



ARIS GOLD

**2021
Sustainability
Report**



“What will remain on course is our commitment to achieving our ESG goals and ultimately improving our ratings, through consistent and transparent disclosure.”

— Neil Woodyer, CEO

INTRODUCTION

Aris Gold is driven to create value that benefits all stakeholders by balancing the expectations of shareholders with the needs of our employees, host communities and the environment. We do this by engaging with all levels of government, operating ethically and safely, investing in and supporting communities and respecting the land. This report presents our performance for 2021, key developments in 2021 and Q1 of 2022 and our future direction.

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ABOUT THIS REPORT

This report is Aris Gold's second annual report on our approach and performance on a range of material environmental, social and governance (ESG) topics. The ESG data in this report cover Aris Gold's performance for the 2021 calendar year. It includes references to important activities and events that took place during the first quarter of 2021 – such as the transformation of Caldas Gold Corp., which was renamed Aris Gold Corporation, the appointment of a new Board of Directors (the Board) and executive team, and the adoption of a new ESG governance strategy – as well as our plans and priorities for 2022 and beyond.

The boundary of this report is Aris Gold's 100%-owned Marmato mine in Colombia. We have been guided by the Sustainability Accounting Standards Board (SASB) Metals & Mining Sustainability Accounting Standard and plan to fully align sustainability metrics with SASB in future reporting years. We also demonstrate how our approach meets select UN Sustainable Development Goals (SDGs).

References to "Aris Gold," "the company," "Caldas Gold Corp.," "we" and "our," refer to Aris Gold Corporation. Financial figures are in U.S. dollars (US\$) unless otherwise noted, and a conversion from Colombia peso (COP) to US\$ is based on a 2021 average conversion rate of US\$1.00 to COP\$3,744.

ABOUT ARIS GOLD

Aris Gold is a Canadian public company engaged in the acquisition, exploration, development and operation of gold properties in the Americas. On February 4, 2021, we changed the reporting company's name from Caldas Gold Corp. to Aris Gold Corporation and appointed a new Board of Directors and management team who have extensive experience creating some of the world's largest diversified mining companies. Aris Gold operates the 100%-owned Marmato mine, and as of April 2022, is the operator and 20% owner of the Soto Norte development project with an option to become 50% owner. In July 2022 we entered into an agreement to combine with GCM Mining; the transaction is expected to close in September 2022.

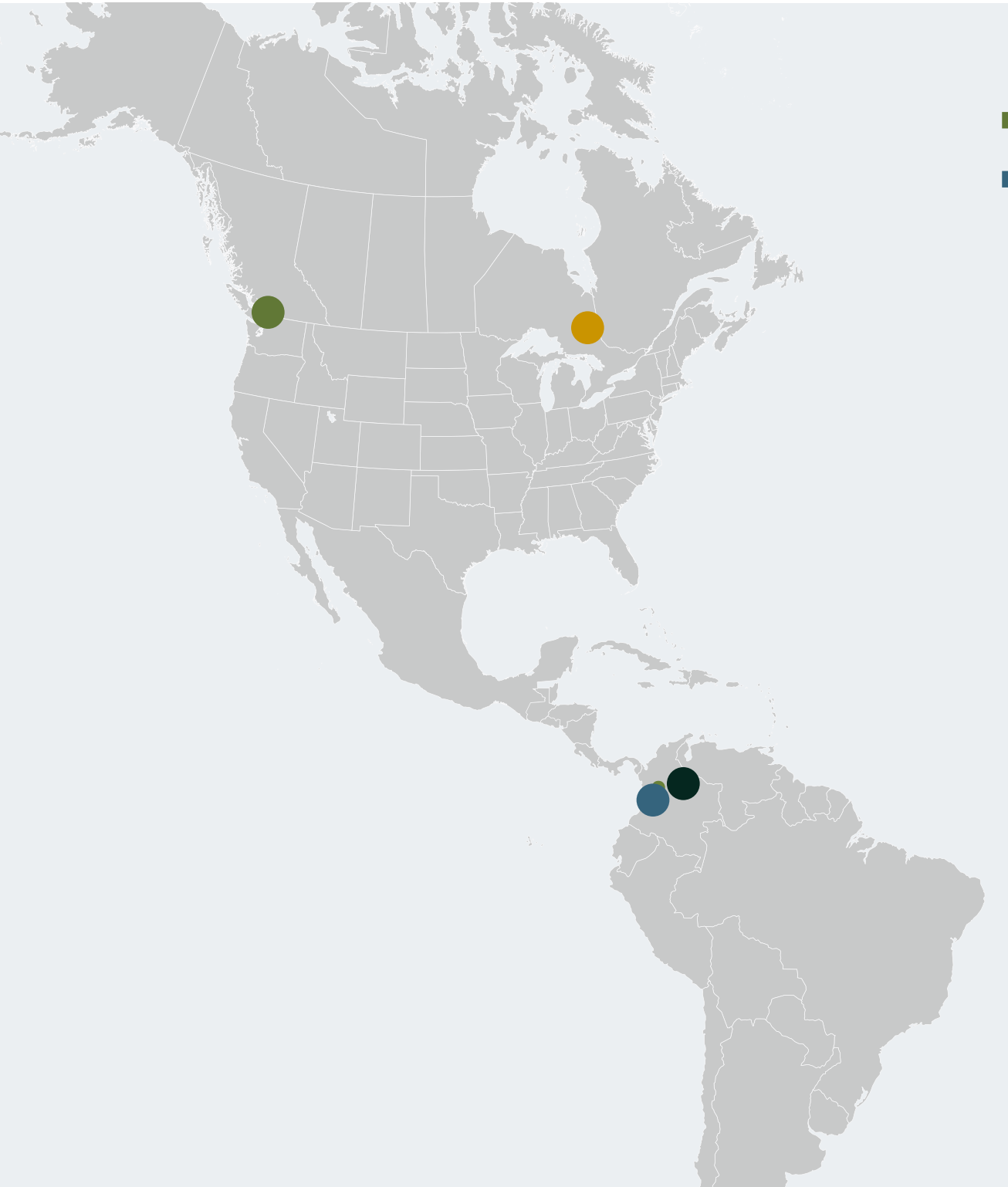
Aris Gold is headquartered in Vancouver, Canada, and trades on the Toronto Stock Exchange (TSX) under the symbol ARIS and in the United States on the OTCQX under the symbol ALLXF.

VISION STATEMENT

We aim to build Aris Gold into the next globally relevant gold producer, with management having successfully created Endeavour Mining and Leagold Mining, and members of our Board having successfully created Wheaton River Minerals, Goldcorp, Yamana Gold and GCM Mining. We will continue to pursue a strategy of acquiring operating gold mines and projects nearing construction with the aim of creating value through diversification, mine and corporate-level optimizations, investing in expansions and near-mine exploration, and active portfolio management.

VALUES STATEMENT

At Aris Gold, we believe transparency, sustainable business practices and good corporate citizenship are critical to our long-term success. To create lasting social and economic benefits in our host communities, we commit to integrating these factors into our decision-making process. We will be guided by the following principles: health and safety; environmental stewardship; active community engagement and support; and ongoing transparency and social accountability.



OUR OPERATIONS

British Columbia, Canada ARIS GOLD CORPORATION HEADQUARTERS

Caldas Department, Colombia MARMATO OPERATION

Operating underground mine, composed of two main areas:

THE UPPER MINE

- Continuously producing since 1993
- Located between 950 and 1,300 metres above sea level
- 1,200 tonnes per day (tpd) capacity processing plant
- Ongoing optimization program and development into a transition zone above the new Lower Mine that exhibits wider porphyry material, allowing for more mechanized mining methods
- Produced 26,830 ounces of gold in 2021
- Employed 1,227 people at the mine as of year-end 2021

THE LOWER MINE PROJECT

- Located below 950 metres elevation
- Wide porphyry mineralization, suitable for long hole stoping mining methods
- Includes the development of new mine workings, a 4,000 tpd Carbon-in-Pulp (CIP) plant, dry stack TSF, supporting infrastructure and a project camp
- Expands production of the Marmato operation
- Construction of the project commenced in the fourth quarter of 2021

Ontario, Canada JUBY PROJECT

ADVANCED EXPLORATION-STAGE PROJECT

- Largely unexplored area located within the Shining Tree area in the southern part of Canada's Abitibi Greenstone belt, with regional, geological similarities to Kirkland Lake and Timmins gold camps
- 10,000-metre drill program completed to test the extension between the Golden Lake and Big Dome deposits and to confirm the known high-grade mineralized zones
- An area with excellent access to infrastructure including a major highway and a power transmission line and an abundance of water

Santander Department, Colombia SOTO NORTE GOLD PROJECT

A large-scale feasibility-stage underground gold project undergoing permitting and licensing

- In April 2022, Aris Gold completed the acquisition of an initial 20% interest and became operator of the project, and acquired an option to increase its ownership to 50%
- Tier 1 scale and economics – independent Feasibility Study by SRK, SNC Lavalin, and Minesa prepared for Aris Gold
- A new Environmental and Social Impact Assessment (ESIA) is being drafted after receiving technical feedback from ANLA which includes a robust Quality Assurance and Quality Control process for regulatory compliance

2021 HIGHLIGHTS

Business & operational highlights

Negotiated a 30-year extension of the mining title at Marmato to October 2051, which included an agreement with the Agencia Nacional de Minería (ANM) for the creation of a social investment fund having a defined contribution formula based on gold production rates

Conducted performance optimization activities at the Marmato Upper Mine including a comprehensive review of operations management, safety, administrative and organizational structures

Commenced Early Works construction of the Lower Mine expansion project at Marmato

Announced an updated mineral resource estimate for the Marmato mine

Closed the precious metals purchase agreement with Wheaton Precious Metals International Ltd.

Sustainability highlights

Published an inaugural Sustainability Report highlighting the company's approach and performance on a range of material ESG topics and the adoption of a new ESG governance strategy, as well as the company's plans and priorities for 2021 and beyond

Conducted a COVID-19 vaccination program which resulted in over 90% of employees, along with many others in the local communities around the Marmato mine, being vaccinated

Lost Time Injury (LTI) frequency rate reduced significantly from 2020 due to training, new procedures and an increased focus on health and safety

Increased the number of women in the workforce at Marmato, while also increasing the number of women at Aris Gold's headquarters in Vancouver, which is now five of nine employees

Continued upgrades to the TSF to be compliant with international standards, including those of the Canadian Dam Association (CDA) and the Mining Association of

Canada (MAC) Global Industry standard on tailings management. Completed construction of the Marmato Community Centre, a place for gathering, events and English classes for members of the community

Committed to funding "Escuela de Minas," a mining school in Marmato to drive education in the field of mining and increase economic activity in the area once construction of the school is completed

A MESSAGE FROM OUR CEO

After our first full year operating as Aris Gold, our second sustainability report serves as an account of our recent accomplishments and a roadmap of what lies ahead for our business, our people and the communities that we serve.



We fared well while operating for the second year during the pandemic, with no major illnesses – a result of frequent rapid testing, self-isolation and, ultimately, a vaccination rate of over 90% among our employees. Additionally, I am happy to report that there were no major delays to our sustainability-related projects due to COVID-19.

While the ESG journey may take different paths, what will remain on course is our commitment to achieving our ESG goals and, ultimately, improving our ratings, through consistent and transparent disclosure.

Training and employing people from the immediate area and the Caldas region is important to our operation. Over eighty percent of our people are from the communities surrounding the mine, exceeding our goal of 70% for 2021. We are committed to increasing this rate through incentives, a high-quality benefits program, training, and the relocation of skilled professionals.

“Aris Gold is focused on expansion and poised to grow in a responsible manner. We are a team of committed, capable and adaptable individuals with a track record of working in challenging environments.”

Our community investment for 2021 was \$606,965, which is consistent with our \$25 per ounce of gold commitment. Funds went towards initiatives that included the construction and completion of the Marmato Community Centre, a place for gathering, events and providing English classes for members of the community. Additionally, the contribution helped construct public infrastructure such as key roads; the construction of Somos Caldas Park; and will also be used to build a school for technical mining studies – the third such school in Colombia.

We are operating in a beautiful part of Colombia, in a traditional mining area that has had considerable environmental impacts. It is therefore critical that we work to protect the land and water and work closely with the government to ensure we have the right systems and structures in place as we expand our operations and production. Engaging with the artisanal and small-scale miners (ASM) is another important

component of our environmental and social stewardship. Last year, there was significant progress with the ASM community through roundtable discussions that focused on how we can work harmoniously and in ways that don't pose risks to neighbouring communities and the area's natural ecosystems.

Our water stewardship efforts progressed well in 2021 with new equipment installed to accurately measure water consumption and identify factors that impact our levels of consumption. We remain committed to diligent planning and management of this shared and precious resource.

Aris Gold is focused on expansion and poised to grow in a responsible manner. We are a team of committed, capable and adaptable individuals with a track record of working in challenging environments. We are grateful to the Board, who supports our leadership team, and of course to our people and local communities without whom this would not be possible.

Thank you for taking the time to read this report.

Sincerely,

Neil Woodyer, CEO and Director

Q&A WITH ARIS GOLD'S SUSTAINABILITY COMMITTEE CHAIR, ATTIE ROUX

Q. What was a key development in how Aris Gold engaged with stakeholders this past year?

Stakeholder engagement is an area that can impact our ESG efforts tremendously, particularly when we think about community relations. If we don't get it right, we will be unable to provide support to the local community and the areas surrounding the mine, and ultimately this would impact both our operations and our reputation. In 2021, in-person engagement by senior members of the Aris Gold management team proved to be a refreshing approach for the community. We spoke directly with individuals, not just in official meetings, but at church, at cafeterias and in other public areas. These were opportunities for the community to convey the realities of the area, the mistakes made in the past and their hopes and dreams for the future. For us, these encounters allowed us to learn not only about their specific needs, but to demonstrate our appreciation and respect for the land on which we are operating and our desire to be not simply an extraction company, but rather, a part of the community.

Q. What stands out to you when thinking about Aris Gold's health and safety achievements in the last 18 months?

The very high COVID-19 vaccination rate of our employees and the speed at which the vaccines were administered kept our employees safe and helped us maintain our operations. By the end of March 2021, almost all of our employees had their boosters, and while we had no serious illnesses in the last year and very good safety measures in place to mitigate transmission, like rapid testing and self-isolation, this step provided reassurance that if anyone were to get infected, the chances of getting very sick were significantly decreased. While there is still a lot of work to be done, our LTI rate was significantly reduced in 2021, and as a result of the processes that are now in place, we expect further improvement in this area.

Q. The relationship with the ASM community in Colombia has traditionally been challenging. How has this evolved over the last year?

There was considerable improvement with respect to communication with the ASM community, who work nearby and sometimes within the boundaries of our site. A group representing the ASM miners joined our roundtable discussions, which has encouraged open dialogue. Most importantly, the discussions will continue to help guide them to work in ways that protect the environment and maintain the safety of everyone. By way of example, there was an incident at a site above the Upper Mine that could have caused flooding at our mine; however, given this new channel for communication, they alerted us to the issue, and we were able to fix the problem before it escalated. This was a major advancement and an example of how the lines of communication have opened with this group.

"In 2021, in-person engagement by senior members of the Aris Gold management team proved to be a refreshing approach for the community."



OUR APPROACH: CORPORATE GOVERNANCE

At Aris Gold, sustainability is integrated into operations and is constantly evolving to deliver shared value. By meeting and striving to exceed our business, environment and social responsibility obligations to our host country, we also hope to lead by example for other mining companies that operate in Colombia.

Our Board is comprised of highly qualified individuals who are of strong judgment, skill, integrity, reputation and experience. As stated in our Diversity Policy, when evaluating candidates for appointment to the Board, in addition to candidates with exceptional skill and experience, consideration may also be given to the candidate's gender, sexual orientation, age, race, ethnicity, nationality and cultural background. Currently, our Board consists of seven men and one woman who are residents of six countries (Canada, Colombia, Dominican Republic, Monaco, South Africa and the U.S.). More information about each of our directors is available on our [website](#).

The following four committees assist the Board in its oversight responsibilities:

- **Audit:** reviews and monitors the effectiveness of internal financial controls and the integrity of the company's financial statements
- **Compensation:** recommends remuneration for directors and senior officers and establishes a broad compensation and benefits structure for employees
- **Corporate Governance and Nomination:** develops a system of corporate governance and leads the Board candidate selection process
- **Sustainability:** reviews and monitors the company's overall approach to sustainability

Each committee has a committee chair position description and a charter that defines the director's duties and responsibilities for fulfilling their oversight role. These documents are available on our [website](#).



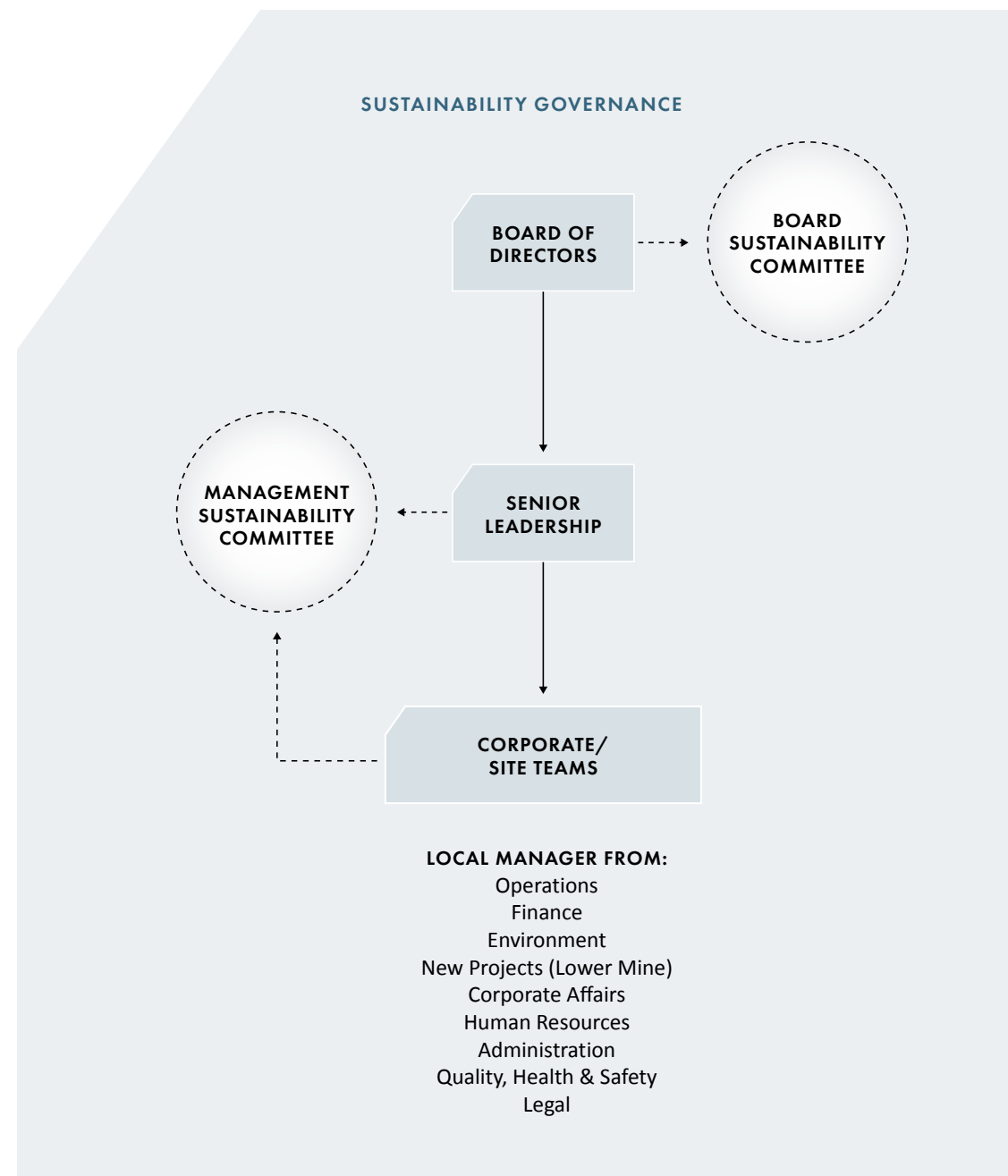
SUSTAINABILITY GOVERNANCE

The Sustainability Committee ensures management is identifying and allocating sufficient resources toward managing Aris Gold's principal sustainability risks and opportunities as well as overseeing the following key areas that lead to sound ESG performance:

- Ensuring compliance with all federal, provincial, state and local laws and regulations governing our business
- Identifying, mitigating and monitoring risks to workers, the environment and communities
- Continually improving systems and processes through corrective actions following regular assessments and audits and investigative analysis of incidents
- Conducting its activities with respect to environment, social and governance matters with the guidance of the United Nations Guiding Principles on Business and Human Rights, the UN SDGs and internationally recognized best practices

Our commitment to upholding best practices and international standards in our approach to sustainability is reflected across the company. As expressly stated in the Committee Charter and Aris Gold's Sustainability Policy, management is responsible for establishing and maintaining the controls, procedures and processes related to our overall sustainability approach.

Our Chief Executive Officer and all senior officers of the company are accountable for our safety and sustainability performance. Currently, our Senior Vice President (SVP), Corporate Development, who reports to the CEO, has primary responsibility for the company's overall sustainability governance processes, while executives have responsibility for specific sustainability-related programs and efforts. The following multi-stakeholder, managerial-level committees help the company achieve and maintain our objectives across several ESG areas:



The Management Sustainability Committee – which is represented by the local managers of relevant functions at the Marmato mine (i.e., Health and Safety, Operations, Human Resources, Environment, Finance, Legal, New Projects, Exploration, Corporate Affairs and Administration), the General Manager of the Marmato mine and the SVP, Corporate Development – meets monthly to review key performance indicators, objectives and budgets. Minutes of each Committee meeting are shared with the Sustainability Committee Chair of the Board.

The Social Investment Committee is represented by the company's head of corporate affairs in Colombia, external consultants and other Aris Gold employees, including the SVP, Corporate Development. Created in 2021, the Committee meets monthly and reports to the Chair of the Sustainability Committee on the spend and status of community projects.

The Committee of Cohabitation is responsible for investigating claims of discrimination and harassment in the workplace.

Operating as a responsible mining company is critical to our success as a business. Our management systems and policies help govern our conduct and support compliance, good governance and our commitment to sustainability. The following policies were adopted by the Board in early 2021, and rolled out across the organization over the course of the year:

- Health and Safety Policy
- Sustainability Policy
- Environment and Corporate Social Responsibility Policy
- Business Conduct and Ethics Policy
- Anti-Bribery and Corruption Policy
- Corporate Disclosure, Social Media and Trading Policy
- Diversity Policy
- Anti-Discrimination Policy
- Whistleblower Policy
- Majority Voting Policy
- Supplier Code of Conduct

Copies of the company's policies are available on the [website](#).

SECURITY AND HUMAN RIGHTS

In 2021, there were no lockdowns, protests or disruptions to operations. A national strike was called in May and June by different organizations that included protests about mining. However, neither Aris Gold's workforce nor other members of the community participated. We believe this peaceful result can be attributed to our diligent stakeholder engagement efforts and the overall positive relationships we have built and continue to develop.

In response to the Board's request to follow good practices and manage any current or potential adverse human rights impacts, a human rights risk assessment was conducted, and due diligence was completed in 2021. The process included one-on-one interviews with 55 different rights-holders which identified key salient human rights and resulted in corresponding action plans that Aris Gold will prioritize to prevent violations of those human rights.

A formal grievance mechanism was developed and implemented in 2021, and in the initial period beginning in May a total of 19 PQRs (Problem, Question, Request) were received. Sixteen PQRs were closed as of December 31, 2021 and three were still in progress as of January 2022. Grievances are also channelled through the City Council who called on Aris Gold to provide explanations and clarity on the topics of landowner negotiations, human capital consequences as a result of restructuring, as well as labour concerns related to the Lower Mine expansion.

MATERIALITY ANALYSIS

In 2020, we undertook a materiality analysis to ensure we are disclosing our performance details on the topics that matter most to our business, our shareholders and other important stakeholders. To ensure the topics have remained relevant and our reporting is comprehensive, we will evaluate the timing of a second analysis in 2023.

The materiality analysis involved in-depth interviews with 44 stakeholders – including employees, community members and government officials, that asked participants to assess and prioritize the impact of various topics. The perspective of investors was also captured and incorporated, through an engagement process that involved a desktop review of topics across key sources including the Sustainability Accounting Standards Board (SASB) Metals & Mining Standard, and third-party reports from ESG rating agencies.

The following table lists the material topics and sub-topics identified from this analysis and are discussed across four sections of this report – Our Communities, Our People, Our Environment, and Business Ethics and Governance.

MATERIAL TOPIC

MATERIAL SUB-TOPIC

Our Communities

COMMUNITY RELATIONS

Community Engagement
Community Investment
Local Procurement
Indigenous Engagement
Artisanal and Small-scale Mining

HUMAN RIGHTS AND SECURITY

Our People

HEALTH AND SAFETY

EMPLOYEE ENGAGEMENT

DIVERSITY, EQUITY AND INCLUSION

Our Environment

ENVIRONMENTAL MANAGEMENT

Environmental Management Plan
Environmental Incidents

TAILINGS AND WASTE MANAGEMENT

WATER RESOURCE MANAGEMENT

LAND USE AND BIODIVERSITY

CLIMATE CHANGE AND ENERGY MANAGEMENT

Business Ethics and Governance

ETHICS AND COMPLIANCE







Payment of Taxes and Royalties
Anti-corruption

As we roll out new policies and management systems that address each of our material topics, we are also establishing metrics, targets and other indicators to measure our performance over the short, medium and long term.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Aligning our priorities and efforts with a globally recognized framework like the [UN Sustainable Development Goals](#) helps us to establish commitments and operate in a manner that benefits all stakeholders, including our communities, governments and investors. The SDGs and their associated targets are a collection of interconnected goals, meaning progress on one target may impact progress on another. The SDGs also help us set ambitious goals that can guide our ESG strategy.

In 2021, we identified the following six SDGs that align to our business activities and where we can begin tracking our progress on the associated goals and targets.

SDG	LINK TO MORE INFORMATION	SDG	LINK TO MORE INFORMATION
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<ul style="list-style-type: none"> ➤ Our Response to COVID-19 ➤ Community Engagement ➤ Community Investment ➤ Artisanal and Small-scale Mining (ASM) ➤ Health and Safety ➤ Employee Engagement ➤ Our Environment ➤ Tailings and Waste Management 	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<ul style="list-style-type: none"> ➤ Local Procurement ➤ Employee Engagement ➤ Diversity, Equity and Inclusion ➤ Ethics and Compliance
 <p>4 QUALITY EDUCATION</p>	<ul style="list-style-type: none"> ➤ Community Investment 	 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	<ul style="list-style-type: none"> ➤ Community Investment
 <p>6 CLEAN WATER AND SANITATION</p>	<ul style="list-style-type: none"> ➤ Water Resource Management 	 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<ul style="list-style-type: none"> ➤ Community Engagement ➤ Artisanal and Small-scale Mining (ASM) ➤ Ethics and Compliance

ENGAGING WITH STAKEHOLDERS

We believe engagement with a variety of internal and external audiences must be ongoing, timely and transparent. Our stakeholders include government officials, members of local communities near the mine site, as well as our investment community. Our engagement efforts take many forms, including in-person conversations in communities, email, social media and roundtables.

We take care to collaborate and have frequent conversations with our stakeholders to build trusting relationships. This helps us better understand the concerns and interests of any individual or group who has an interest in, or may be affected by, our activities and operations, while supporting sound decision-making and effective risk management.

The following are a few examples of how we engaged with our stakeholders in 2021:

GOVERNOR

A meeting with the Governor of Caldas in May was very productive. Many issues were discussed such as economic development around the mine and in the Department of Caldas, and, in particular, the need to increase professional, high-paying local employment opportunities and the need for tax benefits and royalties.

MAYOR

Aris Gold's leadership met with the Mayor of Marmato at least once a quarter in 2021. This productive relationship has resulted in municipal support of pressing issues for the community such as local infrastructure concerns that include roads and schools, as well as measures that would avoid impacts to houses and buildings in the communities as a result of mining operations.

REGULATORS

A meeting with the National Mining Agency took place in response to an application for a long-term mining contract (30-year lease). Terms were discussed including compliance with annual production rates, specific grades and tonnage as well as employee numbers. These terms differ from other mining jurisdictions but are based on historical challenges with miners overpromising and underdelivering and will ensure shared value for all stakeholders.

LANDOWNERS

There were ongoing meetings between landowners and local judges to negotiate settlements for land usage if voluntary settlements cannot be achieved. Sixty-one percent of cases were settled with the remainder requiring court orders. Although not a legal requirement, discussions between Aris Gold and the landowners occur well in advance of any settlement proceedings to socialize the process and intent in order to provide ample time for planning and decision-making by the landowners.

EMPLOYEE UNION

In 2021, four meetings took place with the President of the SINTRAMINERGETICOS Employees Union. Topics included aspects relating to work shifts, additional benefits for affiliates, as well as exploring new channels for dialogue, the necessity for regular meetings, and taking accurate minutes at every meeting for reference purposes.

COMMUNITIES

Roundtables were established so that community members and Aris Gold management can better understand the needs of the community in an open and inclusive way. Important infrastructure support in the way of resources to create the first school of mining in the area as well as donations to help develop local roads were two outputs of these new forms of community engagement. Please see the Our Communities section for more information about these and other related programs.

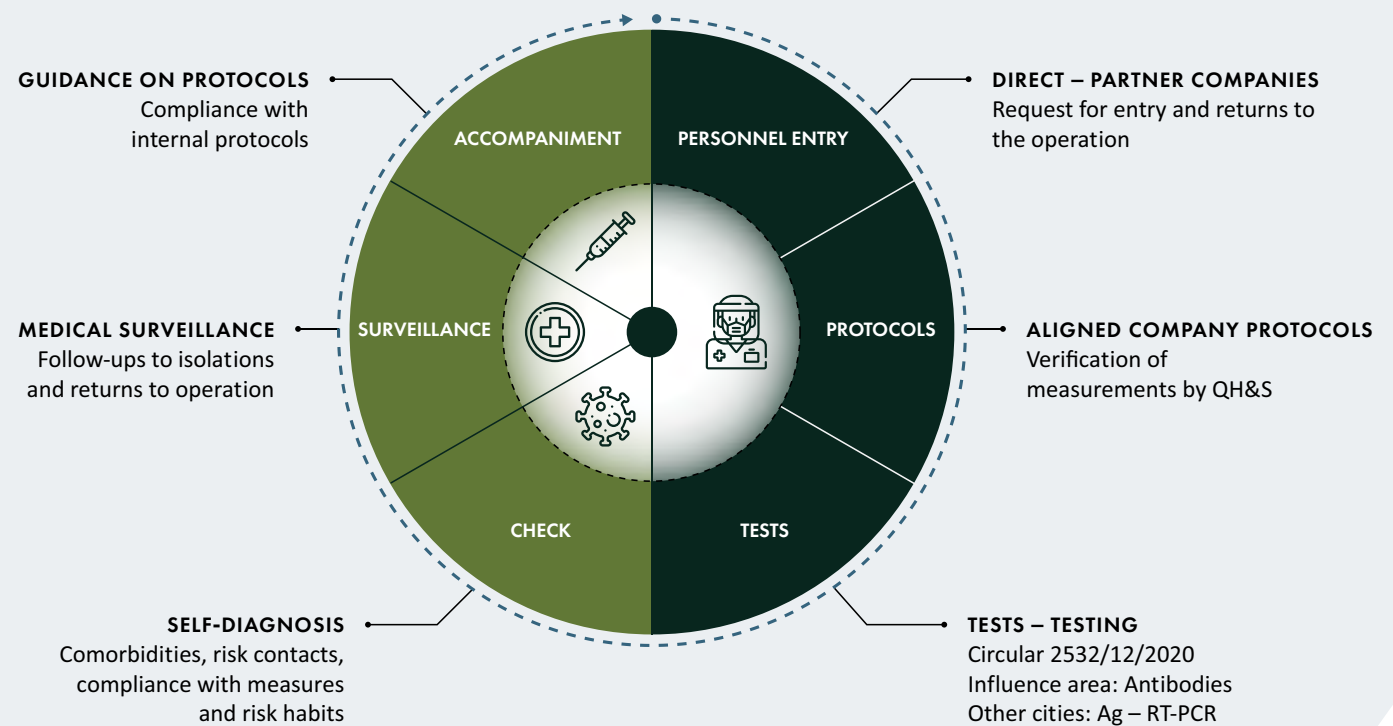
OUR RESPONSE TO COVID-19

The COVID-19 Committee that was created in March 2020 in response to the COVID-19 pandemic continues to develop and implement measures to protect our workforce, nearby communities and the business. Through 2021, the Committee maintained its responsibility of analyzing trends and intervention strategies and engaging with stakeholders such as government and health officials with an emphasis on safety measures, treatment protocols for positive cases and vaccinating employees at the Marmato mine.

When vaccines became available, uptake was swift: by March 2022, almost all employees received their boosters. Transmission among employees was very low with no serious illnesses since March 2021, due to both the high vaccination rate as well as following safety measures like self-isolating. Marmato is also a municipality with one of the lower instances of COVID-19 and higher levels of vaccination compared to other regions in Colombia.

Most of the COVID-19 challenges in 2021 were related to a shortage of skilled workers such as drafting technicians for the Lower Mine project, due to difficulties associated with travel, as well as equipment delays. We will continue to leverage available technology to keep these critical roles working and our projects advancing.

COVID STRATEGIC MANAGEMENT PLAN





“Being a good neighbour and trusted community partner is the foundation of our social responsibility commitment.”

OUR COMMUNITIES

As we expand our operations, so too does our responsibility to ensure that the needs and well-being of our people and those in our host communities are met. A commitment to strong engagement practices with local stakeholders will help us understand opportunities that have positive social and economic impacts.

SDG ALIGNMENT:



\$606,965

contributed towards community investments in 2021

230

local businesses where supplies and services were sourced

0

community blockades, demonstrations or disruptions to our operations

IN THIS SECTION:

16 COMMUNITY RELATIONS

17 COMMUNITY ENGAGEMENT

18 COMMUNITY INVESTMENT

20 LOCAL PROCUREMENT

21 ARTISANAL AND SMALL-SCALE MINING (ASM)

COMMUNITY RELATIONS

Our responsibility extends to four towns around the Marmato mine, namely, Marmato, Riosucio, Supía and Pacora – and several others in the outlying area. Infrastructure, education, local procurement and employment are just a few of the ways we are supporting the long-term economic success of these host communities.

ENVIRONMENT AND CORPORATE SOCIAL RESPONSIBILITY POLICY

Our Environment and Corporate Social Responsibility Policy states our commitment to managing impacts on local communities and understanding their interests and concerns through regular communications with, and feedback from, community members. We work alongside governments, host community representatives and other organizations to promote sustainable local development opportunities while respecting the cultures, customs, interests and rights of host communities, including Indigenous peoples. By establishing strong relationships with host communities, we will work to provide local employment and contracting opportunities and benefits from mining activities and pursue community development programs and projects that build more vibrant, resilient communities.

The Community Relations process was formalized in 2021 which details the community relations strategy and interactions to be carried out each year. The protocol for social and community management was designed within the framework of the different projects carried out by Aris Gold. This protocol is made up of accommodations for participation and formal communication by the company, including socialization meetings, follow-up and closing meetings, monitoring activities and door-to-door engagement.



COMMUNITY ENGAGEMENT

MANAGEMENT APPROACH

In 2021, community engagement improved with the initiation of roundtable discussions about perceived operational issues. The outcome of these roundtables is a clearer understanding of the needs of the communities such as infrastructure development for roads and green spaces as well as timely communication about issues that could have serious negative impacts. As an example, there was a potential issue with a water dam situated in an informal mine above our mine. Before the roundtable discussions we had no access to this area and now, in large part because of better relations with the ASM community, we were alerted of this situation and could do the necessary repairs before it caused flooding in our mine.

The mapping exercise in 2020 that identified all stakeholder groups and their concerns and risks, together with meaningful community interactions resulted in the Social Engagement Plan which is anchored by the “Good Neighbour” policy, promoting care and respect for the territory.

To further address the most significant community concerns and risks that were identified in the mapping exercise, the following measures are now in place:

- **Transparency commitment** – socializing projects and receiving feedback from the communities before any planning or work commences
- **Sustainability disclosure** – we include community feedback regarding sustainability issues when making project decisions
- **Evaluation process** – any strategies that are developed which involve the community are evaluated after engaging with the community and then reworking as necessary

INDIGENOUS ENGAGEMENT

According to Colombia’s latest census in 2018, 2,100 individuals of the Cartama Indigenous community reside in the municipality of Marmato (representing nearly 24% of Marmato’s total population). The community has been recognized by Colombia’s Ministry of the Interior and Justice, through the Directorate of Ethnicities, as a Dispersed Indigenous Community (via Resolution No. 046 signed on May 3, 2012). Also residing near our mine is the Afro-descendant community of Taparal in Riosucio.

Our Indigenous community approach has been to consult with the Ministry if we have Indigenous communities in our area of operation.



2022 PRIORITIES

Align our social investment to the operational plans of the company where social investment is a facilitator not only of development in the territory but also of the operation itself. This helps ensure that the communities closest to the mine are guarantors not only of the good work of the company with respect to technical and environmental aspects, but also that they recognize the company as a good neighbour that adds value and improvement to the community.

Additionally, we hope to mobilize grassroots community organizations such as the Junta de Acción Comunal, a Communal Action Board in recognition of Afro-Colombians, and the Cártama Indigenous community, to participate in and benefit from social investment processes and programs.

COMMUNITY INVESTMENT

MANAGEMENT APPROACH

Being a good neighbour and trusted community partner is the foundation of our social responsibility commitment. By investing in meaningful community programs that will help address challenges as a result of our mining activities, as well as improve lives, shared value is in reach for all.

The Social Investment Committee evaluates and selects community investment projects through a collaborative, formal process. Projects and programs are approved through consideration of budget, the number of beneficiaries and other criteria. Our partnership with Fundacion Angelitos de Luz, a local charitable foundation, helps us carry out all community investment programs selected.

In alignment with our Social Investment Framework, community investments are focused on four areas and are determined by stakeholders to be of interest to their communities. These focus areas are:

- Health and wellness
- Socio-cultural infrastructure
- Education and culture
- Institutional strengthening

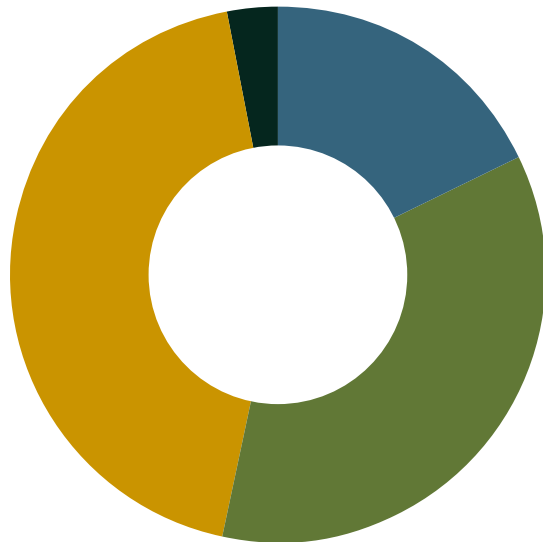
2021 PERFORMANCE

With the granting of the 30-year license extension and in adherence with the agreement to contribute at least \$25 per ounce of the prior year's gold production, \$606,965 was contributed in 2021 to community investments. Additionally, it is a requirement to inform the National Mining Agency about any projects agreed upon between Aris Gold and the community since the granting of this extension.

The 2021 social investment was distributed across the four areas that are aligned with our Social Investment Framework and funded the following nine social investment projects, benefiting more than 30,000 people:

STRATEGIC FOCUS	NUMBER OF BENEFICIARIES	CONTRIBUTIONS	KEY PROJECTS
SOCIO-CULTURAL INFRASTRUCTURE	12,000	\$106,579.00	<ul style="list-style-type: none"> • Inauguration of the Somos Caldas Park – The first park to be situated in El Llano with the intent of demonstrating Aris Gold's appreciation and respect of the land. The park will provide approximately 3,000 people in the municipality with a space for recreation and social, community and family gatherings. • Improvement of Via Marmato – Improvement of the road that connects Marmato with the populated centre of San Juan and the municipality of Supia • With the Mayor's office of the municipality of Supia, the "Los Colores" neighbourhood project advanced and saw improvements and repairs to 30 houses for the benefit of 90 families. Aris Gold supplied the materials, the community supplied the labour, the Mayor provided engineering support and seven additional private companies participated in this alliance.
EDUCATION AND CULTURE	5,750	\$215,994.33	<ul style="list-style-type: none"> • Construction of the Centre for Social and Community Development of Marmato was completed. As of August 2022, courses can accommodate members of the community, including English classes which aim to improve and broaden job prospects. • Cultural initiatives for the strengthening of the Marmato patrimony
HEALTH AND WELLNESS	11,130	\$266,447.50	<ul style="list-style-type: none"> • Food Safety Program for the COVID-19 strategy – The community that leads the Community Action Boards, the parishes and other community leaders participated in the delivery of food packages and assisted in prioritizing and organizing food deliveries in each of their localities.
INSTITUTIONAL STRENGTHENING	3,320	\$17,945.24	<ul style="list-style-type: none"> • Modernization of Government Entities Marmato through technological support and implementation • Mobility and security campaign and Supia Christmas • National Army – Improvement of the chapel of the 22 Ayacucho Battalion

SOCIAL INVESTMENT BY STRATEGIC FOCUS



18%

SOCIO-CULTURAL INFRASTRUCTURE

36%

EDUCATION AND CULTURE

44%

HEALTH AND WELLNESS

3%

INSTITUTIONAL STRENGTHENING



SCHOOL OF MINING: “HIGHER EDUCATION”

Beyond our social investment commitments, we signed an agreement to fund the “Escuela de Minas”, a mining school in Marmato to promote education in the field of mining and increase economic activity in the area. We secured a partnership with the Government of Colombia that will provide additional capital over the next two years for this project. The public university will specialize in technical studies and is open to anyone in Colombia who is interested in learning about mining. The school will include specialized training equipment for working at heights, one of only three in all of Colombia, and an important skill for the mining industry. Aris Gold will contribute \$50,000 per year in teacher salaries over the next 10 years starting in 2023 after construction is completed.

2022 PRIORITIES

The social investment commitment for 2022 projects will continue to be \$25/oz of gold production, which will be distributed among the four investment lines proposed by Aris Gold, and in six prioritized projects as outlined in the municipality’s Development Plan, “Together Building Opportunities,” the four-year plan established when the

Marmato mayor took office. This alliance will jointly support the projects with resources and funding. It is also important to note that since October 15, 2021, the new agreement with the ANM for the 30-year mine title extension includes additional commitments for the company’s social investment.

LOCAL PROCUREMENT

MANAGEMENT APPROACH

Our commitment to ensure that goods and services are procured from the host and neighbouring communities is an important part of our economic impact on the community.

So that all local suppliers are able to meet our high standards for quality, competitiveness, and commitment to ethical conduct and reliability, we have programs in place to identify local suppliers, build skills and strengthen capacity. This includes complying with our Supplier Code of Conduct, that states the following expectations for suppliers:

- Comply with all applicable laws, rules and regulations where they do business
- No forced or involuntary labour of any type or employ any person below the legal minimum age where the work is performed
- Respect the rights of its employees
- Protect the environment where they operate
- Provide employees with a safe and healthy working environment

Working with regional authorities including the Government of Caldas, the Chamber of Commerce of Caldas and the Association of Entrepreneurs of

Caldas, we share a comprehensive list of goods and services that we need and a list of potential suppliers to meet those needs. We first start looking for suppliers in the Marmato area and then spiral outward to the Caldas region; it is through this process that we ensure we prioritize and increase the rate of local procurement.

2021 PERFORMANCE

In 2021, 9% of the total procurement budget was used to procure goods from the Caldas region from 243 local vendors. The goods procured included hardware, wood, fuel, tools, catering, minor civil works and transport services.

An example of how we improved local procurement is a pilot program in place that procured an association made up of 30 women who helped make face masks in 2020 for the COVID-19 community donation. The women are currently helping to tailor employee uniforms and will be taught business-related skills like accounting so they can run this project as a small business, supply the uniforms to Aris Gold on a regular basis and use their skills for other ventures.



2022 PRIORITIES

Our goal is to double the local procurement spend in 2022. Currently, approximately 70% of our budget is spent at a national or international level because certain goods are not yet available locally, such as explosives which are sold by the state, or machinery, which can only be purchased from international suppliers.

9%

of the total procurement budget was used to procure goods from the Caldas region from 243 local vendors around Marmato in 2021

ARTISANAL AND SMALL-SCALE MINING (ASM)

MANAGEMENT APPROACH

Artisanal and small-scale mining (ASM) is a traditional and important livelihood in many areas of Colombia; however, ASM outside our mining leases can pose significant security, safety and environmental risks to our communities and our people.

There is a significant ASM community around the Marmato mine, numbering close to 3,000 individuals. Significant ASM activities also exist in the surrounding territories of Cabecera, El Llano and Echandia, and while not the predominant activity, ASM is a livelihood for some who live in Cabras and San Juan.

Depending on the techniques used, ASM activities conducted without regulatory approval can increase the risk of mass landslides and cause significant harm to human health and the environment due to the use of toxic chemicals, such as mercury, in processing. ASM activities also pose several risks to Aris Gold's operations. ASM miners who gain unauthorized access to our mine can compromise structures and equipment, which may lead to interruptions in production, impact our workers' safety and affect our ability to conduct business. Aris Gold aims to manage these risks while recognizing ASM's importance for the livelihoods of the people who live near our mine.

2021 PERFORMANCE

In 2021, there was improved communication with the ASM community in an effort to work harmoniously with respect to mitigating environmental impacts. As part of the roundtable discussions, we established a formal dialogue process with local government officials and a select group of approximately 20 artisanal miners, representing the broader group. Further, there was participation by representatives of the Association of Traditional Miners of Marmato when we socialized potential projects to be carried out by the company.

We were able to work with the ASMs to address risk situations that were identified in the area: one situation was related to effluent entering the river in the traditional Villonza mine and the second one was the closure of a work front due to a landslide in the El Palo mine located in an upper level mine. Additionally, a request for information was made by the Echandía Miners Association, relating to blocked access to the Echandía tunnel.



2022 PRIORITIES

It is our hope to continue to work with the ASM community and create regular opportunities to discuss traditional mining and the modern business of mining in the municipality. Through the activation of the Mining-Environmental Roundtable of Marmato, with participation of associations, mining

companies, academics, environmental authorities and other voices that can contribute their knowledge, we will strive for safe, productive and environmentally responsible practices so that all parties can safely mine in the area.



“The health, safety and well-being of our workforce, members of our host community and those in outlying areas as well as visitors to our sites is our first priority.”

OUR PEOPLE

Aris Gold is committed to building a strong relationship with our workforce and hiring local talent. We believe in providing opportunities that help develop the whole individual through technical training and personal development, and, above all, a workplace that prioritizes health and safety.

31%

decrease in LTIs from 2020 to 2021

34%

increase in the number of women in the workforce at Marmato

SDG ALIGNMENT:



IN THIS SECTION:

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HEALTH AND SAFETY

MANAGEMENT APPROACH

The health, safety and well-being of our workforce, members of our host community and those in outlying areas as well as visitors to our sites is our first priority. Aris Gold's safety and management approach is committed to the control and prevention of risks associated with our operations, along with an unwavering focus on developing employee knowledge of safety best practices at all levels.

Our Health and Safety Policy guides our approach and efforts to achieve excellence in the management of health and safety at our mine. The policy states our day-to-day commitments in several areas that include holding regular safety meetings, investigating breaches in workplace health and safety standards and procedures, and ongoing training for our workforce so that tasks – especially those that have a higher risk – are performed safely.

Compliance with applicable laws and regulations in the countries in which we operate is also stipulated in our policy. In 2021, we continued to work towards full compliance with Colombian law which states that all companies must adhere to the country's Occupational Health and Safety Management System (SG-SST). We also developed a four-year Occupational Health and Safety and Environmental Management Strategy that will guide our actions and objectives in this area.

In 2021, we continued working toward our goal of certifying our Health and Safety Management systems to ISO 45001 and ISO 9001 standards. This included formalizing our procedures on risk identification, incident investigations, change management and inspection findings, and incorporating best practices. Further, in 2021, we implemented an Enterprise Resource Planning system to facilitate better integration and management of our health and safety efforts as well as to help organize other areas of our business.

As outlined in our Health and Safety Policy, we conduct risk assessments to identify, mitigate and reduce health and safety risks associated with our business activities. These assessments indicate that the following are the most significant health and safety risks that are encountered in our operations:

- Underground mining risks related to tools and equipment, and specific conditions (e.g., working at heights or in enclosed spaces)
- Uncontrolled, informal mining activities being conducted by artisanal and small-scale miners
- Road safety risks due to poor road conditions and drinking and driving

To help address these risks, we established additional guidance and minimum requirements in the following internal documents:

- Anti-consumption policy
- Road safety policy
- Risk management policy
- Empowerment policy to stop unsafe work
- Policy of good conduct/treatment
- Gold mining safety rules

To support our objectives, we use the following Health and Safety Management elements:

Quality, Health and Safety (QH&S) team:

The team includes professionals in our safety, occupational health, engineering and mining functions who are responsible for risk assurance and water treatment activities. Team members conduct daily inspections at the Marmato mine and have constructive, two-way conversations with workers when unsafe actions are identified. The team registers risks, hazards, work conditions and relevant actions and provides the findings to the mine's General Manager within 24 hours. The overall goal is to have a collaborative discussion about how to work safer and continuously improve.

The team also plays an important role in managing the hazardous situations that are posed by artisanal miners who operate in close proximity to our mine and at times travel through our site. The QH&S team provides real-time guidance to

our workers on how to interact with this group to avoid confrontation and to report any high-risk practices that are in progress. The Emergency Care Team has assisted the artisanal miners in the past in response to accidents in the field.

Incident investigations: Our incident investigation methodology aligns with “causality” guidance, which we are required to follow under our management system for security and safety in the workplace. For catastrophic or fatal accidents, we go beyond regulatory requirements and apply additional root-cause analysis methods that are considered best practices in the mining industry.

Safety moments: Every shift begins with a safety discussion at 6:30 a.m. followed by another safety discussion at the management meeting at 8:30 a.m. This provides an opportunity to review lessons learned across the workforce for all levels of employees and drives a culture of safety in the organization.

Oversight: In addition to the multi-disciplinary QH&S team involved in incident investigations, we established formal oversight responsibilities at the management and Vice President level for executing corrective and preventive actions.

Communications: A multi-channel communication platform is in place for personnel across all departments to raise safety concerns, identify hazards and share best practices.

2021 PERFORMANCE

The following is a summary of our health and safety metrics and performance for 2021:

HEALTH AND SAFETY INDICATOR ¹	2020 RATE	2021 RATE
MINE SAFETY AND HEALTH ADMINISTRATION ALL-INCIDENCE RATE (MSHA)	11.71	8.33
LOST TIME INJURY RATE (LTI)	5.52	3.81
FATALITY RATE	0.99	0.04
NEAR MISS FREQUENCY RATE (NMFR)	n/a	16.99
EMERGENCY RESPONSE TRAINING FOR FULL-TIME EMPLOYEES (AVERAGE HOURS PER EMPLOYEE)	n/a	0.67
EMERGENCY RESPONSE TRAINING FOR CONTRACT EMPLOYEES (AVERAGE HOURS PER CONTRACTOR)	n/a	2.00

¹ Calculations and reported values are based on annualized 200,000 employee hours worked.

General safety training: Aris Gold enhanced safety training across the organization through a shift in organizational responsibility. In addition to dedicated safety representatives, our leaders are also involved in the promotion of safety procedures and controlling safety conduct. Everyone in the organization is responsible for maintaining a safe work environment.

Emergency response training: In addition to our dedicated, highly trained rescue team (the “brigade”) that provides emergency response services to the mine and supports emergency responses in the area, such as during the collapse of an informal mine in Neira, Caldas, in March 2021, we committed to emergency preparedness training for situations such as natural disasters,



spills, injuries and civil unrest that could arise on our site. In 2021, 82 employees who were appointed as brigadiers to lead in emergency situations, and 308 contractors received emergency training for a total of 988 hours and 616 hours, respectively. In 2021, additional emergency equipment was acquired including an ambulance, Dräger oxygen self-rescuers, defibrillators, stretchers, fire extinguishers, height rescue kits, a refuge station and a helicopter.

Joint Committee: Under Colombian law, COPASST is a Joint Committee on Safety and Health at Work and comprises both representatives of the company and workers to support activities that mitigate occupational health and safety risks. Aris Gold’s COPASST, which was established in 2020, currently has eight principal members and eight alternates.

2022 PRIORITIES

For 2022, we are working towards a Lost Time Injury rate of fewer than 1.9 accidents per 200,000 hours worked, which is to be achieved through continued updating of processes and procedures across departments. Our long-term goal is to continue to decrease LTIs by 50% to fewer than 0.9 which is in line with the International Council of Mining and Metals standards.

We will implement a special training plan that will include health and safety topics for supervisors so they can be out in the field,

take on more senior responsibilities, and be more accountable than in the past with respect to leading workers.

To help build and inform our overall OHS strategy, we will develop month-by-month planning that will detail what we want to communicate regarding safety, based on the current operational realities. WhatsApp chats, face-to-face activities and small meetings will be used to cascade information to support the rollout of these monthly plans.

EMPLOYEE ENGAGEMENT

MANAGEMENT APPROACH

As Aris Gold grows, we will continue to prioritize a workplace that attracts individuals with diverse and specialized skills, and those who want to commit to our values and objectives. We aim to grow our talented workforce by training and developing our people in all areas of the business to ensure our success as a mining and exploration company, while helping our workforce fulfill their personal career goals.

To accomplish this, we offer a range of experiences, growth opportunities and benefits, provide fair and equitable compensation, and protect workers' rights. We also aim to train and recruit as many employees from the Caldas region as possible and we are proud that currently 81% of employees are from here.

Our training programs are designed to build a high-performance team that supports business continuity, stability, profitability, efficiencies and continuous improvement. Training will also allow for succession into critical roles and long-term economic benefits for individuals of our host community, the Caldas region and Colombia, more broadly.

We support our employees' right to freedom of association and engaging in the collective bargaining process. Aris Gold has a collective bargaining agreement with two labour unions, namely, Sintramienergetica Seccional Marmato and Sintramineros Seccional Marmato with 580 and 129 Aris Gold employee members, respectively. In total, 1,068 workers are part of the collective agreement which includes benefits such as healthcare, education allowances, loans for vehicles, housing and education, subsidies for medicine, mutual savings plans and life insurance. It also includes a social bonus fund, which consists of contributions from Aris Gold and union members. Fund distributions go toward helping community members in need.

2021 PERFORMANCE

In 2021, there was a company restructuring that resulted in downsizing by 350 employees and resulted in a strain on the company due to the resources required to address employee claims. All but three claims were settled by the end of 2021. The formal process to assess workforce performance and identify high-potential employees was not advanced in 2021 due to the attention given to the company's restructuring plan.

We recognize that our relationship with the labour unions can be further enhanced. We will seek further clarity about their needs through new channels and regular in-person meetings in order for us to collaboratively develop solutions and solve our differences. The insights learned through constructive discussions drive positive change. In 2021, we rolled out a new 14/7 shift structure to replace 6/1 shifts allowing for more concentrated work time and better productivity and better work-life balance. Along with this new arrangement, employees gained additional benefits such as housing, laundry and meals at no cost.

To improve disclosure about worker benefits, various communication campaigns were developed during the year as well as the publication and distribution of three issues of the Somos Caldas newspaper where all employee benefits were also communicated.

An employee satisfaction survey was conducted with a test group of 513 employees to first understand if we are addressing relevant issues and concerns of employees.



87%

of permanent employees are from the Caldas region

TRAINING PERFORMANCE

Our 2021 goal to increase the number of employees in the Literacy and High School Validation program was not met due to the comprehensive workforce shift change which made it difficult for employees to attend classes. We are reviewing alternative programs through the new Centre for Social and Community Development of Marmato that will accommodate a greater number of employees at convenient times.

As mandated by Decree 1886, the mandatory underground mining technical training course for employees to develop technical knowledge and skills within nearby communities was fulfilled by the end of 2021 in collaboration with Servicio Nacional de Aprendizaje (SENA) – the National Training Service of Colombia.



2022 PRIORITIES

In 2022, Aris Gold will encourage skilled workers and professional employees that live outside the Caldas region to relocate to a community near the mine instead of commuting as some did in the past. This ensures that these employees and their families become part of the community and contribute to the economic vitality where they live and work.

Other priorities include the following:

- Develop and launch an internal knowledge-sharing training program that covers more than 100 topics from technical skills to career development, led by personnel within the company who have extensive experience and knowledge in the mining industry
- Train locals in higher paying and more specialized roles within the mining sector
- Hire local service providers for worker camps and transportation
- Implement a wellness plan that includes training for all employees
- Hire the company's first Chief of Labour Relations
- Implement software systems to better manage our workforce-related data and programs
- Structure a high-quality benefits program to retain and attract people, including those who are embedded in the culture of ASM mining
- Sponsor educational development for employees

DIVERSITY, EQUITY AND INCLUSION

MANAGEMENT APPROACH

A diverse and inclusive culture encourages the exchange of different perspectives, creative problem-solving and enriches our discussions. We also know that the best talent wants to work in an environment where differences are respected and valued.

Our [Diversity Policy](#) was approved by the Board in February 2021 and states our commitment to provide a work environment that embraces diversity, is free of biases and discrimination, and treats all employees with fairness and respect. We value the people who work on our behalf regardless of age, race, gender, origin, sexual orientation, religion or physical disability. The policy focuses on the Board and Senior Management to show leadership in this area and promote diversity initiatives throughout the organization.

Ensuring our workforce reflects the communities near our mine is another important dimension of diversity that helps us better understand customs, cultural practices and our relationships with host communities.

2021 PERFORMANCE

At the end of 2021, 9% of the workforce at Marmato were women. While this is a 3% increase over last year, the challenge of attracting women to roles at underground mining operations remains. At our corporate office, five of eleven employees are women.

We also achieved 87% local employment for a total of 1,064 permanent employees from the community surrounding the mine, exceeding our 2021 goal of 70%.



ARIS GOLD WORKFORCE BY GENDER

GENDER	MARMATO MINE – PERMANENT	MARMATO MINE – CONTRACT	CORPORATE OFFICE – OFFICERS	CORPORATE OFFICE – NON-OFFICERS
WOMEN	114	36	3	2
MEN	1,114	226	5	1

ARIS GOLD LOCAL WORKFORCE¹

TOWN	WOMEN – PERMANENT	MEN – PERMANENT
MARMATO	40	160
RIOSUCIO	8	289
SUPÍA	25	438
OTHER MUNICIPALITIES IN CALDAS	9	95
TOTAL	82	982

¹ Marmato, Riosucio and Supia fall under Aris Gold's direct area of influence.

2022 PRIORITIES

Our goal is to increase representation of women employees at Aris Gold to 11%.

We will continue to promote opportunities for women and will reinstate our efforts to offer internships to women who are studying technical mining courses at universities.

Supported by the Corporate Affairs and Legal departments, the Boards' Sustainability Committee will focus on expanding programs and recruitment efforts to include job opportunities for underrepresented persons by race, ethnicity, sexual orientation, religion, disability, age and other backgrounds.

OUR ENVIRONMENT

We see environmental stewardship as a fundamental responsibility and as we grow, we will focus on continuously reducing our impacts so that our operations and the natural environment can co-exist for the collective benefit of all.

50%

increase in recycled and reused material at the Marmato mine

0

issues of non-compliance identified by the regional environmental authority during the year

SDG ALIGNMENT:



“Our dedicated Environmental Management Department is responsible for ensuring Aris Gold’s compliance with the PMA, incorporating environmental considerations into decision-making and implementing risk mitigation actions.”

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OUR ENVIRONMENT

MANAGEMENT APPROACH

Our approach is anchored in our Environment and Corporate Social Responsibility Policy, which outlines our commitments aimed at protecting the environment, and managing the environmental risks associated with our business activities. This includes complying with the applicable environmental laws and regulations in the countries where we operate. The policy also highlights our commitment to investing in programs guided by best practices and innovation that help improve the environment in the communities where we operate.

Aris Gold is subject to various environmental laws and regulations. At the Marmato mine, our Environmental Management Plan (Planes de Manejo Ambiental or PMA) guides our approach to managing the range of environmental risks and opportunities that are presented as a result of our business activities.

The PMA was originally approved by the regional environmental authority, Corporación Autónoma Regional de Caldas (CORPOCALDAS) in 2001. It details the programs, projects and activities we will undertake to prevent, mitigate and manage the risks related to emissions, waste, water use and quality, biodiversity, materials usage, land management, reclamation and more. The site-specific PMA covers environmental studies

and the required management procedures and practices, including emergency response plans and social programs.

Our dedicated Environmental Management Department is responsible for ensuring Aris Gold's compliance with the PMA, incorporating environmental considerations into decision-making and implementing risk mitigation actions. Aris Gold's Environmental Management Department uses a proprietary Environmental Management System (EMS) to track regulatory compliance and identify potential risks which helps us prioritize our activities and efforts.

2021 PERFORMANCE

Modifications to the Environmental Plan for the Marmato mine were presented and approved and in the months of May through December 2021, we submitted new PMA modification requests for the Lower Mine (expansion) project and the new Tailings Storage Facility (TSF), Cascabel 3.

CORPOCALDAS did not identify any non-compliance by Aris Gold in 2021.

Water monitoring programs to establish baseline data and improve our understanding of potential environmental impacts were initiated: surface

and underground water flow monitoring was carried out with instruments installed for this purpose. Groundwater measurements were captured through 14 piezometers that were installed within existing areas of the mine and the expansion area.

The EMS developed in 2021 helps us ensure that we are proactively, consistently and efficiently addressing our environmental risks, opportunities and regulatory requirements. This system includes a structure monitoring plan to help us measure our progress in achieving our objectives.



2022 PRIORITIES

Our focus in 2022 will be to get approval of the PMA modifications for the Cascabel 3 TSF and Lower Mine expansion projects and to continue all environmental monitoring programs while providing employees with enhanced training on operating equipment to ensure we are capturing the best data possible.

To reduce environmental risks and enhance our performance, we are aiming to enhance our risk management systems by upgrading our monitoring software through the Enablon system.

TAILINGS AND WASTE MANAGEMENT

Tailings

MANAGEMENT APPROACH

Tailings management is a critical component of many mining operations and a topic of global concern. If a TSF is compromised as a result of extreme weather, a seismic event, poor design or improper maintenance, the consequences to human life and the environment could be catastrophic. Eliminating the risks of a tailings dam failure and consequential environmental and social impacts are paramount to our planning.

We are working towards compliance with international standards, including those of the Canadian Dam Association (CDA) and the Mining Association of Canada (MAC) Global Industry standard on tailings management since Aris Gold took over management of the Marmato mine in February 2021.

Tailings at Marmato are decanted and dried in tailings ponds in the Marmato Upper Mine area, then relocated to a secondary and final storage area where they will remain to mitigate the potential risk of contaminated mine drainage.

2021 PERFORMANCE

During 2021, we completed upgrades to the TSF to work towards compliance with international standards, including those of the CDA and MAC global industry standard on tailings management. At the end of 2021 a general audit of Cascabel 1 was carried out by an independent consultant, Knight Piesold. The findings from the audit will be available in 2022.

The company is modifying its PMA for the Cascabel 3 project, a new dry stack tailings deposit, in which Upper Mine tailings will be managed. Tailings from the Lower Mine will also be disposed of in Cascabel 3 in its first year of operation, with the goal of developing another dry stack facility to accommodate these tailings.

Plans for the 2022 closure activities of the TSF Cascabel 1 were completed, including identifying the consultants and contractors who will work on the project. Additionally, construction commenced for the first of two box culverts required for the control and management of runoff water.

2022 PRIORITIES

The closure process for Cascabel 1 and its enhancement began in March 2021 and will end in April 2023. We will continue to comply with all regulatory requirements and exceed global industry benchmarks in tailings management.

In 2022, the construction of the second box culvert, energy dissipators and other works, will continue. The slopes of the TSF Cascabel 1 will also be revegetated. Plans are in place for Cascabel 3 to replace Cascabel 1 for tailings management.

Waste Management

MANAGEMENT APPROACH

Mining activities generate various forms of waste including hazardous and non-hazardous materials. In line with our commitment to preserve and protect the environment and keep our workers and communities safe, the following solid waste management process aims to minimize our use of raw materials whenever possible and reduce the amount of solid waste disposed in landfills.

- **Internal collection:** All waste is collected at scheduled times and transported to collection centres
- **Temporary storage:** Waste is sorted according to its material type
- **Final management:** Waste is recycled, composted, converted into energy, treated and/or disposed of in a manner that meets all applicable Colombian regulations and laws

2021 PERFORMANCE

In 2021, the Marmato mine recycled and reused 50% more waste rock than the previous year. This increase was a result of the hydraulic filling inside the Marmato mine.

The volume and final disposal of unusable, usable, dangerous and special waste generated in our facilities was also monitored and measured.

2022 PRIORITIES

An acid rock drainage study that provides geochemical analysis to understand the risk of potential acid rock drainage originating from waste and tailings is underway and is expected to be completed in the second half of 2022.

WATER RESOURCE MANAGEMENT

MANAGEMENT APPROACH

Water is essential for healthy communities and ecosystems, and Aris Gold recognizes the importance of rivers, streams and other natural water sources. It is also essential to our mining operations, and we are committed to protecting and effectively managing this shared resource.

Among the key water management challenges we face at the Marmato mine are limited space for water storage tanks and artisanal and small-scale mining (ASM) miners who intercept water used by our mine for their own use. To address these challenges, we are engaging with ASM representatives to discuss a resolution and developing an alliance with EMPOCALDAS, the company responsible for water management in Caldas. EMPOCALDAS has committed to donate a 500,000 litre tank and provide the area where the tank will be situated. Studies have confirmed this tank will cover the water needs of the El Llano community situated in the lower part of Marmato, as well as our operations for more than 25 years.

Reducing water consumption is a top priority. At the Marmato mine, wastewater from mining activities is treated at our permitted wastewater treatment plant, allowing us to reuse as much water as possible and reduce the amount of

water we use from fresh water sources. Routine monitoring is conducted on two industrial wastewater discharge points and eight domestic wastewater discharge points. Monitoring reports are provided to CORPOCALDAS annually.

Mine dewatering is the primary water source for the Marmato mine. A system of pumps and pipes direct water to a storage tank that supplies water for mining processes. Approximately a third of the water used in the processing plant is recycled from the TSF. Aris Gold also has concessions to withdraw surface water from the Aguas Claras and Zaparillo streams for industrial use and the Nacimiento el Guineo and Q Jimenez streams for domestic use. The water that is collected is restored in the same basin from where it is drawn for domestic and industrial activities, namely, the Marmato Creek.

2021 PERFORMANCE

The evaluation of abandoned mine sites that could serve as groundwater storage sites was not carried out in 2021; however, there are plans to carry out this activity in 2022.

Roundtable discussions with ASM representatives were initiated to discuss effluent that is leaching into the river as a result of ASM activities. Internally, we continue to work towards a solution for the best way to treat the water and work with ASM.

Industrial water consumption showed a year-over-year decrease from 2019 to 2021.

2019	2020	2021
25 l/s	23.41 l/s	23.17 l/s

The average consumption for domestic water in 2021 was 0.9 l/s.

Surface and groundwater flow monitoring instruments were installed and operated to monitor different influences on the water supply such as mitigating and controlling leaks and other factors that increase water consumption. The equipment that will be used to accurately measure water inputs and outputs and recycled amounts (flow measurements) was acquired in 2021; by 2022, it will be calibrated, and data collection will begin.

The testing of surface water for domestic use through microbiological and physio-chemical monitoring at the entrance and exit of the treatment plant occurred as a control measure for the efficiency of the system. Additionally, water entry and exit flow is permanently monitored.

Semi-annual monitoring of the physio-chemical quality of the mine run-off and daily measurements of the mine's drainage flow also took place during the year.



2022 PRIORITIES

The detailed engineering and civil works adaptation for a new industrial wastewater treatment and detox plant (metal and sulfate only) for the Upper Mine operations will be completed in the first half of 2022. Installation of equipment will begin in the second half of 2022.

LAND USE AND BIODIVERSITY

MANAGEMENT APPROACH

We recognize that mining and its related activities have an impact on species, ecosystems and the land within its area of influence. Through responsible land management and supporting partnerships, Aris Gold aims for long-term biodiversity management strategies that deliver sustainable conservation outcomes. We are committed to the reforestation and revegetation of any disturbed sites and we will continue our efforts in mitigating ASM activities that we know can cause serious land impacts.

The biodiversity protection activities we commit to undertake at our Marmato mine are detailed in our PMA. Both the current operation and the Lower Mine expansion project are also aligned with the Marmato Land Management Scheme (Esquema de Ordenamiento Territorial or EOT) to ensure our activities comply with the land uses regulated by the municipality.

2021 PERFORMANCE

- No reforestation activities were carried out in 2021 as the area of focus needed to be established. Work will commence in 2022.
- A biodiversity inventory was made possible through the development of the environmental baseline studies that supported the PMA modification requests for the Cascabel 3 and Lower Mine projects. It was determined that there are no endangered species in our areas of influence. Monitoring of flora and



fauna resulted in the following data about the populations that inhabit the area in 2021:

FLORA (PLANTS): 52 SPECIES, 43 GENRES AND 28 FAMILIES

GLIRICIDIA SEPIUM	27 species
MYRCIA PAIVAE	18 species
BACTRIS GASIPAES	11 species
OTHER	< 9 species

Malvaceae and Fabaceae families were the most represented with five and four genera, respectively.

FAUNA (ANIMALS):

AMPHIBIANS	9 species
REPTILES	15 species
MAMMALS	17 species

We completed and implemented a wildlife rescue plan and developed a biodiversity offset plan for the Cascabel 1 TSF closure plan that covers 2.55 hectares of land. We will offset any unavoidable or unintended impacts on

biodiversity by implementing a biodiversity offset program that accounts for all areas of the mine and improves ecosystems in nearby areas.

- On November 17, 2021, the Forest Compensation Plan for the Cascabel 1 project was filed with CORPOCALDAS which indicated that we need to compensate for 1,838 trees that were removed in order to conduct mining activities. After this submission is approved, we will start the reforestation process and plant trees in areas defined by both parties.
- Clearing efforts to remove rocks and large stones from the Marmato Creek were significant in 2021. Carried by the current and landing at our site, the rocks and stones originated from mines that do not dispose of them properly, which poses a significant risk to our property and interferes with our operations.

2022 PRIORITIES

The overarching goal is to ensure we maintain momentum in our land use and biodiversity efforts and reforest 450 hectares by end of 2023. Specific goals for 2022 include the following:

- Reforestation of 2.55 hectares for the Cascabel 1 Project through the Forest Compensation Plan
- Develop the Forest Compensation Plan for 425 hectares for the Cascabel 3 and Lower Mine projects
- Establish alliances with the Mayor's office and the community to support forest recovery through planting native species in the area of influence that will protect the water resource on town aqueducts while also creating ecological corridors for wildlife.

CLIMATE CHANGE AND ENERGY MANAGEMENT

MANAGEMENT APPROACH

We are living in a time where the realities of climate change are apparent and related weather events are increasing in severity. As Aris Gold expands operations, we are committed to exploring and implementing solutions that decrease our emissions to help slow the warming of the planet. Solutions under evaluation include solar installations and using electric vehicles for our Lower Mine project. Above all, we will continue to focus on initiatives to enhance our performance in this area.

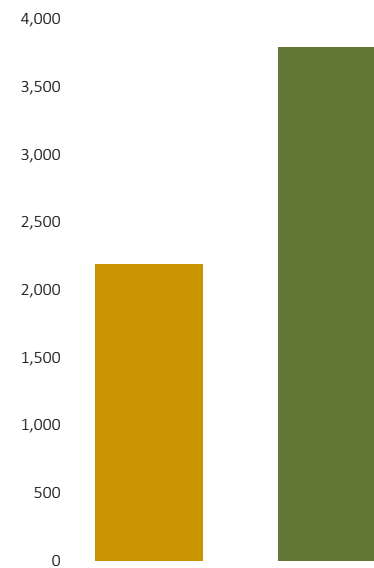
We monitor our emissions from fixed assets in accordance with regulatory requirements and estimate that notable sources of Scope 1 GHG emissions (i.e., those from direct sources controlled by the company, excluding mobile assets) originate from the smelting furnace and metallurgy lab.

Isokinetic monitoring is in place to evaluate the emissions generated in the smelting process. This helps us to understand the change in the concentration of Particulate Matter (PM), Nitrogen Oxides (NOx), Sulfur Dioxide (SO₂), Lead (Pb), Cadmium (Cd) and Copper (Cu). Recently, we changed the type of fuel used in the process from diesel to liquified petroleum gas – LPG. LPG emits 98% less particulate matter than diesel, emits practically no soot, and low hydrogen and oxides of nitrogen, which are the basic precursors of ground-level ozone, or smog. Burning propane also produces lower levels of air toxins, such as benzene and acetaldehyde, than either gasoline or diesel.

Our Scope 2 emissions are related to the electricity we purchase from the local hydroelectric power company, Central Hidroeléctrica de Caldas (CHEC). We do not track Scope 3 emissions (i.e., from suppliers and sources not controlled by Aris Gold) at this time.

2021 PERFORMANCE

In 2021, our air emissions from fixed assets were within regulatory limits. Our Scope 1 and Scope 2 GHG emissions for the year are estimated to be the following:



2,190.80 tCO₂-e
SCOPE 1

3,788.44 tCO₂-e
SCOPE 2

AVERAGE ANNUAL EMISSION INTENSITY:

0.08

tCO₂e/oz gold
(Scope 1)

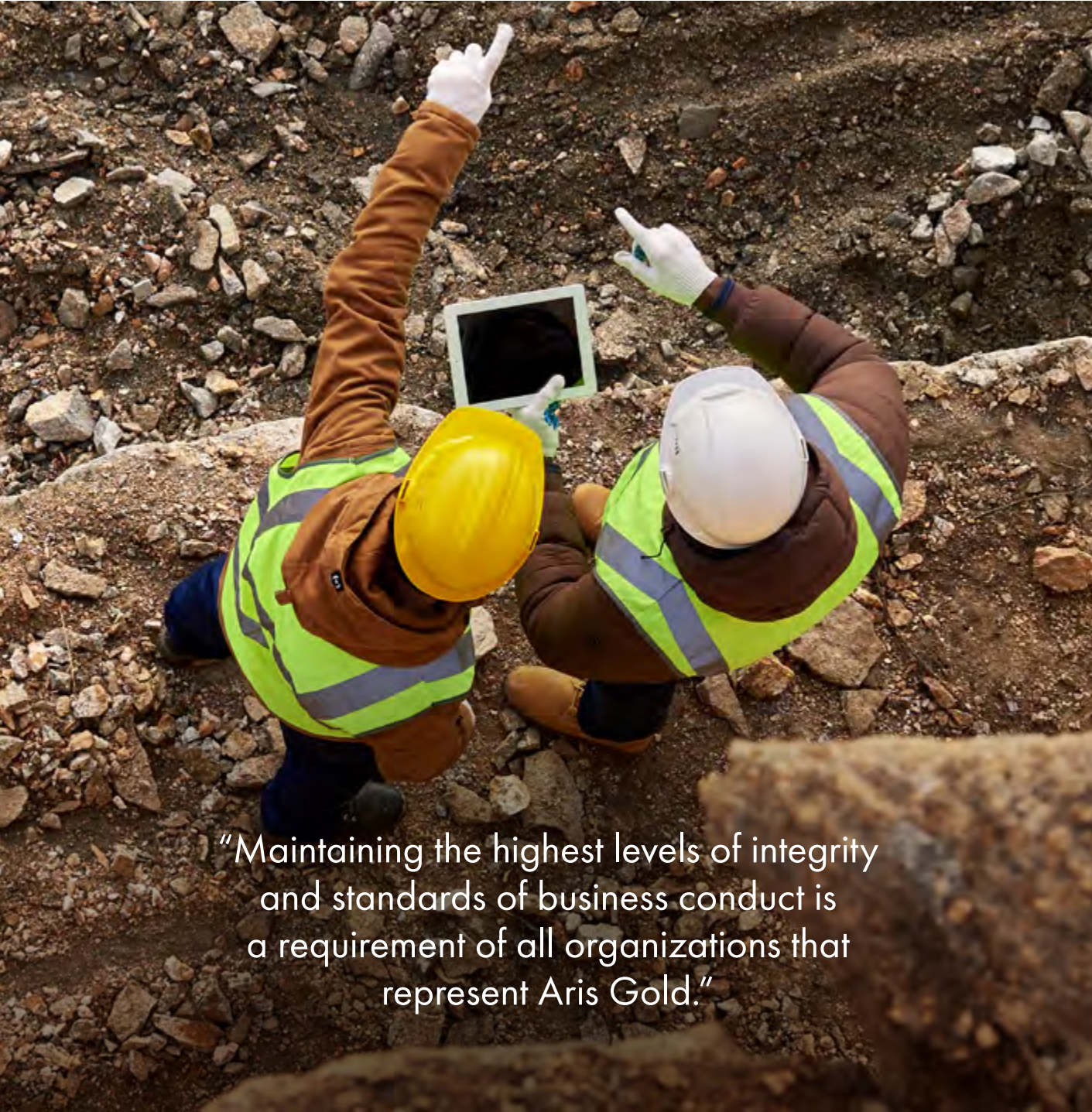
0.22

tCO₂e/oz gold
(Scope 1 + 2)

2022 PRIORITIES

We will continue to reassess our GHG information with the objective of alignment with TCFD standards. Upon reviewing GHG emissions data we will conduct a gap analysis which will inform an action plan to support improved performance in this area.

Also, in 2022, we will continue to evaluate the feasibility of renewable energy alternatives for our Lower Mine project.



“Maintaining the highest levels of integrity and standards of business conduct is a requirement of all organizations that represent Aris Gold.”

BUSINESS ETHICS AND GOVERNANCE

Aris Gold is committed to strong corporate governance and a culture built on transparency, accountability and integrity. Business ethics, anti-corruption and compliance programs enable us to consistently follow relevant laws and regulations, reduce the risk of reputational damage and operate as a responsible mining company. We will continue to enhance initiatives, as well as increase our disclosure in this area of our business.

SDG ALIGNMENT:



IN THIS SECTION:

35 ETHICS AND COMPLIANCE

ETHICS AND COMPLIANCE

MANAGEMENT APPROACH

Maintaining the highest levels of integrity and standards of business conduct is a requirement of all organizations that represent Aris Gold. Our Business Conduct and Ethics Policy and Anti-Bribery and Corruption Policy collectively form our Code of Conduct (the “Code”). All directors, officers, employees, contractors and suppliers must undergo a certification process that confirms they agree to comply with the Code. These requirements and expectations in our Supplier Code of Conduct extend to those who conduct business on our behalf; suppliers are required to read, understand and comply with both the Code of Conduct and the Supplier Code of Conduct.

Our formal ethics program ensures we have a strong culture of transparency, accountability and integrity, and helps to prevent and avoid violations of the law or our Code of Conduct by employees and suppliers.

Our due diligence, undertaken in the procurement process, supports our Ethics, Audit and Compliance functions, and identifies any potential corruption and conflicts of interest risks prior to engaging in a business relationship with a third party.

Our Whistleblower Policy states that any person concerned about the possibility of business conduct that is illegal, unethical or contrary to the policies of Aris Gold is encouraged to report

alleged violations or complaints by contacting the Board’s Audit Committee in writing or submitting the complaint or concern through our online whistleblower platform.

ANTI-CORRUPTION

Although Aris Gold has measures to prevent corruption or bribery, our operation in Colombia presents risks of corruption and fraud, particularly during procurement activities, the land acquisition process and when committing and contributing to social investments. Colombia scores 39 out of 92 on Transparency International’s Corruption Perception Index (CPI) and our Marmato mine is in a remote area where goods and services are often procured from smaller suppliers through informal channels. Given these factors, we conduct regular training with employees and require suppliers to sign compliance agreements to ensure they understand the laws, regulations and company policies related to ethical business conduct and anti-corruption.

PAYMENT OF TAXES AND ROYALTIES

Transparency and accountability over how revenue from mining operations is used to benefit all citizens is a key component to building trust and understanding. As a publicly traded company in Canada, Aris Gold is required to annually disclose payments to foreign and domestic governments under the Extractive

Sector Transparency Measures Act (ESTMA) beginning with our 2021 ESTMA report which was filed in 2022. ESTMA requires reporting on the payments of any taxes, royalties, fees, production entitlements, bonuses, dividends, infrastructure improvements and any other prescribed payments over CAD\$100,000.

2021 PERFORMANCE

To date, we have not received any complaints through our whistleblower platform that relate to matters of illegal or unethical conduct or other matters relating to fraud against stakeholders of the company.

A Money Laundering and Financial Terrorism Risk Management System in accordance with the new Colombian requirement, Sistema de Autocontrol y Gestión Integral del Riesgo de Lavado de Activos, de Financiación del Terrorismo (SAGRILAF) was implemented. SAGRILAF requires companies operating in Colombia to implement SAGRILAF’s management system and training that manages the risk of money laundering and financing terrorism.

Enhancements to our employee training program included increasing an understanding of international and national laws and ensuring compliance with SAGRILAF.



2022 PRIORITIES

In 2022, Aris Gold will ensure compliance and ethics standards at Soto Norte are consistent with its company policies.



SUSTAINABILITY PERFORMANCE

SASB INDEX

TOPIC	METRIC DESCRIPTION	SASB CODE	2021 RESPONSE	REFERENCE														
GREENHOUSE GAS EMISSIONS	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations Quantitative Metric tons (t) CO ₂ -e, Percentage (%)	EM-MM-110A.1	2,190.80 metric tonnes CO ₂ e, 37% of our Scope 1 emissions are covered under emissions-limiting regulations.	➤ Climate Change and Energy Management: 2021 Performance														
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-MM-110A.2	From the analysis of the results for the year 2021, we are committed to the reduction of our carbon footprint. We aim to do this by reducing/using cleaner diesel fuel in our equipment, using catalysts that reduce emissions from our equipment, implementing digital energy consumption meters across our operations, purchasing carbon credits and deriving some of our energy from photovoltaic cells.	➤ Climate Change and Energy Management: Management Approach ➤ Climate Change and Energy Management: 2022 Priorities														
AIR QUALITY	Air emissions of the following pollutants: (1) CO, (2) NO _x (excluding N ₂ O), (3) SO _x , (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	EM-MM-120A.1	<table border="0"> <tr> <td>Smelting:</td> <td>Lab:</td> </tr> <tr> <td>PM: 0.190 t</td> <td>PM: 0.0942 t</td> </tr> <tr> <td>SO₂: 0.294 t</td> <td>SO₂: 0.000712 t</td> </tr> <tr> <td>NO_x: 0.045 t</td> <td>NO_x: 0.107 t</td> </tr> <tr> <td>Pb: 3.59x10⁻⁶ t</td> <td>Pb: 0.000425 t</td> </tr> <tr> <td>Cd: 4.98x10⁻⁶ t</td> <td>Cd: 1.83x10⁻⁹ t</td> </tr> <tr> <td>Cu: 4.67x10⁻⁹ t</td> <td>Cu: 0.0 t</td> </tr> </table>	Smelting:	Lab:	PM: 0.190 t	PM: 0.0942 t	SO ₂ : 0.294 t	SO ₂ : 0.000712 t	NO _x : 0.045 t	NO _x : 0.107 t	Pb: 3.59x10 ⁻⁶ t	Pb: 0.000425 t	Cd: 4.98x10 ⁻⁶ t	Cd: 1.83x10 ⁻⁹ t	Cu: 4.67x10 ⁻⁹ t	Cu: 0.0 t	➤ Climate Change and Energy Management: Management Approach
Smelting:	Lab:																	
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Cd: 4.98x10 ⁻⁶ t	Cd: 1.83x10 ⁻⁹ t																	
Cu: 4.67x10 ⁻⁹ t	Cu: 0.0 t																	
ENERGY MANAGEMENT	(1) Total energy consumed	EM-MM-130A.1	138932.97 GJ	➤ Climate Change and Energy Management: 2022 Priorities														
	(2) Percentage grid electricity	EM-MM-130A.1	100%															
	(3) Percentage renewables	EM-MM-130A.1	0%															

TOPIC	METRIC DESCRIPTION	SASB CODE	2021 RESPONSE	REFERENCE
WATER MANAGEMENT	(1) Total fresh water withdrawn	EM-MM-140A.1	1,287,719 m ³	<p>➤ Water Resource Management: Management Approach</p> <p>➤ Water Resource Management: 2021 Performance</p>
	(2) Total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	EM-MM-140A.1	<p>In 2021, Aris had an industrial water consumption of 23.17 litres/second and a domestic water consumption of 0.9 litres/second.</p> <p>According to the Aqueduct tool of the Atlas of Water Risks, Aris does not operate in regions with high or extremely high baseline water stress.</p>	<p>➤ Water Resource Management: 2021 Performance</p>
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	EM-MM-140A.2	During the follow-up monitoring of the first and second quarters of 2021, Aris discovered that some domestic and non-domestic (industrial) wastewater discharge readings deviated from the permissible limits established in Resolution 631 of 2015.	
WASTE & HAZARDOUS MATERIALS MANAGEMENT	Total weight of tailings waste, percentage recycled	EM-MM-150A.1	<p>1. Total tonnes of generated waste: 392.05 t</p> <p>2. Percentage Recycled: 33.9%</p>	<p>➤ Waste Management: 2021 Performance</p>
	Total weight of mineral processing waste, percentage recycled	EM-MM-150A.2	<p>1. Total tonnes of mineral wastes: 362.1 t</p> <p>2. Percentage recycled: 28.9%</p>	<p>➤ Waste Management: 2021 Performance</p>
	Number of tailings impoundments, broken down by MSHA hazard potential	EM-MM-150A.3	<ul style="list-style-type: none"> • Cascabel 1: Oldest tailings dam in which tailings deposition has been suspended. It has been classified by Dynami (currently SRK) as a low risk area. As the water table in the reservoir decreases, the factor of safety will continue to increase, which is currently being observed. • Cascabel 1 Dry Stack: Tailings deposit placed in co-disposal with the mine waste, classified as a dehydrated tailings deposit. It was classified as a low risk area and it is currently in the closing stage. • Cascabel 1 Back filling: Dehydrated tailings deposit that is currently in operation under the same co-disposal method as Cascabel Dry Stack. Rated as a low risk area by SRK. 	<p>➤ Tailings: 2021 Performance</p> <p>➤ Tailings: 2022 Priorities</p>

TOPIC	METRIC DESCRIPTION	SASB CODE	2021 RESPONSE	REFERENCE
BIODIVERSITY IMPACTS	Description of environmental management policies and practices for active sites	EM-MM-160A.1	Aris Gold has an environmental sustainability policy, to which Caldas Gold Marmato SAS has adhered to and complies with what it demands.	<ul style="list-style-type: none"> ➤ Our Environment ➤ Our Environment: Management Approach
	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	EM-MM-160A.2	In January 2021, we initiated a geochemical analysis across 60 samples of water to understand the risk of acid rock drainage originating from waste and tailings. The findings will inform a risk mitigation plan.	<ul style="list-style-type: none"> ➤ Waste Management: 2022 Priorities
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-MM-160A.3	0%	<ul style="list-style-type: none"> ➤ Land Use and Biodiversity: 2021 Performance
SECURITY, HUMAN RIGHTS & RIGHTS OF INDIGENOUS PEOPLES	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	EM-MM-210A.1	0%	
	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	EM-MM-210A.2	0% Based on Colombia's latest census in 2018, within the municipality of Marmato reside 2,100 individuals of the Cartama Indigenous community, representing nearly 24% of Marmato's total population. The community has been recognized by Colombia's Ministry of the Interior and Justice, through the Directorate of Ethnicities, as a Dispersed Indigenous Community (via Resolution No. 046 signed on May 3, 2012). Also residing near our mine are the Embera Indigenous community and the Afro-descendant community of Taparal in Riosucio.	<ul style="list-style-type: none"> ➤ Community Engagement: Indigenous Engagement
	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict	EM-MM-210A.3	Two inquiries were made to the Ministry of the Interior regarding the presence of indigenous communities for different activities, and currently there is no presence in any of the projects underway.	<ul style="list-style-type: none"> ➤ Community Engagement: Management Approach ➤ Community Engagement: Indigenous Engagement ➤ Employee Engagement: Management Approach ➤ Ethics and Compliance: Management Approach

TOPIC	METRIC DESCRIPTION	SASB CODE	2021 RESPONSE	REFERENCE
COMMUNITY RELATIONS	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-MM-210B.1	Please see the discussion in the sections of Our Communities.	<ul style="list-style-type: none"> ➤ Community Engagement: Management Approach ➤ Community Investment: Management Approach ➤ Community Relations
	Number and duration of non-technical delays	EM-MM-210B.2	0	<ul style="list-style-type: none"> ➤ Our Communities
LABOR RELATIONS	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	EM-MM-310A.1	1,068 employees are covered under collective bargaining agreements. Of the 1,068 employees, 709 are part of labour unions (580 members of SINTRAMINENERGETICA and 129 members of SINTRAMINEROS).	<ul style="list-style-type: none"> ➤ Employee Engagement: Management Approach
	Number and duration of strikes and lockouts	EM-MM-310A.2	During 2021, Aris Gold experienced no strikes or lockouts related to labour relations.	<ul style="list-style-type: none"> ➤ Our People
WORKFORCE HEALTH & SAFETY	(1) MSHA all- incidence rate	EM-MM-320A.1	8.33	<ul style="list-style-type: none"> ➤ Health and Safety: 2021 Performance
	(2) Fatality rate	EM-MM-320A.1	0.04	
	(3) Near miss frequency rate (NMFR)	EM-MM-320A.1	16.99	
	(4) Average hours of health, safety, and emergency response training for (a) full time employees and (b) contract employees	EM-MM-320A.1	(a) 0.67 hours (b) 2.00 hours	

TOPIC	METRIC DESCRIPTION	SASB CODE	2021 RESPONSE	REFERENCE
BUSINESS ETHICS & TRANSPARENCY	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-MM-510A.1	See discussion in the section on ethics and compliance	➤ Ethics and Compliance
TAILINGS MANAGEMENT	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	EM-MM-540A.1	<p>Facility 1</p> <p>Facility name: Cascabel 1 Dry Stack</p> <p>Location: WGS84 Geographic Coordinates -75.5916246, 5.4681547</p> <p>Owner: Caldas Gold Marmato</p> <p>Operational status: Close</p> <p>Construction method: Co-arrangement with sterile material</p> <p>Maximum storage capacity: 100,000 tonnes</p> <p>Amount of tailings stored to date (Dec 2021): 100,000 tonnes</p> <p>Classification: Low risk</p> <p>Date of last independent review: Dec 2021</p> <p>Findings: The closure process to include revegetation and ditches for water management. In the same way, create an erosion protection system due to torrential floods of the Marmato creek at the base of the deposit.</p> <p>Mitigation measures: Construction of ditches, revegetation in the Deposit. Construction of quilt-crete at the base of the slope, Marmato creek.</p> <p>EPRP applicable to the site; Caldas Gold Marmato Emergency Plan</p>	

TOPIC	METRIC DESCRIPTION	SASB CODE	2021 RESPONSE	REFERENCE
TAILINGS MANAGEMENT CONTINUED			<p>Facility 2</p> <p>Name of facility: Cascabel 1</p> <p>Location: WGS84 Geographic Coordinates -75.5908816, 5.4690311</p> <p>Owner: Caldas Gold Marmato</p> <p>Operational status: Closed</p> <p>Construction method: Upstream with wall in borrowed material</p> <p>Maximum storage capacity: 274,000 tonnes</p> <p>Amount of tailings stored to date (Dec 2021): 274,000 tonnes</p> <p>Classification: Significant</p> <p>Date of last independent review: Dec 2021</p> <p>Findings: The water table present in the retaining dam must continue to be lowered to improve the long-term safety factor. In 2021 it was possible to lower 4 metres</p> <p>Mitigation measures: Avoid depositing wet material in the old sedimentation system known as the meander, as this system provides moisture to the dam.</p> <p>EPRP applicable to the site; Caldas Gold Marmato Emergency Plan</p>	
			<p>Facility 3</p> <p>Facility name: Cascabel I Rear Extension</p> <p>Location: WGS84 Geographic Coordinates -75.5904078, 5.4701540</p> <p>Owner: Caldas Gold Marmato</p> <p>Operational status: Active</p> <p>Construction Method: Co-disposal of dehydrated tailings with sterile rock</p> <p>Maximum storage capacity: 150,000 tonnes</p> <p>Amount of tailings stored to date (Dec 2021): 115,000 tonnes</p> <p>Classification: Significant</p> <p>Date of last independent review: Dec 2021</p>	



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