



INAUGURAL ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022



REPORT AT A GLANCE



01 Introduction

About G Mining Ventures	03
About Tocantinzinho Project	04
About this Inaugural Report	05
Message from Our President and CEO	06
2022 Highlights and 2023 Objectives	07
ESG Framework - Our Approach to Responsible Mining	08
ESG Monitoring, Reporting and Communication	09

02 Governance

Compliance and Regulation	12
Business Ethics and Transparency	13
Eliminating Bribery and Anti-Corruption	14
Transparency of Payments to Governments	14
Stakeholder Engagement	14
Risk Management	15

03 Social

Workforce	17
Health and Safety	17
Retaining, Training and Developing Our People	20
Employee Diversity & Inclusion	21
Labor and Working Relations	22
Community Relations	23
Social and Economic Development	24
Local Procurement	25
Training Opportunities	26
Cultural Heritage	26
Human Rights	27

04 Environmental

Environmental Management Policies and Practice	29
Environmental Compliance	30
Energy & Climate Change	31
Water Management	33
Waste Management	34
Hazardous Waste	35
Waste Rock	35
Tailings Storage Facilities Management	36
Biodiversity	37
Closure and Reclamation	40

05 Appendix

Glossary	43
SASB Metrics Table	44
GRI Content Index	47
Forward Looking Statements	51



ABOUT G MINING VENTURES

BUY. BUILD. OPERATE.

At **G Mining Ventures Corp.** ("G Mining Ventures", the "Corporation" or "we"), we are engaged in a mission to acquire, build, operate and explore for sustainable precious metal mining operations using our proven "self-perform" approach, while focusing on the health and safety of our employees and host communities. We aim to create opportunities for people through responsible mining, enhanced training and professional development. By capitalizing on the value uplift from successful mine development, we aim to fulfill our vision of becoming a leading intermediate gold producer.

Headquartered in Brossard, Canada, the Corporation is currently anchored by the Tocantinzinho ("TZ") Project, our flagship operation in the mining-friendly and prospective State of Pará, Brazil.

TSXV: GMIN; OTCQX: GMINF; FRA: OWQO

OUR PURPOSE

To create opportunities for people through responsible mining.

OUR VALUES

Our values guide our day-to-day workplace conduct and help us to effectively deliver on our strategy.

Our mission and core values drive our culture and are the foundation of our practice. We measure each decision against these standards.

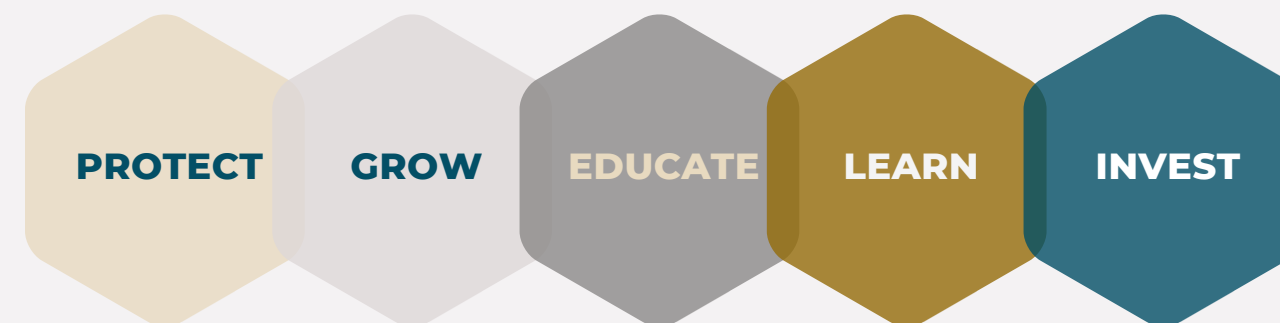


Photo: Exploration Camp

GRI 2-1, GRI 2-6



ABOUT TOCANTINZINHO PROJECT

TZ is an open pit gold project located in Pará State, Brazil, expected to become the third largest primary gold mine in that country. It is situated on an underexplored 996 km² land package with direct access via approximately 103 km of all-weather roads starting from the national highway BR-163.

The Feasibility Study was updated and published in February 2022¹, and construction was launched in the third quarter of 2022, focusing on initial early works activities. The deposit will be mined with conventional open pit methods with an owner mining fleet and mineral processing will be performed on-site, involving a conventional gravity, 2-stage flotation and CIL plant.



For more information regarding the TZ Project, please refer to our latest corporate presentation: <https://vrify.com/decks/1278>

¹Published and filed as a technical report in accordance with the requirements of National Instrument - 43-101 Standards of Disclosure for Mineral Projects, pursuant to applicable Canadian law.

GRI 201-1, SASB EM-MM-000.A, SASB EM-MM-000.B

MINERAL RESERVES AND PRODUCTION DATA

Proven and Probable Reserves
2.0 million ounces at 1.31 g/t Au



10.5 Years Mine Life



3.4 Strip Ratio
Waste:Ore



2022 ACTIVITY (UNDER CONSTRUCTION)

Production
No production, 0t processed



Revenue
\$0 USD gold revenue



769 Total Workforce





ABOUT THIS INAUGURAL REPORT

We are thrilled to present G Mining Ventures' first Environment, Social and Governance (ESG) Report. This ESG report includes data from our only active site, the TZ Project, in Brazil, from January 1 to December 31, 2022.

This report aligns with the Sustainability Accounting Standards Board framework (see SASB metrics table in the appendix). Where appropriate, we also add context information and mention relevant GRI² standards, allowing all stakeholders, including communities, to learn more about the impact of our activities (see the GRI index in the appendix). The data presented contains quantitative (numbers) and qualitative (descriptions) disclosures about our current and future activities.

Future ESG reports will be published annually for every calendar year concomitantly, as much as possible, with financial disclosures. Unless otherwise noted, all reported costs are in U.S. dollars.

Although the information provided in this inaugural ESG report has not received any third-party assurance or confirmation, all content has been carefully prepared and reviewed by our internal management team and the ESG committee of the Corporation's Board of Directors ("Board").

We welcome questions and feedback on this inaugural report from all stakeholders. Please address comments and requests for additional information to info@gminingventures.com or use the form for general inquiries on our website:

www.gminingventures.com/en-US/contact-us

Finally, this ESG report may contain "forward-looking information" and "forward-looking statements" within the meaning of applicable Canadian securities laws, in respect of which a cautionary notice is outlined in the Appendix.

² Global Reporting Initiative

MESSAGE FROM OUR PRESIDENT & CEO

I am honored to present our first ESG report on behalf of G Mining Ventures. As stewards of the natural resources we extract, it is our duty to set ourselves to operate responsibly and ethically. This report showcases our commitment to minimize negative environmental impacts, support our workforce and local communities, and uphold high governance standards.

The year 2022 was transformational for G Mining Ventures, where several milestones were achieved with regard to its flagship TZ Project, including the release of a positive updated feasibility study, the completion of a \$481 million financing package, and the initiation of the mine construction. Located in the State of Pará in Brazil, TZ is on track to be the largest primary gold mine in that state. G Mining Ventures is proud to become a cornerstone of the economy of Pará and particularly for the communities of the Itaituba municipality where our asset is situated. Given our significant investment through procurement in services and goods, already contributing 25% of our global expenses in 2022 in the region and 74% in Brazil, we aim to become an important business partner. Our financing partner, Franco-Nevada, will also be providing up to \$250,000 per year over four years, for investment toward environmental initiatives and social projects in the surrounding communities.

During the TZ Project's design phase, we made several conscious choices to limit its environmental impacts and increase our sustainability performance. One example is the safe design of the tailing storage facilities and the project's general layout, which were both improved to comply with the new 2022 Brazilian regulations. We recognize that gold mining poses unique challenges in terms of environmental and socio-economic issues, and we are dedicated to mitigating these through industry best practices.

From strictly managing our water consumption to protecting biodiversity and human life, we strive to achieve high ESG performance. Another example of our dedication is the electrical transmission line we are building, giving access to renewable power from the Brazilian power grid. It will allow us to achieve low CO₂ emissions per ounce of gold produced and contribute to secure electrification for the local communities well beyond the expected mine life.

During the project's construction phase, we forecast the workforce to peak at 1,900 people. More than offering employment, G Mining Ventures is providing opportunities to learn and develop new technical skills for current and potential workers and will continue these efforts through production. We are also committed to providing our growing team with a safe and supportive workplace, continually promoting inclusion and diversity, and investing in the communities where we operate.

Just as importantly, strong ethics and transparency were key from the inception of G Mining Ventures.

“

We are committed to providing our growing team with a safe and supportive workplace

Early on, we put in place a Code of Ethics and Business Conduct, as well as an anti-bribery & anti-corruption policy together with other ESG-related policies, and we also encourage our suppliers to adhere to them. Our quality management team was, in some way, already vouched for by our financial partners that have performed extensive due diligence that included ESG-related aspects.

While the TZ mine is still in construction, we already focus on establishing the groundwork and management systems to deliver on our ESG performance objectives as we evolve into a producing company.

As the management team is highly dedicated to this, we decided to include safety-related metrics in the variable compensation scheme starting in 2023 and will consider adding other ESG-related metrics in the future.

When in operation, we aim to implement the Mining Association of Canada's Towards Sustainable Mining (TSM) principles, which the Brazilian Mining Association (IBRAM) also adopted, and to officially adhere to the Voluntary Principles on Security and Human Rights.

We are proud of the many achievements realized by our team, and as we move forward, we will continue to challenge ourselves to do better and to be a leader in responsible mining. We appreciate your feedback and engagement in our ESG journey, and we look forward to working together to create a sustainable future.



LOUIS-PIERRE GIGNAC
PRESIDENT & CEO

Louis-Pierre Gignac

2022 HIGHLIGHTS



ENVIRONMENTAL

- 113 flora species collected for reforestation with 2,636 seedlings ready for planting.
- 369 animals from 102 species saved and relocated during vegetation suppression activities by fauna rescue team resulting in few fatalities or injuries (20 cases).
- Last installment paid related to mandatory environmental compensation fees which is now 100% complete.
- \$205,000 spent in monitoring campaigns for baseline assessments of fauna, flora, water, etc.
- 125 on-site inspections, including six from the environmental agency and zero legal non-conformities.



SOCIAL

- 666,664 Person-Hours Worked with No Lost Time Incident.
- \$375,000 invested in community projects and infrastructure.
- Training Program for construction works with 24 graduates including two women.
- 61% of workforce from local communities.
- 14% of total workforce were women at year end (40% executive officers, 22% Board of Directors)



GOVERNANCE

- Robust Risk management system and dedicated software (GOAT) implemented.
- Receipt and/or renewal of all required licenses and permits for construction release.
- Zero non-compliance with laws and regulations.
- Update of Environment, Social & Governance Committee Charter.

2023 OBJECTIVES

- Initiate a 16ha reforestation project of a former small scale mining area.
- Initiate the timber donation projects following forest suppression activities.
- Implement Cyanide Management Plan and initiatives to comply with International Cyanide Management Code.
- Implement Borealis, dedicated software to improve monitoring and management of ESG related KPIs.

- Zero harm to people.
- Maintain at least 40% of workforce from local communities.
- Increase the proportion of women in the workforce.
- Provide employment opportunities for people with disabilities.
- Finalize the implementation of the local supplier development program.
- Provide formal training to management team on human rights.

- Adopt a formal Human Rights Policy.
- Fully implement Jus Natura for monitoring legal requirements.
- Undertake TSM training and conduct an initial gap analysis.
- Create the "Brazauro Committee" for community engagement and management of social related projects.



ESG FRAMEWORK

OUR APPROACH TO RESPONSIBLE MINING

Achieving responsible mining requires going beyond policy commitments; it means systematically implementing them across all activities of the Corporation and the entire life-cycle of its operations. In that regard, our “Self-Perform” approach gives us a head start.

“Self-perform” is an integrated team strategy that provides an overall lower-risk approach and allows for better site coordination, proactivity on potential cost and schedule efficiencies and, ultimately, better project delivery and transition to operations. This approach also allows us to make decisions more closely aligned with our values, standards and guidelines, ultimately taking full accountability. With fewer layers of contractors, enforcement of our corporate policies is easier, and performance monitoring is more transparent and reliable.











Management compensation now includes 15% of ESG-related objectives for the short term incentives.

See more details on p.48 and p.50 of the Corporate Presentation <https://www.gminingventures.com/en-US/investors/presentations-and-fact-sheets>

The Environment, Social & Governance Committee of the Board (ESG Committee) encourages and monitors the Corporation's continuous commitment to solid governance and its focus on environmental and social policies. Composed of four (4) board members and reporting to the Board, it performs all the functions customary to a committee of that nature, as detailed in its Charter. With all the resources and authority to conduct its duties, it has the necessary authority and seniority to ensure that we adequately consider ESG risks in decision-making, including financial. Noteworthy, four of its five members also sit on the Audit & Risk Committee, which contributes further to giving ESG issues sufficient attention.

The ESG Committee met three (3) times in 2022 and covered topics on the environmental and social licenses for the TZ Project. It also performed a detailed assessment of its governance practices, assisted by external counsel, and has since then implemented a number of enhancements thereto, with a view to articulating a comprehensive governance structure throughout 2023 and 2024.

Future plans to strengthen our governance include the participation of management in various conferences and training events to stay up to date on various ESG-related issues.

-  **Anti-Bribery & Anti-Corruption Policy**
-  **Code of Ethics & Business Conduct**
-  **Diversity Policy**
-  **Occupational Health & Safety Policy**
-  **Policy Against Violence, Harassment & Discrimination**
-  **Whistleblowing Policy**
-  **Environmental Policy**
-  **Social and Community Policy**
-  **Environment, Social & Governance Committee**
-  **Health & Safety and Technical Committee Charter**
-  **Audit & Risk Committee Charter**

All above documents are available online : <https://www.gminingventures.com/en-US/corporate>

ESG MONITORING, REPORTING, AND COMMUNICATION

MATERIALITY ASSESSMENT

To help us start with ESG reporting, we first reviewed results from prior social and environmental studies to identify potential impacts (negative as much as positive) stemming from our activities. We also directly consulted with a number of our investors. We used their inputs and the suggested lists from SASB and GRI for mining industries to determine an initial set of material topics. We anonymously surveyed various stakeholders (employees, suppliers, board members, shareholders, government representatives) using a bilingual online survey where we asked them to rate the importance of multiple topics to them.

The figure on p.10 lists the issues identified as material, and the Materiality Matrix illustrates their classification in terms of importance. We considered double materiality, meaning the selected topics reflect both how our business is affected by external issues (“outside in”) and how our activities might impact society and the environment (“inside out”). No topics were considered unimportant; some of them are located in the lower-importance areas in this matrix because our current operations have a low potential impact on them.

In the coming year, we plan to use dedicated ESG software to improve data reliability, quality and traceability and subsequent reporting. We will also embark on implementing the Mining Association of Canada’s Towards Sustainable Mining (TSM) standard and other specific ones, such as the International Cyanide Management Code. We will aim to set more specific targets and assess our performance and continuous improvement in the future.

So far, we publicly disclosed ESG-related information in several online press releases. As the data collection processes and controls mature over time, we will aim to include at least some of this information in mainstream financial reports.

As our activities are just starting, we are in the early stages of ESG reporting and acknowledge there is still room for improvement. In particular, we recognize that the standards used in this report refer to management and do not set quantitative allocations, thresholds, goals, targets, or any other benchmarks for good or bad absolute performance. Where relevant, we will aim to set more specific targets and assess our performance and continuous improvement in the future as we reach commercial operations.



GRI 3-1



ESG MONITORING, REPORTING, AND COMMUNICATION

MATERIALITY ASSESSMENT



GRI 3-2



GOVERNANCE TOPICS

OUR COMMITMENT

G Mining Ventures is committed to the highest standards of corporate governance practices and ethical conduct. G Mining Ventures has designed its practices to align with applicable regulatory requirements, and monitor developments in applicable laws and best practices to ensure its approach consistently reflects its commitment to the highest standards.



COMPLIANCE AND REGULATION

The Board is responsible for ensuring that the Corporation has the necessary communication and disclosure policies in place to comply with all the relevant regulatory requirements. Our internal risk management system also takes into account risks arising from eventual delays with compliance or non-compliance.

To facilitate the monitoring of compliance with the legal and regulatory environment, the operational team uses dedicated software provided by Ius Natura. It allows online and on-time control of all licenses, legal requirements, execution of third-party obligations, and specialized legal counseling for environmental and social issues.

We started implementing the software at the end of 2022, and there were no occurrences of non-compliance with any of the 4,400 items from laws and regulations that we track in social (including H&S and HR), technical (mining and construction) and environmental areas.

In addition, the Corporation and its Brazilian subsidiary, Brazauro Recursos Minerais S.A. ("Brazauro"), maintain active and constant dialogue with all relevant environmental and governmental authorities, including the State Secretariat of Environment and Sustainability ("SEMAS"), Instituto Chico Mendes and Biodiversity ("ICMBio"), National Agency of Electric Energy ("ANEEL"), National Mining Agency ("ANM"), and the Institute of Colonization and Agrarian Reform ("INCRA").



GRI 2-27



BUSINESS ETHICS & TRANSPARENCY

As a steward of the mining community, G Mining Ventures has an important role in helping shape the future of its stakeholders around the globe. This includes the countries and communities directly and indirectly impacted by its operations. The principles by which the organization directs its decisions and actions may have a profound impact on a multitude of parties, and it is broadly understood that such impacts demand ownership and accountability.

G Mining Ventures is committed to providing transparency on how its operations might contribute to sustainable development on the one hand, as well as on potential impacts on the environment and people.

All Policies (see section Our approach to responsible mining), most of which are available in English and Portuguese, must be formally read and agreed to by all employees. In addition, a large set of these topics are discussed further in the formal induction following new hires.

Our Whistleblowing policy states the obligation of all employees, managers, executive officers and directors of G Mining Ventures and its subsidiaries to immediately report any situation of known or suspected acts of misconduct or other violations of the Code of Ethics and Business Conduct, and of other policies of the Corporation. This Whistleblowing policy also provides a procedure for reporting concerns (including on an anonymous basis), protecting those individuals reporting concerns, and investigating reported concerns.

Our full Board composition and executive team are presented on our website, and in the Corporation's Annual Information Form.



BUSINESS ETHICS & TRANSPARENCY

ELIMINATING BRIBERY AND CORRUPTION

At G Mining Ventures, we have a zero-tolerance approach toward bribery and corruption. Accordingly, we are committed to conducting our business in accordance with the highest ethical standards and in compliance with all applicable anti-corruption legislation, rules and regulations. Such commitment is set out in our Anti-Bribery and Anti-Corruption Policy. All employees, officers and directors of the Corporation must sign once a year written consent to comply with this Policy.

We shall evaluate the need for Anti-corruption risk assessments regularly, in a reasonable and prudent manner to determine the controls necessary considering the particular aspects of the Corporation's operations; no such risk assessment has been deemed necessary to date.

TRANSPARENCY OF PAYMENTS TO GOVERNMENTS

The following table details the amounts that were paid to governments in 2022. It includes the relevant royalties that will be paid as the operations ramp up and start generating revenues. There were no contributions made to any political party.

PAYMENTS TO BRAZILIAN GOVERNMENTS*	
Taxes on Payroll	\$2,113,854
Other Taxes	\$3,849,798
Environmental Fees	\$276,684
Other Fees	\$66,651
Royalties	\$0
Total	\$6,306,987

*During 2022, the total payments to governments disclosed in this report is approximately US\$6.3M, compared to US\$0.31M reported in the Canada's Extractive Sector Transparency Measures Act ("ESTMA"). The variance is mainly due to the different reporting methodologies used (accrual basis in this report versus cash basis for ESTMA), and specific reporting criteria between these two reports. Environmental fees include environmental compensation payments to ICmBio mentioned in section Biodiversity, p.40. Other taxes are essentially consumption, VAT, corporate income tax.

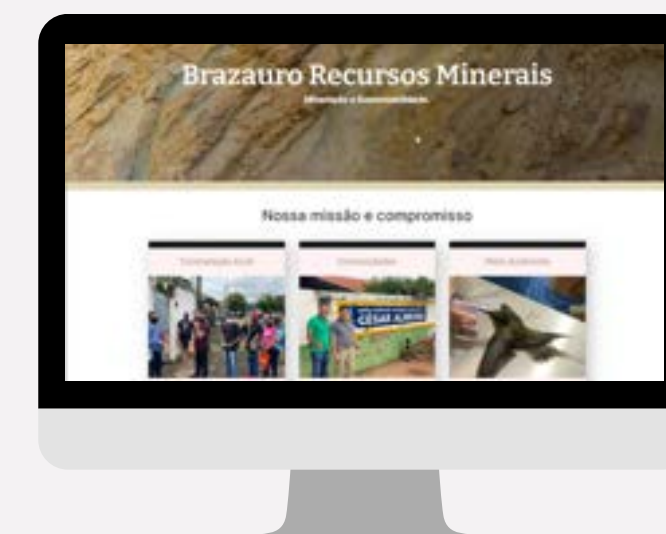
STAKEHOLDER ENGAGEMENT

We strive to include all stakeholders in our journey towards creating exceptional value, which includes but is certainly not limited to major shareholders, government organizations, local communities and employees. To this end, regular communications are coordinated to convey material developments and solicit feedback from interested parties. We recognize that effective participation and consultation in the workplace and within the surrounding communities are key. The year 2023 will thus see the official creation of the "Brazauro committee" which will be composed of diverse and various members of the local community, including representatives of the most vulnerable groups.

It has been and will continue to be a top priority of G Mining Ventures to act with strong corporate governance in executing our strategy to ensure we meet our own expectations and those of our stakeholders.

We are setting up a grievance mechanism to effectively address complaints and concerns from the communities and the workforce and allow them to seek remedy. While an email and phone number already exist, in 2023 there will also be an interface on the Brazauro website in Portuguese where complaints can be anonymously filed. It will allow management to respond in a timely manner and provide feedback.

<https://www.brazauro.com.br/>



³ Under Brazilian law, a statutory royalty known as the Financial Compensation for the Exploitation of Mineral Resources (Compensação Financeira pela Exploração de Recursos Minerais, or the "CFEM") is applicable to any revenue resulting from the sale of mineral products and is payable to the Federal Government. The current CFEM rate for gold is 1.5%, calculated on gross revenues resulting from sales less taxes levied on sales. In addition, the Corporation is party to an agreement under which it has to pay royalties totalling 1.5% to two private parties, on future revenues derived from sale of gold mined from TZ.

RISK MANAGEMENT

Risk management aims to identify, analyze, and respond to risk factors that could occur during the mine life. Effective risk management means attempting to control, as much as possible, future outcomes by acting proactively rather than reactively, to potentially reduce both the possibility of a risk occurring and its potential impact.

The Board approved the Audit and Risk Committee Charter in January 2021, which was recently revised. Among other responsibilities pertaining to audit, finances, and compliance with the legal environment, the Audit and Risk Committee typically meets quarterly and assists the Board of Directors with the oversight of risk management processes.

The risk management culture has been promoted at the executive level and disseminated to the project level.

In building G Mining Venture’s risk management culture, we reached a milestone in 2022 by implementing the GOAT risk management software to help formalize our risk management processes and continuous management. The risk management process was initiated at the project level with key managers participating in a risk identification workshop where each risk was assessed in terms of consequence and probability of occurrence. Most importantly, each risk has an assigned owner responsible for managing the various mitigation plans and monitoring those on a quarterly basis.



2022 HIGHLIGHTS

2023 ROADMAP

- | | |
|--|---|
| <ul style="list-style-type: none"> ✓ Tocantinzinho Project Risk Profile created ✓ 1 Risk Management Leader ✓ 10 Risk Owners ✓ Methodology: Identify – Assess – Treat – Monitor ✓ 3W’s for actionable items: Who, What, When | <ul style="list-style-type: none"> 🎯 Continuous action item follow-up and risk register updates 🎯 Risk trend evaluation 🎯 The top risks within each area are included into a Board Risk profile and reviewed quarterly |
|--|---|

GRI 2-12, GRI 2-13



SOCIAL TOPICS

OUR COMMITMENT

At **G Mining Ventures**, we believe that our employees are our greatest asset. We strive to maintain positive and productive relationships with our workforce through various initiatives and programs that promote employee engagement, training and development, and workplace safety.

We shall embrace our social responsibilities and contribute to the continuous development of the communities in which we operate, and in which our employees live and work.



OUR WORKFORCE

HEALTH AND SAFETY

The health and safety (H&S) of our employees is our top priority. We recognize the inherent risks associated with our industry and are committed to ensuring that our employees return home safely to their families. Since the beginning of the TZ Project, our goal has been to maintain a strong safety culture that empowers our employees to take ownership of their own safety and actively identify and mitigate risks in their work environments.

Straight from the recruitment process, our team ensures background checks and medical appointments are completed for all Brazauro employees. Upon arrival on site, an in-depth induction process takes place, with specialized sessions for higher-risk activities such as working at height.

On-site, each day starts with a toolbox meeting to discuss specific safety topics followed by ergonomic exercises. A specialized and experienced H&S team put in place the critical risk procedures for higher-risk activities (LOTOTO, WAH, Confined Space, Hot Work, Lifting, Excavation, Traffic and Equipment operation).

Golden Rules relating to H&S practices are implemented and shared for all employees and contractors and specific task risk assessments are performed by the workforce on the field as needed. Physicians and nurses on-site offer 24h medical coverage for our employees, and in the case of an emergency, an evacuation plan has been established. During the pandemic, Covid-19 protocols were put in place with systematic testing at arrival, isolation of cases, sanitary measures and vaccination campaigns. In the case of an incident/accident, flash reports are sent to management within 3 hours after the incident has occurred.

Due to the particular location of the project in the Amazon, the environmental monitoring campaigns also targeted insects to identify risks of specific diseases (arboviruses, malaria and leishmaniasis) and identified potentially dangerous animals and insects to humans. Management of these risks is ongoing via our “nosological program” (environment).

Our induction programs inform employees that hunting or interacting with wildlife is forbidden, and give them recommendations about how to avoid incidents involving animals and insects, such as bites.



GRI 403-2, GRI 403-3, GRI 403-5



OUR WORKFORCE

10 GOLDEN RULES



1. Energy Isolation

NEVER work on any line energy source without being locked out, tagged out, and tried out



2. Vehicles, Equipment, and Tools

NEVER operate without training and proper authorization



3. Dig or Excavation

NEVER dig or excavate without proper permit in place



4. Working at heights

NEVER work above 1.8m not tied and trained properly



5. Confined space

NEVER enter a confined space without permit and training



6. Seat belt

NEVER operate or be a passenger without fastening your seat belt



7. Suspended Load

NEVER pass under a suspended load or lift over people



8. Powerline

NEVER work near a live powerline without permit



9. Open hole or edge

NEVER leave an open hole or unprotected edge



10. Fit for work

NEVER enter the work site with drug or alcohol in your body or possession



OUR WORKFORCE

HEALTH AND SAFETY

The H&S Training Programs are conducted by accredited professionals. They reach all employees and contractors alike. In 2022, a total of 8,892 hours of Health & Safety and Emergency Response on-site training for various types of situations (including fire and environmental emergencies such as spills) were dispensed to employees and contractors.



0
LOST TIME
INCIDENTS (LTI)



HEALTH AND SAFETY STATISTICS GRI 403-09 /SASB EM-MM-320A.1

Person-Hours Work	666,644
Lost Time Incidents (LTI)	0
Restricted Work Incidents (RWI)	0
Medically Treated Incidents (MTI)	1
First Aid Incident (FAI)	4
Lost Time Incident Rate (LTIFR)	0
Near Miss Reports (NMR)	0
Total Recordable Incident Rate (TRIFR) (MTI+RWI+LTI)	0.30
All Injury Frequency Rate (AIFR) (FAI+MTI+RWI+LTI)	1.50
Fatalities	0

COVID-19 STATISTICS

Employees Tested	1,683
Positive Results	51 (3%)*

*All positive results received adequate medical treatment involving protection, isolation and assistance

EMPLOYMENT AND TRAINING

In addition to the health and safety trainings mentioned before, we organize specific onsite training sessions to improve the skills of entry-level employees. This allows us to commit to our priority regarding local employment even when specific skills are not present locally. As one example of these onsite training sessions, we provide simulator training for truck drivers. In the field, a trainer accompanies the recruit providing apprenticeship in the operator cabin. This process provides valuable experience with the equipment itself and on the appropriate response to various operating situations. Since this onsite training takes place during the construction phase, operators will be more experienced prior to mining ore and thus should be more productive once commercial production is reached. We believe the skills developed will enhance the workforce of the region well beyond the mine life.

We plan to invest over 85,000 hours on internal training to develop the skills of the local workforce.

AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE, 2022

Total Hours of Training for Employees (H&S and Heavy machinery)	6,440
Average Hours of Training per Employee	15

GRI 404-1, GRI 404-2, SASB EM-MM-320a.1



OUR WORKFORCE

EMPLOYEE DIVERSITY & INCLUSION

A Diversity Policy was adopted by the Board in January 2021, and was recently revised. It sets out the approach to achieving and maintaining diversity for all positions, with an emphasis on gender diversity as a priority. Our goal is to ensure and promote a culture of respect, diversity, and inclusion at all levels of our organization and we believe this will also contribute to personnel retention.

Respect includes that of language, and we ensure all important communication in Portuguese and English.

The Corporation already met its official targets of having a minimum of 30% of women, Indigenous people, persons with disabilities or members of visible minorities both in Executive Officer positions and out of independent Board members by 2024.

Furthermore, our Policy Against Violence, Harassment & Discrimination states that respect, civility, and dignity are fundamental values at G Mining Ventures. We believe that every person has the right to the safeguarding of his/her honour and reputation. Therefore, this Policy confirms our objective to provide all employees with a harmonious work environment, free of all forms of harassment, whether of a psychological, sexual, or discriminatory nature.



*Itaituba, Moares de Almeida, Mamoa, Jardim de Ouro

DIVERSITY AND GENDER REPRESENTATION

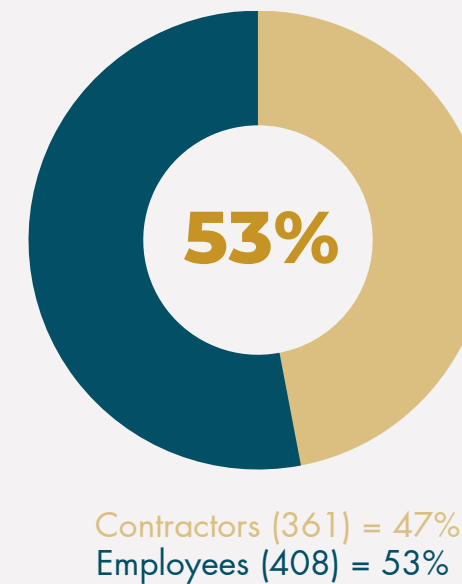
EXECUTIVE OFFICERS



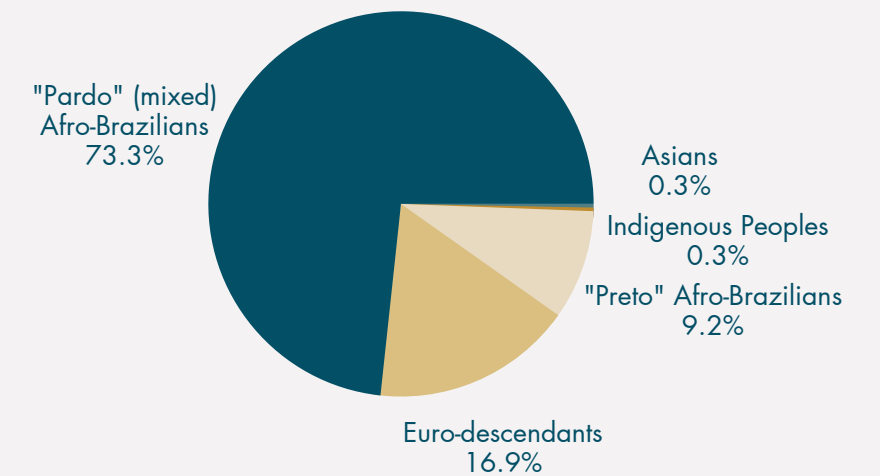
BOARD OF DIRECTORS



TOTAL WORKFORCE



ETHNIC DIVERSITY* AMONG BRAZILIAN BRAZAURO EMPLOYEES



*Categories for ethnic diversity were taken from Minorityrights.org and are consistent with the national census.



OUR WORKFORCE

LABOR AND WORKING CONDITIONS

We recognize that all our employees have the right to freedom of association, and 100% of Brazilian national employees are covered under a collective bargaining agreement ensuring benefits and salary above the minimum legal requirements.

We work with our employees and the local mining union to achieve transparent and constructive dialogue regarding labor issues.

LABOR CONDITIONS	
Local minimum monthly wage in local currency	1,302 BRL
Ratio of entry level wage to : local minimum wage*	1,650:1,302 (1.27)

*Data by gender is not available for 2022. However, we seek to compensate employees competitively, without distinction of gender. Minimum set by labor agreement is 1400 BRL; actual minimum in 2022 is 1650 BRL + 700 BRL in benefits cards

PERCENTAGE OF ACTIVE WORKFORCE COVERED UNDER COLLECTIVE BARGAINING AGREEMENTS SASB EM-MM-310a.1	
Working in Brazil**	89%
Working in Canada	0%

**Benefits include life insurance, health care, dental insurance plan, Disability/invalidity coverage, Parental leave, meals and snacks on-site free of charge, Bus transportation provided free of charge to/from 4 main communities

GRI 2-29, GRI 2-30, GRI 201-3, GRI 202-1, GRI 401-2



COMMUNITY RELATIONSHIPS



G Mining Ventures and its subsidiary Brazauro adopted a business model designed to ensure that they remain close to the communities in which they operate, and in which their employees live and work.

As members of such communities, we shall embrace our social responsibilities and contribute to their continuous development.

SOCIAL AND COMMUNITY POLICY IN A NUTSHELL

A constructive and respectful relationship with communities based on:

- Mutual trust and respect;
- Effective communication and cooperation;
- Mutually beneficial, solution-oriented, and non-punitive approach; and
- Appropriate grievance mechanism

In order to achieve:

- Training, employment, and business opportunities for the communities;
- Opportunities for sustainable development and improvement of the quality of life of the population;
- Maintenance of social acceptability throughout the project's life; and
- Development and commercial operation of the TZ mine in a safe, efficient, and successful manner.



NUMBER AND DURATION OF NON-TECHNICAL DELAYS IN 2022 SASB EM-MM-210B.2

Non-technical delays	0
Duration of non-technical delays in days	0

MANAGEMENT OF INCIDENTS AND DISPUTES WITH COMMUNITY MEMBERS

While we aim to maintain harmonious relationships with all members of the community, the nature of our business could involve tensions that need to be appropriately managed.

We strive to handle tensions before they escalate. For example, a small incident in 2022 involved damage to a fence during access road maintenance. The owner reported it, and measures were taken to have it repaired quickly.






In relation to the transmission line project, 15 agreements representing 22km were in progress of negotiations with landowners to secure rights-of-way. The rights-of-way requested did not require relocation of infrastructure. In parallel to direct negotiations with the relevant landowners a declaration of public utility ("DUP") was obtained whereby a court process will be initiated and involve court-appointed third-party evaluators to establish fair compensation for such landowners.

GRI 2-25, GRI 3-3, SASB EM-MM-210b.1



SOCIAL AND ECONOMIC DEVELOPMENT

We recognize that the sustainable development of a community goes beyond managing direct economic impacts linked to job creation and business opportunities. We are thus committed to investing in the neighboring communities in a number of areas, following a plan discussed with community members and approved by the government, as required, and by senior management.

 <ul style="list-style-type: none"> • School infrastructure improvements • Teacher Trainings • Professional Qualification • Local Hiring 	 <ul style="list-style-type: none"> • COVID Assistance • Emergency Response Support • Access to potable water • Built health centers in communities 	 <ul style="list-style-type: none"> • Reforestation Projects • Fauna Protection Awareness • CETAS • Fauna monitoring 	 <ul style="list-style-type: none"> • Sports facilities • Tournament sponsorship • Archaeological rescue • Environmental education in schools and communities 	 <ul style="list-style-type: none"> • Municipal road upgrades and maintenance • Donation of commercial wood for communities • Access for solar energy in isolated communities
EDUCATION	HEALTHCARE	BIODIVERSITY	CULTURAL	INFRASTRUCTURE

To date, \$375,000 were invested in various community projects and infrastructure, including:

- Provision of internet access and IT infrastructure for César Almeida School, the local elementary and middle school of the village of Moraes Almeida, benefiting 1,700 enrolled students and 80 staff members; and
- Purchase of necessary materials such as instruments for the science lab of the César Almeida School.

Future projects already agreed upon but not yet realized at the end of 2022 include the renovation of the school playground and improvements to Jardim do Ouro Police station. In addition, our investments in infrastructure will benefit local communities, such as the construction of a bypass road that goes around the village of Jardim do Ouro to improve safety by diverting heavy traffic from current industrial activities by other companies and future operations related to TZ Project away from the village.

Noteworthy, we did not identify any major potential negative socio-economic impacts in the aforementioned TZ feasibility study. For instance, no resettlement was necessary, and there is no expected loss of livelihood.

GRI 201-1, GRI 203-1

SOCIAL AND ECONOMIC DEVELOPMENT

LOCAL PROCUREMENT

In terms of business opportunities, the team is prioritizing regional procurement. In order to pursue this commitment, Brazauro contracted REDES/FIEPA, a local business platform helping develop local suppliers, structuring of trade associations, environmental education projects, and fostering rural economy, among other initiatives.

PROPORTION OF SPENDING ON LOCAL SUPPLIERS		
% spending in Brazil	74%	458,872,895.45 BRL
% spending in Pará State	25%	127,575,034.22 BRL

Previous meetings with the communities of interest have confirmed the strong desire for employment and supply of goods and services from the immediate region.



Top Photo: Jardim do Ouro By Pass Road

GRI 204-1

SOCIAL AND ECONOMIC DEVELOPMENT

TRAINING OPPORTUNITIES

One of the pillars of G Mining Ventures is to build a strong and efficient workforce to succeed as a team in our endeavors. More than a job, G Mining Ventures hopes to offer opportunities to learn and upgrade skills for the future.

Aligned with this objective, in 2022, a partnership with SENAI (National Service for Industrial Training) allowed the training of 24 successful students in the Construction Worker Program, including two (2) women.

The Program’s main goal is to contribute to the socio-economic development of the micro-region of Itaituba and the southwestern region of the State of Pará by promoting employment, providing training and the possibility to participate in the implementation phase of the Tocantinzinho project.

As we aim to prioritize the employment of local candidates, specifically from Itaituba, Moraes Almeida, Jardim do Ouro and Mamoal, we also organized three (3) local job fairs and now have over 1,000 resumes in the database in our effort to hire locally. At the peak of the construction phase, the workforce is expected to reach 1,900 people.



CULTURAL HERITAGE

As per Brazilian regulation, G Mining Ventures must perform archaeological surveys in all areas impacted by the Project and comply with associated requirements from IPHAN (National Historical and Artistic Heritage Institute) before the land can be used.

In 2022, only a few small areas of the TZ Project were still pending survey (planned early 2023) and approval of IPHAN, due to changes in the initial project layout.



HUMAN RIGHTS

There are no conflict zones or indigenous lands near the TZ Project. However, many artisanal gold miners operate in the area, with whom the relationship has historically been cordial.

G Mining Ventures is committed to working with appropriate government, community, and other stakeholders in situations where activities correlated with artisanal and small-scale mining are taking place in the vicinity of our operations to ensure safe access to our assets while managing our impacts, collaborating to empower and improve livelihood options and promoting improved conditions for legitimate small-scale mining activities.

We follow the Voluntary Principles on Security and Human Rights and will adopt a formal Humans Rights Policy in 2023.

Until then, our policy against discrimination contains provisions against violent or discriminatory words or actions directed at or against another person based on any of the grounds listed in Section 10 of the Charter of Human Rights and Freedoms : race, color, sex, pregnancy, sexual orientation, marital status, age except as provided by law, religion, political convictions, language, ethnic or national origin, social condition, handicap or the use of any means to palliate a handicap.

Our current enrollment process includes the obtention of numerous identity and related documents to ensure the absence of child labour.

All our workers receive an introductory training related to Human Rights and, in 2022, our security team received six (6) hours of training on topics specifically related to Human Rights, which will be repeated annually.

OPERATIONS TAKING PLACE IN OR NEAR TERRITORY WITH POTENTIAL HUMAN RIGHTS ISSUES	
SASB EM-MM-210a.1 Percentage of reserves in or near areas of conflict	0%
SASB EM-MM-210a.2 Percentage of reserves in or near indigenous land	0%
Do formal agreements exist with indigenous peoples	not relevant
Is the operation adjacent to artisanal mining activities	Yes
Number and nature of incidents and conflicts involving artisanal miners	0

* Near refers to land physically next to (< 5 km), or influenced by, the operating site.



GRI 2-23, GRI 410-1, SASB EM-MM-210a.1, SASB EM-MM-210a.2, SASB EM-MM-210a.3

OUR COMMITMENT

As a responsible mining company, we recognize the impact that our operations can have on the environment. We are committed to minimizing our environmental footprint and operating in a manner that preserves the natural resources we use and protects the communities in which we operate. Our goal is to be a leader in environmental stewardship and to continuously improve our environmental performance through innovation, collaboration, and responsible resource management. Furthermore, we aim to preserve natural resources through the adoption of environmentally friendly and energy-efficient technology and process improvements.

Franco-Nevada has agreed to partner with G Mining Ventures on environmental and social initiatives in the vicinity of the project, funding up to \$1 million over 4 years. Of these funds, approximately 50% are to be allocated annually to reforestation activities.



ENVIRONMENTAL STEWARDSHIP



ENVIRONMENTAL MANAGEMENT POLICIES AND PRACTICES

We have very strong commitments in our Environmental Policy, which applies to Everyone, Everywhere, along the complete life-cycle of the TZ Project. We strive to include our contractors and suppliers in this journey, by requiring them to abide by all laws and regulations and, further, by influencing them to adopt principles and practices aligned with ours.

Our dedicated environmental team at Brazauro follows a strict environmental management plan (see Environmental compliance section) with processes and controls to make sure our actions properly reflect our words.

As the TZ Project is located in the Amazon region, it lies in an area with high biodiversity value, including (i) habitat of significant importance to a few endangered species; and (ii) habitat of significant importance to endemic species. As such, the monitoring program for fauna and flora is given much emphasis (see Biodiversity section).

Environmental monitoring results are reported monthly to the Board through specific indicators. The Board ESG Committee is responsible, among other duties, for monitoring the implementation of the Environmental Policy. It also contributes to integrating environmental risk management into project development, business planning, mine operations, and closure.

The Social and Community policy includes strong commitments to provide for the cooperation with the workforce and communities in the development and implementation of Brazauro's environmental management system and related environmental monitoring of the TZ Project. This cooperation includes the development of an emergency response plan; closure, rehabilitation and restoration activities; as well as including, where relevant and appropriate, communities' knowledge and experience.

AREAS COVERED IN THE ENVIRONMENTAL POLICY

- Biodiversity
- Mercury/Cyanide
- Water
- Tailings/Waste Rock
- Artisanal Small-Scale Mining
- Closure/Reclamation
- Waste
- Climate and Emissions

CONTINUOUS COMMITMENTS

- Minimal discharge into the environment and zero harm to people
- Proactive engagement of stakeholders to identify, communicate and address environmental concerns, during all mine life-cycle phases (planning, operation, closure and post-closure)
- Continuous training and communication to people about environmental issues
- Periodical evaluation of our performance
- Demonstrate transparency
- Support education and research on environment as they relate to our processes



ENVIRONMENTAL COMPLIANCE

G Mining Ventures and its subsidiary Brazauro recognize the need to minimize environmental hazards and risks that are inherent to their activities and business. To this end, we are committed to operating, not only in compliance with all applicable laws, rules and regulations but also in accordance with the highest ethical standards and by using the best available, technically proven and economically feasible measures.

ENVIRONMENTAL LICENSES AND PERMITS

- The project has received all the necessary environmental installation permits to progress with full construction, which include:
- Site installation license valid until August 2024
- Forest Suppression Authorization and related fauna and flora permits for the site
- Tubular well drilling and use permit for the temporary camp and construction
- Grant for release of sanitary sewage from the site
- Tubular well permit for permanent camp and aggregate plant
- Licenses for the transmission line, landfill, concrete plant, fuel station and tailings dam are currently valid and being further extended by SEMAS

We are already preparing the requests for licenses and permits related to mining operations such as explosives storage, blasting, water withdrawal from the Veados creek and release of treated effluent, among others.

All permits and licenses have conditions. Attached to the Installation License (LI), in particular, is a series of mandatory activities contained in an Environmental Control Plan (Plano de Control Ambiental in Portuguese - PCA) which was submitted to the environmental agency (SEMAS). Altogether, this plan foresees the execution of 19 environmental monitoring programs, spanning the topics of water resources (quality and quantity), air quality, noise, fauna (terrestrial and aquatic), flora, and erosion.

We are aligned with all emission standards and controls of the Brazilian legislation, and there were no events of non-compliances with laws and regulations in 2022.

Monitoring programs are typically performed on a quarterly basis. Direct, regular reporting to SEMAS is mandatory. Brazauro's Sustainability Manager is responsible for overseeing all those activities. In addition, all personnel are expected to be alert to environmental issues and have a responsibility to work in an environmentally responsible manner.



ENERGY AND CLIMATE CHANGE

G Mining Ventures is committed to assessing our climate-related risk, managing our emissions and investing in clean energy sources based on this assessment. The ESG Committee of the Board of Directors provides leadership on this topic. At the operational level, the Sustainability Manager is responsible for implementing and monitoring all relevant activities.

It is widely recognized that mining activities' greenhouse gas emissions come largely from fuel and electricity generation on-site. This is why we are putting efforts into diversifying our future energy mix to increase the share of renewable, less carbon-intensive sources.

For 2022, scope 1 emissions include total fuel consumption on-site (machinery, employee transportation, kitchen, etc.) and flights relevant to the project for both local workers and the corporate team. In future assessments, we will aim to include other, typically much smaller sources such as waste, wastewater treatment and deforestation. As soon as production and ore processing start, the disclosure will include further Scope 1 and 2 emissions sources, e.g., processes and fugitive emissions.

TOTAL ENERGY CONSUMED, GRID ELECTRICITY AND RENEWABLE⁴ SASB EM-MM-130A.1

Diesel (GJ)	48,612
Light Fuel Oil - LFO & Gasoline (GJ)	570
Heavy Fuel Oil - HFO (GJ)	0
Biodiesel (GJ)	0
LPG (GJ)	136
Propane (GJ)	0
Lubricating Oils & Greases (GJ)	7
Natural Gas (GJ)	0
Explosives (GJ)	0
Total Fuel consumption (GJ)	49,324
Total Electricity Consumption (GJ)	0
Total Energy Consumption (GJ)	49,324
Percentage renewable	0%
Energy Intensity (GJ/oz)	Not in production

⁴The Energy Intensity (GJ/oz) is not presented as the mine is not in production yet. The energy (in GJ) was calculated from consumption data in liters or kg, using conversion factors of 34.66 GJ/m³ for gasoline and 34.68 GJ/m³ for diesel (source: source Canada Energy Regulator); IPCC standard net calorific values were used for LPG (0.0473 GJ/kg) and lubricants (0.0402 GJ/kg), and assuming an average density of 0,51 kg/liter for the latter. Consumption from headquarters (Canada) is excluded.

GROSS GLOBAL EMISSIONS FOR TOCANTINZINHO PROJECT SASB EM-MM-110A.1

Direct GHG Produced (Scope 1 (Tonnes CO ₂ e)) ⁵	3,872
Indirect GHG Produced (Scope 2 (CO ₂ e), Location Based) ⁶	0
Total Scope 1 and Scope 2 GHG Produced (T CO₂e)	3,872
GHG Intensity (Total tCO ₂ e/gold ounces produced)	NA
GHG Intensity (Total tCO ₂ e/tonne ore processed)	NA
Indirect Scope 3 Emissions (CO ₂ e)	NA

⁵ Emissions from fuel were calculated using emission factors from IPEA (Brazil); 2,28 kg CO₂/l for gasoline and 2,6 kg CO₂ /l for diesel, and standard IPCC net calorific values and CO₂ emission factors for LPG and oils & greases. Emissions from corporate team travels to the mine site were provided by the travel agency as calculated by Thrust Carbon, while local flight emissions were estimated using the online ICAO Carbon Emissions Calculator. Only CO₂ was included, no other gases.

⁶ Excludes Scope 2 emissions outside of the project site in Brazil, such as from the headquarter in Canada.



ENERGY AND CLIMATE CHANGE

Once the 190km power transmission line is operational and connected to the national grid, which is around 84% supplied by power generated from renewable sources, the majority of energy consumption at TZ will be supplied by renewable energy.

As a result, the bulk of the expected Scope 1 emissions, coming from fuels, will average 0.2 tonnes CO₂/oz,⁷ which lies in the lower range of the estimated emissions for gold operations worldwide,⁸ spanning 0.129 to 2.754 tonnes CO₂/oz.

Climate change is an international concern, and preliminary analysis by management in 2021 had already identified that it poses both physical and transitional risks to our operations. Advances in low-emitting technology, the ratification of emissions-limiting regulations, and other legislative measures such as increased costs for permits must be acknowledged and understood to ensure resilience as the world is asking for a move towards a low-carbon economy.

Global climate change could also exacerbate some of the threats facing the Corporation's business, including the frequency and severity of weather-related events, resource shortages and cost increases, changes in rainfall and storm patterns and intensities, water shortages and changing temperatures. It could also mean increased insurance and other operating costs. The TZ Project faces intense rain events which are accompanied by frequent lightning strikes.

To operate efficiently and safely a lightning detection system was implemented with accompanying alert procedures. In addition, to protect our assets and electrical infrastructure robust electrical grounding has been included in the design criteria.

Our future strategy will include formal continuous identification, measurement and management of these emerging risks and opportunities to ensure the continued success of our operations. In the medium term, we aim to align our strategies with the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations.



⁷GHG emissions over the LOM were estimated using expected fuel consumption from trucks in the corporate financial model and emission factors from IPEA (Brazil)

⁸Ulrich et al 2022. <https://doi.org/10.1016/j.jclepro.2022.130851>.



G Mining Ventures is committed to sound operational water management and efficiency. We recognize access to water as a human right and shall proactively engage with our stakeholders to identify water challenges and opportunities and to support partnership approaches with a view to implementing sustainable solutions in watersheds where we operate. In terms of quality, we shall ensure access to clean water, sanitation, and hygiene for all our employees as well as abide by all laws and regulations for discharge water.

At the operational level, our Water Resources and Effluents Management Program contains all the necessary controls and procedures to ensure proper treatment and disposal of effluents in accordance with legal standards, as well as procedures for monitoring superficial and underground water.

While we do not currently set quantitative targets regarding water consumption, we aim to control water use strictly, and as operations ramp up, we will continuously seek to implement practices that reduce, reuse and recycle water.

Both water use and discharge are continuously monitored using flow meters installed in 2022. In addition, the first point-monitoring campaigns were performed with the objective of monitoring the quality and quantity of surface and groundwater subject to eventual interference caused by the implementation or operation of the structures of the TZ Project.

Sampling results from these and future campaigns have been and will be shared with regulators, typically on a quarterly basis.

While Pará State is in a low water stress zone according to the Aqueduct tool from World Resources Institute, we will implement various measures to recycle and recirculate process water on-site in order to maximize water efficiency, and we will monitor our progress. Once in operation, we will have a reclaim barge in our main tailings storage facility in order to recycle water back to the process plant.

As meters were only installed on the wells at the end of the year 2022, data provided was estimated using the number of people physically present on site each month and an average consumption of 110 litres per person per day. Water discharge was estimated similarly, using an average of 80 litres per person per day.

WATER MANAGEMENT

WATER WITHDRAWN AND CONSUMED, INCLUDING IN WATER-STRESSED AREAS AND WATER DISCHARGED (1000 M³) SASB EM-MM-140A.1

Total Water Withdrawn - Freshwater (≤1,000 mg/L Total Dissolved Solids)	8.12
From surface - Open water bodies	0
From groundwater - wells	8.12
Total Water Consumed ⁹	2.20
Total Water Used ¹⁰	8.12
Water reused and recycled	0
Water withdrawn and consumed in regions with high or extremely high baseline water stress ¹¹	0%
SASB EM-MM-140a.2 Total Water Discharged	5.92
Secondary treated ¹² water discharged to freshwater bodies	5.92
SASB EM-MM-140a.2 Number of incidents of non-compliance associated with water discharge	0

⁹“Consumed” means water used by an organization such that it is no longer available for use by the ecosystem or local community in the reporting period.

¹⁰Water can be used several times when it is recycled on-site, which would result in a quantity higher than water withdrawn

¹¹ Assessed using Aqueduct tool from World Resources Institute

¹²Secondary treatment: which aims to remove substances and materials that have remained in the water, or are dissolved or suspended in it

WASTE MANAGEMENT

In addition to complying with applicable legislation, G Mining Ventures endeavors to adopt and uphold practices of waste avoidance, reuse, recycling and beneficial utilization to minimize discharge and disposal into the environment.

Our Solid Waste Management Program is based on the principle of non-generation/minimization/reuse of solid waste and on the adequate final destination for each type of waste, including hazardous materials and sterile mine waste. It contains all the necessary procedures for collecting, segregating, packaging and disposing of solid waste generated in every phase of the project's life cycle. For the purposes of the aforementioned feasibility study, the section pertaining to waste's final disposal during the project's operation phase was still in progress in 2022, with possible scenarios for either building a landfill or sending all waste off-site.

The waste inventory, consolidated and reported monthly, allows for tracking waste production and better-targeting areas where reduction efforts should be prioritized. In 2022, 81% of waste was diverted from disposal.

Non-mineral waste produced in 2022 without being limited to common garbage: organic residues, paper, plastic, glass, tires, metal, etc. Basically, everything that was produced in the camp and during construction.

The recycled portion typically consists of what can be separated to sell. Final disposal of remaining waste included composting for organic matter and sending off-site to a licensed incinerator for common waste and hazardous material, followed by burrowing of ashes in a licensed landfill.

WASTE BY COMPOSITION AND END-OF-LIFE, IN METRIC TONS (T) ¹³					
Waste Composition	Waste Generated	Waste Diverted from Disposal	Recovery Operation	Waste Directed to Disposal	Disposal method
Common garbage (non-recyclable)	21.37	0.00	-	21.37	Off-site incineration
Recyclable Waste (plastics, paper, cardboard)	27.64	27.64	Off-site recycling	-	-
Organic Waste	63.21	63.21	Off-site composting	-	-
Metal scraps	5.75	5.75	Off-site sale	-	-
Tires	0.90	0.90	Off-site sale	-	-
Total Non-Hazardous Waste	118.87	97.50	82%	21.37	18%
Residual oils and greases	1.75	1.75	Off-site coprocessing/recycling	-	-
Other hazardous (biomedical, dangerous residues, oily materials)	2.15	0.00	-	2.15	Off-site incineration
Total Hazardous Waste	3.78	1.75	46%	2.15	57%
Total Waste	122.65	99.25	81%	23.53	19%

¹³Data source; internal waste inventory and waste transfer notes from contracted waste collector



WASTE MANAGEMENT

HAZARDOUS WASTE

Beyond simply complying with applicable law, we aim to continually improve our approach to hazardous materials management to eliminate waste or reduce volumes, and protect human health and the environment during transportation, storage, use, recycle and disposal. We have strict internal procedures related to handling and use of hazardous materials in order to avoid, mitigate and eventually remediate the risk of spills and other incidents that could impact human health, local communities, and the environment. This includes a detailed subprogram for the management of oily effluents as well as our Environmental Risks and Emergencies program.

The hazardous waste disclosed in the previous table consists of contaminated waste as defined by Brazilian legislation. The types of materials included are, for example, cloths with oil or grease, dangerous residues, chemicals such as cyanide (when in use), pathogenic residues from the ambulatory, etc.

There were no incident associated with hazardous materials and waste management in 2022.

EM-MM-150a.9 - Number of significant incident associated with hazardous materials and waste management	0
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MERCURY AND CYANIDE

G Mining Ventures does not use any mercury to mine or extract gold. Cyanide will only be used at TZ once production starts. A cyanide destruction circuit will reduce cyanide remaining in effluents discharged to the environment to below legal limits. These legal limits are 1.0 mg/L and 0.2 mg/L for total cyanide and for weak-acid dissolved cyanide, respectively. A Cyanide Management Plan has been drafted for the operation which is among the many requirements to comply with the International Cyanide Management Code <https://cyanidecode.org/>.

CYANIDE MANAGEMENT (only becomes relevant once TZ will be in production)	
2022 Cyanide use (tonnes)	0



WASTE ROCK

We shall manage our tailings and waste rock in a manner that is protective of the environment and human health throughout the life of the mine and at every step of its development, including closure and remediation. Our aim is to manage mining wastes by using principles of minimization, recycling and reuse, innovation, and implementation of best practices.

Of major importance, the results of static tests performed by Brazauro on its ore and waste materials showed that the waste rocks mined have high PN/PA ratios due to the presence of carbonate and consequently have low to no potential for acid generation.

WASTE ROCK GENERATION	
SASB EM-MM-150a.6 - Waste Rock generated - Open Pit	427 kt
Total Waste Rock Mined (A)	427 kt
Total Ore Processed	0
Waste Rock Backfilled - Surface	0
Total Backfilled (C)	0
Percentage (%) Waste Rock Recycled	0%

SASB EM-MM-160A.2 PERCENTAGE OF MINE SITES WHERE ACID ROCK DRAINAGE IS	
(1) predicted to occur	0%
(2) actively mitigated	0%
(3) under treatment or remediation	0%

GRI 306-2, GRI 306-3, SASB EM-MM-150a.10

TAILINGS STORAGE FACILITIES MANAGEMENT

As a mining company operating in Brazil, we recognize the critical importance of properly designing and managing our tailing storage facilities (TSFs) to protect the environment and surrounding communities. Their safe management is essential to ensuring that our operations are conducted in a responsible and sustainable manner.

The Brazilian National Mining Agency (ANM) is responsible for regulating and overseeing TSF's in the mining industry. Brazilian environmental regulations require mining companies to prepare and submit a comprehensive TSF management plan for each facility, including detailed information on the design, construction, operation, and decommissioning of such facility. The regulations require that TSFs be constructed in a manner that is deemed safe and environmentally sound, with appropriate measures in place to prevent contamination of air, water, and soil. Brazilian law also requires that mining companies provide detailed emergency response plans to ensure that they are able to respond promptly and effectively to any incidents or emergencies related to TSF's.

Since the TZ Project is still in the construction phase, there are no TSF's yet.

TFS's, for which construction is expected to start in 2023, will consist of a Flotation Tailings Storage Facility (FTSF) and a Carbon-in-Leach Tailings Storage Facility (CTSF, also called the CIL Ponds).

In 2022, the TSF design was updated to comply with a new resolution about dam regulations adopted by Brazilian authorities that same year (ANM resolution N°95 from 2022). A new dam break study was performed to evaluate the conceptual design, particularly as it relates to meeting internationally accepted standards and engineering practices (guidelines by Canadian Dam Association and the Global Industrial Standards on Tailings Management (GISTM)). The design thus includes high safety factors regarding both seismic and hydrological risks.

As required by law, we will be submitting this updated technical information about the dams to the Brazilian National Mining Agency (ANM) and other relevant environmental authorities such as SEMAS, before they issue the operation license.

EM-MM-540A.2 SUMMARY OF TAILINGS MANAGEMENT SYSTEMS AND GOVERNANCE STRUCTURE USED TO MONITOR AND MAINTAIN THE STABILITY OF TAILINGS STORAGE FACILITIES

As per our Environmental Policy, we shall manage our tailings in a manner that is protective of the environment and human health throughout the mining lifecycle.

Our main tailings storage facility (FTSF) was designed with a downstream construction method with the addition of a 100m wide waste rock abutment behind as an additional long-term safety and stability enhancement feature. The construction phase planned for 2023 will have our TSF design engineer, or engineer of record, on site monitoring compliance with designs and performing QA/QC. In addition, an external independent technical review was conducted of the site investigations, design criteria, final designs, and stability assessments for our TSF's.

Once TZ will be in operation we are committed to safely managing our tailings facilities, maintaining emergency preparedness and response capability. In terms of monitoring and operation, our Environmental Risk and Emergencies plan lays out strict preventive measures to be followed during construction, operation, and closure. To help maintain the integrity and safety of TSFs, we assigned accountability for tailings management at the highest levels of the Corporation.

EM-MM-540A.3 APPROACH TO DEVELOPMENT OF EMERGENCY PREPAREDNESS AND RESPONSE PLANS (EPRPS) FOR TAILINGS STORAGE FACILITIES

All risks related to dams are duly included in our risk management system.

A strong safety culture and well-established emergency preparedness and response plans can mitigate the impacts and financial implications of such emergency or adverse events, should they occur. Our Emergency Action Plan is to be submitted to ANM and other relevant authorities prior to operation of the TZ facilities.

SASB EM-MM-150a.5 Total weight of tailings produced (metric tonnes)

0 t



BIODIVERSITY

G Mining Ventures recognizes that the protection of the natural environment and biodiversity is fundamental to achieving responsible mining. As such, we seek to maintain the overall ecosystem health and resiliency in the areas where we operate for the present and future generations.

Specifically, we are committed to minimizing the potential changes in the richness, abundance and diversity of floristic species and variety of habitats for fauna inherent to the suppression of vegetation.

To help us achieve this objective, our Environmental Control Plan contains several biodiversity-related programs, detailed in this section. Altogether, our programs allow us to, on the one hand, implement best practices to limit harm to ecosystems during our activities and, on the other hand, rehabilitate every area on our premises that was degraded from its original, natural state, following a change in land use.

WHY IS BIODIVERSITY A FOCUS AT OUR SITE?

The Tocantinzinho Project is located in the Amazon forest, specifically in APA Tapajós, an environmental protection area (APA: Área de proteção ambiental), which is a type of federally protected area in Brazil that allows some degree of human occupation under strict conditions. It is equivalent to a sustainable use conservation unit (IUCN Category VI). A higher-level protected zone, the "Floresta Nacional do Jamanxim", is located 15km away from the mine site.

OPERATIONAL SITES IN OR NEAR PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS

Geographic Location	06°03'01.73" S / 56°16'30.86" W
Size of the operational site (ha)	640
Total Mine area physically disturbed by mine activity (ha)	110
Does the mine have significant direct and indirect impacts on biodiversity	Yes
Position in relation to the nearest higher-level protected area	15 km
Is the mine in or adjacent (< 5km) to protected (terrestrial) or high biodiversity areas	Yes
SASB EM-MM-160a.3 Percentage of (1) proved and (2) probable reserves in sites with protected conservation status or endangered species habitat	
Percentage of (1) proved reserves - at 1.46 g/t Au	100%
Percentage of (2) probable reserves - at 1.22 g/t Au	100%

Risks to biodiversity from acid rock drainage are low to nonexistent at Tocantinzinho according to previous studies, and we have adequate monitoring programs to ensure no negative impacts result from the waste rock piles
See section about Waste.



BIODIVERSITY

BIODIVERSITY-RELATED PROGRAMS

1-FAUNA AND FLORA MONITORING PROGRAMS

The objective of these two programs is to characterize the local ecosystem better, creating a baseline for comparison with future monitoring and allowing the detection of changes in its composition regarding plants and animals. Special attention is also paid to the identification of threatened species. We contracted CLAM to perform the first monitoring campaign in October (for fauna) and July 2022 (for flora). In the future, such campaigns will occur every 3 months.

While anthropic activity affected the area in the past decades, especially in terms of deforestation and contamination from logging, ranching and artisanal mining, the initial fauna and flora assessments concluded that the local ecosystems are still of very high quality, as evidenced by the richness of species observed, including species typically found in areas with high environmental integrity and low hunting pressure such as *Willisornis vidua* and *Tinamus tao*.

The following table presents the number of species (including large mammals, bats, birds, herpetofauna, fish and flora) observed during official monitoring campaigns in the area of influence of the project in 2022 that are on international (IUCN) and national lists of threatened species.



RED LIST SPECIES (IUCN) AND NATIONAL CONSERVATION LIST SPECIES

	Worldwide	National list
Number of Conservation Species by Status	IUCN	MMA ¹⁴
IUCN i. Critically endangered / MMA CR	0	0
IUCN ii. Endangered /MMA EN	2	2
IUCN iii. Vulnerable /MMA VU	7	10
IUCN iv. Near Threatened	2	NA
IUCN v. Least concern	22	NA
Total listed species	33	12

¹⁴MMA - Ministério do Meio Ambiente. Ordinance of the Ministry of the Environment N° 444 of December 17, 2014. National list of endangered fauna species.
MMA - Ministério do Meio Ambiente. Ordinance of the Ministry of the Environment n° 148, of June 07, 2022. Update of the oficial national list of endangered flora species.



GRI 304-4



BIODIVERSITY

BIODIVERSITY-RELATED PROGRAMS

2-PROGRAM FOR RESCUE AND PRESERVATION OF FLORA AND FAUNA

Before any activity involving vegetation removal, a specialized team executes thorough protocols for scaring away, and/or saving and relocating animals. They also collect seeds and flora species for subsequent reproduction in our terrarium. These procedures were executed in 2022 in relation to land preparation for construction and deforestation for the transmission line. During that time, 369 animal individuals representing 102 different species were saved and 4,606 flora items representing 113 species were collected for future reproduction.

3-PROGRAM FOR THE PROTECTION AND USE OF FOREST RESOURCES

During the removal of vegetation, our team follows strict procedures and techniques to minimize impacts (on the soil, for example) and to remove only what is strictly necessary. Wood is also carefully stored to maintain its value and will be donated to selected associations, in agreement with local authorities.

REFORESTATION ACTIVITIES

Number of trees produced	746
Number of trees planted for rehabilitation	0
Number of trees cut	2,286

4-DEGRADED AREAS RECOVERY PROGRAM (PRAD)

This program aims to gradually rehabilitate all the degraded areas on the TZ Project's territory that will not be used in future operations at Tocantinzinho. In particular, this program will be implemented on former artisanal mining sites and its ultimate goal is to help restore the area to a better state than what it was left from previous activities. It will also ensure connectivity between landscapes, allowing passage for wildlife.

The areas needed by our mining operations will be rehabilitated at a later stage and are covered in the Closure and Reclamation Plan.

This year, we started to formally identify the areas impacted by previous land use such as artisanal mining within our property. One such specific area, spanning about 16 ha, will be the focus of the first rehabilitation project in 2023. Preparation for reforestation was also well underway, as we implemented the seedling nursery (terrarium). Trees already growing in the terrarium represent over 80 local species such as jatoba, cedar, chestnut, andiroba and açai. They are being cultivated from the seeds and flora specimen collected previously and will form the basis for replanting.



BIODIVERSITY

OVERALL PROTECTION AND REHABILITATION

Considering all the management efforts put in place to protect the local ecosystems from degradation and the restoration efforts planned in the future, we believe the risk to biodiversity from our activities is low relative to mining projects of that nature and size. Furthermore, the size of protected land (6,584 ha) on our property where no artisanal mining, illegal logging or intensive ranching can occur, is sixty (60) times that of the actual footprint of our current operations (110 ha).



These efforts complement the mandatory national Environmental Compensation requirements, which were 100% fulfilled as of the end of 2022 with the last pending payment of approximately 261,700 USD¹⁵ completed to ICMBio, one of the two relevant state-identified organizations along with Ideflor-bio.



HABITATS PROTECTED OR RESTORED	
Size of protected land (ha)*	6,584
Size of land designated for restoration (ha)	243
Size of land successfully restored (ha)	0
Status of restoration	NA
Do partnerships exist with third parties to protect or restore distinct habitats?	No
Does successful restoration require approval by independent external professionals?	Yes

*Area that is protected from any harm during operational activities and where the environment remains in its original state with a healthy and functioning ecosystem



CLOSURE AND RECLAMATION

We started developing closure and reclamation plans during the mine design phase and will implement those plans during operations with a view to promoting suitable post-mining land uses and achieving long-term environmental stability. The plan is updated on an annual basis.

We will ensure progressive reclamation of sites no longer required for our activities (including exploration sites), taking sound ecological practices into account. We will seek the input of local government bodies and members of the Communities, to establish measures facilitating the progressive reuse of the Tocantinzinho Mine site.

The closure plan will be continuously updated and implemented prior to the shutdown of the Project's operations.

¹⁵ 1,287,505.67 BRL



REPORT PREPARED BY

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We thank all employees who were directly or indirectly involved in the preparation of this report.



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Please address comments and requests for additional information to [info@gminingventures](mailto:info@gminingventures.com) or use the form for general inquiries on our website: www.gminingventures.com/en-US/contact-us.

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GLOSSARY

ANM: National Mining Agency

CETAS: Wild Animal Screening Centers (Portuguese: Centros de Triagem de Animais Silvestres)

CTSF: Carbon-in-Leach Tailings Storage Facility (also called CIL Ponds)

EPRPs: Emergency Preparedness and Response Plans

ESG: Environment, Social and Governance

FTSF: Flotation Tailings Storage Facility

GMS: G Mining Services

Golden Rules: Term used to refer to a set of fundamental safety principles

GRI: Global Reporting Initiative

IPEA: Institute of Applied Economic Research (Portuguese: Instituto de Pesquisa Econômica Aplicada)

KPI: Key Performance Indicator

LOTOTO: Lock Out, Tag Out, Try Out

PN/PA ratio: Ratio used to classify them according to their acid generation potential, representing the net neutralization potential of wastes, effluents, etc.

SASB: Sustainability Accounting Standards Board

SEMAS: State Secretariat of Environment and Sustainability

TZ: Tocantinzinho

TSF: Tailing Storage Facility

WAH: Work At Height



SASB METRICS TABLE

ACTIVITY METRICS		
CODE	ACCOUNTING METRIC	RESPONSE
SASB EM-MM-000.A	Production of (1) metal ores and (2) finished metal products	(1) 0 Metric ton Total Ore processed (2) 0 Total Gold (Oz) Not in production yet, see p.4
SASB EM-MM-000.B	Total number of employees, percentage contractors	769 people, 47% contractors see p.4 and p.21
GREENHOUSE GAS EMISSIONS		
SASB EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	3,864 (t)CO ₂ ; 0 % under emissions-limiting regulations see Energy & Climate Change p. 31
SASB EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Energy & Climate Change p. 31-32 Electrification from national 84% renewable grid will result in lower-than-average emissions compared to other similar operations.
AIR QUALITY		
SASB EM-MM-120a.1	Air emissions of the following pollutants: (1) CO, (2) NO _x (excluding N ₂ O), (3) SO _x , (4) particulate matter (PM ₁₀), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	NA. The Brazilian legislation only requires point monitoring of PM ₁₀ and Total Suspended particulates. In addition, gold processing and production facilities have not been identified as major sources of hazardous air pollutants. Those parameters that could be emitted by the burning of fuel on-site might be included at a later stage.

ENERGY MANAGEMENT		
CODE	ACCOUNTING METRIC	RESPONSE
SASB EM-MM-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) 49,182 GJ Total energy consumed, (2) 0% grid electricity, (3) 0% percentage renewable. see Energy & Climate Change p. 31
WATER MANAGEMENT		
SASB EM-MM-140a.1	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with high or extremely high baseline water stress	(1) 8.12 Thousand cubic meters (1000 m ³), (2) 2.20 thousand m ³ (27%) consumed (high uncertainty) 0% consumed in high water stress region Water Management p.33
SASB EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	0 incidents of non-compliance 0 fines see Water Management p.33
WASTE & HAZARDOUS MATERIALS MANAGEMENT		
SASB EM-MM-150a.4	Total weight of non-mineral waste generated	122.65 Metric tons (t) Waste Management p.34
SASB EM-MM-150a.5	Total weight of tailings produced	0 Metric tons (t) Tailings Management p.36
SASB EM-MM-150a.6	Total weight of waste rock generated	427 thousand Metric tons (kt) see Waste Management - Waste Rock p.35
SASB EM-MM-150a.7	Total weight of hazardous waste generated	3.78 Metric tons (t) Waste Management p.34-35
SASB EM-MM-150a.8	Total weight of hazardous waste recycled	1.7 Metric tonnes (t), 46% see: Waste Management p.34

WASTE & HAZARDOUS MATERIALS MANAGEMENT

CODE	ACCOUNTING METRIC	RESPONSE
SASB EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	0 incidents see Waste Management - Hazardous Waste p.35
SASB EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	see Waste & Hazardous Waste p.34-35

BIODIVERSITY IMPACTS

SASB EM-MM-160a.1	Description of environmental management policies and practices for active sites	see Environmental Policy See section Environmental Stewardship p.29
SASB EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	(1) 0% predicted to occur, (2) 0% actively mitigated, and (3) 0% under treatment or remediation see section Waste Management -Waste Rock p.35
SASB EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	(1) 100% of proved reserves - at 1.46g/t AU and (2) 100% of probable reserves - at 1.22 g/t AU are located in a sustainable use conservation area (equivalent to (IUCN category VI)) where our operations are fully approved and licensed by appropriate state authorities. See Biodiversity p.37

SECURITY, HUMAN RIGHTS & RIGHTS OF INDIGENOUS PEOPLES

CODE	ACCOUNTING METRIC	RESPONSE
SASB EM-MM-210a.1	Percentage of reserves in or near areas of conflict	0 %See Human Rights p.27
SASB EM-MM-210a.2	Percentage of reserves in or near indigenous land	0 %See Human Rights p.27
SASB EM-MM-210a.3	Discussions of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operations in areas of conflict	See Human Rights p.27 We follow Security and Human Rights Voluntary Principles

COMMUNITY RELATIONS

SASB EM-MM-210b.1	Discussions of process to manage risks and opportunities associated with community rights and interests	See Community relations p.23 and Stakeholder engagement p.14.
SASB EM-MM-210b.2	Number and duration of non-technical delays	0 days See Community relations p.23

LABOUR RELATIONS

SASB EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements	In Brazil, 89% (100% of Brazilians)in Canada, 0%. See Labor and working Conditions p.22
SASB EM-MM-310a.2	Number and duration of strikes and lockouts	0 strikes, 0 days

WORKFORCE HEALTH & SAFETY

SASB EM-MM-320a.1	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	(1) Total Recordable Incident Rate (TRIFR): 0,3 (2) Fatality rate: 0 (3) NMFR : 0 (4) 15 training hours H&S and ER for employees No data available for contractors vs employees see p.19-20
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BUSINESS ETHICS & TRANSPARENCY

CODE	ACCOUNTING METRIC	RESPONSE
SASB EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	Zero tolerance policy, see Anti-Bribery & Anti-Corruption Policy on website and see Eliminating bribery and corruption p.14
SASB EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	0 tonnes. Brazil is not ranked in the 20 lowest countries in Transparency International's Corruption Perception Index.

TAILINGS STORAGE FACILITIES MANAGEMENT

EM-MM-540a.1	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	N/A There are no tailing storage facilities constructed yet.
EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Brazilian National Mining Agency (ANM) is responsible for regulating TSF's and we respect their requirement regarding preparation and submission of a comprehensive TSF management plan for each facility. Details in Tailings Storage Facilities Management p.36
EM-MM-540a.3	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	Our Emergency Action Plan is to be submitted to ANM and other relevant authorities prior to operation of the TZ facilities. See Tailings Storage Facilities Management p.36



GRI CONTENT INDEX

STATEMENT OF USE

G Mining Ventures has reported the information cited in this GRI content index for the period from January 1 to December 31 2022 with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

DISCLOSURE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021	
GRI 2-30 Collective bargaining agreements	Labor and working conditions p.19
GRI 2-1 Organizational details	About G Mining p.3 , More details in the Corporate Presentation https://www.gminingventures.com/en-US/about-us/our-business-model
GRI 2-2 Entities included in the organization’s sustainability reporting	About this report, p.5
GRI 2-3 Reporting period, frequency and contact point	About this report, p.5
GRI 2-5 External Assurance	About this report, p.5
GRI 2-6 Activities, value chain and other business relationships	About G Mining p.3
GRI 2-9 Governance structure and composition	see Board of Directors Charter https://www.gminingventures.com/en-US/corporate/
GRI 2-10 Nomination and selection of the highest governance body	see Board of Directors, ESG Committee and Audit&Risk Committee Charters https://www.gminingventures.com/en-US/corporate/
GRI 2-12 Role of the highest governance body in overseeing the management of impacts	Our Approach to responsible mining p.8, Stakeholder engagement p.14, Risk Management p.15
GRI 2-13 Delegation of responsibility for managing impacts	Risk Management p.15 and Environmental Compliance p.30
GRI 2-14 Role of the highest governance body in sustainability reporting	About this Report p.5
GRI 2-17 Collective knowledge of the highest governance body	Our Approach to responsible mining p.8
GRI 2-19 Remuneration policies	Message from Our President and CEO p.6 and see remuneration policies https://www.gminingventures.com/en-US/corporate/
GRI 2-22 Statement on sustainable development strategy	Message from Our President and CEO p.6
GRI 2-23 Policy commitments	Business Ethics and Transparency p.13, Human Rights p.27
GRI 2-25 Processes to remediate negative impacts	Stakeholder engagement p.14, Community relationships p.23
GRI 2-26 Mechanisms for seeking advice and raising concerns	Business Ethics and Transparency p.13, also see Whistleblowing Policy
GRI 2-27 Compliance with laws and regulations	Compliance and Regulation p.12, Water Management p.33
GRI 2-29 Approach to stakeholder engagement	Stakeholder engagement p.14, Labor and working conditions p.22
GRI 2-30 Collective bargaining agreements	Labor and working conditions p.22



DISCLOSURE	LOCATION
GRI 201: ECONOMIC PERFORMANCE 2016	
GRI 201-1 Direct economic value generated and distributed	About TZ Project p.4, Transparency of payments to government p.14, Social and Economic Development p.24
GRI 201-3 Defined benefit plan obligations and other retirement plans	Labor and working conditions p.22
GRI 202: MARKET PRESENCE 2016	
GRI 202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Labor and working conditions p.22
GRI 202-2 Proportion of senior management hired from the local community	Our Workforce p.21
GRI 203: INDIRECT ECONOMIC IMPACT 2016	
GRI 203-1 Infrastructure investments and services supported	Social and Economic Development p.24
GRI 204: PROCUREMENT PRACTICES 2016	
GRI 204-1 Proportion of spending on local suppliers	Local Procurement p.25
GRI 205: ANTI-CORRUPTION 2016	
GRI 205-1 Operations assessed for risks related to corruption	Eliminating bribery and corruption p.14
GRI 205-2 Communication and training about anti-corruption policies and procedures	Eliminating bribery and corruption p.14
GRI 3: MATERIAL TOPICS 2021	
GRI 3-1 Process to determine material topics	Materiality assessment p.9
GRI 3-2 List of material topics	Materiality assessment p.10
GRI 3-3 Management of material topics	Community relationships p.23 and Environmental management p.29

DISCLOSURE	LOCATION
GRI 302: ENERGY 2016	
GRI 302-1 Energy consumption within the organization	Energy and Climate Change p.31 Includes data that should be reported in GRI 302-2 but was inseparable in 2022 such as employee commute
GRI 303: WATER AND EFFLUENTS 2018	
GRI 303-3 Water withdrawal	Water management p.33
GRI 303-4 Water discharge	Water management p.33
GRI 303-5 Water consumption	Water management p.33
GRI 304: BIODIVERSITY 2016	
GRI 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity p.37
GRI 304-2 Significant impacts of activities, products, and services on biodiversity	Biodiversity p.37 (and page with waste rock mention)
GRI 304-3 Habitats protected or restored	Biodiversity p.40
GRI 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity p.38
GRI 305: EMISSIONS 2016	
GRI 305-1 Direct (Scope 1)GHG Emissions	Energy and Climate Change p.31
GRI 305-2 Energy indirect (Scope 2) GHG emissions	Energy and Climate Change p.31
GRI 306: WASTE 2020	
GRI 306-2 Management of significant waste related impacts	Waste management p.34-35
GRI 306-3 Waste generated	Waste management p.34
GRI 306-4 Waste diverted from disposal	Waste management p.34
GRI 306-5 Waste directed to disposal	Waste management p.34

DISCLOSURE	LOCATION
GRI 401: EMPLOYMENT 2016	
GRI 401-02 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Labor and working conditions p.22
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	
GRI 403-02 Hazard identification, risk assessment, and incident investigation	Health and Safety p.17, also see Occupational Health & Safety Policy
GRI 403-03 Occupational health services	Health and Safety p.17, also see Occupational Health & Safety Policy
GRI 403-05 Worker training on occupational health and safety	Health and Safety p.17 and 19, also see Occupational Health & Safety Policy
GRI 403-09 Work-related injuries	Health and Safety p.19
GRI 404: TRAINING AND EDUCATION 2016	
GRI 404-1 Average hours of training per year per employee	Employment and Training p.20
GRI 404-2 Programs for upgrading employee skills and transition assistance programs	Employment and Training p.20
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	
GRI 405-1 Diversity of governance bodies and employees	Employee Diversity and Inclusion p.21
GRI 410: SECURITY PRACTICES 2016	
GRI 410-1 Security personnel trained in human rights policies or procedures	Security and Human Rights p.27
GRI 415: PUBLIC POLICY 2016	
GRI 415-1 Political contributions	Transparency of Payments to Governments p.14

FORWARD LOOKING STATEMENTS

This Environmental, Social and Governance (ESG) Report may contain “forward-looking information” and “forward-looking statements” within the meaning of applicable Canadian securities laws, which exclude statements of historical facts and which may include, but are not limited in any manner to, statements with respect to future events or future performance as well as management’s expectations regarding:

- the Corporation becoming a leading intermediate gold producer and a leader in responsible mining;
- the TZ Project becoming:
- the largest primary gold mine in the State of Para, and the third largest in the country;
- a cornerstone of the economy of Para, as an important business partner;
- the TZ Project achieving low CO2 emissions per ounce of gold produced;
- the creation, at TZ, of opportunities to people through responsible mining, enhanced training and professional development;
- the safe management of tailings storage facilities (notably, by mitigating and monitoring risks related to dams);
- the protection of the natural environment and biodiversity, and the gradual rehabilitation of all degraded areas on the TZ Project’s territory;
- the successful implementation by the Corporation of:
 - its Diversity Policy;
 - the Mining Association of Canada’s Towards Sustainable Mining; and
- the stakeholders’ engagement to identify, communicate and address environmental concerns, during all mine life-cycle phases.

In addition, forward-looking statements involve implied assessments, based on certain estimates and assumptions, and no assurance can be given such estimates and assumptions will prove accurate. Such forward-looking statements reflect management’s current beliefs and plans, and they are based on information currently available to management. In that respect, the Message from the President and CEO essentially lays out the Corporation’s ESG vision as well as its underlying objectives and plans, and is, in itself, a forward-looking section of this ESG Report.

Often, but not always, forward-looking statements can be identified by the use of words such as “expects”, “is expected”, “plans”, “anticipates”, “believes”, “intends”, “estimates”, “forecasts”, “budgets”, “projects”, “predicts”, “potential”, “targets”, “targeted”, “aims”, “scheduled”, “possible”, “eventual”, “continue”, or variations (including negative variations) of such words and phrases or may be identified by statements to the effect that certain actions or events “may”, “will”, “could”, “should”, “would”, or “might” be taken, occur or achieved.

Forward-looking information can also be identified by words or expressions that are similar to the foregoing and pertain to matters that are not historical facts and may include, but are not limited in any manner to, those with respect to the timing of receipt of permits, rights and authorizations; and any and all other timing, development, operational, financial, economic, legal, regulatory and political factors that may influence future events or conditions, as such matters may be applicable. In particular, but without limitation, there is no assurance that:

- all necessary environmental installation permits will remain in place without additional conditions, or will be renewed in due course;
- all necessary environmental permits for operations will be obtained;
- the Corporation’s “Self-perform” approach to construction will entail better delivery and transition to operations;
- the use of the “iusnatura” software will guarantee the TZ Project’s compliance with all legal conditions;
- the creation of the “Brazauro committee” will guarantee harmonious relationships with local communities (and minimize “tensions”);
- recruitment efforts and training programs will ensure the continuous availability and competence of human resources who respond to the Corporation’s needs (notably from local communities);
- there will be minimal discharge into the environment, zero harm to people and no incidents associated with hazardous materials and waste management; and
- the TZ Project will benefit from continuous access to clean water to meet its needs.

Forward-looking statements involve known and unknown risks, uncertainties and other factors, which may cause the Corporation’s actual results, performance or achievements to be materially different from any future results, performance or achievements expressed or implied by the forward-looking statements. A number of factors could cause actual events or results to differ materially from any forward-looking statement, including, without limitation:

- fluctuations in the price of gold and the value of the currencies used in this ESG Report;
- changes in national and/or local government legislation, including permitting and licensing regimes as well as taxation policies and the enforcement thereof;
- regulatory, political or economic developments in Canada or Brazil;
- the impact of climate change (e.g., severity of weather-related events) on activities carried out at TZ;
- potential litigation, notably with artisanal miners, land occupiers and other individuals or enterprises from the local communities;
- title, permit or licence disputes related to the TZ Project;
- the timing of receipt of permits, licences, rights and authorizations with respect to the TZ Project;
- excessive cost escalation, as well as development, permitting, infrastructure, operating or technical difficulties with respect to the TZ Project;
- actual mineral content that may differ from the reserves and resources contained in the TZ feasibility study; and
- risks and hazards associated with the business of development and mining on the TZ Project, including, but not limited to, unusual or unexpected geological and metallurgical conditions, slope failures or cave-ins, flooding and other natural disasters, terrorism, civil unrest or an outbreak of contagious disease.

Forward-looking statements in this ESG Report are based upon assumptions that management believes to be reasonable, including, without limitation: the availability and final receipt of the outstanding required approvals, licences and permits (and renewals thereof, as applicable); access to adequate services and supplies; the economic and political conditions, commodity prices, foreign currency exchange rates and interest rates at any given time; the availability of a qualified work force; and the ultimate ability to mine, process and sell mineral products on economically favourable terms. The Corporation cannot assure readers that actual results will be consistent with these forward-looking statements. Accordingly, readers should not place undue reliance on forward-looking statements due to the inherent uncertainties therein.

All of the forward-looking statements made in this ESG Report are qualified by the foregoing cautionary statements and those made in the Corporation’s other filings with the securities regulators of Canada including, but not limited to, the cautionary statements (and description of risk factors) made in the relevant sections of the Corporation’s Annual Information Form dated April 28, 2023, for the financial year ended December 31, 2022.

The forward-looking statements herein are made as of the date of this ESG Report only. The Corporation disclaims any intention or obligation to update or revise any forward-looking statements or to explain any material difference between subsequent actual events and such forward-looking statements, except to the extent required by applicable law.

