



SUSTAINABILITY REPORT 2024



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CAUTIONARY STATEMENT

Generally speaking, forward-looking information can be identified by the use of words such as "outlook," "objective," "may," "could," "would," "will," "expect," "intend," "estimate," "forecast," "project," "seek," "anticipate," "believe," "should," "plan," "pro forma" or "ongoing" and other similar terminology. Forward-looking information may refer to G Mining Ventures Corp. ("GMIN"), the Tocantinzinho Mine (TZ) and the Gurupi Project, both in Brazil, the Oko West Project in Guyana, future prospects, as well as anticipated events or results, as mentioned below. It may include statements regarding GMIN's financial position, budgets, operations, financial results, plans and objectives with respect to environmental, social and governance ("ESG") matters. Statements about future results, performance, achievements, opportunities prospected by GMIN, or any other affiliate where applicable, and similar statements about anticipated future events, results, circumstances, performance or expectations, are also forward-looking statements. All statements, other than statements of historical facts, contained in this presentation constitute "forward-looking information" and "forward-looking statements" within the meaning of certain securities laws. The forward-looking statements contained in this presentation include, without limitation, those relating to:

- The TZ Project becoming the third largest primary gold mine in Brazil and GMIN becoming a leading medium-sized gold producer.
- GMIN's commitments described in the "Message from the CEO" section; and
- The subsections titled "2024 Highlights" and "Commitments" in the "Presentation" and "ESG Strategy" sections, respectively.

The forward-looking statements in this presentation are based on certain assumptions and the opinions and estimates of GMIN's management as of the date such statements are made; and are subject to known and unknown risks, uncertainties, assumptions and other factors that may cause the actual results, level of

activity, GMIN'S performance or achievements, or from its affiliates, where applicable, to differ materially from those expressed or implied by such forward-looking information. Although GMIN's management believes that the assumptions, estimates and expectations represented in such forward-looking information are reasonable, there is no assurance that they will prove to be correct. These assumptions, estimates and expectations include, but are not limited to: (i) the future price of gold; and (ii) the business environment in Brazil (especially regarding taxation) and in Guyana; and the macroeconomic climate (especially regarding exchange rates). In particular, but without limitation, there can be no warranty that (without limitation):

- GMIN has commenced commercial production at Tocantinzinho Mine (TZ), consolidating the transition from the implementation phase to effective operation; and
- Trade conditions in Brazil will remain favorable and the price of gold will remain high as future events may differ materially from what is anticipated by GMIN's management.

By their very nature, forward-looking statements involve inherent risks and uncertainties (both general and specific) and the risk that the expectations represented in such forward-looking statements will not be met. Undue reliance should not be placed on forward-looking statements, as a number of important factors could cause actual events, performance or results to differ materially from the events, performance and results discussed as forward-looking. These factors include, among other things: changes in laws and regulations affecting GMIN or its affiliates, where applicable, and their respective business operations; changes in the taxation of GMIN or its affiliates, where applicable; general business conditions and economic conditions in the markets in which GMIN or its affiliates, where applicable, compete; actual future market conditions being different from those anticipated by GMIN's Board of Directors and/or the management executive team; and actual future operating and financial results of GMIN or its affiliates, where applicable, being different from what is anticipated by

GMIN's Board of Directors and/or the executive management team. Readers be cautioned that the above list is not exhaustive.

Additional information on these and other factors is included in other reports filed by GMIN with Canadian securities regulators and available at www.sedarplus.ca. The forward-looking statements contained in this presentation are expressly qualified in their entirety by these cautionary statements. The forward-looking statements contained herein are made as of the date hereof and GMIN undertakes no obligation to publicly update such forward-looking statements to reflect new information, subsequent events or otherwise, unless required by applicable securities laws.

No representation or warranty, express or implied, is made as to the accuracy or completeness of the information contained in this presentation. Certain information contained herein has been obtained from third-party sources believed to be reliable, but GMIN makes no representations or warranties as to the accuracy of such information and accepts no responsibility for it.

MESSAGE FROM THE PRESIDENT AND CEO

GRI 2-22

I am pleased to present the **Third Sustainability Report** published by **GMIN**, which highlights our progress and steadfast commitment to responsible mining and sustainable development.

The year **2024** marked a major turning point, as our **Tocantinzinho Gold (TZ) Mine**, located in the State of **Pará, Brazil**, transitioned from construction to operation. The completion of the construction is a major milestone for us and drove the evolution of our environmental, social, and governance practices. The operation requires enhanced environmental monitoring and data-driven management. Our company was always prepared for these changes and has implemented strict control systems over our tailings facilities, water quality and compliance with international standards such as the Global Industry Standard on Tailings Management (GISTM). The Independent Tailings Review Committee, established in 2023, plays a key role in assessing and improving our processes, ensuring the highest safety standards. We are also pursuing technological solutions to optimize environmental rehabilitation and improve tailings management and reforestation.

This year we also reaffirmed our commitment to the safety and well-being of all our employees. Protecting human life is our number one priority, and we are immensely proud to have achieved a very low injury rate of just 0.08 for the year with a total of 2,486,123 hours worked, a result that reflects our continued dedication to providing a safe and healthy work environment.

Our commitment to local communities remains central to our approach. We expanded our initiatives in education, health and promotion of local culture, while reinforcing our support for small local suppliers and boosting the regional economy. A significant step forward was the creation of the Social Investment Committee, formed by employees from different regions, who now make decisions on the social programs we support. This has led to a more representative and community-aligned approach. Our efforts to integrate local suppliers into our supply chain have contributed to sustainable regional development.

In terms of governance, we continue to uphold transparency and full compliance with local and international regulations. A key milestone was the integration of the requirements of Canada's Modern Slavery Act into our operation, including a better understating and management of potential risks to child and forced labor in our supply chain in Brazil. We also maintain strict regulatory monitoring, with constant reports to environmental agencies and stakeholders, reinforcing the transparency and credibility of our operation. These actions underscore our commitment to the highest standards of corporate responsibility.

In addition to progress at Tocantinzinho, we expanded our presence in Brazil with the acquisition of the Gurupi Project on December 20th, 2024, located in both Pará and Maranhão states. This Project will be part of our 2025 focus.

In Guyana, we acquired the Oko West Project in July 2024. Since the acquisition, we made significant progress with the publication of a Preliminary Economic Assessment (PEA) in September 2024, while working on the environmental and social licensing process for the Oko West Project, consolidating and expanding our position in the mining industry. Although still in relatively early stages, this expansion reflects our continued growth and our ability to apply sustainability principles in different regions. Initial efforts, including cultural and ecological studies in partnership with local universities, are already underway to ensure responsible development. We are also making significant investments in professional training of the local population, expanding employment opportunities in the region.

Looking ahead, we remain committed to innovation, sustainability, and collaboration. We appreciate the trust and support of our stakeholders and look forward to continuing to build a prosperous and sustainable future, creating lasting value for communities, the environment and our shareholders.

Thank you for being part of our ESG journey. Together, we can build a more sustainable and prosperous future.



LOUIS-PIERRE GIGNAC
President and CEO

2024 HIGHLIGHTS

We present the main operational and socio-environmental highlights of 2024, including: (i) GMIN's corporate-wide initiatives, including the advancement of new projects; and (ii) actions conducted at TZ (Pará, Brazil).



1

Corporate Social and Environmental Governance

- Elaboration of three new corporate policies, coordinated by the ESG Committee:
- Human Rights Policy;
- Climate Change Policy;
- Tailings Management Policy.
- Commencement of the strategic approach development for human rights management, including the due diligence process.



2

Development of New Projects

- **Oko West Project (Guyana):** Acquisition and publication of a PEA, while progressing in the future technical feasibility studies and environmental and social licensing processes;
- **Gurupi Project (Pará and Maranhão):** acquisition formalized in December 2024.



3

Occupational Health and Safety Performance – Tocantinzinho Mine (TZ)

- Total Recordable Incident Frequency Rate (TRIFR) of 0.08, based on 2,486,123 hours worked.



4

Environmental Management and Legal Compliance – Tocantinzinho Mine (TZ)

- Obtaining the Environmental Operating Licenses within the established schedule:
- LAO No. 14763/2024 – 138 kV Transmission Line;
- LAO No. 15094/2024 – Tailings Storage Structures;
- LAO No. 15095/2024 – Gold Ore Extraction;
- LAO No. 15096/2024 – Gold Metallic Ore Beneficiation.



5

Local Employment – Tocantinzinho Mine (TZ)

- 81% of the workforce from the State of Pará;
- 67.1% of workers coming from the Municipality of Itaituba and surroundings.



6

Local Economy and Supply Chain – Tocantinzinho Mine (TZ)

- R\$ 441 million in acquisitions made in Brazil;
- R\$ 174 million allocated to suppliers in the State of Pará, of which R\$ 142 million allocated to the Municipality of Itaituba.



7

Education and Community Participation – Tocantinzinho Mine (TZ)

- Participation of 2,309 students, from four schools in the region, in activities of the socio-environmental programs carried out.



8

Socio-Environmental Projects – Tocantinzinho Mine (TZ)

- Approval and execution of 15 projects within the scope of the local Socio-Environmental Committee.



9

Biotic Environment – Fauna and Flora – Tocantinzinho Mine (TZ)

- Vegetation suppression activities resulted in the rescue of 449 wild animals, with 28 fatalities (rate of 6.2%);
- Rescue of 2,837 specimens of flora;
- Environmental monitoring recorded more than 600 species of fauna and flora, totaling approximately 10,000 individuals observed.



10

Physical Environment – Waste Management – Tocantinzinho Mine (TZ)

- Recycling 73.9% of the solid waste generated by the operations.

Presentation

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ABOUT THE REPORT

GRI 2-1, 2-2, 2-3, 2-4, 2-5, 2-14

We, at **G Mining Ventures Corp. (GMIN)** present our **third Sustainability Report**, reaffirming our commitment to transparency and the responsible management of our operations and projects.

This report covers the period from **January 1 to December 31, 2024**, and offers a comprehensive overview of our sustainability initiatives, impacts, and progress. It is aligned with ESG principles and best practices in the mining industry.

The information presented refers to our operations, with corporate headquarters in Brossard, Canada. We currently operate the Tocantinzinho Mine (TZ), located in the Municipality of Itaituba, State of Pará, Brazil. We are also advancing the Oko West Project in the Cuyuni-Mazaruni region of Guyana, and in December 2024, we acquired the Gurupi Project, located in the State of Maranhão, Brazil, formerly owned by BHP.

This report highlights our key sustainability impacts and achievements across these assets, with a primary focus on TZ, our current operational asset. Where applicable, data and indicators for the Oko West and Gurupi Projects are also included.

The report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and the G4 Mining and Metals Sector Disclosures. It is also aligned with widely recognized sustainability benchmarks, including the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-Related Financial Disclosures (TCFD), the Task Force on Nature-Related Financial Disclosures (TNFD), and IFRS S1 and S2 (International Financial Reporting Standards). In addition, it aligns with the United Nations Sustainable Development Goals (SDGs) and the principles of Integrated Reporting, aiming to communicate material topics in a clear and consistent manner. Our 2024 Consolidated Financial Statements follow IFRS as issued by the International Accounting Standards Board (IASB). All financial data are expressed in U.S. dollars, unless otherwise noted.

This report is structured into six main sections. We begin with the message from the President and CEO and the main highlights of 2024. In the sequence, we present the company's values, our priority material topics and the commitments undertaken in 2024.

The **"About Us"** section outlines our operational standards and stakeholder engagement.

The section on **"Our Business"** presents our corporate governance structure and compensation policy. In **"Our Essence"**, we discuss the company's strategic guidelines, including Human Rights and business ethics. The **"Our Sustainability"** section describes our initiatives in waste and tailings management, sustainable water use, air emission control, air quality, and environmental integrity. Finally, in **"Our Legacy"**, we present data on health, safety and well-being at work, job creation, economic development, community relations and social investment. Each section includes chapters dedicated to the material topics that guide our work.

To ensure the accuracy and completeness of the information disclosed, this report was thoroughly reviewed by our internal management team and the **ESG Committee of the Board of Directors**. No corrections were required for data presented in previous periods. This report was not externally audited.

Comments, clarifications, and feedback on this Sustainability Report can be sent to: Jean Phylipe Espírito Santo, Director of Sustainability, at jpes@gmin.gold.

Enjoy the reading!



VALUES



PROTECT

We ensure the safety of our workers, communities, and the environment by adopting responsible operating practices that align with the highest sustainability standards.



EDUCATE

We empower our staff and local communities through training and access to knowledge, promoting the development of essential competencies for sustainability.



GROW

We create opportunities that drive economic development and prosperity for communities, strengthening local supply chains and generating long-term positive impact.



LEARN

We seek continuous improvement, learning from our experiences and the communities where we operate, ensuring that our practices evolve responsibly and transparently.



INVEST

We direct resources to our assets, communities, and infrastructure, ensuring mutual and lasting benefits for everyone involved in our value chain.

MATERIAL TOPICS

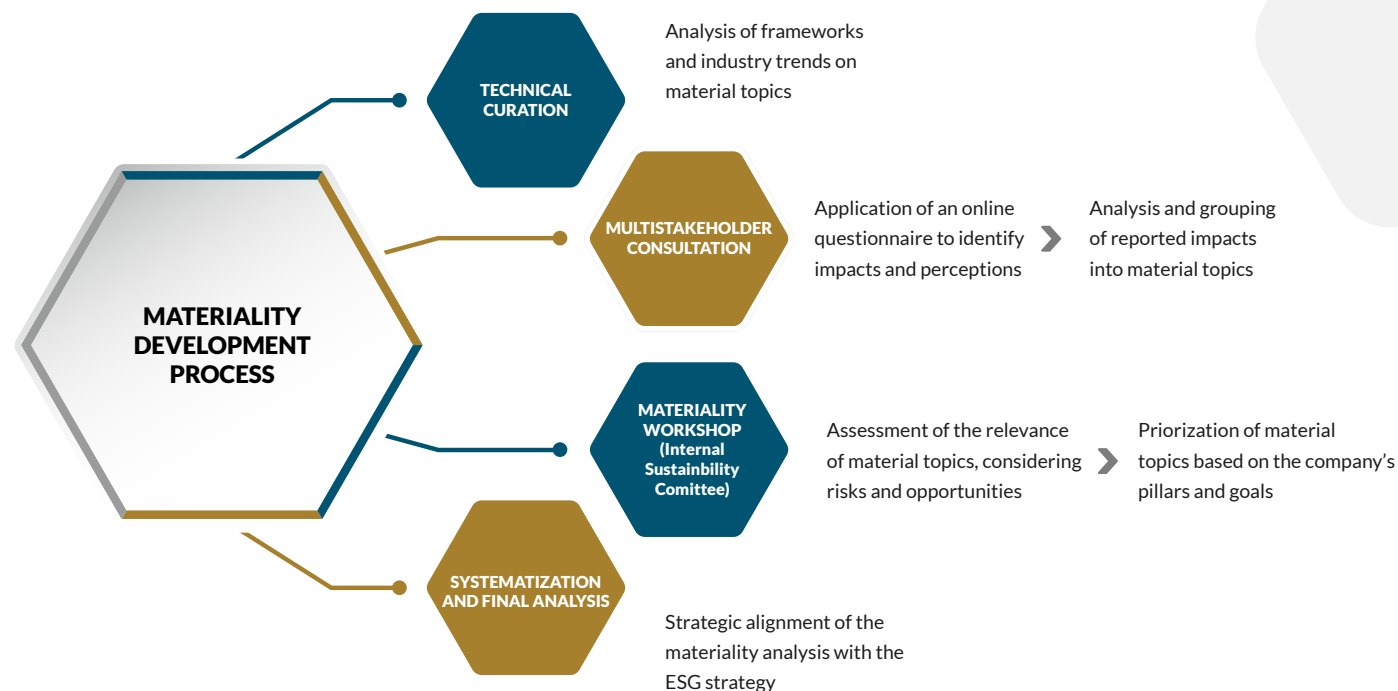
GRI 2-29, 3-1, 3-2

Applying the double materiality methodology, we used a systematic approach to identify material topics that significantly affect our business performance and those that have substantial relevance for stakeholders.

The material topics for this report were determined between January and February 2025, with support from a specialized consultancy. The process included consultations with both internal and external stakeholders, ensuring that diverse perspectives were incorporated into the development of the Materiality Matrix.

We also held a workshop with the Internal Sustainability Committee, composed of representatives from various departments, to discuss and prioritize the most relevant material topics for 2024. This initiative enabled a detailed analysis of the main impacts on organizational performance and contributed to shaping future strategies and actions.

Figure on this page illustrates the evaluation process, offering a clear overview of the applied methodology.



The materiality assessment identified **10 priority topics**, grouped under governance, environmental, and social dimensions, which serve as the foundation for our actions (Table 1).

Among these topics, **Human Rights stand out as a cross-cutting pillar in our performance and are central to generating shared value**. Our commitment to this area strengthens the foundation for a positive legacy, supports fair working conditions, and promotes responsible practices, while also helping to prevent risks and mitigate impacts.

By integrating Human Rights into our strategy, we aim to go beyond regulatory compliance, contributing to a more sustainable and equitable future.



MATERIAL TOPICS BY ESG AXIS

AXIS	MATERIAL TOPICS
 CROSS-CUTTING	Human Rights
 GOVERNANCE	Business ethics
 ENVIRONMENTAL	Waste and Dams Management
	Sustainable Water Management
	Air Emissions and Air Quality Management
	Environmental Integrity and Sustainability of Ecosystems
 SOCIAL	Occupational Health and Safety
	Job Creation and Development of the Regional Economy
	Social Performance
	Social Investment and Community Legacy

Table 1

SUSTAINABLE DEVELOPMENT GOALS



NO POVERTY



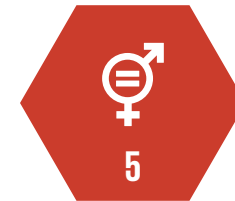
ZERO HUNGER



**GOOD HEALTH
AND WELL-BEING**



**QUALITY
EDUCATION**



**GENDER
EQUALITY**



**CLEAN WATER
AND SANITATION**



**AFFORDABLE AND
CLEAN ENERGY**



**DECENT WORK AND
ECONOMIC GROWTH**



**INDUSTRY, INNOVATION
AND INFRASTRUCTURE**



**REDUCED
INEQUALITIES**



**SUSTAINABLE CITIES
AND COMMUNITIES**



**RESPONSIBLE CONSUMPTION
AND PRODUCTION**



**CLIMATE
ACTION**



LIFE BELOW WATER



LIFE ON LAND





















**PEACE, JUSTICE AND
STRONG INSTITUTIONS**


































**PARTNERSHIPS
FOR THE GOALS**

MATERIAL TOPIC, SCOPE, GRI CONTENTS AND SDG CORRELATION

Table 2

MATERIAL TOPIC	ODS	SCOPE	GRI GENERAL CONTENTS	GRI SECTOR NORM
Human Rights	    	Promotion of Human Rights and implementation of due diligence in accordance with international standards.	GRI 2: General Contents	GRI 14.17: Employment practices GRI 14.18: Child Labor GRI 14.19: Forced Labor and Modern Slavery GRI 14.21: Non-Discrimination and Equal Opportunities
Business ethics	 	Adoption of ethical principles and values in business management, focused on integrity, transparency and operation and environment risk mitigation.	GRI 2: General Contents GRI 205: Anti-Corruption 2016	GRI 14.22: Fight against corruption GRI 14.15: Management of process safety accidents
Occupational Health and Safety	  	Ensuring safe, fair, and ethical working conditions with a focus on worker health, safety, and well-being.	GRI 402: Labor Relations 2016 GRI 403: Occupational Health and Safety 2018 GRI 410: Security Practices 2016	GRI 14.14: Security Practices GRI 14.16: Occupational Health and Safety
Waste and Dams Management	   	Safe and environmentally responsible practices in waste and tailings management.	GRI 306: Waste 2020 GRI 14: Mining Sector 2024	GRI 14.5: Waste GRI 14.6: Tailings
Sustainable Water Management	   	Strategies for efficient water use, effluent treatment, and sustainable water practices in operations.	GRI 303: Water and Effluents 2018	GRI 14.7: Water and Effluents

MATERIAL TOPIC	ODS	SCOPE	GRI GENERAL CONTENTS	GRI SECTOR NORM
Air Emissions and Air Quality Management	     	Management and disclosure of greenhouse gas emissions, with continuous air quality monitoring.	GRI 305: Emissions 2016	GRI 14.3: GHG emissions GRI 14.3: Atmospheric Emissions
Environmental Integrity and Sustainability of Ecosystems	        	Conservation of ecosystems and habitats through biodiversity monitoring and protection.	GRI 101: Biodiversity 2024	GRI 14.2: Climate Adaptation and Resilience GRI 14.4: Biodiversity
Job Creation and Development of the Regional Economy	      	Generating local value through economic diversification and support for new businesses.	GRI 203: Indirect Economic Impacts 2016 GRI 401: Employment 2016 GRI 308: Environmental assessment of suppliers 2016	GRI 14.9: Economic impacts
Social Performance	  	Identifying and mitigating potential social impacts related to mining activities, with community engagement strategies.	GRI 413: Local communities 2016	GRI 14.12: Rights to land and natural resources
Social Investment and Community Legacy	     	Engagement with local communities through social investments to build a sustainable and positive legacy.	GRI 203: Indirect Economic Impacts 2016 GRI 404: Training and Education 2016	GRI 14.10: Local communities

COMMITMENTS

GRI 2-23; 2-24

In 2024, we reaffirmed our commitment to sustainability and responsible management of environmental and social impacts. As part of this strategy, we continue to invest in the ongoing improvement of our practices, aiming to strengthen our position as a benchmark for responsible mining.

Table 3 presents a comparative analysis of the commitments made, targets set, and results achieved in 2023 and 2024, providing a clear view of the company's progress over time.

Table 3

PILLAR	COMMITMENTS	GOAL 2022	RESULTS 2023	TARGET 2024	RESULTS 2024
ENVIRONMENT	Carry out projects related to wood donation	Carry out wood donation projects	-	-	Maintain – pending new state regulation
	Conclude 16ha reforestation project southeast of the pit	16ha	18ha	36ha	33ha ¹
	Get 100% License Upgrade	Obtain 100% license upgrade	100%	Maintain	100%
	Carryout and report Emissions Inventory annually	Conduct and report GHG emissions inventory annually	100% report written (for 2024)	100% report written	Publish annual report

¹ The failure to meet the target of 36 hectares reforested in 2024 is due to the fact that part of the areas initially mapped for the implementation of the Degraded Areas Recovery Plan (PRAD, in Portuguese) were still under evaluation by the exploration geology team for the identification of potential new deposits. During this process, mapping adjustments were made, resulting in the identification of new areas suitable for recovery. However, these updates were not sufficient to fully achieve the established target.

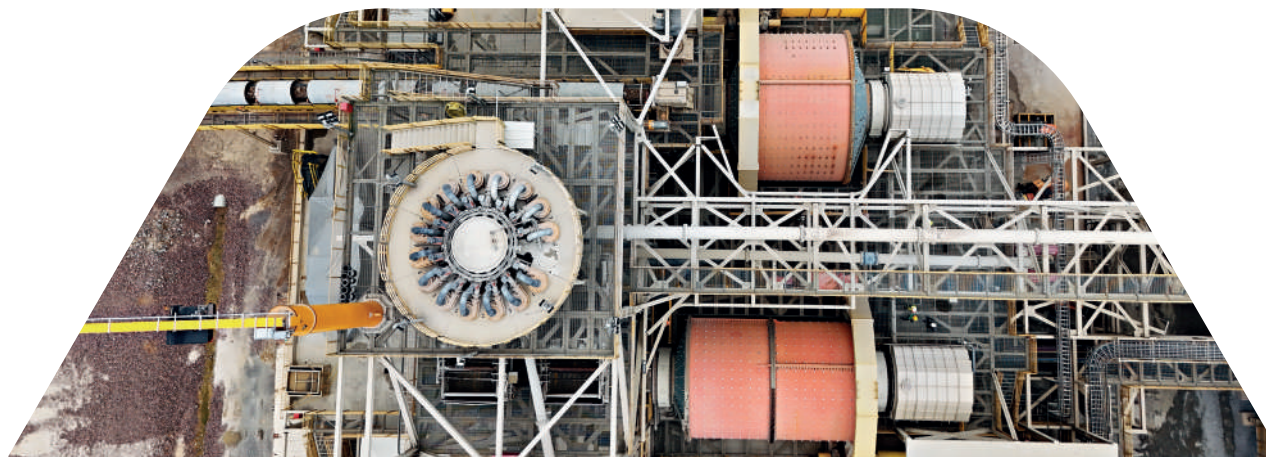


PILLAR	COMMITMENTS	GOAL 2022	RESULTS 2023	TARGET 2024	RESULTS 2024
SOCIAL	Zero harm to people	0	0	0	0
	Perform maintenance with a minimum of 40% local labor	Maintenance with at least 40% local labor	57%	Maintain 40%	Itaituba – 43% Municipalities in the region (Itaituba, Trairão, Rurópolis, Santarém, Mojuí, Belterra) – 67.1% Pará – 81%
	Promoting the inclusion of people with disabilities	4%	2%	4%	3,8% ²
	Promoting the inclusion of women in the workforce	Gradual	11%	Increase the percentage of women compared to 2023	15,2%
	Finalize the implementation of the supplier development program	Promote inclusion of people with disabilities	100% of the actions implemented	Enhance the development of local suppliers	100% of the planned actions were executed
	Human Rights Leadership Training	Promote inclusion of women in the workforce	Ongoing	Training to leadership and Due Diligence process	100% of the corporate leadership received training. 100% of the TZ Mine leadership received training. The Due Diligence process was initiated in 2024.



² The recruitment of people with disabilities (PWDs) in the region presents significant structural challenges. There is a low availability of professionals whose profiles meet the requirements of the open positions, particularly regarding technical qualifications and professional experience. Additionally, a portion of this population opts to remain outside the formal employment system (CLT regime in Brazil). To address these challenges, new communication and outreach initiatives specifically targeting the PWD audience are planned for implementation starting in 2025.

PILLAR	COMMITMENTS	GOAL 2022	RESULTS 2023	TARGET 2024	RESULTS 2024
GOVERNANCE	Ius Natura Software (legal control)	Implement 100%	100% of actions	Implement 100%	100% of actions implemented
	Achieve 30% of TSM standards	30%	46%	70%	50.3% Completed. The target was revised at the end of 2024. This is a voluntary standard that GMIN is gradually adhering to.
	Achieve 30% compliance with the International Cyanide Management Code	30%	52%	70%	52% Completed The target was revised at the end of 2024, considering that the external audit will be conducted in January 2027, in accordance with the requirements of the ICMC (International Cyanide Management Code).
	Create a reporting and e-mail channel	-	Channels established	Maintain	Maintained
	Create the "TZ ESG Committee" for community engagement and project management	Create	Committee formed	Expand with more lines of action	Maintained



MAIN ACHIEVEMENTS 2024

ENVIRONMENTAL

100%

of the GHG
emissions report

COMPLETED

(to be published in 2025)

Completed 18ha of

REFORESTATION

(exceeded 2023 target;
progressing toward 36 ha)



SOCIAL

ZERO HARM

maintained

67.1%

of local employment
at TZ operations
(above 40% target)

15,2%

of women in the
workforce (improved
from 11% in 2023)



GOVERNANCE

100%

of supplier development actions

IMPLEMENTED

Additional information is available
in the 'Local Employment' section.

52%

of compliance with International
Cyanide Management Code (up from
30% compared to previous year)



GMIN PERFORMANCE TARGETS 2025

PILLAR	MATERIAL TOPIC	2025 PERFORMANCE TARGETS
ENVIRONMENTAL	Environmental Integrity and Ecosystem Sustainability	Develop Environmental Performance Standards for the Company Develop Environmental Management Plans for the Oko Project in accordance with the Project's Social and Environmental Impact Study
	Waste and Tailings Management	Establish a baseline with an external assessment of compliance with the Global Industry Standard for Tailings Management
SOCIAL	Social Performance	Develop the Company's Social Performance Standards Establish a Stakeholder Engagement Committee for the Oko Project
	Social Investment and Community Legacy	Establish Social Investment Committees for the Oko West and Gurupi projects
	Job Creation and Regional Economic Development	Develop a Local Content Plan for the Oko Project
	Human Rights	Conduct a Human Rights Impact Assessment at TZ Conduct a Security Risk Assessment in accordance with the Voluntary Principles on Security and Human Rights at TZ and Oko
GOVERNANCE	Human Rights	Establish effective Grievance & Complaint Management Systems across all three projects/ operations Leadership Training for the Oko and Gurupi projects
	Environmental Integrity and Ecosystem Sustainability	Conduct an external assessment of compliance with TSM protocols at TZ Conduct an external assessment of compliance with the Cyanide Code at TZ

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ABOUT US

GRI 2-1, 2-6 SASB EM-MM-000-A

G Mining Ventures Corp. is a gold-producing company headquartered in Brossard, Canada. Founded in 2020 with the strategic objective of acquiring direct ownership of projects and generating value through the successful development and operation of mines, the company, under the leadership of Louis-Pierre Gignac, CEO and President, benefits from a solid shareholder base and broad access to financial capital. Combined with our proven development capabilities, this positioning enables **GMIN to grow and establish itself as a leading intermediate precious metals producer in the sector.**

Our **objective is to create value** through our proven self-perform approach, which allows us to acquire, build, and operate precious metals mining projects while prioritizing the health and safety of our employees and host communities.

As of December 31, 2024, GMIN owns one operating mine (Tocantinzinho Mine, located in Pará, Brazil) and two projects under development—Okó West and Gurupi, located in Guyana and Brazil, respectively.

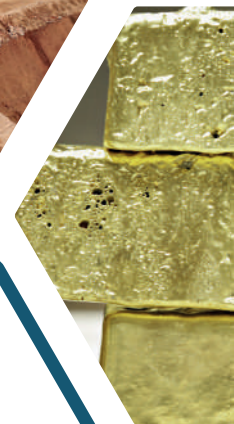
We recognize that our decisions and activities have a direct impact on a broad group of stakeholders, including employees, investors, local communities, and regulators. As such, we follow a governance model based on **transparency** and **socio-environmental responsibility**, ensuring that our processes and strategies are aligned with recognized industry practices.

We believe that sustainable mining is only achievable through active engagement with local communities and the creation of shared value. That is why we strive to build relationships based on respect and trust across our projects and operations, promoting initiatives that drive job creation, strengthen local economies, and improve the quality of life in surrounding communities.

In alignment with these principles, we disclose our actions, challenges, and outlook through the publication of our sustainability reports. Figure below illustrates the evolution of the TZ Project, highlighting key milestones and future perspectives.

“We believe that sustainable mining is only achievable through active engagement with local communities and the creation of shared value.”

“Our objective is to create value through our proven self-perform approach, which allows us to acquire, build, and operate precious metals mining projects while prioritizing the health and safety of our employees and host communities.”



ESG EVOLUTION OF GMIN: MAIN MILESTONES



2021

Acquisition of the Tocantinzinho Project (TZ)

2022

Commencement of TZ Project Construction

2023

Initial publication of the ESG Report, inspired by GRI, highlighting Sustainability Performance.

2024

- Publication of the Sustainability Report, in alignment with (GRI) standards
- Start of operations at the TZ Project
- Exploration and new projects (Oko West and Gurupi)



OUR ASSETS

We have a well-established asset base, with a focus on the TZ Mine, currently in operation in Pará, Brazil, and a strategic project portfolio under development in Pará and Maranhão, Brazil, and Guyana. These operations and projects adopt and follow our commitment to socio-economic development and responsible mining, and are detailed below.

Tocantinzinho Mine (TZ)

We operate TZ, an open-pit gold mine located in the state of Pará, Brazil, with mineral reserves of 2.0 million ounces of gold.

GMIN acquired the project in 2021 and spans a total area of 996km², comprising a large package of largely unexplored land, with the potential to host additional mineralized bodies. The access infrastructure includes 103km of operational roads, available year-round, connecting to a national highway that links industrial regions in southern Brazil with Belém, in the north.

In August 2024, we secured the final operating licenses required to commence commercial production. Less than a month later, we officially declared the start of commercial production — delivering on time and within budget, in under two years since construction began.

These achievements reinforce our commitment to responsible operational practices, positioning TZ as a strategic asset in Brazil's gold mining sector.

Oko West

In 2024, we added the Oko West Project to our portfolio through a strategic combination with Reunion Gold Corp. Located in the Cuyuni-Mazaruni region of Guyana, approximately 95km west of Georgetown, the project holds a prospecting license covering about 71km².

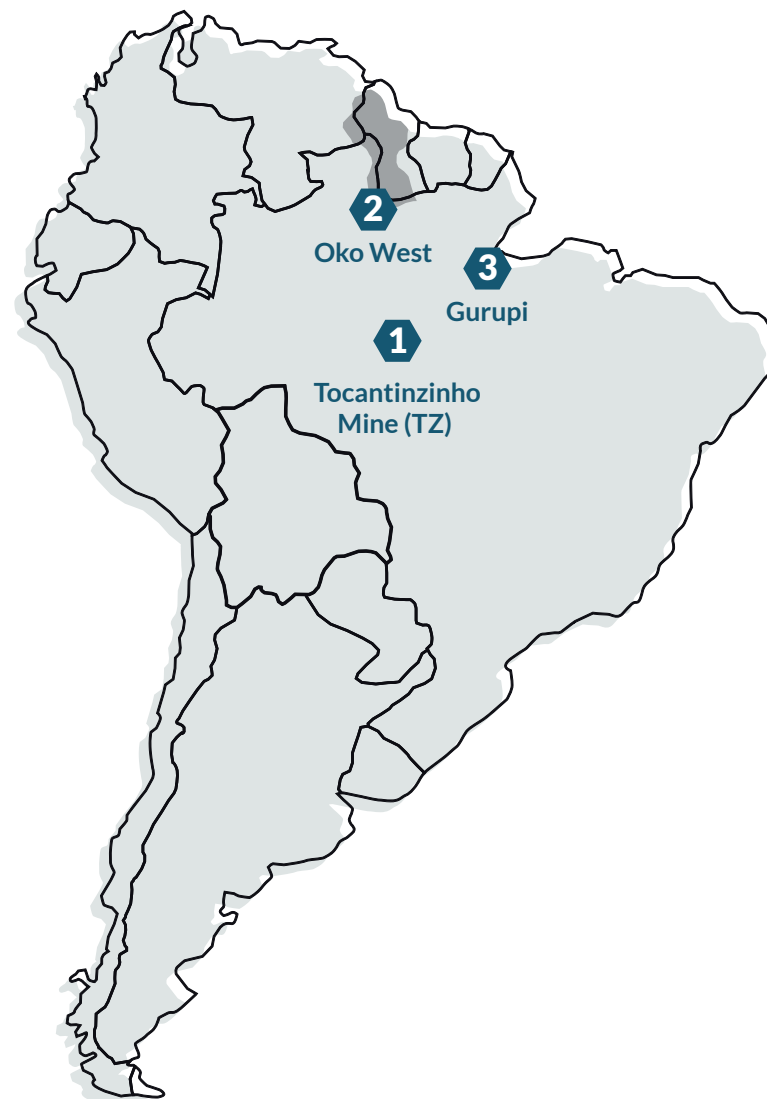
Oko West shows strong potential to become a world-class deposit, with a total open pit and underground indicated mineral resources of 5.4 million ounces of gold and 0.4 million ounces of inferred material, capable of supporting a long-life mining complex. Feasibility studies to date confirm the economic viability of a high-capacity, long-duration operation with attractive profit margins.

Throughout 2024, we continued environmental and social impact assessments and submitted the Environmental and Social Impact Assessment (ESIA) to the authorities in the fourth quarter of 2024. In December 2024, the Environmental Protection Agency (EPA) of Guyana granted a provisional environmental and social license, allowing the commencement of early works construction activities in designated areas for essential supporting infrastructure. These include the installation of water and sewage treatment systems, camp facilities, access roads, and a dock area for logistics support. Early works construction activities are scheduled to start in March 2025.

Gurupi

With the acquisition of the Gurupi Project in December 2024, we have strengthened our presence in strategic, mining-friendly jurisdictions.

Located in both Pará and Maranhão states, Brazil, this asset brings 1.8 million ounces of indicated gold resources and 0.8 million ounces of inferred resources to our portfolio. The project includes three open-pit areas, all of which show considerable potential for expansion, both laterally and at depth, offering promising prospects for a viable project in the future.



STAKEHOLDER ENGAGEMENT

GRI 3-3, 2-25, 2-29, 3-3

We believe in **responsible mining and in building a sustainable legacy for society. For that purpose, GMIN maintains an open and respectful dialogue with stakeholders**, looking to better understand actual or perceived impacts and encouraging their participation in value creation. By meaningfully engaging with with shareholders, government authorities, local communities, and employees, we seek to build a transparent and trust-based relationship and to ensure that stakeholder's perspectives are incorporated in our operational decision-making.

As such, **we have established corporate governance as a strategic pillar**, guided by ethics, transparency, and the pursuit of long-term relationships, grounded in respect for Human Rights and co-responsibility. We work to align our actions with both organizational objectives and stakeholder expectations, adopting structured practices to strengthen transparency, accountability, and business ethics.

Our governance commitment is reflected in the development of a corporate environment that fosters continuous improvement. By encouraging information sharing and active stakeholder engagement, we align our operations with sustainable development principles, supporting shared value creation and strengthening long-term relationships.

At our Tocantinzinho (TZ) operation, we focus on driving local socio-economic development through sustained dialogue and the implementation of initiatives that support regional progress. We maintain ongoing communication with the communities of Morro do Macaco and Casa de Barro, both accessible only by river. In addition, we actively engage with the communities of Mamoad, Jardim do Ouro and Moraes Almeida, located approximately

50km, 80 km and 100 km, respectively, from our concession area.

In the Oko West Project, we established a Multi-S-stakeholder Working Group (MSWG) in the last quarter of 2024 to foster dialogue and collaboration between GMIN and key stakeholders, including government entities, community leaders, civil society, and local businesses. The MSWG serves as a platform for transparent communication, open dialogue, and collaborative decision-making. Its main objectives are to:

- Share relevant information and updates about the Oko West Gold Project;
- Gather and incorporate stakeholder feedback;
- Document the benefits, challenges, and concerns raised by stakeholders;
- Strengthen relationships and ensure a social license to operate.



In December 2024, the first MSWG meeting was held, when updates on the Oka West Gold Project were shared, including findings from the Environmental and Social Impact Assessment (ESIA) and the group's role in stakeholder engagement.

The MSWG will meet quarterly and members are responsible for setting meeting agendas, recording minutes, and communicating outcomes to their respective communities.

In the section "Our Legacy", we outline our approach to manage community relations, with a particular focus on the dialogue with Artisanal and Small-Scale miners (ASM) and local communities. Specific actions and initiatives are detailed to demonstrate our commitment to social investment and the creation of a positive legacy.

As part of our stakeholder engagement strategy, we coordinate targeted actions and apply specialized tools to ensure broad access to qualified, timely information. We have developed a **Relationship Portal**, which is continuously updated and improved to allow stakeholders to submit concerns or inquiries efficiently. All feedback is handled with confidentiality and care, and responses are managed in a timely and structured manner.

This platform is fully operational at Tocantinzinho, our only active site in 2024, and is planned for implementation at our other projects as they advance to the construction and operational phases. Additional details on this system can be found in the "Our Essence" section, under the topic "Grievance Management."

As part of our Social Communication and Relationship Program, we maintain a continuous information flow with our stakeholders, providing transparency on the progress of our operations and projects. This program uses multiple communication channels to ensure that information is accessible, clear, and timely for all audiences.

Finally, our organization is fully committed to active stakeholder engagement and the creation of sustainable shared value. This commitment spans a broad ecosystem, including major shareholders, government entities, investors, local communities, and employees. Ensuring that our strategy remains aligned with stakeholder expectations continues to be a core priority at GMIN.



This program uses multiple communication channels to ensure that information is accessible, clear, and timely for all audiences.

Our Business

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OUR BUSINESS

GRI 2-6

We play a significant role in shaping the future of stakeholders worldwide, particularly those in the countries and communities directly and indirectly impacted by our operations. The principles guiding our decisions and actions affect a wide range of stakeholders, and it is widely recognized that such impacts must be addressed with responsibility and commitment.

With this in mind, **our business model is designed to position us as a mid-tier gold producer, delivering sustainable value to our shareholders.** To achieve this, we pursue excellence in project execution, aligned with the highest international standards and a strong commitment to Human Rights.

Our growth strategy is clear: we build to expand!

Our business model is built on the following pillars:

- Substantial support from institutional investors;
- A solid financial position;
- Proven expertise in construction and project execution;
- An industry-leading technical team.

Buy, build, operate, and explore to reach new heights!

To achieve these goals, we have carefully selected gold projects with optimization potential, aiming to advance them through technical studies, permitting, construction and ultimately production. Our approach is based on the following criteria:

- Focus on precious metals;
- Operations in politically stable jurisdictions;
- Advanced stage of mineral resource definition;
- Production assets with optimization potential;
- Clear growth potential over a 6–12-month timeframe

GOVERNANCE STRUCTURE

GRI 2-9; 2-10; 2-11; 2-12; 2.13; 2.14; 2-15; 2-17; 2-19; 2-20; 2-21

Our corporate governance is structured to ensure that operations are conducted ethically and in full compliance with the highest environmental, social and governance (ESG) standards, considering the size and complexity of our business. We are committed to operational excellence, sustainability, and social responsibility, and these principles are embedded across all our initiatives.

Our governance structure, detailed below, includes our subsidiaries, the Board of Directors, and our executive leadership. We also present our compensation policy, which reflects our commitment to transparency and accountability in corporate management.

Subsidiaries

Our core business activities involve the acquisition, exploration, evaluation, and development of mineral properties. To support these efforts, we operate through three direct, wholly-owned subsidiaries.

G MINING TZ CORP, with two direct, wholly-owned subsidiaries, as follows:

- **Brazauro Recursos Minerais S/A:** Responsible for the development and operation of TZ, located in Pará, Brazil.

- **Venture Streaming Corp - Barbados:** Serves as our financing and streaming platform, facilitating access to capital and managing financial assets essential for the support and growth of our projects.

GMIN Guyana LTDA, with one active and direct, wholly-owned subsidiary:

GMIN Ventures Guyana Inc. responsible for the development of the Oko Gold Project.

GMIN Gurupi acquired, as of December 20, 2024, the following two direct, wholly-owned subsidiaries that hold the Gurupi Project:

- **MCT Mineração LTDA. ("MCT")**, responsible for the exploration and permitting works at Maranhão State

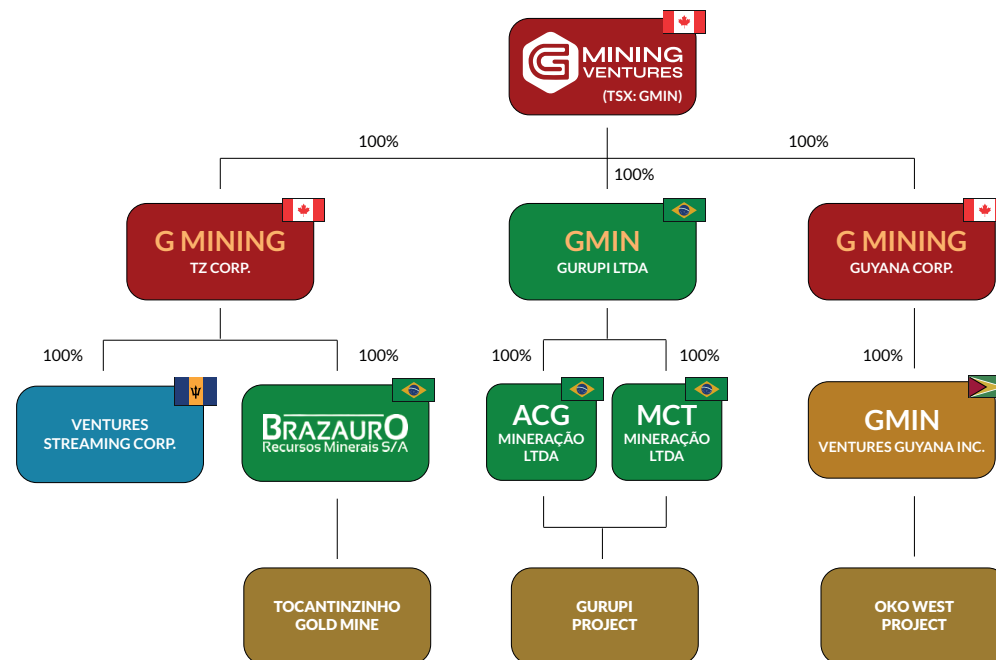
- **ACG Mineração LTDA. ("ACG")**, responsible for the exploration and permitting works at Pará State

The Corporation, its subsidiaries and the links between them are shown on the following corporate chart.

These institutions play strategic roles in our corporate structure, enabling efficient integration of mining operations and financial solutions.

To ensure compliance and accountability across all our activities, oversight is conducted by specialized committees, including the Audit Committee, the ESG Committee, and the Remuneration Committee of the Board. These bodies provide strategic guidance and recommendations to support responsible and effective governance.

In addition, we maintain a transparent communication channel with our stakeholders, regularly sharing the most relevant developments and collecting feedback for the continuous improvement of our practices and strategies.



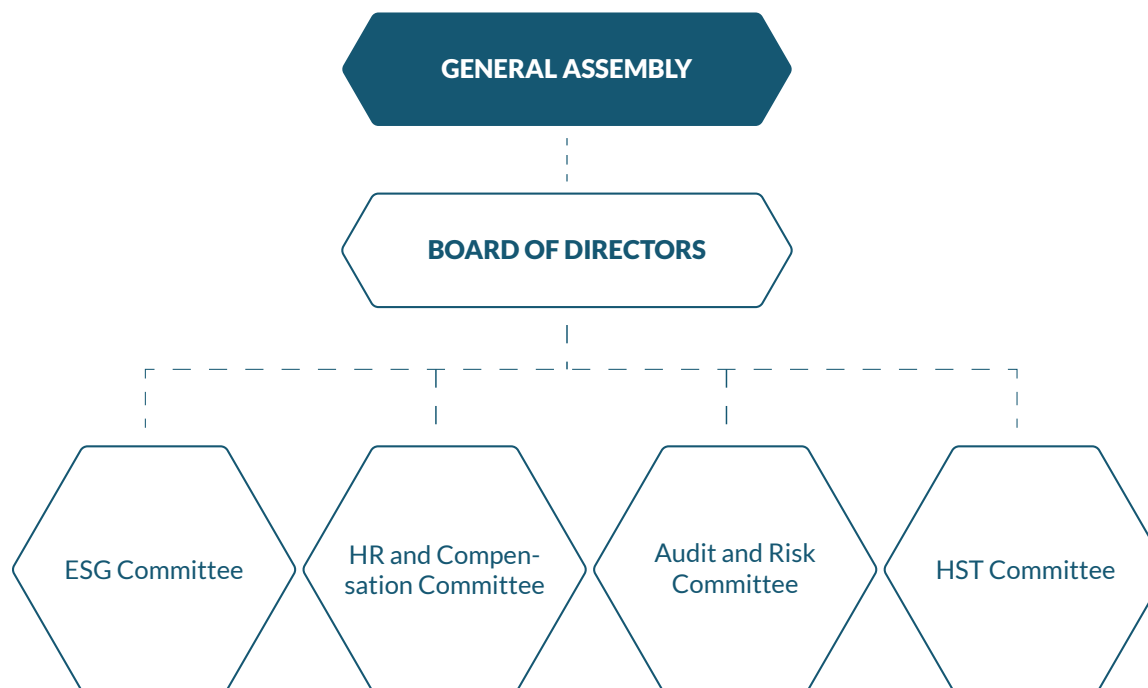
Board of Directors

GRI 2-10, 2-16

Our Board of Directors oversees the business and the management of corporate affairs, ensuring compliance with internal policies and regulatory requirements. To support effective governance, the Board operates both directly and through specialized committees :

- **Environmental, Social and Governance (ESG) Committee:** responsible for monitoring social and environmental practices and aligning with applicable regulations.
- **Human Resources and Compensation Committee:** establishes guidelines for personnel management and compensation policies.
- **Audit and Risk Committee:** oversees internal controls, risk management and financial integrity.
- **Health & Safety and Technical Committee:** monitors occupational safety protocols, operating practices and incident prevention measures.

These committees provide technical and operational support to the Board, contributing to informed decision-making and effective implementation of the organization's strategies.



Composition

GRI 2-9; 2-10; 2-11

The composition and functioning of the Board of Directors complies with the requirements set forth in the corporate bylaws, applicable legislation, and stock exchange regulations. These parameters support effective governance and regulatory compliance across all company operations.

The Board is composed of 11 members, including two women. The Chair, elected by fellow Board members, is responsible for coordinating the Board's activities, maintaining its organization, and ensuring the fulfillment of its duties. It is important to highlight that the Chair of the highest governance body, Mr. Louis Gignac, does not hold an executive role within the organization, thereby reinforcing the independence between governance and executive management.

A detailed list of Board members is available on our [website](#).

The election of the directors takes place annually at a general meeting, by majority vote. Their term of office extends until the next annual meeting or until a successor is elected, except in cases of resignation, vacancy, or dismissal.

The Board holds quarterly meetings or more frequently as necessary. Independent directors may also convene separately before or after Board meetings, or whenever they deem it appropriate.

COMPOSITION OF GMIN'S BOARD OF DIRECTORS



LOUIS GIGNAC SR.
Chair of the Board



DAVID FENNELL
Vice Chairman



LOUIS PIERRE GIGNAC
President and CEO, Director



JASON NEAL
Lead Independent Director



ELIF LEVESQUE
Director



NAGUIB SAWIRIS
Director



SONIA ZAGURY
Director, Chair of the ESG Committee



NORMAN MACDONALD
Director



RÉJEAN GOURDE
Director



PIERRE CHENARD
Director



VINCENT BENOIT
Director

Responsibilities

GRI 2-12, 2-13, 2-17, 2-18

The Board of Directors is responsible for the strategic management of the Corporation and for safeguarding its most relevant interests. In fulfilling this role, the Board assumes a range of specific duties, which are regularly reviewed and recommended by the relevant committees for final approval. These responsibilities do not limit the Board's scope of action, as it remains open to addressing other matters essential to fulfilling its purpose.

In addition to strategic oversight, the Board monitors the company's policies on business conduct, ethics, and disclosure of material information, among other critical areas. This ongoing supervision ensures the integrity and transparency of the Corporation's operations and promotes a culture based on ethical values and accountability.

Another important responsibility of the Board is to oversee the Corporation's social contributions, ensuring that allocated resources are used effectively and are aligned with the company's values and objectives, generating positive social impact and reinforcing the Corporation's commitment to corporate responsibility.

The Board also conducts an annual performance evaluation, assessing both its collective effectiveness and the individual contributions of each director.

Lastly, the Board ensures compliance with applicable legal and regulatory requirements, and the adequacy of the company's internal processes. It also implements measures to maintain ongoing dialogue with stakeholders, actively considering their feedback in a structured and responsive manner.

ESG Committee

GRI 2-9

The **ESG Committee** is a body of GMIN's Board of Directors, responsible for overseeing and guiding the company's corporate environmental and social governance. Its duties include ensuring compliance with guidelines and regulations, reviewing and implementing policies, monitoring performance, and compliance with specific environmental permits.

Committee members meet the independence requirements defined by the Disclosure of Corporate Governance Practices standards and other applicable laws and regulations. Members are elected annually, and meetings are held on a quarterly basis. These meetings involve broad participation from Board members, ensuring transparency and visibility in strategic processes and discussions. At least one meeting per year is held in person to allow for direct oversight of operations and projects.

In 2024, the Committee coordinated the development of three corporate policies: Human Rights, Climate Change, and Tailings Management, all detailed throughout this document. Additionally, as GMIN transitions to the operational phase of TZ (Brazil) and advances the Oko West Project (Guyana), the Committee reviewed and updated environmental, social, health, and safety policies.

For 2025, the Committee's priorities include ensuring alignment with key industry standards, monitoring external audits, and, in particular, tracking the evolution of the company's environmental and social practices at our assets, considering the different stages for each of them. The Committee will specifically oversee the works related to the future certification under the International Cyanide Management Code (Cyanide Code) at the TZ Mine, scheduled for 2027, the re-start of permitting activities at Gurupi project, and the ramp up of environmental monitoring and

stakeholder engagement at the Oko Gold project with the beginning of full construction in Guyana.

Executive Leadership

Our company's executive leadership is made up of seven professionals, including three women, with solid experience in strategic areas, such as finance, geology, sustainability and communication.

This team is responsible for executing business strategies and developing resources, always focusing on generating positive social and environmental impacts.

The leadership team is distinguished by its ability to manage highly complex projects, incorporating sustainable practices into the operation and aligning with the values of the corporation, with an emphasis on social and corporate responsibility.

The Vice President (VP) of Sustainability oversees all environmental and social matters and provides regular updates to the Environmental, Social and Governance Committee as well as the Board of Directors. The VP of Sustainability is also responsible for G Mining's Sustainability Report and for ensuring that all material topics are accurately addressed in the report.

GMIN'S EXECUTIVE LEADERSHIP



LOUIS PIERRE GIGNAC

President & CEO



DUŠAN PETKOVIĆ

*Vice President of
Corporate Strategy*



JULIE LAFLEUR

*Vice President,
Finance & CFO*



MARC DAGENAI

*Vice President, Legal Affairs
and Corporate Secretary*



JESSIE LIU-ERNSTING

*Vice President, Investor Relation
& Communications*



JULIE-ANAÏS DEBREIL

*Vice President, Geology
& Mineral Resources*



EDUARDO LEÃO

*Vice President,
Sustainability*

Remuneration Policy for the Board of Directors and Executive Management GRI 2-19, 2-20

We apply a rigorous and transparent compensation process, overseen by independent members and developed in consultation with stakeholders and mining sector experts applicable to senior executives, emphasizing accountability in the event of financial restatements or instances of misconduct. Full transparency is ensured through detailed committee meeting minutes.

The Compensation Policy defines the structure of annual fees paid to eligible directors during the fiscal year, covering the following categories:

- Annual base fee for serving as director
- Annual fee for serving as a member of a Board committee
- Annual fee for chairing the Board or a Board committee
- Annual fee for acting as "Lead Director"

Compensation is paid quarterly and in advance, unless otherwise determined by the Board. It is worth mentioning that the "Annual Remuneration" does not include expense reimbursement related to meeting participation.

On top of Fixed Compensation, The Board of Directors has approved in 2024 an Omnibus Equity Incentive Plan ("2024 Omnibus Plan")

that entitles GMIN to grant deferred share units ("DSUs"), stock options, performance share units, restricted share units ("RSUs") and stock appreciation rights to employees, officers or directors of, or consultants to, GMIN TZ or any of its subsidiaries.

At GMIN, we consider ESG aspects as crucial to the success of our business and Executives have part of their variable compensation attached to ESG performance.

In 2024, 15% of Executives short term incentive compensation was based on ESG objectives.

Our Essence

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OUR ESSENCE

Our values are the foundation of our identity and guide every action and decision we make. **We consider Human Rights and business ethics to be priority material topics.** These principles allow us to build a legacy of responsibility, respect, and trust with all stakeholders.



Human Rights

Human Rights are embedded in all our activities and are essential to the creation of shared value. Given the nature of extractive industries and our presence in risk-prone jurisdictions, we acknowledge our responsibility to identify, manage, and mitigate potential Human Rights impacts.

Our approach to Human Rights is based on the principles outlined in our [Human Rights Policy](#) and is aligned with: the Universal Declaration of Human Rights, United Nations Guiding Principles on Business and Human Rights, and Voluntary Principles on Security and Human Rights. This alignment ensures that our practices meet global standards, and that Human Rights are consistently integrated across our operations and strategic decisions.

We have also established a comprehensive framework of codes of conduct, internal policies, bylaws, and regulations, all approved by the highest governing body and publicly [accessible](#). These documents cover key topics such as diversity and inclusion, responsible conduct of suppliers, and forced and child labor. This framework supports our commitment to dignity, equality, and non-discrimination, embedding Human Rights into our overall governance strategy.

This framework supports our commitment to dignity, equality, and non-discrimination, embedding Human Rights into our overall governance strategy.

As a company operating in Canada, we also comply with the Canadian Modern Slavery Act, which includes the obligation to publicly report on actions taken to eliminate modern slavery.

In 2024, with the support of a specialized external consultant, we began reviewing several Human Rights processes to drive continuous improvement. This included:



- Gap analysis of our overall Human Rights' due diligence approach;



- Human Rights Impact Assessment at TZ.

These activities are planned for completion in the second quarter of 2025 and corresponding action plans will be developed to address identified gaps, risks, or impacts.

We are committed to offering access to redress in cases where we have caused or contributed to Human Rights impacts. Our grievance management system, detailed in the [Business Ethics](#) section, supports this commitment.

Our Director of Sustainability is responsible for developing and implementing our Human Rights strategy, with the support of the Vice President of Sustainability and the CEO. Progress, risks, and key findings are reported to the HSE Committee of the Board of Directors.

Employment Practices

GRI 14.17, 202, 401-1, 402-1, 401-3, 402-1, 402-2, 404-1, 404-2, 414-1, 414-2

We at GMIN strictly follow the labor legislation of the countries where we operate, as well as the guidelines of the **International Labor Organization (ILO)**. We have extended awareness programs on Human Rights and safe working conditions to **all employees and suppliers**.

We are committed to fair and equitable compensation. In 2024, all salaries were above the local minimum wage, in accordance with our **Collective Bargaining Agreement**, regardless of gender.

We also continuously monitor wage practices to ensure compliance with local laws and equity standards. While the local minimum wage serves as a baseline, our salary policy aims to offer competitive and fair compensation to support employee well-being and retention.



100%
of employees were
paid above the
applicable minimum
wage in 2024

At TZ Mine, 100% of employees were paid above the applicable minimum wage in 2024, reflecting our commitment to responsible labor practices.

Please refer to the following tables for employee data: Table 4 – Distribution of Employees by Location; Table 5 – Distribution by Gender and Age Group at TZ; Table 6 – Gender Distribution in Canada; and Table 7 – Gender Distribution at the Oko West Project.

Table 4

GRI 401-1 EMPLOYEES BY LOCATION			
COUNTRY	REGION	TOTAL	PERCENTAGE
Brazil	Midwest	12	1,2%
	North	804	78,6%
	Northeast	19	1,9%
	Southeast	71	6,9%
	South	2	0,2%
Canada	-	23	2,2%
Guyana	-	92	9,0%

In 2024, TZ experienced significant changes in workforce numbers due to the transition from the construction phase to the production phase. During this period, there was a turnover of 54 employees, aged between 21 and 61 years.

GRI 401-1

EMPLOYEES BY GENDER

Table 5 TOCANTINZINHO MINE



GENDER	PERCENTAGE
	85%
	15%

Table 6 CANADA





GENDER	PERCENTAGE
	29%
	38%
Not specified	33%

Table 7 OKO WEST

GENDER	PERCENTAGE
	84%
	16%

Labor Incentives

14.21.3

Employees and contractors service providers in Brazil are offered a range of benefits, including: life insurance; health insurance and maternity/paternity leave; dental plan; multi-benefit card (PA site); food voucher (BH office).

In 2024, one employee returned from maternity leave, while two others went on leave, with expected return dates in 2025. This reflects our commitment to supporting employee needs while maintaining operational continuity with a workforce adapted to current circumstances.

For employees based in Canada, benefits are provided in accordance with national legislation. These include life insurance, health insurance and sickness and disability benefits. Maternity leave is granted in accordance with Quebec labor laws. Finally, the stock purchase plan is offered to employees in executive positions. In 2024, no Canadian female employees made use of the maternity leave benefit.

Transparent and Early Communication

We value transparency and respect for employees at every stage of our operations. As established in our internal policy and **Collective Bargaining Agreements**, the minimum notice period for significant operational changes that may materially affect employees is 30 days.

For units and roles covered by collective bargaining agreements, this 30-day period is explicitly included in the terms, ensuring that employees and their representatives have adequate time to assess the implications of the changes and to engage in consultations or negotiations, as required by labor law and corporate governance best practices.

This commitment reinforces our culture of open dialogue and respect for workers' rights.

Suppliers

To ensure that our suppliers are aligned with the highest standards of social responsibility, we use the **CIAL tool**, which conducts systematic background checks to assess all suppliers and identify potential social irregularities. If any sign of non-compliance is identified, corrective measures are taken, and if necessary, the business relationship is terminated.

In 2024 there were no irregularities with suppliers.

Child labor

GRI 14.18, 408-1

At GMIN, we uphold a firm stance against all forms of child and forced labor, guided by a zero-tolerance policy. This commitment is reflected in our day-to-day operations, where we categorically prohibit the employment of minors, and extends to our broader value chain. We work exclusively with suppliers who share this standard, and we require them to fully comply with all applicable laws related to child labor.

Our approach is embedded in our **Internal Policy AntiChild and Forced Labor** and reinforced through continuous monitoring. We conduct regular audits to ensure compliance, and in the rare event of any irregularity, we are prepared to take immediate corrective action. To proactively support this commitment, we also rely on the CIAL tool, which systematically reviews our supplier base to detect potential social risks, including any signs of child labor.

Thanks to these rigorous practices, we are proud to report that in 2024, no incidents of child labor were identified in any of our projects.



Forced Labor and Modern Slavery

GRI 14.19, 409-1

All our employees and contractors are hired in compliance with the legal requirements of the Ministry of Labor and Employment (MTE) and the International Labor Organization (ILO), and we also have a robust internal policy against forced labor.

At GMIN we are committed to:

- Identify and mitigate Forced Labor risks in the Project's operations and supply chain;
- Incorporate contractual clauses that explicitly prohibit forced labor in business relationships;
- Conduct due diligence during mergers, acquisitions, and partnerships to ensure policy compliance
- Report annually on actions taken to prevent forced labor.

All employees and suppliers have a duty to report any suspected violation to the Compliance Officer. We are committed to ensuring that all whistleblowers are protected from any form of retaliation.

As with child labor, we apply the CIAL tool to detect possible irregularities related to forced labor or practices akin to modern slavery. No such cases were identified in GMIN's operations in 2024.

In late 2024, a third-party company initiated risk assessments to identify and assess the severity of potential forced and child labor occurrences in our supply chain. These initiatives are part of our efforts to identify human rights risks, specifically forced and child labor, and are publicly reported in accordance with the requirements of Canada's Fighting Against Child Labour and Forced Labour in Supply Chains Act.

Freedom of Association and Collective Bargaining

GRI 14.20, 407-1

Here at GMIN, we fully respect and support the right to **freedom of association and collective bargaining**, ensuring a fair and transparent work environment.

In 2024, **no violations or risks to these rights were identified.**

We actively promote and participate in collective bargaining processes, and during the reporting period, we facilitated **negotiation assemblies** to maintain open dialogue with employees and reinforce our commitment to responsible labor relations.

Non-Discrimination and Equal Opportunities

GRI 14.21, 202-2, 405, 406

GMIN is committed to promoting diversity, equal opportunity, and a work environment free from discrimination and harassment. Our policies ensure that hiring, promotion, and compensation are merit-based, ensuring equity for all employees.



Diversity Policy

At GMIN, we recognize diversity as an essential element for efficient and effective management. The company seeks to ensure that directors and officers are selected based on skills, experience, and commitment, while fostering an inclusive environment.

In this sense, we have the following Commitments:

- Ensuring a diverse Board and executive leadership team;
- Promoting the inclusion of women, Indigenous peoples, persons with disabilities, and visible minorities;
- Reaching 30% representation of independent directors from diverse groups by 2024.
- Achieving 30% representation of women, Indigenous peoples, persons with disabilities, or visible minorities in executive roles by 2024. In 2024, women represented 20% of the Board of Directors (2 out of 10 members);
- Considering sector-diverse experience when composing the Board.

In addition, we regularly monitor and evaluate our compensation practices to promote gender equity. In 2024, the **average salary** of the employees of the Tocantinzinho Mine and the Oko Project was distributed as follows:

TZ:



OKO Project:



We recognize that there are still challenges to be overcome to achieve full pay equity and we continue to improve our practices to reduce any gender disparity, promoting equal opportunities for all employees.



Violence, Harassment and Discrimination Policy

At GMIN we have zero tolerance for any form of discrimination, harassment or violence in the workplace. Our policies follow intervention protocols to ensure that all reports are handled seriously, with appropriate corrective measures.

Main Aspects:

- Equal treatment regardless of gender, sexual orientation, ethnic origin, religion or disability;
- Clear reporting procedures and protection against retaliation;
- Disciplinary measures for proven cases of harassment or discrimination;
- Guidance to access external support services, such as GAIHST (Workplace Harassment Help and Information Center of the Province of Québec).

In 2024, no cases of discrimination, harassment or workplace violence were reported.

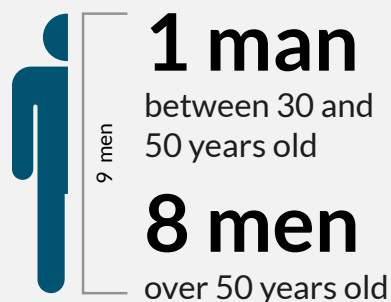


Diversity in governance bodies and among employees

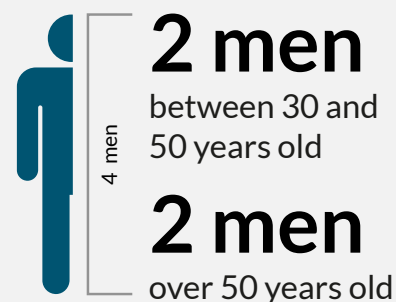
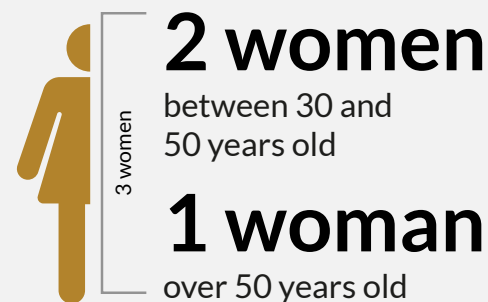
GRI 14.21.5

Currently, our organizational structure reflects the following composition by age and gender:

GOVERNANCE BODIES



MANAGERIAL POSITIONS



We reaffirm that no cases of discrimination were recorded in 2024, nor were there any complaints related to harassment.

BUSINESS ETHICS

GRI 3-3, 14.22, 14.15, 2-15, 2-24, 2-23, 3-3, 205-2, SASB EM-MM-510a.1

At GMIN, we operate responsibly, guided by policies that aim to prevent and mitigate operational, social, and environmental risks. We promote a culture of integrity across all our activities and business relationships, prioritizing not only legal compliance but also the well-being of our employees and the positive impact we create in the communities where we work.

Compliance with the wide range of laws and regulations that govern our global operations is fundamental to maintaining our license to operate. We are fully committed to meeting all environmental laws, regulatory standards, and licensing requirements in the jurisdictions where we are present.

Aligned with our institutional commitments, we have adopted internationally recognized intergovernmental frameworks, approved by our highest governance body, and we apply the precautionary principle throughout our operations. These commitments are formalized through agreements with employees and business partners, ensuring shared understanding and alignment with the principles that guide our actions. They are also publicly available on our [website](#) to promote transparency and accountability.

To uphold ethics and transparency, we enforce rigorous oversight, prevent corruption and coercive payments, strengthen our due diligence processes and conflict of interest management, and continuously improve our grievance mechanism.

All these guidelines were fully observed in 2024.

Transparency and Access to Guidelines

The policies, standards, and procedures that support our ethical commitments are publicly available on our [website](#). These tools reflect our dedication to transparency and integrity. We encourage everyone to visit our Corporate Governance page to access documents that demonstrate our accountability and adherence to the highest ethical standards.

- Anti-Bribery and Anti-Corruption Policy;
- Clawback Policy;
- Code of Ethics and Business Conduct;
- Disclosure & Confidentiality of Information Policy;
- Diversity Policy;
- Occupational Health and Safety; Policy;
- Policy Against Harassment and Discrimination in the Workplace;
- Securities Trading Policy;
- Whistleblowing Policy;
- Environmental Policy;
- Social and Community;
- Anti-Child & Forced Labor Policy;
- Protection of Personal Information Policy;
- Social Media Policy;
- Fitness for Work and Consumption of Intoxicating Substance;
- Climate Change Policy;
- Human Rights Policy;
- Third-Party Code of Ethics & Business Conduct;
- Tailings Management Policy;

Compliance Analysis

To ensure adherence to our policies and guidelines, we conduct regular anti-corruption risk assessments and thorough internal audits.

In cases of mergers, acquisitions, or joint ventures, the Vice President Legal reviews all due diligence processes to confirm that anti-corruption requirements are met.

We also follow a strict policy of not hiring or retaining individuals with direct links to Public Officials, Agents, or other Third Parties. This prevents potential violations of our policies and of anti-corruption and conflict-of-interest laws.

Ethics and Business Conduct

At GMIN, we maintain a culture of ethics and accountability, rooted in transparency and aligned with applicable legislation.

We have implemented and continue to enforce our Code of Ethics and related policies. These non-negotiable standards apply across all operations.

Our Representatives must follow these guidelines and are expressly prohibited from:

- Offering, promising or granting any undue advantage to Public Officials or third parties for the benefit of GMIN;
- Soliciting or accepting improper benefits from any person, directly or indirectly, in order to obtain undue advantages;
- Making political donations or contributions to charities without proper alignment with this policy.



Prevention of Corruption and Bribery

GRI 14.22

We maintain a zero-tolerance policy for bribery and corruption, firmly grounded in integrity and ethical conduct. All use of company resources must comply with this policy and relevant anti-corruption laws, including those with extraterritorial reach.

Our **Anti-Bribery and Anti-Corruption Policy** sets clear, enforceable guidelines. Senior leadership (including the president, vice presidents, and managers) are fully informed of these rules and expected to uphold them across all regions of operation, including those with international representation.

All employees receive training and information about our anti-corruption practices, promoting a transparent and ethical workplace culture.

In rare cases involving personal safety threats, payments that would otherwise breach our anti-corruption policy may be permitted. These must be reported immediately to the Vice President Legal and the Board, and clearly recorded in our financial systems, in line with internal protocols.

We had no confirmed cases of corruption in 2024, reflecting our continued vigilance and commitment to compliance.

Conflicts of Interest

GRI 2-15

We value the importance of avoiding conflicts of interest in all our operations. Therefore, we work to prevent the hiring of individuals recommended by Public Officials, Agents or Third Parties, in order to preserve integrity and transparency in our business relationships.

We commit to taking all appropriate steps to ensure that neither we, nor third parties acting on our behalf, recklessly hire or retain employees in alignment with the principles and restrictions of this Policy.

Grievance Management

GRI 2-26, 205-3

We encourage open communication with all stakeholders and provide accessible channels for submitting concerns, suggestions, feedback, or general inquiries.

To strengthen this dialogue with communities and employees, we implemented the **Relationship Portal** for TZ. It allows users to submit suggestions, complaints, and questions confidentially and responsibly. The portal also offers access to information about our company and practices. In 2025, we will extend similar systems to the Oko West and Gurupi projects, reinforcing our commitment to transparency, community engagement, and Human Rights protection.

Our Whistleblowing Channel is based on Human Rights, confidentiality, and impartiality. It ensures that each report is properly addressed. In 2024, we revised the Complaint and Grievance Management Procedure at TZ to align with the UN Guiding Principles on Business and Human Rights (UNGPs). This procedure sets clear standards for receiving, reviewing, and forwarding reports in line with international expectations and our Code of Ethics and Conduct.

Similar procedures will be rolled out in 2025 at the Oko West and Gurupi projects, in collaboration with local stakeholders.

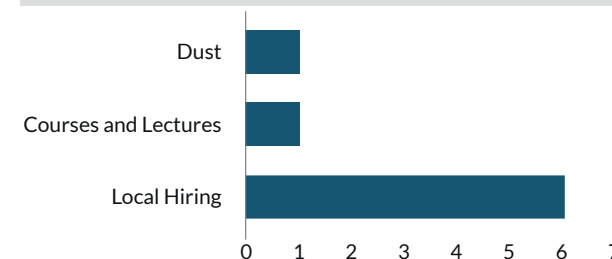
To improve awareness, we provide ongoing training and communication materials on how to use TZ's channel. This reinforces our approach to integrity and corporate responsibility.

In 2024, we received eight complaints, 100% of the complaints received were adequately addressed and resolved during the reporting period.

The registered submissions included one complaint about dust, six inquiries related to local hiring (four regarding résumé submissions and the talent pool, and two requesting increased

submissions and the talent pool, and two requesting increased local hiring) and one request for information about training courses and lectures. Graph X provides a detailed breakdown of the types and number of complaints received.

QUANTITY AND TYPE OF REPORTS RECEIVED



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OUR SUSTAINABILITY

At G Mining Ventures, sustainability is at the heart of our business strategy, guiding every step of our projects. Our approach combines technical expertise, innovation, and open dialogue with stakeholders to manage resources efficiently, reduce environmental and social impacts, and build a positive legacy in the regions where we are active.

With a clear and priority-based vision, we implement robust management programs for waste, tailings dams, water resources and geological materials. These efforts are underpinned by global standards of excellence, such as the Global Industry Standard on Tailings Management (GISTM), and by our commitment to aligning operational performance with sustainable governance practices.

Our journey is marked by significant advances, always driven by bold goals and ongoing improvements, reinforcing GMIN's commitment to transforming socio-environmental challenges into opportunities for a more sustainable future.

Our operations follow strict protocols to prevent environmental incidents and minimize their effects whenever they occur. Among the actions adopted are the careful planning of the facilities, leak containment systems, monitoring devices, alarms, standard operating procedures, continuous training, audits and periodic inspections, as well as internal risk assessments to proactively address potential issues.

Whenever there is a situation of non-compliance or an incident of great impact, we commit to act with full transparency and to adopt all necessary measures to remedy the damage and prevent new occurrences. No incident was identified in 2024.



WASTE AND DAMS MANAGEMENT

GRI 3-3 306-2,306-3,306-4,306-5, SASB EM-MM-150a.7, SASB EM-MM-150a.8

Waste and Tailings Management

At GMIN, we are committed to the environmental awareness of employees and service providers, promoting campaigns and continuous environmental dialogues. We also engage with local communities by supporting socio-environmental education in schools.

As part of our social and environmental responsibility, we launched several programs in 2024 that combine waste management with positive social impact, including:

Uniform reuse initiative:

Used uniforms are recycled and repurposed into bags, pencil cases, and backpacks, reducing textile waste and encouraging reuse.



Solidarity caps campaign:

During the Environment Week in June 2024, we launched a cap collection drive to support Hospital do Amor, in partnership with the Lions Club Institute. This campaign promoted recycling and raised funds for cancer patient care.

Our **Solid Waste Management Program (PGRS)** is an essential tool in minimizing waste during both project implementation and operations. It ensures correct waste classification and final disposal, with updates made as needed to reflect current practices.

KEY WASTE MANAGEMENT INDICATORS – 2024

64% of all waste was sent for recycling;



45% of recycled waste generated revenue for the company;



97% of waste was managed by third parties, with tracking through SINIR/IBAMA;



Operating costs dropped

from **R\$4,253** to **R\$2,249** per tonne of disposed waste;

R\$4,253

R\$2,249

Total waste generated:

1.681.3 metric tonnes

including:

Non-hazardous waste

1.355.929 metric tonnes

Hazardous waste

325.384 metric tonnes

12.806.2 metric tonnes

of mineral waste generated since operations began in August 2024:

Waste rock

5.566.912 metric tonnes

Tailings.

7.239.290 metric tonnes

CLASSIFICATION AND DISPOSAL OF WASTE

All waste is classified according to **ABNT NBR 10.004/2004** and tracked through **SINIR/IBAMA** with formal documentation issued for final disposal.

Types of Waste

- **Hazardous Waste (Category I):** Medical waste, contaminated materials, used oil;
- **Non-Hazardous Waste (Category II):** Organic waste, paper, scrap metal, glass, plastics and sanitary effluents;
- **Industrial waste:** waste rock and tailings from open-pit mine operations.



Non-recyclables, contaminated waste, and medical waste: Incineration;



Organic waste: Composting and recovery of degraded areas;



Sanitary effluents: Treatment in Sewage Treatment Plants (ETEs);



Industrial waste: Containment dam.

Main Disposal Routes (2024)



Used oil:
Sent for re-refining;



Automotive batteries:
Recycling;



Metal scraps, paper, and plastic: Recycling;

Table 8

GRI 306-3, 14.5.4

TOTAL WEIGHT OF HAZARDOUS, NON-HAZARDOUS WASTE, AND MINERAL WASTE IN METRIC TONNES (2024)

TYPE OF WASTE	TOTAL GENERATED
Non-Hazardous	1.356
Hazardous	325
Mineral Waste	12.806.202
Total (excluding mineral waste)	1.681
Grand total	12.807.798



Table 9 GRI 306-4, 14.5.5

HAZARDOUS AND NON-HAZARDOUS WASTE SENT TO RECOVERY PROCESSES IN METRIC TONNES (2024)

TYPE OF WASTE	RECYCLING	PREPARATION FOR REUSE	OTHER RECOVERY OPERATIONS**	TOTAL
Hazardous	-	-	97	97
Non-Hazardous	439	2,6*	539	981
Total	439	2,6	640	1078

*Cooking oil

** Other recovery methods include re-refining for hazardous waste (used oil) and composting for non-hazardous waste (organic material).

Table 10 GRI 306-5, 14.5.6

HAZARDOUS, NON-HAZARDOUS WASTE DESTINED FOR FINAL DISPOSAL IN METRIC TONNES (2024)

TYPE OF WASTE	INCINERATION (WITHOUT ENERGY RECOVERY)	OTHER RECOVERY OPERATIONS*	TOTAL DESTINED (EXCLUDING EXCL. MINERAL WASTE)
Hazardous	226	-	226
Non-Hazardous	375	-	375
Total	601	-	601

**"Other final disposal operations" include the treatment of sanitary effluents.

**No waste was sent for final disposal in the following categories: incineration with energy recovery and landfilling.

All industrial waste is sent for final disposal: waste rock pile or tailings dam.

Monitoring and Compliance

In 2024, waste disposal was closely monitored through the following measures:

- **Internal Waste Inventory** updated monthly;
- **Registration on the SINIR/IBAMA WEBSITE**, ensuring traceability;
- **Issuance of Final Destination Certificates**, confirming proper environmental compliance;
- **Mandatory licensing** for all companies responsible for waste transport, storage, and final disposal.

These controls reinforce our commitment to sustainability and effective waste management at TZ.

DAM MANAGEMENT

GRI 3-3, 14.6, 14.6.1, 14.6.2, 14.6.3, SASB EM-MM-540a.2, EM-MM-540a.3

At GMIN, we are committed to the responsible management of tailings at TZ. Our Tailings Storage Facilities (TSFs) are designed, built, and operated in accordance with international best practices and rigorous safety standards, ensuring long-term structural stability and minimizing environmental risks. This reflects our focus on technical excellence and environmental stewardship as we develop Tocantinzinho into a world-class gold operation.

Our tailings management program incorporates comprehensive geotechnical assessments, environmental monitoring systems, and emergency preparedness protocols, ensuring the safety of our operations, staff, and surrounding communities.

The **Mining Dam Risk Management Planning (PGRBM)** follows the guidelines of **Federal Law No. 12,334/2010**, amended by **Law No. 14,066/2020**, and meets the requirements of **Resolution No. 95/2022 of the National Mining Agency (ANM)**. In addition, our management process is aligned with the **Global Industry Standard for Tailings Management (GISTM)** and the protocols of the **Mining Association of Canada (MAC)**, ensuring efficient and structured control of the associated risks.

At TZ, we manage the Pond CIL (CTSF) structure, completed in 2024 and currently in the evaluation phase. We conduct continuous monitoring using piezometers and water level meters, alongside regular inspections to identify signs of erosion, settlement, or other anomalies. A drainage and pumping system are also being finalized to enhance structural stability and reduce water-related risks.

Dam risk management is based on the **Analysis of Failure Modes and Their Effects (AFMTF)**, a methodology that allows the evaluation of different risk scenarios,

including structural integrity risks, operating vulnerabilities, and potential environmental impacts. In 2024, eight risk scenarios were identified, all tolerable. Six were classified as ALARP (As Low As Reasonably Practicable), and two had clear mitigation options. No intolerable risks were found.

As part of our commitment to safety and responsible tailings management, GMIN maintains an **Emergency Action Plan for Mining Dams (EAPMD, “PAEBM” in Portuguese)**, ensuring quick and efficient response in any emergency situations. The plan includes internal training and the adoption of preventive measures to keep the dam in safe conditions throughout its operation.

In 2024, we launched our Dam Management Policy, which aims to:

1. Safely manage tailings facilities in line with global standards;

2. Minimize risk and long-term liabilities through adaptive, risk-based decision-making management in planning, design, construction, operation, and closure of tailings facilities (including dams);

3.

Protect the health, safety and well-being of all employees, contractors and communities, as well as respect the Human Rights of all people affected by tailings facilities (including dams);

4.

Effectively manage tailings facilities (including dams) with oversight at a senior-level management and involve independent auditors and/or other external experts where necessary or appropriate;

5.

Continuously improve the tailings facility management system through internal and external reviews, ensuring that it remains aligned with industry standards;

6.

Develop and maintain up-to-date emergency preparedness and response plans for all tailings facilities (including dams), in compliance with industry standards and in consultation with host communities, local authorities, and emergency services, as well as conduct regular emergency tests.

Performance in 2024: Metrics and Goals

In 2024, we achieved significant progress in establishing a world-class tailings management system in Tocantinzinho. Our integrated approach aligns environmental and engineering disciplines with permitting efforts, legal aspects, and community relations to create a comprehensive tailings governance framework. Key performance highlights for 2024 include:

- Successful conclusion of the year with no reportable tailings-related incidents at TZ;
- Implementation of independent third-party assessments to verify the integrity and compliance of our TSFs;
- Commissioning of the TSF of TZ, designed in accordance with GISTM requirements and subject to continuous geotechnical monitoring;
- Conducting emergency response simulations in accordance with site-specific Emergency Preparedness and Response Plans (EPRPs);
- Continued progress towards complete alignment with GISTM, with a structured approach to risk identification, monitoring and mitigation;
- Development of climate resilience strategies, including predictive modeling and contingency planning for extreme weather events, ensuring the stability of tailings facilities in various environmental conditions.

Looking forward, we at GMIN remain focused on strengthening tailings management practices as we transition from project development to large-scale production. Our commitment to continuous improvement will ensure that TZ operates safely, sustainably, and in compliance with global best practices in tailings management.

Mineral Waste

In 2024, we implemented a Geological Materials Management Plan to assess environmental risks related to barren rock and other geological materials. Our program includes analysis for potential Acid and Metalliferous Drainage (AMD/ML) from exposed materials during mining.

This year, we began operations and successfully managed significant volumes of barren rock. As detailed in the "Waste and Tailings" section, since August 2024, a total of 12.8 Mt of mineral waste has been generated, comprising 5.6 Mt of waste rock and 7.2 Mt of tailings.

Management maintains strict environmental controls, key highlights include:

- Adherence to strict waste rock management protocols to prevent AMD/ML-related impacts;

- Implementation of monitoring programs to assess the geochemical characteristics of the extracted material;

- Continuous application of progressive recovery strategies to minimize long-term environmental impacts;

- Execution of independent third-party assessments to ensure compliance with industry best practices;

- Development of an updated Mineral Waste Management Standard to improve operational efficiency and environmental safeguards.

We operate two primary tailings structures at TZ:

- **Flotation Tailings Dam**, designed to contain inert and non-hazardous tailings, according to ABNT NBR 10.004/2004:

Location: Eastern Tocantinzinho Mine (TZ);

Construction Method: Compacted soil with sand/gravel drainage and downstream construction method;

Status: Active;

Maximum Capacity: 171 meters (final height);

Classification of Consequences: As per GISTM Requirement 4.1;

Risk Assessment: Periodic, with mitigation measures and external reviews.

- **Leaching Tailings Reservoir (Pond CIL)**, which receives sulfide tailings after cyanide destruction, with coating and leak collection systems to avoid environmental impacts:

Location: Integrated into TZ;

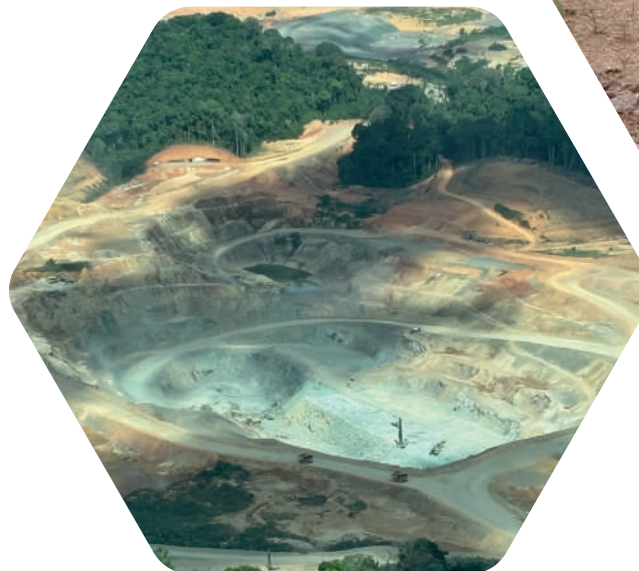
Construction Method: Excavated structure with compacted backfill, following ABNT NBR 13.028/2013 and international standards;

Status: Active;

Mitigations: Natural soil liner and synthetic liner with leak detection system for environmental control;

Monitoring: Regular reviews to ensure operational safety and environmental compliance.

Both tailings' facilities follow strict engineering and environmental controls, ensuring structural integrity, operational safety, and minimized risk.



SUSTAINABLE WATER MANAGEMENT

GRI 3-3 303-1,303-2,303-3,303-4,303-5, 14.7 14.7.1, 14.7.2, 14.7.3, 14.7.4, 14.7.5, 14.7.6

The availability of clean, reliable water is essential for the health and development of communities and ecosystems. It is also a critical resource for our operations. At GMIN, we adopt an integrated and responsible approach to water management, with continuous monitoring of surface water, groundwater, and effluent discharges.

Through our **Water Resources Management Program** and its subprograms, we work to mitigate impacts on water systems and maintain water and soil quality during operations at TZ.

We also engage actively with stakeholders to promote the efficient use of water. Our efforts focus on reducing waste, protecting water sources, and supporting educational and participatory initiatives that raise awareness among local communities and partners about the importance of preserving this resource.

Water use at GMIN strictly adheres to the limits established in official permits. All discharges into receiving water bodies comply with the quality standards set by current legislation, reaffirming our commitment to sustainability and environmental protection.

Spring Protection, Preservation and Recovery Program

As part of our broader water management strategy, we continued implementing the Spring Protection, Preservation and Recovery Program in 2024. The program aims to protect and restore riparian vegetation in Permanent Preservation Areas (PPAs) around 39 springs near TZ, covering 30 hectares. Program objectives include:

- **Assessing the current condition of target areas and their surroundings**, including vegetation cover, erosion-prone zones, and other factors affecting habitat health;

- **Identifying and controlling erosion points** to ensure hydraulic and geomorphological stability near the springs;

- **Enhancing vegetation by planting native species**, in line with the Degraded Areas Recovery Plan (PCA), with a focus on ecosystem services;

- **Monitoring the areas periodically**, with semi-annual visits in the first year of operations and annual visits in subsequent years.

Water Quality and Monitoring – Tocantinzinho Mine (TZ)

Monitoring points are located in the sub-basins of Veados Creek, Teodorão Creek and Tocantinzinho River. Surface water is abstracted upstream of the Igarapé dos Veados, while the liquid discharges are made downstream. Surface water monitoring is dynamic and adjusted according to the evolution of operational structures to maintain environmental quality and regulatory compliance.

As defined in the Environmental Control Plan (PCA), monitoring includes quarterly sampling of parameters related to water quality and effluents. In 2024, samples were collected from: 15 surface water points, 11 environmental monitoring wells (groundwater), and seven wells used for human consumption.

Water quality assessments follow as reference CONAMA Resolutions No. 357/2005 (surface water), No. 396/2008 (groundwater) and No. 430/2011 (effluents), in addition to Ordinance GM/MS No. 888/2021 for drinking water. Quali-quantitative monitoring considers conformities and non-conformities in the samplings carried out.

Water Abstraction, Effluent Management and Consumption – Tocantinzinho Mine (TZ)

In 2024, water abstraction was recorded at 311.18 ML of surface water and 9.09 ML from groundwater abstraction, reaching a total withdrawal of 320.27 ML. The following table presents the detailed breakdown of all categories, and the sources of abstraction used.

In summary, in 2024, total water withdrawal at TZ reached 320.27 megaliters (ML), broken down as follows:

- **311.18 ML of surface water (Igarapé dos Veados);**
- **9.09 ML from groundwater (two artesian wells).**

Table 11 GRI 303-3, 14.7.4

WATER ABSTRACTION IN ALL AREAS, IN ML	
TYPE	2024
Surface water	311.18
Groundwater	9.09
Detailed data on the total water withdrawal from each of the sources	
Fresh water (total dissolved solids ≤ 1,000mg/L)	320.27

Effluent management showed positive results in 2024. Treatment at the Sewage Treatment Plant (STP) achieved a 68% reduction in Biochemical Oxygen Demand (BOD), demonstrating high efficiency and compliance with CONAMA Resolution No. 430/2011.

In March 2024, STP was restructured following the demobilization of the Exploration Camp unit. The remaining station continues to operate and now meets all local effluent treatment needs.

Table 12 GRI 303-4, 14.7.5

TOTAL WATER DISCHARGE IN BY AREA, IN ML	
TYPE	2024
Surface fresh water (total dissolved solids ≤ 1,000 mg/L)	125
Other types of surface water (total dissolved solids > 1,000 mg/L)	-
Annual total	125

In 2024, the organization's total consumption was 73.73 ML, distributed in 80% for industrial use and 20% for human consumption. Water abstraction and discharge are strictly regulated and carried out in accordance with authorized flow rates defined in specific permits:

- **Abstraction: Grant No. 6,776/2023 – 4,560m³/day for industry and 240m³/day for human supply.**
- **Disposal: Grant No. 6,545/2023 – 240m³/day of treated effluents.**

Targets and Results

The primary objective is to ensure full compliance with environmental regulations and support both preventive and corrective measures to maintain and improve the quality of water feeding the Water Treatment Plants (WTP). Main goals include:

- Continuous monitoring of raw water quality entering the WTP;
- Providing data to improve existing treatment systems;
- Ensuring the efficiency of water treatment and disposal processes.

Monitoring conducted in 2024 identified non-conformities in some parameters, primarily due to the region's natural geological characteristics, and not linked to the project's activities. Amongst them, aluminum, iron and pH stand out.

A technical assessment was then conducted by a specialized external consultancy firm and revealed these levels are resulting from the region's natural geological characteristics and unrelated to the project's implementation.

The study was based on geochemical analyses and hydro-geochemical and lithological data from the area.

The results indicate that iron levels remain within expected standards for the region, without posing a significant environmental risk. Although the levels are high, the study concludes that this condition stems from the natural geological background of the Tapajós-Parima Province, intensified by the naturally acidic pH of the local waters—which favors the solubility of aluminum and iron.



AIR EMISSIONS AND AIR QUALITY MANAGEMENT

GRI 14.1, 14.1.2, 14.1.3, 14.1.4, 305-4, 305-5, 305-6, 305-7, 201-2, 14.2 14.2.1 14.2.2, 14.3 14.3.1 14.3.2/ SASB EM-MM-120a.1

To manage carbon emissions effectively, we follow a structured approach based on the Greenhouse Gas Protocol (GHG Protocol), covering scopes 1, 2 and, progressively, 3. During the reporting period, the following initiatives were carried out:

- **GHG Inventory:**

Preparation of the Scope 1 and 2 emissions inventories has begun, with the goal of establishing a baseline for setting future reduction targets.

- **Transparency and Reporting:**

Climate-related disclosures have been strengthened, with emissions and energy consumption data incorporated into annual reports.

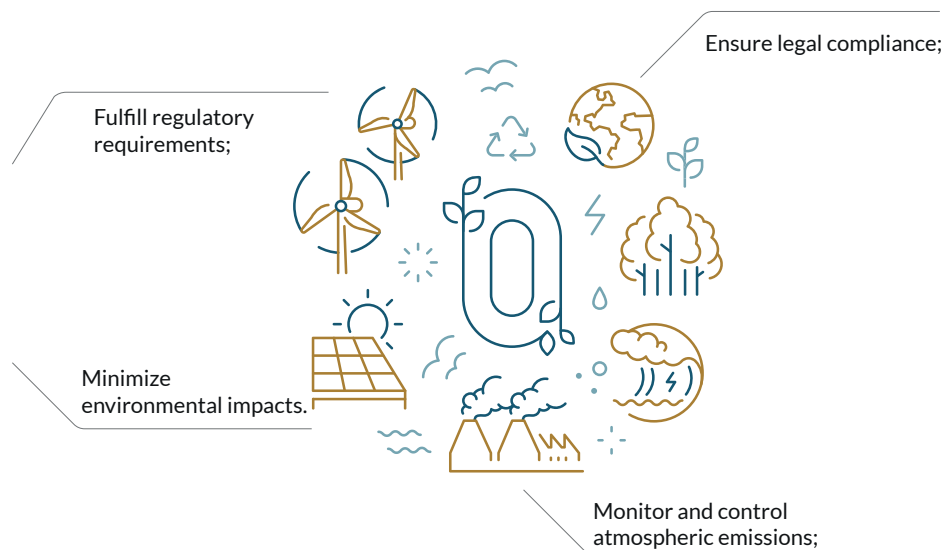
- **Value Chain Engagement:**

Initial engagement with suppliers has begun to support the identification and management of Scope 3 emissions.

Compliance and Monitoring

Air quality control is carried out through continuous and systematic measurements, in accordance with the parameters established by **CONAMA Resolution No. 491/2018**, which defines the national air quality standards, and the updates set forth in **CONAMA Resolution No. 506/2024**. In addition, the guidelines established by **Law No. 14.850/2024** reinforce the obligation to implement preventive and corrective actions aimed at protecting public health and ensuring effective environmental monitoring.

At TZ, the Air Quality Management Program aims to:



Monitoring Points and Results

Two strategic monitoring points are currently in place:

QAR-01:

Southwest of the pit.

QAR-02:

Within the industrial plant.

Table 13

GRI 305-7

AIR QUALITY MONITORING POINTS AND RESULTS

PARAMETER	POINT	CUMULATIVE ANNUAL ($\mu\text{G}/\text{M}^3$)	TOTAL ($\mu\text{G}/\text{M}^3$)
PTS	QAR-01 (Southwest)	1.303	8.767
	QAR-02 (Plant)	7.464	
PM10	QAR-01 (Southwest)	22.681	601
	QAR-02 (Plant)	16.301	

Note: PTS = Total Suspended Particles; PM10 = Particulate matter with an aerodynamic diameter $\leq 10 \mu\text{m}$.

Black Smoke Emissions

In compliance with **IBAMA Ordinance No. 85/1996**, emissions from diesel-powered vehicles and equipment were monitored, and **all results remained within the legal limits**.

Greenhouse Gas (GHG) Inventory

In 2024, GHG emissions were significantly reduced by 81% compared to 2023, underscoring G Mining's commitment to adopting more efficient and sustainable operational practices.

In 2023, the primary source of emissions was land-use change, mainly from deforestation related to site development. With the completion of construction and the start of operations in 2024, emissions from land-use change decreased significantly, while operational emissions—primarily from fuel use, fugitive emissions, and electricity consumption—became the main contributors.

In 2024, the company recorded

39.620 tCO₂e

of total emissions, distributed as follows:

Distribution of Emissions

Scope 1:

29.950 tCO₂e

(operational activities in Itaituba).

Scope 2:

7.639 tCO₂e

(electricity consumption - office).

Scope 3:

2.031 tCO₂e

(business travel and employee commuting).

Table 14

EMISSIONS BY SCOPE, CATEGORY AND UNIT (TCO₂E)

SCOPE	CATEGORY	TZ	ITAITUBA	OKO WEST	BELO HORIZONTE	GEORGETOWN	BROSSARD	TCO ₂ E	REPRESENTATIVENESS
1	Stationary combustion	3.278	-	1.929	-	-	-	5.207	13%
	Mobile combustion	21.581	-	212	-	-	0,1	21.793	55%
	Fugitive emissions	2.850	2	212	-	-	-	2.8523	7%
	Effluents treated by the organization	2	-	94	-	-	96	2.8523	0,2%
	Total	27.712	2	2.236	-	-	0,07	29.950	76%
2	Electricity consumption	7.634	-	6	2	3	0,0	7.639	19%
	Total	7.634	1	-	2	3	0,0	7.639	19%
3	Solid waste from the operation	792	0,2	6	0,1	0,1	0,1	799	2%
	Effluents generated in the operation	-	-	-	-	-	-	1	0,0%
	Business travel	-	-	-	-	77	1045	1.122	3%
	Home work emissions	-	1	-	16	13	14	44	0,1%
	Other Scope 3 emissions	-	-	-	-	-	65	65	0,2%
	Total	792	1	6	16	90	1.124	2.031	5%
Total		36.138	3	2.242	18	93	1.124	39.620	100%

GHG Breakdown by Pollutant

- **CO2:** Main greenhouse gas emitted (326,270.82 tCO2e).
- **CH4, N2O e HFC:** Present in smaller quantities.
- **PFCs, SF6 e NF3:** Not detected in current operations.
- Although all of the gases mentioned are considered greenhouse gases, biogenic carbon dioxide is not included in the calculation for offsetting emissions. This is because emissions from burning biogenic CO₂ have their impact offset by the biological cycle associated with biomass production. Biogenic CO₂ generally results from the burning of biofuels, the decomposition of organic matter or the burning of agricultural waste. The process of capturing greenhouse gases, which occurs during the growth of plant raw material destined for the burned biomass, is responsible for this offset, leading to the disregard of biogenic CO₂.

The distributions by scope can be seen in the following tables:

Table 15

EMISSIONS BY SCOPE BY TYPE OF GHG AND CO 2 EQUIVALENT								
GHG (T)	EMISSIONS IN METRIC TONS, BY GHG TYPE				EMISSIONS IN METRIC TONS OF CO2 EQUIVALENT (TCO2E)			
	SCOPE 1	SCOPE 2 ("LOCATION" APPROACH)	SCOPE 2 ("PURCHASE CHOICE " APPROACH)	SCOPE 3	SCOPE 1	SCOPE 2 ("LOCATION" APPROACH)	SCOPE 2 ("PURCHASE CHOICE " APPROACH)	SCOPE 3
CO2 (t)	26.614	7.639	-	1.849	26.614	7.639	-	1.849
CH4 (t)	2	-	-	5	65,07	-	-	150
N2O (t)	2	-	-	0,11908	417,31	-	-	32
HFC (t)	1	-	-	-	2.853	-	-	-
PFC (t)	-	-	-	-	-	-	-	-
SF6 (t)	-	-	-	-	-	-	-	-
NF3 (t)	-	-	-	-	-	-	-	-
Total	-	-	-	-	29.950	7.639	-	203

Table 16

SCOPE 1								
CATEGORY	STATIONARY COMBUSTION	MOBILE COMBUSTION	FUGITIVE EMISSIONS	INDUSTRIAL PROCESSES	AGRICULTURAL ACTIVITIES	LAND USE CHANGE	WASTE (SOLID AND EFFLUENT)	TOTAL SCOPE 1 EMISSIONS
CO2 (t)	5173,84	21440,51	-	-	-	-	-	26614,49
CH4 (t)	0,76	1,57	-	-	-	-	-	2,33
N2O (t)	0,05	1,17	-	-	-	-	0,36	1,57
HFC (t)	-	-	-	-	-	-	-	1,27
PFC (t)	-	-	-	-	-	-	-	-
SF6 (t)	-	-	-	-	-	-	-	-
NF3 (t)	-	-	-	-	-	-	-	-
CO2e (t)	5.207	21.793	-	-	-	-	96,269	29.950
Biogenic CO2 emissions (t)	481,13	3.155,33	-	-	-	-	-	3.636,46
CO2 removals (t)	-	-	-	-	-	-	-	-

Table 17

SCOPE 2 EMISSIONS: LOCATION-BASED APPROACH				
CATEGORY*	ELECTRICITY	TRANSMISSION AND DISTRIBUTION LOSSES	PURCHASE OF THERMAL ENERGY	TOTAL SCOPE 2 EMISSIONS
CO2 (t)	7639,42	-	-	7639,42
CH4 (t)	-	-	-	-
N2O (t)	-	-	-	-
HFC (t)	-	-	-	-
PFC (t)	-	-	-	-
SF6 (t)	-	-	-	-
NF3 (t)	-	-	-	-
CO2e (t)	7639,42	-	-	7.639,42
Biogenic CO 2 emissions (t)	-	-	-	-
CO2 removals (t)	-	-	-	-

*There were no scope 2 emissions from the "purchase choice" approach

Table 18

SCOPE 3					
CATEGORY*	CATEGORY 5 - WASTE GENERATED IN OPERATIONS	CATEGORY 6 - BUSINESS TRAVEL	CATEGORY 7 - HOME-TO-WORK EMISSIONS	CATEGORY 15 - INVESTMENTS	TOTAL SCOPE 3 EMISSIONS
CO2 (t)	620,18	1121,68	42,52	64,55	1848,94
CH4 (t)	5,37	0	0	-	5,37
N2O (t)	0,11	0	0,01	-	0,12
HFC (t)	-	-	-	-	-
PFC (t)	-	-	-	-	-
SF6 (t)	-	-	-	-	-
NF3 (t)	-	-	-	-	-
CO2e (t)	800	1122.34	44	65	2.031
Biogenic CO 2 emissions (t)	60,76	0,15	12,15	-	73,06
CO2 removals (t)	-	-	-	-	-

*There were no emissions in the categories: Category 2 – Capital goods; Category 3 – Fuel and energy-related activities not included in Scopes 1 and 2; Category 9 – Transportation and distribution (downstream); Category 10 – Processing of products sold; Category 11 – Use of goods and services sold; Category 12 – End-of-life treatment of products sold; Category 13 – Leased goods (the organization as lessor); Category 14 – Franchising and; Category 15 – Investments.

ENVIRONMENTAL INTEGRITY AND SUSTAINABILITY OF ECOSYSTEMS

Biodiversity

GRI 14.4, 14.4.2, 14.4.4/ SASB EM-MM-160a.1, SASB EM-MM-160a.3

At GMIN, we recognize the role of mining in both environmental responsibility and biodiversity protection. We aim to maintain the health and resilience of ecosystems where we operate, for current and future generations. Our commitment is reflected in practical actions to avoid, minimize, and compensate for environmental impacts, in alignment with national and international guidelines.

Our biodiversity efforts are aligned with the 2050 Goals and 2030 Targets of the **Kunming-Montreal Global Biodiversity Framework**, which seek to halt biodiversity loss, restore ecosystems, and promote sustainable resource use. Our degraded area recovery programs and fauna/flora monitoring contribute directly to **Target 2**, which aims to restore at least 30% of degraded ecosystems by 2030.

These commitments apply across all operations, particularly at TZ, located in the Tapajós Environmental Protection Area (APA), near sensitive zones such as Jamanxim National Park and the Crepori and Jamanxim National Forests. We maintain all required environmental licenses, including ICMBio consent—making Tocantinzinho the only mining project in the Tapajós APA with this approval—and, in 2024, renewed our Operating License for the maximum term allowed by SEMAD/PA.

Biodiversity Impact Management

At GMIN, we follow the mitigation hierarchy, prioritizing the prevention of impacts and adopting restoration and compensation measures when necessary.

1. Prevention of impacts



- Project planning to avoid impacts in areas of high biodiversity



- Pollution control by gas emissions and waste leakage.

2. Minimization of impacts



- Progressive revegetation with native species;



- Continuous monitoring of local fauna and flora.

3. Environmental restoration



- Recovery of degraded areas;



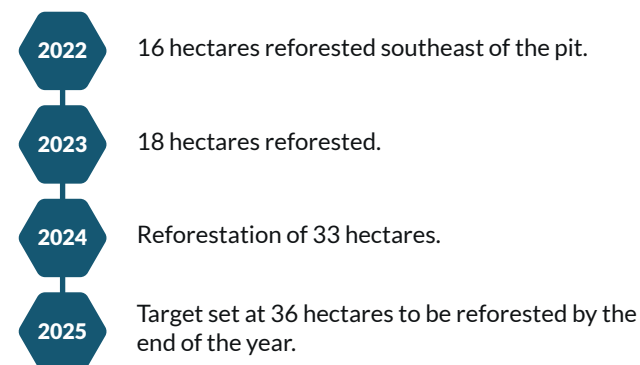
- Recovery of degraded areas;

Goals and Targets to Halt and Reverse Biodiversity Loss

We provide measures based on scientific consensus to minimize environmental impacts and promote the preservation of biodiversity. Among the actions implemented, the following stand out:

Fauna and flora monitoring programs to assess changes in species and habitats.

Program for the recovery of degraded areas, with progressive reforestation goals:



Affected Areas by Biodiversity Impacts

At GMIN we monitor biodiversity in our concession area, which covers a total habitat of 6,583.72 hectares and is home to 1,157 identified species, including 35 endangered species, of which:

- 3 Critically Endangered;
- 6 Endangered;
- 1 Near Endangered;
- 25 Vulnerable.

TZ's location details are:

- **Processing plant:** 485.87 hectares (284.50ha of built area).
- **Location:** Within the Tapajós APA (Permanent Preservation Area), adjacent to the Jamanxim National Park and the Crepori and Jamanxim National Forests.
- **Direct impacts:** Deforestation, pollutants emission, species reduction.

Direct Drivers of Biodiversity Loss

- **Habitat conversion:** Since the start of the project in 2023, a total of 472.7 hectares of vegetation has been cleared, in accordance with Authorization No. 5165/2023.
- **Water collection and consumption:** 73.73 ML in 2024.
- **Pollution:** Atmospheric emissions and waste spillage/leakage.
- **Species interaction:**
 - **Flora:** The project has a nursery that rescues species for native seedling production.
 - **Fauna:** The company maintains a partnership with universities for scientific use of deceased animals.



Involvement of Local Communities and NGOs in Restoration

At GMIN, we have a Local Supplier Development Program, which includes nurseries in Santarém. In 2024, 18 thousand seedlings were produced there for TZ's restoration activities.

Suppliers' Impact on Biodiversity

The most impactful suppliers in 2024 were linked to **logistics and transportation**, due to emissions, noise, and disruption to local fauna and infrastructure:

- **Arizona (logistics):** This company is responsible for transporting various inputs and equipment needed for the project. Due to the large volume of cargo handled and the frequency of trips, the operation generates significant environmental impacts, such as CO₂ emissions, soil compaction in areas where heavy vehicles circulate, and possible disturbances to local fauna due to increased traffic.
- **Catani (employee transportation):** The company operates a daily fleet for the movement of workers, which implies a constant flow of vehicles in the region. This high volume of traffic can contribute to the running over of wild animals, noise that affects fauna, and even habitat fragmentation, depending on the routes used.
- **Castanha (food and supply transport):** In addition to its commercial function, the Castanha supermarket carries out the daily transfer of essential supplies for the enterprise. The environmental impact of this activity is related to the constant traffic of vehicles transporting food and other products, which can increase air pollution and the risk of accidents involving animals, in addition to influencing the local dynamics of consumption and waste disposal.



- **Zílio & Zílio (a company with a wide range of economic activities, including timber extraction, construction, energy and services):** hired by G Mining Ventures to maintain the Tocantinzinho Municipal Road, operates on several fronts, including timber extraction in native forests, earthmoving works and highway construction. The execution of these services has significant environmental impacts, especially due to the constant traffic of heavy vehicles along the 72 km of the road, which contributes to the bulging of the road, the formation of mud during rainy periods and increased dust during dry periods.

Metrics for Biodiversity Monitoring

The company uses the following monitoring programs:

Fauna

- Area monitoring;
- Animal fatality monitoring;
- Airport risk monitoring (since September, 2024).

Flora

- Control plots;
- Assessment of affected zones.

In 2024, GMIN conducted three biodiversity monitoring campaigns (terrestrial and aquatic) at TZ, following the technical plan and environmental conditions. The results bring relevant indicators about the current state of the fauna, flora and environmental quality of the monitored territory:

- No threatened species were recorded during campaigns, based on IUCN, MMA, and ICMBio lists;
- The species *Harpia harpyja* (harpy eagle) was sighted in the vicinity. It is classified as "vulnerable" in Brazil (MMA) and "near threatened" by the IUCN. Its presence indicates presence of conserved primary forest, as this bird depends on large trees for nesting and hunting in regions with low human disturbance.

The ichthyofauna (fishes) presented 89 species distributed among different orders and families, with emphasis on:

- *Astyanax bimaculatus* – tolerant and widely distributed.
- *Serrasalmus rhombeus* – top predator; presence suggests trophic stability.
- *Plagioscion squamosissimus* – associated with altered habitats, also of fishing importance.

Some of these species have been identified as **bioindicators**:

- The presence of *Serrasalmus rhombeus* and *Acestrorhynchus microlepis* may indicate stability in trophic levels and low organic pollution;
- *Astyanax bimaculatus*, a species adaptive to impacted areas, common in areas under moderate anthropogenic impact;
- *Plagioscion squamosissimus*, an indicator of eutrophic environments, and may indicate changes in water quality.



Phytoplankton, zooplankton and periphyton - Bioindicators

• **Phytoplankton:** 90 species recorded, with an estimated richness of up to 97. Diversity (Shannon index) ranged from 2.6 to 2.9, with good evenness (0.8). This suggests a moderately balanced system without excessive dominance.

• **Zooplankton:** Predominance of thecamoebas (23 species), as well as rotifers, cladocera and copepods (present in high density in areas with greater turbidity and physical impact; suggest seasonal variations in hydrological cycles and possible influence of dredging or soil movement.). These communities reflect **oligotrophic and relatively** well-preserved environments, but with punctual signs of alteration, especially in areas closer to the construction zone. Compared to previous years, zooplankton density has increased up to 1000 times at some collection points.

• **Periphyton:** Community composed mainly of diatoms. This suggests good oxygenation and slight accumulation of nutrients, typical of tropical river systems with controlled disturbances. The presence of diatoms in the **periphyton** indicated constant presence of light and moderate water flow, confirming the ecological functionality of small bodies of water in the mine region.

The 2024 data reveal that, despite the pressures of mining infrastructure, biodiversity in the Tocantinzinho region remains functional. No threatened species were recorded, and sensitive bioindicators such as *Harpia harpyja* point to the effectiveness of current mitigation measures. Balanced aquatic communities further support this assessment.

In 2024, all restoration and protection activities were conducted directly by GMIN, without external partnerships. Ongoing monitoring and continuous improvement are essential to maintain this positive trajectory and detect early signs of ecosystem stress.



Climate Change

At GMIN, we recognize climate change as one of the most pressing global challenges. We are committed to reducing our carbon footprint through concrete actions focused on lowering greenhouse gas (GHG) emissions, improving energy efficiency, and expanding the use of renewable energy.

In 2024, we implemented the Climate Change Policy, reinforcing the need to transition toward a low-carbon economy as essential for long-term operational sustainability and stakeholder trust.

To assess the resilience of our strategy, we consider climate scenarios that influence both direct operations (e.g., weather conditions affecting extraction, transport, and processing) and broader industry mitigation and adaptation policies. Among these scenarios is the 1.5°C pathway, which demands bold action, such as adopting low-carbon technologies, improving energy efficiency, managing water sustainably, and adapting infrastructure to climate risks.

Risks and Vulnerabilities

GMIN's operational planning already integrates projections for increased rainfall intensity and frequency, prolonged periods of drought, rising average temperatures and more frequent extreme weather events. These changes pose risks to infrastructure integrity, operational stability, and worker safety.

We have been closely monitoring the impact of heavy rainfall on mining areas and access roads, which increase the risk of landslides, floods and damage to tailings dams.

Water scarcity, in turn, has the potential to directly affect the availability of water needed to process the ore, as well as the operation of cooling systems and other industrial processes that depend on this resource.

Rising temperatures also pose a growing challenge, as it can reduce the efficiency of extraction processes and increase energy demand. We have already faced situations in which thermal variability required technical and operational adjustments. In addition, extreme events such as severe storms and floods can compromise logistics routes, warehouses, and facilities, disrupting the supply chain and generating unexpected costs with emergency maintenance and downtime.

Another critical point is energy security. Some of our operations are partially supplied by hydroelectric or renewable energy sources, which are also subject to climatic variations. This vulnerability reinforces the importance of ongoing studies on self-generation of clean energy and diversification of sources.

Prior to the adoption of mitigation measures, the financial impacts of these risks could include material operating losses, increased repair costs, higher insurance premiums and increased regulatory exposure. To reduce these effects, GMIN has already implemented contingency plans, real-time climate monitoring systems, reinforced the safety of its dams and optimized water management with rainwater reuse and harvesting projects.

Strategic Opportunities

While addressing risks, we recognize that the climate context also makes room for innovation, efficiency gains, and institutional strengthening. The growing pressure for decarbonization and environmental responsibility has been accelerating the adoption of cleaner and more technological solutions.

In this scenario, GMIN is advancing on fronts such as the transition to renewable energy, the reduction of greenhouse gas emissions, and the search for greater energy efficiency in processes. We have already started studies for self-generation with solar and wind sources, and we are evaluating suppliers that offer clean energy in stable and safe conditions for our operating units.

In addition to the environmental benefits, these actions have the potential to reduce operating costs in the medium and long term, reduce exposure to energy price volatility, and expand access to tax incentives, green financing, and environmental certification programs.

We understand that companies with consistent sustainable performance are valued more by investors and institutional partners.



GMIN is also in the process of qualifying for relevant environmental certifications, such as ISO 14001, and participates in initiatives and forums related to responsible mining. We invest in training for technological adaptation and establish partnerships with public and private organizations for the joint development of good climate practices.

Climate change adaptation plan

While a formal adaptation plan is not yet implemented, one is under development. Its aim is to identify climate-specific risks in gold mining and implement measures that ensure operational continuity and resilience. Its main objective is to ensure the continuity of mining operations in a sustainable way, minimizing the environmental and social impacts of the activity. Key goals include:

- **Increase the resilience of the operation:** Implement measures so that facilities and infrastructure are more resilient to extreme weather events, such as floods and droughts;
- **Reduce environmental impact:** Minimize water consumption and greenhouse gas emissions, adopt circular economic practices and promote the recovery of degraded areas;
- **Ensure the safety of workers and communities:** Implement safety protocols for weather risk situations, such as evacuation during storms or emergency protocols during droughts.

Targets and Commitments

With the progressive expansion of our portfolio and, consequently, our operational activities, we continuously analyze and assess our challenges and opportunities in order to set increasingly ambitious targets. Currently, and always aiming for long-term sustainable solutions, we have defined the following activities for emissions reduction:



Definition of a corporate goal for reducing emissions by 2030;



Expansion of the GHG inventory to include scope 3 emissions;



Increased use of renewable energy and implementation of self-generation projects;



Strengthening climate governance, with the integration of climate change guidelines into the corporate management structure.

Renewable Energy and Energy Efficiency

At GMIN, the commitment to reducing emissions intensity involves investing in clean energy and improving energy efficiency in operations. Some of the measures adopted include:

- **Renewable Sources:** Assessing contracts for clean energy supply, aiming at reducing dependence on fossil sources.
- **Process Optimization:** Reducing energy demand in mining and processing.
- **Self-generation of energy:** Studying solar and wind energy solutions for operational independence.

In the context of the 1.5°C scenario, we have strengthened the preventive maintenance of equipment and the modernization of facilities to reduce energy consumption and associated emissions.

Carbon Offsetting and Climate Adaptation

With the progressive expansion of our portfolio and, consequently, our operational activities, we continuously analyze and understand our challenges and opportunities in order to set increasingly ambitious goals. Currently, and always aiming for long-term sustainable solutions, we have defined the following activities for emissions reduction:

- **Reforestation and Land Recovery:** Programs to mitigate environmental impacts and capture atmospheric carbon;
- **Carbon Credit Market:** Evaluating voluntary market participation to offset residual emissions to complement neutralization actions;
- **Climate Resilience:** Designing long-term plans to address physical and regulatory climate impacts.

Examples of ongoing actions can be seen in the table below:

Table 19

ONGOING ACTIONS ON CLIMATE CHANGE		
ACTION	GOAL	INDICATOR
Recycling and rainwater harvesting	Reduce water consumption	-20% by 2030
Reinforcement of tailings dams	Preventing flood damage	No weather incidents
Real-time weather monitoring	Anticipate risks	90% of predicted events successfully answered
Reducing the use of cyanide and dry tailings	Minimize environmental impacts	Increased safety and less contamination

Our Legacy

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OUR LEGACY

We emphasize actions focused on health and safety, job creation, and the strengthening of the local economy, as well as social performance and community investments, reflecting our commitment to building a legacy that goes beyond short-term results. Our focus is on establishing a solid foundation for communities, ensuring that the benefits of our operations are extended responsibly and generate a positive impact for future generations.

Occupational Health and Safety

GRI 3-3, 14.14; 14.15;14.16, 403/SASB EM-MM-320a.1

The health and safety of our employees, contractors, and stakeholders are central to our way of working. We are proud of our strong safety performance during both the construction and operational phases of our assets.

Table 20 below shows our safety performance for 2024 at TZ:

Table 20

SAFETY PERFORMANCE (2024) – TOCANTINZINHO MINE (TZ)													
TOCANTINZINHO	JAN	FEB	SEA	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
Fatal Incidents	0	0	0	0	0	0	0	0	0	0	0	0	0
Lost Time Accidents	1	0	0	0	0	0	0	0	0	0	0	0	1
Work Restriction Accidents	0	0	0	0	0	0	0	0	0	0	0	0	0
Medical Assistance Accidents	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Recordable Accidents	1	0	0	0	0	0	0	0	0	0	0	0	1
First Aid Accidents	7	6	3	4	5	7	3	6	3	1	1	3	49
Hours Worked	289,531	258,812	251,585	233,198	247,87	195,832	172,433	164,935	165,712	163,038	170,637	172,54	2,486,123
Lost Time Accident Rate	0,69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.08
Recordable Accident Rate	0,69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.08

We aim to maintain and/or improve our occupational health and safety performance.

Mining, processing, and milling of gold ore are inherently high-risk activities, potentially exposing workers, contractors, and stakeholders to physical, chemical, and health hazards. In response, our Occupational Health and Safety Management System integrates key operational programs and processes into a unified framework, enabling effective regulatory compliance and operational risk mitigation to protect everyone involved.

We monitor compliance through records of legal and licensing obligations, inspections, audits, and environmental monitoring. We also investigate environmental incidents to determine root causes and implement preventive measures to avoid recurrence.

Occupational Health and Well-Being

GRI 401-2; 403-1; 403-3; 403-6; 2-8

Our safety culture is built on continuous training and active employee engagement. We aim to strengthen risk awareness and promote shared responsibility in incident prevention. Through regular training and proactive measures, we ensure that everyone has the knowledge and autonomy to identify, assess, and mitigate potential risks. In doing so, we create a safe work environment, aligned with best practices in occupational health and safety, and protect the physical integrity and well-being of our team.

Building a safety culture is an ongoing effort that is embedded in our daily routines.

At the Tocantinzinho Project, daily meetings reinforce safety and risk prevention guidelines, including ergonomic exercises to reduce occupational health impacts. Considering the remote location and work schedule, we've implemented well-being and mental health facilities. The site includes a gym, soccer field, and shared recreational areas with TV and internet access – promoting social interaction and leisure. These initiatives aim to reduce the effects of geographic isolation and improve quality of life at work.

Medical care is provided through an on-site clinic staffed by physicians, occupational nurses, and nursing technicians. The clinic handles emergencies and monitors workers' health. Employees also have access to health insurance for off-site care.

In 2024, we carried out monthly health campaigns on topics such as vaccination, STI prevention, and awareness around alcohol and drug use. We also maintained our routine of Daily Safety Dialogues (DDS).





Key Occupational Health and Safety Initiatives in 2024:

- Carnival Campaign 2024;
- Immunization Campaign – Influenza;
- Green April Campaign;
- Pink October Campaign;
- Hypertension Awareness and Prevention Campaign;
- Lilac, Yellow, and Navy Blue March Campaign
- Yellow May (Road Safety)
- Blue November (Men's Health)
- Risk Perception Campaign in Mine Operations
- Anti-Smoking Campaign
- Yellow September (Suicide Prevention)
- Red December Campaign (HIV/AIDS Awareness)



Flu vaccination campaign



Red December



Prevention and Combat High Blood Pressure



Green April



Yellow May



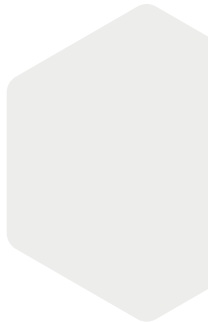
Mine Risk Perception



Pink October



Blue November



In addition, Socio-environmental Campaigns were carried out, such as:

- II Environment Week;
- Socio-environmental Campaign – Community Oral Health Campaign.



The Occupational Health Medical Control Program (OHMCP, “PCMSO” in Portuguese) is applied during pre-employment, periodic, job change, and termination exams, reinforcing our commitment to worker health. In addition, we are implementing the **Senior System**, which will enhance the management of occupational health and safety.

For employees with permanent contracts, benefits include a health plan, dental plan, life insurance, and a multi-benefit card.

Training in Occupational Health and Safety

GRI 404-1; 404-2; 403-5; 14.21.4

Occupational health and safety training is provided continuously to all employees at the Tocantinzinho operation. Visitors also receive safety briefings. Our training programs are structured around competencies and evidence-based practices, ensuring that employees develop the skills and knowledge required to perform their duties safely. Contractors follow the same health and safety standards.

Our Occupational Health and Safety Management System ensures compliance with Brazil's Ministry of Labor and Employment Regulatory Standards. Each job function is clearly described, and occupational risks are recorded in the Risk Management Program (PGR) and the Risk Matrix, integrated into the Homogeneous Exposure Group (GHE) methodology.

In 2024, all employees participated in both onboarding and job-specific safety training to reinforce safety practices and core competencies. A total of **14,275 hours of specialized sessions** were held to reinforce safety knowledge and required competencies.

Total training participations:

GMIN: 73

TZ Mine: 1774

Contracted: 760

GRI 404-1

Training sessions are held weekly and cover specific topics such as power tools, working at heights, firefighting, and **NR-22** for new hires. We also follow a detailed training schedule with regular induction and workplace safety sessions, including **NR-33** (Confined Spaces) and **NR-35** (Work at Height). The Table 21 presents the contents covered, systematized according to our management process.

Table 21

OCCUPATIONAL HEALTH AND SAFETY TRAINING CONTENTS	
OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM	
CONTENT	
Introductory training for employees in NR compliance	Preparation of the Risk Management Program (RMP, "PGR" in Portuguese)
Respiratory Protection Program (PPR), aligned with NR-1 - General Provisions and Management of Occupational Risks and NR-22 - Occupational Safety and Health	Hearing Conservation Program (HCP, "PCA" in Portuguese), aligned with NR-1 - General Provisions and Management of Occupational Risks and NR-22 - Occupational Safety and Health
Service Orders for job functions in line with NR-1	Development of the Occupational Risk Management, aligned with NR-1 - General Provisions and Management of Occupational Risks

Development of the Occupational Risk Matrix

Participation and Communication in Occupational Health and Safety

GRI 403-4

At the Tocantinzinho operation, we hold daily meetings with teams to address Occupational Health and Safety (OHS) issues. These meetings support effective communication and continuous adherence to safety procedures across all activities.

We also conduct regular management meetings to review and align organizational processes. These sessions ensure integration between departments and reinforce strategic and operational safety guidelines. This structure helps maintain our focus on safety, employee well-being, and operational efficiency, while encouraging ongoing improvement in health and safety practices.

Risk Assessment, Hazard Identification and Incidents

GRI 403-2; 403-7; 14.15

We conduct occupational risk assessments in accordance with Regulatory Standards NR-09, NR-15, and NR-22. As part of this process, we produce the Workplace Conditions Report (LTCAT) for generating the Social Security Professional Profile (PPP) and the Hazardous and Unhealthy Work Report (LIPE) to identify roles entitled to hazard or hardship pay.

Worker protection measures include the provision of Personal Protective Equipment (PPE), task-specific risk analyses, work permits, and safety procedures. For applicable roles, we provide a 30% hazard pay bonus. Workers also retain the right to refuse unsafe work, as guaranteed by NR-01.

At GMIN, we have established specific safety procedures for high-risk activities, such as working at height, energy isolation protocols (LOTOTO), confined space entry, load lifting and release, hot work and task-specific risk analysis. In the event of

an accident, we follow strict investigation protocols to identify root causes and implement improvements to prevent recurrence.

Our occupational health team is responsible for identifying and minimizing workplace hazards. Work orders clearly define the employer's responsibilities, task risks, preventive actions, mandatory PPE, required training, and procedures in the event of an accident, ensuring consistent service quality and precise task descriptions.

We have also implemented a set of Golden Rules for Safety, widely shared during health and safety training for employees and contractors. These core rules reinforce our prevention culture and promote safe behavior during high-risk tasks, reducing the chance of serious or fatal accidents.

To manage potential operational impacts, we maintain a Business Risk Map and implement specific action plans, with clear responsibilities and deadlines for each mitigation measure.





Occupational Accidents

GRI 403-8; 403-9

As a responsible mining company, we are adopting preventive measures to protect the health and safety of our employees, contractors, and nearby communities. Occupational risk management is a continuous process focused on identifying, assessing, and controlling workplace hazards.

In the event of accidents, we implement corrective actions to eliminate or neutralize risks and prevent recurrences. These measures include improvements to engineering procedures, adoption of administrative controls, adequate signage and provision of PPE. We also conduct detailed incident investigations using simulations, photographic records, witness statements, and technical analyses to reinforce operational safety.

In 2024, we maintained a safe work environment with no serious accidents recorded. All employees, contractors, and consultants returned home safely at the end of each workday. A total of **154 hours/ rotation** were recorded, with **14 work accidents without leave** and **no fatalities**.

Accident rates are calculated based on 200,000 hours worked. Most incidents involved hands and fingers, with no severe cases reported.

All risk identification and control procedures are aligned with our Occupational Risk Matrix and Occupational Risk Management framework.

Occupational Diseases

GRI 403-10

In **2024**, there were **no reported cases** of occupational diseases or deaths resulting from occupational illnesses.

As previously mentioned, we identify health risks through the **Occupational Risk Matrix**, **Occupational Risk Management**, and the **Occupational Health Medical Control Program (PCMSO)**. These tools assess exposure to noise, dust, chemicals, and metal fumes. None of these factors caused harm to workers' health in 2024, as risks were effectively mitigated through the use of **Personal Protective Equipment (PPE)** and **Collective Protective Equipment (CPE)**, in accordance with NR-22 guidelines.

To reduce risks and eliminate hazards, we have adopted the following safety measures: Safety Training, Risk Management Program, Task Risk Analysis, Work Permit and Vehicle and Equipment Checklist. In addition, we have implemented specific programs, such as the Respiratory Protection Program and the Hearing Conservation Program, reinforcing our commitment to occupational health.

Job Creation and Development of the Regional Economy

GRI 3-3, 2-7, 2-8, 2-30; 14.9; 413/ SASB EM-MM-000-B, SASB EM-MM-310a.1, SASB EM-MM-320a.1

We prioritize job creation and the development of the regional economy through strategic initiatives that strengthen the local workforce and prioritize hiring workers permanently residing in the surrounding communities.

Our employment strategies are based on local demographic trends, aiming to generate both direct and indirect income across municipalities. We attract talent from a range of regions, reflecting the diversity of our organizational culture.

This commitment leads to short- and long-term economic opportunities and benefits. Our programs aim to maximize the use of local human resources, fostering community stability and growth in alignment with labor market dynamics and project objectives.

Local Employment

GRI 401-1, 401-2, 401-3

We are committed to hiring locally by directing recruitment efforts to nearby communities and prioritizing unskilled roles for local residents.

Tocantinzinho Mine (TZ)

Most service providers for the Tocantinzinho Project are locally contracted. Employee data is collected via contractor payroll systems, which rely on registration documents and contractual clauses to ensure accurate hiring records.

ElN 2024, TZ had

- **1.072** employees, including
- **950** direct employees and
- **122** service provider staff.



This year marked a transition from the construction phase to operations, which led to a turnover of 54 male employees aged between 21 and 61.

All direct employees are hired under Brazil's CLT regime and covered by collective bargaining agreements. Contractors are also employed under CLT, managed by their respective companies.

The states with the largest number of employees at TZ are Pará (North Region), with 790 employees, and Minas Gerais (Southeast Region), with 65, followed by other states with lower representation (Table 22).

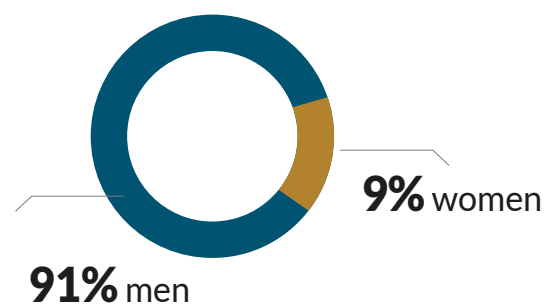
Table 22

DISTRIBUTION OF DIRECT EMPLOYEES BY REGION AND GENDER

REGION	STATE	FEMALE/MALE	TOTAL
North	Amapá	5 20	25
	Amazonas	2 6	8
	Pará	114 676	790
	Tocantins	0 3	3
North East	Bahia	0 4	4
	Ceará	0 1	1
	Maranhão	1 10	11
	Paraíba	0 2	2
	Piauí	0 1	1
Midwest	Distrito Federal	0 1	1
	Goiás	0 5	5
	Mato Grosso	0 6	6
South East	Espírito Santo	0 2	2
	Minas Gerais	17 68	85
	Rio de Janeiro	1 0	1
	São Paulo	0 3	3
South	Rio Grande do Sul	0 1	1
	Santa Catarina	0 1	1
Total		140 810	950

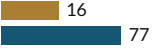






In 2024, we registered
339 new hires



We integrate age and gender diversity goals into our recruitment policy, promoting inclusive hiring aligned with representativeness targets. Table 23 shows the distribution by age group and gender.

Table 23

DISTRIBUTION OF NEW EMPLOYEES BY AGE GROUP AND GENDER		
AGE GROUP (YEARS)	WOMEN/MEN	TOTAL
19-30	 16 77	93
31-40	 13 120	133
41-59	 2 102	104
60 or older	 0 9	9
Total	 31 308	339

As for the age group of employees at TZ, among those allocated in Brazil and Canada, the highest percentage of employees is between 30 and 50 years old, which represents 65.25% of the total. Employees under the age of 30 add up to 28.7%. Finally, 6.05% of employees are over 50 years old.

To strengthen local communities around TZ, we set a goal of maintaining at least 40% of our workforce from the local area. In 2023, we exceeded this target, reaching 57%. In 2024, we made further progress, with 67% of employees coming from nearby municipalities in the northern region—Itaituba, Trairão, Rurópolis, Santarém, Mojuí, and Belterra—and 81% from the state of Pará.

GMIN also implements programs that aim to strengthen the local economy and expand regional production capacity. These include:

THE TRAINING, QUALIFICATION AND IMPROVEMENT OF THE WORKFORCE PROGRAM

Focuses on the technical and professional training of local residents, increasing employability, reducing reliance on external labor, and contributing to sustainable regional growth. This approach strengthens the employability of the population in the vicinity of the project, as well as contributes to the generation of qualified labor, reducing dependence on external workers and fostering regional economic growth.

Key actions carried out in 2024 under the Workforce Training, Qualification, and Development Program:

- Graduation of 20 young participants from the Computerization Project's basic computer skills course
- Onboarding of 24 new youth apprentices
- Completion of an initial study on interests and demand for professional training
- Delivery of technical training in the following areas:
 - Standard Operating Procedures (SOP) for chemical products and fuels
 - Regulatory Standards: NR 20, NR 33, NR 35
 - Hot, cold, and mechanical vulcanization
 - Accident investigation and analysis with a focus on human factors
 - Mechanical valves and generators (STEMAC)
 - Off-road truck operation
 - MVW 3000 operation and G.R. equipment maintenance
 - Firefighting (theoretical training and practical simulations)

LOCAL DEVELOPMENT PROMOTION PROGRAM

Aims to diversify local economies, enhance socioeconomic resilience and ensure benefits extend beyond the life of the project. The figure below summarizes the results of the Local Development Promotion Program in 2024.

LOCAL DEVELOPMENT PROMOTION PROGRAM ACTIONS (2024)

+BUSINESS

8

REQUESTS RECEIVED
VIA THE +BUSINESS
PLATFORM



20

SUPPLIER MAPPING



9

MEETINGS WITH
STAKEHOLDERS



34

PROSPECTING
AND DIAGNOSTICS



2

TECHNICAL
ASSISTANCE PROVIDED



2

COMMUNITY
ENGAGEMENT ACTIONS



26

REFERRED
SUPPLIERS



1

BUSINESS EVENT



2

STRENGTHENED
INSTITUTIONS



THE RURAL ECONOMY PROMOTION PROGRAM

Encourages sustainable alternatives to informal Artisanal and Small-Scale Mining (MAPE), supporting income generation and environmental conservation. In this way, these initiatives converge on a development model that balances economic growth, social inclusion, and sustainability.

Oko West

In December 2024, GMIN opened a regional office in Bartica, marking a key milestone in our engagement with the community and preparation for the Oko West Gold Project. **This office reinforces our commitment to sustainable development and long-term investment in Guyana.**

Supply Chain

GRI 205-1

Our procurement strategy prioritizes local suppliers to support the regional economy. In 2023, 25.5% of supplies were sourced from within the state of Pará, and 22.5% from Itaituba, the municipality hosting the operation.

In 2024, our TZ Mine issued purchase order (PO's) totaling approximately USD 116 million, distributed across 864 suppliers worldwide, as shown on the table below:

Table 24

PURCHASE ORDER ORIGINS (2024)	
ORIGIN	VALUE (K USD)
África	275
North America	2.268
South America	96.184
Asia	2.632
Europe	12.046
Oceania	5.450
Total	116.227

Of the total POs value, 78% was with suppliers registered in Brazil.

Social Performance

GRI 14.14; 3-3; 413-2 SASB EM-MM-210b.1, GRI 410-1

At GMIN, we understand that our operations can have both positive and negative impacts on local communities. Our goal is to build trust-based relationships that foster benefit-sharing and address concerns transparently and effectively. To this end, we recognize that effective engagement with local communities requires open, two-way communication characterized by transparency, proactive engagement, and timely responsiveness. This approach contributes to reducing tensions, improving community relations, and promoting transparent decision-making processes.

Our internal policies are clearly structured, based on sustainable practices, with an emphasis on continuous stakeholder engagement through campaigns, meetings and other actions.

Next, we will present our interfaces with the communities

adjacent to TZ's concession, as well as with Artisanal and Small-Scale Mining (MAPE). It should be noted that, in our active operation in Tocantinzinho, we at GMIN do not interact with indigenous peoples in the territory.

Artisanal and Small-Scale Mining (MAPE)

GRI 14.13

As gold miners, we recognize that Artisanal and Small-Scale Mining (MAPE) involves activities carried out by individuals, households or cooperatives, usually with low or no mechanization and often operating informally in the vicinity of concession areas.

In the specific case of the Tocantinzinho asset, in which GMIN owns the mining rights granted by the competent authorities, we have identified the presence of MAPE activities in the areas adjacent to the concession. We highlight the relevance of treating this issue with appropriate attention, considering the potential for land-use conflicts, access to and control of mineral deposits and the right to mine, as well as potential conflicts with public or private security forces and also with the loss of livelihood arising from potential resettlements of miners. No less relevant, the presence of child or forced labor, environmental, health and safety impacts, and even an increase in crime and corruption in local communities, are other risks inherent to MAPE's activities.

We inform that, in 2024, there was no record of conflicts or negative dealings related to MAPE. Furthermore, there is no Artisanal and Small-Scale Mining (MAPE) activity within the Tocantinzinho Mine concession area.

In accordance with our principles and strategy to minimize these risks, we highlight the continuity of the continuous training of the property security team, aiming to ensure that all operations are conducted in accordance with principles of respect for Human Rights, a core principle for GMIN.

In line with our values and strategy to minimize such risks, we emphasize the continued training of our security personnel, ensuring that all operations are conducted with full respect for Human Rights, a core principle for GMIN.

Accordingly, we have adopted the Voluntary Principles on Security and Human Rights (VPs) as the foundation for our security practices. These principles guide the company's actions in risk assessments, engagement with public and private security forces, and the implementation of preventive measures to avoid Human Rights violations.

At GMIN, the Voluntary Principles are fully integrated into our internal policies, codes of conduct, and security training programs, ensuring that all personnel responsible for site protection are prepared to act in a respectful, proportionate, and preventive manner. We also continuously review these policies to ensure their effectiveness and alignment with international sustainability and governance standards.

We reiterate that the current level of interaction with informal MAPE activities at TZ, our only active asset in 2024, is low. This limited interaction does not compromise the effectiveness of our environmental mitigation strategies. We continue to implement sustainable water management, air emissions control, and air quality initiatives, as covered in earlier sections of this document. Our programs for environmental integrity and ecosystem sustainability remain unaffected by MAPE-related activities.

In 2024, a human rights impact assessment was initiated and carried out at the Tocantinzinho Mine included an evaluation of our security practices. In 2025, we will conduct a dedicated assessment of our adherence to the Voluntary Principles.

Impact on Local Communities

GRI 413-2; 14.10

GMIN implements the **Social Communication and Stakeholder Relations Program**, which serves as the foundation for a structured, transparent, and ongoing dialogue between the company and nearby communities. This program, active since the beginning of the project, is designed to communicate TZ's objectives and activities clearly and openly, helping to mitigate potential impacts related to housing and land use pressure.

Through this initiative, we ensure communities have access to accurate and timely information about current processes, which promotes predictability, builds trust, and increases understanding of the measures taken to guarantee the operational and environmental safety of the project.

Social Investment and Community Legacy

GRI 3-3 203-1, 203-2, 204-1; 413-1; 14.10; 14.10.3; 14.10.4

Investing in initiatives that generate positive impacts on quality of life and regional development is a core part of our commitment to social responsibility. These actions align with national and international protocols and Human Rights principles and reflect our adherence to policies that prioritize local economic development.

Below we present the community legacy and social investment initiatives implemented in 2024 at TZ (Brazil) and the Oko West Project (Guyana).

Community Legacy Initiatives

Tocantinzinho Mine (TZ)

We remain committed to the socioeconomic development of the communities surrounding TZ. In 2024, we supported initiatives focused on job creation, environmental education, and access to services. These actions directly involved 300 people from the communities of Morro do Macaco, Casa de Barro, Mamoad, and Jardim Ouro. Key actions included: dissemination of job vacancies, health campaigns, environmental education programs, initiatives on waste management and recycling, as well as professional training courses in partnership with local institutions. These initiatives will be detailed below:

Oral Health Campaign

The Oral Health Campaign held in May 2024 in the communities of Morro do Macaco, Casa de Barro, Mamoad, and Jardim Ouro focused on prevention and oral health awareness. The initiative contributed to expanding access to information and resources, encouraging participants to adopt self-care practices and promote oral health on an ongoing basis.



Campaign to Combat Child and Adolescent Sexual Exploitation

In October 2024, we promoted the I Cycle of Lectures to Combat Child and Adolescent Sexual Exploitation, held within the scope of the Subprogram of Mobilization to Combat Sexual Violence of Children and Adolescents (AID), linked to the Occupational Health and Safety Program of the Operating License in Tocantinzinho. The event aimed to raise awareness in the school community about the prevention and fight against sexual exploitation of children and adolescents. It was attended by students, teachers, parents and members of the local community, bringing together about 58 people, including students from the 6th, 7th, 8th and 9th grades of elementary school, servers and other members of the community of Jardim do Ouro. The initiative has had a significant impact, addressing crucial issues related to child and adolescent sexual exploitation and promoting a dialogue that is essential for awareness and prevention.



Men's Health Awareness Campaign

In November, GMIN held at TZ and in nearby communities, the campaign included medical guidance, lectures, and educational materials on health and self-care for men.



Oko West

In October 2024, GMIN participated in the **Annual Cancer Awareness Walk**, organized by One Communications. The event aims to promote awareness about cancer and was attended by our team, reinforcing support for the cause.

In addition, GMIN sponsored the **Sweet Escape 2K & 5K Trail & Road Walk-Run-Bike**, an annual event organized by Stride592 in Georgetown, Guyana, held in November 2024. The event focused on raising awareness about diabetes and encouraging local tourism, offering activities such as walking, running and cycling on the 2km and 5km courses, as well as a Wellness Village with information on diabetes, nutrition and local tourism.

These actions are part of our commitment to **Corporate Social Responsibility**, with the aim of supporting initiatives that contribute to community health and well-being. In November 2024, GMIN hosted a Canadian business delegation to discuss potential **synergies in mining operations, project finance, and safety innovations**. Discussions focused on funding opportunities, security solutions such as refugee chambers, and infrastructure support. The meeting highlighted the relevance of sustainable practices and strategic partnerships for the development of projects and operations.

Social Investment Initiatives

At GMIN, we recognize that mining activities can generate significant socio-economic benefits for local communities through job creation, fostering local trade, collecting taxes and other payments to governments, investing in infrastructure and supporting public services, and implementing local development programs. The table below shows community investment in the year 2024.

Table 25

COMMUNITY INVESTMENT (2024)	
ASSET	2024 COMMUNITY INVESTMENT (K USD)
TZ Mine	164.3
Oko West Project	109.7
Total	274

Tocantinzinho Mine (TZ)

In 2024, we invested in several initiatives to improve infrastructure and support local institutions: construction and maintenance of 70km of the Trans-Tocantinzinho road; provision of computers and internet access for the César Almeida School; dust control through road wetting in Jardim do Ouro; donation of stringers to the local government; donation and restoration of furniture (closets, wardrobes, dressers, beds and sinks); donation of an artificial tanning machine and armchairs to the Rosa Barreto Institute, which offers free services to cancer patients; and donation of pedagogical materials to the Municipal School of the Mamoa community.

GMIN reinforced its commitment to the community by **supporting the Association of Parents and Friends of the Exceptional (APAE) of Itaituba**, in partnership with the Amateur Football League of Itaituba (LIFA), with the donation of 20 thousand reais to strengthen the institution's projects and services, which plays an essential role in the inclusion and support of people with disabilities.

Our commitment is focused on strengthening the local and rural economy and supporting public management, encouraging the **cooperativism of small rural producers**. We invest in initiatives that boost economic autonomy and income generation in the surrounding communities, promoting training, access to markets, and incentives for sustainable production practices.

With the start of the mine's operations, there was an **increase in municipal revenue**. These investments and services are free of charge to local communities and include renovations, construction, and material donations, reinforcing our commitment to social investment and positive community legacy.

In addition, through strategic partnerships with SEBRAE, SIPRI, SENAI and FIEPA, we foster professional qualification and entrepreneurship, creating opportunities for economic growth in line with the needs of the region.

Recognizing the importance of active participation and effective dialogue, in 2024, we structured the local Socio-Environmental Committee, which meets bimonthly and is made up of representatives from all sectors of the company. It meets bimonthly and includes representatives from all company departments to evaluate and respond to stakeholder demands.

Oko West

In the Oco West Project in Guyana, as mentioned in the Stakeholder Engagement section, a Multisectoral Working Group (MSWG) was formed. This initiative reinforces GMIN's commitment to effective communication and meaningful engagement with stakeholders, including riverside communities.

In December 2024, GMIN held the inaugural meeting of the MSWG, in Bartica (Region 7). The meeting featured presentations from members of the GMIN team about the progress of the Oco West Project and the discussions focused on the identification of community projects that could be supported and financed by GMIN, with an emphasis on social investment initiatives, job creation, logistical improvements and educational programs.

In 2025, a budget of USD 100,000 will be allocated to social initiatives in the Oco West project. These resources will be applied in actions based on the following strategic pillars, aiming at the sustainable development of the region:

Community Investments

- Proposals for social investment in education, health and infrastructure;
- Opportunities for workshops on employment, capacity building and business development.

Local Employment and Capacities

- Training programs for residents of adjacent communities, in the areas of welding, heavy equipment operation, hospitality, and other skills, in collaboration with the Industrial Training Council (BIT).

Logistics and Procurement

- Guidance for local companies on how to formalize their operations to integrate the project's supply chain.

Environmental Management

- Emphasis on environmental protection, including water management, biodiversity preservation, and dust control.

Community Legacy

- Encourage stakeholders to take advantage of the opportunities generated by the Oco Gold project;
- Encourage collaboration and vote on development projects that meet community priorities;
- Integration of cutting-edge technology into the Oco Gold Project, creating opportunities for skills enhancement and innovation for young people in the region.

Thus, the aim is to promote more inclusive and efficient work. The MSWG plays a crucial role in ensuring accountability through regular updates on the project's progress and impacts. This initiative reinforces GMIN Ventures' commitment to ensuring meaningful stakeholder participation in decision-making regarding social investments that will benefit their communities. In doing so, it fosters a sense of belonging and supports a sustainable future through the initiatives implemented.

Attachment

GRI Content Summary	86
SASB Metrics	94



GRI CONTENT SUMMARY

GRI STANDARD	CONTENT	PAGE/RESPONSE	OMISSION		
			OMITTED REQUIREMENTS	REASON	EXPLANATION
GRI 2 General Contents 2021	2-1 Organization details	8, 21			
	2-2 Entities included in the organization's sustainability report	8			
	2-3 Reporting period, frequency and point of contact	8			
	2-4 Restatements of information	8			
	2-5 External verification	8			
	2-6 Activities, value chain and other business relationships	21, 27			
	2-7 Employees	77			
	2-8 Workers who are not employees	70, 77	2-8-a-I, 2-8-a-II	Not applicable	The category does not apply to the organization
	2-9 Governance structure and its composition	28, 30, 31			
	2-10 Nomination and selection to the highest governance body	28, 29, 30			
	2-11 Chairman of the highest governance body	28, 30			
	2-12 Role of the highest governance body in overseeing the management of impacts	28, 31			
	2-13 Delegation of responsibility for impact management	28, 31			

GRI STANDARD	CONTENT	PAGE/RESPONSE	OMISSION		
			OMITTED REQUIREMENTS	REASON	EXPLANATION
GRI 2 General Contents 2021	2-14 Role of the highest governance body in sustainability reporting	8, 28			
	2-15 Conflicts of interest	28, 42, 43			
	2-16 Communicating Critical Concerns	29			
	2-17 Collective knowledge of the highest governance body	17, 28, 31			
	2-18 Evaluating the performance of the highest governance body	31			
	2-19 Compensation policies	28, 32			
	2-20 Process for determining remuneration	28, 32			
	2-21 Proportion of total annual compensation	28			
	2-22 Declaration on a strategy for sustainable development	4			
	2-23 Policy Commitments	15, 42			
	2-24 Incorporation of policy commitments	15, 42			
	2-25 Processes to repair negative impacts	24		Not applicable	The category does not apply to the organization
	2-26 Mechanisms for advice and raising concerns	43, 44			
	2-27 Compliance with laws and regulations			Not applicable	In the year 2024 there were no non-monetary sanctions or fines for significant cases.
	2-28 Participation in associations			Not applicable	In 2024, it did not play a significant role (presence in governance bodies) in associations
	2-29 Approach to Stakeholder Engagement	24			
	2-30 Collective bargaining agreements	77			

GRI STANDARD	CONTENT	PAGE/RESPONSE	OMISSION		
			OMITTED REQUIREMENTS	REASON	EXPLANATION
GRI 3 Material Themes 2021	3-1 Process of defining material themes	10			
	3-2 List of material topics	10			
HUMAN RIGHTS					
GRI 3 Material Themes 2021	3-3 Material Theme Management	24, 42, 47, 51, 54, 56, 61, 69, 77, 82, 83			
GRI 14.17 Employment practices	14.17.7 - Content 404-1 Average training hours per year, per employee	36, 74			
	14.17.8 - Content 404-2 Programs for the improvement of employee skills and assistance with career transition	36, 74	14.17.8	Process not yet implemented	
GRI 14.18 Child labor	14.18.1 - Content 408-1 Operations and suppliers with significant risk of child labor cases	38			
	14.18.2 - Content 414-1 New suppliers selected based on social criteria	36, 38			
GRI 14.19 Forced labor and modern slavery	14.19.2 - Content 409-1 Operations and suppliers with significant risk of forced or compulsory labor	39			
	14.19.3 - Content 414-1 New suppliers selected based on social criteria	36, 39			
GRI 14.20 Freedom of Association and Collective Bargaining	14.20.2 - Content 407-1 Operations and suppliers where the right to freedom of association and collective bargaining may be at risk	39			
GRI 14.21 Non-Discrimination and Equal Opportunities	14.21.2 - Content 202-2 Proportion of board members hired from the local community	36, 39			
	14.21.3 - Content 401-3 Maternity/paternity leave	36, 38			
	14.21.4 - Content 404-1 Average training hours per year, per employee	36, 74			
	14.21.5 - Content 405-1 Diversity in governance bodies and employees	39, 41			

GRI STANDARD	CONTENT	PAGE/RESPONSE	OMISSION		
			OMITTED REQUIREMENTS	REASON	EXPLANATION
GRI 14.21 Non-Discrimination and Equal Opportunities	14.21.6 - Content 405-2 Ratio between base salary and remuneration received by women and those received by men	39			
	14.21.7 - Contents 406-1 Instances of discrimination and corrective measures taken	39			
ETHICS AND TRANSPARENCY					
GRI 3 Material Themes 2021	3-3 Material Theme Management	24, 42, 47, 51, 54, 56, 61, 69, 77, 82, 83			
GRI 205: Fight against corruption 2016	GRI 205-1 Operations assessed for corruption-related risks	82			
	GRI 205-2 Communication and training on anti-corruption policies and procedures	42			
	GRI 205-3 Confirmed cases of corruption and measures taken	43, 44			
WASTE AND DAM MANAGEMENT					
GRI 3 Material Themes 2021	3-3 Material Theme Management	24, 42, 47, 51, 54, 56, 61, 69, 77, 82, 83			
GRI 14.5: Waste	14.5.2 - Content 306-1 Waste generation and significant impacts related to waste		306-1-a-I, 306-1-a-II	Not applicable	No waste with significant impacts was identified. All our waste is managed by partner companies.
	14.5.3 - Content 306-2 Management of significant impacts related to waste	47			
	14.5.4 - Content 306-3 Waste generated	47, 49			
	14.5.5 - Content 306-4 Waste not intended for final disposal	47, 50			
	14.5.6 - Content 306-5 Waste intended for final disposal	47, 50			
GRI 14.6: Waste	14.6.2 - Report the waste disposal methods used by the organization	51			
	14.6.3 - List the organization's waste disposal facilities and report the name, location, and corporate structures of each, including whether the organization is the operator.	51			

GRI STANDARD	CONTENT	PAGE/RESPONSE	OMISSION		
			OMITTED REQUIREMENTS	REASON	EXPLANATION
WATER AND EFFLUENT MANAGEMENT					
GRI 3 Material Themes 2021	3-3 Material Theme Management	24, 42, 47, 51, 54, 56, 61, 69, 77, 82, 83			
GRI 14.7: Water and wastewater 2024	14.7.2 - GRI Content 303-1 Interactions with water as a shared resource	54			
	14.7.3 - GRI Content 303-2 Management of impacts related to water disposal	54			
	14.7.4 - Content GRI-303-3 Water abstraction	54, 55	303-3-b	Not applicable	Not applicable, as we do not have areas with water stress.
	14.7.5 - GRI Content 303-4 Water Discharge	54, 55	303-4-c	Not applicable	Not applicable, as we do not have areas with water stress.
		54, 55	303-4-d	Not applicable	It does not apply because we do not have complex effluents during the implementation phase.
	14.7.6 - GRI Content 303-5 Water consumption	54			
ATMOSPHERIC EMISSIONS AND AIR QUALITY MANAGEMENT					
GRI 3 Material Themes 2021	3-3 Material Theme Management	24, 42, 47, 51, 54, 56, 61, 69, 77, 82, 83			
GRI 14.1 GHG emissions 2024	14.1.2 - Content 302-1 Energy consumption within the organization	56			
	14.1.3 - Content 302-2 Energy consumption outside the organization	56			
	14.1.4 - Content 302-3 Energy intensity	56			
	14.1.5 - Content 305-1 Direct (scope 1) GHG emissions	56			
	14.1.6 - Content 305-2 Indirect (Scope 2) greenhouse gas (GHG) emissions from energy purchases	56			
	14.1.7 - Content 305-3 Other indirect (scope 3) greenhouse gas (GHG) emissions	56			
	14.1.8 - Content 305-4 Greenhouse gas (GHG) emissions intensity	56			

GRI STANDARD	CONTENT	PAGE/RESPONSE	OMISSION		
			OMITTED REQUIREMENTS	REASON	EXPLANATION
	14.1.9 - Content 305-5 Reduction of greenhouse gas (GHG) emissions	56			
GRI 14.3 Atmos- pheric Emissions 2024	14.3.2 - Content 305-7 Emissions of NOx, SOx and other significant atmospheric emissions	56, 57			
ENVIRONMENTAL INTEGRITY AND ECOSYSTEM SUSTAINABILITY					
GRI 3 Material Themes 2021	3-3 Gestão de Temas Materiais	24, 42, 47, 51, 54, 56, 61, 69, 77, 82, 83			
GRI 14.4: Biodiversity	14.4.2 - Content 101-1 Policies to halt and reverse biodiversity loss	60			
	14.4.3 - Content 101-2 Managing impacts on biodiversity		101-2.a.IV 101-2.e	Unavailable	To date, there are no offset compensation projects implemented Unmapped synergy
	14.4.4 - Content 101-4 Identifying impacts on biodiversity	60			
	14.4.5 - Content 101-6 Direct drivers of biodiversity loss	60			
	14.4.6 - Contents 101-7 Changes in biodiversi- ty status		204-a-VI	Unavailable	Insufficient data for assertion
	14.4.7 - Contents 101-8 Ecosystem services		101-8.a 101-8.b	Unavailable	List of ecosystem services not yet fully mapped
GRI 14.2: Climate adaptation and resilience 2024	14.2.2 - Content 201-2 Financial implications and other risks and opportunities arising from climate change	56			
LOCAL EMPLOYABILITY					
GRI 3 Material Themes 2021	GRI 3-3 Management of Material Issues	24, 42, 47, 51, 54, 56, 61, 69, 77, 82, 83			
	GRI 2-7 Employees		2-7-b-III, 2-7-b-v, 2-7-e	Unavailable	The information is not consolidated for reporting
	GRI 2-8 Workers who are not employees		2-8-a-I, 2-8-a-II	Not applicable	The category does not apply to the organization
	GRI 2-30 Collective bargaining agreements	76			
	GRI 401-1 New hires and employee turnover	36, 37, 77			

GRI STANDARD	CONTENT	PAGE/RESPONSE	OMISSION		
			OMITTED REQUIREMENTS	REASON	EXPLANATION
	GRI 401-2 Benefits offered to full-time employees that are not offered to temporary or part-time employees	70, 77			
	GRI 401-3 Maternity/paternity leave	36, 77			
WORKERS' HEALTH AND SAFETY					
GRI 3 Material Themes 2021	GRI 3-3 Management of Material Issues	24, 42, 47, 51, 54, 56, 61, 69, 77, 82, 83			
GRI 403: Worker Health and Safety	GRI 403-1 Occupational health and safety management system	69, 70			
	GRI 403-2 Hazard identification, risk assessment and incident investigation	69, 75	403-2-a-II	Not applicable	Action plans for Risk Management programs being developed
	GRI 403-3 Occupational health services	69, 70			
	GRI 403-4 Worker participation, consultation and communication with workers regarding occupational health and safety	69, 75	403-4-a	Not applicable	In the process of being developed by CIPAMIN - Internal Commission for the Prevention of Accidents at Work in Mining
	GRI 403-5 Training of workers in occupational health and safety	69, 74			
	GRI 403-6 Promoting worker health	69, 70			
	GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	69, 75			
	GRI 403-8 Workers covered by an occupational health and safety management system	69, 77	403-8-a, 403-8-b, 403-8-c, 408-d	Not applicable	The occupational health and safety management system covers all employees of the organization
	GRI 403-9 Work accidents	69, 77			
	GRI 403-10 Occupational diseases	69, 77	403-10-b/403-10-c	Not applicable	No case records in the organization

GRI STANDARD	CONTENT	PAGE/RESPONSE	OMISSION		
			OMITTED REQUIREMENTS	REASON	EXPLANATION
STAKEHOLDER RELATIONSHIP					
GRI 3 Material Themes 2021	GRI 3-3 Management of Material Issues	24, 42, 47, 51, 54, 56, 61, 69, 77, 82, 83			
GRI 413: Local communities	GRI 413-1 Operations with engagement, impact assessments and development programs aimed at local communities	77, 83			
	GRI 413-2 Operations with significant actual or potential negative impacts on local communities	77, 82, 83			
GRI 308: Environmental and Supplier Assessment	GRI 308-1 New suppliers selected based on environmental criteria		308-1-a	Not applicable	Criteria to be developed by the organization
	GRI 308-2 Negative environmental impacts of the supply chain and actions taken		308-2-a, 308-2-b, 308-2-c, 308-2-d, 308-2-e	Not applicable	Criteria to be developed by the organization
GRI 410: Security practices	GRI 410-1 Security personnel trained in human rights policies or procedures	81			
GRI 408: Child Labor	GRI 408-1 Operations and suppliers with significant risk of child labor incidents	38			
GRI 409: Forced or slave-like labor	GRI 409-1 Operations and suppliers with significant risk of forced or compulsory labor	39			
BUILDING A POSITIVE LEGACY					
GRI 3 Material Themes 2021	GRI 3-3 Management of Material Issues	24, 42, 47, 51, 54, 56, 61, 69, 77, 82, 83			
GRI 203: Indirect economic impacts	GRI 203-1 Investments in infrastructure and support services	83			
	GRI 203-2 Significant indirect economic impacts	83			
GRI 204: Purchasing practices	GRI 204-1 Proportion of expenditure on local suppliers	83			

SASB METRICS

ACTIVITY METRICS			
CODE	ACCOUNTING METRICS	RESPONSE	PAGE
SASB EM-MM-000-A	Production of (1) metal ores and (2) finished metal products	(1) 0 total metric tonnes of ore processed (2) 0 total gold (oz) Project still in installation phase	21
SASB EM-MM-000-B	Total number of employees, percentage of contractors	1,072 employees, 11.4% (122) outsourced 1,072 employees, 11.4% (122) outsourced	77
GREENHOUSE GAS EMISSIONS			
SASB EM-MM-110a.2	Discussion of the long- and short-term strategy or plan for managing Scope 1 emissions, emissions reduction targets and the network will result in below-average emissions and an analysis of performance against those compared to other similar operations.	Emissions reduction targets are currently in the analysis and planning phase.	
AIR QUALITY			
SASB EM-MM-120a.1	Brazilian legislation only requires point-source air emissions of the following pollutants: (1) monitoring of PM10 and total suspended CO, (2) NOx (excluding N2O), (3) SOx, particulates. In addition, gold processing and (4) particulate matter (PM10), (5) mercury production facilities have not been identified as (Hg), (6) lead (Pb), and (7) major volatile organic sources of hazardous air pollutants. The parameters of compounds (VOCs) that may be emitted by on-site fuel combustion may be included later.	We currently monitor two air quality points in the Tocantinzinho Project, determined based on the direction of the prevailing winds in the region, one located in the southwest pit and the other located in the industrial plant. Both monitoring points presented satisfactory results for the two established parameters (PM10 and PTS).	56
WATER MANAGEMENT			
	(1) Total water abstracted (2) total fresh water consumed, percentage of uncertainty)	(1) Water collected 311,180 m ³ . All water collected was from freshwater sources. No water was collected from areas of water stress.	
WASTE AND HAZARDOUS MATERIALS MANAGEMENT			
SASB EM-MM-150a.7	Total weight of hazardous waste generated	325.384 (t)	47
SASB EM-MM-150a.8	Total weight of hazardous waste recycled	0 (t)	47

IMPACTS ON BIODIVERSITY			
CODE	ACCOUNTING METRICS	RESPONSE	PAGE
SASB EM-MM-160a.1	Description of environmental management policies and practices for active sites	We have implemented programs to monitor fauna and flora, as well as a program to recover degraded areas. In 2024, we will complete the reforestation of 33 hectares located southeast of the pit.	61
SASB EM-MM-160a.2	Percentage of acid mine drainage that is: 1) expected to occur, 2) actively mitigated, and 3) under treatment or remediation	The drainage study indicates that the study area in general does not present a propensity for acid drainage. From the analyses, only 1 mineralized waste material (out of 54) demonstrated potential for acid drainage, albeit at relatively low levels.	
SASB EM-MM-160a.3	Percentage of 1) proven and 2) probable reserves in or near protected or conservation status sites or threatened species habitat	The reserves are located 100% within the limits of the APA - Tapajós Environmental Preservation Area, and also border the Jamanxim National Park, as well as the Crepori and Jamanxim National Forests. In relation to biodiversity, 1,157 species have been identified, of which 35 are on the list of endangered species.	61
LABOR RELATIONS			
SASB EM-MM-310a.1	Percentage of active workforce covered by collective bargaining agreements	100% of workers have coverage	77
WORKFORCE HEALTH AND SAFETY			
SASB EM-MM-320a.1	(1) Mine Safety and Health Administration (MSHA) total 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 employers and (b) contract employees.	(1) MSHA Total Incidence Rate: 0.69 (2) Fatality Rate: 0 (3) Accident Frequency Rate: 0 (4) No data available for contractors vs. employees.	69, 77
BUSINESS ETHICS AND TRANSPARENCY			
SASB EM-MM-510a.1	Description of the management system for preventing corruption and bribery throughout the value chain	Our company reaffirms its commitment to integrity and ethics in all its operations. As part of this commitment, we reinforce our zero tolerance policy against bribery and corruption. It is imperative that the use of company funds or assets is always aligned with this policy, as well as with all applicable anti-corruption laws, rules and regulations, including extraterritorial laws.	42

Closing remarks

As we conclude our 2024 Sustainability Report, we reflect on a year marked by significant growth for the company. The start of operations at the Tocantinzinho Mine, major advancements at the Oko West Project, and the acquisition of the Gurupi Project have positioned us with a diversified portfolio of three assets at different stages of development – exploration, construction, and production.

This progress reflects not only our strategic vision but also our strong commitment to sustainable growth – one that respects people, protects the environment, and creates shared value for society. Through this report, we aim to provide transparent information and a thoughtful assessment of our environmental, social, and governance (ESG) performance—celebrating our achievements while identifying areas for continuous improvement.

We reaffirm our dedication to enhancing our operational and sustainability practices, and we extend our sincere thanks to all stakeholders who, directly or indirectly, are part of our journey and contribute to the success of our responsible growth.

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