

GRI and SASB Content Index

GRI Standard	Disclosure	Response, Page Number(s) and/or URL(s)	SASB Code	SASB Metric
GRI 2: GENERAL DISCLOSURES				
1. The Organization and Its Reporting Practices				
2-1	Organizational details	Our Company (see page 12) Business and Financial Review (see page 21) Website > About Us		
2-2	Entities included in the organization's sustainability reporting	About This Report (see page 128) Annual Information Form (see page 6)		
2-3	Reporting period, frequency and contact point	About This Report (see page 128)		
2-4	Restatements of information	There are no restatements of information from previous reports.		
2-5	External assurance	External assurance was conducted only for the financial data in the 2022 Annual Sustainability Report, and Hudbay does not have a policy pertaining to external assurance of sustainability data.		
2. Activities and Workers				
2-6	Activities, value chain and other business relationships	CEO Message (see page 3) Business and Financial Review (see page 21) Business and Financial Review > Business Activities (see page 27) Sustainability Approach > Responsible Supply Chain > Supply Chain Performance (see page 49) Sustainability Approach > Responsible Supply Chain > Products (see page 49) Sustainability Performance > Key Performance Data (see page 89)	EM-MM-000.A	Production of (1) metal ores and (2) finished metal products
2-7	Employees	Sustainability Performance > Key Performance Data (see page 92)	EM-MM-000.B	Total number of employees, percentage contractors
2-8	Workers who are not employees	Sustainability Performance > Key Performance Data (see page 92)	EM-MM-000.B	Total number of employees, percentage contractors

GRI Standard	Disclosure	Response, Page Number(s) and/or URL(s)	SASB Code	SASB Metric
GRI 2: GENERAL DISCLOSURES				
3. Governance				
2-9	Governance structure and composition	Our Company > Corporate Governance (see page 15) Our Company > Board of Directors (see page 16) Our Company > Management Team (see page 20) Sustainability Approach > Sustainability Governance (see page 34) Management Information Circular Website > About Us > Board Website > About Us > Governance Website > Disclosure Centre > Committees		
2-10	Nomination and selection of the highest governance body	Management Information Circular Website > About Us > Governance Website > Disclosure Centre > Committees		
2-11	Chair of the highest governance body	Our Company > Corporate Governance (see page 15) Our Company > Board of Directors (see page 16) Management Information Circular Website > About Us > Board		
2-12	Role of the highest governance body in overseeing the management of impacts	Our Company > Corporate Governance (see page 15) Our Company > Risk Management (see page 19) Sustainability Approach > Sustainability Governance (see page 34) Sustainability Approach > Stakeholder Engagement (see page 43) Social Impact > Our Approach (see page 68) Corporate Governance Guidelines and Board Charter		
2-13	Delegation of responsibility for managing impacts	Our Company > Corporate Governance (see page 15) Sustainability Approach > Sustainability Governance (see page 34)		
2-14	Role of the highest governance body in sustainability reporting	Environmental, Health, Safety and Sustainability Committee Charter The EHSS (Board-level) Committee reviews and approves the content within the Annual Sustainability Report.		
2-15	Conflicts of interest	Our Company > Business Conduct (see page 17) Sustainability Approach > Sustainability Governance (see page 34)		

GRI Standard	Disclosure	Response, Page Number(s) and/or URL(s)	SASB Code	SASB Metric
GRI 2: GENERAL DISCLOSURES				
3. Governance				
2-16	Communication of critical concerns	Our Company > Business Conduct > Risks, Issues or Complaints (see page 18) Our Company > Risk Management (see page 19) Sustainability Approach > Human Rights and Security (see page 38) Sustainability Approach > Stakeholder Engagement (see page 43) Sustainability Performance > Key Performance Data (see page 100) Whistleblower Policy		
2-17	Collective knowledge of the highest governance body	Annual Information Form (see page 50) Website > About Us > Board		
2-18	Evaluation of the performance of the highest governance body	Corporate Governance Guidelines and Board Charter		
2-19	Remuneration policies	Management Information Circular Compensation and Human Resources Committee Charter		
2-20	Process to determine remuneration	Management Information Circular		
2-21	Annual total compensation ratio	Sustainability Performance > Key Performance Data (see page 96) Management Information Circular		
4. Strategy, Policies and Practices				
2-22	Statement on sustainable development strategy	CEO Message (see page 3)		
2-23	Policy commitments	Our Company > Purpose Statement (see page 14) Our Company > Business Conduct (see page 17) Our Company > Risk Management > Precautionary Approach (see page 19)		
2-24	Embedding policy commitments	Sustainability Approach > Sustainability Governance > Sustainability Management Framework (see page 34) Sustainability Approach > Human Rights and Security (see page 38) Sustainability Approach > Responsible Supply Chain (see page 48)		
2-25	Processes to remediate negative impacts	Our Company > Business Conduct > Risks, Issues or Complaints (see page 18)		
2-26	Mechanisms for seeking advice and raising concerns	Our Company > Business Conduct (see page 17) Sustainability Approach > Responsible Supply Chain (see page 48) Website > Disclosure Centre > Policies		

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GRI 2: GENERAL DISCLOSURES				
4. Strategy, Policies and Practices				
2-27	Compliance with laws and regulations	Sustainability Performance > Key Performance Data (see page 100)		
2-28	Membership associations	Sustainability Approach > Sustainability Governance > Industry Involvement (see page 37)		
5. Stakeholder Engagement				
2-29	Approach to stakeholder engagement	Sustainability Approach > Stakeholder Engagement (see page 43)		
2-30	Collective bargaining agreements	Sustainability Performance > Key Performance Data (see page 92)		
GRI 3: MATERIAL TOPICS				
3-1	Process to determine material topics	Sustainability Approach > Materiality (see page 46)		
3-2	List of material topics	Sustainability Approach > Materiality (see page 46)		
GRI 200: ECONOMIC STANDARDS SERIES				
Economic Performance				
GRI 3: Material Topics				
3-3	Management of material topics	CEO Message (see page 3) Our Company > Corporate Governance (see page 15) Our Company > Risk Management (see page 19) Business and Financial Review > Strategy (see page 25) Sustainability Approach > Materiality (see page 46) Social Impact > Our Approach (see page 68) Sustainability Performance > 2022 Targets and Achievements (see page 107) Sustainability Performance > 2023 Targets (see page 108) Annual Information Form (see page 5)		
GRI 201: Economic Performance				
201-1	Direct economic value generated and distributed	Sustainability Performance > Key Performance Data (see page 89)		
201-2	Financial implications and other risks and opportunities due to climate change	CDP Climate Change 2022 Submission Management's Discussion and Analysis		
201-3	Defined benefit plan obligations and other retirement plans	Management's Discussion and Analysis		

GRI Standard	Disclosure	Response, Page Number(s) and/or URL(s)	SASB Code	SASB Metric
GRI 200: ECONOMIC STANDARDS SERIES				
Indirect Economic Impacts				
GRI 3: Material Topics				
3-3	Management of material topics	<p>Sustainability Approach > Materiality (see page 46)</p> <p>Sustainability Approach > Responsible Supply Chain (see page 48)</p> <p>Social Impact > Our Approach (see page 68)</p> <p>Social Impact > Our Approach > Economic Contributions (see page 68)</p> <p>Social Impact > Manitoba (see page 70)</p> <p>Social Impact > Peru (see page 72)</p> <p>Social Impact > Arizona and Nevada (see page 74)</p> <p>Note: We re-evaluate our management approach every three years as part of our materiality review process; an evaluation was last conducted in 2020. Our next materiality review will be conducted in 2023.</p>		
GRI 203: Indirect Economic Impacts				
203-2	Significant indirect economic impacts	<p>Sustainability Approach > Responsible Supply Chain > Supply Chain Performance (see page 49)</p> <p>Social Impact (see page 65)</p>		
Procurement Practices				
GRI 3: Material Topics				
3-3	Management of material topics	<p>Sustainability Approach > Sustainability Governance (see page 34)</p> <p>Sustainability Approach > Materiality (see page 46)</p> <p>Sustainability Approach > Responsible Supply Chain (see page 48)</p> <p>Social Impact > Our Approach > Local Hiring and Procurement (see page 69)</p> <p>Supplier Code of Conduct and Ethics</p>		
GRI 204: Procurement Practices				
204-1	Proportion of spending on local suppliers	Sustainability Approach > Responsible Supply Chain (see page 48)		

GRI Standard	Disclosure	Response, Page Number(s) and/or URL(s)	SASB Code	SASB Metric
GRI 200: ECONOMIC STANDARDS SERIES				
Anti-corruption				
GRI 3: Material Topics				
3-3	Management of material topics	Our Company > Business Conduct (see page 17) Our Company > Business Conduct > Compliance Training (see page 17) Our Company > Business Conduct > Risks, Issues or Complaints (see page 18) Our Company > Risk Management (see page 19) Sustainability Approach > Sustainability Governance (see page 34) Sustainability Approach > Materiality (see page 46) Sustainability Approach > Responsible Supply Chain (see page 48) Statement on Anti-Corruption Supplier Code of Conduct and Ethics	EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain
GRI 205: Anti-corruption				
205-1	Operations assessed for risks related to corruption	Our Company > Business Conduct > Risks, Issues or Complaints (see page 18) Sustainability Performance > Key Performance Data (see page 99)		
205-2	Communication and training about anti-corruption policies and procedures	Sustainability Performance > Key Performance Data (see page 99)		
205-3	Confirmed incidents of corruption and actions taken	Our Company > Business Conduct > Risks, Issues or Complaints (see page 18)		
		Not applicable	EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index

GRI Standard	Disclosure	Response, Page Number(s) and/or URL(s)	SASB Code	SASB Metric
GRI 300: ENVIRONMENTAL STANDARDS SERIES				
Energy				
GRI 3: Material Topics				
3-3	Management of material topics	Sustainability Approach > Sustainability Governance (see page 34) Sustainability Approach > Materiality (see page 46) Environment > Our Approach > Climate Change (see page 80)		
GRI 302: Energy				
302-1	Energy consumption within the organization	Sustainability Performance > Key Performance Data (see page 102) CDP Climate Change 2022 Submission	EM-MM-130a.1	Total energy consumed
		CDP Climate Change 2022 Submission	EM-MM-130a.1	Percentage grid electricity
		CDP Climate Change 2022 Submission	EM-MM-130a.1	Percentage renewable
Water				
GRI 3: Material Topics				
3-3	Management of material topics	Sustainability Approach > Sustainability Governance (see page 34) Sustainability Approach > Materiality (see page 46) Environment > Our Approach > Water (see page 80) Sustainability Performance > 2022 Targets and Achievements (see page 107)		
GRI 303: Water and Effluents				
303-1	Interactions with water as a shared resource	Environment > Our Approach > Water (see page 80) CDP Water Report		
303-2	Management of water discharge–related impacts	Environment > Our Approach > Water (see page 80)		
303-3	Water withdrawal	Sustainability Performance > Key Performance Data (see page 103) CDP Water Report	EM-MM-140a.1	Total fresh water withdrawn, percentage occurring in regions with high or extremely high baseline water stress
		Sustainability Performance > Key Performance Data (see page 103) CDP Water Report	EM-MM-140a.1	Total fresh water consumed, percentage occurring in regions with high or extremely high baseline water stress
		Not applicable	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations

GRI Standard	Disclosure	Response, Page Number(s) and/or URL(s)	SASB Code	SASB Metric
GRI 300: ENVIRONMENTAL STANDARDS SERIES				
Biodiversity				
GRI 3: Material Topics				
3-3	Management of material topics	Sustainability Approach > Sustainability Governance (see page 34) Sustainability Approach > Sustainability Governance > International Systems and Performance Standards (see page 36) Sustainability Approach > Tailings Stewardship (see page 40) Sustainability Approach > Materiality (see page 46) Environment > Our Approach (see page 79) Environment > Our Approach > Land and Biodiversity (see page 79) Environment > Our Approach > Closure and Reclamation (see page 81) Environmental Health, Safety and Sustainability Policy	EM-MM-160a.1	Description of environmental management policies and practices for active sites
GRI 304: Biodiversity				
304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Environment > Our Approach > Land and Biodiversity (see page 79) Sustainability Performance > Key Performance Data (see page 106)	EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat
304-2	Significant impacts of activities, products and services on biodiversity	Environment > Our Approach > Land and Biodiversity (see page 79)		
304-3	Habitats protected or restored	Sustainability Performance > Key Performance Data (see page 106)		
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Sustainability Performance > Key Performance Data (see page 106)		
		Environment > Our Approach > Waste and Tailings (see page 81)	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is predicted to occur
		Environment > Our Approach > Waste and Tailings (see page 81)	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is actively mitigated
		If water discharge is potentially contaminated by acid rock drainage, it is contoured to flow to our treatment plant.	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is under treatment or remediation

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GRI 300: ENVIRONMENTAL STANDARDS SERIES				
Biodiversity				
MM1: Biodiversity				
MM1	Amount of land disturbed or rehabilitated	Sustainability Performance > Key Performance Data (see page 106)		
MM2: Biodiversity				
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number and percentage of those sites with a plan in place	Sustainability Performance > Key Performance Data (see page 106)		
Emissions				
GRI 3: Material Topics				
3-3	Management of material topics	Sustainability Approach > Sustainability Governance (see page 34) Sustainability Approach > Materiality (see page 46) Environment > Our Approach > Climate Change (see page 80) Sustainability Performance > 2022 Targets and Achievements (see page 107) Sustainability Performance > 2023 Targets (see page 108) Note: Percentage covered under emissions-limiting regulations not available.		
GRI 305: Emissions				
305-1	Direct (Scope 1) GHG emissions	Sustainability Performance > Key Performance Data (see page 102) CDP Climate Change 2022 Submission	EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations
		Environment > Our Approach > Climate Change (see page 80) Sustainability Performance > 2022 Targets and Achievements (see page 107) Sustainability Performance > 2023 Targets (see page 108) CDP Climate Change 2022 Submission	EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and analysis of performance against those targets
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Performance > Key Performance Data (see page 102) CDP Climate Change 2022 Submission		

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GRI 300: ENVIRONMENTAL STANDARDS SERIES				
Emissions				
GRI 305: Emissions				
				Air emissions of the following pollutants:
		Not applicable	EM-MM-120a.1	CO
		Not applicable	EM-MM-120a.1	NO _x (excluding N ₂ O)
		Not applicable	EM-MM-120a.1	SO _x
		Sustainability Performance > Key Performance Data (see page 103)	EM-MM-120a.1	Particulate matter (PM ₁₀)
		Not applicable	EM-MM-120a.1	Mercury (Hg)
		Not applicable	EM-MM-120a.1	Lead (Pb)
		Not applicable	EM-MM-120a.1	Volatile organic compounds (VOCs)
Effluents and Waste				
GRI 3: Material Topics				
3-3	Management of material topics	Sustainability Approach > Sustainability Governance (see page 34) Sustainability Approach > Tailings Stewardship (see page 40) Sustainability Approach > Materiality (see page 46) Environment > Our Approach > Waste and Tailings (see page 81) Environmental Health, Safety and Sustainability Policy		

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GRI 300: ENVIRONMENTAL STANDARDS SERIES				
Effluents and Waste				
GRI 306: Waste				
306-1	Waste generation and significant waste-related impacts	Sustainability Approach > Tailings Stewardship (see page 40) Environment > Our Approach > Waste and Tailings (see page 81)		
306-2	Management of significant waste-related impacts	Sustainability Approach > Tailings Stewardship (see page 40) Environment > Our Approach > Waste and Tailings (see page 81)		
306-3	Waste generated	Sustainability Performance > Key Performance Data (see page 104)		
306-4	Waste diverted from disposal	Sustainability Performance > Key Performance Data (see page 104)		
306-5	Waste directed to disposal	Sustainability Performance > Key Performance Data (see page 104)		
		Mine Tailings Disclosure Table	EM-MM-540a.1	Tailings storage facility inventory table
		Sustainability Approach > Tailings Stewardship (see page 40) Environment > Our Approach > Waste and Tailings (see page 81)	EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities
MM3: Effluents and Waste				
MM3	Total amount of overburden, rock, tailings and sludges and their associated risks	Sustainability Performance > Key Performance Data (see page 104)	EM-MM-150a.4	Total weight of non-mineral waste generated
			EM-MM-150a.5	Total weight of tailings produced
			EM-MM-150a.6	Total weight of waste rock generated
			EM-MM-150a.7	Total weight of hazardous waste generated
			EM-MM-150a.8	Total weight of hazardous waste recycled

GRI Standard	Disclosure	Response, Page Number(s) and/or URL(s)	SASB Code	SASB Metric
GRI 400: SOCIAL STANDARDS				
Employment				
GRI 3: Material Topics				
3-3	Management of material topics	Sustainability Approach > Sustainability Governance (see page 34) Sustainability Approach > Materiality (see page 46) Our People > Our Approach > Employee Relations (see page 57) Our People > Our Approach > Organizational and Leadership Effectiveness (see page 57) Our People > Our Approach > Diversity and Inclusion (see page 58) Our People > Manitoba (see page 59) Our People > Peru (see page 61) Our People > Arizona and Nevada (see page 63)		
GRI 401: Employment				
401-1	New employee hires and employee turnover	Sustainability Performance > Key Performance Data (see pages 93–94)		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Performance > Key Performance Data (see page 98)		
401-3	Parental leave	Sustainability Performance > Key Performance Data (see page 98) Parental leave is tracked by business unit and employment level.		
Labour/Management Relations				
GRI 3: Material Topics				
3-3	Management of material topics	Sustainability Approach > Sustainability Governance (see page 34) Sustainability Approach > Materiality (see page 46) Our People > Our Approach > Employee Relations (see page 57) Our People > Manitoba (see page 59) Our People > Peru (see page 61) Our People > Arizona and Nevada (see page 63)		
GRI 402: Labour/Management Relations				
402-1	Minimum notice periods regarding operational changes	Sustainability Performance > Key Performance Data (see page 93)	EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by US and foreign employees

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GRI 400: SOCIAL STANDARDS				
Labour/Management Relations				
MM4: Labour/Management Relations				
MM4	Number of strikes and lockouts exceeding one week's duration, by country	Sustainability Performance > Key Performance Data (see page 93)	EM-MM-310a.2	Number and duration of strikes and lockouts
Occupational Health and Safety				
GRI 3: Material Topics				
3-3	Management of material topics	Our Company > Risk Management > Emergency Response and Crisis Management (see page 19) Sustainability Approach > Sustainability Governance (see page 34) Sustainability Approach > Materiality (see page 46) Our People (see page 53) Our People > Our Approach > Health and Safety (see page 56) Our People > Our Approach > Employee Relations (see page 57) Sustainability Performance > 2022 Targets and Achievements (see page 107) Sustainability Performance > 2023 Targets (see page 108) Environmental Health, Safety and Sustainability Policy		
Security Practices				
GRI 3: Material Topics				
3-3	Management of material topics	Our Company > Risk Management (see page 19) Sustainability Approach > Sustainability Governance (see page 34) Sustainability Approach > Human Rights and Security > Security Practices (see page 39) Sustainability Approach > Materiality (see page 46) Environmental Health, Safety and Sustainability Policy Human Rights Policy		
GRI 410: Security Practices				
410-1	Security personnel trained in human rights policies or procedures	Sustainability Performance > Key Performance Data (see page 100)		

GRI Standard	Disclosure	Response, Page Number(s) and/or URL(s)	SASB Code	SASB Metric
GRI 400: SOCIAL STANDARDS				
Rights of Indigenous Peoples				
GRI 3: Material Topics				
3-3	Management of material topics	Sustainability Approach > Sustainability Governance (see page 34) Sustainability Approach > Human Rights and Security (see page 38) Sustainability Approach > Stakeholder Engagement (see page 43) Sustainability Approach > Materiality (see page 46) Our People > Our Approach > Diversity and Inclusion (see page 58) Social Impact > Manitoba > Engaging with Indigenous Communities (see page 71) Human Rights Policy	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
GRI 411: Rights of Indigenous Peoples				
411-1	Incidents of violations involving rights of Indigenous peoples	There were zero violations in 2022.		
MM5: Indigenous Rights				
MM5	Total number of operations taking place in or adjacent to Indigenous peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous peoples' communities	Sustainability Performance > Key Performance Data (see page 101)	EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near Indigenous land

GRI Standard	Disclosure	Response, Page Number(s) and/or URL(s)	SASB Code	SASB Metric
GRI 400: SOCIAL STANDARDS				
Human Rights Assessment				
GRI 3: Material Topics				
3-3	Management of material topics	Our Company > Business Conduct > Risks, Issues or Complaints (see page 18) Our Company > Risk Management (see page 19) Sustainability Approach > Sustainability Governance (see page 34) Sustainability Approach > Human Rights and Security (see page 38) Sustainability Approach > Materiality (see page 46) Sustainability Approach > Responsible Supply Chain (see page 48) Our People > Our Approach > Diversity and Inclusion (see page 58) Human Rights Policy		
GRI 412: Human Rights Assessment				
412-2	Employee training on human rights policies or procedures	Sustainability Performance > Key Performance Data (see page 100)		
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Supplier Code of Conduct and Ethics Customer Code of Conduct and Ethics		
Local Communities				
GRI 3: Material Topics				
3-3	Management of material topics	Our Company > Business Conduct > Risks, Issues or Complaints (see page 18) Our Company > Risk Management (see page 19) Sustainability Approach > Sustainability Governance (see page 34) Sustainability Approach > Materiality (see page 46) Sustainability Approach > Responsible Supply Chain (see page 48) Our People > Our Approach > Diversity and Inclusion (see page 58) Social Impact > Our Approach > Community Relations (see page 69) Social Impact > Our Approach > Local Hiring and Procurement (see page 69) Social Impact > Our Approach > Community Development (see page 69)	EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests

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GRI 400: SOCIAL STANDARDS				
Local Communities				
GRI 413: Local Communities				
413-2	Operations with significant actual and potential negative impacts on local communities	Sustainability Performance > Key Performance Data (see page 101)		
MM6: Local Communities				
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous peoples	Sustainability Performance > Key Performance Data (see page 99)	EM-MM-210b.1	Number and duration of non-technical delays
MM7: Local Communities				
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous peoples, and the outcomes	Sustainability Performance > Key Performance Data (see page 100)		
Artisanal and Small-Scale Mining				
MM8: Artisanal and Small-Scale Mining				
MM8	Number and percentage of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	Sustainability Performance > Key Performance Data (see page 101)		
Resettlement				
GRI 3: Material Topics				
3-3	Management of material topics	Sustainability Approach > Sustainability Governance (see page 34) Sustainability Approach > Materiality (see page 46) Social Impact > Our Approach > Resettlement and Land Use (see page 69)		
MM9: Resettlement				
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Sustainability Performance > Key Performance Data (see page 99)		

GRI Standard	Disclosure	Response, Page Number(s) and/or URL(s)	SASB Code	SASB Metric
GRI 400: SOCIAL STANDARDS				
Closure Planning				
GRI 3: Material Topics				
3-3	Management of material topics	Sustainability Approach > Sustainability Governance (see page 34) Sustainability Approach > Materiality (see page 46) Social Impact > Our Approach (see page 68) Environment > Our Approach > Land and Biodiversity (see page 79) Environment > Our Approach > Closure and Reclamation (see page 81) Environmental Health, Safety and Sustainability Policy		
MM10: Closure Planning				
MM10	Number and percentage of operations with closure plans	Sustainability Performance > Key Performance Data (see page 101)		