



SUSTAINABILITY REPORT 2022

**GENERATING
NET POSITIVE
IMPACT.**



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2022 SUSTAINABILITY HIGHLIGHTS

In 2022, we continued to deliver strong sustainability performance. We delivered meaningful benefits to our stakeholders, made significant advances in our environmental and

social performance and advanced key initiatives to support our strategic objective of *generating a net positive impact*.

OUR PEOPLE & CULTURE

ENVIRONMENTAL STEWARDSHIP

TAKING ACTION ON CLIMATE CHANGE

SUPPORTING LOCAL COMMUNITIES

<p>6.3 MILLION¹ hours worked without a Lost-Time Incident in our mining operations</p>	<p>47% of water consumed by our operations was recycled and reused on-site</p>	<p>Established GHG REDUCTION targets</p>	<p>\$6.4 MILLION invested to support local communities</p>
<p>Our workforce is comprised of 99% LOCAL nationals</p>	<p>2.7 HECTARES of land rehabilitated at Ada Tepe</p>	<p>Achieved 10% REDUCTION in absolute Scope 1&2 GHGs compared to 2021</p>	<p>Created 47 non-mining related jobs through support of small & medium enterprises</p>
<p>Women represent 50% of our Board of Directors</p>	<p>ZERO industrial wastewater discharge across mine sites</p>	<p>Reduced carbon intensity of mining operations by 7.8% compared with 2021</p>	<p>Krumovgrad is the FASTEST GROWING municipality in Bulgaria</p>
<p>45% of senior management positions are held by women</p>	<p>More than 20% REDUCTION in average arsenic exposure compared to 5 years ago</p>	<p>Agreement to REPLACE 30% of smelter's total electricity consumption with solar power commencing in 2024</p>	<p>Signed a 3 YEAR community investment agreement with Oshikoto Regional Council and Tsumeb municipality</p>

MSCI
ESG RATINGS



CCC B BB BBB A AA AAA

Dundee Precious Metals Inc.
MNX Metals & Mining

**Sustainability
Yearbook Member**
S&P Global ESG
2023

1. As of December 31, 2022

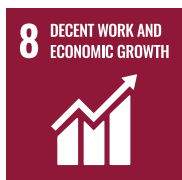
ABOUT THIS REPORT

SCOPE

The scope of this report includes our principal operating assets: the Chelopech and Ada Tepe mines in Bulgaria and the Tsumeb smelter in Namibia; and exploration activities carried out through our 100% owned subsidiaries, DPM Ecuador S.A. (“DPME”, focused on the exploration and development of the Loma Larga gold project in Ecuador), DPM Avala d.o.o. (“Avala”, holds the Timok gold project in Serbia), and Crni Vrh Resources d.o.o. (“Crni Vrh”, holds the Čoka Rakita exploration prospect in Serbia). This report does not include our minority ownership interest in several exploration projects and companies.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UN SDGs)

The UN SDGs have become a central framework for promoting sustainable development across the globe. Furthermore, the mining industry has a critical role to play in achieving the SDGs, as it can contribute to economic growth, innovation and poverty reduction while also minimizing its negative impact on the environment and society and creating sustainable communities. Through our activities and initiatives, we are actively contributing to progress toward the UN SDGs and will continue to do so while maintaining a strong focus on the below goals:



REPORTING FRAMEWORK

This is our seventh sustainability report developed in accordance with the Global Reporting Initiative (GRI) reporting requirements, and our second year of reporting in accordance with the Sustainability Accounting Standards Board (SASB) industry-specific standards. Additionally, this report includes an update to our inaugural climate change report prepared according to the Task Force on Climate-related Financial Disclosures (TCFD) framework, published in December 2020. Our most recent full report, the 2020 Sustainability Report, was published in May 2021. We also published our 2021 Sustainability Performance Data Supplement in May of 2022, and a dedicated TCFD report on climate change in December 2020. This report has been prepared in accordance with the GRI Universal Standards 2021. The GRI Content Index on [page 82](#), in the data supplement, indicates which GRI Standards performance indicators have been reported either fully or partially and in which sections of this report. We report on our material topics and management approach biennially given that there are minor variations from year to year. Prior to publication, the contents of this report are reviewed by all data owners, site and corporate executive management, and the Sustainability Committee of the Board of Directors. The Board of Directors gives the final approval for publication.

As part of our sustainability reporting we publish a performance report that provides an overview of our initiatives, key trends, and progress updates. In addition to the performance report, we explain our approach to material topics in three management approach reports dedicated to [governance](#), [environment](#) and [social](#) matters. We provide consolidated DPM-wide performance data at the end of this report on [page 90](#). Moreover, we report site-level data in a [performance data supplement](#), which is available on our website.

DATA (ASSURANCE)

This is our eleventh year working with Bureau Veritas UK, our Sustainability Report assurance providers. The assurance process aims to increase transparency and stakeholder confidence in our

sustainability performance, practices and reporting processes and procedures. Bureau Veritas' Assurance Statement can be found on [page 78](#) of this report.

OUR REPORT PROFILE

In this report "DPM", "the company", "we", "us" and "our" mean Dundee Precious Metals Inc. and/or its subsidiaries referred to in the Our Business section. "Chelopech", "Ada Tepe", "Tsumeb", "Loma Larga", "Timok" and "Čoka Rakita" refer to our sites. "DPM Chelopech", "DPM Krumovgrad", "DPM Tsumeb", "DPM Ecuador", "Avala" and "Crni Vrh" refer to the legal entities that operate the sites, respectively.

CONSULTANCY SUPPORT

This report has been prepared with the support of sustainability advisors denkstatt Bulgaria.

CONTACT INFO

We welcome feedback on any aspect of our performance or reporting. Please share your comments by contacting:

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NON-GAAP FINANCIAL MEASURES

This report contains certain non-GAAP financial measures which include free cash flow, all-in sustaining costs per ounce of gold sold and adjusted net earnings. Such measures have no standardized meaning under International Financial Reporting Standards ("IFRS") and may not be comparable to similar measures presented by other issuers. Refer to the "Non-GAAP Financial Measures" section of DPM's annual management's discussion and analysis ("MD&A") for the year ended December 31, 2022, commencing on page 43, which is available on the company's website

at www.dundeeprecious.com and has been filed on the SEDAR site at www.sedar.com for a description and, in the case of historical measures, a reconciliation of each of these measures to the most directly comparable measure under IFRS.



OUR BUSINESS

OUR CORPORATE PURPOSE

Dundee Precious Metals Inc. is a Canadian-based international gold mining company with operations and projects located in Bulgaria, Namibia, Ecuador and Serbia. DPM operates the Chelopech underground gold-copper mine; the Ada Tepe open pit gold mine, both located in Bulgaria; and the Tsumeb specialty smelter,

located in Namibia. DPM also owns the Loma Larga project in Ecuador; the Timok project in Serbia; and holds interests in a number of gold development and exploration properties in various locations including Serbia and Ecuador. DPM’s shares are traded on the Toronto Stock Exchange (symbol: DPM).

Our purpose is to unlock resources and generate value to thrive and grow together. This overall purpose is supported by a foundation of core values, which guides how the company conducts its business and informs a set of complementary strategic pillars and objectives related to ESG, innovation, optimizing our existing portfolio, and growth. The company’s resources are allocated in-line with its strategy to ensure that DPM delivers value for all of its stakeholders.



GLOBAL PORTFOLIO OF ASSETS



A MESSAGE FROM THE CEO



Achieving outstanding performance in sustainability and, in particular, environmental, social and governance (ESG) value creation has always been a key focus for DPM.

Welcome to the 2022 DPM Sustainability Report.

As a global mining company, DPM has long understood the importance of earning and maintaining our social licence to operate as a basic strategic imperative for our business. Beyond this, we have seen first-hand how excellence in sustainability performance is a competitive advantage that can unlock real value and deliver superior long-term returns for all of our stakeholders, while providing other significant benefits to our business.

For these strategic reasons, in addition to our ethical mandate, achieving outstanding performance in sustainability and, in particular, environmental, social and governance (ESG) value creation has always been a key focus for DPM. It is deeply embedded in our overarching strategic vision and in the day-to-day conduct of our business at all levels of the organization. Most importantly, it is the essence of what we are striving to deliver with our purpose as an organization: *unlocking resources and generating value to thrive and grow together.*

This report chronicles our progress in that pursuit over the past year, and our plans to further strengthen our performance and management systems as we grow with our stakeholders to meet the challenges, risks, and opportunities of a changing world.

Maximizing our net positive impact: a DPM imperative

Our approach to sustainability is focused on *generating a net positive impact from our operations* - minimizing environmental impact; maximizing socio-economic value; nurturing trusted stakeholder relationships; and building sustainable livelihoods to ensure local communities thrive well beyond the life of our mines.

Our track record in performance has proven the efficacy of this approach, and over the years has helped to distinguish DPM among our peers and to build trusted relationships with our stakeholders.

For example, through innovation and technology, we have established a history of transforming underperforming and under-capitalized assets into world class operations that, in turn, support robust employment and build local economic capacity. When we first acquired the Chelopech mine and the Tsumeb smelter, both were under-capitalized and required significant upgrades and investment to bring them up to international standards. Today, our Chelopech mine benchmarks extremely well against industry leaders in carbon and water intensity, waste management, health and safety and community support. Similarly, our Tsumeb smelter has significantly improved its social and environmental performance following substantial investments we made to upgrade the facility as well as our efforts to build strong partnerships in the region. This has helped to revitalize the town into the thriving community it is today.

Another example is Ada Tepe where, by working to build trust with the surrounding community, we succeeded in opening the first greenfield mine in Bulgaria in the past 40 years. At the same time, we partnered with the municipality of Krumovgrad to establish a fund to help start or sustain the growth of small businesses, which demonstrates how we are looking ahead to ensure a sustainable future for the community beyond the life of the mine.

Our approach to sustainability and our track record has helped DPM earn strong ratings from external agencies. In 2022, DPM scored in the 91st percentile for ESG performance among companies in the metals and mining industry by the S&P Global Corporate Sustainability Assessment. As well, we received an “A” rating from MSCI ESG Research LLC, a well-respected ESG rating agency.

These results are a testament not only to the skills, knowledge, and abilities of all our employees, but also to the way in which our core values are closely integrated throughout the organization.

Six Capitals: the next level of ESG management

While we are proud to be recognized for our strong performance, we are constantly seeking opportunities to improve and generate a net positive impact from our operations.

As a key next step in our pursuit of this strategic objective, we are adopting methodologies that will allow us to value and measure more accurately the impact we are having on society.

In this report, we feature a conversation between Dr. Nikolay Hristov, our Senior Vice President, Sustainable Business Development and Jaimie Donovan, our Chair of the Sustainability Committee of the Board of Directors, which highlights how we are adapting the Six Capitals framework – the basis of integrated reporting being proposed by the International Integrated Reporting Council – to help us measure and value the non-financial impacts from our business, and to quantify progress towards our strategic objective of generating a net positive impact from our operations.

A brief review of our 2022 performance

Globally, the invasion of the Ukraine will be remembered as the landmark event of 2022, and the beginning of a war which continues to exact a tragic toll on the people involved. The conflict also continues to be a major contributing factor to the current global business environment, which is characterized by inflationary cost pressures, energy uncertainty, and ongoing supply chain challenges.

Despite these global economic headwinds, DPM had a strong year in 2022, with robust production and cash flow from our operations. Part of our success stemmed from keeping our supply chains intact, which in turn was a direct result of our robust Third Party Due Diligence (3PDD) process

for suppliers, which includes screening of partners through a global risk intelligence network. As with our response to the COVID 19 pandemic, our ability to adapt and succeed amid these external pressures on our business is another example of how we leverage ESG to help build resiliency into our business in a volatile and uncertain world.

Overall, DPM's sustainability performance was strong in 2022. We delivered meaningful benefits to our stakeholders and made significant advances in our environmental and social performance which are highlighted throughout the report.

Rising to the challenge of climate change

In 2021, DPM developed a company-wide climate strategy that incorporates our growth strategy, capital resources and operational priorities that are aligned with the goals of the Paris Agreement.

The culmination of this work, which we announced in May of 2022, is a commitment to reduce our absolute Scopes 1 and 2 greenhouse gas emissions by 37.5% by 2035 and to achieve Net Zero emissions by 2050. Our targets are aligned with the latest Intergovernmental Panel on Climate Change and reflect an aspiration of remaining well-below a two-degree threshold, as defined by the Paris Agreement.

We recognize the need to work with suppliers and customers along our value chain. We are therefore committed to developing a Scope 3 emissions target by 2025, and to engaging with existing and potential new partners within our value chain to pursue opportunities that will have a meaningful impact. As we move forward, we are also focused on integrating climate considerations into the decision-making process of the organization, including how we evaluate growth opportunities and make capital allocation decisions.

Our climate change commitments will require a significant amount of work and collaboration throughout our whole value chain, and I am confident that we have the skills we need to be successful.

Guided by our values: business transformation at our Tsumeb smelter

At our Tsumeb smelter, we initiated a program to increase efficiency and optimize the cost structure of the operation in response to financial challenges, and one of the results was a reduction to the workforce. While this was a difficult decision, our values were front and center as we undertook this initiative, ensuring a safe transition that prioritized dignity and respect for all affected employees. A number of employees chose voluntary separation and voluntary early retirement packages. This workforce reduction was regrettable but was necessary to secure a viable future for the operation and preserve Tsumeb's position as a significant source of local employment and to maintain contributions to the local economy.

Listening to communities as we advance our growth opportunities

As we look to advance our growth opportunities in Ecuador and Serbia, DPM's success with the public consultation and engagement process in developing Ada Tepe provides invaluable experience and learnings for our project teams. At the same time, we understand that every community and development project is different; there is no cookie-cutter pattern

for success when the consultation process must be informed by the specific priorities and preferences of local stakeholders who are affected by the project.

DPM has publicly committed to developing all our future projects in line with the European Bank for Reconstruction and Development's (EBRD) environmental and social standards, even in jurisdictions with more relaxed regulatory standards. However, it became clear that our stakeholders in Ecuador were unfamiliar with EBRD and its standards. Listening to their feedback, we instead adopted the IFC Environmental and Social performance standard to guide our development, as this was the standard that resonated with them.

In Ecuador, and at all of our development projects, we take partnering with our communities seriously and are committed to responding to the concerns and priorities of local stakeholders as we explore and advance our growth opportunities.

Nurturing and leveraging the strength of our people

Our people are our most valuable asset and are ultimately the main driver of our success in sustainability. For that reason, we are proud to be considered an employer of choice in our host communities. We work hard to provide an employee experience that enables our people to reach their full potential, and to be a workplace where each employee willingly gives their best. We are committed to being conscious of structural biases and to ensuring our workplace is inclusive and appreciates diverse thinking. The gender diversity of our workforce exceeds the global average¹ and we have a gender-balanced Board of Directors.

A continued commitment to stakeholder transparency

This Sustainability Report is a key part of our commitment to transparency and accountability. We encourage you to explore its sections to learn more about our strategy and approach to managing various aspects of ESG; our recent performance in each area, including the case studies that provide context behind the data; and our plans and targets for the future.

Since publishing our first Sustainability Report over a decade ago, our reporting has continuously evolved to meet changing stakeholder expectations, and we are committed to ongoing improvements in reporting to further increase the transparency of our business to our stakeholders.

As we chart our path forward, we recognize there are a number of complex challenges our world, and our industry, are facing. We are committed to doing our part as a global citizen, including listening to our stakeholders, working across multi-stakeholder partnerships and collaborating as a collective to be able to overcome these challenges together.

On behalf of DPM, I would like to thank all of our stakeholders for your continued support in our pursuit of achieving outstanding sustainability performance, and our goal of generating a net positive impact

David Rae
President and CEO,
Dundee Precious Metals

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As we chart our path forward, we recognize there are a number of complex challenges our world, and our industry, is facing. We are committed to doing our part as a global citizen, including listening to our stakeholders, working across multi-stakeholder partnerships and collaborating as a collective to be able to overcome these challenges together.

1. The percentage of women in our Senior Management across all sites was 45%, which is above the world average of 32% for 2022-Grant Thornton's Women in Business 2022 Report

DEFINING ESG 2.0

OUR APPROACH TO SUSTAINABILITY

A conversation with Jaimie Donovan (JD), Chair of DPM’s Board of Directors Sustainability Committee and Dr. Nikolay Hristov (NH), Senior Vice President, Sustainable Business Development.



Jaimie Donovan, Chair of DPM’s Board of Directors Sustainability Committee



Dr. Nikolay Hristov, Senior Vice President, Sustainable Business Development.

Q: Can you describe the role of the DPM board when it comes to ESG oversight and governance?

JD: DPM’s approach to sustainability across the entire organization is focused on generating net positive impact and ensuring that we create value for all of our stakeholders. To that end, we have defined sustainability as a strategic business imperative. The Board’s role is to support the development of a comprehensive ESG strategy and ensure there are robust management systems in place to enable successful execution of this strategy.

Our Board is strongly committed to the integration of ESG into our business model. Besides our comprehensive framework of policies, including our Corporate Responsibility Policy and Code of Business Conduct and Ethics, among others, our robust Enterprise Risk Management (ERM) program assesses risks and opportunities stemming from political, economic, social, technological, and environmental trends that may impact our operations. More importantly, we work with the management team to establish specific ESG-focused targets which are linked directly to compensation. Our Board diligently measures management’s performance against those targets and demands accountability for shortfalls.

Q: Can you explain how the Board relates ESG to competitiveness?

JD: As a medium-sized producer with growth ambitions in a highly competitive environment, DPM must distinguish itself from its peers in order to access mineral resources and attract the required human and financial capital.

Over the years, we have differentiated ourselves in a number of areas. For example, we have been at the cutting edge of implementing new technology at our operations, earning us the reputation as a leader in innovation. We have also distinguished ourselves as a low-cost producer, with all-in sustaining costs consistently in the lower quartile. These differentiating factors are reflected in our share price performance and therefore have had a direct impact on shareholder returns.

We see the same opportunity with respect to implementing our ESG strategy. We firmly believe our performance in this area has a direct impact on our financial performance via improved access to capital, the ability to attract and retain the

best talent, superior risk management, a healthy workforce, reduced environmental disturbance, and improved reputation -- all of which are significant competitive advantages that will enable future growth and, ultimately, contribute to better overall returns.

At the most fundamental level, we know we must consistently live up to high standards for health, safety and wellbeing, environmental stewardship, ethical conduct, and community development in order to obtain and maintain our social licence, without which our business cannot operate.

Q: What is DPM doing in terms of sustainability management that you would regard as industry-leading or best practice?

NH: DPM was among the first mining companies to integrate various functions under the sustainability umbrella, including health and safety, environmental management, stakeholder engagement and community development, and to develop an aligned approach across all of these functions, incorporating sustainability into the core operating model of the company. Today, the leadership of our integrated sustainability function is accountable directly to the CEO, and we measure and track sustainability performance targets on par with our production and financial targets when assessing performance and management remuneration.

Our track record speaks to the success of our approach, and I can name a number of examples where we have delivered outstanding ESG performance, including in the areas of health and safety, biodiversity management, community development, carbon emissions, and water usage, which we highlight in this report.

Based on the solid foundation we have built over the years, our ambition is to redefine the ESG space, or as we call it, build “ESG 2.0”. We are actively developing a set of methodologies to measure and value the impacts of our business – what we call *Net Positive Impact*. The challenge, of course, is placing monetary value on the non-financial aspects of a business. How do you measure the value of good relations with communities? Or employee retention? Or environmental rehabilitation?

To address this challenge, we have started to adopt the Six Capitals framework¹ to measure our total impact. As far as we are aware, we are the first mining company to do so.

Q: What is the Six Capitals framework and why does DPM believe it's the appropriate methodology for valuing the impact and benefits of our company's operations?

NH: The idea is that our business deals with six types of capital: financial, human, natural, manufactured, social and relationship, and intellectual. Financial capital is the main dimension by which businesses have usually been measured – until now. Today, we recognize that our activities impact the other five dimensions too. Each of the dimensions has identifiable inputs, outputs and outcomes. For example, with human capital, the training programs we deliver are the input. The resulting output is a skilled and well-trained workforce. Well-trained employees are more successful, engaged, creative and productive, all of which leads to better performance.

Here is an example of how it applies to the mining industry. In order to develop a new mine and extract ore, we need to change the natural environment at the surface, in other words, during the development phase we use natural capital. While we are operating, and when the mine is eventually closed, we restore the natural environment – we return that natural capital.

In addition, as we are engineers, we can design our project in a way that the ecosystem surrounding our project becomes more resilient as a result of the development of our project. For example, if the natural habitat has been negatively impacted by periods of drought before our operations commenced, we can engineer a dam to provide water where it is needed, which will continue to benefit the ecosystem long after our operations have concluded and the environment has been rehabilitated. In this manner, we are not only returning the natural capital we used to develop the project, but we *generate* a return on that natural capital by making the ecosystem services more resilient.

The Six Capitals methodology enables us to better define the impacts, across all six dimensions, and ultimately, quantify the total value of our overall impact and express it as a monetary value. We will therefore be able to better articulate what the company is contributing to society and the planet through the development of our projects. At DPM, our strategic objective is for this contribution to be a *net positive* value.

Q: What are the challenges of adopting the Six Capitals framework?

NH: We are pioneering the adoption of this methodology in the mining space, which means we are charting our own path forward. We are in the process of defining how to operationalize it, starting at our Loma Larga development project in Ecuador.

Our approach at Loma Larga is to define the pathways which are leading to the impacts across the Six Capitals and express these impacts as a monetary value. We clearly understand that we

will not be able to quantify all the impacts, which is why we are using a materiality assessment to direct our focus to the most material impacts and their pathways. We also know that we will not be able to do so for all the pathways due to the fact that this methodology is not fully developed worldwide.

Despite this, we feel it is important to undertake this work now, while the project is still in the feasibility stage. By establishing a baseline of the impacts, we will later be able to compare the theoretical *net impact* of the project at the pre-production stage to its actual impact once the project is fully operational.

Q: What are the main outcomes of pursuing better ESG performance and leadership in sustainability?

NH: We believe that delivering leading ESG performance will contribute to better shareholder returns over the long-term and maximize the value our company generates for all stakeholders.

Investing in the health, safety and wellbeing of our people will lead to an engaged, motivated, creative, and more productive workforce. Responsible environmental stewardship leads to resilient ecosystem services, so we can all benefit from what the environment provides to us, now and in the distant future. Preserving cultural heritage, building resilient livelihoods and supporting the development of a brighter future for our host communities leads to our company being welcomed, both where we currently operate and in regions where we may operate in the future.

Critically, it also allows us to change the narrative around mining. As an industry, we have not been able to articulate the impacts - positives and negatives - and to quantify the value that our activities can generate for all stakeholders across all Six Capital dimensions. At the same time, the net impact of some mining operations has not been positive. And that is a significant challenge the industry needs to address, especially if we are going to develop new mines in order to supply the needed mineral resources to support the transition to the low carbon economy. We believe an approach like the Six Capitals can help mining companies assess and communicate their net impact more clearly, and lead to stronger, more positive legacies wherever they work.

Q: From a Board perspective, what advantages will DPM gain by measuring the financial and non-financial value it is generating?

JD: As a Board, we continue to prioritize the achievement of outstanding ESG performance at DPM, and we enthusiastically support adopting these leading-edge approaches so that we can better measure, manage and report our overall impact as a company.

Our ultimate objective is to be able to quantifiably demonstrate that we are in fact delivering on our corporate purpose of *unlocking resources and generating value to thrive and grow together*.

DPM was among the first mining companies to integrate various functions under the sustainability umbrella, including health and safety, environmental management, stakeholder engagement and community development, and to develop an aligned approach across all of these functions, incorporating sustainability into the core operating model of the company.

Based on the solid foundation we have built over the years, our ambition is to redefine the ESG space, or as we call it, build "ESG 2.0". We are actively developing a set of methodologies to measure and value the impacts of our business – what we call *Net Positive Impact*.

1. For an introduction into the concept of value creation through Six Capitals, see e.g. the guidelines of the International Integrated Reporting Council (IIRC): <https://integratedreporting.org>

MATERIALITY ASSESSMENT

DPM believes in the importance of regularly reviewing and updating our sustainability strategy to ensure we are addressing the most relevant sustainability topics, based on their ability to result in significant environmental, social, governance and economic impacts to our business strategy, our communities and key stakeholder groups.

The content in our biannual sustainability reporting is determined through a detailed materiality assessment process that involves identifying the most material sustainability topic areas for our business and stakeholders, prioritizing those topic areas based on their influence and impact and then finally validating the most material issues with our senior management team. In 2020, we conducted a full-scale materiality analysis by engaging with internal and external stakeholders to identify and refine the sustainability issues most pertinent to DPM. As a result of that analysis, we identified 31 topics as being the most important to both our long-term business strategy and external stakeholders. As our sustainability issues have remained relatively consistent year over year, for 2022, we reassessed our 2020 materiality assessment to reflect our updates and progress while also integrating the Six Capitals framework and the three dimensions of materiality into our review. The resulting effort is the 13 material topics presented throughout this report.

Assessment process

As part of reevaluating our 2020 assessment, we first focused on issue identification using the following resources as guidance: GRI and SASB reporting standards, Industry level frameworks, ESG rating providers, material sustainability issues identified by peer companies, emerging risks, global sustainability trends and regulatory developments among others. We also considered the three dimensions of materiality:

- Financial materiality: issues that have direct implications on the company’s financial and operational performance
- Dynamic materiality: emerging sustainability issues
- Double materiality: issues concerning the company’s impact on society and the environment, in line with the new EU Corporate Sustainability Reporting Directive (CSRD)

After optimizing for consolidation, this effort resulted in identifying a total of 22 issues. Using our risk matrix, we mapped the impact of our preliminary set of 22 issues using the Six Capitals framework lens of natural, social and relationship, financial, human and intellectual value generation for our business strategy, our communities and stakeholders. We then began grouping and prioritizing those issues to identify the areas where we could create a positive impact while mitigating the negative ones and to provide a holistic approach to sustainability. The assessment provides a foundation for deploying a net positive impact strategy that addresses the most material issues of our business while mitigating risks and maximizing positive impact. The resulting graphic details the 13 sustainability areas that met our threshold for reporting. Please refer to the description of material issues below.

We believe that these material topics are critical to our long-term sustainability and the well-being of our stakeholders. We will continue to prioritize these issues in our sustainability strategy and reporting, and we are committed to working with our stakeholders to address these challenges and opportunities.

To ensure transparency and accountability in our sustainability reporting, we have disclosed information on our management approach and performance related to each of these material topics. We have also reported on our progress against our sustainability targets and commitments, including our efforts to reduce greenhouse gas emissions, increase energy efficiency, improve water management, and promote local economic development. Our aim is to provide stakeholders with a comprehensive and accurate picture of our sustainability performance and impacts, and our commitment to responsible and sustainable business practices.

OUR MATERIAL ISSUES UNDER THE SIX CAPITALS FRAMEWORK



Governance, Business Ethics and Transparency

DESCRIPTION OF MATERIAL ISSUES

Climate and Energy: Managing the impacts of climate change and transitioning to a low-carbon economy are critical for the long-term sustainability of the company and the planet. This includes reducing greenhouse gas emissions, improving energy efficiency, and transitioning to renewable energy sources. The impacts of climate change, such as extreme weather events, can also have direct and indirect impacts on the company's operations and stakeholders.

Water Management: Effective water management is critical for the company's operations, the environment and the well-being of surrounding communities. This includes minimizing water use and protecting water quality and availability for other users. In some regions, water scarcity can also pose a significant risk to the company's operations and social licence to operate.

Biodiversity and Habitat Conservation: Mining activities can have significant impacts on local ecosystems and biodiversity. Managing these impacts, including by reducing habitat destruction and fragmentation and minimizing pollution and waste, can help to protect important species and ecosystems, and maintain ecosystem services.

Tailings Management: Tailings management is a key aspect of mining operations and can have significant environmental and social impacts. Effective management includes minimizing the volume and toxicity of tailings, using safe storage facilities, and preventing tailings spills and leaks.

Waste Management: Effective waste management is critical for minimizing the environmental impacts of the company's operations, including by reducing pollution and protecting water quality. This includes managing hazardous materials such as arsenic in a safe and responsible manner to prevent harm to human health and the environment.

Contribution to local development: DPM supports local economic development, education, health, and social welfare initiatives, creating jobs and improving living standards for local communities. The company's community health and safety initiatives aim to minimize any adverse effects of its operations on local ecosystems and protect biodiversity.

Life after Mine: Managing the impacts of mining on local communities after operations have ceased is critical for the long-term sustainability of the company and the affected communities. This can include planning for post-mining land use, developing strategies for economic diversification, and establishing mechanisms for ongoing engagement and support for affected communities.

Our People: Attracting, retaining, and developing talented employees is critical for the company's long-term success. This includes promoting diversity,

equity, and inclusion, providing opportunities for professional development and advancement, and ensuring a safe and healthy work environment. DPM's commitment to its employees not only benefits the company but also promotes social and economic development in the communities where it operates, positioning the company as an employer of choice in the industry.

Workforce Health and Safety: Ensuring workforce health and safety is crucial for maintaining a sustainable and productive workforce. By prioritizing the health and safety of employees, DPM can minimize workplace injuries and illnesses, reducing the costs associated with absenteeism, medical expenses, and potential litigation. In addition, promoting a culture of safety can have a positive impact on the environment by reducing the risk of spills, leaks, and other incidents that could result in environmental damage. Furthermore, prioritizing employee health, safety and mental well-being demonstrates the company's commitment to the well-being of the broader community from which we draft the majority of our workforce and can be shared with contractors and other stakeholders, further promoting a culture of safety in the local communities.

Innovation and Technology: Investing in innovation and technology can help to improve operational efficiency, reduce costs, and minimize environmental impacts. This can also create opportunities for new business models and products and enhance the company's reputation as a leader in sustainability.

Total Economic Impact: Understanding the total economic impact of the company's operations can help to identify opportunities to create value and mitigate negative impacts. This includes not only direct economic impacts (such as employment and procurement), but also indirect and induced impacts on the local economy. By maximizing positive economic impacts and minimizing negative impacts, the company can contribute to sustainable economic development in the regions where it operates.

Governance for Sustainability: Effective governance for sustainability can help the company identify and manage risks, reduce costs, and improve operational efficiency. This can have a positive impact on the company's financial performance, and also improve environmental and social outcomes. For example, implementing effective risk management can help to prevent incidents that could harm employees or the environment, and avoid costly legal and reputational issues.

Transparency and Business Ethics: Transparency and business ethics are key to building trust with stakeholders, including employees, customers, investors, and communities. For example, demonstrating a commitment to human rights can help to attract and retain talent, maintain social licence to operate, and avoid reputational damage. On the other hand, ethical breaches can lead to legal and reputational risks, and harm relationships with stakeholders.

GOVERNANCE, BUSINESS ETHICS AND TRANSPARENCY

Governance, ethics, and transparency are closely interconnected and together comprise the backbone of our approach to managing sustainability.

GLOBAL OUTLOOK

Corporate governance plays a key role in balancing the interests of our many stakeholders, including shareholders, employees, customers, suppliers, financiers, the government, and local communities. Robust corporate governance ensures that we operate in a fair and transparent manner and ensures accountability at all levels of the organization.

Consistent ethical conduct is a fundamental imperative for DPM at both an individual and corporate level. Ethical issues such as those relating to community and environmental impacts, diversity and inclusion, bribery and corruption, and conflicts of interest, are fundamental concerns for every reputable business. This applies especially for mining, a highly regulated and capital-intensive industry that operates in multiple jurisdictions across the world.

Transparency regarding our activities and future plans – whether with investors, employees, or host communities – is key to securing open, honest

and mutually beneficial long-term relationships with our stakeholders, and is enshrined as a basic DPM value.

To generate net positive impact, we are committed to upholding good governance, ethical conduct, and transparency as foundational to creating financial and societal value. In 2022, we took a number of actions to further strengthen our performance in these critical areas.

[Refer to our Management Approach to Governance for sustainability.](#)



2022 HIGHLIGHTS

UPDATED

our Code of Business Conduct and Ethics

CONDUCTED

in-person training and awareness sessions for over 90% of employees company-wide

OUR PERFORMANCE IN 2022

Strategic objectives: Sustainable mid-tier producer Generate net positive impact from our operations		
ESG priority: Sustainable and resilient communities		
Goals and targets	2022 Progress	Future outlook
Balanced Score Card	We restructured our Balanced Score Card (BSC) which informs executive and employee compensation to reflect our strategic objectives and take a more integrated approach to evaluating the key levers that will enable us to deliver on our long-term organizational strategy and purpose. For details on performance against our 2022 ESG BSC targets, please refer to the Balanced Score Card section .	We are in the process of developing a methodology that measures, wherever possible, our return on non-financial capital, such as human and institutional capacity development, innovation and the restoration and improvement of ecosystem services.
Third-Party due diligence	Digitalizing our third-party due diligence process for further efficiency at the organization level.	Looking to incorporate additional ESG considerations into our supplier contracts and due diligence process
Improve ethics, compliance, and governance processes	Created a new policy document management framework and updated the Code of Business Conduct & Ethics and some of its supporting policy documents, including the Anti-Bribery and Anti-Corruption Policy, the Corporate Responsibility Policy, the Speak-Up Standard, and the Human Rights Standard. Further enhanced our due diligence controls to improve sanction compliance.	We plan to conduct human rights due diligence assessments and training over the course of the next two years at all sites. Continue with roll-out of compliance training programs



"In 2022, we initiated and continued to work on a number of initiatives to further enhance our sound governance practices and to drive ethical and transparent conduct. We focused on further maturing our legal and compliance systems and increasing the knowledge and understanding of our employees regarding their application and the value they contribute to support the business to reach our strategic objectives."

Kelly Stark-Anderson,
Executive Vice President, Corporate Affairs, General Counsel and Corporate Secretary

RISK MANAGEMENT

Rigorous risk management is a fundamental component of good governance. To manage risks, DPM has a comprehensive enterprise risk management program that focuses on political, economic, social, technological, and environmental trends that may affect the business.

The Board is responsible for supervising the execution and continuous improvement of DPM's Enterprise Risk Management (ERM) framework, and they receive periodic updates on the primary risks for the company, along with the internal

controls and actions taken to handle them. An evaluation of DPM's key enterprise risks by the Board carried out in 2022, independent from and to check management's assessment, showed that the Board's assessment of those risks aligned well with management's evaluation. We are continuously working towards enhancing the process of effective risk management for all our sites and in 2022 conducted our first risk assessment for our development site in Ecuador.

For more information, please refer to the Risk Factors in the company's latest annual information form found on our [website](#).

TRANSPARENCY AND BUSINESS ETHICS

We know that transparency in our business practices is critical for earning trust. Transparency is the key to fighting bribery and corruption in all forms and we actively support and report under international initiatives such as the Extractive Industries Transparency Initiative (EITI) and the Canadian Extractive Sector Transparency Measures Act (ESTMA) regulation. Both frameworks help to deter corruption in the extractive sectors and are widely accepted standards for reporting and accountability regarding the use of public natural resources. With our business ethics and transparency focus, we aim to minimize adverse impacts from our activities while also building partnerships to support sustainable development and growth.

NEW POLICY DOCUMENT MANAGEMENT FRAMEWORK

During the period 2020-2021 we developed and rolled out a policy document management framework to set out the hierarchy and types of group and corporate policy documents, and the requirements for the different steps in the policy document lifecycle. The purpose of the framework is to facilitate a comprehensive and effective process for developing, updating and communicating policy documents at the company, and to help ensure consistency and alignment between the policy documents, as well as clarity of their requirements.

As part of the framework, we also established a virtual library containing all group and corporate policies, standards and procedures, which is accessible online by all employees. The virtual library serves as a “single source of truth” repository for the latest versions of policy documents. It is also used for the rollout of new policy documents and for obtaining an acknowledgment from employees that they have read, understood, and will comply with certain key policy documents.

UPDATED CODE OF BUSINESS CONDUCT AND ETHICS

We took significant steps to enhance our ethics and compliance efforts in 2022. We revamped the Code of Business Conduct and Ethics (the Code) and some of its supporting policy documents, including the Anti-Bribery and Anti-Corruption Policy, the Corporate Responsibility Policy, the Speak-Up Standard, and the Human Rights

Standard. We are now continuing with the revision of the remaining supporting policies.

We developed a digital version of [the Code](#) available on our website. The Code and its key supporting policies establish the key principles and commitments that guide our business and the conduct of all those who work for or do business with DPM, in accordance with our core values. To ensure that everyone at DPM is aligned with these principles, in 2022 we conducted in-person training and awareness sessions on our updated Code for all employees across the company, with an overall participation rate above 90%. We are looking to further strengthen our compliance program to include regular compliance trainings on the topics covered by the Code for all employees or target groups based on risk exposure. These efforts underscore our unwavering commitment to fostering a culture of transparency and accountability across our organization.

The Board has not granted any waiver of the Code in favour of any director or employee since its adoption in 2004.

ANTI-BRIBERY AND ANTI-CORRUPTION

DPM has an Anti-Bribery & Anti-Corruption Policy which was developed to facilitate compliance with Canadian and other anti-corruption laws applicable to our business. This policy is complemented by ongoing training and awareness programs for employees, as well as regular reviews and updates to ensure that the policy remains relevant and effective. The policy is supported by an Anti-Bribery and Anti-Corruption Third Party Due Diligence Standard, which sets out the requirements for our company-wide risk-based 3PDD, which we are continuously striving to improve. The process was digitalized in 2021, with the implementation of a 3PDD technology solution, customized to reflect our process. The digitalization further enhanced the process efficiency, consistent application and information sharing between all our sites. Third parties are assessed for risk before they are engaged by DPM and are regularly reassessed based on their risk rating. Among other things, our 3PDD process requires disclosure of the beneficial owners of the entities we do business with. This is one of the ways DPM demonstrates our support for beneficial ownership transparency, in alignment with the EITI. The 3PDD is currently focused on bribery, corruption, reputational, and sanction compliance risks. We will be looking to include additional ESG and other considerations in the next few years.

As part of our continuous improvement efforts, in 2022, we conducted various training sessions for our teams responsible for the performance and management of our 3PDD process including our finance, supply chain, and legal departments. Among other things, the training focused on increasing awareness and understanding of sanction regulations applicable to our business.

SUPPLY CHAIN AND PRODUCT STEWARDSHIP

DPM is committed to doing business exclusively with third-party suppliers that not only comply with applicable laws and regulations, but also maintain and uphold sound standards for ethical conduct and business transparency, consistent with those set out in DPM's Code. To that end, we have included relevant contractual clauses in our contracts with third parties, and are looking to further strengthen these clauses to facilitate sanction compliance and reinforce supplier commitments to ethical and sustainable practices.

SPEAKING UP

At DPM we have an established process for employees and third-party stakeholders to confidentially report any concerns regarding potential violations of the Code, which we refer to as 'speaking up'. We are continuously taking steps to further enhance the speak-up reporting and report handling processes. Most recent updates were made with the 2022 revision of the Code, the Speak-Up Standard, and the Speak-Up Report Handling Standard.

We currently have four reporting channels, including an EthicsPoint hotline, operated by an independent third party- provider, which allows for anonymous reporting of misconduct and ethical concerns.

Reports submitted through the hotline are referred to the Corporate Compliance Officer (except when the Corporate Compliance Officer is personally implicated or the reports implicate a member of the executive committee, or a Board member in which case the report is appropriately escalated) and to the appropriate Board Committee Chair, depending on the nature of the report. The Board receives quarterly updates on speak-up reports received and the status of investigations, if any, and Committee Chairs discuss reports at their respective meetings. We are committed to providing protection from retaliation for anyone who files a report, raises a concern, or participates in an investigation in good faith.

We aim to have all speak-up reports, including those made outside the EthicsPoint hotline, recorded in the EthicsPoint platform, which is also used as the sole data base for the company's speak-up reports.

In 2022 we received and registered seven (7) speak-up reports, categorized in the table on [page 18](#) of this report. During the initial assessment of the reports, in accordance with the established speak-up report handling process, all three reports filed under the "discrimination" category were determined to be related to a management issue (and not a misconduct) and were, therefore, accordingly reclassified and directed to the relevant member of management for review and resolution. The remaining four cases were all substantiated as petty theft and respective disciplinary action was taken.



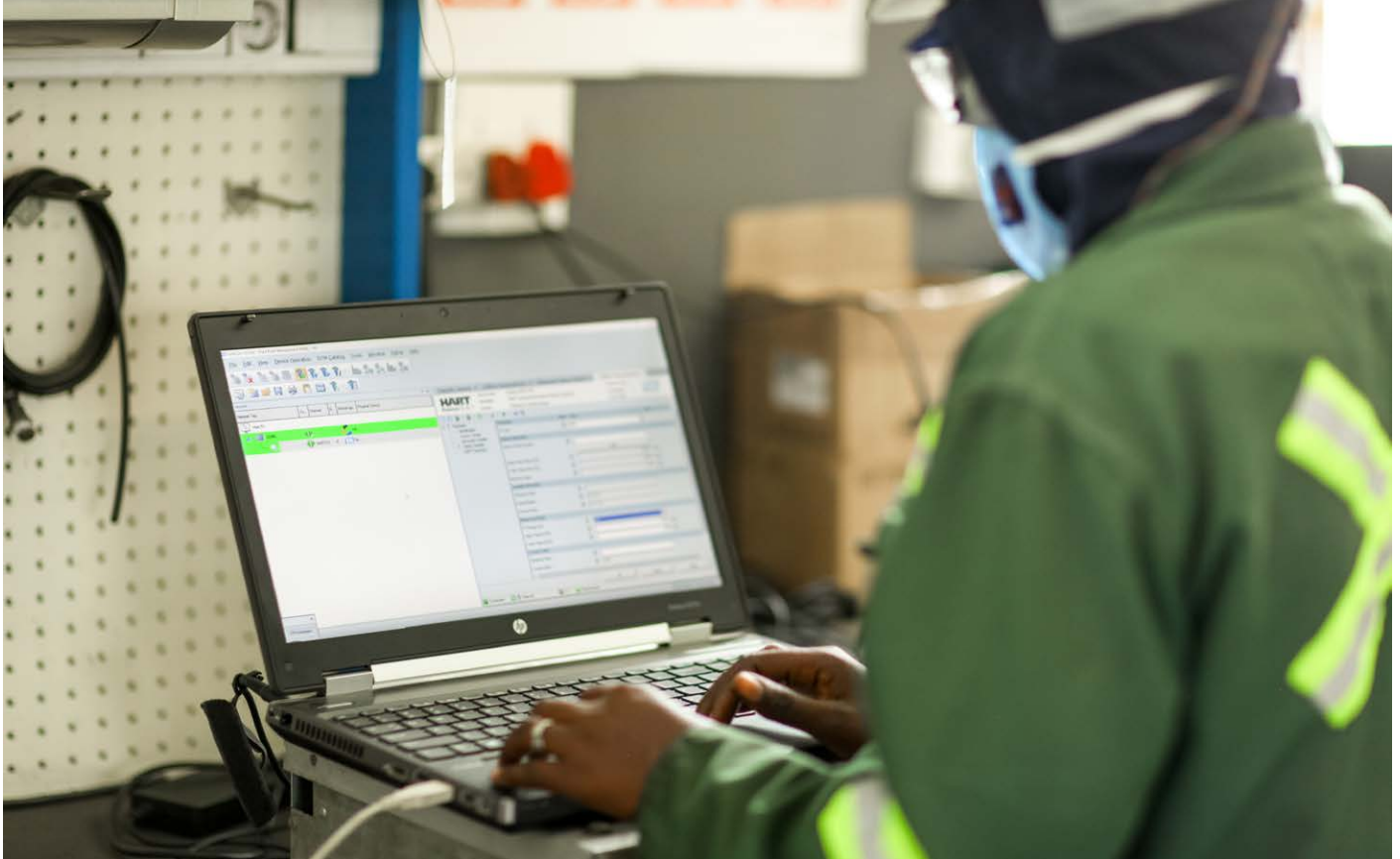
We are continuously striving to further raise awareness of the speak-up process among employees and to upskill our Legal and Compliance team members in handling speak-up reports while engaging external investigation

support, as needed. In collaboration with Rethink Compliance we created a [video](#) that encourages employees to take the first step and speak up when they have questions or concerns.

2022 SPEAK-UP REPORTS RECEIVED BY CATEGORY

Reporting Category	Number	Percentage
Accounting and external financial reporting and disclosure matters	0	0
Bribery and corruption involving a Public Official	0	0
Commercial bribery	0	0
Conflicts of interest	0	0
Discrimination	3*	43%
Falsification of or omissions in books and records	0	0
Gifts and Hospitality	0	0
Harassment	0	0
Insider Trading	0	0
Money Laundering	0	0
Non-compliance with Policy Documents	0	0
Non-compliance with laws and regulations	0	0
Other Fraud	0	0
Reporter Retaliation	0	0
Theft, misappropriation, or misuse of assets, including sabotage or vandalism	4	57%
Unauthorized disclosure of Company Information (other than insider trading)	0	0
Unethical behaviour	0	0
Unsafe Workplace behaviour	0	0
Total	7	100%

*Reclassified into a management issue as explained above.



CYBERSECURITY

The Audit Committee is responsible for overseeing cybersecurity and information technology risk and receives quarterly reports from management on the company's cybersecurity program. Some of the steps we take to mitigate potential cybersecurity incidents include:

- Implementing ongoing cybersecurity awareness training for all employees, optimized for learning and knowledge retention, and coupled with individual risk profile
- Developing and implementing a Cybersecurity Strategic Plan
- Utilizing leading cybersecurity vendors to detect

and respond to potential security breaches

- Auditing conducted by internal and external auditors
- We also have a robust Crisis Response Plan in place, which provides a documented framework for handling any crisis, including security incidents, and facilitates coordination across the multiple jurisdictions in which we operate. In 2022, we engaged an independent cybersecurity advisor and conducted a cyber-crisis-simulation exercise that was used by our senior leaders to prepare for a possible cyber crisis. Future exercises are being planned for our operational leaders. As of the current date, we have not experienced a significant cyber breach.

CASE STUDY

MANAGING CYBERSECURITY RISK

In today's digital world, cybersecurity is a crucial concern for all businesses.

In 2022, we took significant steps to mitigate potential cybersecurity incidents. One measure was ongoing cybersecurity awareness training for all employees, which was optimized for learning and knowledge retention, and tailored to individual risk profiles. We also developed and implemented a Cybersecurity Strategic Plan and engaged leading cybersecurity vendors to detect and respond to potential security breaches. To ensure that our cybersecurity program was effective, we commissioned audits by both internal and external auditors. Additionally, we engaged an independent cybersecurity advisor and conducted a cyber-crisis-simulation exercise, which our senior leaders used to prepare for a possible cyber crisis. As part of our crisis response plan, we have a documented framework for handling any crisis, including security incidents, and we facilitate coordination across the multiple jurisdictions in which we operate. Although we faced no significant cyber breaches as of the current date, we continue to plan for the future and have exercises lined up for our operational leaders.

BALANCED SCORE CARD PERFORMANCE

An important element of our internal management system is our performance monitoring and measurement through the Balanced Score Card (BSC) methodology. Specific measures and annual targets are defined across each of our four strategic objectives with the company's commitment to generating value for our stakeholders and driving sustainable growth reflected through the inclusion of environmental, social and governance (ESG) objectives.

We consider transparency and accountability to be essential, that's why we annually disclose our BSC objectives. This year, we have taken the step to disclose our performance against the key ESG targets and initiatives that progressed us forward on our strategic objective of generating a net positive impact

2022 BSC-ESG PERFORMANCE

Target Definition	2022 Performance	Commentary	For more information
Health, Safety and Wellbeing			
Average Total Recordable Injury Frequency (TRIF)	⊗	Although our mining sites significantly outperformed, we missed our company-wide target because of underperformance at our smelter in Tsumeb and development project in Ecuador.	Workplace Health and Safety and Wellbeing
Water Stewardship			
Reduce freshwater intensity	⊗	Despite the outstanding performance of our mining assets, we were below the corporate target due to underperformance at our Tsumeb smelter as a result of lower than expected production.	Water Management
Climate and Transition to low-carbon economy			
Operationalize Climate targets	⊙	Announced our suite of GHG reduction targets and achieved progress on carbon reduction initiatives across our sites. Began integrating climate targets into key functional areas (i.e., Finance and Corporate Development) and implemented a successful i@DPM innovation campaign for decarbonization ideas across the business.	Climate and Energy
Transparency and Stakeholder Engagement			
Enhance and integrate an ESG communication and engagement strategy.	⊙	Enhanced and implemented an ESG Communications/Engagement Strategy. Recognized by third-party rating agencies for leadership in ESG disclosure.	People and Culture Contribution to Local Development Management Approach-Social
Generating a Net-Positive Impact			
Pilot application of the Six Capitals Framework	⊙	Began phase one of developing a methodology to apply and measure the Six Capitals approach to generating value.	Our Approach to Sustainability
Unlocking resources and generating value to thrive and grow together			
Total long-term shareholder returns in the top quartile of the industry	Sustainable mid-tier producer	Generate net positive impact from our operations	All-in sustaining costs in the bottom half of the industry Leader in mining innovation and operating excellence

Legend: ⊗ target not met, ⊙ target met, ⊙ exceeded target

TOTAL ECONOMIC IMPACT

GLOBAL OUTLOOK

At DPM, we understand that generating a net positive impact goes beyond just financial returns and socio-economic benefits. We believe it includes a broader perspective that takes into account our social and environmental impact, as well as our relationship and intellectual capital, manufactured capital, and human capital. This is why we have implemented a policy of managing and optimizing the total economic impact of our operations, which encompasses everything we do as a company.

We are committed to maximizing our total economic impact, not only by creating direct employment and investments but also by supporting local businesses, contributing to local budgets, and transferring knowledge and technology. We believe that our success is intertwined with the success of the communities in which we operate, and we will continue to work towards ensuring a sustainable and thriving future for all.

To secure our social licence to operate and future growth opportunities, we prioritize the way we discover, select, and finance our projects, as well as our stewardship of the environment, our relationships with stakeholders, and our ability to transform natural capital into social and human capital. We believe that optimizing total economic impact requires capable, committed, and motivated individuals at every level of the organization, as well as informed and engaged stakeholders.

To achieve this, we apply a global mindset with a localized approach, commit to and apply international best practices, and provide appropriate human, financial, and technical resources to support responsible business practices. At the heart of everything we do is our unwavering commitment to unquestionable ethics.

Our operations are a vital pillar in the economic growth and prosperity of the communities where we operate.





2022 HIGHLIGHTS

ROBUST CASH FLOW

\$232M

cash provided from operating activities

\$166M

free cash flow¹

SOLID ADJUSTED EARNINGS

\$36M

net earnings attributable to common shareholders from continuing operations

\$129M

adjusted net earnings¹

FINANCIAL STRENGTH

\$433M

cash on the balance sheet as at December 31, 2022

NO DEBT

OUR PERFORMANCE IN 2022

Strategic objectives: **Sustainable mid-tier Producer; Generate net positive impact from our operations**

ESG priority: **Sustainable and resilient communities**

Goals and targets	2022 Progress	Future outlook
Tangible contribution to the local economies where we operate.	Hiring from the local communities: More than 99% of DPM's total workforce is made up of local talent, and approximately 98% of managerial positions are also held by local nationals, across all our operational and development sites. The Chelopech Municipality placed first in terms of average salary in Bulgaria according to the Bulgarian Institute for Market Economy analysis for 2021. ² Krumovgrad is still one of the fastest growing municipalities in terms of average per capita income, with a 89% increase between 2017 and 2021.	DPM's operations have a wide-ranging impact that includes local suppliers, community investments, and transfer of knowledge and skills. We will continue to prioritize these areas and invest in sustainable practices to ensure a positive impact on the communities and environment around us.

1. Free cash flow; and adjusted net earnings are non-GAAP measures or ratios. These measures have no standardized meanings under IFRS and may not be comparable to similar measures presented by other companies. Refer to the "Non-GAAP Financial Measures" section contained in the company's MD&A for the year ended December 31, 2022 commencing at page 43 in this report, for a detailed description and a reconciliation of each of these measures to the most directly comparable measure under IFRS.

2. <http://www.265obshtini.bg/map/320>

OUR TOTAL ECONOMIC IMPACT

At DPM, we understand the crucial importance of transforming natural resources into sustainable livelihoods for the communities in which we operate. This requires a delicate balance between generating a financial return for our investors and generating a net positive impact for society and the environment.

We believe that generating a net positive impact is the cornerstone of responsible mining. It is not only about maximizing profits but also about unlocking resources, creating stable institutions, and building strong social ties. Our commitment to transforming natural capital into social and human capital goes beyond mere financial gain. It is about creating a better future for everyone involved in our operations.

To achieve this, we must carefully allocate our resources, including capital expenditures, employee wages and benefits, payments to government, community investments, and payments to our capital providers. We must also remain committed to applying international best practices and providing the appropriate human, financial, and technical resources to support responsible business practices.

By focusing on generating a net positive impact, we can create sustainable livelihoods, support economic growth, and secure our social licence to operate. We believe that the responsible management of our natural resources can help to transform society for the better and create a brighter future for all.

Our commitment to creating value and maximizing total economic impact is realized through our contribution to local economies. Chelopech is a prosperous municipality in Bulgaria with high income and capital investments. Krumovgrad has experienced significant growth in population and salary since DPM began constructing the Ada Tepe mine in 2016. DPM's investment in Tsumeb has led to an economic revival, making it one of the most prosperous communities in Namibia outside of Windhoek.

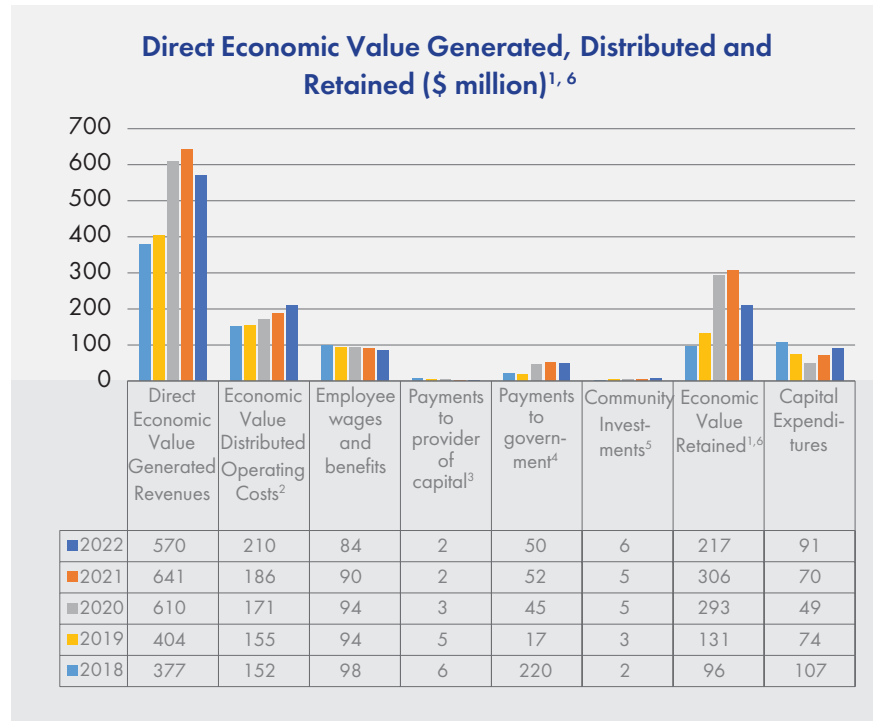


Figure 1. Direct Economic Value Generated at DPM



“At DPM we believe the value we are creating goes beyond just generating financial returns, benefiting all our stakeholders and the communities in which we operate. The contributions we make are an integral component of fulfilling the company’s purpose of unlocking resources and generating value to thrive and grow together”

Navin Dyal,
Chief Financial Officer

1. All amounts are presented on an accruals basis.
2. Operating costs exclude depreciation of property, plant and equipment, depletion for mine properties, amortization of intangible assets, employee wages and salaries, and royalties.
3. Includes interest paid on long-term debt outstanding.
4. Payments to governments include income, mining and other taxes, royalties, licence fees, concession fees and land use payments (if applicable). This number is subject to review, see ESTMA for breakdown and final total.
5. Go to the [Community section](#) for more detailed breakdown of community investments.
6. As defined by GRI Standards guidelines. Economic value retained equals revenues less the economic value distributed

At DPM, we are committed to maintaining transparency and integrity in all aspects of our business operations.

FINANCIAL ASSISTANCE FROM GOVERNMENTS

While we do not accept any direct financial assistance from governments, to mitigate the surge in electricity prices, due in part, to the impacts of rising global demand, our company, along with other residential and commercial businesses, received power subsidies from the Bulgarian government. Our Tsumeb operation is an Export Processing Zone (EPZ) Enterprise and is therefore exempt from corporate income taxes in Namibia. It is important to note that no governments in any of the jurisdictions where we operate have any participation in DPM's shareholder structure.

APPROACH TO TAX

At DPM, we take our role as a responsible corporate citizen seriously. Our approach to managing tax is an integral part of our purpose of unlocking resources and generating value for our stakeholders. We recognize that payments to governments play a critical role in how economic value is distributed and contribute to our strategic objective of creating net positive impact from our operations. As such, we strive to ensure that our business operations and the funds we provide to governments and communities support the basic infrastructure of society, including human and institutional capacity development, entrepreneurship, and other sustainable development priorities.

We endorse the Global Reporting Initiative and consider it crucial for stakeholders to comprehend our tax management approach and the allocation of funds to governments and communities. Our philosophy is to pay an equitable amount of tax in every country where we operate, while avoiding double taxation of the same activity by multiple jurisdictions.

We are committed to complying with all applicable tax laws, including all reporting and disclosure requirements, in each of the countries in which we operate. When laws are unclear, subject to interpretation, or when there are disputes, we seek to resolve these situations in a timely manner following the applicable statutory processes based on full disclosure of the facts and legal principles. We work with professional tax and legal advisors in each jurisdiction where we operate to stay up-to-date on tax laws and regulations. We maintain regular communication with our advisors to monitor tax developments and seek guidance when necessary.

Offshore Financial Centers

As a multinational organization, we have established offshore financial centers in certain jurisdictions. Our activities in these jurisdictions are primarily related to the ordinary course funding and cash management of our global business, are conducted in accordance with applicable transfer pricing guidelines and laws, and are reported to all relevant tax authorities in accordance with

applicable law. The overriding objective of these centers is to ensure that the associated financing and cash management activities are managed in an efficient and effective manner. In 2021 we established a new financial centre in Luxembourg. This centre is used to centralize our foreign investment and financing activities in respect of our foreign operations, including Bulgaria, Namibia and Serbia. The selection of this jurisdiction was based on several key factors including i) the ability to access their investment treaty networks to protect our current and future potential investments in foreign countries, ii) the ability to efficiently redeploy funds to and from the countries in which we operate, iii) their geographic location relative to our foreign operations, iv) their well-developed infrastructure, v) well-established legal, banking and tax systems, and vi) highly educated and multilingual workforces.

Tax Legislation and Incentives

Corporate tax legislation, including any incentives, is designed to not only collect an appropriate amount of tax from corporations but also as a means by which local and national governments encourage investment and support government policy. Given the nature of our business, tax is not a primary factor in our decision to invest in a country. However, it can be significant and is considered as part of our assessment as to whether a particular investment will be able to fulfill our purpose in a particular country. In Namibia, Tsumeb was granted EPZ tax status, which provides income and other tax benefits designed to support capital investment and sustainable development initiatives. These tax incentives supported our initial investment in Namibia and the subsequent significant investments made to upgrade the Tsumeb operation, improve the health and safety of our employees, and to contribute to the sustainable development of the local community. In December 2020, the Namibian Government announced that incentives granted under the EPZ Act were being repealed and that Tsumeb and other existing holders of EPZ status, would maintain their EPZ status until December 31, 2025. The EPZ regime is expected to be replaced by a new Special Economic Zone, the details of which are currently under development.

COMPLIANCE WITH TAX LAWS

Taxes represent a significant aspect of our business and we endeavour to be compliant, transparent, cooperative and ethical. We believe that the timely and accurate filing of all tax returns and other filings, timely payment of taxes, and the accurate provision for and disclosure of taxes in our financial statements are an important part of our obligations to stakeholders and the communities in which we operate. In keeping with our values and commitment toward transparency, we are a "Supporting Company" of the Extractive Industries Transparency Initiative and report annually on tax and other payments we make to government in compliance with the Extractive Sector Transparency Measures

Act. We respond openly and on a timely basis to all government requests for information pertaining to our business, organizational structure, financial results, and tax filings in the course of any tax audits. Inter-company transactions involving the transfer of goods and provision of services are conducted on an arms length basis in accordance with the substance of the commercial transaction and in compliance with our transfer pricing policy, local tax laws and accepted international practice, and are disclosed as required to the relevant tax authorities. We also maintain contemporaneous documentation which is available to the tax authorities upon request.

OVERALL GOVERNANCE AND ACCOUNTABILITIES

Overall governance and accountability for tax compliance and planning matters resides with our in-country Managing Directors with respect to local matters, and, with our CFO for our overall tax strategy and corporate and group level tax matters. Local personnel at each site are accountable for the day-to-day tax affairs of our operations, including maintaining compliance with local tax laws and assessing and managing tax matters arising in the ordinary course of business. Corporate, cross-border, and inter-company tax compliance and planning matters fall under the accountability of corporate personnel, who also oversee and monitor

our global tax affairs. Personnel accountable for tax matters take in-house and external training from time to time to stay abreast of tax developments and new filing or disclosure requirements. We have established internal controls around our tax affairs, including tax filings, tax provisions, tax disclosures and reporting, and tax planning. The design and operating effectiveness of these controls is assessed periodically by control owners and by our Advisory and Assurance function. We also engage reputable tax professionals in each of the jurisdictions in which we operate to review our tax filings and ensure they comply with the respective tax laws. The CFO is regularly updated on our tax affairs, including tax compliance and planning matters, and any tax developments or issues that could have a significant impact on our financial position or operating results. On a quarterly basis, as part of our external financial reporting, site and corporate personnel accountable for tax matters provide certifications in respect of, among other things, our tax disclosures and filings. In line with the Audit Committee's mandate approved by our Board of Directors the Audit Committee oversees our tax affairs to ensure they are managed in line with the purpose and strategy of our business and in compliance with our policies, standards and legal obligations. We are committed to maintaining high standards of business conduct and ethics in all of our business dealings. If any matter related to tax is reported through our Speak Up and Reporting Policy, it is to be brought to the attention of our Audit Committee Chair.

As at and for the year ended December 31, 2022 (thous \$)

	Bulgaria	Namibia	Serbia	Canada	Luxembourg	Ecuador	Total
Revenues from third party	433,490	136,305	-	-	-	-	569,795
Profit/ (Loss before tax)	180,855	(80,667)	(4,902)	(32,663)	(973)	(2,908)	58,742
Tangible Assets less cash & cash equivalent	466,279	68,249	17,729	57,476	218	114,128	724,079
Corporate Income tax paid-cash	24,411	-	-	136	-	-	24,547
Corporate Income tax-accrued on profit/loss	22,617	-	-	136	66	-	22,819

Other Taxes/Fees

Payroll Taxes: Employee withholding taxes, employee health tax and other payroll related taxes.	11,727	8,877	1,135	8,733	15	622	31,109
Other local taxes	10	-	32	-	-	707	749
WHT – Withholding tax	924	665	-	-	-	717	2,306
Property Taxes	596	-	10	-	-	-	606
VAT (net amount paid)	958	-	-	-	-	674	1,632
Royalties/Concession Fees	17,762	-	-	-	-	412	18,174
Cash contributions for government related infrastructure and other projects	1,364	-	-	-	-	-	1,364
Fees: e.g custom fees, permits, visa fees, interests, stamp duties, and any other fees paid to government authorities.	700	-	93	-	2	70	863

NEW MINERAL RESERVES DEVELOPMENT

The long-term success and sustainability of a mining company is intrinsically linked to the quality and quantity of its Mineral Reserves. Given the relationship between reserves and

mine life, a company's success in replenishing its Mineral Reserves to offset production depletion can also have a significant impact on the long-term prosperity of mining communities.

2022 HIGHLIGHTS

<p>Extended mine life at Chelopech to 2031</p>	<p>Completed life of mine update at Ada Tepe, enhancing overall value</p>	<p>Advancing organic pipeline, including the high-quality Loma Larga project</p>	<p>New high-grade discovery in Serbia</p>
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OUR APPROACH

We are investing aggressively in exploration activities to identify new Mineral Resources and Mineral Reserves to extend the life of our mines, as well as identify and develop new deposits. At Chelopech, we have a demonstrated track record of extending mine life through our in-mine and brownfield exploration programs. In 2022, we added approximately 1.1 million tonnes to Chelopech's Mineral Reserves, which replaced about half of its production and extended mine life to 2031.¹ In 2023, we are planning a further intensive exploration program that includes approximately 44,000 metres of in-mine drilling for Mineral Resource development and 50,000 metres of brownfield exploration drilling.

Since commissioning Ada Tepe in 2019, it has continued to outperform our expectations, and we are confident the mine will continue to generate strong results, supported by its improved life of

mine plan, which is the result of an accelerated grade control drill program and a strategic mine plan study. The results of the study increased overall recovered gold ounces by 22% and supports production to the end of 2026.² This is an example of the strength of our technical and operations team and their ability to maximize the long-term value of our assets. In 2023, DPM is planning approximately 11,000 metres of drilling to support exploration activities at Ada Tepe, with the potential to increase to 26,000 metres, pending permitting approvals.

ORGANIC GROWTH OPPORTUNITIES

In 2021, we acquired 100% of the Loma Larga project in Ecuador, which we see has a high-quality project with the potential to generate significant value for all of our stakeholders. Loma Larga has a substantial Mineral Reserve base,

including 2.2 million ounces of gold and 88 million pounds of copper, which has the potential to support an initial 12 year mine life.³

We are currently leveraging our significant operating experience at Chelopech to explore additional optimization opportunities at Loma Larga, which will be included in an updated feasibility study which we expect to complete in the second half of 2023.

As we continue to advance Loma Larga, our approach will benefit from our firm commitment to the highest standard for engagement with local communities and environmental stewardship, in addition to our development and operating experience with similar deposits to unlock the significant potential of the project.

NEW HIGH-GRADE DISCOVERY IN SERBIA

In early January 2023, we were pleased to announce a new high-grade discovery at the Čoka Rakita prospect, located three kilometres southeast of the Timok gold project in Serbia. Drilling at Čoka Rakita has defined a large, high-grade footprint that remains open in multiple directions, which we believe has further exploration upside potential. Significantly, preliminary metallurgical test work indicates that the mineralized material is amenable to gravity recovery and conventional flotation, producing a clean gold concentrate with strong recoveries.

Given the exciting potential of Čoka Rakita, our activities in Serbia will be focused on aggressively advancing exploration and we are therefore pausing further work on the feasibility for the Timok gold project. In 2023, we are planning to follow-



up on these exceptional drill results with a further 40,000 metres of infill and extensional drilling and are targeting an initial Mineral Resource at Čoka Rakita by year-end.

We are excited about this new development in a region where we have developed strong relationships within the local communities and with government and where we have had a local and regional presence for many years.

FUTURE OUTLOOK

We believe that, with our focused brownfield exploration activity, there is potential for mine life extension at both Chelopech and Ada Tepe. We also continue to focus on greenfield exploration activities with the goal of adding to our Mineral Reserve and Mineral Resource base and generating potential future growth opportunities, such as at the Čoka Rakita prospect in Serbia. In addition, we continue to advance our growth strategy by evaluating additional M&A opportunities that have the potential to add to our Mineral Reserves and Resources, enhance the value of the company and generate strong returns.



"We have a strong track record of proven success, both in extending mine life at our operations, and discovering new brownfield opportunities. We are continuing to invest aggressively in exploration, with a focus on developing new Mineral Reserves to extend mine life and to develop future prospects. Increasing our Mineral Reserve base not only generates value for our investors but extends the life of our operating mines and ensures that the local communities continue to benefit from our activities through employment, economic development and our support for stakeholders."

Michael Dorfman,
Executive Vice President, Corporate Development

1. Mineral resources and Mineral Reserves based on the Definition Standards of the Canadian Institute of Mining, Metallurgy and Petroleum (CIM). Readers are cautioned that these definitions differ from those of the US Securities and Exchange Commission (SEC). For a full discussion on mineral resources, reserves and definitions, see our 2022 Annual Information Form available on our website at www.dundeeprecious.com
2. Refer to the technical report for Ada Tepe dated March 30, 2023, available on our website at www.dundeeprecious.com
3. Refer to the 2023 Annual Information Form, available on our website.

INNOVATION AND TECHNOLOGY

GLOBAL OUTLOOK

For DPM, innovation is one of our four strategic pillars

For DPM, innovation is one of our four strategic pillars -- a competitive advantage which enhances efficiency, minimizes risk, and creates value for our stakeholders. Innovation has long been a hallmark of the DPM brand and is recognized as one of several key areas where we have built a reputation for industry-leading performance relative to our size.

That reputation began after we acquired Chelopech and transformed it from an undercapitalized, underperforming mine into a world-class operation that continues to be a showcase for new mining technology. We extended that reputation for forward-thinking at Ada Tepe, where we designed and built one of the most modern gold mines in the world, integrating technological solutions that minimized

our environmental footprint while maximizing our operational efficiency and productivity. Our focus on leveraging cutting-edge technology continues today in our work to develop the Intelligent Mine, and further advance the technological evolution of our operations.

At the same time we recognize that innovation is about more than creating new technologies. It is also about creating a mindset of innovative thinking, and a culture of “failing fast and failing forward” throughout the organization. We believe that a culture of innovation can add value to everything we do, and through programs like innovation at DPM (i@DPM) and the Share & Shine events, we are encouraging new ways of thinking and solving problems at every level of the organization.

OUR PERFORMANCE IN 2022

Strategic objective: **Generate net positive impact from our operations**

ESG priority: **Sustainable and Resilient Communities**

Goals and targets	2022 Progress	Future outlook
Enabling today's organization and facilitating strategic projects through technological solutions	In 2022, we began scoping out a key strategic initiative called the Intelligent mine which involved preparation activities including planning and scheduling. Three machines are successfully operating remotely underground as a result of the Automine project. We have also successfully started the optimization of our enrichment plants as part of the Advanced Control Technology project.	We have a number of initiatives planned or underway across our strategic focus pillars for the near future. Goals for 2023 prioritize two of our 5 Key Focus Areas: <ul style="list-style-type: none"> Accelerate Exploration Insights: working on developing innovative solutions that will facilitate our exploration activities such as 3D AI assisted exploration targeting that will improve exploration effectiveness and decision-making, and other technological improvements that will allow us to track all the different drilling operations in real time. Drive Next Level Productivity: several initiatives are ongoing aiming at improving productivity such as targeting low grade resources, a development of a consolidated notifications center, 3D printing, Kudo live translation partnership, along with numerous undertakings as part of the Intelligent mine project. All activities are part of a roadmap and when developed will become part of a solutions portfolio that can be applied to future assets.
Leader in mining innovation and operating excellence	With the launch of i@DPM in late 2021, there has been a great response from across DPM to be part of the innovation process. We have received nearly 100 submissions for business ideas from which twenty moved through the innovation pipeline and are anticipated to have a positive impact on safety, the environment and productivity. We managed to involve 51 employees in the innovation wave of the company. We are also supporting teams targeting specific problems or problem areas.	

THE INTELLIGENT MINE

DPM continues to build on the competitive advantage that we have gained over the years by leveraging new technology to help achieve our overarching purpose of unlocking resources and generating value to grow and thrive together.

In 2022, we began scoping out a key strategic initiative called the Intelligent Mine which involved preparation activities focusing on mine maintenance, planning, and scheduling. We have identified priority areas with use cases covering integrated operations, enterprise-wide advanced data analytics, digital twins for simulating mine operations, smart use of equipment, integrated management and supply, and intelligent exploration.

We plan to run mine simulations that will enable us to determine the best way to operate our sites, taking into account factors such as equipment placement and work sequencing. This same approach is being used at the process plant level, allowing us to optimize our operations further. Another key focus area is the Mine of the Future and data management initiative, a multidisciplinary process of unifying data sets across the organization, integrating systems, and figuring out what can be automated.

In 2021 DPM Chelopech took another step in its technological evolution by introducing a new technology for operating mobile mining equipment - tele-remote control. Together with our long-standing partner Sandvik, we are working to implement remote control of two of the six front loaders using the Automine automated system. The aim of this system, which allows both remote and fully autonomous control, is to ensure greater efficiency by creating safe conditions for machine operations in hard-to-reach areas. Thanks to the mine's 100% Wi-Fi coverage and the necessary infrastructure underground, front loaders can carry out their operations controlled from a smart centre on the surface. 2022 also marked the successful

launch of the new all-electric drilling machine, which includes remote and automatic modes. This innovative technology allows us to work remotely during the time intervals immediately after production blasts. This model is the first of its kind to be released in a real production environment in Europe.

The ACT project (Advanced Control Technology) has been a key initiative in the ore processing sector and has shown excellent progress over the past year. This platform consists of highly technological tools that improve the management of the Enrichment Plant and provide the ability to stabilize and optimize the processing of ores, enabling us to lay the foundation for future digitalization initiatives.

Those initiatives developed and carried out by teams in our Operations and Corporate departments in a seamless manner provide insights in the innovative and collaborative nature of DPM.

INNOVATING WITH COURAGE

At DPM we strongly believe that the concept of innovation is not restricted to technology alone, but can apply to all aspects of our business. Moreover, we understand that innovation also begins with our culture and values. One of DPM's core values is to innovate with courage, recognizing the vital role that innovation plays in our strategic objectives and guiding everyday behavior.

i@DPM is an innovation business system which involves defining the strategy and key focus areas, prioritizing specific initiatives, onboarding the team, and developing partnerships to address our goals. It aims to move DPM from a mindset of continuous improvement to a culture of true innovation, enabling and supporting people to explore transformational ideas, and explore new and disruptive innovations.



"Moving into 2023 we now have a solid business system foundation for innovation. We have clarity in our priorities and goals, which are fully aligned with DPM's strategy. This puts us in an excellent position to further propel DPM as a flagship of sustainable mining innovation."

Matthieu Risgallah,
Vice President, Innovation & Technology

In 2021, we launched the i@DPM initiative, a program dedicated to help build a culture of innovation and actively foster innovative thinking within the company.

Using strategic priorities identified by DPM leaders to create innovation missions linked to DPM’s strategy, and reconfirming alignment between DPM’s strategy and i@DPM’s approach to ensure i@DPM created value, DPM identified five Innovation Key Focus Areas (KFAs) under the i@DPM program, with specific activities and initiatives for each theme, aligned and aimed at supporting the company’s overall purpose of “unlocking resources and generating value to thrive and grow together”. These KFAs include:

- Driving Next-Level Productivity
- Accelerating Exploration Insights
- Promoting and Supporting Sustainability Efforts
- Transforming Ore Characteristics
- Accelerating Project Development

The Sustainability KFA includes the areas of

- Carbon emissions and energy management
- Water consumption
- Removing people from harm’s way
- Net Positive impact considering the Six Capitals framework.

As part of the initial strategy for i@DPM, we looked to leverage the ideas of employees throughout the company through innovation campaigns. Each campaign presents a challenge question to all employees at DPM, and ideas are filtered and selected based on our innovation criteria, with the support of an Innovation Council. Through these dedicated internal innovation campaigns, we captured close to 100 business ideas from individuals, narrowed them down and aligned them with our priorities, and formed specific teams to work on them. By unleashing the power of our employees’ creativity, we seek to unlock new ways of working to solve current and future industry challenges.

The areas of Driving Next-Level Productivity and Accelerating Exploration Insights became top priorities for the i@DPM program, although we continue to work on all focus areas. Additionally, we

began to explore the wider innovation ecosystem through partnerships with companies, organizations, and individuals from mining and adjacent industries.

Share & Shine

Another contributor facilitating a culture of innovation and collaboration, while recognizing new ideas and shared learnings, is the Share & Shine events. The purpose is to showcase excellence across the whole of DPM to connect people, ideas and lessons learned. A Share & Shine is a virtual conference that takes place monthly for all employees to attend. Employees share their achievements and learnings from various topics including engineering and design improvements, initiatives with a positive sustainability impact, research products and key findings, digitalization initiatives, successful community engagement initiatives, and most importantly, key failures and lessons learned.

Connecting exploration sites, and exploring energy systems

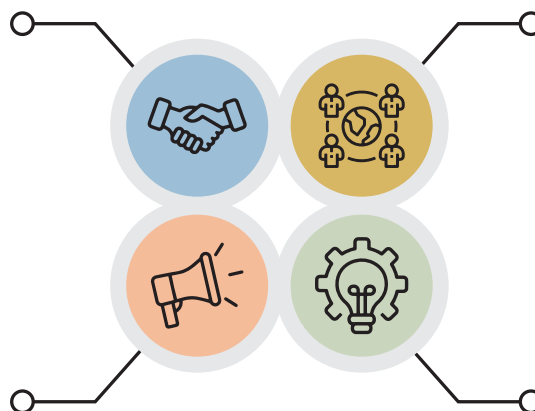
An example of an initiative coming from an i@DPM campaign was an idea to improve the connectivity of exploration sites. Many of these sites are located in remote areas with limited access to IT infrastructure. Additionally, the survey software used requires the transfer of large amounts of data between team members and external organizations, which can be challenging without a reliable internet connection. To address this issue, the proposed solution is to set up a test environment using a Starlink satellite internet terminal to explore the possible application of this technology to new DPM locations. After testing the system, the goal is to provide fast and reliable connectivity from anywhere in the world, including Ecuador and Serbia where we are currently developing new assets. This initiative has the potential to greatly improve communication and data transfer within exploration teams, ultimately leading to more efficient and successful exploration efforts.

Existing & New Partnerships

Innovation Ecosystems

Internal Campaigns & Teams

Open Innovation Campaigns



CASE STUDY

CAPTURING IDEAS TO DRIVE DECARBONIZATION

In our effort to reduce carbon emissions by 37.5% by 2035 and achieve carbon neutrality by 2050, we launched a campaign to collect ideas on how to accelerate decarbonization. To support our targets, we encouraged employees to generate innovative ideas and designed a complete process that captured, analyzed, and acted upon the best proposals. We learned that innovation is not just about idea generation, but also creating a continuum of action points and engagement to improve our innovation practices. By promoting our carbon reduction initiative, we were able to raise awareness and motivate more people to contribute to it. This same process is also being used to support other targets such as health and safety and efficiency, as well as continue to capture ideas for our decarbonization project pipeline into 2024 and beyond. DPM's goal is to make innovation a part of our organization's DNA and to create a system where everyone is actively engaged in living the company's values.



CASE STUDY

COLLECTIVE PROBLEM-SOLVING ON SAFETY

Another one of our regular campaigns focused on safety at Tsumeb, looking to improve our safety record there. Several ideas were captured, including developing machine vision technology which involves inputting images and their corresponding parameters into a model which monitors compliance with the safety standards. For example, the technology can identify if a person is wearing the appropriate personal protective equipment or if the equipment used is suitable for its intended purpose. We are also in the execution stage of a solution in the Ausmelt furnace to automate the furnace dip bar system, utilizing an automated crab crane, that would remove operators from harm's way.



CASE STUDY

RECOGNITION FROM THE BULGARIAN PRESIDENT

Last year, our chief engineer Dr. Sergey Mihalev who works in our Technical Services department at DPM was awarded with the "St. Cyril and Methodius" award by the Bulgarian President. The recognition was given to Sergey for the development of the world's first autonomous, self-learning underground drone. The artificial intelligence, created by a team where Sergey has a leading role is unique and allows the drone to be navigated in complex underground mining sites without GPS signal. This innovation can scan up to 20,000 cubic meters for 2 to 3 minutes which significantly reduces the time needed for people to stay underground.



CLIMATE CHANGE AND ENERGY

We are now in the last decisive decade for governments, companies, and civil society to commit to climate action to avoid the worst of the climate crisis.

GLOBAL OUTLOOK

Mining and metallurgical operations are energy-intensive, generating significant direct and indirect greenhouse gas (GHG) emissions, some of which result from conventionally hard-to-abate activities, particularly in our supply chain. Our business is also exposed to climate related physical risks, such as droughts and floods and we recognize that achieving the needed emissions reductions will require engaging our organization at all levels.

Energy reductions and efficiency were a key focus for DPM when we transformed an underperforming mine at Chelopech into a world-class operation from an environmental and sustainability performance standpoint and also when we designed and built our Ade Tepe mine to be a

model for energy and emissions efficiency. Energy efficiency will remain a key focus as we leverage our expertise to optimize our development projects in Serbia and Ecuador.

At the same time, DPM’s GHG emissions targets announced in 2022 take a significant step beyond the drive for operational efficiency with a more proactive approach to decarbonization, aligned with the latest Intergovernmental Panel on Climate Change (IPCC) climate science, and looking ahead to opportunities for DPM in the global transition to a low-carbon economy.

[Refer to Climate Change and Energy section of the Management Approach to Natural Capital](#) 

2022 HIGHLIGHTS

We established a GHG reduction target to reduce our Scope 1&2 emissions by

37.5%
by 2035 and to be

Net Zero
by 2050

Achieved approximately

10% reduction
in absolute Scope 1&2 emissions in 2022 compared to 2021, in line with our 2035 reduction target.

OUR PERFORMANCE IN 2022

Strategic objective: Generate net positive impact from our operations		
ESG priority: Transition to Low Carbon Economy		
Goals and targets	2022 Progress	Future outlook
To reduce our absolute Scope 1 and 2 GHG emissions by 37.5% by 2035 compared to our baseline in 2020	In 2022 DPM decreased its total absolute Scope 1 & 2 emissions by 10% compared to the previous year 2021.	We will continue to drive more innovation and encourage even more decarbonization efforts across our business while also integrating our climate targets into key functional areas to further enable our GHG reductions
	We developed a DPM-wide Carbon-Reduction Roadmap that informs site-level and corporate decarbonization plans.	
	We included GHG emissions in our Balanced Score Card and set a 2023 reduction target in line with our 2035 decarbonization pathway at both the site and corporate levels.	
To achieve Net Zero emissions by 2050	We are analyzing our supply chain as well as our customers as a foundation for setting our Scope 3 GHG reduction targets, since about 80% of our Scope 3 emissions are related to Purchased Goods and Services and Capital Goods, and Processing of Sold Products.	
Operational efficiency	<p>Additionally, in 2022 we managed to decrease our total electricity consumption, which is the main source of our operational energy consumption, by 3.9% compared to 2020 (our target baseline year), with a very slight increase of 0.4% compared to 2021.</p> <p>The company's carbon intensity (per thousand \$ revenue) has been continuously declining over the years, although it increased negligibly in 2022 from 0.40 tCO₂e/ th. \$ revenue to 0.41.</p> <p>We reduced the carbon intensity of our mining operations by 12.4% compared to 2020, and 7.8% compared to 2021.</p>	

GOVERNANCE

Our pursuit of leadership in GHG management begins at the Board level. DPM's Sustainability Committee of the Board provides ongoing oversight of the company's overall sustainable development including climate strategy, risks and opportunities and progress against our GHG reduction targets. At the Executive level, the Senior Vice President (SVP), Sustainable Business Development reports directly to the President and Chief Executive Officer and is responsible for environmental impact-inclusive of our climate strategy. DPM's overall climate strategy is led by the Director of Sustainability working across the Executive team and Sustainability Directors at each operational site to integrate our climate targets throughout the company's operational and functional areas. Our balanced score card (BSC), which is a key determinant of executive

and employee compensation has consistently included climate-related performance over the last several years. With the announcement of our carbon reduction targets in 2022, our BSC now incorporates performance against an annual GHG reduction target in view of our long-term organizational net zero climate goals. Climate change mitigation and adaptation considerations are also being integrated into our capital allocation and M&A processes. We are also focusing on integrating climate impacts into the designs of our development projects in order to optimize for carbon management as soon as they become operational. Climate-related risks are frequently reviewed and monitored as part of our Enterprise Risk Management (ERM) system with updates provided to senior management and the Board.

[Refer to Climate Change and Energy section of the Management Approach to Natural Capital](#) 

STRATEGY

Our climate change strategy is an outgrowth of DPM’s overarching purpose, to unlock resources and generate value to thrive and grow together, and one of our strategic objectives, to generate a net positive impact from our operations. As a result, we are committed to supporting the transformation needed to stave off the most severe impacts of climate change for our host communities and all our stakeholders. We are also committed to helping enable the transition to a low-carbon economy through the production of copper, a commodity critical to electrification. Based on these strategic imperatives, we have set challenging climate change targets, which in turn demand the intense engagement of our people at all levels, deep collaboration with our suppliers and partners, and trusted, constructive relationships with our host communities and governments.

We firmly believe that addressing climate change is not only a moral imperative but also a business imperative, and we are committed to leading by example in this critical area.

DPM IS AMONG THE BEST PERFORMERS IN TERMS OF CARBON INTENSITY GLOBALLY

We have actively managed GHG emissions, energy use and energy intensity since becoming an operating company in 2004 and are recognized as industry leaders.¹ We continue to seek out opportunities to access publically available data to benchmark our carbon performance and further contextualize the impact of our emissions and resulting decarbonization efforts.



¹ Ulrich, Trench & Hagemann (2020): Climate Change and Gold Mining. Analysis by CSA Global.

CLIMATE-RELATED ANALYSIS

Climate considerations are integrated into key DPM functions such as corporate strategy, M&A strategy, capital allocation, and throughout the project development process, starting from the project site design well before commercial date of operation to optimize our future sites in terms of carbon-intensity.

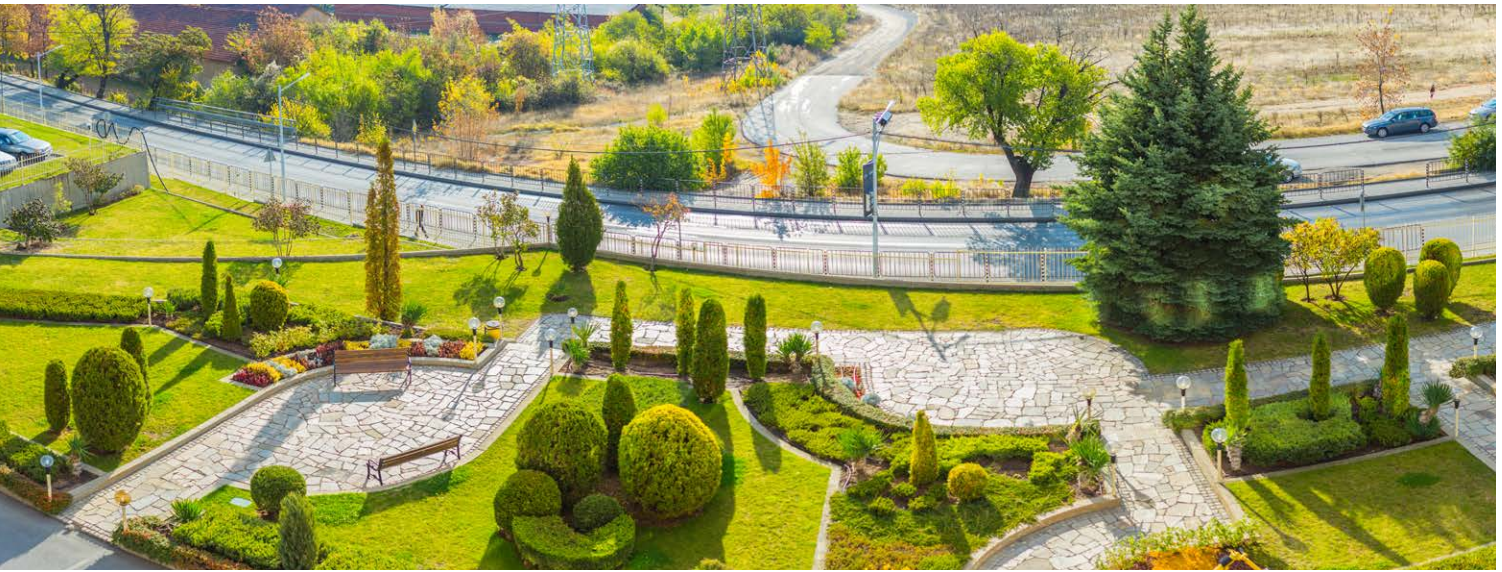
We use scenario analysis to assess the potential impacts of different climate-related scenarios on our business operations and financial performance. The analysis considers both physical risks (such as extreme weather events, water stress, and sea level rise) and transition risks (such as changes in policy, technology, and market preferences). While accurately predicting how future policies and climate impacts will unfold is challenging, scenario analysis helps to highlight the range of risks that climate change may present. Physical risks could result in increased costs related to infrastructure repairs and increased insurance premiums, while transition risks could lead to decreased demand for certain commodities and increased costs related to emissions regulations and carbon pricing. In our first assessment aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) framework in 2020, we have evaluated the

inherent risks stemming from climate change for our operations and integrated those into our ERM framework.

We conduct our assessments based on the International Energy Agency's (IEA) World Energy Outlook (WEO) 2022 scenarios, particularly for assessing the financial impacts of increasing future carbon prices. The IEA World Energy Outlook presents three scenarios that depict different possible futures for the world's energy system. The IEA's latest climate scenarios include the following:

- **Net Zero Emissions by 2050 (NZE) Scenario:** This scenario aims to limit global temperature rise to 1.5°C above pre-industrial levels by achieving global net zero carbon emissions by 2050, without relying on emissions reductions from outside the energy sector.
- **Announced Pledges Scenario (APS):** This scenario assumes that governments will meet all their climate-related commitments in full and on time, including net zero emissions targets, even if they are not underpinned by specific policies.
- **Stated Policies Scenario (STEPS):** This scenario assesses policies and measures that governments are actually implementing, reflecting a pragmatic view of the current policy landscape. Emissions in this scenario do not reach net zero, resulting in a temperature rise of around 2.5°C by 2100.





GLOBAL CONTEXT

In 2022, DPM announced its new GHG targets at the outset of a global energy crisis marked by an unprecedented degree of shock, breadth and complexity. Russia's invasion of Ukraine thwarted the post-pandemic economic revival and severely exacerbated the already existing pressure on the energy markets. Considered one of the largest exporters of fossil fuels globally, Russia's curtailment of its natural gas supply to Europe coupled with the imposition of global sanctions on Russian oil and coal imports has disrupted the energy markets worldwide. This disruption has caused an increase in prices of all fuels leading to higher electricity costs and supply shortages for both businesses and consumers.

In the face of a looming risk of recession the question arises whether the crisis will hinder the transition to renewable energy or accelerate it. Higher natural gas prices have increased the use of coal for power generation to an all-time high and IEA's latest report predicts that coal will continue to be the leading source of carbon dioxide (CO₂) emissions globally. However, the deployment of renewables has reached a new record which together with improved energy efficiency may reduce coal demand in the coming years. DPM's opportunity lies in production of copper, a key component of the energy transition that is found in a wide range of applications including electric vehicles, power generation and transmission, electronics, and communications. The exceptional thermal and electrical conductivity of copper promotes energy efficiency and reduction of emissions from energy consumption. Copper is also renowned for its unique property of infinite recyclability that enables it to be used repeatedly without any loss in quality.

Risk Management

Based on the scenario work described in the Strategy section, we have assessed physical and transition risks related to climate change, as well as related opportunities. Our adaptation approach to climate change is guided by financial estimates based on the IEA's World Energy Outlook (WEO) 2022 scenarios data, and further informed by the One Earth Climate Model (OECM) report on Sectoral Pathways to Net-Zero Emissions. Our calculations show that our mines in Bulgaria face a relatively low risk of rising energy and carbon prices with energy costs expected to decline slightly by 2035 (between \$1-3 USD cheaper per tonne (t) of ore processed) depending on the rate of Europe's decarbonization. Carbon prices will gradually increase with the faster deployment of renewable energy sources, but the increase will not be as sharp (up to and between \$0.5 – 1.5/t of ore processed) considering the current high carbon prices. Our Tsumeb smelter imports the majority of its electricity from South Africa where much lower energy costs (between \$10 and 25 USD/t of concentrate smelted) could materialize depending on the scenario.

Should South Africa decarbonize at an accelerated rate and implement a working carbon tax system (between \$11-13 USD/t concentrate smelted), this could result in an accelerated increase in electricity prices for Namibia and specifically, our smelter. Our analysis confirms that the faster we implement our carbon reduction measures, especially as it relates to renewable power, the smaller the financial impact on our business will be.

Please refer to:

- [Governance section](#) 
- [Our Management Approach to Governance](#) 

Climate change-related risks				
	Timeframe	Scenario likelihood		
Transition risks		Chelopech	Ada Tepe	Tsumeb
Carbon pricing and regulatory changes	Short	●●●●●	●●●●●	●●●●●
Fuel prices	Short	●●●●●	●●●●●	●●●●●
Gold and copper market	Medium	●●●●●	●●●●●	●●●●●
Technological changes	Medium	●●●	●●●	●●●
Reputation risk	Medium	●●●	●●●	●●●
Physical risks				
Temperature change	Medium	●●	●●●	●●●
Water use and droughts	Medium	●●	●●●●	●●
Extreme rainfall	Medium	●●	●●●	●●●●
Climate-related diseases risk	Long	●●	●●	●●●

Short: Relevant to implications and actions for the current reporting cycle.
Medium: Implications and actions toward 2030.
Long: Implications and actions toward 2040.



Table 1. Summary of transition and physical risks at site level and mitigation strategy (Refer to [Water Management section](#) as an important physical factor for DPM’s operations.)

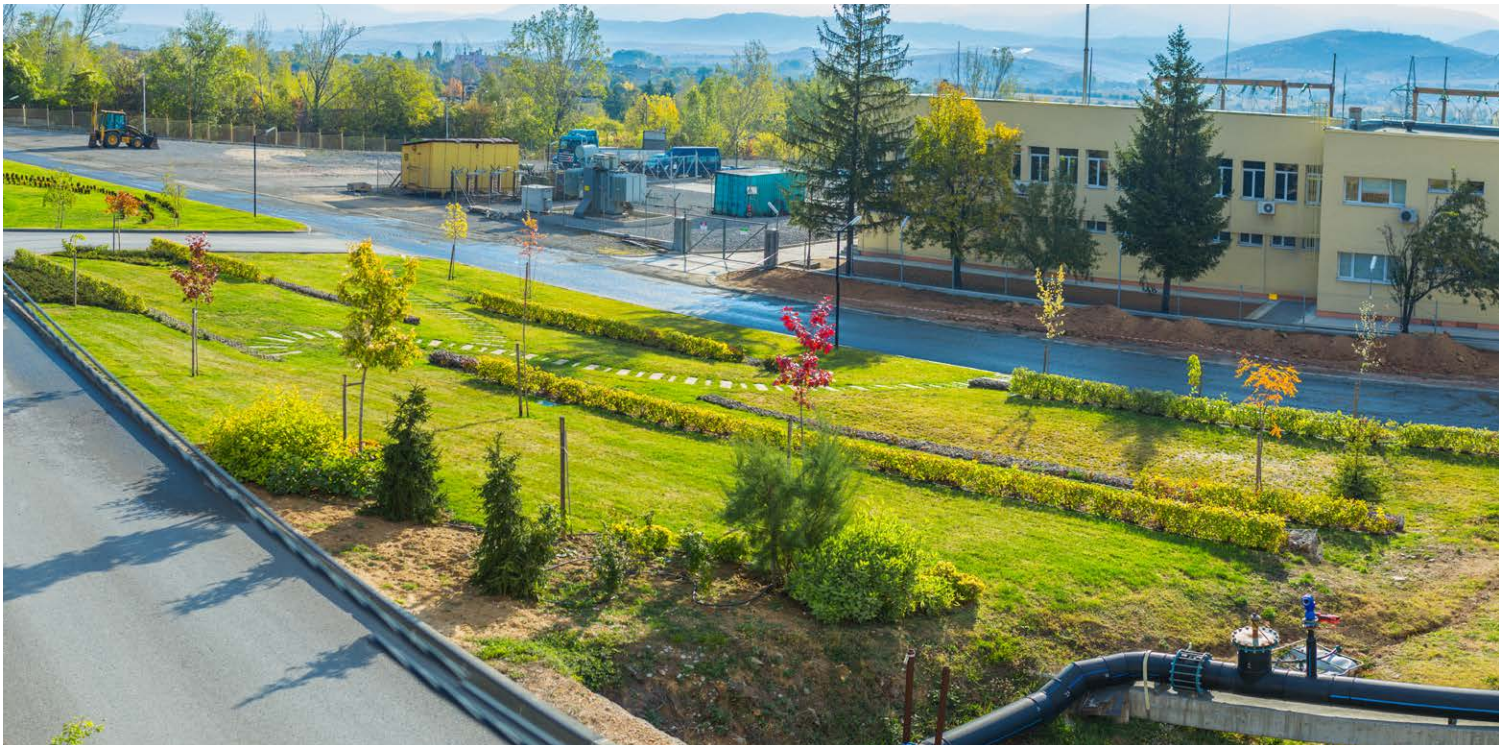
		Chelopech	Ada Tepe	Tsumeb	Mitigation strategy
Transition risks	Policy & legal: carbon pricing and regulatory changes	<p>Indirect exposure to EU Emissions Trading Scheme (ETS) influencing prices of energy and materials. EU carbon prices have sharply increased in 2022 reaching almost \$100 USD/tCO2 and are expected to gradually increase by 2030.</p> <p>The REPowerEU plan to make Europe independent from Russian fossil fuels well before 2030 may contribute to rising fuel prices in the short to medium term due to the shortage of other energy alternatives.</p> <p>The EU Green Deal may bring policy changes in multiple areas, including potentially tightening permitting, operational and decommissioning requirements. Monitoring of compliance & policy development is part of our ongoing risk management process.</p>		<p>Indirect exposure to the South African carbon tax, due to Namibia’s dependence on energy imports, as Namibia imports approximately 70% of its electricity from South Africa. Tax levels are currently low and are not expected to increase significantly in the medium term reaching at least \$30 USD/tCO2 by 2030. In the long-term carbon price is expected to more than double even in the most conservative scenario (Stated policies)²</p> <p>Namibia has an ambitious climate pledge that is almost entirely contingent on access to international finance. The country is strongly dependent on South African energy, where in 2021 a stronger 2030 target has been introduced. During COP26, South Africa signed a Just Energy Transition Partnership (JETP) which will channel around \$8.5 billion USD of grants and concessional finance to accelerate the energy transition.</p> <p>In 2022, South Africa experienced numerous power cuts and the government adopted an Energy Action plan to improve generation capacity and electricity supply.</p>	<p>DPM is committed to reducing its absolute Scope 1 and 2 GHG emissions by 37.5% by 2035 and to achieve Net Zero emissions by 2050. We are also working on developing our Scope 3 target by 2025 and engaging with partners within our value chain to identify and pursue opportunities for emission reduction.</p> <p>We are dedicated to enhancing energy efficiency and achieving continuous improvements through operational improvements and capital investments that reduce our reliance on fossil fuels. The purchase of electric-powered equipment and vehicles is a significant step on our path to decarbonization.</p>
	Market: fuel prices	<p>A substantial spike in energy prices occurred in 2021 due to the surge in global energy demand as most countries began to recover from the COVID 19 pandemic. In 2022, the cost of natural gas increased to unprecedented levels, surpassing \$250 USD per barrel of oil on a regular basis. Coal prices reached record highs, and oil prices rose to over \$100 USD per barrel. The increased costs of gas and coal accounted for 90% of the global surge in electricity prices. As part of a national initiative to support the business sector, our sites in Bulgaria have received financial support from the government to mitigate the sharp increase in fuel prices.</p>			<p>In 2022, we started purchasing renewable energy certificates and are aiming to expand our green energy procurement for all our sites.</p>

2. The three scenarios explored are based on 2022 World Energy Outlook (WEO): STEPS (current policies), APS (announced pledges), NZE (net zero emissions by 2050).

Table 1. Summary of transition and physical risks at site level and mitigation strategy (continued from p.37)
(Refer to [Water Management](#) section as an important physical factor for DPM’s operations.)

		Chelopech	Ada Tepe	Tsumeb	Mitigation strategy
Transition risks	Market: gold and copper	Third-party analyses ^{3,4,5} show that the outlook for gold and copper is neutral-to-positive in a low-decarbonization scenario, and consistently positive for high decarbonization ambitions. A study also demonstrated that ⁶ DPM’s Bulgarian mining assets are amongst the least CO2-intensive mines in the world. Our Tsumeb smelter is one of the few in the world that can handle complex gold-copper concentrates. We expect the demand for the smelting of complex concentrates to increase as the demand for copper increases while ore grades decline. Copper demand is set to grow as it is critical for enabling the energy transition. A wide variety of clean energy generation and storage technologies such as Solar PV’s, wind turbines, geothermal energy and electric vehicles require significant amounts of copper.			As an innovative mining company we work on applying new technologies to drive value in our business. Our mines are recognized as leaders in modern and efficient mining. Our Stakeholder Engagement programs aim at earning the trust and respect of our stakeholders to build relationships that enable us to transform natural capital into social and human capital. Refer to Contribution to local development for updates on initiatives.
	Technology	Digital innovation is among DPM’s core Strategic Pillars. We have a long history with a proven track record for employing digital technologies at our sites. We see further opportunity to leverage digital innovation to increase operational efficiency, including the use of energy, water and resources. Refer to Innovation and Technology section for updates on initiatives			
	Reputation	Good relations with local communities, government authorities, and NGOs are a core part of DPM’s ongoing risk management process, and the company has had significant success in this regard.			
Physical Risks	Temperature change	Preparedness for expected changes in climate is deemed sufficient, with risks having limited implications for current production processes or requiring minor investments	Potential short-term production disruptions due to smoke from potential wildfires.	Minor investments would be required to procure redundant machinery.	Climate change adaptation We have historically incorporated water in our BSC system which links site level and corporate-wide water targets to Executive and employee remuneration. DPM’s efforts of reducing its reliance on freshwater is evident by the markedly low freshwater intensity in its mining operations. Refer to Our Balanced Score Card and Water Management sections for more information. We have ongoing risk management procedures for infectious diseases (updated post-COVID 19), including continuous monitoring.
	Water use & droughts		Potential production disruptions due to lack of process water.	Some investments will be required to maintain recultivated vegetation and to improve wildlife management for animals seeking drinking water.	
	Extreme rainfall	Potential short-term production disruptions due to landslides. Some need for expansion of aboveground drainage infrastructure.	Potential delays in outbound transport could cause financial costs. Short-term risk for part of tailings deposition area, which is being upgraded.		
	Climate-related diseases risk	Not currently exposed to climate-related diseases but warming may increase the range of disease vectors further north & potentially reach Southern Bulgaria (where Ada Tepe is located). The outlook is uncertain, and infectious diseases are included in our ongoing risk management process (updated post-COVID 19).	While Namibia has made strides in tackling climate-related disease exposure, the country is historically exposed to such risks, amplified by existing problems in the health system.		

3. World Gold Council (2019): Gold and climate change: Current and future impacts
 4. World Bank: The Growing Role of Minerals and Metals for a Low Carbon Future (June 2017)
 5. International Copper Association: Climate-based retrofitting in the built environment (March 2020)
 6. Ulrich, Trench & Hagemann (2020): Climate Change and Gold Mining. Analysis by CSA Global.



METRICS & TARGETS

DPM's 2022 Carbon Inventory

In 2021, after committing to develop a science-based GHG reduction target in our 2020 Sustainability Report, we engaged in a company-wide initiative to refresh our GHG inventory across our Scope 1, 2 and 3 emissions based on a 2020 baseline, as defined by the GHG Protocol. This exercise helped to validate the years of GHG accounting and reporting on Scope 1 and 2 emissions and resulted in an expansion of our Scope 3 emissions accounting for all three of our operational sites.

In 2022 again, the Scope 3 emissions that occur throughout our value chain activities represent the largest portion. However, within our company's footprint, it is our Scope 2 emissions from electricity use that represents the largest source of emissions (Figure 1).

(Figure 2) illustrates DPM's journey in decreasing operational emissions across the organization.

Our corporate-wide roadmap to achieve the 2035 37.5% reduction target of Scope 1 and 2 emissions compared to our baseline in 2020 focuses on targeted actions to mitigate Scope 2 emissions (different green energy procurement initiatives), as that is where most of our operational emissions are.

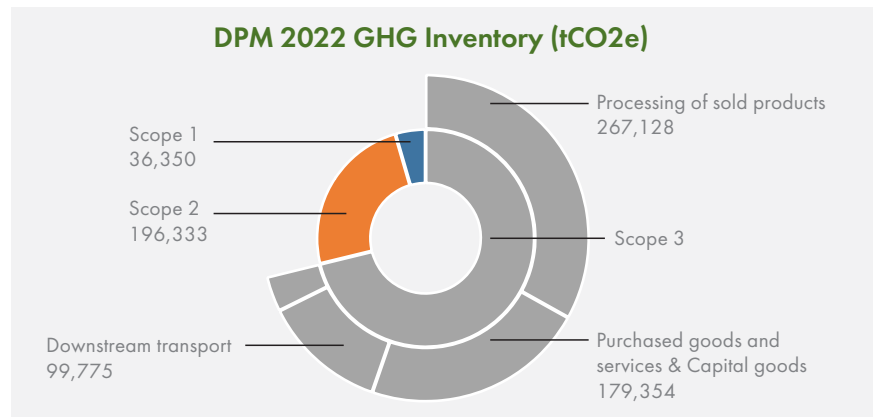


Figure 1. DPM-wide 2022 GHG emissions inventory per scope and category

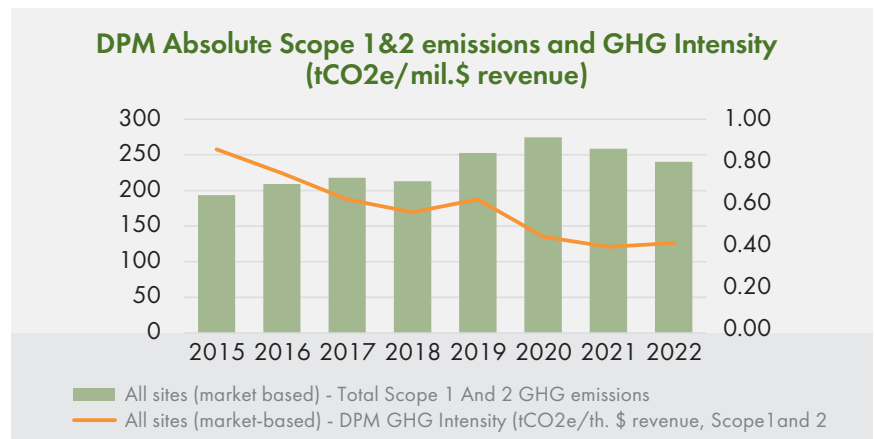


Figure 2. DPM-wide scope 1 and 2 (market-based) GHG emissions and intensity (tCO₂e/mil. \$ revenue)

In 2022 we signed a contract with the local energy utility in Bulgaria for green electricity supply. The 4-year bundled contract with the energy provider is connected to a specific renewable energy asset (a wind farm), and covers the purchase of 200,000 MWh of green electricity for both our Chelopech

and Ada Tepe mines. Last year, also marked the beginning of a pilot project in Chelopech with the partnership of our mine equipment supplier Sandvik to test the use of 3 electrical mining machines in an underground mining environment (for more details see the case study below).

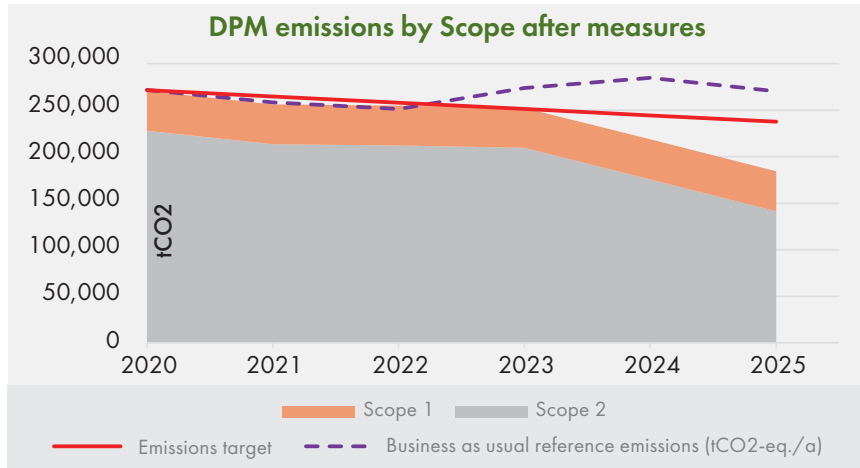


Figure 3. DPM short-term decarbonization roadmap for scope 1 and 2 GHG emissions

The graph presenting our short-term decarbonization roadmap shows we are expecting to overperform on our 2025 interim target of 12.5% reduction in Scope 1 and 2 emissions as part of our 2035 37.5% reduction target trajectory (Figure 3).

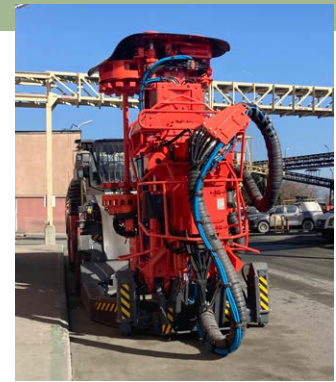
We will continue to report our progress toward reaching our 2035 goal on an annual basis through our sustainability reporting.

[For more details on our 2022 GHG emissions refer to our Performance data.](#)

CASE STUDY

ELECTRIFYING OUR MINES

A new pilot project at Chelopech and Ada Tepe is helping to pave the way for the electrification of our mines. In 2022, we collaborated with Sandvik, a Swedish multinational engineering company specializing in products and services for the mining sector, for piloting electrified heavy vehicles at our mines in Bulgaria. We purchased three electrified heavy-duty vehicles – a Solo drill, a loader, and a truck -- for the two mines. One of the machines is already operating on site, while the other two are expected later in 2023. By replacing some of our corresponding diesel equipment we expect to reduce GHG emissions by approximately 1,600 tCO2e per year. The pilot is a big step in achieving our Scope 1&2 decarbonization targets, and will help build valuable experience that will be transferred to other existing and new sites.



CASE STUDY

SOLAR POWER FOR OUR SMELTER IN TSUMEB, NAMIBIA

By taking advantage of an abundant local supply of solar power, our Tsumeb smelter has made a significant shift to renewable energy. In 2022 Tsumeb signed a 5-year Power Purchase Agreement with a solar power plant in southern Namibia. Beginning in 2024, the consumption of renewable energy will cover approximately 30% of our total electricity consumption at the smelter, and will lead to a significant decrease in our Scope 2 emissions.



WATER MANAGEMENT

GLOBAL OUTLOOK

Access to clean and abundant water is foundational to sustainable development and a basic human right. At the same time, water scarcity is a critical risk in many regions of the world, with some two billion people lacking reliable access to safe drinking water. With climate change further exacerbating water shortages, left unchecked, society's future prosperity, growth and stability could be compromised.

Effective water management is a critical environmental priority for DPM. The nature of our business requires water for a variety of purposes, including technological processes, cooling of machinery, sprinkling systems and sanitary water supply. Ore extraction and treatment can result in the release of metals and acidity into the environment, making proper management of wastewater a crucial concern for us.

At the corporate level we monitor and manage our water use as one of our most material ESG issues. Historically, reducing freshwater consumption was included as a metric in our company's Balanced Score Card (BSC), tied to executive and employee compensation, across all of our locations. Thanks to significant improvements in water management and reductions in freshwater consumption at our mine sites, their BSCs now highlight other issues that potentially present a greater negative impact, while

maintaining high standards of water management continues to be an environmental priority. At our Tsumeb smelter, water remains a BSC metric as we focus on further reducing freshwater consumption at that operation.

At all sites, we ensure that we operate with low freshwater intensity. Thanks to continued investments in efficiency and recycling equipment, we have reduced industrial water discharge to zero at our mine sites.

With respect to water stewardship, we strive to maintain our high levels of performance, with a holistic approach that has delivered excellent results in freshwater saving, water quality monitoring, and elimination of pollutant discharge. Our efforts to minimize our water use and impacts on water quality, while maximizing our water recycling and reuse, give us a competitive advantage by reducing water-related risks and costs and building community trust, especially in water-stressed regions. We monitor water-related risks as part of our enterprise risk management (ERM) system, and key risks and mitigation strategies are reported to the Board ([refer to Climate Change and Energy section](#)).

[Refer to Water Management section of the Management Approach to Natural Capital](#) 

The importance of water cannot be overstated. It is fundamental to all life and a vital resource for businesses, communities, and the environment.



Water monitoring station at our Loma Larga project in Ecuador.



2022 HIGHLIGHTS

<p>ZERO industrial wastewater discharge across our mine sites.</p>	<p>We recycle close to 90% of the water we withdraw at all sites.</p>	<p>In 2022, 47% of the water we consumed was recycled and reused on-site.</p>
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OUR PERFORMANCE IN 2022

Strategic objective: **Generate net positive impact from our operations**

ESG priority: **Minimization of Environmental Footprint**

Goals and targets	2022 Progress	Future outlook
Improvement of freshwater use and annual freshwater intensity.	<p>We continued to maintain a markedly low freshwater intensity in our mining operations of 0.27 m³ per tonne of ore processed. Following investments in a wide range of innovative technical solutions we have minimized freshwater use intensity, especially in sites located in "water-stressed areas". In 2022 we recycled and reused 47% of the water we consumed (incl water withdrawn from any source and water recycled and reused) at all sites.</p> <p>We continued to reuse or recycle the vast majority of the water withdrawn. In water-stressed areas such as our Ada Tepe mine we recycled/reused the water more than three times before discharging it.</p>	<p>We continue to invest in the improvement of the water infrastructure at our Tsumeb smelter. The renovation of stormwater channels will continue into 2023 together with a project to divert stormwater around the smelter by collecting water from the vicinity and steering it away from the smelter, which will further alleviate the water overflow issue.</p>
Corporate commitment to water stewardship	<p>Reducing freshwater consumption used to be a metric in our BSC across all sites. In the BSC, water is still a key performance indicator at our Tsumeb smelter, as we focus on reducing freshwater consumption. Unfortunately, in 2022, a production issue at the smelter led to a major drop in output, causing us to miss our corporate freshwater goal.</p>	<p>We will continue to progress in our current mining operations and will apply our know-how in DPM's exploration sites and future projects. In our exploration site in Ecuador we are already working on a pilot isotopes tracing project building an early warning system in case of water pollution based on an empirical model of the groundwater system which measures real data through isotopes.</p>
Minimize industrial wastewater discharge	<p>We achieved zero industrial waste water discharge across all our mining operations (Figure 1). Our Chelopech site reached this result for a third year in a row.</p>	

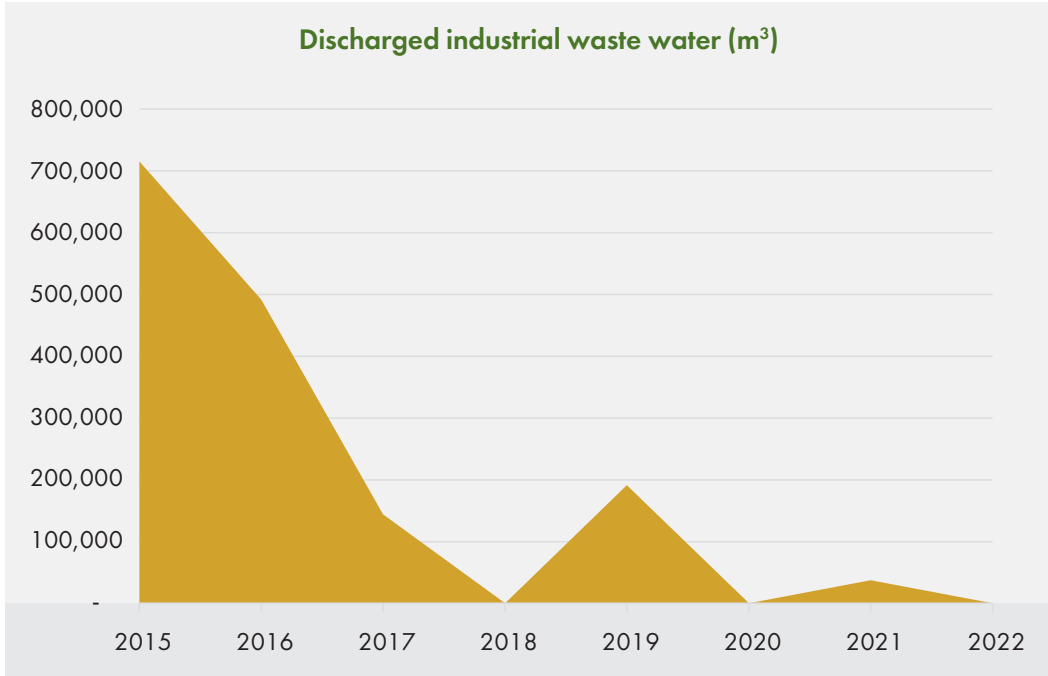


Figure 1. Industrial waste water discharge has been declining reaching 0 m³ at our mining sites in 2022.

MANAGING WATER QUANTITY AND QUALITY

Water is a crucial resource in mining and metallurgy used for material processing. Some of this water is consumed through entrainment in products and tailings or through evaporation. DPM withdraws water primarily from groundwater and surface

water sources with mining operations relying also on rainwater collection. We recycle or reuse more than 90% of all the water withdrawn and discharge only minimal quantities (Figure 2).

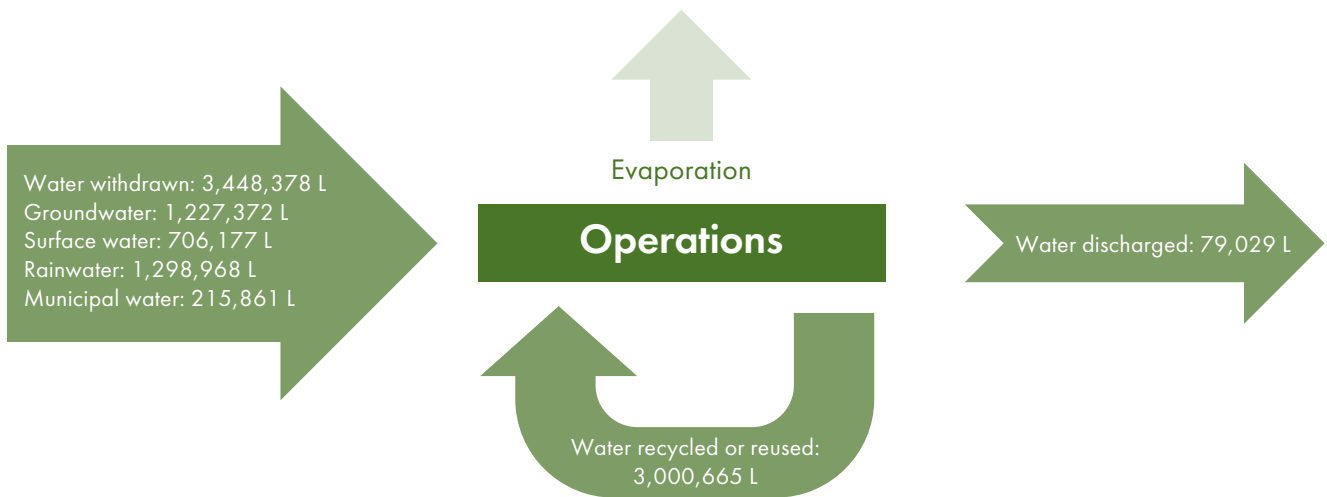


Figure 2. DPM-wide operational water flows

Chelopech

As part of our holistic approach, we strive to minimize both water consumption and discharge. DPM has invested in a tailings management facility (TMF) upgrade which allows for water recovery through the use of modern flotation tailings thickeners and a filter press. As waste is compressed, the water is extracted and circulated back into the plant as industrial water. In addition to reducing makeup water requirements, this practice also decreases the electricity use of the return water pumps of the TMF. The process is monitored in real-time at our smart centre through a comprehensive automated system.

In addition to the water feeding back from the TMF, our reclaim water system recycles all the water

withdrawn (Figure 4). To protect the environment and the community against pollution, all industrial water is treated in a contemporary wastewater treatment plant (WWTP) where any heavy metals, particulate matter or other contaminants are eliminated. The water released to nature complies with all relevant requirements and permits. In 2022 we managed to keep our excellent performance by achieving zero industrial wastewater discharge for a third year in a row.

The World Resources Institute (WRI) Aqueduct tool recently categorized the region around our Chelopech mine as one in extremely high water stress. A review of the impact and categorization of the exact reservoir from which we extract our water shows that DPM withdraws water from a deep groundwater body with enough supply to cover local demand. We are committed to ensuring local communities and businesses have access to enough water resources and are proud that no stakeholder conflicts concerning water availability or water related incidents have taken place at any of our operations.¹

Ada Tepe

Our Ada Tepe mine is located in an area with extremely high water stress (as per the WRI Aqueduct tool). In response, we implemented best practices in water management from the very opening of the site in 2019–2020, ensuring that our staff built a high level of expertise in all aspects of water management from the outset, and that the valuable experience accumulated in Chelopech was transferred to the new mine. Over the years, we created a data base for analysis and predictability of water resources and achieved a markedly low freshwater intensity. In 2022 the Ada Tepe mine operated with only 93,000 m³ of water, equivalent to 0.10 m³ of freshwater per tonne of ore processed, which is equivalent to the volume an average person uses per day in Bulgaria² (Figure 3). This achievement is due to an efficient system that splits water in two reservoirs, one filled from a local well, and a second from collected rainwater. Surface and rainwater flows from the catchment area of the mine, including infiltration from the integrated mine waste facility, are captured and fed to the reservoirs. With this approach we manage to save freshwater by dedicating it where it is most needed, while using rainwater for other purposes such as irrigation. Water consumption is also optimized in our tailings: they are thickened and dried as much as possible and the remaining water circulates back to the reservoir.

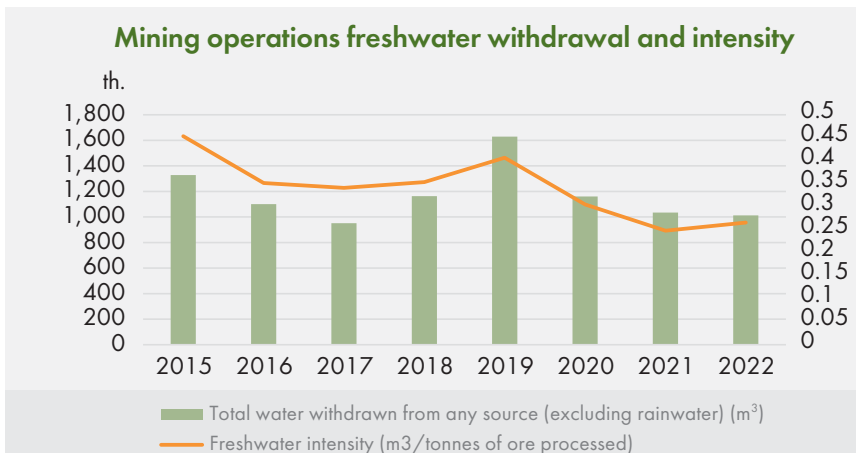


Figure 3. Annual freshwater withdrawal and intensity for mining operations.

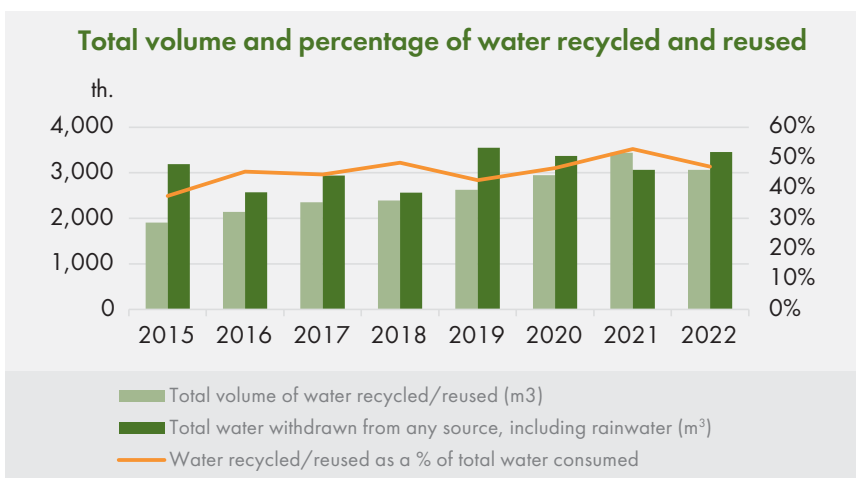


Figure 4. DPM-wide volumes of water withdrawn and recycled or reused. The orange line depicts the percentage of water recycled or reused out of the total water consumed.

1. Although the World Resources Institute (WRI) Aqueduct tool recently categorized the region around our Chelopech mine as one in extremely high water stress, a review of the impact and categorization of the exact reservoir from which we extract our water revealed that the national-level study by the Bulgarian Executive Environment Agency published in April 2023 shows that DPM withdraws water from a deep groundwater body with enough supply to cover the local demand.
 2. According to data from the National Statistics Institute in Bulgaria

To sustain livelihoods in the long-term, we take great care to maintain water availability and water quality in the area. DPM invested in a modular WWTP with three levels of protection, the last one operating on the principle of reverse osmosis. It is among the finest purification processes available, removing all dissolved solids, contaminants, and other harmful substances using a semipermeable membrane. The procedure does not require the use of chemicals, making it an environmentally friendly option to other water treatment methods. The technology guarantees that water going out of the WWTP is safe for the environment and for local people. The water treated in the WWTP is the only contact water that we discharge and we do that only when needed, such as during heavy rains. A water quality monitoring plan is in place, which follows all legal requirements and monitors the biological quality of the local Krumovitza River.

Tsumeb

Our Tsumeb smelter is considered to be in a high water stress area (as per the WRI Aqueduct tool), so we have undertaken numerous measures to minimize water use. We have continuously implemented an extensive surface water management program, including a refurbishment of existing water canals, construction of new water canals, bunds and sumps, and construction of a pollution control dam oil/water separation systems, pipelines, and drainage spines. DPM's holistic approach has resulted in a more than 40% reduction in the freshwater use intensity compared to 10 years earlier. Despite our progress in water management, issues with water overflows in the process plant are still present so we continue with our ambitious water infrastructure projects in 2023. See the case study section for more information.

Since we started the Ada Tepe project, we have helped to significantly improve access to water for the communities in the Krumovgrad region (see Our Communities section for more details)



WATER RISK

DPM-wide, we monitor water-related risks as part of our ERM system and report key risks and mitigation strategies to the Board. Site-specific climate-related water risks have been identified through an assessment based on the TCFD. Water is a critical resource that is highly susceptible to climate change impacts which can cause water scarcity, water quality issues, and extreme weather events such as floods and droughts. Thanks to our investments in modernizing operations, we have managed to increase the amount of recycled water to as much as 50% from the total water consumed across the whole organization which makes us better adapted to a future of rising world temperatures.

Overall, DPM currently manages to control water risk below levels that could seriously impact our operations. Our Chelopech mine is deemed well-prepared for water shortages, with multiple water sources available. Ada Tepe has an increased risk of production delays due to droughts which emphasizes the need to continue with our responsible management of water there. In Tsumeb wildlife mortalities could occur as a result of drought which will require increased investments in recultivation due to lower plant survival. Further details about water and other climate-related risks can be found in the [Climate Change and Energy section of this report](#).

CASE STUDY

WATER INFRASTRUCTURE PROJECT IN TSUMEB

Starting in 2021, a series of infrastructure projects were launched in Tsumeb which have brought several benefits to the environment and operations. By addressing the previously inadequate drainage systems, these initiatives have helped to maintain the quality of groundwater and reduce freshwater use. The water stored in the pollution control dam (PCD) is reused in the slag mill facility, thereby reducing the need for freshwater. In addition to the environmental benefits, these initiatives have improved the operations by preventing flooding, and avoiding potential disruptions and delays.

CASE STUDY

CHELOPECH AWARDED BY THE BULGARIAN MINING ASSOCIATION FOR ZERO DISCHARGE OF INDUSTRIAL WATER

DPM Chelopech EAD received the Mining Chamber’s award in the Care for the Environment category for no environmental violations and sanctions, as certified by the Regional Environmental and Water Inspectorate. *“Care for the environment is an integral part of the safety of our employees and the local community. I am grateful to our coworkers and contractors, who ensure employee safety with commitment and responsibility and are conscious of meeting the requirements for clean environment. Let us continue to care and be safe!”*- Dr. Iliya Garkov, Senior Vice President, European Operations.



BIODIVERSITY AND HABITAT CONSERVATION

GLOBAL OUTLOOK

The deterioration and decline in biodiversity compromises not only the natural environment but also economic prosperity and social systems. That's why our focus on biodiversity has always been strong and is incorporated throughout all stages of the lifecycle of our mining assets and smelter operations.

We have detailed biodiversity management plans that comply with international standards as part of our commitment to sustainable practices. These help to ensure that our operations have a minimal impact on land and that our actions promote the protection of threatened species and their habitats while also effectively rehabilitating impacted areas. In 2022, we continued to have zero environmental sanctions and violations across our sites, and to invest time and money to improve the landscapes around us through rehabilitation and

biodiversity conservation. As part of our efforts, we continuously monitor our performance trends year-over-year. We evaluate the percentage of our sites that have biological resource management plans, the hectares located near or adjacent to areas of high biodiversity value, and the number of threatened species by the level of extinction risk, and as needed, proactively implement action plans to preserve and protect biodiversity.

[Refer to Biodiversity and Habitat Conservation section of the Management Approach to Natural Capital.](#) 

We recognize that our activities have the potential to impact biodiversity, natural habitats and ecosystems in ways that can significantly affect individual species and the provision of critical ecosystem services that communities depend on to thrive.

2022 HIGHLIGHTS

2.7
HECTARES (ha)
of newly rehabilitated land in
Ada Tepe.

Preserving two endangered
species of turtles in Ada Tepe.

100%
of operating mines with
biological resource
management plans

OUR PERFORMANCE IN 2022

Strategic objective: Generate net positive impact from our operations		
ESG priority: Minimization of environmental footprint		
Goals and targets	2022 Progress	Future outlook
Preserve the local biodiversity through dedicated management plans	100% of our operating mines have biological resource management plans	Go beyond regulatory compliance and expand efforts to sustainably manage the natural resources around our sites while also restoring the areas where we no longer operate through rehabilitation.
Restore habitats and biodiversity through rehabilitation	In 2022, a gradual biological rehabilitation was carried out with grassing on 4.2 ha and 1.5 ha were afforested with local species.	

BIODIVERSITY PROTECTION

Bulgaria

We always strive to minimize our impact on land, water and ecosystems as a whole. In that regard, in 2022, there was no newly disturbed land by mining across all our sites, and we successfully rehabilitated 2.7 hectares at Ada Tepe. Our efforts were recognized by the Bulgarian Mining Chamber’s in the “Care for the Environment” category for no environmental violations and sanctions, as certified by the local Bulgarian Regional Environmental and Water Inspectorate. We have developed detailed biodiversity management plans for all our sites in Bulgaria,

although only Ada Tepe is situated in proximity to the Natura 2000, a protected site which is focused on Europe's most valuable and threatened species and habitats. We closely monitor and update our biodiversity management plans at all our mining sites.

Ecuador

We are applying the extensive learnings and successful practices in biodiversity monitoring and management developed at Ada Tepe at our Loma Larga development project in Ecuador. The protection and maintenance of biodiversity is a key priority for the project. We conduct detailed environmental monitoring as per our environmental monitoring plan with frequent monitoring of various parameters including, among other environmental metrics, monitoring soil and water quality in the project area. On a quarterly basis, external authorities and representatives from various stakeholder groups conduct an inspection of impacted environmental areas. The resulting report is made publicly available and is accessible to all stakeholders.

We have also established a large agroforestry nursery center in Ecuador, “Las Quinoas”, with the vision of creating an experimental hub for environmental research. Located in the San Gerardo parish, the property was once damaged by a forest fire, but now boasts a production capacity of over 100,000 plants. These plants are intended to be used for reforestation purposes following closure of the mine. In addition, we donate a significant number of plants to reforest areas affected by fires and engage in various research projects with educational institutions including the Faculty of Agronomy at the University of Cuenca and the School of Biology at the University of Azuay.



RESTORING NATURE THROUGH BIOLOGICAL REHABILITATION

An important aspect of our work focuses on sustainable land management and biological rehabilitation of the areas where we operate, especially when they are located near protected areas. Part of our responsibility is to perform a biological rehabilitation with representatives of the local flora for both disturbed terrains intended for agricultural use and terrains intended for afforestation.

Ada Tepe

The rehabilitation in Ada Tepe is a long process, carried out in stages, and aiming to restore the natural vegetation cover of the sown coniferous crops and deciduous forests, maximally favoring and supporting the regeneration of local tree and shrub species. One of the selected methods is grassing through hydroseeding. In 2022, the rehabilitation continued with 4.2 ha of grassing and 1.5 ha of afforestation with local species.

Photos from a site visit in June 2022 at Ada Tepe:



Grasslands are gradually restored until the natural vegetation cover is fully recovered



Grassing through the method of hydroseeding is an effective way to establish vegetation on large areas of land

The other selected method is restoration of the natural habitat with cereals and annuals of the class Thero Brachypodietea, using seeds collected from a local donor, which were then planted and monitored by an expert phytocenologist.

In addition, afforestation with a variety of native oaks and the pioneer coniferous species - black pine - will be implemented on the remaining areas. In 2022, 1.5 ha were afforested with black pine and oak trees. The total value of rehabilitation at Ada Tepe is estimated to be 7 million Bulgarian Lev or the equivalent of almost \$4 million USD.



Natural habitat 91M0 Balkan-Pannonian

Tsumeb

Our Tsumeb smelter is an operation with an indefinite life and, as such, is not under a strict requirement for a formal closure plan. Nevertheless, long-term management of the surrounding environment is a priority, and we have ecological and ecosystem research programs in progress, with the goal of ensuring the long-term viability of local ecosystems. In the northern area of Tsumeb, there is significant contamination of soil on-site due to over a century of historic emissions from industrial-scale mining and smelting, augmented by spillages and wind erosion of tailings, slags and other wastes. The contaminants include a range of metalloids, metals and salts. Clean-up and rehabilitation

measures include both physical removal of spillages and eroded wastes, and a range of phytotechnologies (i.e., plant and microbe-based technologies). We have been collaborating with the University of the Witwatersrand to conduct a Phytoremediation Project aiming to improve the environment, using plants with an ability to tolerate and remove specific pollutants. The white-flowered desert tamarisk (*Tamarix Tamaricaceae*) was selected as the most appropriate tree species for this process. Through this on-going project, we hope to contribute towards the restoration of the environment and improve the health and well-being of the surrounding communities .



The Phytoremediation rehabilitation site at Tsumeb is restricted for entry until the area is restored



Work on the Phytoremediation Project to improve the environment at Tsumeb

 **CASE STUDY**

PRESERVING ENDANGERED SPECIES IN BULGARIA

DPM's continuous efforts in preserving and enhancing biodiversity led to the conservation of two worldwide endangered species of turtles in the region around our Ada Tepe mine. For the past ten years, thousands of animals have been monitored and marked, and many of them have been safely relocated. The research we conducted on those species is one-of-a-kind in the country and has resulted in a favorable impact on the population of turtles, as well as opening up avenues for more scientific exploration and conservation efforts.



 **CASE STUDY**

REINTRODUCING WILD ANIMALS IN ECUADOR

In 2022, we established a Rescue Center dedicated to caring for wild animals and reintroducing them into their natural environment. The wildlife rescue center occupies 3.16 hectares and seeks to establish partnerships with organizations that manage species such as white-tailed deer. Its primary goal is to serve as a rehabilitation center for these animals before releasing them back into their natural habitats.



 **CASE STUDY**

"TREE OF THE YEAR" INITIATIVE AT TSUMEB

Each year in Tsumeb's old mining areas, DPM is organizing a "Tree of the year" initiative by planting a new tree. In 2022, in commemoration of Arbor Day, DPM Tsumeb in collaboration with the Tsumeb Mineralogy and Mining Museum planted the Tree of the Year namely "Searsia lancea" also known as "Karee". Karee is an evergreen shrub single stemmed tree with spreading crown, common in most arid parts of Namibia.



WASTE MANAGEMENT

GLOBAL OUTLOOK

As global efforts move toward a low-carbon economy, clean energy technologies will require a quadrupling of minerals in the next two decades. Copper demand is expected to more than double, if not triple, as the world follows the Paris Agreement projections¹.

The speed of the transition will largely determine the pace of growth in demand. Along with the expansion of mining activities the amount of unavoidable mineral waste such as waste rock, overburden and tailings is also going to grow, which can pose a number of environmental and health risks if not properly managed. To mitigate the impacts of mining, responsible production measures across the value chain are crucial, including waste minimization during raw materials production and safe disposal of hazardous waste.

DPM is committed to responsible business practices that prioritize the effective control, reduction, and management of all effluents and waste. All our operational sites have a comprehensive waste management plan that incorporates modern and innovative solutions for waste reduction, reuse, and safe treatment. Each of our sites create their own BSC objectives to allocate resources for improving performance, which ultimately affects compensation. The Tsumeb smelter's BSC has

consistently emphasized the reduction of arsenic exposure levels through their Arsenic Exposure Reduction Plan, signaling the importance of mitigating its impact on the environment and the health of our employees and nearby communities. Excellence in waste management, driven by innovation and dedication to consistent performance, is an important component in generating a positive net impact for our stakeholders.

[Refer to Waste Management section of the Management Approach to Natural Capital](#)



2022 HIGHLIGHTS

2,726 TONNES

of recycled hazardous and non-hazardous waste. Around 80% of the waste in our mining operations is recycled. Our Chelopech mine achieved an increase of 47% in recycled waste.

100%

of the waste rock mined in our Chelopech mine is returned underground as backfill.

MORE THAN 20%

reduction in average arsenic exposure in Tsumeb compared to 5 years ago.

1. International Energy Agency (IEA) Mineral requirements for clean energy transitions

OUR PERFORMANCE IN 2022

Strategic objective: Generate net positive impact from our operations		
ESG priority: Minimization of Environmental Footprint		
Goals and targets	2022 Progress	Future outlook
Excellence in arsenic handling	In the past three years, we managed to reduce arsenic exposure in Tsumeb and achieve a 20% reduction compared to 5 years ago despite the slight increase in 2022. We are now much closer to our target of 0.01 mg/m ³ under our company's Arsenic Exposure Standard. Decreasing arsenic levels is part of our Tsumeb smelter's yearly BSC targets.	We continue to implement modern and innovative solutions at our mining sites and plan to apply our expertise in future assets acquisition. We will continue to advance progress on our Arsenic Exposure Reduction Plan and develop solutions for the long-term storage of our arsenic bearing waste beyond the life of our current hazardous waste deposition facility.
Responsible disposal of waste and support of the circular economy	100% of the waste rock generated by Chelopech is returned underground as backfill and the entire quantity for Ada Tepe is reused in an Integrated Mine Waste Facility whose terrains are recultivated. More than 10% of all waste is being recycled across all DPM sites, a record high since 2015.	

For practical and reporting purposes, DPM segregates its waste streams into mineral and non-mineral waste. Our mineral waste is further categorized into three different streams: mill tailings, mined waste rock, and hazardous mineral waste (including arsenic waste.) Non-mineral waste includes other hazardous and non-hazardous waste such as metals, oils, plastics and construction materials. Both waste streams are subject to very strict management control. This section focuses on all waste except for mill tailings, which are addressed separately in the Tailings Management section.

We are committed to managing waste according to the waste hierarchy, beginning with exploring approaches to prevent or minimize waste generation in the first place. In cases where waste generation is unavoidable, we prioritize strategies that involve reusing or recycling, while disposal is considered as a last resort.

MINERAL WASTE

At Chelopech, the bulk of mineral waste generation is in mill tailings. Around 40% is waste rock, which is reused for backfilling empty galleries, providing support to the surrounding rock mass, mitigating the risk of surface subsidence, and ensuring a safer working environment.

All waste rock is returned underground together with a sulphide-resistant cement to avoid any acid rock drainage.

In contrast to Chelopech, all mining waste at our Ada Tepe site is non-hazardous with inert characteristics and does not negatively impact the surroundings. The waste is managed in an

Integrated Mine Waste Facility (IMWF) through a detailed technical and biological rehabilitation plan which is carried out throughout the operation cycle of the mine and beyond. Reclaimed IMWF terrains are firstly covered by a grass layer using hydroseeding, which together with a biodegradable mat is used for humus accumulation and protection of the slopes from erosion. The grass cover is then fertilized, irrigated, and mowed periodically until the soil is ready for afforestation. Once plants grow enough to become self-sufficient, the recultivated area is returned to nature. For further details on the rehabilitation process refer to Biodiversity and Habitat Conservation section.



The area of Ada Tepe Integrated Mine Waste Facility is gradually restored and reintegrated back into its natural state.

MANAGING ARSENIC

The processing of complex concentrate at our Tsumeb smelter results in hazardous arsenic-bearing dust that must be disposed of responsibly in compliance with both Namibian and international hazardous waste disposal standards. Since our acquisition of Tsumeb in 2010, we have mitigated the risk of contamination by storing arsenic wastes in a hazardous waste landfill facility, purpose-built for this function. The site is licenced by the Namibian government and is regularly inspected by third party auditors.

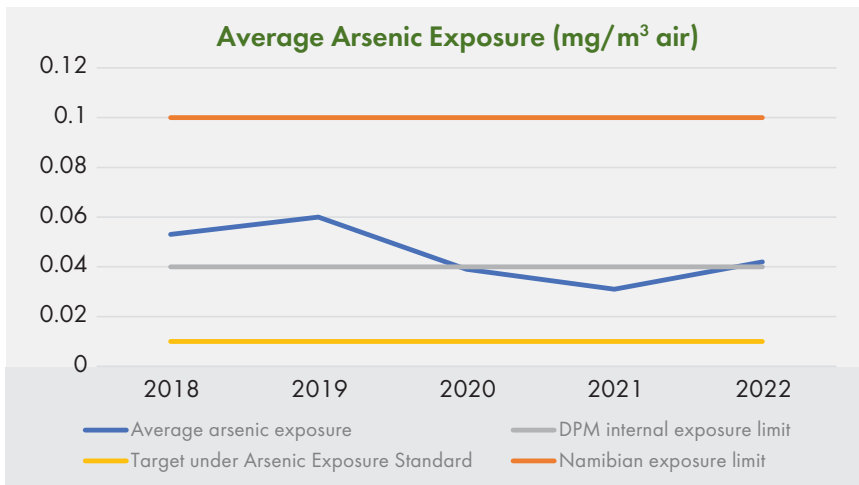


Figure 1. Average arsenic exposure in the air in our Tsumeb smelter (mg/m³ air) compared to Namibian national limits

Although the current situation meets all the necessary requirements, landfill facilities have, nevertheless, defined capacity limits. We are mindful that we need to look beyond our current disposal methods and find solutions that provide us with a competitive advantage in the processing of arsenic-bearing complex concentrate. In 2022, we started a research project on the potential of storing arsenic at one central place and using it as a regenerative energy carrier. We are exploring the possibilities for:

- Regenerating the elemental arsenic by use of green energy or renewable fuel (hydrogen, ammonia, etc.)
- Generating heat through arsenic combustion in fully enclosed vessels with oxygen
- Using arsenic alloys in liquid metal batteries

To drive continuous improvement, we have developed an Arsenic Exposure Reduction Plan which focuses on engineering controls to limit emission generation and to remove arsenic from the workplace before it can reach our workers. The arsenic exposure of DPM employees is

strictly monitored as part of a comprehensive occupational health and hygiene program.

We keep arsenic exposure far below Namibian regulatory limits and over the past three years we have managed to reduce exposure below our interim target of 0.04, with a slight increase in 2022 (Figure 1). We achieved a 20% reduction compared to 5 years ago and we are now much closer to our target of 0.01 mg/m³ under our Arsenic Exposure Standard. An independent technical party verifies the environmental monitoring data, which is used to assess and control the level of community exposure to arsenic.

Additionally, to further ensure that we are implementing and complying with international best practice, we established an Arsenic Advisory Panel (AAP), an external group of global technical experts in the field of arsenic management. The AAP provides us with advice and assistance on matters including, but not limited to, health, safety and environmental protection and stewardship.

NON-MINERAL WASTE

We separate non-mineral waste into hazardous and non-hazardous, with both types of waste being further split into three categories: waste recycled off-site, waste treated and disposed of on-site, and waste sent off-site but not recycled. Exact data on the amounts at a DPM-wide level can be found on [p. 92](#) of this report and a split per site is available in our performance data supplement. Chelopech and Ada Tepe have implemented separate collection systems for non-hazardous waste, including plastic from bags and water bottles, metal packaging, paper from the office buildings, tires from mining vehicles and cars, protective clothing, and others. Hazardous waste streams are segregated and include printer cartridges, used oil, batteries, or any other polluted non-hazardous waste. The majority of this waste is recycled off-site.

All waste from our mining operations is treated locally and our contracts for off-site waste disposal or recovery have specific requirements for the conditions and location of the waste treatment plants. A baling press at our mining sites compresses more voluminous waste such as plastic, paper and metal cans and decreases its size between 4 to 6 times, allowing us to save on transportation costs and emissions. Our continuous efforts brought us to a record high rate of recycling of about 80% in our mining operations. To raise awareness among our employees we also introduced biodegradable bags and cups in the canteens of our sites.



Waste management at our Tsumeb smelter is guided by the waste management procedure and removal schedule. General waste such as plastic and papers are collected separately in the plant and administration offices and are transported to a consolidation area. From there the waste is sent offsite to registered recyclers and a safe disposal certificate is issued. In the past year the consolidation area has been improved, and while the construction of the new general waste facility is nearing completion, it has not been commissioned yet. The new general waste facility will include a recycling facility for sorting, baling, storing, and dispatching, as well as an interim storage for non-arsenic hazardous waste and a disposal facility with a water containment pond, and will allow us to fully implement the waste management hierarchy.

To promote vegetation growth on the tailings at Tsumeb, waste such as organic garden refuse is stored and transported to a dormant tailings facility. Other waste such as old tires are being taken to an onsite consolidation area, and some are repurposed for demarcating mobile equipment parking on a small scale. Meanwhile, scrap metals generated from maintenance and repairs are transported to the consolidation area (scrap yard) by skip truck. A scrap dealer sorts and packs the materials based on their metal type for offsite transportation and recycling purposes. A detailed scrap metal procedure provides guidance for this process.

CASE STUDY

TSUMEB ARSENIC DUST REMOVAL PROJECT

During the smelting process arsenic is released and captured in a specialized equipment called a drop box. In 2022 we kickstarted a project which aims to continuously remove the dust generated in the drop box (which contains about 30% arsenic) and prevent dust escaping. The plan is to install a combination of pumping, piping, screening and thickening systems which will wash the dust and process it in a wet form in the filter plant. Once finalized, the project is expected to considerably reduce the level of arsenic exposure.

CASE STUDY

SUPPORTING THE CIRCULAR ECONOMY AT CHELOPECH

Thanks to a recent collaboration with a local recycling plant, our Chelopech mine achieved an almost 50% increase in recycling of non-hazardous waste compared to the previous year. Around 5 tonnes of harder to recycle plastics such as containers, pipes and helmets that were previously disposed of are now recycled locally. The short distance to the plant allows us to additionally reduce emissions from waste transportation.



TAILINGS MANAGEMENT



Tailings are produced in both mining and smelting during the extraction of valuable metals and minerals from the ore and can contain a variety of harmful substances such as heavy metals, which can pose significant risks to the environment and public health if not managed properly.

GLOBAL OUTLOOK

It is critical that mining operators provide absolute assurance that tailings are securely contained at all times to protect the health, safety, environment and peace of mind of neighbouring communities.

At DPM, building sustainable livelihoods beyond the life of the mines is a priority, so we ensure safe and secure containment and management of tailings throughout the entire mining lifecycle: from initial facility design and through all phases of operation until after a mine is closed. We store tailings in specially designed containment facilities called Tailings Management Facilities (TMF) where we ensure mineral waste is properly monitored and maintained through a site-specific approach using the most suitable technology and conforming to the best industry practices. We have maintained a history of excellent performance in tailings

management by adhering strictly to our Tailings Management Standard, which is fully compliant with European obligations, as well as the standards set by the Canadian Dam Association and the Mining Association of Canada. We have also made a commitment to ensure that our standard is compliant with the Global Industry Standard on Tailings Management (GISTM) and are in the process of implementing that.

Our responsible tailings management helps us nurture a trusted relationship with our communities and employees which is paramount to maintaining our social licence to operate.

[Refer to Tailings Management section of the Management Approach to Natural Capital](#)



2022 HIGHLIGHTS

Less than half (45%) of all tailings is placed in surface tailings facilities. The rest is either safely returned underground or is repurposed to an IMWF whose terrains are recultivated. Refer to the [Waste Management](#) section for more details.

OUR PERFORMANCE IN 2022

Strategic objective: Generate net positive impact from our operations		
ESG priority: Responsible Storage of Mineral Waste		
Goals and targets	2022 Progress	Future outlook
Responsible storage of mineral waste	<p>In Chelopech, a smart system was established in 2022 to automatically monitor and control almost all tailings operations, including the transportation of waste from the processing plant to the TMF. The system also features early warning alarms to detect potential hazards. In addition, the main wall of the TMF was successfully fortified.</p> <p>The entire quantity of tailings in Ada Tepe is non-hazardous and is reused in an IMWF whose terrains are recultivated.</p>	<p>We are updating our Tailings Management Standard and practices to be compliant with the GISTM.</p> <p>We continue to implement modern and innovative solutions and plan to apply our expertise in future assets acquisition.</p>

LEARNING FROM BEST PRACTICE

In 2020, we established an Independent Tailings Review Board (ITRB) whose main task is to provide on-going, independent guidance and confirmation of our tailings management practices. The ITRB experts provide assurance that our tailings management practices and facilities are in adherence with applicable regulations and conform with international best practices. Comprised of internationally recognized experts, the members of the ITRB meet with relevant technical and leadership teams at each of our sites annually, alternating every other year between in-person and virtual site reviews. The purpose of these meetings is to evaluate the design, construction, operation, and closure of our TMFs and associated processes. Areas for improvement are identified and incorporated into gap closure plans, and the progress detailing those improvements are communicated to the Sustainability Committee of the Board on a quarterly basis.

RESPONSIBLE TAILINGS MANAGEMENT

Chelopech

Tailings are generated by all of DPM's operations, with the largest quantity of tailings produced by our Chelopech mine, where approximately 1.1 million tonnes were deposited in a TMF in 2022. Tailings are transported from the processing plant to the TMF via pipelines and pumps. The waste is compressed until it is very thick so that the water can be extracted and circulated back into the

factory for reuse. To maintain a level surface that grows uniformly the waste is distributed evenly between two compartments in the TMF, with a third compartment kept empty as a contingency. The TMF is located approximately 3 kilometres south from the town of Chelopech, which makes reliability of the facilities our utmost priority. DPM has made significant investments in upgrades and improvements to ensure no contaminants are released through processed water or leaks. In 2022 we focused on further buttressing the main wall to guarantee its stability following global best practice and in compliance with the GISTM.

Ada Tepe

At our Ada Tepe mine, our tailings are inert and non-hazardous. In 2022, we generated about 850,000 tonnes of tailings, using flotation as the primary recovery process. All waste is dewatered to a paste consistency and is then deposited into cells constructed in a modern IMWF.



Recultivated area of the Integrated Mine Waste Facility at our Ada Tepe mine

The mining waste rock and tailings are stored jointly, with the rock facilitating drainage and stability, thereby enabling a gradual restoration of the land during mining operations. All the waste is covered by vegetation to prevent erosion and to recultivate the tailings area until it can be fully brought back to nature (further details about the biological rehabilitation plan to be found in our [Biodiversity and Land Rehabilitation section](#)). Through this innovative approach, DPM is not

merely avoiding harm to the environment and the community. We manage natural capital in a way that enables us to convert it into social and human capacity, and to provide returns that secure the sustainable livelihoods of our communities.

Tsumeb

At Tsumeb, we are treating the site’s blast furnace slag, which is legacy from the blast furnace operation in earlier years, as a resource stockpile. Last year, we performed a study to be able to support a business case for extracting the numerous valuable minerals contained in the historically generated and deposited waste materials. In 2022, we performed some test work at a pilot plant scale indicating good recovery of minerals in a pyrometallurgical fuming process. Additional test work has been performed on reducing the residual waste, generating a clean slag and an alloy. The clean slag has been tested with very good results, making it a potential resource for industrial uses (e.g. concrete aggregate, cement enhancer, etc.), and meaning that the elements of value can be reprocessed or sold. By doing so, it is expected that this process could cover the cost of the additional reduction step.

Several options are currently under investigation to determine the most cost-efficient way to maximize mineral extraction and clean the slag in an environmentally responsible manner. Additional independent test work on hydrometallurgical extraction of the valuable elements from the slag has shown promising results at laboratory scale, but no further conceptual process design and pilot test work has been done. We will continue to closely monitor the scientific progress in this area and act accordingly.



CASE STUDY

DIGITAL MONITORING OF THE TMF’S SAFETY IN CHELOPECH

We implemented an automated monitoring project including the use of facility-wide video cameras, motion sensors and hydraulic monitoring using the Trimble 4D system along the tailings pipelines. The project stands out due to the utilization of solar energy to power the automated deformation measurement system on the main wall and the control of pump stations, both of which can be monitored in real-time from our smart center. Additionally, there are established alarm thresholds which can prompt a shutdown and avert spills by identifying any possible problems in their early stages. These alarms activate whenever anomalies are detected within the facility. This initiative also contributes to DPM's comprehensive plan for enhancing production safety and efficiency through digitalization and automation, resulting in decreased manual measurement and human error.





OUR PEOPLE AND CULTURE



GLOBAL OUTLOOK


At DPM, we take great pride in fostering a workplace that values and promotes diversity and inclusivity.

We believe that everyone, regardless of their background, deserves the opportunity to thrive and succeed. Our efforts in promoting gender diversity are reflected in our workforce and our gender-balanced Board is a testament to our commitment to equality at all levels.

Our company believes in providing training and development to our employees, to help them succeed in their current positions and to grow and advance in their careers. By creating a workplace that values diversity, provides equal opportunities, and fosters growth, we can attract and retain the best talent in the industry and be an employer of choice in the areas where we operate.

DPM is an employer of choice in our host communities

DPM's workplace culture, embodied in the brand promise **"We succeed because we care"**, helps to make us an employer of choice in our host communities. Our culture is diverse, supportive and has a strong focus on continuous learning, creating a workplace where employees are willing and able to give their best. Living by our values, we aim to provide an employee experience that enables our people to grow and reach their full potential and where they can feel comfortable bringing their 'whole selves' to work.

[Refer to People and Culture section of the Management Approach to Social and Relationship Capital.](#) 

2022 HIGHLIGHTS

Completed the inaugural Future Leaders Academy with 3 cohorts, including director-level employees across the globe

Across the organization, females make up **45%** of senior management positions

Biennial employee engagement survey was conducted with an over 3% increase in participation, compared to 2020

OUR PERFORMANCE IN 2022

Strategic objective: Generate net positive impact from our operations		
ESG priority: Sustainable and resilient communities		
Goals and targets	2022 Progress	Future outlook
Be employer of choice in the countries in which we operate	We conducted our biennial Employee Engagement Survey and translated the feedback into action plans generated through employee-led focus groups that provided detailed analysis.	Continue to cultivate a diverse and inclusive environment for our workforce to thrive and grow together.
Creating a culture where employees bring their whole selves to work and give their best while living DPM's values	Launched our Grow Together workshops across the company, focused on highlighting the behaviours to demonstrate the DPM values, accountability and teamwork. We continued our Future Leaders Academy with the graduation of our first three cohorts in early 2023 and the launch of two new cohorts for the 2023 – 2024 program. As well, our sites continued to provide various development training courses focused on improving skills and safety for employees at levels from leadership to the front-line.	
Exceed the global average gender diversity in senior management	Our focus in this area has resulted in almost achieving gender parity with 45% female representation amongst our senior management levels.	



Working together in Krumovgrad.

DIVERSITY, EQUITY, AND INCLUSION IN THE WORKPLACE

Our culture of inclusion continued to be a focus and we strive to provide all our employees with the opportunity to share and generate new ideas and ways to advance together.

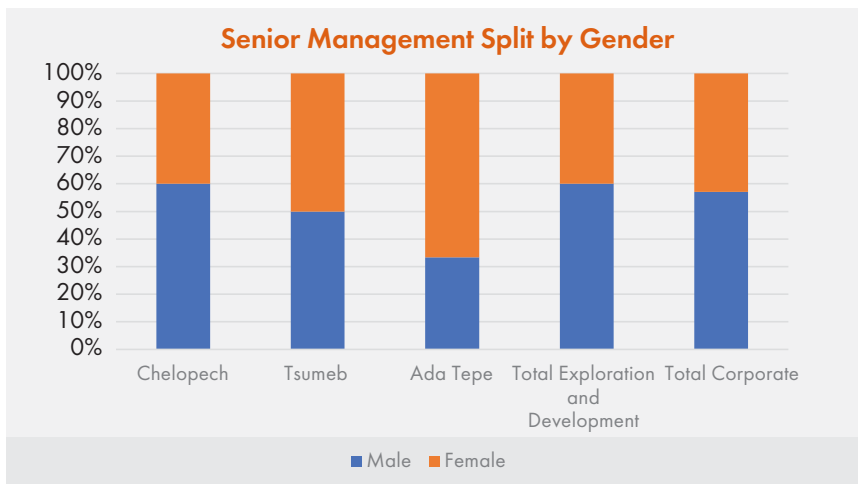
We encourage collaboration and open communication, creating an environment where everyone feels comfortable expressing their thoughts and opinions.

At the end of 2022, there were 1,932 permanent and 199 temporary employees across all our operations and strong female representation across our senior management. The percentage of women in our senior management across all

sites was 45%, above the world average of 32% for 2022 (Grant Thornton's Women in Business 2022 Report). Although the mining industry is an economic sector that traditionally employs men, we have been thoughtfully re-considering work processes and positions to attract more women to job opportunities in the mining sector.

In Bulgaria, DPM has over 20 different positions which are occupied by women, including engineers in the field of ventilation and mine planning, various positions in health and safety, metallurgy, community relations, human resources, finance, law and geology. In addition, modernization of the industry, including the introduction of automated processes and digitization make it easier for women to pursue a career in mining. We believe diversity is a major prerequisite for the growth, development and innovation of the industry, and attracting new generations inevitably stimulates transformation and performance.

Throughout 2022, DPM collected feedback across the company, through interviews with leaders, employee feedback workshops, a diversity pulse survey, and researching leading practices, all with the goal of advancing diversity, equity and inclusion (DEI) at DPM. This work will continue in 2023 to drive a people-focused and inclusive culture that reflects our values and enhances the employee experience with the introduction of a DEI strategy and roadmap.



TALENT ATTRACTION & RETENTION

Employee Engagement Survey

In 2022, we conducted our biennial Employee Engagement Survey to gain insights from our employees about what they value most working for DPM and opportunities to optimize the workplace. All employees, across our sites, were invited to complete the survey using one of three methods: e-mail link, QR code to a digital survey tool, or paper form. The results were gathered in a digital dashboard to allow for an at-a glance review of key themes and to extract a report on strengths and opportunities and the overall engagement score to share with employees. The total participation rate increased by over 3% compared with the 2020 survey, with a total of 1,304 responses submitted.

This year we also focused on improving our approach to analyzing the survey results. Groups

of 4-6 employees from each country participated in workshops to review the results and identify areas for opportunity, and then presented the results and their initial action ideas to the senior management team. Specific strengths identified by employees through the survey results are DPM's performance in sustainability and ethics, safety, job satisfaction, and accountability. Several areas of opportunity were identified related to communication, collaboration, and benefits. The selected group of employees will continue to work with our HR team to finalize action plans addressing each strength and opportunity area for the remainder of 2023.

Values are the foundation of Business Transformation

In 2022 the P300 Transformation Project was introduced as part of the company's business transformation strategy for the Tsumeb smelter. Tsumeb's Executive Committee members held information sessions with employees from all



"Recent changes in the global concentrate supply market necessitated an overall strategic business review. The review confirmed that our cost structure was not competitive to secure a long-term sustainable future. As a result we identified all high-cost areas which included labor costs. We launched P300 as an opportunity for the company to demonstrate an innovative way to compensate employees who opted to separate with the company on a voluntarily basis. Consultation with stakeholders took place with employees, local and national government including the Mine Workers Union. For the Voluntary Early Retirement we provided two innovative choices, housing, cattle or small livestock animals which in a cultural context are dignified symbols to setup our former colleagues' sustainable livelihood."

Zebra Kasete,
Vice President and Managing Director, Tsumeb

departments to share the 2022 business updates on the smelter's performance and to discuss the way forward. The key objective was to secure the long-term profitability of the smelter through cost reduction and increased production output. A number of employees chose voluntary separation and voluntary early retirement packages. In addition, the P300 Team collected and evaluated cost saving suggestions received from employees and have set up focus groups to further review these ideas.

SUPPORT FOR YOUTH, TO THRIVE AND GROW

Summer Trainee program in Bulgaria

DPM believes in developing youth through education partnerships and providing opportunities for work experiences and training programs. In 2022, 39 students from different universities across Bulgaria and 19 students from various schools took part in our Traineeship program in Chelopech and Ada Tepe. The young people gained firsthand experience of a modern mining company, taking part in some of the daily tasks of different departments. The program aims to provide students with practical knowledge and the opportunity to work alongside a DPM employee demonstrating the DPM values.

Workplace integrated learning at Tsumeb

As part of DPM's brand promise "we succeed because we care", Tsumeb offers internship opportunities for students to fulfil their Workplace Integrated Learning (WIL) educational institutions requirements and build their skills towards their

intended careers. The company engages with various educational institutions to provide student placements for internship, and in 2022, Tsumeb provided 36 students with internships within various departments. Through the internship program Tsumeb selects the best performing students in each trade or field of study for placement in available apprenticeship positions.

TRAINING AND DEVELOPMENT

At DPM we are committed to the ongoing growth of our employees, starting with new-hire orientation and continuing with regular refresher courses focused on safety, management, and leadership. We ensure every employee is fully trained to perform their duties and have skills matrices that help determine necessary and appropriate types of support according to employee functions or technical area. We also make sure every employee at all sites, including development sites, has received an in-person training on the Code. In 2022, the average number of training hours was approximately 22 hours per employee, increasing from approximately 18 hours per employee in 2021.

Average number of training hours by level of employment:

- Senior Management – 21 hours
- Middle Management – 22 hours
- Operational Staff – 22 hours



“At DPM we recognize that when we work together we can execute with excellence, unlocking creativity and innovation. Through our ‘Grow Together’ workshops, we had the opportunity to come together at each of our sites, reflect on the way we work as a team, learn to collaborate, be inclusive and live our values to drive performance.”

Alex Wilson,
Vice President Human Resources

Shaping a common understanding of DPM through the “Grow Together” workshops

In 2022, as part of the DPM purpose and values revamp, we created a workshop designed to bring our people together and align on a common understanding of behaviours that reflect our values and the way we work together. The Grow Together workshops were rolled out globally for all employees and were facilitated by employees that

attended a train-the-trainer program. The workshop content included key topics such as the company’s purpose and values purpose and values, systems thinking, organizational effectiveness and accountability, strategy and strategic pillars, innovation, and continuous improvement. The name of the Grow Together workshop and the logo representing the workshop was voted on and selected by our employees.



Grow Together Workshop, Tsumeb team Group Photo, 2022.

The Future Leaders Academy

The Future Leaders Academy (FLA) program supports our strategic imperative of developing DPM leaders and growing the organization. FLA provides an opportunity for our leaders to come together with different groups of people, with different backgrounds, opinions and experiences, building trust with each other and being a cohesive global team. The design of the FLA reflects input from our senior management participants with relevant subject matter expertise and leading practices designed to elevate talent today and prepare leaders for the future. The curriculum focused on a progression of leadership development from Self to Team and Business and included modules exploring the social, technical and commercial aspects of work. The first group of participants were director-level employees, a

critical leadership role accountable for converting the DPM strategy into execution. The groups were divided into cohorts which included cross-functional and cross-company participants from each of the countries in which we operate, representing a mix of technical skills, leadership capability and experiences. We recognize that we are stronger when we work together, and collaboration is a cornerstone of the DPM approach. We have observed a great evolution in the growth of our FLA participants, as they face complex challenges with a significantly enhanced level of preparedness and collaboration.

We continue to evolve and adapt the FLA program to reflect the growing needs of the business. DPM has just launched two more cohorts for 2023 – 2024, with participants that are current leaders and high potential future leaders.



“Being part of the first cohort of the FLA was such a great benefit for me as I joined DPM around the same time the program began in 2021. Being able to learn from thought leaders and experts from the fields of digital innovation and systems thinking while also hearing about the experiences from our own senior management team on cross-functional effectiveness and long-term strategy gave me insights into how to grow my own leadership presence as well as what’s required for our organization and industry to continuously adapt and succeed through the complex challenges we face. The best, and perhaps most valuable aspect of the program however was that it provided me with a chance to connect and collaborate with my peers across the globe and build working relationships and friendships that last to this day.”

Sonia Gupta, Director Sustainability

Compensation and benefits

DPM provides market competitive packages, both from a compensation and benefits perspective, with salaries above the average level in the countries where we operate. As well, we seek to ensure that, regardless of gender, an employee receives the same remuneration for the same type of work according to their level of experience and length of employment. In our recruitment efforts we continue to attract and focus hiring on local employees, which resulted in approximately 99% of our workforce being comprised of local nationals.

Career pathing

As part of the talent management system, DPM focuses on supporting employees to develop and grow within the company. Employees are more likely to stay with a company if they receive development opportunities and understand their career opportunities or pathways. That is why in

2022 we developed our Career Pathing framework, understanding that career pathways create growth opportunities, celebrate our diverse skill sets and strengthen our internal succession pools. The new framework aims to provide a clear roadmap of potential career options (lateral, upward or cross-functional) and support an employee’s ability to own their career progression. As well, it gives managers a tool to support meaningful career dialogues with their teams and help their employees set targeted development plans. As part of the framework, we identify people skills, based on our values, that are mapped to each position, and consider their impact as an individual contributor, people manager/subject expert, or business leader. We are customizing the architecture for each function, starting with technical services, and continuing to prioritize functions as we build and develop their career pathways.

CASE STUDY

SUPPORTING THE NEXT GENERATION OF WOMEN IN MINING

At the annual Mining for Diversity event hosted by Women in Mining (WIM) Canada at the Prospectors and Developers Association Conference (PDAC), the Student Trailblazer Award and Scholarship, sponsored by Dundee Precious Metals, was awarded to Kathryn Cheng. A fourth-year student pursuing a career in mining, Kathryn was recognized for her outstanding achievements and commitment to promoting diversity and inclusion in the industry. She was recently accepted into the Earth Sciences PhD program at Columbia University, highlighting her dedication to furthering her knowledge and expertise in the field. This is DPM’s second year sponsoring the Student Trailblazer award and scholarship, which serves as a valuable tool to support and encourage the next generation of diverse and talented leaders in the mining industry and represents DPM's dedication to promoting diversity and inclusion in the sector.



Kelly Stark-Anderson, EVP, Corporate Affairs & General Counsel with Kathryn Cheng, WIM Student Trailblazer award and scholarship recipient

WORKPLACE HEALTH AND SAFETY AND WELLBEING



GLOBAL OUTLOOK

Our value, we put the safety and well-being of people first, is fundamental to how we operate and underpins the way we think and act in everything we do.

Establishing a robust safety culture is crucial to protecting everyone in the workplace from a wide range of risks associated with mining.

DPM’s commitment to safety is reflected in our strong safety record, which in turn is a result of consistent dedication to our Safety Golden Rules at all our operations. These rules create awareness of hazards and support our employees in making safer choices. By fostering a culture of safety and instilling safe behaviors, we ensure that safety always remains a top priority.

We also recognize that protecting the well-being of our people involves much more than injury prevention. Our holistic approach to workplace

health and safety also incorporates programs that promote fitness, disease prevention and wellness, and recognizing and addressing mental health concerns.

By prioritizing the total wellbeing of our employees, we aim to create a workplace that not only ensures their protection and overall health but also promotes their growth and development, contributing to sustainable livelihoods over the long term.

[Refer to Workplace Health, Safety & Well-being section of the Management Approach to Social and Relationship Capital.](#)



2022 HIGHLIGHTS

0 LOST TIME INJURIES

in 2022 and a total of 6.3 million¹ hours worked without an LTI in our mining operations.

1. As of December 31, 2022

OUR PERFORMANCE IN 2022

Strategic objective: Sustainable mid-tier producer, Generate net positive impact from our operations		
ESG priority: Sustainable and Resilient Communities		
Goals and targets	2022 Progress	Future outlook
Improvement of total recordable injury frequency rate	Measurements related to reduction of Total Recordable Injury Frequency Rate (TRIF) are part of our Balanced Score Card objectives and are tied to Executive and employee compensation. Our TRIF rate has been continuously declining over the past 10 years and has remained low in 2022. Unfortunately, despite the outstanding performance at our mining sites, our Tsumeb smelter saw an increase in its Lost Time Injury Frequency Rate (LTIF) which was also reflected in the DPM-wide TRIF.	As part of our efforts in health and safety excellence and Intelligent Mine activities we are developing a situational awareness platform called Mobilaris which will be able to monitor the work environment and sound an alarm in case of any safety breaches or violations. The platform will locate employees and machines in the mine and will be connected to the smart center to notify supervisors.
Zero fatalities	Operating with zero fatal workplace accidents is a paramount priority for our organization and we managed to maintain this practice in 2022.	At our Tsumeb smelter we tested an innovative approach to use machine vision technology to support employees' compliance with our health and safety practices thus increasing their safety.

LIVING OUR VALUES, OUR SAFETY APPROACH

For DPM, the safety and wellbeing of people always comes first and represents a critical aspect of our shared growth. Our approach to safety begins with four key concepts:

1. Zero Harm: Commits to preventing accidents and/or incidents that could result in injury/loss to people, property damage or any other losses to the business.
2. Zero Tolerance: No allowances or exceptions will be made for unsafe conditions or acts in the workplace. Additionally, no exceptions will be made with respect to enforcing all legislation and/or company policies, rules and procedures.
3. Conducting visible leadership: leading by example by demonstrating care and visibility in the workplace. This sets and continuously reinforces expectations around important safety issues and includes performance reviews in key safety areas.
4. Safe Production: leads to sustaining a viable and successful business.



"Life and health are the most important human values and at Dundee Precious Metals we are continuously improving our efforts to protect them. By enhancing our working environment and conditions we are transforming our safety culture and expanding our understanding of care. While ensuring well-being for the individual, we are also caring for society, and by investing in climate change we are contributing to the health of future generations. As a company, we focus on innovation and the digitalization of production processes so that caring for people grows into caring for the future."

Dr. Iliya Garkov,
Senior Vice President, European Operations

Visible felt leadership (VFL)

Visual felt leadership (VFL) is a crucial aspect of our company's safety measures, where our leaders engage with employees to establish and reinforce expectations regarding significant safety issues. VFL also plays a vital role in performance reviews, especially in key safety areas. It provides employees with a platform to interact with leaders and share their opinions and concerns. During on-the-job interactions, leaders ask questions, listen to feedback, and focus on positive behavior models

for work planning and execution, making the interactions brief and to the point.

Our teams have implemented the VFL core processes since September 2020, using the Workplace Safety Inspection Card, hazard identification, and participation in refresher trainings. To further our guiding principle of achieving "Zero Harm", for 2023, adherence to VFL workplans and interactions have been included in site-wide balance score cards, tying it to executive and employee compensation.

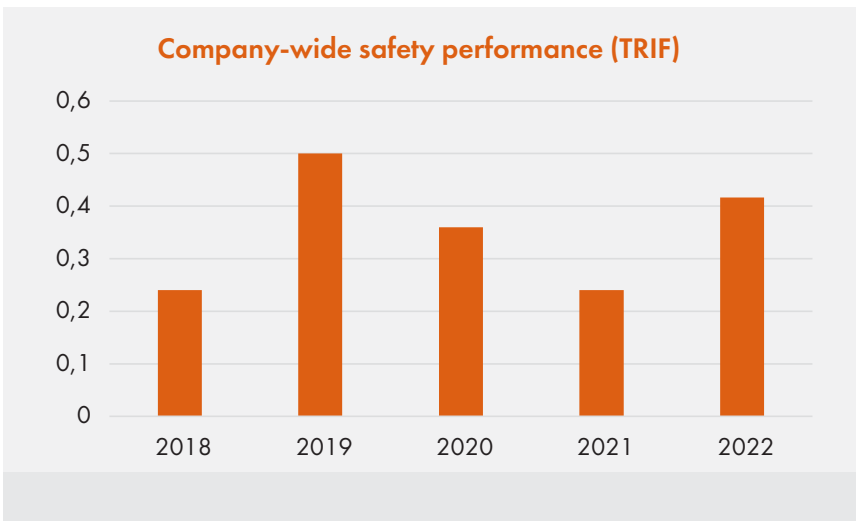


Figure 1. DPM-wide 5-year Total Recordable Injury Frequency rate

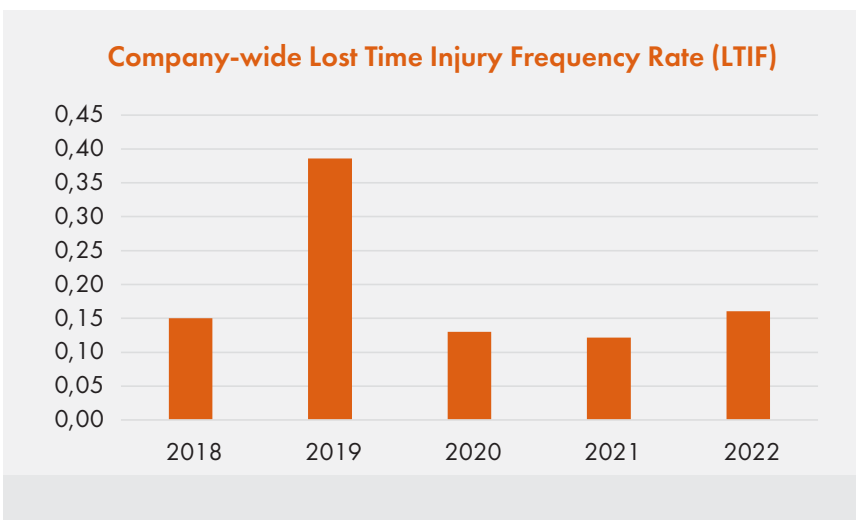


Figure 2. DPM-wide 5-year Lost Time Injury Frequency rate

SAFETY GOLDEN RULES

As part of our comprehensive Health and Safety Management System, and based on our experience and industry best practice, we created a set of Safety Golden Rules for all our operations that create awareness of hazards and support our employees to make safer choices. These rules cover areas such as personal protective equipment, working at heights, confined space entry, energy isolation, and vehicle safety. We regularly review and deliver refresher training on these rules to support adequate response and treatment of the identified risks.

We foster a bottom-up safety culture because we know that safety starts with the individual. We stress accountability and encourage all employees to speak up about health and safety concerns without fear of repercussions. Additionally, we regard near-miss reporting as an essential feature of an advanced safety management system, where identifying and examining incidents that almost happened provides learnings in behaviours and process improvements that can help to prevent them from occurring in the future. For more details about our Health and Safety Management System, refer to [Workplace Health, Safety & Well-being section of the Management Approach to Social and Relationship Capital](#).

At DPM, we prioritize emergency preparedness. Our comprehensive framework ensures the safety of individuals, the environment, property, reputation, and company assets. Our emergency preparedness framework is designed with the following order of priority: a) safety of life; b) protection of the environment; c) protection of property and reputation; and d) protection of company assets.

SAFETY PERFORMANCE

The Total Recordable Injuries in our mining operations remained low in 2022 as we achieved 6.3 million¹ work hours without an LTI (Figure 1, Figure 2). Even as we recognize and celebrate strong performance in this critical area, we need to ensure that we are constantly vigilant in identifying safety hazards and unwavering in our adherence to our Safety Golden Rules.

Unfortunately, in Tsumeb we missed our safety target and saw an increase in the TRIF, causing us to reflect on our established systems, our safety culture and the way we do things on-site, to identify gaps and apply remedies. To deal with these challenges and ensure compliance with the Golden Rules, in 2022, we began a 'Safety Reset' Campaign in Tsumeb. The campaign consisted of one-on-one engagement sessions, infield training and coaching, risk identification and management. The initiative resulted in developing a safety accountability matrix that helped to define roles and accountabilities across the organization, backed up by a legal liability training session to increase knowledge around health and safety and environmental accountability.

FROM PHYSICAL TO MENTAL HEALTH

At DPM, we care not only about the physical health of our employees, but also about their well-being and mental health. We strongly believe that prioritizing employee health and safety and fostering a culture of wellbeing among all staff members can lead to accident prevention,

reduced costs, minimized operational downtime, and improved workforce productivity. As a result, we place emphasis on both safety and wellbeing and implement various programs that focus on promoting wellness and addressing any mental health concerns within our workforce.

In 2022 we conducted a series of information campaigns related to stress, mental health, and work-life balance across all our sites. Through our internal newsletters, events and campaigns, such as the celebration of World Mental Health Day, we stressed the importance of focusing on one's personal needs to all our employees. After the COVID-19 pandemic, we continued our focus on staying connected and helped our employees deal with change and uncertainty through sessions on mental health at our corporate offices, and other activities for our people at our sites.

Our team at the Tsumeb smelter launched various employee wellbeing initiatives. One such initiative was the Mental Health Campaign which focused on raising employee awareness about conditions such as depression and burnout, and the importance of seeking timely assistance. In 2022, we had over 800 people participating in our group sessions for mental health and almost 200 individual sessions. These sessions were organized to cater for mental health needs after the recent business transformation initiative at the smelter. The sessions were very well received by all employees and were described as an essential service. Additionally, the smelter also provides an on-going Employee Assistance Program (EAP) where employees can receive confidential counselling sessions through a hotline.

1. As of December 31, 2022

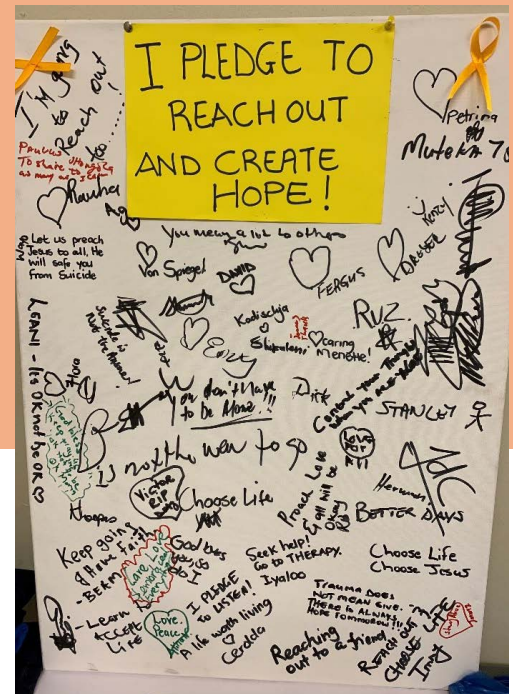
CASE STUDY

HEALTH & SAFETY AWARD FOR CHELOPECH

In early 2023, DPM Chelopech was awarded 1st place in the 2022 Annual National Health and Safety Awards of the Center for Health and Safety held in partnership with the Bulgarian General Labour Inspectorate. The award was presented to Alexander Tsanov, Health and Safety Manager by Lazar Lazarov, Deputy caretaker Prime minister, Chairperson in social policy and Minister of Labour and Social Policy. We owe this recognition to all our employees who contributed to establishing a safe work culture and rigorously applied our Safety Golden Rules.

EMPLOYEE HEALTH AND WELLBEING IS PARAMOUNT AT TSUMEB

In the spirit of care, the Tsumeb Occupational Health team in collaboration with the Ministry of Health and Social Services, hosted a Men's Health campaign, under the theme #ManofChange. Various health and wellness services like rapid prostate screening, blood pressure testing, blood sugar testing, HIV testing, cholesterol, and other basic primary health care services were offered, via a mobile clinic.



CONTRIBUTION TO LOCAL DEVELOPMENT

Our dedication to the long-term sustainability of the communities where we operate is embedded in both DPM's core purpose, unlocking resources and generating value to thrive and grow together, and our strategic objective, generate a net positive impact from our operations.

GLOBAL OUTLOOK

At a fundamental strategic level, we recognize that in order to earn and maintain our social licence to operate, our host communities must thrive and grow just as our business does. Moreover, we recognize that our responsibility to those communities extends beyond the life of our operations, so we must work with them to ensure that they have the socio-economic capacity to continue to thrive and sustain themselves for the long-term, after mining ends.

Our contributions to local development represent millions of dollars every year and are an integral part of our partnerships with communities. We work together with elected officials and local organizations to identify both short and long-term priorities and provide support in a wide range of areas including infrastructure, education, health, local business development, arts and culture, and

others, to help enhance the quality of life today as well as building for a sustainable future.

Through the Six Capitals framework, we are developing and testing methodologies to help us better measure and maximize our net positive impact in our communities, so that we may better deliver on this key strategic objective.

[Please refer to our Social and Relationship Capital Management Approach.](#)



2022 HIGHLIGHTS

\$6.4 M USD

in community investment projects across all our sites making a significant contribution to local development

OUR PERFORMANCE IN 2022

Strategic objective: Generate net positive impact from our operations		
ESG priority: Sustainable and Resilient Communities		
Goals and targets	2022 Progress	Future outlook
Collaborate with the communities in which we operate to generate net positive impact and improve the community's wellbeing.	Investing a total of \$6.4 million USD in local infrastructure, education, health, small and medium entrepreneurs, arts, culture, and sports to create additional value for the communities where we operate.	We will continue to listen to our communities and work with our community partners to identify and collaborate on generating a net positive impact. We will also be updating our community investment standard to reflect our developing Six Capitals approach.

COMMUNITY INVESTMENTS

DPM's actions are guided by each site's Community Investment Development Plan which requires funds to be allocated based on an assessment of the needs of the community, and with a plan to support its long-term sustainable development. We seek opportunities to leverage our presence in our host communities into long-term development initiatives through monetary and in-kind support, all developed in collaboration and consultation with our community stakeholders. In 2022, we donated over \$6 million USD to different activities across our sites (Figure 1). We allocate resources primarily toward supporting the construction and renovation of key physical infrastructure, enterprise and entrepreneurship development, human and institutional capacity building and health, education, and culture.

Infrastructure

Annual framework contracts in Bulgaria

- For almost 20 years in Bulgaria, we have been positively contributing to the local development in the communities where we operate. Each year we sign an annual framework contract with the municipalities of Chelopech, Chavdar and Zlatitsa. Through these contracts we support the development of infrastructure sites, projects of public importance, cultural activities, education, health and sport, and capacity building. Recently, we have been investing heavily in community infrastructure, contributing towards solving a number of critical problems related to water supply, educational institutions, and public buildings. In 2022, contracts for financial support worth \$450,000 USD, were signed with all three municipalities.



Figure 1. The amount of community investments in 2022, breakdown by focus area

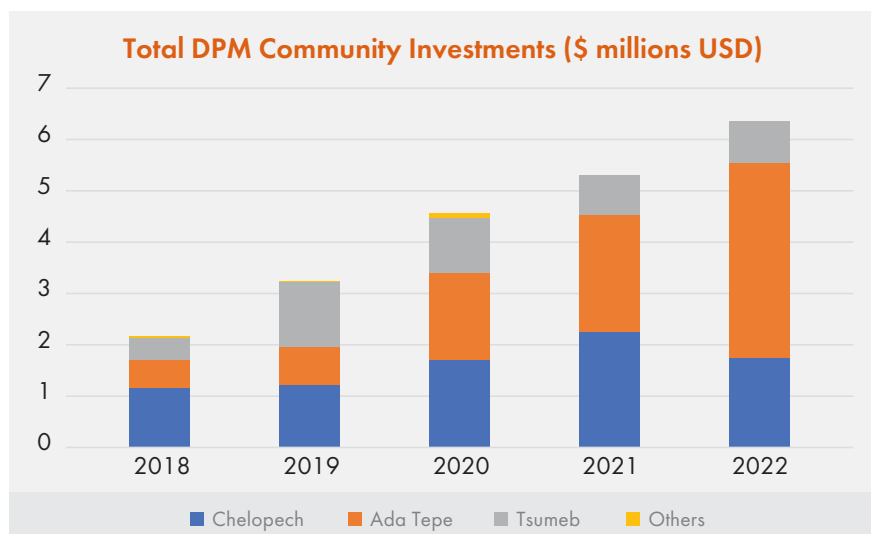


Figure 2. Total amount of community investments across our sites for the period 2018-2022 in millions of USD

Building renewable energy sources in Namibia:

- In Namibia, support for various infrastructure projects has been a key focus. In 2022, we funded a renewable project that sees one rural school in Oshikoto region electrified with solar energy. The Trust invested over \$10,000 USD to buy and install 5-kilowatt solar-powered systems at the school. This is an excellent example of a relatively modest but highly leveraged strategic investment with huge benefits, as the school now has access to electricity after many years of being without this essential service. This new addition provides the opportunity to use computers and photocopy machines as well as to have light in classrooms.
- As you can see in Figure 2 on the previous page, in 2022 our investments in Tsumeb have been significantly higher than previous years. This is part of our plan to continuously support the communities where we operate.

Arts, Culture and Sports

- **“Choose Your Charity” initiative:** Four community charity projects were voted by DPM’s employees in Namibia and received support through the employee community investment initiative. Supporting sport is one of our key focus areas as its supports not only physical fitness but also contributes to mental wellness and social development skills as well. In 2022, Tsumeb supported the Chief Santos Football Club which also has an academy training youth who are passionate about soccer. We also supported local chess players to compete in Zambia at the African Youth Chess Championship and at the World Cadet Chess Championship in Batumi, Georgia.
- We are taking steps to reinforce **volunteering** as a practice among our employees. For example, as part of our 10-year partnership with the biggest children-oriented foundation in Bulgaria, the For Our Children Foundation, in 2022, DPM employees organized two volunteering initiatives related to reconstruction of outdoor spaces. Through such activities we aim to motivate our employees to embrace our values and take part in supporting our communities.
- Supported by DPM, the **'Ada Tepe Gold Museum'** opened in August 2022. The display focuses on local history and culture and endeavours to make the mineral industry more widely known. Archaeological investigations indicate that during the Late Bronze Age much of the Ada Tepe hill was a gold mining site – the largest known gold mine on the Balkans.



Opening of the Gold Museum in Krumovgrad.



Children playing music at the Arts Performance Centre in Tsumeb

- **The Arts Performance Center (APC)** in Tsumeb was founded in November 2003 and has been supported by DPM throughout the years. The center has recognized the importance of educating and influencing the lives of the many young people who actively participate in dance, music, theater, visual arts, discussions on contemporary issues affecting youth, or just playing games such as chess. Between 300 to 400 children participate in the programs every year. Recently they opened a musical treatment facility, where patients diagnosed with depression and other mental illnesses can get therapy through music. Last year, we donated \$8,000 USD to help the APC project pay operational costs for the center.

Education

• Supporting local schools in Namibia:

One of our key focus areas is supporting infrastructure developments at rural schools and contributing towards efforts to advance education in Namibia. In 2022, we donated a solar power system to the Emany Primary School in the Oshikoto region, IT infrastructure to Queen Sofia Primary school and 235 mattresses to Okapembambu Mobile School Hostel, and a Risograph Duplicator Machine to Omusheshe Combined School to advance their digitalization. Throughout the year we also supported extracurricular activities, such as the local Science fair, and provided nutrition support to primary schools.

• In 2022, Chelopech Private High School was rated among the top performing schools in Bulgaria. The school is part of the network of local schools which DPM supports, along with the Professional high school in Zlatitsa which received a significant donation in the form of a vehicle to

support the school in 2022. We also provided the youngest students from Chelopech, Chavdar, Zlatitsa and Krumovgrad with starter kits of useful school supplies to help get them off to a good start on their first day at school.

Health

- We continued our support for local hospitals in Bulgaria by mitigating their operational deficits beyond the COVID-19 pandemic throughout 2021 and 2022. We supported the hospital in Krumovgrad with \$278,00 USD to provide higher salaries for the local medical staff and attract new health experts to the region.
- In Namibia, we joined forces to support community health and wellness for the most vulnerable members of our communities and provided medical consumables to Hope Home Based Health Care (HHBHC), a community-based organization in Tsumeb that cares for people with serious illness, and/or physical and mental disabilities/inabilities.



"DPM is a company that believes in sustainability and putting the safety and wellbeing of people first, including maintaining commitments with community partners. Creating value for our stakeholders is central to the company's licence to operate and community investments are aligned to the national plans and the UN Sustainable Development Goals to create shared value between the company, community, and the government."

Zebra Kasete,

Vice President and Managing Director of Dundee Precious Metals Tsumeb

CASE STUDY

WE SUCCEED BECAUSE WE CARE: COMMUNITY PROJECTS IN ECUADOR

At DPM, we understand that our success is directly linked to the well-being and prosperity of the communities where we operate. In Ecuador, we have implemented various projects in local communities that aim to make a real difference in people's lives and help to build sustainable livelihoods. One focus is empowering women with training on how to use natural resources found in the area to start their own businesses. Through this program, local women have learned to make soaps, shampoos, creams, and other natural products that they now sell successfully, even exporting their goods internationally.

In addition to economic empowerment, we also prioritize health and well-being. Our health program teaches residents to grow different fruits and produce healthy food products. We also invest in critical infrastructure such as water systems and a small medical center. We understand that livestock is a vital source of income for many families in the area, and our veterinary program provides free services to around 150 families to help them care for their animals and increase their productivity.



Local women learning to make natural cosmetics in Ecuador.

PREPARING FOR LIFE AFTER MINE / BUILDING RESILIENT COMMUNITIES

GLOBAL OUTLOOK

Our operations have a significant and positive impact on the local economies where we operate, generating jobs, opportunities for local suppliers and support businesses, and other spin-off economic activity as a result of our presence and ongoing investments in the business.

Mine closure can be devastating for communities if proper planning and preparation is not in place. At DPM, we understand the importance of ensuring that our host communities continue to thrive even after our mines close. In addition to environmental rehabilitation efforts, we are committed to implementing programs and initiatives that enhance the social infrastructure and human capital of our communities. Our goal is to leave a lasting legacy that will enable our host communities to withstand the closure of our mines and continue to prosper for years to come. We do this in two significant ways. Firstly, we strive to improve our operational

efficiency and explore new resources and reserves to prolong the lifespan of our mines, guaranteeing a sustainable future for our company and the communities we collaborate with. Secondly, we are committed to fostering independent businesses in our host communities to promote long-term economic growth that continues to thrive after the closure of our mines.

[Please refer to our Social and Relationship Capital Management Approach.](#)



2022 HIGHLIGHTS

47 JOBS

created in 2022 through the Small and Medium Enterprise (SME) fund support in Bulgaria.

OUR PERFORMANCE IN 2022

Strategic objective: **Generate net positive impact from our operations**

ESG priority: **Sustainable and Resilient Communities**

Goals and targets	2022 Progress	Future outlook
Improve local economies by supporting job creation	Another successful year for our SME fund dedicated funding programs with a total of 26 projects funded in Bulgaria.	Each year we see increased interest in our SME fund, which gives us confidence that the program is needed in the communities where we operate. This is why we will continue supporting the development of new businesses in order to ensure the sustainable development of the region.

SUPPORTING LOCAL ENTREPRENEURSHIP

Funding Small and Medium Enterprises in Bulgaria

We have a long track record of working collaboratively with local municipalities and communities to encourage sustainable business practices and opportunities beyond just the mining sector. One of the key ways we demonstrate support for our communities is by helping to build economic capacity and create jobs not directly associated with our mining activities. Our small and medium enterprise (SME) fund, established in 2019 in Krumovgrad, where our Ada Tepe mine is located, and in 2021 in the communities of Chelopech, Chavdar and Zlatitsa, is operating at maximum capacity and drawing increased interest. The SME fund provides seed funding for start-ups, helps to sustain the growth of small businesses, and ultimately fosters a spirit of entrepreneurship in the community as people are inspired to start or expand their own businesses and apply for monetary support.

At Krumovgrad, we committed a total of \$5 million USD to support local entrepreneurs over the life of the mine. In order to sustain commercial viability, DPM grant amounts from the fund are matched with a business loan by our partner bank. To receive the funding, companies must agree to be registered in

Krumovgrad and commit to stay in the region for the long-term, creating jobs that will be maintained for at least 5 years. Since 2019 the SME fund in Krumovgrad has managed to provide funding for 47 projects worth almost \$3 million USD, which led to the creation of 118 new jobs. The SME fund associated supporting activities in Chelopech, Chavdar and Zlatitsa receives an annual budget to be used. In 2022 we committed \$172,000 USD for those respective communities, which supported 13 projects and created 15 new jobs. We monitor funded projects to ensure the monies allocated are implemented appropriately and that the businesses remain viable and contribute to the economic development of the community.

We see that each year, the people from both regions become more confident to make decisions about their life, their work and the community they are part of. Seeing businesses grow is a signal to DPM management, the Boards of the funds, the partner bank and the consultants that the initiative is achieving its objectives to create a better and a more stable future for the local community and the regions where DPM operates.

Since 2019 the Krumovgrad SME fund has financed 47 business projects which generated a total of 118 jobs.



"Once again, I would like to thank everyone involved in the creation and the development of the SME Fund. Last year and during the pandemic, we had many challenges related to inflation and other obstacles, but we managed to overcome them. To me this Fund is like a child that I am witnessing growing and taking pleasure in observing its progress. It creates sustainable jobs and gives young people the opportunity to stay in Krumovgrad and develop their business."

Sebiham Mehmed,
Mayor of Krumovgrad Municipality



Signing of the 3-year community investment agreement with the Oshikoto Regional Council and Tsumeb Municipality.

Building resilience in our communities in Tsumeb

Although our smelter operations are not subject to life of mine considerations, given that Tsumeb is a longer-term asset, we still see value in building resiliency in the economic and social systems of the local community to reduce its dependency on the smelter. To that end, we established the Tsumeb Community Trust which is an autonomous entity governed by independent trustees selected from various fields of expertise and professions within the community. The Trust Deed, which regulates activities of the Trust, allows for the flexibility to create projects and programs that can sustain its activities and economic activity beyond the existence of DPM.

In 2022, DPM reinforced the company’s core value “We partner with our communities” and officially signed a \$167,000 USD 3-year community investment agreement with the Oshikoto Regional Council and Tsumeb Municipality. The investment will amount to 1 million Namibian Dollars per year for a period of 3 years and will primarily focus on agricultural projects, while not excluding other projects that address sustainable livelihoods within the community. Since smallholder agriculture is the backbone of urban economies in developing countries like Namibia, partnerships for sustainable agriculture are of crucial importance to tackling food insecurity and unemployment.



“I would like to thank DPM for its continued commitment towards community investment projects, which includes the reduction of unemployment in and around Tsumeb. I believe that the partnership agreement is not only limited to agriculture, but we found it prudent to first kick off with agriculture, because it absorbs unemployment and provides food to the people. Hunger and poverty in the Tsumeb Constituency and Oshikoto Region will be eradicated soon, and we shall commit ourselves to the total success of this agreement.”

Regional Councilor Hon. Gottlieb Ndjendjela,
Tsumeb Municipality

Rumen Molov at his pellets factory in Krumovgrad.



CASE STUDY

Rumen Molov, has used funding from DPM's SME fund in Krumovgrad to develop a thriving new business transforming waste material into cost-effective fuel to heat his community. Rumen has worked in forestry and rehabilitation since 2011. Seeing there was a lot of waste from processing wood material, Rumen wanted to invest in an automated system that could transform the waste to wood pellets. The investment was too big, so he applied for funding through the SME fund and was approved. Since then, his business has been growing and he has had to hire more people from the region. In addition, the machines were produced from another local company which also had to hire more people to fulfill the order for the machines. In 2022, because of the energy crisis, the wood pellets became a very important alternative for heating and were in great demand. Thanks to the support provided by the fund, the availability of resources, and the investment in human capital, Rumen's business has been very successful. "We are happy that we found the right investor in DPM who helped us make our dreams come true. If it wasn't for the fund, I doubt that we would have been able to make such investments and grow," says Rumen Molov.

Aerial view of Pine Hill Guest Houses in Chavdar.



CASE STUDY

In the village of Chavdar, Elena and Peter decided to take advantage of the natural beauty of their location by starting their own tourism business and opening Pine Hill, luxury guest houses situated right next to the village. They found out about the possibility of receiving SME funding from the Mayor of Chavdar, and their application for funding was successful. Thanks to DPM's support, they managed to complete the interior of the houses and equip them with energy-efficient kitchen equipment. They also managed to build a spa, making their business more attractive to potential tourists. "I really like the area and am happy that we managed to keep our houses close to nature. We even organized our wedding with my husband in the houses and it was beautiful. I am grateful for DPM's support who believed in us and decided to support our business," says Elena Stoilova.



INDEPENDENT ASSURANCE STATEMENT

To: The Stakeholders of Dundee Precious Metals Inc.

1. Introduction and objectives of work

Bureau Veritas UK Ltd ('Bureau Veritas') has been engaged by Dundee Precious Metals Inc. ('DPM') to provide independent limited assurance of the reliability and accuracy of its Environment, Health, Safety and Human Resources data, as reported in the 2022 Sustainability Report (the 'Report') published on DPM's website¹. This Assurance Statement applies to the related information included within the scope of work described below:

2. Scope of work

The scope of our work was limited to assurance over the following information included within the Report for the period January 1, 2022 – December 31, 2022 (the 'Selected Information'):

- All KPI's reported in the **Environmental** section of the Report. For the following entities: Chelopech, Bulgaria; Ada Tepe, Bulgaria; and Tsumeb, Namibia.
 - Operational indicators – Ore processed, Ore mined, Concentrate produced;
 - Materials and fuel consumed;
 - Direct energy use;
 - Indirect energy use;
 - Scope 1 GHG emissions;
 - Scope 2 GHG emissions;
 - Scope 3 GHG emissions – Category 1, 3, 9, 10;
 - Air emissions;
 - Water withdrawal and discharge;
 - Waste management;
 - Spills, Environmental fines;
 - Land use and Biodiversity;
- All KPI's reported in the **Health & Safety** section of the Report. For the following entities: Chelopech, Ada Tepe, Tsumeb, and the Exploration business of DPM (this includes exploration sites in Bulgaria, Serbia and Ecuador)
- The following KPI's reported in the **Our People** section of the Report. For the following entities: Chelopech, Bulgaria; Ada Tepe, Bulgaria; Tsumeb, Namibia.
 - Information on Employees;
 - Number of Employees by Employment Type by Region and Gender;
 - Number of Employees by Employment Contract by Region and Gender;
 - Contractors;

¹ <https://www.dundeeprecious.com/English/sustainability/performance-and-reporting/default.aspx>



- Information on Management and Staff (including Percentage of employees (full-time) hired from the local community by employee category);
- Other Information (including Percentage of employees who are members of a trade union, Percentage of full-time employees covered by collective bargaining agreements, Number of strikes and lock-outs during year exceeding one week's duration, Total number of incidents of discrimination);
- Number of Employees by Gender and Employee Category;
- Percentage of Total Employees by Gender and Employee Category who Receive Regular Performance and Career Development Reviews.

Our review included an alignment evaluation of the reported data and information to the requirements of the Global Reporting Initiative ('GRI') Standards 'core' level and the corresponding GRI index.

3. Reporting Criteria

The Selected Information needs to be read and understood together with the internal definitions established by DPM in its *Glossary of Common Sustainability terms*.

4. Limitations and Exclusions

Excluded from the scope of our work is any verification of information relating to:

- Activities outside the defined verification period;
- Positional statements of a descriptive or interpretative nature, or of opinion, belief, aspiration or commitment to undertake future actions; and
- Other information included in the Report other than the Selected Information;
- The calculation performed by DPM to assess the materiality of each Scope 3 category and the percentage coverage of these to DPM's overall Scope 3 emissions;
- Financial data taken from DPM's annual report and accounts which is audited by an external financial auditor, including but not limited to any statements relating to production, tax, sales, and financial investments; and
- The appropriateness of the Reporting Criteria and its boundaries.

The following limitations should be noted:

- This limited assurance engagement relies on a risk based selected sample of the Selected Information and the associated limitations that this entails.
- The reliability of the reported data is dependent on the accuracy of metering and other measurement arrangements employed at site level, not addressed as part of this assurance.
- This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

5. Responsibilities

This preparation and presentation of the Selected Information in the Report are the sole responsibility of the management of DPM. Bureau Veritas was not involved in the compilation of the Report or of the Reporting Criteria. Our responsibilities were to:

- Obtain limited assurance about whether the Selected Information has been prepared in accordance with internationally acceptable definitions of the relevant indicators;
- Form an independent conclusion based on the assurance procedures performed and evidence obtained; and

- Report detailed findings and recommendations to the management of DPM.

Our work has been undertaken in accordance with the terms of our engagement with DPM and for those matters we have been engaged for. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than DPM for our work, for this statement, or for the conclusions we have reached.

6. Assessment Standard

We performed our work to a limited level of assurance in accordance with International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after December 15, 2015), issued by the International Auditing and Assurance Standards Board.

7. Summary of work performed

As part of our independent assurance, we undertook the following remote activities:

1. Interviews with relevant DPM personnel working in HSE and HR and a third-party consultant maintaining the environmental data system and undertaking the GHG emissions calculations for Chelopech and Ada Tepe;
2. Virtual site 'visits' at Tsumeb, Chelopech and Ada Tepe including live document review over shared screens;
3. Remote review including short interviews with Exploration sites in Bulgaria, Serbia and Ecuador of Health & Safety data;
4. Offline review of the Selected Information against the corresponding source documentation on a sample basis for each entity in scope;
5. Examined the data collection and consolidation processes used to compile the Selected Information at corporate level, including assessing the appropriateness of any assumptions made, the data scope and the reporting boundaries;
6. Assessed the disclosure and presentation of the Selected Information in the Report to ensure alignment with the reporting requirements of the GRI Standards 'Core' level.

A 5% materiality threshold was applied to this assurance. It should be noted that the procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

8. Conclusion

On the basis of our methodology and activities described above, nothing has come to our attention to indicate that the Selected Information is not fairly stated in all material respects.

9. Statement of Independence, Integrity and Competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety and social accountability with over 190 years history. Its assurance team has extensive experience in conducting verification over environmental, social, ethical and health and safety information, systems and processes.

Ref: BV_ 12791563



BUREAU
VERITAS

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Bureau Veritas | C2 - Internal

Bureau Veritas operates a certified² Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, quality reviews and applicable legal and regulatory requirements which we consider to be equivalent to ISQM 1 & 2³.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA)⁴, across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour and high ethical standards in their day-to-day business activities. We consider this to be equivalent to the requirements of the IESBA code⁵. The assurance team for this work does not have any involvement in any other Bureau Veritas projects with DPM.



Bureau Veritas UK Ltd

Registered in England & Wales, Company Number: 1758622
Registered Office: Suite 206 Fort Dunlop, Fort Parkway, Birmingham, B24 9FD

London, 28 April 2023

² Certificate available on request

³ International Standard on Quality Management 1 (Previously International Standard on Quality Control 1) & International Standard on Quality Management 2

⁴ International Federation of Inspection Agencies – Compliance Code – Third Edition

⁵ Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants



GRI INDEX

GRI Standards			
GRI Standard	Disclosure Number	GRI Disclosure	Cross Reference or Response 2022
GRI 2: General Disclosures 2021	2-1	Name of the organization	Front Cover
GRI 2: General Disclosures 2021	2-6	Activities, brands, products, and services	Our Business
GRI 2: General Disclosures 2021	2-1	Location of headquarters	Our Business
GRI 2: General Disclosures 2021	2-1	Location of operations	Our Business
GRI 2: General Disclosures 2021	2-1	Ownership and legal form	2022 Annual Information Form
GRI 2: General Disclosures 2021	2-6	Markets served	Our Business
GRI 2: General Disclosures 2021	2-6	Scale of the organization	2022 Annual Information Form
GRI 2: General Disclosures 2021	2-7	Information on employees and other workers	People and Culture Performance Data Supplement - People Performance Data Supplement - Employees Performance Data Supplement - Employees by function Performance Data Supplement - Employees by level Performance Data Supplement - Contractors
GRI 2: General Disclosures 2021	2-8	Supply chain	Our Business New Mineral Reserves Development Total Economic Impact
GRI 2: General Disclosures 2021	2-6	Significant changes to the organization and its supply chain	Our Business New Mineral Reserves Development Total Economic Impact
GRI 2: General Disclosures 2021	2-23	Precautionary principle or approach	Management approach report - Our Natural Capital Management approach report - Social and Relationship Capital Management approach report - Sustainability and Good Governance
GRI 2: General Disclosures 2021	2-28	Membership of associations	Management approach report - Our Natural Capital Management approach report - Social and Relationship Capital Management approach report - Sustainability and Good Governance
GRI 2: General Disclosures 2021	2-22	Statement from senior decision-maker	A Message from the CEO
GRI 2: General Disclosures 2021	2-23	Values, principles, standards, and norms of behavior	Our Business Management approach report - Social and Relationship Capital Management approach report - Sustainability and Good Governance

GRI Standards			
GRI Standard	Disclosure Number	GRI Disclosure	Cross Reference or Response 2022
GRI 2: General Disclosures 2021	2-24	Embedding policy commitments	Management approach report - Our Natural Capital
			Management approach report - Social and Relationship Capital
			Management approach report - Sustainability and Good Governance
GRI 2: General Disclosures 2021	2-25	Processes to remediate negative impacts	Management approach report - Our Natural Capital
			Management approach report - Social and Relationship Capital
			Management approach report - Sustainability and Good Governance
GRI 2: General Disclosures 2021	2-26	Mechanisms for advice and concerns about ethics	Governance, Business Ethics and Transparency
GRI 2: General Disclosures 2021	2-9	Governance structure	Governance, Business Ethics and Transparency 2022 Annual Information Form
GRI 2: General Disclosures 2021	2-13	Delegating authority	2022 Annual Information Form 2023 Management Information Circular
GRI 2: General Disclosures 2021	2-13	Executive-level responsibility for economic, environmental, and social topics	Management approach report - Our Natural Capital
			Management approach report - Social and Relationship Capital
			Management approach report - Sustainability and Good Governance
			2022 Annual Information Form
			2023 Management Information Circular
GRI 2: General Disclosures 2021	2-12	Consulting stakeholders on economic, environmental, and social topics	2022 Annual Information Form 2023 Management Information Circular
GRI 2: General Disclosures 2021	2-9	Composition of the highest governance body and its committees	2022 Annual Information Form 2023 Management Information Circular
GRI 2: General Disclosures 2021	2-11	Chair of the highest governance body	2022 Annual Information Form 2023 Management Information Circular
GRI 2: General Disclosures 2021	2-10	Nominating and selecting the highest governance body	2022 Annual Information Form 2023 Management Information Circular
GRI 2: General Disclosures 2021	2-15	Conflicts of interest	2022 Annual Information Form
			2023 Management Information Circular
GRI 2: General Disclosures 2021	2-12	Role of highest governance body in setting purpose, values, and strategy	2022 Annual Information Form
			2023 Management Information Circular
GRI 2: General Disclosures 2021	2-17	Collective knowledge of highest governance body	2022 Annual Information Form
			2023 Management Information Circular
GRI 2: General Disclosures 2021	2-18	Evaluating the highest governance body's performance	2022 Annual Information Form
			2023 Management Information Circular
GRI 2: General Disclosures 2021	2-12	Identifying and managing economic, environmental, and social impacts	2022 Annual Information Form
			2023 Management Information Circular

GRI Standards			
GRI Standard	Disclosure Number	GRI Disclosure	Cross Reference or Response 2022
GRI 2: General Disclosures 2021	2-12	Effectiveness of risk management processes	2022 Annual Information Form 2023 Management Information Circular
GRI 2: General Disclosures 2021	2-14	Highest governance body’s role in sustainability reporting	2022 Annual Information Form 2023 Management Information Circular
GRI 2: General Disclosures 2021	2-16	Communicating critical concerns	2022 Annual Information Form 2023 Management Information Circular
GRI 2: General Disclosures 2021	2-16	Nature and total number of critical concerns	2022 Annual Information Form 2023 Management Information Circular
GRI 2: General Disclosures 2021	2-19	Remuneration policies	2022 Annual Information Form 2023 Management Information Circular
GRI 2: General Disclosures 2021	2-20	Process for determining remuneration	2022 Annual Information Form 2023 Management Information Circular
GRI 2: General Disclosures 2021	2-20	Stakeholders’ involvement in remuneration	2022 Annual Information Form 2023 Management Information Circular
GRI 2: General Disclosures 2021	2-21	Annual total compensation ratio	2022 Annual Information Form 2023 Management Information Circular
GRI 2: General Disclosures 2021	2-21	Percentage increase in annual total compensation ratio	2022 Annual Information Form 2023 Management Information Circular
GRI 2: General Disclosures 2021	2-27	Compliance with laws and regulations	Governance, Business Ethics and Transparency Performance Data Supplement - Environmental fines
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	Management approach report - Sustainability and Good Governance Management approach report - Social and Relationship Capital
GRI 2: General Disclosures 2021	2-30	Collective bargaining agreements	People and Culture Performance Data Supplement - Other employee related info
GRI 2: General Disclosures 2021	2-29	Identifying and selecting stakeholders	Management approach report - Sustainability and Good Governance Management approach report - Social and Relationship Capital
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	Management approach report - Sustainability and Good Governance Management approach report - Social and Relationship Capital
GRI 2: General Disclosures 2021	2-2	Entities included in the consolidated financial statements	About this report 2022 Annual Information Form
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Materiality Assessment
GRI 3: Material Topics 2021	3-2	List of material topics	Materiality Assessment
GRI 2: General Disclosures 2021	2-4	Restatements of information	Performance Data Supplement

GRI Standards			
GRI Standard	Disclosure Number	GRI Disclosure	Cross Reference or Response 2022
GRI 3: Material Topics 2021	3-2	Changes in reporting	About this report
			Materiality Assessment
GRI 2: General Disclosures 2021	2-3	Reporting period	About this report
GRI 2: General Disclosures 2021	2-3	Reporting cycle	About this report
GRI 2: General Disclosures 2022	2-4	Contact point for questions regarding the report	About this report
GRI 2: General Disclosures 2021	2-5	External assurance	Assurance Statement
GRI 3: Material Topics 2021	3-3	Management of material topics	Materiality Assessment
			Management approach report - Our Natural Capital
			Management approach report - Social and Relationship Capital
			Management approach report - Sustainability and Good Governance
Economic Performance 2016	201-1	Direct economic value generated and distributed	Total Economic Impact
Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	Climate Change and Energy
Economic Performance 2016	201-4	Financial assistance received from government	Total Economic Impact
Market Presence 2016	202-2	Proportion of senior management hired from the local community	Performance Data Supplement - Local employment
Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Contribution to Local Development
			Preparing for Life after Mine/Building Resilient Communities
Indirect Economic Impacts 2017	203-2	Significant indirect economic impacts	Contribution to Local Development
			Preparing for Life after Mine/Building Resilient Communities
Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Governance, Business Ethics and Transparency
Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Governance, Business Ethics and Transparency
Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance, Business Ethics and Transparency
Tax 2019	207-1	Approach to Tax	Total Economic Impact
Tax 2020	207-2	Tax Governance, Control and Risk Management	Total Economic Impact
Tax 2019	207-3	Stakeholder engagement and management of concerns	Total Economic Impact
Materials 2016	301-2	Materials used by weight or volume	Performance Data Supplement - Materials
Materials 2016	301-3	Recycled input materials used	Not applicable
Materials 2016	301-4	Reclaimed products and their packaging materials	Not applicable
Energy 2016	302-1	Energy consumption within the organization	Climate Change and Energy
			Performance Data Supplement - Energy use
Energy 2016	302-3	Energy intensity	Climate Change and Energy
			Performance Data Supplement - Energy use

GRI Standards			
GRI Standard	Disclosure Number	GRI Disclosure	Cross Reference or Response 2022
Energy 2016	302-4	Reduction of Energy consumption	Climate Change and Energy Performance Data Supplement - Energy use
Water and Effluents 2018	303-1	Interactions with water as a shared resource	Water Management Management approach report - Our Natural Capital
Water and Effluents 2018	303-2	Management of water discharge-related impacts	Water Management Management approach report - Our Natural Capital
Water and Effluents 2018 Water 2016	303-3 303-2	Water withdrawal	Water Management Performance Data Supplement - Water use Performance Data Supplement - Freshwater intensity
Water and Effluents 2018	303-4	Water discharge	Water Management Water discharge
Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity and Habitat Conservation Performance Data Supplement - Land use and Biodiversity
Biodiversity 2016	304-2	Significant impacts of activities, products, and services on biodiversity	Biodiversity and Habitat Conservation
Biodiversity 2016 Biodiversity 2016	304-3 304-4	Habitats protected or restored	Biodiversity and Habitat Conservation Performance Data Supplement - Land use and Biodiversity
Emissions 2016	305-1	Direct (Scope 1) GHG Emissions	Climate Change and Energy Performance Data Supplement - GHG Emissions
Emissions 2016	305-2	Energy indirect (Scope 2) GHG Emissions	Climate Change and Energy Performance Data Supplement - GHG Emissions
Emissions 2016	305-3	Other indirect (Scope 3) GHG Emissions	Climate Change and Energy Performance Data Supplement - GHG Emissions
Emissions 2016	305-4	GHG Emissions intensity	Climate Change and Energy Performance Data Supplement - GHG Emissions intensity
Emissions 2016	305-5	Reduction of GHG Emissions	Climate Change and Energy Performance Data Supplement - GHG Emissions
Emissions 2016	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Performance Data Supplement - GHG Emissions
Waste 2020	306-1	Waste generation and significant waste-related impacts	Waste management Management approach report - Our Natural Capital
Waste 2020	306-2	Management of significant waste-related impacts	Waste management Management approach report - Our Natural Capital
Waste 2020	306-3	Waste generated	Performance Data Supplement - Waste
Waste 2020	306-2	Waste diverted from disposal	Performance Data Supplement - Waste
Waste 2020	306-3	Waste directed to disposal	Performance Data Supplement - Waste
Environmental Compliance	307-1	Non-compliance with environmental laws and/or regulations	Performance Data Supplement - Environmental fines
Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	Governance, Business Ethics and Transparency

GRI Standards			
GRI Standard	Disclosure Number	GRI Disclosure	Cross Reference or Response 2022
Employment 2016	401-1	New employee hires and employee turnover	Performance Data Supplement - Turnover
Occupational Health and Safety 2016	403-1	Workers representation in formal joint management-worker health and safety committees	Workplace Health and Safety and Wellbeing
			Performance Data Supplement - Other Safety Metrics
Occupational Health and Safety 2016	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Workplace Health and Safety and Wellbeing
			Performance Data Supplement - Health and Safety
Training and Education 2016	404-1	Average hours of training per year per employee	Performance Data Supplement - Average hours training
Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Our People and Culture
Training and Education 2016	404-3	Percentage of employees receiving regular performance and career development reviews	Performance Data Supplement - Regular Performance Review
Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	2023 Management Information Circular
			Performance Data Supplement - Employees by Level
Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Governance, Business Ethics and Transparency
			Performance Data Supplement - Other Employees-related info
Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Performance Data Supplement - Other Employees-related info
Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labour	None of our operations, including our supply chain, have significant risk of child, forced or compulsory labour and, as such, we do not consider these material aspects. Refer to the Governance, Business Ethics and Transparency chapter for our procedures on human rights risk and compliance assessment
Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	None of DPM's operations are at risk for forced or compulsory labour
Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	None of DPMs operations have been subject to human rights reviews or impact assessments. We plan to conduct human rights due diligence assessments and training over the course of the next two years
Human Rights Assessment 2016	412-2	Employee training on human rights policies or procedures	Governance, Business Ethics and Transparency
Human Rights Assessment 2016	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Human Rights screening is incorporated into our 3PDD Process. Refer to the Governance, Business Ethics and Transparency chapter
Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Contribution to Local Development
			Preparing for Life after Mine/Building Resilient Communities
Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Governance, Business Ethics and Transparency
Supplier Social Assessment 2016	414-2	Negative social impacts in the supply chain and actions taken	Governance, Business Ethics and Transparency

GRI Standards			
GRI Standard	Disclosure Number	GRI Disclosure	Cross Reference or Response 2022
Public Policy 2016	415-1	Political contributions	DPM did not make any political contributions in the reporting period
Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Workplace Health and Safety and Wellbeing
			Management approach report - Social and Relationship Capital
Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance, Business Ethics and Transparency
Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	Governance, Business Ethics and Transparency

GRI G4 Mining and Metals Sector Disclosures	Additional Disclosures required by GRI, specific to the Mining and Metals Sector	
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Performance Data Supplement - Land use and Biodiversity
MM2	The number and percentage of total sites identified as requiring Biodiversity 2016 management plans according to stated criteria, and the number (percentage) of those sites with plans in place	Performance Data Supplement - Land use and Biodiversity
MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks	Waste Management
		Tailings Management
		Performance Data Supplement - Waste
MM4	Number of strikes and lock-outs exceeding one week's duration, by country	Performance Data Supplement - Other employee related info
MM5	Total number of operations taking place in or adjacent to indigenous peoples' territories, and number and percentage of operations or sites where there are formal agreements with indigenous peoples' communities	Not applicable
MM6	Number and descriptions of significant disputes relating to land use, customary rights of local communities and indigenous people	Not applicable
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and indigenous peoples, and the outcomes	Not applicable
MM8	Number (and percentage) of company operating sites where artisanal and small scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	Not applicable
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Not applicable
MM10	Number and percentage of operations with closure plans	Preparing for Life after Mine/Building Resilient Communities
Materials Stewardship DMA	Programs and progress relating to Materials 2016 stewardship	Biodiversity and Habitat conservation
		Preparing for Life after Mine/Building Resilient Communities

SASB INDEX

SASB Disclosure Topics & Accounting Metrics			
Topic	Code	Metric	Cross Reference or Response
Greenhouse Gas Emissions	EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	For Scope 1 emissions refer to Performance Data Supplement GHG Emissions; 0% covered under emissions-limiting regulations
Greenhouse Gas Emissions	EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Climate Change and Energy
Air Quality	EM-MM-120a.1	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Refer to Performance Data Supplement GHG Emissions. Only SOx emissions are relevant to DPM's operations and are disclosed, but PM is actively monitored. See the Waste Management chapter for information on handling of arsenic
Energy Management	EM-MM-130a.1	1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Performance Data Supplement - GHG Emissions
Water Management	EM-MM-140a.1	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Performance Data Supplement - Water use Water management
Water Management	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Performance Data Supplement - Environmental fines
Waste & Hazardous Materials Management	EM-MM-150a.1	Total weight of tailings waste, percentage recycled	Performance Data Supplement - Waste
Waste & Hazardous Materials Management	EM-MM-150a.2	Total weight of mineral processing waste, percentage recycled	Performance Data Supplement - Waste
Waste & Hazardous Materials Management	EM-MM-150a.3	Number of tailings impoundments, broken down by MSHA hazard potential	3 tailings impoundments with High hazard potential & 1 with Low hazard potential
Biodiversity Impacts	EM-MM-160a.1	Description of environmental management policies and practices for active sites	Management approach report - Our Natural Capital
Biodiversity Impacts	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	(1) 68%; (2) 68%; (3) 68%
Biodiversity Impacts	EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	(1) 26.3%; (2) 4.7%
Security, Human Rights & Rights of Indigenous Peoples	EM-MM-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	(1) 0%; (2) 0%
Security, Human Rights & Rights of Indigenous Peoples	EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	(1) 0%; (2) 0%
Security, Human Rights & Rights of Indigenous Peoples	EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Governance, Business Ethics and Transparency
Community Relations	EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Governance, Business Ethics and Transparency Contribution to Local Development
Community Relations	EM-MM-210b.2	Number and duration of non-technical delays	0
Labor Relations	EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	Performance Data Supplement - Other employee related info; Breakdown by U.S and foreign employees not applicable
Labor Relations	EM-MM-310a.2	Number and duration of strikes and lockouts	Performance Data Supplement - Other employee related info
Workforce Health & Safety	EM-MM-320a.1	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	Performance Data Supplement - Health and Safety
Business Ethics & Transparency	EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	Governance, Business Ethics and Transparency
Business Ethics & Transparency	EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	0
Activity Metric	EM-MM-000.A	Production of (1) metal ores and (2) finished metal products	Performance Data Supplement - Operational
Activity Metric	EM-MM-000.B	Total number of employees, percentage contractors	Performance Data Supplement - People Performance Data Supplement - Contractors

In 2022 we have consolidated numbers for all DPM operations. Site-level performance data is available as a download in our 2022 performance data supplement available on our [website](#). 

ENVIRONMENTAL

Operational

DPM-wide ¹	2022	2021	2020	2019	2018
Total ore processed (tonnes)	2,991,782	3,064,742	3,091,958	2,673,787	2,216,753
Total ore mined (tonnes)	2,864,302	3,199,677	3,212,153	2,641,451	2,369,392
Total Cu Equivalent (volume, t) ²	78,860	92,200	89,927	55,738	63,394
Total Au tOz Equivalent ²	347,830	390,760	380,888	266,271	291,981
Concentrate smelted (tonnes)	174,122	189,707	231,890	215,289	232,043
Copper blister produced (tonnes)	37,229	42,011	45,548	45,953	48,970

Materials Used

DPM-wide in tonnes	2022	2021	2020	2019	2018
Lime (incl hydrated lime) ³	21,548	36,856	21,294	27,586	27,507
Cement	26,500	39,008	34,282	33,024	39,617
Blasting agents	2,074	1,843	1,540	284,121	1,123
Steel balls and rods	5,032	5,260	4,603	2,927	2,688
Silica	25,263	24,338	28,190	26,137	27,633
Oxygen ⁴	83,838	83,261	104,036	97,122	95,209

Energy Use by type (Gigajoules)

DPM-wide energy use	2022	2021	2020	2019	2018
Black oil/heavy fuel oil ⁵	122,563	170,995	188,127	187,910	178,705
Light fuel oil	58,913	67,447	73,127	68,245	84,539
Diesel	235,535	250,136	203,276	129,593	126,970
Coal ⁶	47,079	79,089	76,242	107,145	93,985
Electricity	1,156,900	1,152,007	1,204,214	1,040,277	1,080,481
Renewable electricity purchased ⁷	72,000	0	0	0	0

Energy Use Intensity⁸

DPM-wide energy use intensity - mining operations	2022	2021	2020	2019	2018
Total energy use intensity per t Ore processed	0.27	0.27	0.26	0.26	0.26
Total energy use intensity per t Cu eq.	10.33	8.87	8.87	10.47	9.02
Total energy use intensity per t Au Oz eq.	4.04	3.60	3.65	3.91	3.48
Direct energy use intensity per Ore processed	0.07	0.07	0.07	0.06	0.06
Electricity use intensity per Ore processed	0.20	0.19	0.19	0.21	0.20
Direct energy use intensity per Cu eq.	2.82	2.47	2.27	2.26	1.99
Electricity use intensity per Cu eq.	7.51	6.40	6.60	8.21	7.03
Direct energy use intensity per Au Oz eq.	2.34	2.09	2.09	2.19	1.96
Electricity use intensity per Au Oz eq.	1.70	1.51	1.56	1.72	1.53

1. The numbers from 2019 onwards include the data for the Ada Tepe operation

2. Metal equivalents are calculated using the metal production for the year (in tonnes for Cu or troy ounce for Au) and a price index, based on the average price for a 3-year period, ending with the year of reported data.

3. Fluctuations of limerock consumption in Tsumeb are driven by slag chemistry.

4. The relative reduction in oxygen consumption in Tsumeb in 2022 and 2021, compared to 2020, is a result of lower production.

5. Black oil/heavy fuel oil consumption decreased significantly in 2022 due to lower production in our Tsumeb smelter.

6. Coal consumption decreased significantly in 2022 due to lower production in our Tsumeb smelter.

7. In 2022, we purchased renewable energy certificates for our Bulgarian sites for the first time. The emissions reduction as a result of the green certificates is reflected in the calculation of our market-based GHG emissions.

8. Due to decreasing grades and mining of more distant ore bodies in Chelopech and a lower production output in Ada Tepe there was an increase in the energy use intensity of mining operations in 2022.

ENVIRONMENTAL

Energy Use Intensity

DPM-wide energy use intensity - smelting	2022	2021	2020	2019	2018
Total Energy Intensity per t Copper blister produced	21.66	21.47	20.80	20.66	20.28
Tsumeb Direct energy intensity (GJ/ t Copper blister produced)	6.50	8.09	7.40	7.98	7.32
Tsumeb Indirect energy intensity (GJ/ t Copper blister produced)	15.16	13.38	13.40	12.68	12.96

GHG Emissions

DPM total operational GHG emissions in tonnes	2022	2021	2020	2019	2018
Direct GHG emissions – Scope 1	36,350	44,932	42,928	40,058	39,115
Indirect GHG emissions – Scope 2 (location-based) ^{1, 2}	203,970	213,266	227,636	212,154	172,483
Indirect GHG emissions – Scope 2 (market-based) ^{1, 3}	196,333	213,638	231,601	212,427	173,708
All other indirect GHG emissions – Scope 3 DPM total operational emissions ¹	574,644	523,380	101,570	55,034	60,809

GHG Intensity by type of operations

DPM-wide GHG intensity - mining operations	2022	2021	2020	2019	2018
Scope 1 & 2 Intensity Mining operations - per tonne ore processed	0.078	0.084	0.089	0.115	0.096
Scope 1 & 2, Scope 3.10 categories Mining operations - per tonne Cu equivalent	4.321	3.864	3.842	3.692	3.001
Scope 1 & 2, Scope 3.10 Mining operations - per tonne Au Oz equivalent	0.980	0.912	0.907	0.773	0.652
DPM-wide GHG intensity - smelting	2022	2021	2020	2019	2018
Scope 1 & 2 Intensity Smelting - per tonne of Cu blister produced	4.354	4.040	3.990	3.870	2.930

Water Use

DPM -wide	2022	2021	2020	2019	2018
Total water withdrawn (incl. rainwater)	3,448,378	3,068,864	3,394,364	3,551,692	2,563,699
Water recycled/reused as a % of total water consumed	47%	53%	46%	43%	48%

1. Scope 2 location-based GHG emissions are obligatory to report and are representative of the electricity grid on which energy consumption occurs without accounting for any renewable electricity purchased. In contrast, the market-based method considers energy trade and reflects the company's purchase of renewable energy certificates or power-purchase agreements. In 2022, we report market-based Scope 2 emissions for the first time to showcase the emissions reductions attained through the purchase of renewable electricity, resulting in a lower figure compared to the location-based emissions.

2. The location-based method is applicable for all operational sites.

3. The market-based method is applicable only for our mining sites (Chelopech and Ada Tepe) because our Tsumeb smelter uses specific emission factors taken directly from the local electricity provider.

4. In 2021 we have improved our Scope 3 inventory methodology to capture indirect emissions related to the following GHG Protocol categories: Purchased goods and services & Capital goods; Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2; Transportation and Distribution and Processing of Sold Products. This covers above 98% of all DPM Scope 3 emissions. For more details about our emissions and climate policy see our inaugural Climate feature published in May 2022 on www.dundeeprecious.com

ENVIRONMENTAL

Freshwater Intensity

DPM-wide Freshwater intensity	2022	2021	2020	2019	2018
Mining operations - per tonne of ore processed	0.27	0.25	0.31	0.41	0.35
Smelting operations - per tonne of concentrate smelted	6.53	5.49	4.94	5.57	4.52

Water Discharge

DPM-wide	2022	2021	2020	2019	2018
Discharged domestic waste water (m ²)	79,029	79,515	92,940	121,682	117,437
Discharged industrial waste water (m ²) Chelopech	0	37,220	0	190,710	0

Waste Management

DPM-wide Mineral waste	2022	2021	2020	2019	2018
Total mineral waste disposed (waste rock, tailings) (tonnes)	4,861,242	4,522,764	4,570,629	4,089,584	2,467,722
Total mineral waste reused (tonnes)	648,770	736,157	718,833	n/a	n/a
Arsenic Hazardous waste treated and disposed of on-site (tonnes) at Tsumeb	22,078	27,456	31,503	29,819	32,552
Active TMFs ¹	3	3	3	3	2
DPM-wide Non-mineral waste	2022	2021	2020	2019	2018
Total hazardous waste diverted from disposal	125	129	112	185	124
Total hazardous waste directed to disposal ²	57	17	29	34	63
Total non-hazardous waste diverted from disposal	2,601	2,757	2,044	1,968	1,964
Total non-hazardous waste directed to disposal ³	1,306	2,179	1,086	2,167	1,688

Land use/Biodiversity

DPM-wide	2022	2021	2020	2019	2018
Total land area owned or leased and not yet rehabilitated at the start of the year (hectares)	3,359	3,312	3,312	3,312	3,580
Total amount of land newly disturbed by mining within the reporting period (hectares)	0	0	10	49	3
Total amount of land newly rehabilitated within the reporting period (hectares)	3	4	0	3	6
Total land area owned or leased and not yet rehabilitated at the end of the year (hectares)	3,352	3,355	3,356	3,358	3,526
Total amount of land in or adjacent to protected areas and areas of high biodiversity value (hectares)	132	132	132	132	132
Number of sites that have biodiversity/biological management plans	3	3	3	3	3

1. TMFs refers to Tailings Management Facilities.

2. Hazardous waste directed to disposal increased significantly as a large amount of solid waste was accumulated on-site at Tsumeb in 2020 and 2021 due to transport restrictions during the COVID 19 pandemic. The stockpiled waste was sent off-site in 2022.

3. The drop in non-hazardous waste directed to disposal is mainly due to an intensive cleanup at our Tsumeb smelter in 2021 which continued in 2022 but with much smaller waste volumes.

HEALTH AND SAFETY

Employees and contractors

DPM-wide EMPLOYEES + CONTRACTORS	2022	2021	2020	2019	2018
	Total	Total	Total	Total	Total
Number of Lost Time Injuries	5	4	5	12	5
Lost time Injury Frequency Rate (per 200,000 hours worked)	0.16	0.12	0.13	0.39	0.15
Number of Fatalities	0	0	1	0	0
Total Recordable Injury Frequency Rate (per 200,000 hours worked)	0.42	0.24	0.36	0.50	0.24
Near miss frequency rate (NMFR) for work-related near misses	0.96	1.61	na	na	na
Tier 1 process safety events frequency rate (per 1,000,000 hours worked) ¹	0	na	na	na	na

Employees

DPM-wide EMPLOYEES only	2022	2021	2020	2019	2018
	Total	Total	Total	Total	Total
Number of Lost Time Injuries	4	3	2	6	5
Lost time Injury Frequency Rate (per 200,000 hours worked)	0.20	0.14	0.10	0.30	0.26
Number of Fatalities	0	0	1	0	0
Total Recordable Injury Frequency Rate (per 200,000 hours worked)	0.45	0.19	0.31	0.45	0.36
Near miss frequency rate (NMFR) for work-related near misses	1.36	2.40	na	na	na

Contractors

DPM-wide CONTRACTORS only	2022	2021	2020	2019	2018
	Total	Total	Total	Total	Total
Number of Lost Time Injuries	1	1	3	6	0
Lost time Injury Frequency Rate (per 200,000 hours worked)	0.09	0.08	0.17	0.50	0.00
Number of Fatalities	0	0	0	0	0
Total Recordable Injury Frequency Rate (per 200,000 hours worked)	0.35	0.34	0.43	0.58	0.07
Near miss frequency rate (NMFR) for work-related near misses	0.26	0.17	na	na	na

1. Starting with 2022 we are reporting on tier 1 process safety events. These are unplanned loss of containment events with the potential for severe consequences, including multiple fatalities, widespread environmental impact and/or significant property damage, such as explosions, tailings spills etc.

OUR PEOPLE

Employees split by gender and age

DPM-wide workforce data split by gender and age	2022			2021			2020	2019	2018
	Male	Female	Total	Male	Female	Total	Total	Total	Total
Total Number of Employees ¹	1,716	415	2,131	1,877	423	2,300	2,171	2,111	2,098
Percentage of Employees <30	17%	19%	18%	29%	38%	31%	19%	20%	18%
Percentage of Employees 30–50	71%	62%	69%	58%	46%	56%	67%	62%	64%
Percentage of Employees >50	12%	20%	14%	12%	19%	13%	15%	17%	18%

1. Employee data is reported in head count.

Local employment

DPM-wide workforce data split by level and local employment	2022			2021			2020	2019	2018
	Male	Female	Total	Male	Female	Total	Total	Total	Total
DPM-wide percentage of senior management (full-time) hired from the local community ²	83%	84%	83%	74%	74%	74%	75%	85%	91%

2. Local community stands for the country of the operation.

Contractors

DPM-wide contractors	2022	2021	2020	2019	2018
	Total	Total	Total	Total	Total
DPM-wide ³	1,603	1,588	1,336	1,872	1,745

3. All our contractors are hired directly by DPM.

Collective bargaining

DPM-wide collective bargaining agreements coverage	2022	2021	2020	2019	2018
Percentage of total employees covered by collective bargaining agreements ⁴	75%	80%	83%	79%	80%

4. Data from year 2020 and before was collected through a different methodology and is therefore not comparable to more recent data.

Turnover

DPM-wide turnover rate	2022			2021			2020	2019	2018
	Male	Female	Total	Male	Female	Total	Total	Total	Total
Voluntary Turnover Rate ⁵	13%	11%	13%	2%	4%	2%	1%	3%	n/a
Total Turnover Rate	25%	27%	25%	9%	17%	11%	9%	14%	13%

5. As part of the P300 project at Tsumeb, in 2022, a number of employees chose voluntary separation and voluntary early retirement packages.

CAUTIONARY STATEMENT REGARDING FORWARD LOOKING STATEMENTS

This report contains “forward looking statements” or “forward looking information” (collectively, “Forward Looking Statements”) that involve a number of risks and uncertainties. Forward Looking Statements are statements that are not historical facts and are generally, but not always, identified by the use of forward looking terminology such as “plans”, “expects”, “is expected”, “budget”, “scheduled”, “estimates”, “forecasts”, “guidance”, “outlook”, “intends”, “anticipates”, “believes”, or variations of such words and phrases or that state that certain actions, events or results “may”, “could”, “would”, “might” or “will” be taken, occur or be achieved, or the negative of any of these terms or similar expressions. The Forward Looking Statements in this report relate to, among other things: DPM’s strategy, plans, targets and goals in respect of environmental, social and governance issues, including climate change, greenhouse gas emissions reduction targets, water management, tailings management facilities and human rights initiatives; climate change strategy and associated greenhouse gas emissions reductions targets, including with respect to our Scope 3 emissions; the timing of the development of a Scope 3 emissions target; the implementation and effectiveness of our greenhouse gas emissions reduction plans and initiatives, and the realization of such targets and initiatives; and timing and success of exploration activities.

Forward Looking Statements are based on certain key assumptions and the opinions and estimates of management and Qualified Person (in the case of technical and scientific information), as of the date such statements are made, and they involve known and unknown risks, uncertainties and other factors which may cause the actual results, performance or achievements of the company to be materially different from any other future results, performance or achievements expressed or implied by the Forward Looking Statements. In addition to factors already discussed in this report, such factors include, among others: uncertainties inherent to the ability of the company to meet sustainability, environmental and greenhouse gas emissions reduction targets, goals and strategies, which may be affected by unforeseeable events outside of its control or business necessities that are not yet known; risks arising from the current inflationary environment and the impact on operating costs and other financial metrics, including risks of recession; continuation or escalation of the conflict in Ukraine; risks relating to the company’s business generally and the impact of global pandemics, including COVID-19, resulting in changes to the company’s supply chain, product shortages, delivery and shipping issues;

regulatory changes, including changes impacting the complex concentrate market; possible variations in ore grade and recovery rates; inherent uncertainties in respect of conclusions of economic evaluations, economic studies and mine plans; changes in project parameters, including schedule and budget, as plans continue to be refined; uncertainties with respect to actual results of current exploration activities; uncertainties and risks inherent to developing and commissioning new mines into production, which may be subject to unforeseen delays; uncertainties inherent with conducting business in foreign jurisdictions where corruption, civil unrest, political instability and uncertainties with the rule of law may impact the company’s activities; limitations on insurance coverage; accidents, labour disputes and other risks of the mining industry; actual results of current and planned reclamation activities; opposition by social and non-governmental organizations to mining projects and smelting operations; unanticipated title disputes; claims or litigation; increased costs and physical risks, including extreme weather events and resource shortages, related to climate change; risks related to the implementation, cost and realization of benefits from digital initiatives as well as those risk factors discussed or referred to in the company’s annual management discussion and analysis and annual information form for the year ended December 31, 2022, and other documents filed from time to time with the securities regulatory authorities in all provinces and territories of Canada and available on SEDAR at www.sedar.com.

The reader has been cautioned that the foregoing list is not exhaustive of all factors and assumptions which may have been used. Although the company has attempted to identify important factors that could cause actual actions, events or results to differ materially from those described in Forward Looking Statements, there may be other factors that cause actions, events or results not to be anticipated, estimated or intended. There can be no assurance that Forward Looking Statements will prove to be accurate, as actual results and future events could differ materially from those anticipated in such statements. The company’s Forward Looking Statements reflect current expectations regarding future events and speak only as of the date hereof. Other than as it may be required by law, the company undertakes no obligation to update Forward Looking Statements if circumstances or management’s estimates or opinions should change. Accordingly, readers are cautioned not to place undue reliance on Forward Looking Statements.



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