

MONUMENT MINING LIMITED

Report under Bill S-211 – An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff

For the fiscal year ended June 30, 2024

May 29, 2025

This report has been prepared jointly by Monument Mining Limited (TSX-V: MMY, FSE: D7Q1) and its subsidiaries (collectively, “Monument”) in response to the reporting requirements under Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) for the financial year ended June 30, 2024 (“FY 2024”).

Monument acknowledges the risks of forced labour and child labour in the mining industry and is committed to continuous improvement in due diligence, risk assessment, remediation and training processes. The Company is committed to the highest standards of integrity, responsibility, due diligence, and ethics.

The Company is committed to respecting the human rights of people impacted by Monument operations and supply chains. The commitment to human rights, which includes preventing forced labour and child labour, is a fundamental and valuable element to sustain business value and success for the Company as well as its supply chain partners. The Company is opposed to modern slavery in all its forms, including forced labour, child labour, and expects that suppliers will prohibit modern slavery in their own supplier or subcontractor networks.

Our structure, activities and supply chains

Monument Mining Limited is an established Canadian gold producer and mining asset developer. The Company owns a 100% interest in the Selinsing Gold Mine and the Murchison Gold Project, and a 20% interest in the Tuckanarra Joint Venture (“JV”). The Selinsing Gold Mine is located in Pahang State, within the Central Gold Belt of Western Malaysia, and comprises the Selinsing, Buffalo Reef, Felda Land, Peranggih and Famehub deposits. The Murchison Gold Project, comprised of the Burnakura and Gabanintha projects, and a 20% free carrying interest in Tuckanarra, is located in the Murchison region of Western Australia.

The Company employs approximately 254 people and is committed to the highest standards of environmental management, social responsibility, and health and safety for its employees as well as for its neighboring communities. Monument’s Head Office is in Vancouver, British Columbia, Canada. It operates through its subsidiaries in Pahang State, Malaysia and Western Australia.

The Company procures a range of goods and services, such as mobile equipment, machinery, reagents and consumables, fuel and lubricants, explosives, and various other products and services for its mining and milling operations to produce gold concentrate, exploration, and corporate activities. The suppliers of goods and services are sourced mainly from Malaysia, Australia, Canada, China, such as a long-term mining contractor locally in Malaysia. During FY 2024, majority of procurement spend was with local suppliers in Malaysia. The Company had revenue of US\$51.42 million from the sales of gold concentrate produced from the Selinsing Gold Mine in Malaysia during FY 2024.

Table 1 – Joint report for the following entities:

Entity	Location
Monument Mining Limited	Canada
Polar Potential Sdn. Bhd.	Malaysia
Able Return Sdn. Bhd.	Malaysia
Selinsing Gold Mine Manager Sdn. Bhd.	Malaysia
Damar Consolidated Exploration Sdn. Bhd.	Malaysia
Famehub Venture Sdn. Bhd.	Malaysia
Monument Australia Pty Ltd.	Australia
Monument Murchison Pty Ltd.	Australia
Monument Gold Operations Pty Ltd.	Australia

Policies and due diligence processes

Monument has incorporated human rights measures into business activities, including in social development, environmental management, mining and processing, health and safety, security, procurement, and human resources. Monument has an experienced management team with the demonstrated ability to advance projects from exploration to production, and effectively and profitably operate responsible mining.

Monument is committed to strong corporate governance and has related processes for the prevention and mitigation of forced labour and child labour in operations and supply chains. The processes include but not limited to routine operation group meetings and whistleblower, internal operation reporting including health safety and environment, regular review of human resource files, supplier assessment procedures, and compliance to the Company’s Code of Conduct.

Forced labour and child labour risks

The Company is committed to comply with both legal and ethical standards for employment practices, which include laws and regulations related to employment and forced and child labour in the jurisdictions in which it operates, including the Children and Young Persons (Employment) Act 1966 in Malaysia, Malaysia’s National Action Plan Against Forced Labour, the Employment

Act 1955 in Malaysia, the Modern Slavery Act 2018 in Australia, the Fair Work Act 2009 in Australia. The Company expects its suppliers to adhere to the same commitments to preventing forced labour and child labour across their business operations and supply chains.

All workers across the operations of the Company and the expectation of its suppliers must work under voluntary conditions. The Company and its supply chain partners will not use any form of forced or involuntary labour and child labour, including slave labour bonded labour, indentured labour, prison labour, military labour, or any form of human trafficking.

Assessing and managing risks

The Company has taken effective steps to assess and manage the risks of forced labour and child labour in its business and supply chains.

- Every employment has written employment contracts with adequate work terms and conditions. Candidates are screened by department manager and human resources department at least. Employee identification documentation has properly retained for age verification and background check.
- Personal protective equipment and products are adequately supplied to employees, including in mineral exploration, mining and processing.
- Routine operation group meetings and whistleblower cover any non-compliance occurrence involving forced or child labour and ensure work on a voluntary and equal basis. If any occurrence of forced labour or child labour is identified, the human resources department will conduct an immediate investigation and handle it appropriately according to relevant regulations, including termination of agreements.
- Internal operation report records any identified forced or child labour for the Company and its supply chains.
- The Company's Code of Conduct and human resource policies are acknowledged by employees, including voluntary work.
- Supplier assessment and selection procedure is in place with various levels of approvals. It contains criteria for tendering, sourcing, internal review, and control procedures, including the assessment of the location of the contractor or supplier and the strength of rule of law in those jurisdictions related to forced labour and child labour.
- Contractor history of known human rights violations or complaints is requested and searched for to regularly assess suppliers. If any integrity issue, such as fraud, corruption, or breach of laws and regulations, is identified for a supplier, the Company will terminate the relationship.

Remediation measures and remediation of loss of income

Monument has remediation plan and ensures that concerns or complaints related to forced labour and child labour are heard and adequately addressed.

Employee who makes allegations of adverse human rights impact will be guided according to relevant laws and regulations. Suppliers will be required to remediate any aggrieved person and to eliminate the cause of the non-compliance or incident to prevent recurrence. The remedies may include compensation, rehabilitation, and the supplier's guarantee of non-repetition.

As of the report date, Monument has not received any complaints related to forced labour or child labour in its business and supply chains. Therefore, the Company has not taken any remediation measures or remediation of loss of income to families as a result of forced labour or child labour.

Employee training

Monument does not tolerate forced and child labour. The Company is in the process to develop a formalized training program regarding forced labour and child labour. The program will include a track completion system for employees, including the employees and contractors in procurement and supply chain roles. The Company anticipates a training program implementation during FY 2025 for its human resources, procurement and leadership teams.

Assessing effectiveness

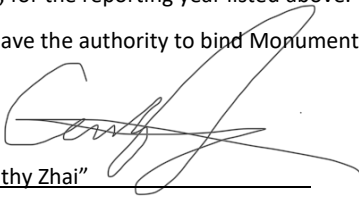
Monument performs assessments of the effectiveness of human rights management, including routine operation group meetings, internal operation reporting including health safety and environment, regular review of human resource files, and supplier assessment procedures. The Company is committed to comply with applicable labour laws, address any concern of human rights from its employees, suppliers and stakeholders, and continuously enhance its approach to preventing the risks associated with forced or child labour in the Company's business and supply chains.

Approval and attestation

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 the entity or entities listed in Table 1. 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 the authority to bind Monument Mining Limited."


"Cathy Zhai"

Cathy Zhai,
President and Chief Executive Officer

Vancouver, British Columbia Canada

May 29, 2025