

2023 SUSTAINABILITY PERFORMANCE DATA SUPPLEMENT

# FOUNDATION FOR GROWTH



# LETTER TO STAKEHOLDERS

Dear Reader,

We are pleased to present DPM's 2023 Sustainability Performance Data Supplement, and to update you on DPM's progress in meeting our sustainability goals. Generating a net positive impact from our operations is one of our strategic objectives at DPM and is fundamental to our overarching purpose as an organization: unlocking resources and generating value to thrive and grow together.

For the world at large, 2023 was another year of upheaval and uncertainty. The war in Ukraine continued, with no resolution in sight at the time of this report, and the war in Gaza began, unleashing a humanitarian crisis and a new phase of instability in the Middle East and beyond. Supply chain disruptions and inflation continued to impact the global economy. The growing trend towards political polarization divided the populations of many countries along sharp ideological fault lines, and with more than half the world due to participate in elections in 2024, the global geopolitical outlook remains highly uncertain.

DPM works hard to identify and manage the potential impacts from these and other evolving risks in a changing world. Our approach to sustainability plays a foundational role in how we manage those risks and shelter our business against external volatility. By investing in sustainability and integrating it into our operating model, systems, and overall way of thinking at every level of our organization, we have been able to create greater long-term stability and predictability, both at our operations and in our relations with host communities. In short, we have always regarded our non-financial performance as vital to our long-term financial performance, and we believe that this core strategy contributed once again to our overall success in 2023.

Looking back at 2023, DPM had an outstanding year, with excellent performance at our operations and an exciting high-grade gold discovery at our Čoka Rakita project, which has become a significant organic addition to our growth portfolio. We continued to rank among the lowest-cost producers in our sector and ended the year financially strong and well-positioned for the future.

2023 also marked the 20<sup>th</sup> anniversary of the acquisition of our assets in Bulgaria. From the

outset, our strategic emphasis on ESG – fostering a strong safety culture, instituting world-class environmental controls, promoting innovation, and helping to build local economic capacity – has been instrumental in making our Bulgarian operations leaders in sustainability as well as economic performance. By working extensively with local stakeholders and agreeing on a small footprint development approach, among other innovative measures to protect the environment and biodiversity, we developed Ada Tepe from a greenfield project to the first new mine permitted in the Balkans in 40 years. In recognition of our deep-rooted ties with the community, DPM's Board of Directors travelled to Bulgaria in December 2023 to join neighbours and local partners in celebrating our shared history.

Overall, DPM's strong ESG performance continued in 2023, as we were ranked in the 91<sup>st</sup> percentile among the Metals and Mining industry in the 2023 S&P Global Corporate Sustainability Assessment, and, for the third consecutive year, included in S&P's 2024 Sustainability Yearbook. Additional highlights from the year include:

**Safety:** Our company-wide safety performance was on a par with the previous year, and above average compared with the rest of the industry. Ada Tepe had an excellent year, recording zero lost-time injuries. However, our performance was marred by a serious lost-time injury at the Chelopech mine, which was a reminder of the continued diligence required to meet our uncompromising commitment to ensure every worker goes home safely at the end of every shift, and to achieve our goal of zero incidents. In response, our Executive Committee, together with members of our Senior Management team and Site-based General Managers, launched an Executive Safety Task Force that is meeting regularly with teams across the company to drive to a Generative Safety Culture, stressing individual ownership and responsibility for safety at every level of the organization.

**Climate:** We achieved an 18% reduction in absolute Scope 1 and 2 GHG emissions in 2023 relative to our 2020 target baseline<sup>1</sup>. Looking ahead, and as reported in 2022 along with our Scope 1 and Scope 2 emission targets, we have pledged to develop a Scope 3 target by 2025. We continue to work closely with our suppliers at every stage in our value chain to identify and pursue opportunities that will have a meaningful impact on reducing total emissions and plan to share our Scope 3 ambitions by the end of 2024.

1. The decrease in absolute emissions was due to the scheduled maintenance shutdown of our Tsumeb smelter, the use of green energy certificates at our mining operations and energy efficiency initiatives.

In addition, we have begun work on preparing disclosures based on The Taskforce on Nature-related Financial Disclosures (TNFD) recommendations and guidance to assess, report and act on our nature-related dependencies, impacts, risks and opportunities. We look forward to sharing our learnings and the results of our work based on the TNFD guidelines in our 2024 Sustainability Report.

**Water:** Zero industrial wastewater was discharged across our mine sites, and 42% of water consumed by our operations was recycled and reused on-site.

**Human Rights:** We published our first Supply Chain Act report in response to Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, new federal legislation designed to increase transparency of modern slavery in supply chains, which requires annual reporting by Canadian companies on measures taken to prevent the risks of forced labour and child labour in their supply chains. As part of that work, we engaged in human rights due diligence and training activities across our sites, and continue to work closely with our suppliers to ensure the protection of human rights at every stage of our supply chain.

Transparency and accountability with our stakeholders is a core DPM value and a key part of our overall sustainability commitment. We strive to continuously improve our sustainability reporting framework and measurement methodologies to keep abreast of evolving international best practices, and to provide our stakeholders with a comprehensive picture of our sustainability standards and management systems, our annual performance, and our future targets and goals.

As non-financial criteria have gained considerable prominence in assessing the overall performance of public companies, and the mining industry specifically – even influencing key investment decisions – the importance of reliable, accurate and meaningful sustainability reporting has correspondingly increased. Recently, we have seen a proliferation of sustainability disclosure standards from various standards setters and regulators across the globe. We welcome these initiatives, and encourage an increased focus on interoperability to provide stakeholders with greater clarity and precision in evaluating sustainability performance, including a better understanding of comparative performance relative to industry peers.

We encourage you to explore this data supplement report to learn about our 2023 performance in more detail. We look forward to providing in-depth updates on our sustainability strategy and initiatives, recent performance (including case studies), and plans and targets for the future in our 2024 Sustainability Report.

In closing we would like to thank our employees for delivering another successful year, and 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 Chief Executive Officer



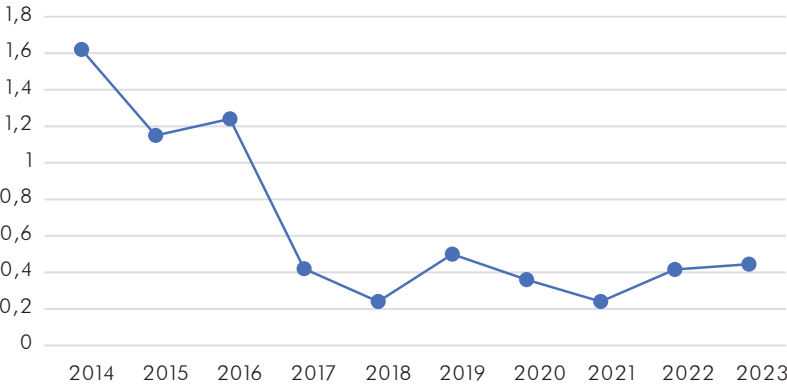
Dr. Nikolay Hristov  
Senior Vice President, Sustainable Business Development

# SUSTAINABILITY HIGHLIGHTS



## Health and Safety

**Ten-Year Safety Performance:**  
(TRIF rates including all DPM employees and contractors)



Continued long-term trend of **low TRIF rates**, compared to peak from 10 years ago.

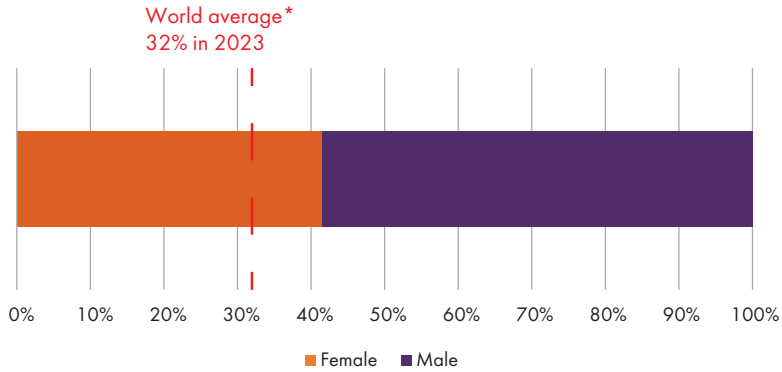
Company-wide safety performance **better than industry average**

We continued to outperform the industry average on safety and maintain our longer-term trend of low total reportable injury frequency (TRIF) rates. Despite excellent safety performance at our Ada Tepe mine last year, where zero lost-time injuries were recorded, there was however, a company-wide increase in TRIF rates as well as a serious lost-time injury at the Chelopech mine.

We continue to enforce our Golden Rules for Safety and recently, launched an Executive Safety Taskforce to lead the drive to a Generative Safety Culture. The outcomes from this initiative will be shared in our next sustainability report.

# Diversity

## Percentage of women in senior management positions at DPM compared to world average



Our workforce is comprised of

**98%**

local nationals

**42%**

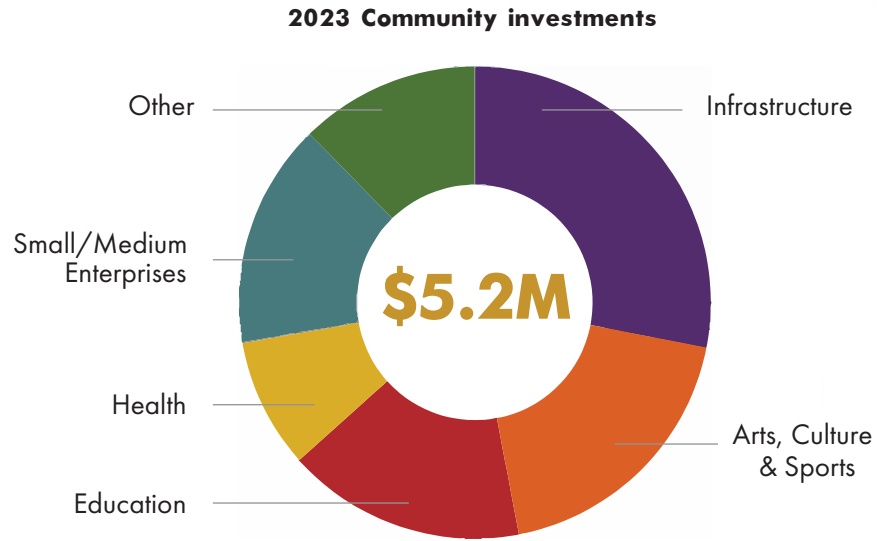
of all senior management positions are held by women

We are committed to attracting, retaining and developing a diverse workforce. Our global workforce is comprised of 98% local nationals. 42% of all senior management positions are held by women, a figure which exceeds the global average of 32%. In addition, women also represent 50% of our Board of Directors.

\* 2024 Women in Business report by Grant Thornton (<https://www.grantthornton.com/insights/articles/insights/2024/women-in-business-2024-defining-pathways-to-parity>)



# Community Investments



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

In addition to being a major employer in regions where we operate, we direct our community investments to infrastructure, education, health and culture, and sports. Our financing of small and medium enterprises directly contributes to capacity building in the regions where we operate, and is a big part of our Life After Mine strategy, as we strongly believe in ensuring a sustainable future for our local stakeholders.

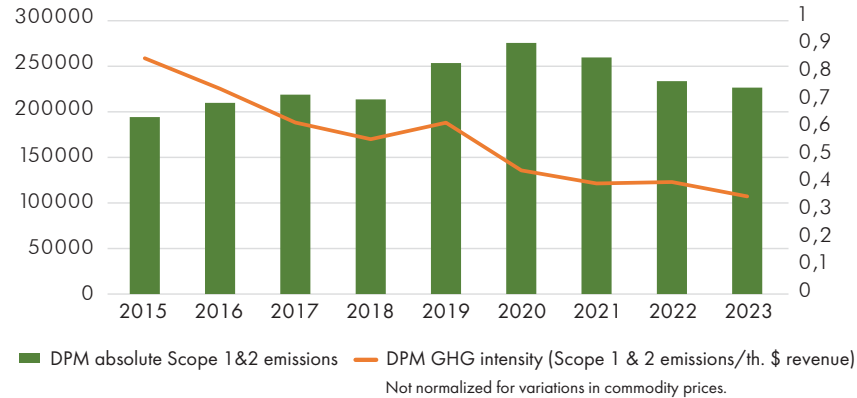


# Human Rights

In early 2024, we published our first Supply Chain Act report in response to the Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act*. In 2023, we updated our human rights due diligence assessments across all our sites. This work helped to test and validate our existing human rights practices in addition to also helping to identify areas for improvement. To read further details about the findings of our assessment and compliance with the legislation, see our ‘Supply Chains Act’ report, available on our website at <https://dundeeprecious.com/site/assets/files/16359/2024-supply-chain-act.pdf>



**DPM absolute Scope 1 and 2 emissions and GHG intensity (per th. \$ revenue)**



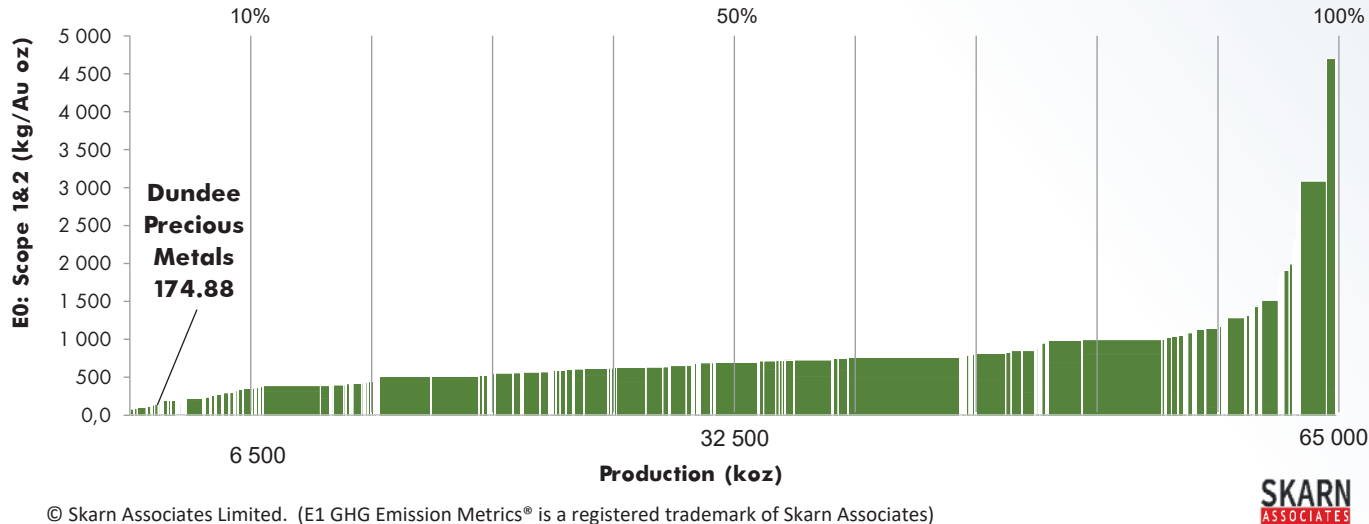
**We continued to reduce our Scope 1 and 2 emissions and make progress towards our emissions reduction targets.**

In 2023, absolute Scope 1 and 2 emissions were 18% lower compared to the 2020 baseline for our climate targets. The decrease was a result of the use of green energy certifications, energy efficiency initiatives and the scheduled maintenance shutdown at the Tsumeb smelter.

We also achieved a 21% decrease in our carbon intensity (measured per thousand dollars of revenue).

The focus for 2024 will be to analyze our supply chain and establish our Scope 3 reduction target.

**DPM among the top 10% of most carbon efficient gold producers in 2023 (based on tCO<sub>2</sub> emissions per ounce of gold produced)**

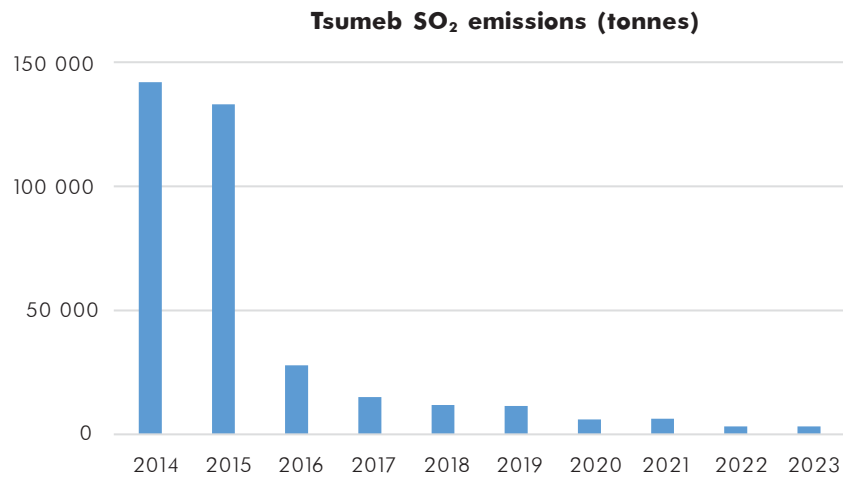


DPM is among the top 10% best performers among gold producers in terms of Scope 1 and 2 GHG emissions intensity per ounce of gold produced, according to the Skarn Gold GHG & energy benchmark.

Skarn's Gold GHG & Energy Benchmark tool quantified Scope 1 and 2 emissions for over 3500 mining companies. Skarn's benchmark methodology is using intensities based on company gold production amounts and not gold equivalents.<sup>1</sup>

1. More info on the Skarn benchmark: <https://www.skarn-associates.com/ghg/gold-mines>. Benchmark dataset extracted in May 2024.

# SO<sub>2</sub> Emissions



Over  
**95%**  
**decrease**  
in SO<sub>2</sub> emissions  
compared to their  
peak in 2014\*

Over the past 10 years, we achieved a substantial decrease in sulphur dioxide (SO<sub>2</sub>) emissions at our Tsumeb smelter. We have five air quality monitoring stations in operation constantly measuring SO<sub>2</sub> levels. As a result of our efforts, we have had a remarkable reduction in community concerns over time.

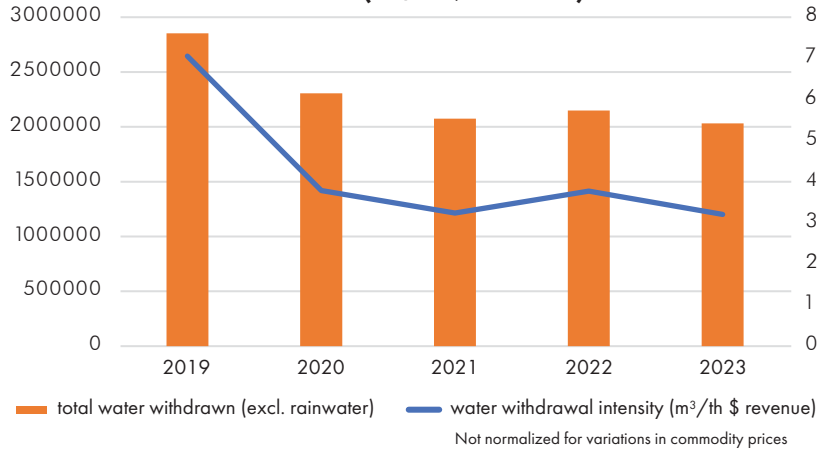
\* The decrease in SO<sub>2</sub> emissions in 2022 is a result of using a different and more accurate calculation method. Therefore, the data from 2022 onwards is not comparable to previous years.





# Water

**DPM total water withdrawal intensity (m<sup>3</sup>/th.\$ revenue)**



**Zero**  
industrial wastewater  
discharges across mine sites

**42%**  
of water consumed by all operational  
assets was reused on-site

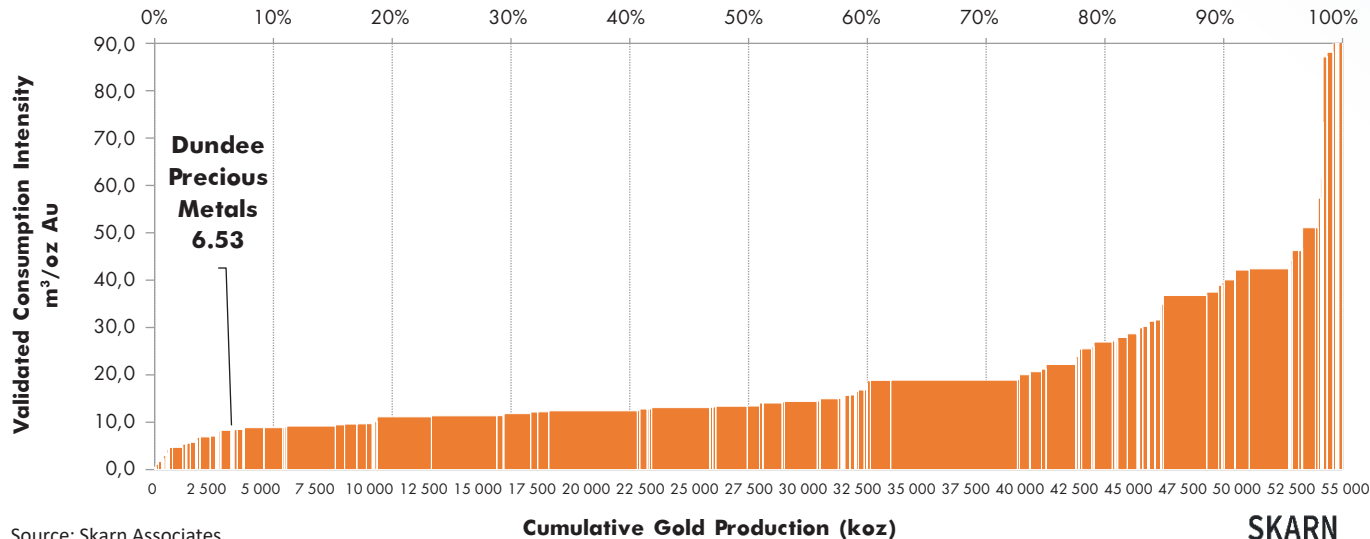
**5%**  
reduction of freshwater withdrawal  
across all sites compared to 2022

As a result of continued investments in efficiency and recycling, we reused more than 42% of the water we consumed in achieved a markedly low freshwater intensity company-wide.

The freshwater intensity in our mining operations remained at around 0.27 m<sup>3</sup> per tonne of ore processed, which represents a 33% decrease from its peak in 2019 at 0.41 m<sup>3</sup> per tonne of ore processed.

Sustaining high standards of water stewardship continues to be a priority at the Tsumeb smelter, where we are working to improve the water infrastructure and where water remains a site-level executive and employee compensation metric.

**DPM among the top 10% of most water efficient gold producers in 2023 (based on water consumed per ounce of gold equivalent produced in 2022)**



DPM is among the top 10% best performers among gold producers in terms of water consumption intensity per ounce of gold equivalent produced, according to the Skarn Gold mining water benchmark.

Skarn's Gold Water Benchmark tool<sup>1</sup> covers 278 mines, and around 140 mining companies, producing over 55 million ounces of gold in 2022, which accounted for around 65% of global production in that year<sup>2</sup>.

1. More info on the Skarn benchmark: <https://www.skarnassociates.com/insights/gold-water-benchmarking>. Benchmark dataset extracted in May 2024.

2. Global gold production excluding artisanal and small-scale mining, estimated at 27% of total production based on Q1 of 2022 proxy link: <https://www.gold.org/goldhub/research/gold-demand-trends/gold-demand-trends-full-year-2022#:~:text=Total%20annual%20gold%20supply%20increased%20by%20%25%20in,inchd%20up%20to%20a%20four-year%20high%20o-f%203%2C612f>

## External Recognition

**S&P Global**  
**Sustainability**  
**Yearbook 2024**

We ranked in the 91st percentile in the 2023 S&P Global Corporate Sustainability Assessment (CSA) for the Metals and Mining industry. We were included in S&P's 2024 Sustainability Yearbook distinguishing us as one of the industry's best performers in corporate sustainability.



# ENVIRONMENTAL

The following tables include consolidated numbers for all DPM operations. Site-level performance data is available as a download in our 2023 Sustainability Performance database published on our website. [LINK](#)

## Operational



DPM-wide <sup>1</sup>	2023	2022	2021	2020	2019
Total ore processed (tonnes)	2,952,711	2,991,782	3,064,742	3,091,958	2,673,787
Total ore mined (tonnes)	2,986,366	2,864,302	3,199,677	3,212,153	2,641,451
Total Cu Equivalent (volume, tonnes) <sup>2</sup>	78,275	78,860	92,200	89,927	55,738
Total Au Equivalent (volume, troy ounce) <sup>2</sup>	375,335	347,830	390,760	380,888	266,271
Concentrate smelted (tonnes)	188,801	174,122	189,707	231,890	215,289
Copper blister produced (tonnes)	35,941	37,229	42,011	45,548	45,953

## Materials Used

DPM-wide in tonnes	2023	2022	2021	2020	2019
Lime (incl hydrated lime) <sup>3</sup>	25,083	21,548	36,856	21,294	27,586
Cement	29,146	26,500	39,008	34,282	33,024
Blasting agents <sup>4</sup>	2,347	1,432	1,843	1,540	284,121
Steel balls and rods	5,025	5,032	5,260	4,603	2,927
Silica	27,284	25,263	24,338	28,190	26,137
Oxygen <sup>5</sup>	87,441	83,838	83,261	104,036	97,122

## Energy Use by type (Gigajoules)

DPM-wide energy use	2023	2022	2021	2020	2019
Black oil/heavy fuel oil <sup>6</sup>	128,437	122,563	170,995	188,127	187,910
Light fuel oil	67,573	58,913	67,447	73,127	68,245
Diesel	233,833	235,535	250,136	203,276	129,593
Coal <sup>7</sup>	62,192	47,079	79,089	76,242	107,145
Electricity	1,134,121	1,156,900	1,152,007	1,204,214	1,040,277
Renewable electricity purchased <sup>8</sup>	144,000	72,000	0	0	0

1. The numbers from 2019 onwards include the data for the Ada Tepe operation. First full year of operations in Ada Tepe was 2020.

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 increase in blasting agents used in Chelopech, compared to the years before 2021, is because the site moved to emulsion in 2021, which is a higher density explosive.

5. The relative reduction in oxygen consumption in Tsumeb in 2023, 2022 and 2021, compared to 2020, is a result of lower production.

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

7. The increase in coal consumption was primarily driven by the increased run time of the Tsumeb plant compared to 2022.

8. In 2023, we purchased EU guarantees of origin for 20,000 MWh for both mines- Chelopech and Ada Tepe.

# ENVIRONMENTAL

## Energy Use Intensity

DPM-wide energy use intensity - mining operations	2023	2022	2021	2020	2019
Total energy use intensity (GJ/ t Ore processed)	0.26	0.27	0.27	0.26	0.26
Total energy use intensity (GJ/ t Cu eq.)	10.36	10.33	8.87	8.87	10.47
Total energy use intensity (GJ/ t Au Oz eq.)	3.75	4.04	3.60	3.65	3.91
Direct energy use intensity (GJ/ Ore processed)	0.07	0.07	0.07	0.07	0.06
Electricity use intensity (GJ/ Ore processed)	0.20	0.20	0.19	0.19	0.21
Direct energy use intensity (GJ/ Cu eq.)	2.77	2.82	2.47	2.27	2.26
Electricity use intensity (GJ/ Cu eq.)	7.60	7.51	6.40	6.60	8.21
Direct energy use intensity (GJ/ Au Oz eq.)	2.16	2.34	2.09	2.09	2.19
Electricity use intensity (GJ/ Au Oz eq.)	1.58	1.70	1.51	1.56	1.72
DPM-wide energy use intensity - smelting	2023	2022	2021	2020	2019
Total energy intensity (GJ/ t Copper blister produced) <sup>1</sup>	22.68	21.66	21.47	20.80	20.66
Tsumeb direct energy intensity (GJ/ t Copper blister produced)	7.66	6.50	8.09	7.40	7.98
Tsumeb indirect energy intensity (GJ/ t Copper blister produced)	15.01	15.16	13.38	13.40	12.68

## GHG Emissions

DPM total operational GHG emissions in tonnes	2023	2022	2021	2020	2019
Direct GHG emissions – Scope 1	38,847	36,350	44,932	42,928	40,058
Indirect GHG emissions – Scope 2 (market-based) <sup>2</sup>	186,836	196,333	213,638	231,601	212,427
All other indirect GHG emissions – Scope 3 <sup>3</sup>	598,728	574,644	523,380	101,570	55,034

1. The overall energy intensity per Cu blister produced increased in 2023 due to the plant shut in Tsumeb in Q3

2. Scope 2 location-based GHG emissions 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. As of 2022, we began reporting market-based Scope 2 emissions to reflect the emissions reductions attained through the purchase of renewable electricity in addition to continuing to report our location-based scope 2 emissions.

3. Since 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, Downstream Transportation and Distribution and Processing of Sold Products. This covers above 98% of all DPM Scope 3 emissions.

# ENVIRONMENTAL

Scope 3 GHG emissions in tonnes split by site and category	2023	2022	2021	2020	2019
<b>Chelopech total Scope 3</b>	<b>410,992</b>	386,440	345,261	53,545	55,169
Chelopech Processing of sold products	242,390	225,728	206,226	0	0
Chelopech Downstream Transportation & Distribution	58,209	58,346	56,573	0	0
Chelopech Purchased Goods and Services & Capital Goods	102,874	95,298	75,882	0	0
Chelopech Fuel and Energy Related Activities	7,520	7,068	6,580	0	0
<b>Tsumeb total Scope 3</b>	<b>127,188</b>	132,400	134,826	36,582	n/a
Tsumeb Processing of sold products	36,604	40,376	41,519	0	0
Tsumeb Downstream Transportation & Distribution	35,376	41,156	37,586	0	0
Tsumeb Purchased Goods and Services & Capital Goods	37,011	32,632	38,959	0	0
Tsumeb Fuel and Energy Related Activities	18,197	18,235	16,761	0	0
<b>Ada Tepe total Scope 3</b>	<b>60,548</b>	55,804	43,293	11,444	n/a
Ada Tepe Processing of sold products	1,166	1,024	1,370	0	0
Ada Tepe Downstream Transportation & Distribution	394	273	365	0	0
Ada Tepe Purchased Goods and Services & Capital Goods	55,731	51,423	38,852	0	0
Ada Tepe Fuel and Energy Related Activities	3,258	3,083	2,706	0	0

## GHG Intensity by type of operations

DPM-wide GHG intensity - mining operations	2023	2022	2021	2020	2019
Scope 1 & 2 Intensity Mining operations - per tonne ore processed	0.023	0.024	0.029	0.030	0.034
Scope 1 & 2, Scope 3.10 categories Mining operations - per tonne Cu equivalent	4.23	4.32	3.86	3.84	3.69
Scope 1 & 2, Scope 3.10 Mining operations - per tonne Au Oz equivalent	0.88	0.98	0.91	0.91	0.77
DPM-wide GHG intensity - smelting	2023	2022	2021	2020	2019
Scope 1 & 2 Intensity Smelting - per tonne of Cu blister produced	4.42	4.35	4.04	3.99	3.87

# ENVIRONMENTAL

## Water Use

DPM -wide	2023	2022	2021	2020	2019
Total water withdrawn	3,925,942	3,448,378	3,068,864	3,394,364	3,551,692
Water recycled/reused as a % of total water consumed	43%	47%	53%	46%	43%

## Freshwater Intensity

DPM-wide freshwater intensity	2023	2022	2021	2020	2019
Mining operations - per tonne of ore processed	0.27	0.27	0.25	0.31	0.41
Smelting operations - per tonne of concentrate smelted	4.91	6.53	4.94	5.49	5.57

## Water Discharge

DPM-wide	2023	2022	2021	2020	2019
Discharged domestic waste water (cubic metres)	73,139	79,029	79,515	92,940	121,682
Discharged industrial waste water (cubic metres)	0	0	37,220	0	190,710

## Waste Management

DPM-wide mineral waste	2023	2022	2021	2020	2019
Total mineral waste (waste rock, tailings) (tonnes)	5,318,781	5,510,011	5,258,921	5,289,462	4,089,584
Total mineral waste disposed (tonnes)	1,207,097	2,085,617	2,070,475	2,123,795	2,452,019
Total mineral waste reused (tonnes) <sup>1, 2</sup>	4,111,684	3,424,394	3,188,446	3,165,667	1,637,565
Arsenic hazardous waste treated and disposed of on-site (tonnes) at Tsumeb	24,707	22,078	27,456	31,503	29,819
Active TMFs <sup>3</sup>	3	3	3	3	3

DPM-wide non-mineral waste	2023	2022	2021	2020	2019
Total hazardous waste diverted from disposal	222	125	129	112	185
Total hazardous waste directed to disposal	42	57	17	29	34
Total non-hazardous waste diverted from disposal	2,311	2,601	2,757	2,044	1,968
Total non-hazardous waste directed to disposal	2,166	1,306	2,179	1,086	2,167

1. 100% of Waste rock is reused in both Chelopech and Ada Tepe for backfilling and construction of IMWF terrains.

2. As of 2023, our Ada Tepe mine started accounting the mineral waste managed in the Integrated Mine Waste Facility (IMWF) as reused tailings waste since IMWF terrains are recultivated according to a detailed technical and biological rehabilitation plan. This change allows for consistency in the reporting of the reused mineral waste across both Chelopech and Ada Tepe mine sites.

3. TMFs refers to Tailings Management Facilities.

# ENVIRONMENTAL

## Land use/Biodiversity

DPM-wide	2023	2022	2021	2020	2019
Total land area owned or leased and not yet rehabilitated at the start of the year (hectares)	3,352	3,359	3,312	3,312	3,312
Total amount of land newly disturbed by mining within the reporting period (hectares)	0	0	0	10	49
Total amount of land newly rehabilitated within the reporting period (hectares)	2	3	4	0	3
Total land area owned or leased and not yet rehabilitated at the end of the year (hectares)	3,350	3,352	3,355	3,356	3,358
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

# HEALTH AND SAFETY

## Employees and contractors

DPM-wide EMPLOYEES + CONTRACTORS	2023	2022	2021	2020	2019
Number of lost time injuries	7	5	4	5	12
Lost time injury frequency rate (per 200,000 hours worked)	0.22	0.16	0.12	0.13	0.39
Number of fatalities	0	0	0	1	0
Total recordable injury frequency rate (per 200,000 hours worked)	0.44	0.42	0.24	0.36	0.50
Near miss frequency rate (NMFR) for work-related near misses	5.37	0.96	1.61	na	na
Tier 1 process safety events frequency rate (per 1,000,000 hours worked)	0	0	na	na	na

# HEALTH AND SAFETY

## Employees

DPM-wide EMPLOYEES only	2023	2022	2021	2020	2019
Number of lost time injuries	4	4	3	2	6
Lost time injury frequency rate (per 200,000 hours worked)	0.20	0.20	0.14	0.10	0.30
Number of fatalities	0	0	0	1	0
Total recordable injury frequency rate (per 200,000 hours worked)	0.41	0.45	0.19	0.31	0.45
Near miss frequency rate (NMFR) for work-related near misses <sup>1</sup>	5.96	1.36	2.40	na	na

## Contractors

DPM-wide CONTRACTORS only	2023	2022	2021	2020	2019
Number of lost time injuries	3	1	1	3	6
Lost time injury frequency rate (per 200,000 hours worked)	0.25	0.09	0.08	0.17	0.50
Number of fatalities	0	0	0	0	0
Total recordable injury frequency rate (per 200,000 hours worked)	0.51	0.35	0.34	0.43	0.58
Near miss frequency rate (NMFR) for work-related near misses <sup>1</sup>	4.39	0.26	0.17	na	na

1. In 2023, we revised our methodology for tracking near-misses to include potential threats, resulting in a significant increase in registered near-misses. This shift reflects our adoption of a more conservative approach to calculating near-miss frequency rates and commitment to monitoring and improving overall health and safety.

# OUR PEOPLE

## Employees split by gender and age

DPM-wide workforce data split by gender and age	2023			2022			2021			2020			2019			2019		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total number of employees	1,730	442	2,172	1,716	415	2,131	1,877	423	2,300	1,777	394	2,171	1,737	396	2,133	1,721	368	2,089
Percentage of employees <30	16%	19%	17%	17%	19%	18%	29%	38%	31%	19%	16%	19%	20%	19%	20%	18%	16%	18%
Percentage of employees 30–50	72%	62%	70%	71%	62%	69%	58%	46%	56%	68%	60%	67%	64%	57%	62%	65%	61%	64%
Percentage of employees >50	12%	19%	14%	12%	20%	14%	12%	19%	13%	13%	23%	15%	15%	22%	17%	16%	26%	18%



# OUR PEOPLE

## Local employment

DPM-wide workforce data split by level and local employment	2023			2022			2021			2020			2019			2019		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
DPM-wide percentage of employees (full-time) hired from the local community	98%	95%	98%	99%	100%	99%	98%	93%	98%	99%	97%	98%	93%	74%	90%			
DPM-wide percentage of senior management (full-time) hired from the local community*	79%	85%	81%	83%	84%	83%	74%	74%	74%	71%	81%	75%	59%	64%	85%	78%	68%	91%

\*Local community stands for the country of the operation.

## Contractors

DPM-wide contractors	2023		2022		2021		2020		2019		2018	
	Total		Total		Total		Total		Total		Total	
DPM-wide <sup>1</sup>	3,606		1,603		1,588		1,336		1,872		1745	

1. All our contractors are hired directly by DPM.

## Collective bargaining

DPM-wide collective bargaining agreements coverage	2023		2022		2021		2020		2019		2018	
Percentage of total employees covered by collective bargaining agreements <sup>1</sup>	76%		75%		80%		83%		79%		80%	

1. 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	2023			2022			2021			2020			2019			2019		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Voluntary turnover rate	6%	10%	6%	13%	11%	13%	2%	4%	2%	2%	1%	1%	3%	4%	3%	n/a	n/a	n/a
Total turnover rate	14%	21%	16%	25%	27%	25%	9%	17%	11%	9%	11%	9%	13%	14%	14%	13%	10%	13%

## INDEPENDENT ASSURANCE REPORT



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 2023 Sustainability Performance Data Supplement (the 'Data Supplement') published on DPM's website provided here: <https://dundeeprecious.com/sustainability/reporting/sustainability-reports>

### 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, 2023 – December 31, 2023 (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, 2, 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 with the exception of tier one safety events frequency rate. For the following entities: Chelopech, Ada Tepe, Tsumeb, and the Exploration business of DPM (this includes exploration sites in Bulgaria, Serbia and Ecuador)
  - Total Injury Frequency Rate
  - Number of Lost Time Injuries
  - Lost Time Injury Frequency Rate
  - Number of Restricted Work Injuries
  - Restricted Work Injury Frequency Rate
  - Number of Medical Treatment Injuries
  - Medical Treatment Injury Frequency Rate
  - Number of fatalities
  - Near miss frequency rate (NMFR) for work-related near misses
  - Average number of training hours provided to the employees for health, safety, and emergency management training
  - Number of trained safety personnel
  - Number of specialized rescue personnel

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- Number of on-site health care practitioners
- Number of trained voluntary rescue personnel (includes mine and smelter personnel)
- Percentage of all workers (including employees and contractors) that are represented by formal joint management-worker health and safety committees.
- Hours Worked

- The following KPI's reported in the **Our People** section of the Report. For the following entities: Chelopech, Bulgaria; Ada Tepe, Bulgaria; Tsumeb, Namibia. Exploration Sites, Ecuador, Serbia and Bulgaria.
  - Information on Employees;
  - Number of Employees by Employment Type by Region and Gender;
  - Number of Employees by Employment Contract by Region and Gender;
  - Contractors;
  - 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.
  - Information on HR Turnover (Number of Employees Hired by Age, Number of Employees who Left the Organisation by age, Number of Employees who Left the Organisation Voluntarily/Involuntarily);
  - Number of Employees by Age by Level and Function.

### 3. Reporting Criteria

The Selected Information has been prepared in accordance with internal definitions established by DPM in its *Glossary of Common Sustainability terms*<sup>1</sup>.

### 4. Limitations and Exclusions

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

- any other information included in the Report that is not detailed in the Scope of work Section above;
- 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;
- activities outside the defined verification period;
- 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.

<sup>1</sup> This reporting document is not publicly available.

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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

The 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, performed for environmental, HSE and HR data;
3. Remote review including short interviews with Exploration sites in Bulgaria, Serbia and Ecuador of health and safety and HR 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 consistency with assured information.

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.

Bureau Veritas operates a certified<sup>2</sup> 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 & 2<sup>3</sup>.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspection Agencies (IFIA)<sup>4</sup>, 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 code<sup>5</sup>. The assurance team for this work does not have any involvement in any other Bureau Veritas projects with DPM.



#### Bureau Veritas UK Ltd

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Registered Office: Suite 206 Fort Dunlop, Fort Parkway, Birmingham, B24 9FD

London, 5<sup>th</sup> April 2024

<sup>2</sup> Certificate available on request

<sup>3</sup> International Standard on Quality Management 1 (Previously International Standard on Quality Control 1) & International Standard on Quality Management 2

<sup>4</sup> International Federation of Inspection Agencies – Compliance Code – Third Edition

<sup>5</sup> Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants





## Contact Us

We welcome your feedback.  
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