy in 2025. This strategy was designed to support a responsible transition in the context of a maturing operation and potential future closure or scaled-down activities. It facilitated a structured handover of social projects and funding, helping to promote continuity, strengthen local ownership, and support the long-term sustainability of community initiatives beyond the Company's direct involvement.

Training

We communicate our human rights commitments, policies and procedures to our employees via formal announcements, distribution of and access to informational materials, human rights and VPSHR assessments, as well as targeted awareness and training programs:

- As part of the onboarding process, new employees are introduced to B2Gold's human rights commitments and management approaches. Additionally, we provide human rights training aligned with the VPSHR, tailored to Security personnel and other relevant employees, to support the responsible management of security-related human rights risks.
- In 2024, we provided training on forced and child labour to corporate and site Supply Chain teams, achieving a 90% attendance rate among identified personnel. The training focused on building awareness of international standards, common risk indicators, how to identify forced labour and child labour, and practical guidance on identifying and responding to potential cases of forced or child labour within our operations and supply chain. Refresher training for Supply Chain and Procurement teams is planned for 2026.
- In 2025, we developed a series of training modules on human rights, forced labour, and child labour. These modules are designed to support a more consistent and scalable approach to training across the Company and are scheduled to be rolled out to corporate and site teams in 2026, with completion required for identified employees.

Assessing Effectiveness

B2Gold recognizes the importance of measuring the effectiveness of our actions in addressing forced and child labour risks in our supply chain. As part of our approach to continuous improvement in social risk management and performance, we implement a third-party audit program that assesses conformance to our Social Performance Standards³. Identified non-conformances are addressed through corrective action plans, which are tracked to completion as part of our internal management processes.

Independent audits of our Fekola, Masbate and Otjikoto operations were most recently completed in 2025. We are working toward conducting audits across all four operations by the end of 2027.

In addition, we establish company-wide annual targets related to human rights, and monitor performance against these targets as part of our internal management review process. These targets and their results are reported on in our Responsible Mining Report (available at www.b2gold.com). Corporate Executives and site General Managers have key performance indicators (KPIs) related to social incidents and/or human rights abuses as part of their short-term incentive compensation to ensure accountability for the implementation of our human rights policies and practices. Executive short-term incentive objectives and their results are disclosed in B2Gold's annual management information circular (available at www.b2gold.com).

³ Including B2Gold's Performance Standards for Stakeholder Engagement, Community Grievance Management, Local Content, Human Rights, Security and Human Rights, Social Baseline and Impact Assessment and Management and Indigenous Peoples.

Approval and Attestation

In my capacity as Chief Executive Officer and President of B2Gold, and not in my personal capacity, I make this attestation in accordance with the requirements of the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for B2Gold Corp. and B2Gold Back River Corp. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I have authority to bind B2Gold Corp. and B2Gold Back River Corp.



Clive Johnson
CEO, President and Director
B2Gold Corp.
April 27, 2026