
2022 SUSTAINABILITY REPORT

Creating Value Responsibly,
Respectfully and Resourcefully



GOLD RESOURCE
CORPORATION



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MESSAGE FROM MANAGEMENT

Gold Resource Corporation has taken measurable strides to ensure proper care and respect is extended to our employees, communities, and environment. We are pleased that we are publishing our inaugural Sustainability Report which articulates not only the efforts extended but the framework for which we hold ourselves accountable.

You will find in this report an outline of our approach to sustainability across key governance, health and safety, social and environmental topics, along with a summary of our 2022 performance and plans for the future. We are committed to advancing our framework as we mature and refine our approach. Our Don David Gold Mine in Mexico has been making investments in environmental, social and governance (ESG) endeavors for over ten years. Our Back Forty advanced exploration project in the Upper Peninsula of Michigan has also invested heavily in ESG endeavors including ensuring our environmental impact assessment is robust and thoughtful in identifying culturally significant sites that will be honored and respected.

While less important than the actual investment into ESG matters, the Company is committed to enhancing and improving the transparency of those efforts and investments. It was imperative that we designed a framework around the nine key priorities outlined below. These priorities were designed by management to ensure activities related to ESG efforts are focused, deliberate and transparent. Health and safety remain our top priority.

For the eighth consecutive year, our Don David Gold Mine earned the prestigious Empresa Socialmente Responsable (ESR) award from the Mexican Center for Philanthropy (CEMEFI). Awards are given to organizations who demonstrate a commitment to developing best practices in sustainable matters such as human rights, safety, community outreach and environmental care, among others.

As our vision states, we are committed to creating value responsibly, respectfully and resourcefully. Our goal is to accomplish disciplined growth and responsible resource development for the benefit of all our stakeholders. We have a duty to increase the quality of life of the people and communities in our area of influence. Moreover, we have a unique opportunity to dignify the lives of those around us. We are committed to sustainable development and I am personally honored to be part of this journey.



Alex Morrison

Chairman of the Board of Directors



Allen Palmiere

President and Chief Executive Officer



INTRODUCTION



ABOUT OUR REPORT

We are proud to publish our inaugural Sustainability Report. Our report outlines how we have implemented sustainability at Gold Resource Corporation. ESG and Sustainability have always been key priorities at Gold Resource Corporation. Over the last year, we have developed a framework that will allow us to report the impact we have had because of those efforts. We acknowledge that is important to report our progress and achievements as well as hold ourselves accountable. Our sustainability framework contained within this report was designed with this intent. The approach we deployed included a peer and industry benchmarking review of sustainability standards that are common to the mining industry. We consulted the standards laid out by the Sustainability Accounting Standards Board (SASB) for the metals and mining industry and the Global Reporting Initiative (GRI). The SASB and GRI standards are both internationally recognized standards organizations that promote transparency, reliability, and comparability in reporting material sustainability issues. Additionally,

the International Finance Corporation (IFC) Performance Standards were considered in the design of our ESG Management System (EMS).

As discussed below in the Sustainability Framework section of this report, GRC carries out an Enterprise Risk Management (ERM) program under the direction of the Board of Directors. As part of this program, we conducted a thorough materiality assessment in late 2021 to identify our material ESG topics. This assessment was instrumental in designing our overall Sustainability Framework and helped improve ESG governance further. After conducting the materiality assessment, we consulted the SASB, GRI and IFC standards outlined above to ensure our Sustainability Framework, including the EMS, was comprehensive and addressed industry standards. Throughout 2022, the materiality assessment was validated and updated as the framework was implemented and our performance measured. The identified Gold Resource Corporation material ESG topics included, but were not limited to:

Significant Risks (a.k.a. Material ESG Topics)

 ENVIRONMENTAL	 SOCIAL	 GOVERNANCE
<ul style="list-style-type: none">• Waste, Hazardous Material & Tailings Management• Water Management• Emissions• Biodiversity	<ul style="list-style-type: none">• Health & Safety• Human Rights• Local Communities	<ul style="list-style-type: none">• Anti-Corruption• Transparency• Permitting & Compliance

In this report we address all our stakeholders, including our employees, local communities, local and national governments, our vendors and our investors. We are committed to transparent disclosure which we consider an important attribute to ensuring the continued improvement of our sustainability program.

This inaugural report is a critical milestone in our sustainability program. We hope to transparently demonstrate our achievements and the opportunities that we will achieve in the future. This report covers our corporate office, our operations in Oaxaca, Mexico (DDGM), and our advanced exploration project in the Upper Peninsula Michigan, USA (Back Forty). In this report, references to “we”, “us” and “our” refer to GRC and all of its subsidiaries. All financial figures are reported in US dollars, unless otherwise noted. Data and information presented in this report has been prepared by Gold Resource Corporation, with support from external consultants. The data in this Sustainability Report has not been externally verified. For any questions regarding our report or its contents please contact us at Info@GRC-USA.com.

ABOUT US

Gold Resource Corporation is a gold and silver producer, developer and explorer with its operations centered on the Don David Gold Mine in Oaxaca, Mexico. GRC is headquartered in Denver, Colorado, USA. Under the direction of an experienced board and senior leadership team, the company's focus is to unlock the significant upside potential of its existing infrastructure and large land position surrounding the mine in Oaxaca, Mexico and to develop the Back Forty Project in Michigan, USA.



Our common stock trades on the New York Stock Exchange American under the symbol GORO. For more information, please visit GRC's website, located at www.goldresourcecorp.com and read the company's Form 10-K for an understanding of the risk factors associated with its business.



Our Vision & Mission

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Creating value responsibly, respectfully and resourcefully.

It is our mission to create value while protecting the environment and respecting local and global communities impacted by our presence. We will do this through investing in our employees and these communities while practicing industry-leading low-cost strategies and growing our production profile.



Our Values

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People & Culture – We strive to attract, retain, and develop the best talent in the industry. We will work to keep our workplace free from fatalities, injuries and incidents. We empower our workforce drive collaboration and creativity. We promote diversity in thought, background, and experience. We believe the most productive and safe work environments are based on respect, honest relationships and integrity.

Sustainability and the Environment – Being an ethical and transparent partner with all our stakeholders is a key priority. More specifically, for our communities in which we operate, we strive to protect human rights, enhance the quality of life and preserve the ecosystem in which we operate. We will continue to identify and improve our opportunities to have a positive impact and maintain our social license to operate.

Value Creation – We look to grow our business in an innovative and value-creating manner. We are committed to applying a disciplined approach such that the opportunities identified are accretive to all stakeholders.

Excellence
in all that we
do!

“Our people, our communities and our environment are our most precious resources. We strive to build our culture to ensure that each and every person is empowered to be part of our collective success in the Company.”

–Allen Palmiere, President & CEO

OUR OPERATIONS & PROJECTS



Don David Gold Mine

All of the properties that make up our Don David Gold Mine are located in Oaxaca, Mexico in what is known as the San Jose structural corridor. Our properties comprise 55 continuous kilometers of this structural corridor which spans three historic mining districts in Oaxaca; the map below shows the general location of our properties:



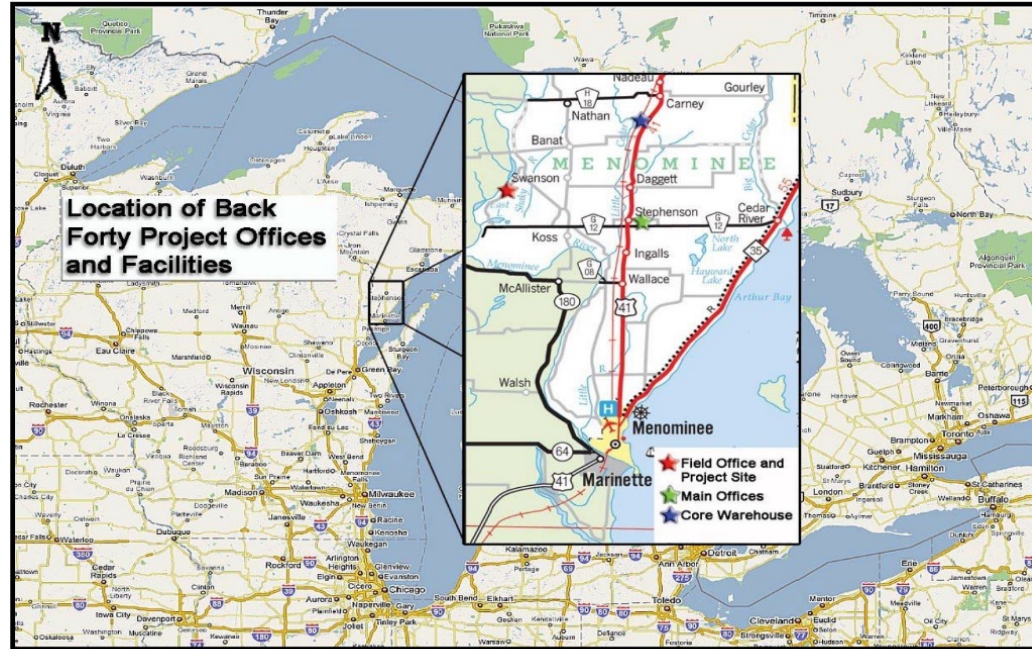
The Company was granted concessions from the Mexican federal government to explore and mine our properties in Mexico. We hold certain properties as the concession holder and lease other properties from a third party. We are required to pay concession fees to the Mexican government to maintain our interest in these concessions, and we pay concession fees for all of our mineral properties, including those which are subject to the third-party lease. The below table reflects the key statistics of the operations since 2010.

Concept	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Milled:													
Tonnes Milled	166,237	214,215	282,120	316,720	375,623	413,626	450,221	449,177	611,670	693,173	565,346	501,978	493,241
Tonnes Milled per Day	755	1,390	773	866	1,111	1,220	1,295	1,301	1,764	1,980	1,829	1,512	1,462
Grade:													
Average Gold Grade g/t	3.70	3.77	4.30	3.72	3.21	2.47	2.13	2.29	1.73	1.43	1.26	2.01	2.52
Average Silver Grade g/t	43	238.50	355.00	326	296	203	139	134	103	110	80	80	83
Average Copper Grade %	0.00	0.24	0.45	0.38	0.43	0.40	0.29	0.34	0.37	0.38	0.39	0.39	0.39
Average Lead Grade %	0.00	0.70	1.70	1.24	1.57	1.37	1.21	1.60	1.66	1.88	1.92	1.93	1.78
Average Zinc Grade %	0.00	1.46	3.98	2.95	4.21	4.04	3.78	4.39	4.29	4.64	4.87	4.36	4.33
Recoveries:													
Average Gold Recovery %	76	89	88	90	92	90	89	85	80	78	76	81	83
Average Silver Recovery %	68	84	93	91	92	93	92	92	82	91	92	92	92
Average Copper Recovery %	0	39	78	78	78	80	78	75	80	78	80	80	76
Average Lead Recovery %	0	39	70	70	77	74	74	75	78	78	79	80	74
Average Zinc Recovery %	0	38	81	80	83	83	84	83	82	81	80	82	84
Payable metal sold													
Gold (ozs.)	9,918	19,092	26,675	31,563	25,872	29,424	25,426	25,221	22,886	24,167	17,467	22,644	30,119
Silver (ozs.)	105,222	2,073,027	2,446,232	3,047,076	2,998,685	2,312,985	1,704,336	1,630,003	1,529,951	1,468,860	1,118,032	1,066,581	1,057,209
Copper (tonnes)	-	464	769	941	1,139	1,238	964	1,066	1,521	1,656	1,488	1,420	1,348
Lead (tonnes)	-	1,510	3,187	2,632	4,208	3,857	3,797	4,932	6,754	8,034	6,582	5,999	5,391
Zinc (tonnes)	-	2,812	7,222	6,596	10,833	11,478	11,816	13,059	16,123	19,322	15,815	13,553	14,257



Back Forty

The Back Forty Project is an advanced exploration stage property located in Menominee County, Michigan, USA in the mineral-rich Penokean Volcanic Belt. Our property is made up of approximately 1,304 hectares (3,222 acres) of private and public (State of Michigan) mineral lands.



There is a long history of exploration, and studies being performed at the Back Forty Project. In 2021, an optimized feasibility study was initiated to address the mine's footprint, potential for an underground mine, wetland mitigation, and other key construction and design decisions. GRC acquired the project in December 2021 and the feasibility study work and permitting considerations continue.



ACCOUNTABILITY & PERFORMANCE – 2022 & BEYOND

GRC has always taken a proactive approach to support our host communities and our most important resources: our employees and the environment. A critical success factor in establishing our Sustainability Framework and the related EMS is defining, monitoring and measuring performance measures to ensure accountability and transparency. Moreover, a portion of employee compensation is tied to performance objectives explicitly related to safety and the Sustainability Framework.

The below table sets out the Companies achievements in 2022 and the measures we will strive to achieve in 2023 and beyond.

Measure	2022 Performance	2023 & Beyond Objectives
GOVERNANCE		
ESG Framework	<ul style="list-style-type: none"> Develop an ESG Framework, including a materiality analysis and management system, and publish an inaugural ESG Report to accomplish transparency 	Continue to evaluate published standards to further mature the ESG Framework Monitor and evaluate SEC Disclosure requirements regarding ESG disclosures
Board Policies	<ul style="list-style-type: none"> Review existing BOD policies to ensure adequate to address ESG priorities, risks and ESG Framework 	Take a renewed approach to addressing Human and Indigenous Rights in policies
SOCIAL		
Health & Safety	<ul style="list-style-type: none"> Zero fatalities and improved Total Recordable Injury Frequency Rate (TRIFR) 	Zero fatalities and continue to improve TRIFR
Community Engagement	<ul style="list-style-type: none"> Develop grievance tracking process 	Measure the long-term impact of community investments
ENVIRONMENTAL		
Environmental	<ul style="list-style-type: none"> Zero significant reportable incidents 	Zero significant reportable incidents Review overall Mine Closure Plan with a focus on the Tailings Storage Facility (TSF)
Water Management	<ul style="list-style-type: none"> Perform baseline study of water quality at the DDGM mine and surrounding communities. Perform quarterly monitoring of surface water quality in the DDGM area of influence in cooperation with the community. 	Continue with systematic monitoring of surface water quality Develop water stewardship plan Initiate awareness campaign for efficient water use with the community
Emissions	<ul style="list-style-type: none"> Perform Greenhouse Gas emissions inventory to define Scope 1 emissions and partially define Scope 2 emissions 	Continue defining Scope 2 emissions and eventually Scope 3 emissions Evaluate projects focused on reducing emissions

GOVERNANCE

OUR APPROACH

Our firm belief is that sound governance is foundational to the effectiveness of our corporation. Governance is more than simply complying with laws and regulations; it plays a crucial role in ensuring we protect all stakeholder interests. It sets the stage for all activities in the business. It sets the tone and expectation for how we will lead.

The GRC Board of Directors (BOD) oversees governance and provides guidance related to managing risks and opportunities associated with ESG matters. Ultimate responsibility for our sustainability programs and performance sits with the BOD. The BOD has delegated this responsibility to the Safety, Sustainability & Technical Committee. This Committee oversees, monitors and reviews our practices and performance in areas of safety, health, environment, community and stakeholder relationships and environmental matters. The Committee meets formally at least four times a year, and additional meetings are held as required throughout the year. The responsibility for managing programs and practices relating to ESG is delegated to management, specifically the CEO & President.

Our Board of Directors

Our Board of Directors	Independent	Safety, Sustainability & Technical Committee	Nominating & Governance Committee	Compensation Committee	Audit Committee	Technical Advisory Committee
Alex Morrison Chairman				Chairperson	Chairperson	
Allen Palmiere CEO & President						
Lila Manassa Murphy			Chairperson			
Joseph Driscoll		Chairperson				
Ron Little						
Committee Charter						

The Company has a policy regarding the consideration of diversity in identifying director nominees, which is available on the Company's website at www.goldresourcecorp.com. In addition to gender diversity on the Board of Directors, gender diversity exists with one of the three executive officers. The Company continues to strive to nominate individuals with various backgrounds and complementary skills so that, as a group, the BOD possesses the appropriate talent, skills, and expertise to oversee our businesses. This assessment includes consideration of independence, expertise, mining and other industry backgrounds, gender, skills, and time availability, in the context of the needs of the BOD and our Company. The Nominating and Governance Committee has determined that each director nominees possess the competencies necessary for the BOD to fulfill its oversight responsibilities effectively.

An "independent" director is a director whom the BOD has determined satisfies the requirements for independence, including those established under the Sarbanes-Oxley Act of 2002, section 10A(m)(3) of the Exchange Act and under section 803A of the NYSE American LLC Company Guide.

At the direction of the BOD, Gold Resource Corporation has developed and implemented the below policies to ensure the proper organizational understanding and alignment related to our ESG priorities. The below policies can be found on our website www.GoldResourceCorp.com under Responsible Mining.



Policies	Description
Board Diversity Policy	We recognize that diversity amongst our BOD is important to ensuring we have diverse perspectives, qualities, attributes, experience, and skills required to effectively oversee the strategic direction and management of the Company. The Board has identified diversity as one of a multitude of factors to be considered in maintaining a high-functioning Board as it promotes different perspectives and ideas and mitigates against groupthink.
Code of Ethics	Every GRC employee, and anyone authorized to work on our behalf, is expected to conduct business honestly, legally and ethically and to comply with our Code of Business Conduct and Ethics Policy and all applicable laws.
Environmental Policy	The Company is committed to responsible environmental management based on sensible planning and thorough implementation. Company activities will be assessed for performance on a regular basis with a goal to continually improve its ESG management system (EMS).
Safety & Health Policy	The Company believes every employee and contractor deserves to work in a safe and healthy work environment. The Company believes no job is worth performing in an unsafe way or in a dangerous environment, and all injuries and work-related illnesses are preventable. The Company pledges to promote a safe and healthy work environment in compliance with all applicable rules and regulations at its operations.
Community Policy	The Company is committed to making a beneficial and sustainable impact in the host communities in which it operates. We believe the Company can positively impact the lives of the people living near our operations, and we can be a significant contributor to the social and economic development of the communities in these areas.
Foreign Corrupt Practices Act (FCPA) Compliance Policy	The Company is committed to conducting all aspects of its business in keeping with the highest legal and ethical standards. To assist the Company in upholding this commitment in the context of dealings with foreign officials, the Company has designed and implemented this policy. The policy is designed specifically to help all persons acting on behalf of the Company to understand the legal and ethical issues that can arise in dealings with foreign officials. This Policy applies to all directors, officers, and employees of the Company, regardless of position, nationality or location. It also applies to independent contractors, consultants, vendors and any other third-party agents or representatives acting on the Company's behalf. We take a zero-tolerance approach to bribery and corruption.
Whistleblower Policy	The Company adopted this policy to encourage its employees and third-party partners to report to appropriate representatives of the Company, without fear of retaliation, certain information relating to suspected violations of laws, regulations, the Company's Code of Ethics or other corporate policies. The goal of this policy is to discourage illegal activity and business conduct that damages the Company's good name, business interests and its relationship with shareholders and residents of the community, and if it exists, to find and correct the problem in order to timely report to any external agency as may be required. We maintain multiple media options for anonymous reporting without fear of negative consequences. The policy also includes a clear "no retaliation" provision for all reports made in good faith.

In addition to the policies outlined above, the company has a Share Ownership, Clawback, Anti-Hedging and Insider Trading Policy to ensure proper governance around stock compensation and trading practices.

SUSTAINABILITY FRAMEWORK

As discussed above, our sustainability framework was driven by an initial risk assessment performed following our ERM Framework at the direction of the Board of Directors. Our ERM Framework is designed to identify, assess, and manage, to an acceptable level, internal and external risks that affect Gold Resource Corporation, its operational and financial assets, people, communities and the environment. This ERM framework applies to all GRC businesses, subsidiaries, and other legal entities, including all operations, sites, corporate office, projects and technical support functions across all forms of risk. The ERM Framework consists of five defined elements:



Identify

risks are identified at the operational and corporate level and brought to the attention of Management and the BOD as appropriate.



Assess

identified risks are measured on consequence and likelihood of occurrence. The consequence is measured as outlined below based on the resulting impact to operations, finances and reputation. The likelihood is measured as outlined below based on the estimated probability of the event occurring. Significant risks requiring mitigation actions will have recommended actions defined and submitted to senior management for review and approval.



Control

controls to mitigate risk and that match the acceptable risk tolerance are defined and implemented.



Verify

ensure controls are effective. Control effectiveness ratings include 1) Well Controlled, 2) Requires Some Improvement, 3) Requires Significant Improvement, 4) Uncontrolled.



Manage

risks are periodically reviewed for status and to verify if any update or change is required. Should operational or business changes occur that impact identified risks profile, then a change review is executed to address any required update or implementation necessary to sustain controls.

Inherent to any environment is the jurisdictional risk. Mexico ranked 126th and 124th (with 180th being the lowest score) in the Corruption Perception Index in 2022 and 2021, respectively. Mexico received a score of 31 (with 1 being the lowest and 88 being the best score) on the Transparency International Index in both 2022 and 2021.

Our significant risks became our Material ESG Topics discussed in the About Our Report section above. Also discussed above were the external resources consulted to ensure a comprehensive Sustainability Framework and EMS was built. We have also identified resources that we will continue to consult in 2023 and beyond:

- Sustainability Accounting Standard Board (SASB)
- Global Reporting Initiative (GRI) Standards
- International Finance Corporation (IFC) Performance Standards
- United Nations Sustainable Development Goals (UN SDG)
- Task Force on Climate-related Financial Disclosures (TCFD)
- World Gold Council's Responsible Gold Mining Principles
- The International Council on Mining and Metals Responsible Mining Principles
- The World Economic Forum
- International Council of Mining & Metals (ICMM) Risks





The significant risks (a.k.a. Material Topics) identified in the assessment related to ESG became the foundation for our nine key priorities:

Material Topics	Key Priorities
ENVIRONMENTAL	
Waste, Hazardous Material & Tailings Management	1. Responsible mining & hazardous waste management
Water Management	2. Recognize water as vital for human sustenance
Biodiversity	3. Biodiversity conservation
Emissions	4. Pollution prevention & reduced emissions
SOCIAL	
Human Rights	5. Respect for human rights to fair and quality employment
Health & Safety	6. Right to occupational health & safety for employees & community
Local Communities	7. Cultural & Heritage Respect
	8. Invest with a focus on sustainability
GOVERNANCE	
Anti-Corruption	
Transparency	9. Transparency in all that we do
Compliance, including permitting	

With both our material topics and key priorities in mind, we developed an ESR Management System that would allow for efficient monitoring and reporting of our performance. In addition to holding us accountable, our EMS ensures we can report our progress in a transparent manner to our stakeholders. Key activities in our EMS are comprised of:

- 1.** Performing on-going risk assessment to identify new or emerging risks that may change our key priorities.
- 2.** Review of sustainability for updates due to industry standards and/or new or emerging risks.
- 3.** Identifying activities necessary to mitigate risks relate to our key priorities.
- 4.** Monitoring compliance with permits, community agreements and mine closure plans.
- 5.** Quarterly reporting to the Health, Safety & Technical Committee of the BOD.
- 6.** Public reporting to our stakeholders.

Our EMS is designed to ensure management is focused on the right activities based on shared objectives.

HEALTH & SAFETY



OUR APPROACH

Health & Safety is identified as one of our material topics related to social matters. Health & Safety is our top priority with our employees, communities and all stakeholders for which we engage.

Right to Occupational Health & Safety for Employees & Community

Significant Risks (a.k.a. Material ESG Topics)

Environmental	Social	Governance
<ul style="list-style-type: none"> Waste, Hazardous Material & Tailings Management Water Management Emissions Biodiversity 	<ul style="list-style-type: none"> Health & Safety Human Rights Local Communities 	<ul style="list-style-type: none"> Anti-Corruption Transparency Permitting & Compliance

At Corporate, DDGM, and Back Forty, we believe that all employees and contractors deserve to work in a safe and healthy environment. No work is worth doing unsafely or in a dangerous environment, and all work-related injuries and illnesses are preventable. We are committed to promoting a safe and healthy work environment, in compliance with all applicable rules and regulations in our operations.

Our health & safety culture is built on the below principles:

- Maintain a zero-harm culture in which all employees, contractors and visitors clearly understand our responsibility to health and safety.

- If a task cannot be performed safely, it will not be done.
- Working safely is a condition of employment. Failure to comply with health and safety standards can lead to dismissal.
- Each employee, contractor and visitor are responsible for considering their own safety and the safety of those around them.
- Everyone is expected to identify hazards and minimize risks by following all safety procedures and protocols and maintaining the tools and skills necessary to work safely.

12 GOLDEN RULES

Don David Gold México

GOLD RESOURCE CORPORATION

- ALCOHOL AND DRUGS**
Report to work sober and in good physical condition, avoid ingesting or bringing intoxicating beverages or drugs into Don David Gold areas.
- WORKS IN HIGH AREAS**
Use a fall harness, lifeline or retractable cable when performing work with a height equal to or greater than 1.80 meters.
- CONFINED SPACES**
Perform work in confined spaces following the established procedures, all work in these spaces must be authorized by trained personnel.
- HANDLING OF EXPLOSIVES**
Only competent and authorized personnel will handle, transport and activate the different explosives.
- ISOLATION LOCK**
Accumulated energy must be released in any work on equipment, machinery or electrical installations. Use procedure: Card - padlock - clear and test
- HOT WORK MANAGEMENT**
Prior to this activity, you must have permits for hot work. Perform these works following the established procedures.
- PROPER USE OF EQUIPMENT AND MACHINERY.**
Use equipment and tools only if authorized and use them only in the tasks for which they were designed. Never operate under the influence of fatigue or drowsiness.
- WORK IN AREAS WITH MINE MESH**
Before starting work inside the mine, the site must be rammed and/or re-rammed, anchored and fenced.
- HOISTING AND LIFTING**
Lifting work must have a hook safety and the entire area (360°) of the maneuver to be carried out must be cordoned off. Do not put your body under the suspended load.
- SAFE HANDLING OF CHEMICALS**
Learn about and identify hazardous chemicals and products. Understand the risks, proper handling and how to dispose of these products.
- COVID PROTOCOLS**
Make sure you comply with all the hygiene protocols established by the company and aligned with the government's recommendations.
- WRITTEN PERMITS**
Any work considered dangerous requires written authorization from the supervisor, management and security.

To comply with these principles, we are committed to:

- Maintain a clearly defined health and safety management system in which all employees, contractors and visitors support the basic principles of safety and health.
- Maintain the rules to minimize the risks to the health of employees, contractors and visitors, anticipating, recognizing, evaluating and controlling possible health risks at work.
- Maintain standards to minimize serious or fatal risks to employees, contractors and visitors by providing a framework for identifying, assessing and managing potential safety risks.
- Maintain standards to promote wellness and healthy lifestyles for our employees and contractors, including access to healthcare clinics to raise awareness of the benefits of a healthy lifestyle.

OUR PERFORMANCE

The below table lays out the health and safety statistics for the Don David Gold Mine:

Health & Safety Statistics	2021	2022
Exposure Hours	2,521,320	2,392,999
MSHA all incident rate	19.04	15.98
Fatality rate	0	0
Near miss frequency rate (NMFR)	8.36	5.16
Average hours per year health, safety, and emergency response:		
Full-time employee	230.3 hrs/EE	182.5 hrs/EE
Contractor – Noncore business	24 hrs/Contractor	82 hrs/Contractor

At the Back Forty Project, MSHA training was rolled out in 2022. Strict safety protocols are followed for all employees and contractors. There were no lost time incidents in 2022.



OUR PEOPLE



OUR APPROACH

Below are the Material Topics we have identified with regards to Our People. Two of our ESG priorities are:

- Respect for Human Rights to Fair and Quality Employment.
- Right to Occupational Health & Safety for Employees & Community.

Significant Risks (a.k.a. Material ESG Topics)

Environmental	Social	Governance
<ul style="list-style-type: none"> Waste, Hazardous Material & Tailings Management Water Management Emissions Biodiversity 	<ul style="list-style-type: none"> Health & Safety Human Rights Local Communities 	<ul style="list-style-type: none"> Anti-Corruption Transparency Permitting & Compliance

We believe the Company can positively impact the lives of the people working for our operations. The Company pledges to:

- Hire and train locally when possible, to contribute to the economic development of our host communities.
- Provide fair and competitive compensation.
- Treat all employees and contractors fairly, providing equal opportunity at all levels of the organization without bias.

- Employ and promote employees based on merit.
- Enforce a drug and alcohol-free workplace.
- Ensure no discriminatory conduct is tolerated in the workplace.

On April 23, 2021, the Federation's Official Gazette published a decree that reforms labor outsourcing in Mexico. This new decree stipulated that operating companies would no longer be able to source the labor resources used to carry out their core business functions from service entities or third-party providers.

Following this transition, DDGM employed approximately 635 employees during 2021. During the course of 2022, in order to align costs with a declining production profile, the total number of employees at DDGM was reduced to 565. Under Mexican law, employees are entitled to receive statutory profit sharing (Participacion a los Trabajadores de las Utilidades or "PTU") payments. PTU payments totaled \$1.9 million for 2021 and \$2.1 million for 2022.

Training our workforce is critical to the individual's success and overall operations. In addition to the onboarding curriculum, we conduct ongoing compliance and technical training for all our staff. Below is a high-level summary of the training delivered:

- Health & Safety Training
- Code of Ethics and FCPA Training
- Operator training on equipment, ground support, etc.



- Hazardous & Waste Management
- Emergency Response Preparedness

We strive to provide an inclusive and diverse work environment, as we are convinced that each employee's different perspectives and experiences enrich our culture. Our policies are expressly inclusive, respectful and designed with zero tolerance for discrimination against individuals and communities.

There were no strikes or lockouts from 2020 through 2022. In 2019, there was an 8-hour lockout associated with our DDGM operations. There was no impact to operations. In 2020, The Company had a two-month (April & May) suspension of activities due to the global COVID 19 pandemic, as mining was considered a non-essential activity. In mid-May 2020, the government of Mexico declared mining an essential activity. The Company voluntarily suspended operations for a week during August 2021 due to a spike in COVID cases.

OUR PERFORMANCE

Community	2021	2022
Corporate		
Denver, Colorado, USA	6	6
Canada, Various	4	7
Other	-	1
Subtotal	10	14
Women in the Workforce	4	4
% Women	40%	29%
DDGM		
Oaxaca, Mexico	437	391
Other States, Mexico	198	174
Expatriates	-	-
Subtotal	635	565
Women in the Workforce	71	62
% Women	11%	11%
Unionized Workforce	365	326
% Unionized	57%	58%
Back Forty Project		
Michigan, USA	5	7
Women in the Workforce	1	2
% Women	20%	29%
Total	650	586
Women in the Workforce	76	68
% Women	12%	12%

At our Mexico operations, 45% of our workforce comes from communities within approximately 20 kilometers of the mine.



OUR COMMUNITIES



OUR APPROACH

Below are the Material Topics we have identified with regards to Our Communities. The four applicable ESG priorities are:

- Respect for Human Rights to Fair and Quality Employment
- Right to Occupational Health & Safety for Employees & Community
- Cultural & Heritage Respect
- Invest with a focus on sustainability

Significant Risks (a.k.a. Material ESG Topics)

Environmental	Social	Governance
<ul style="list-style-type: none"> Waste, Hazardous Material & Tailings Management Water Management Emissions Biodiversity 	<ul style="list-style-type: none"> Health & Safety Human Rights Local Communities 	<ul style="list-style-type: none"> Anti-Corruption Transparency Permitting & Compliance

The Company is committed to making a beneficial and sustainable impact in the host communities in which it operates. We believe the Company can positively impact the lives of the people living near our operations, and we can be a significant contributor to the social and economic development of the communities in these areas. The Company pledges to:

- Hire and train locally when possible, to contribute to the economic development of our host communities.

- Invest in local community initiatives in the areas of health, education, and in projects contributing to long-term socio-economic sustainability.
- Uphold fundamental human rights and respect of cultures, customs and values of the host communities impacted by our activities.
- Treat all employees and contractors fairly, providing equal opportunity at all levels of the organization without bias.

There are no sites within or surrounding either DDGM or the Back Forty Project that are designated as areas of conflict according to the Uppsala Conflict Data Program. 100% of our proven and probable mineral reserves in Mexico are located within areas designated indigenous lands. While DDGM has land use and access contracts in the areas in which we operate, consultation continues with other communities which may be impacted by underground workings. Additionally, close care is applied to ensure corresponding permits and authorizations remain in order. With regards to the Back Forty Project in Michigan, while not located in an area designated as a cultural heritage site, we acknowledge that there are archaeological resources within the boundaries of the project's land package, and we have great respect for the Menominee Tribe's interest in those resources and its cultural ties to the area. The Company has made significant efforts to identify these resources in order to avoid impacting them.

The Company has a positive presence in the communities where it operates. Where possible we provide support for community programs that promote health, education, cultural awareness,

and social development. We are committed to achieving a beneficial and sustainable impact in the communities where we have a presence, so we have developed a community relationship department at each of our operations. Our community relations department is responsible for meeting the following:

- reviews all community requests for funding,
- receives and understands complaints and grievances,
- meet with stakeholders to identify investment opportunities for the communities,
- provide social services for health, environment and education and monitors compliance with community agreements, where appropriate, and
- measures the impact the Company has on host communities.

In 2022, the grievance process at DDGM was formalized, whereas grievances communicated by the community are captured in a database and followed until closed.



OUR PERFORMANCE

The investments we make in our local communities span a broad set of categories that are aimed at ensuring the above objectives are achieved. The below table outlines those investments in Mexico:

Investment (\$USD)	2021	2022
Don David Gold Mine		
Employees		
Oaxaca	\$8.6 million	\$9.8 million
Other Mexico	\$5.6 million	\$7.2 million
Vendors		
Community	\$6.4 million	\$9.5 million
State	\$18.6 million	\$18.6 million
Other Mexico	\$67.4 million	\$66.6 million
Community Agreements¹	\$0.8 million	\$0.9 million
Community Requests/Projects	\$0.1 million	\$0.2 million
Purchased Tailings Material	-	\$0.3 million
Mining Concessions²	\$1.0 million	\$1.1 million
Tax Payments		
Federal ³	\$9.6 million	\$30.0 million
State	\$0.1 million	\$0.3 million
Mining Royalty Tax	\$1.0 million	\$3.0 million
Payroll	\$1.3 million	\$3.4 million
Total	\$120.4 million	\$150.8 million

1. See Community Agreements Table below
 2. Mining Rights paid to the Federal Government
 3. Includes VAT tax payments; 2022 includes 2021 and 2022 Federal income tax payments

As with our employees, we will prioritize acquiring our goods and services from local and regional suppliers with the intention of achieving economic development in the region. We carry out a public bidding process where quality, supplier accreditations, and any special conditions are established. All contracts are legally endorsed and certified.

Direct investments to our host communities are made either through community agreements or through requests made by the community. The communities use the resources to improve access roads and common areas for the communities, improve drinking water, purchase equipment for transportation and agriculture, host cultural events such as festivals and other supportive activities. In Mexico, we have agreements with the communities listed in the table below and it also outlines the investments made over the last two years:



In Mexico, we have agreements with the communities listed in the table below and it also outlines the investments made over the last two years:

Community	Contribution 2021 (\$USD)	Contribution 2022 (\$USD)
Community Assembly	\$377,634	\$442,035
San José de Gracia Agency	\$60,000	\$60,000
San Pedro Totolápam Municipio	\$56,366	\$55,442
San Pedro Totolápam Ejido	\$187,270	\$238,173
San Juan Guegoyache	\$71,762	\$76,730
San Luis del Rio	\$9,600	\$6,400
Santo Tomás de Arriba	\$13,000	\$6,500
TOTAL	\$775,631	\$894,981

In addition to the above agreements, the following projects were performed in San Pedro Totolápam, Oaxaca during 2021 and 2022:

- School scholarships for **71 beneficiaries** (elementary to middle school) (approximately **\$48,000** each year).
- Support for the operation of the Ejido office (approximately **\$15,000**).
- An industrial clothing sewing workshop was developed in collaboration with the municipal authorities, which generated 5 permanent jobs (approximately **\$45,000**).
- Donated materials for COVID prevention totaling **\$3,200**.
- Built a perimeter fence and retention wall around the community kindergarten (approximately **\$89,000**).

In addition to the above agreements, the following projects were performed in San Pedro Totolápam, Oaxaca during 2021 and 2022:

- School scholarships for **60 beneficiaries** (elementary to middle school) of approximately **\$50,000** each year.
- Provided approximately **\$37,500** to assist with projects designed to improve the services of the community. Services included transport, storage and distribution of drinking water.
- In collaboration with our union, we initiated a paving project, including maintenance, for the a drinking water network. The total investment by both parties was approximately **\$218,000**.
- Donated an ice machine for **\$22,000** at the purifier plant. This also generated two additional sources of employment for the community.
- Rehabilitated the main entrance to the community with a mural reflecting their identity as a mining community for **\$3,500**.

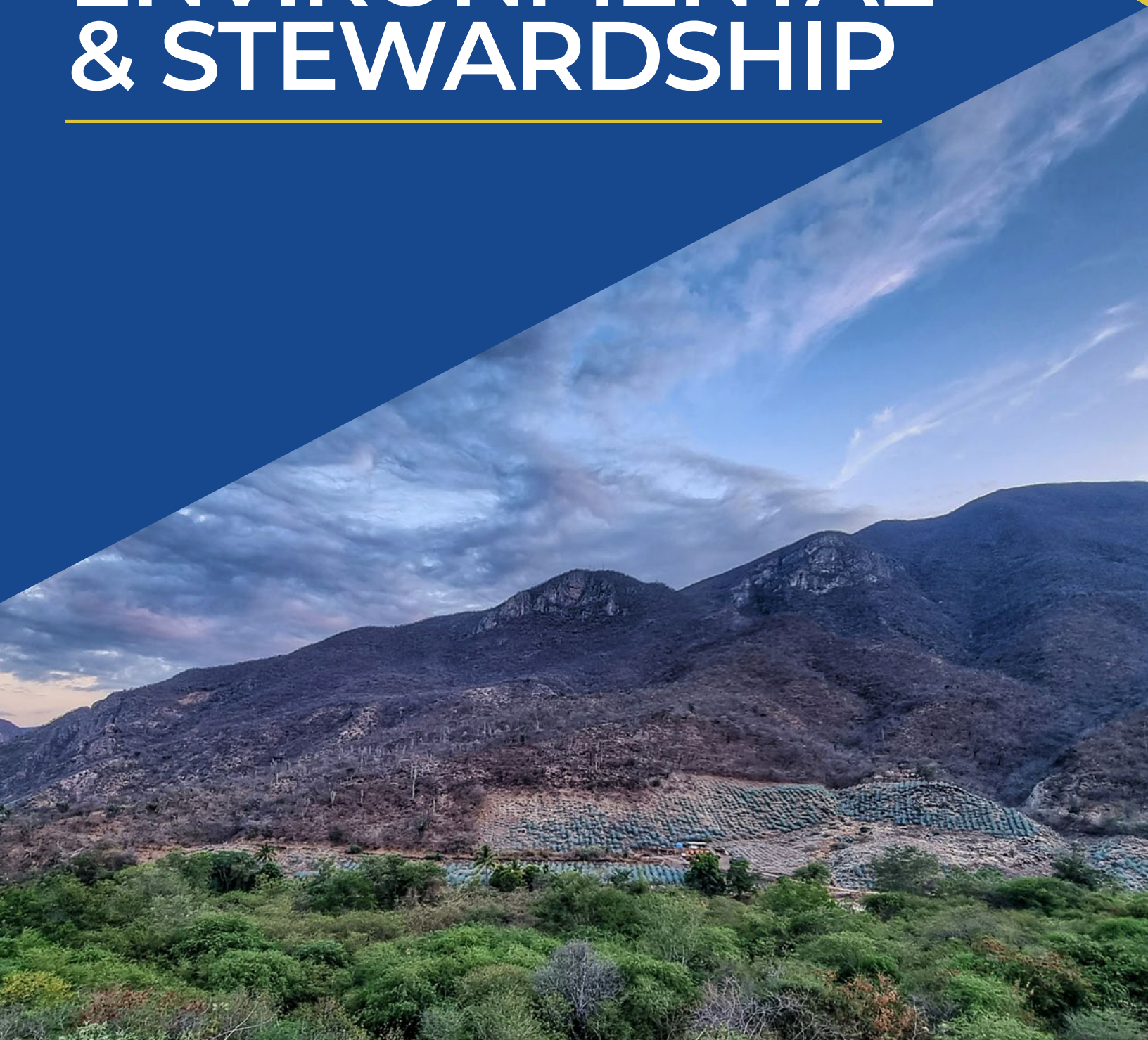
In addition to the above agreements, during May 2021, heavy rains caused the federal highway in San Juan Guegoyache and San Pedro Totolápam to be shut down. We provided heavy equipment for the transportation of materials and the opening of temporary roads to restore access to these communities. The contribution totaled five days of full-time support and a monetary investment of \$6,000.

In 2022, DDGM purchased and processed over two thousand tonnes of tailings material produced at a third party artisanal mining operation. This collaborative initiative with the local community was designed to ensure the proper environmental treatment and storage of the tailings material while economically benefiting the community. This material was purchased for over \$305,000.

At our Back Forty Project in Michigan, community outreach is a key priority for the team as we progress the feasibility study work. In 2022, we participated in the Menominee Conservation District Summer Environmental Camp and sponsored an educational fishing event for school aged children. We also recognize the significant role and contribution veterans have made and therefore collaborated with Freedom for Patriots to sponsor an event for veterans which included hunter safety training. Finally, the Company participates in various sponsorships and events that are significant to the culture of the Upper Peninsula of Michigan.



ENVIRONMENTAL & STEWARDSHIP



OUR APPROACH

Below are the Material Topics we have identified with regards to Environmental & Stewardship. The four applicable ESG priorities are:

- Responsible mining & hazardous waste management
- Recognize water as vital for human sustenance
- Biodiversity conservation
- Pollution prevention & reduced emissions

Significant Risks (a.k.a. Material ESG Topics)

Environmental	Social	Governance
<ul style="list-style-type: none"> Waste, Hazardous Material & Tailings Management Water Management Emissions Biodiversity 	<ul style="list-style-type: none"> Health & Safety Human Rights Local Communities 	<ul style="list-style-type: none"> Anti-Corruption Transparency Permitting & Compliance

Gold Resource Corporation is committed to responsible environmental management based on sensible planning and thorough implementation. Our mineral exploration and mining operations have the potential to result in disturbances to the natural environment. The Company pledges to contribute to the protection of the environment and as outlined in our Environmental Policy, pledges to:

- Fully observe all applicable environmental laws, regulations, and other legal requirements;

- Guard the environment in which the Company operates to mitigate impacts from our activities;
- Regularly evaluate our environmental systems and protocols for performance and effectiveness; and
- Work in a transparent manner to develop a mutual understanding of environmental issues, needs and expectations with the communities impacted by Company operations.

To fulfill this policy, the Company commits to:

- 1 Establish, implement and maintain an EMS that clearly defines environmental requirements with a goal to comply with all legal environmental obligations.
- 2 Ensure Company leadership and management teams understand, support and maintain our EMS through regular training and evaluations of the system's execution.
- 3 Provide leadership and management teams with the authority and resources to implement and maintain our EMS.
- 4 Set periodic reviews to evaluate environmental objectives and targets, with a goal to continuously improve the EMS to achieve its intended consequences.

OUR PERFORMANCE

The Don David Gold Mine complies with national and international environmental laws and standards to ensure safe, socially and environmentally responsible operations at all times. Implementing best practices that exceed these standards is part of the company's values regarding achieving excellence in all we do.

Environmental management includes an annual sampling of tailings, sterile rock, hazardous waste, monitoring of biodiversity, particles and noise, as well as a quarterly sampling of treatment water, surface water and groundwater discharges. In case of new disturbances, we carry out the necessary studies of flora and fauna within the area to be disturbed. We continually strive to strengthen our environmental management system (a.k.a. EMS) with measures coordinated with stakeholders in our areas of influence, even outside the operations.



Waste, Hazardous Material & Tailings Management

We perform annual sampling of waste rock at the Don David Gold Mine. Samples of the rock have shown that the waste is acid generating and therefore proper handling and treatment processes are applied. Likewise, the sample results are used to update the closure plan.

In Mexico, we have a hazardous waste management plan (authorized by Mexican authority SEMARNAT - NOM-052-SEMARNAT-2005) that ensures that hazardous waste is properly managed from generation to final disposal. For the management of hazardous waste, we have authorized waste disposal companies that focus on recycling, treatment or final disposal, depending on the type of hazardous waste.

There are two tailings impoundments. Sampling has shown there is the potential for the impound facilities to be acid drainage generators. Currently, tailings are stored in a lined tailings storage facility. Water that comes into contact with the tailings storage facility is captured and recycled back to the processing plant in a closed circuit.

With regards to tailings management, key DDGM personnel are responsible for ensuring proper procedures are followed to ensure stability of the tailings storage facilities. Key activities include, but are not limited to:

- Monitoring to ensure that there are no significant incidents at tailings dams.
- Conducting risk assessments of tailings dams.

Waste & Hazardous Material Management	2021	2022
Total Weight Non-mineral waste generated	1,118.68 tonnes	1,212.03 tonnes
Total Weight of Tailings Produces	435,954 tonnes	438,947 tonnes
Total Weight of Waste Rock Generated	194,616.2 tonnes	205,465 tonnes
Total Weight of Hazardous Waste Generated	594.32 tonnes	652.63 tonnes
Total Weight of Hazardous Waste Recycled	49.9 tonnes	123.85 tonnes
Significant Incidents Associated with Waste & Hazardous Material Management	None	None

- Compliance with permits/licenses/regulatory, according to NOM-141-SEMARNAT-2003.
- Manual of instructions of maintenance of tailings dams.
- Monitoring of the tailings dam management plan.
- Production of annual reports of compliance with the construction of tailings dams.
- Annual structural/geotechnical audits of tailings dams.
- Tailings Dam Inspection Reports: Weekly/Monthly/ after a natural event: earthquake or torrential rain.
- Sonic repellents for migratory birds.

The General Mine Emergency Preparedness and Response Plan (EPRP) addresses Tailings Storage Facilities. To minimize the risk of catastrophic events, our operations align with available guidelines, but not limited to: The Canadian Mining Association (MAC), a guide to managing tailings facilities, and Guidelines from the Australian National Committee on Large Dams (ANCOLD).

Tailings Storage Facility, Phase I and II, San Jose de Gracia, Oaxaca, Mexico (DDGM 100% owned & operated):

Tailings Storage Facility Management	2021	2022
Operational Status	Inactive, preparing for closure	Inactive, preparing for closure
Construction Method	Downstream	Downstream
Maximum Permitted Storage Capacity	1.36 million m ³	1.36 million m ³
Current Amount of Tailings Stored	~1.24 million m ³	~1.24 million m ³

Tailings Storage Facility, Phase III, San Jose de Gracia, Oaxaca, Mexico (DDGM 100% owned & operated):

Tailings Storage Facility Management	2021	2022
Operational Status	Active	Inactive, preparing for closure
Construction Method	Downstream	Downstream
Maximum Permitted Storage Capacity	2.43 million m ³	2.43 million m ³
Current Amount of Tailings Stored	~2.08 million m ³	~2.2 million m ³

The consequence classification for both facilities is extreme due to the inherent high-hazard potential of a rockfill dam. There are both potential economic and environmental consequences of failure. Additionally, for TSF III, the underground portal is located within 2 kilometers downstream of the dam. There was a Dam Safety Inspection performed in 2019 by Tierra Group International S.A.C. and a Dam Break Analysis performed in 2021 by Global Resource Engineering. There were no material findings or mitigation measures required.

We also reach beyond the mine into the community to address proper waste management. In 2021 we received 2.2 tons of recoverable waste such as cardboard, polyethylene terephthalate (PET) plastic, high density polyethylene (HDPE) plastic, aluminum and glass at the collection center for recycling. In 2022, this recycled waste totaled 10.8 tons.

Waste Recycles	2021	2022
Cardboard	0.3 tons	2.9 tons
Glass	0.6 tons	1.6 tons
HDPE	0.1 tons	2.4 tons
Aluminum	0.2 tons	1.6 tons
PET	1.0 tons	2.3 tons
Total	2.2 tons	10.8 tons

While our Back Forty Project does not currently generate any waste or hazardous materials, other than common office cleaning supplies, great care and attention is being paid to the future waste and tailing storage requirements during the current studies being performed.

Water Management

According to the Water Risk Atlas 0% of both the fresh water withdrawn and total fresh water consumed at DDGM are from a region with High or Extremely High Baseline Water Stress.

Water Management	2019	2020	2021	2022
Fresh water withdrawn	1,713,943 m ³	1,190,997 m ³	1,104,369 m ³	1,407,541 m ³
Fresh Water Consumed	480,718 m ³	260,802 m ³	224,877 m ³	162,753 m ³
Non-Compliance Reports	None	None	None	None
Notice of Violation	None	None	None	None

As part of the fulfillment of our agreements with San Pedro Totolápam in 2007, we conduct quarterly water samples of the sources supplying the San José de Gracia community. The sample collection and testing are carried out by an accredited laboratory in the presence of a government institution (Instituto Mexicano de la Tecnología del Agua), and the water committee of San José de Gracia participates in the process. The sources sampled throughout 2021 and 2022 included four community springs, four storage tanks, four public faucets, eight domestic faucets and the community water tank. This collaborative approach has contributed to developing a culture of trust and transparency with regards to water management strategies.

During 2022 the Back Forty operation continued to engage with stakeholders and regulators concerning project development plans and issues related to the protection of surrounding water resources. These efforts occurred in direct meetings with regulators where data on groundwater and surface water interactions were discussed, and in meetings with Native American Tribes that were sponsored by the Michigan Department of Environment, Great Lakes and Energy (EGLE). The Back Forty Project continued to meet with EGLE on the development of a groundwater model that will be used in forthcoming regulatory submittals.



Green House Emissions & Air Quality

In 2018 and 2019, GRC invested \$5 million in the installation of the Power grid in Oaxaca Mexico. With the shift to the federal electric grid from the use of diesel power generators in 2020, the tons of CO₂e produced reduced by 38% compared to 2019. Other CO₂ emission reduction efforts include upgrading fleet vehicles to newer vehicles with high-efficiency engines and evaluating consumption peaks.

The largest GHGs emission is from the public grid (CFE), which supplies 93.6% power to the Don David Gold Mexico mine:

CO ₂ e Measure	2021	2022
Public Power Grid	19,260.61t	19,270.75t
Fuel Consumption:		
• Mobile	6,958.72t	7,445.06t
• Stationary	3,121.40t	2,907.69t
• Other	146.38t	224.86t
Total CO₂e	29,487.11t	29,848.36t

During 2022, the first full GHG protocol emissions inventory study was conducted with the below outcome:

Emissions Scope	tonCO ₂ e
Scope 1	10,577.61
Scope 2	19,270.75
Total Scope 1 + Scope 2	29,848.36

Our energy consumption at DDG comes directly from the public grid (CFE) and on-site diesel generators. Solar panels provide electrical energy to the temporary hazardous waste storage.

Energy Management	2021	2022
Consumption (kWh)	48,625,867	45,533,356
Consumption from Grid	93.6%	99.4%
Consumption from Self-Sufficiency	6.4%	0.6%



The below measurements are tracked with regards to air quality in Mexico:

Air Quality Measure	2021	2022
CO₂e	29,487.11t	29,848.36t
CH₄	23.94t	information not available*
CO₂e, N₂O	143.79t	information not available*
NOx, including N₂O	571 mg/m ³	information not available*
Sox	94 ug/m ³	information not available*
PM10 (particulate matter)	PM10 21.2 ug/m ³ PM2.5 21.7 ug/m ³	PM10 15 ug/m ³ PM2.5 10.4 ug/m ³
Hg (Mercury)	0.0016 mg/m ³	information not available*
Pb (Lead)	0.33 ug/m ³	information not available*
VOCs (Volatile Organic Compounds)	Not determined	information not available*

*The results of these measurements are still being processed and are therefore not yet available. This information will be reported in our next sustainability report.

At our Corporate office in Denver and the Back Forty project in Michigan, carbon emissions are limited to emissions for vehicles operated by employees commuting to the facilities in which offices are located.

Green House Emissions & Air Quality

While there are no sites in or around our Mexican operations that are designated as protected or contain habitat for endangered species, we acknowledge and embrace our responsibility to the ecosystem and habitat in our areas of influence go well beyond the people and the direct impact we make due to our mining and exploration activities.

In 2021, we carried out a biodiversity diagnosis in the area of influence of our Mexican operations (the Arista and Alta Gracia mines), located near San José de Gracia and San Juan Guegoyache, Oaxaca, Mexico. We worked with the non-government organization (NGO) Interdisciplinary Linkage for Environmental and Social Development (VIDAS A.C.), which has prestige and experience at the national level in the field of study and conservation of wildlife. During this project, twenty-four (24) field trips were carried out, in which six transects were crossed (three located in the vicinity of

the Alta Gracia Mine and the other three in the area of influence of the Arista Mine. Eleven (11) specialists monitored the following groups of fauna: ornithofauna, mastofauna, herpetofauna, ichthyofauna and flora. A total of 553 species were recorded in the area of influence, of which 321 species correspond to flora, 223 species to terrestrial mammals including birds and finally 9 species of fish. It should be noted that 48 amphibian and reptile species found are under some protection status according to Mexican NOM-059-SEMARNAT-2010. During monitoring, species were identified with high scientific value that have not been identified before. Conservation plans were developed to protect these species and we have plans to promote these new species in the scientific community. This project was completed in 2022 when the monitoring plans were implemented, and the conservation strategies were reviewed with key stakeholder. The total cost was approximately \$118,000.

We also completed the publication of a guide to reptiles and amphibians in the area and a bird guide; these publications will be presented in 2023 to different audiences to raise awareness of the relevant biodiversity in the area.

In compliance with environmental regulations, as well as commitments made to local communities, we have carried out various reforestation projects in areas surrounding our Mexican operations and areas designated by the community. From 2017 to date, an area of over 73 hectares has been reforested in compliance with environmental requirements. To help satisfy reforestation commitments, the company operates a nursery with production capacity of 20,000 plants annually. From June 2020 to May 2021 and June 2021 to May 2022 the production was 20,145 and 20,237, respectively, with a composition of 14 species, mainly native and representative of the low deciduous forest. We invest approximately \$40,000 annually in the nursery. This work was performed in common agreement with the San Pedro Totolápam community.

We agree it is crucial to conserve species with cultural significance and ecological or economic importance for local inhabitants. In May 2021 we donated 11,000 plants produced in our nursery to the people in our communities of San José de Gracia, Las Margaritas and San Pedro Totolápam. In 2022, the plant donations were distributed to the communities at the World Environment Day celebration.

We organized workshops that trained local stakeholder on the topic of Copal (a tree species of commercial interest in the region). The workshops were led by experts and promoted knowledge and sustainable use of this precious forest resource. Approximately 50 stakeholders participated in the workshops.



APPENDICES

SASB Index

Reference	Metric	Notes
Governance		
Business Ethics & Transparency (SASB 510)		
EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	See page 15
EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	See page 16
Environment		
Green House Gas Emissions (SASB 110)		
EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions- limiting regulations	See page 40
EM-MM-110a.2	Description of long-term and short-term strategy to manage Scope 1 emissions, emission reduction targets, analysis of performance against those targets	See pages 40 - 42
Air Quality (SASB 120)		
EM-MM-120a.1	Air emissions of the following pollutants: (1) CO, (2) Nox (excluding N ₂ O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), (7) volatile organic compounds (VOCs)	See page 41
Energy Management (SASB 130)		
EM-MM-130a.1	1) Total energy consumed, 2) percentage grid electricity, 3) percentage renewable	See page 40
Water Management (SASB 140)		
EM-MM-140a.1	1) Total fresh water withdrawn, 2) Total fresh water consumed, and the percentage of each in regions with High or Extremely High Baseline Water Stress	See page 39
EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	

Reference	Metric	Notes
Waste & Hazardous Materials Management (SASB 150)		
EM-MM-150a.4	Total weight of non-mineral waste generated	See page 37
EM-MM-150a.5	Total weight of tailings produced	See page 37
EM-MM-150a.6	Total weight of waste rock generated	See page 37
EM-MM-150a.7	Total weight of hazardous waste generated	See page 37
EM-MM-150a.8	Total weight of hazardous waste recycled	See page 37
EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	See page 37
EM-MM-150a.10	Description of waste and hazardous material management policies and procedures for active and inactive operations	See page 37
Tailings Storage Facilities Management (SASB540)		
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	(5) construction method	See page 38
	(6) maximum permitted storage capacity	See page 38
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	(8) consequence classification	See page 38
	(9) date of most recent independent technical review	See page 38
	(10) material findings	See page 38
	(11) mitigation measures	See page 38
	(12) site-specific EPRP	See page 38

Reference	Metric	Notes
EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	See page 37
EM-MM-540a.3	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	See page 38
Biodiversity		
Biodiversity Impacts (SASB 160)		
EM-MM-160a.1	Description of environmental management policies and practices for active sites	See page 36
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	See page 37
EM-MM-160a.3	Percentage of 1) proven and 2) probable reserves in or near sites with protected conservation status or endangered species habitat	See page 41
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Activity Metric (SASB 000)		
EM-MM-000.B	Total number of employees, percentage contractors	See page 27
Security, Human Rights & Rights of Indigenous Peoples (SASB 210)		
EM-MM-210a.1	Percentage of 1) proven and 2) probable reserves in or near areas of conflict	See page 30
EM-MM-210a.2	Percentage of 1) proven and 2) probable reserves in or near indigenous land	See page 30
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	See page 30
Labor Relations (SASB 310)		
EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by US and foreign employees	See page 27
EM-MM-310a.2	Number and duration of strikes and lockouts	See page 26

Reference	Metric	Notes
Workforce Health & Safety (SASB 320)		
EM-MM-320a.1	1) MSHA all incident 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	See page 23
Communities & Indigenous Peoples		
Community Relations (SASB 210)		
EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	See pages 29 - 30
EM-MM-210b.2	Number and duration of non-technical delays	See page 26



CAUTIONARY NOTE REGARDING FORWARD LOOKING STATEMENTS

This report contains “forward-looking statements” within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. We use the words “anticipate,” “continue,” “likely,” “estimate,” “expect,” “may,” “could,” “will,” “project,” “should,” “believe” and similar expressions (including negative and grammatical variations) to identify forward looking statements.

Forward-looking statements are neither historical facts nor assurances of future performance. Rather, they are based only on our current beliefs, expectations, and assumptions regarding the future of our business, future plans and strategies, projections, anticipated events and trends, the economy, and other future conditions. Because forward-looking statements relate to the future, they are subject to inherent uncertainties, risks, and changes in circumstances that are difficult to predict, and many of which are outside of our control. Our actual results and financial condition may differ materially from those indicated in the forward-looking statements. Therefore, you should not rely on any of these forward-looking statements.

Many of these factors are beyond our ability to control or predict. Although we believe that the expectations reflected in our forward-looking statements are based on reasonable assumptions, such expectations may prove to be materially incorrect due to known and unknown risks and uncertainties. You should not unduly rely on any of our forward-looking statements. These statements speak only as of the date of this sustainability report. Except as required by law, we are not obligated to publicly release any revisions to these forward-looking statements to reflect future events or developments. All subsequent written and oral forward-looking statements attributable to us and persons acting on our behalf are qualified in their entirety by the cautionary statements contained in this section and elsewhere in this sustainability report.

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