Indigenous Peoples Statement

Our Commitment:

Indigenous people are key stakeholders to our business and our meaningful respect for their culture and values is directly linked to our ability to succeed.

We understand that we operate on or around land that is significant to Indigenous Peoples, and we recognise their right to maintain cultural customs and access to such lands.

To assist our Indigenous Peoples engagement strategy, we commit to aligning with the following voluntary guidelines relevant to our business, including but not limited to:

- the United Nations Universal Declaration of Human Rights;
- the International Bill of Human Rights;
- the United Nations Declaration on the Rights of Indigenous Peoples;
- the International Council on Mining and Metals (ICMM)Indigenous Peoples and Mining Position Statement.

A key element of our engagement with indigenous people is a commitment to uphold the Free, Prior and Informed Consent (FPIC) principles, as follows:

Free: consent for our projects is free, given voluntarily and without coercion, intimidation or manipulation.

Prior: consent is sought sufficiently in advance of any authorisation or commencement of activities

Informed: the engagement and type of information that should be provided prior to seeking consent and also as part of the ongoing consent process.

Consent: a collective decision made by the right holders and reached through a customary decision-making process of the communities.

Heritage Management:

Respectful and responsible management of Indigenous cultural heritage within the lands on which we operate is important. Our overarching process for managing heritage risks is:

- Regis's cross-functional team consists of Legal, Environment, Exploration and Operations who are responsible for working between project and production teams with Traditional Owners to understand where a planned activity may adversely impact a heritage site, in advance of the ground disturbance occurring.

- If this engagement process indicates that an area of heritage value may be adversely impacted, representatives of the team will further engage with the relevant Traditional Owners and the broader project team to evaluate means of avoiding the impact, acknowledging and incorporating the views of Traditional Owners.

Agreement Making:

We commit to an agreement making process with indigenous people who are legally recognised* as the traditional custodians of the land and/or cultural heritage on which we hold business interests.

We will undertake the agreement making process through respectful and culturally appropriate means, upholding our commitment to FPIC principles.

* *Either a determined or registered Native Title Claim under the Native Title Act 1993 (Commonwealth) or recognised freehold tenure under the Aboriginal Land Rights Act 1976 (Northern Territory) or legally recognised under the Aboriginal Heritage Act* 1972 (WA) or the *Aboriginal Cultural Heritage Act 2021 (WA).*

Where no legally defined process for determination of recognition exists, Regis acknowledges that Indigenous Peoples can hold cultural connections to and knowledge of the lands on which we conduct business activities. Regis acknowledges that these Indigenous Peoples are important stakeholders to the business and will respect and engage with them.

Cultural Competency:

In order to ensure our people are informed of the context and relevance of indigenous people to our business, we commit to providing cultural awareness training to all our employees. This training will be delivered by a reputable Aboriginal-owned business, and if/where practical and possible, that business will be linked to one of our Traditional Owner groups relevant to our business.

Approved by the Board and will be reviewed annually