

ESG REPORT

2022



 **Dynacor**

CONTENT



1. MESSAGE FROM THE PRESIDENT AND CHIEF EXECUTIVE OFFICER OF DYNACOR GROUP



GRI
2-22

I am delighted to share our third Sustainability Report, which follows the Global Reporting Initiative - GRI Standards. This report aims to communicate transparent economic, environmental, and social management results for 2022 to our stakeholders.

For the past 27 years, we have been processing gold ore that we purchase from both formal and formalized ASM (Artisanal and Small-scale Mining) sources and then selling the metals.

Dynacor had another outstanding year in 2022, continuing its impressive growth from 2021. We produced over 110,000 gold equivalent ounces, resulting in sales of US\$ 197.5 million. Additionally, we fulfilled our financial obligations by distributing US\$ 192.5 million in operating costs and compliance. In Peru, we contributed US\$ 9.8 million in taxes and duties stipulated for companies in our sector, and in Canada, US\$ 108.3 thousand in taxes.

"OUR HUMAN RIGHTS POLICY, SIGNED IN 2022, INCLUDES 12 COMMITMENTS".

Our subsidiary Veta Dorada's increased production has helped us maintain our position as one of the top 10 gold producers, as reported by the Mining Statistical Bulletin of the Peruvian Ministry of Energy and Mines for 2022. Once again, with the teamwork of our 469 employees (Canada and Peru), we exceeded the Corporation's objectives. Undoubtedly, they are the foundation of Dynacor's solid growth over 27 years. Therefore, health and safety have been essential aspects of our management.

To deal with the effects of COVID-19 on our operations, we have consistently updated

our COVID-19 Surveillance, Prevention, and Control Plan. As a result, 99.57% of our personnel have received their third dose of the vaccine and, 49.69% have received their fourth dose. In 2022, we increased our plant's ore processing capacity by 16% in the fourth quarter, building upon the 25% increase we achieved in the second quarter of 2021.

We have helped boost local development by creating job opportunities in Chala (Arequipa) and other regions of Peru. Additionally, our purchases in Arequipa have increased by 5.5% from US\$ 44.5 million in 2021 to US\$ 46.9 million in 2022.

We established our sustainability strategy in 2019 with the goal of creating positive impacts. Our management team implemented global governance, environmental protection, and community relations best practices. Our




Jean Martineau
President and Chief Executive Officer of
Dynacor Group.



efforts continued in 2022 as we made improvements in gold traceability. We updated our "Dynacor Mineral Purchase Verification Questionnaire", part of the internal verification system and added our Human Rights Policy.

In the social area, our investment was made through the Community Development Program (Veta Dorada Subsidiary) and Fidamar (International Fund to Aid Artisanal Miners), whose funds come from the PX Impact® Program.

With a shared vision approach, we allocated US\$192,960, of which US\$16,320 was invested in health, nutrition, education, environmental management, basic infrastructure, and development and capacity building of local institutions; and US\$176,640 in employment and local

economy, benefiting 6671 people.

Through Fidamar, we allocated US\$ 155,121, which directly benefited more than 5500 people, including children and adults, in the communities of artisanal miners.

In the environmental management of our operations, we recorded important achievements such as a 29 % reduction in the intensity of GHG emissions and a 61 % increase in energy consumption from renewable sources. In addition, environmental compliance was 100%.

To continue to meet the expectations of our stakeholders and improve our management, we plan to update the material topics to be reported in the following ESG report in 2023. We will

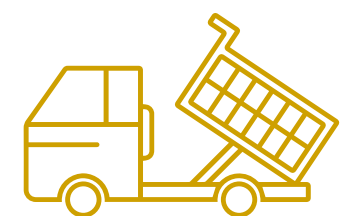
also increase our social investments.

Future actions to be implemented will help strengthen our business model and create value. We reaffirm our commitment to the sustainable development of our area of influence.

Finally, I invite you to review our ESG Report 2022.

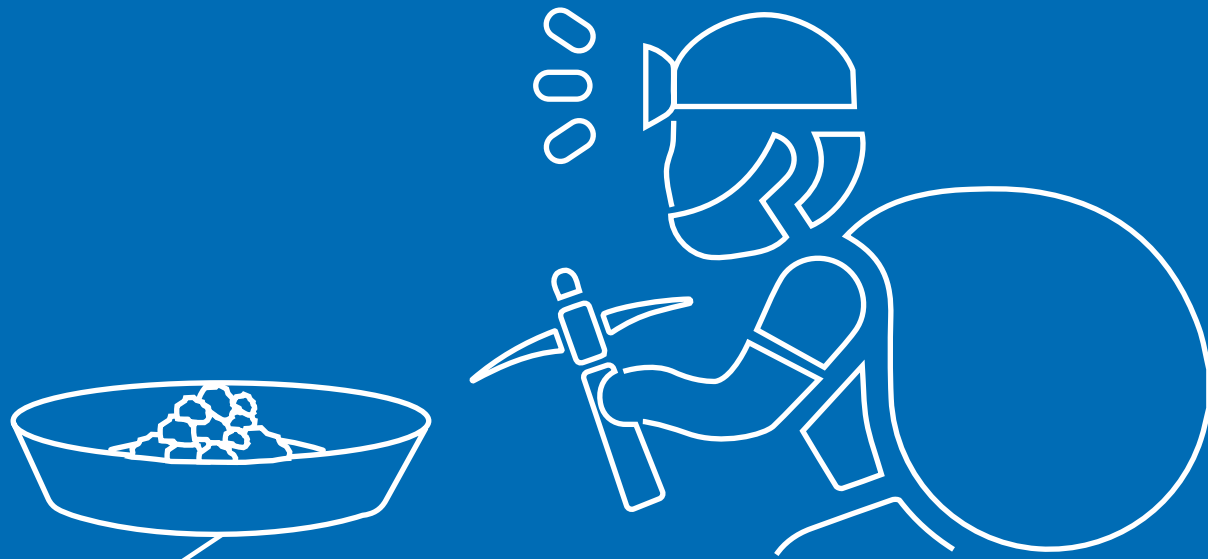


"WE CONTRIBUTE POSITIVELY TO 14 SUSTAINABLE DEVELOPMENT GOAL (SDG)".



2. OUR PERFORMANCE

GRI
2-6
2-7



27 years old

LEADERSHIP IN THE
ASM BUSINESS

469

EMPLOYEES

32 %

LOCAL LABOUR
(AREQUIPA)

0

ACCIDENTS WITH SERIOUS
CONSEQUENCES

SOLE
PROCESSOR

RANKING OF THE
TOP 10 GOLD PRODUCERS
IN PERU

110 359

OUNCES OF GOLD
EQUIVALENT PRODUCED

US\$ 46.9

MILLIONS IN LOCAL
PURCHASES (AREQUIPA)

61 %

CONSUMPTION
OF ENERGY FROM
RENEWABLE SOURCES

29 %

REDUCTION OF
GHG EMISSIONS
INTENSITY

14 SDCs

CONTRIBUTION



ABOUT DYNACOR GROUP

3



3. ABOUT DYNACOR GROUP

We are a corporation engaged in processing gold ore purchased from formal and formalizing ASM (Artisanal and Small-Scale Mining) and the sale of precious metals.

We are present in Peru, with our subsidiary Veta Dorada since 1996, which operates an ore processing plant (500 mt/day) in Chala, Arequipa (Peru).

We also have exploration properties, including the Tumipampa gold and copper project in Abancay, Apurimac region (Peru).

The business model we have implemented in our subsidiary has made us the largest ASM processing plant in Peru, operating under the General Regime for Medium and Large-scale Mining, for 27 years. We

are also the only processing plant in the ranking of the top 10 gold producers, according to the Mining Statistical Bulletin of the Peruvian Ministry of Energy and Mines, in 2022.

In addition, we are the first processing corporation to have an ESG report, with reference to the Global Reporting Initiative - GRI Standards. Dynacor is listed on the Toronto Stock Exchange (TSX) under the symbol DNG and pays dividends to shareholders.

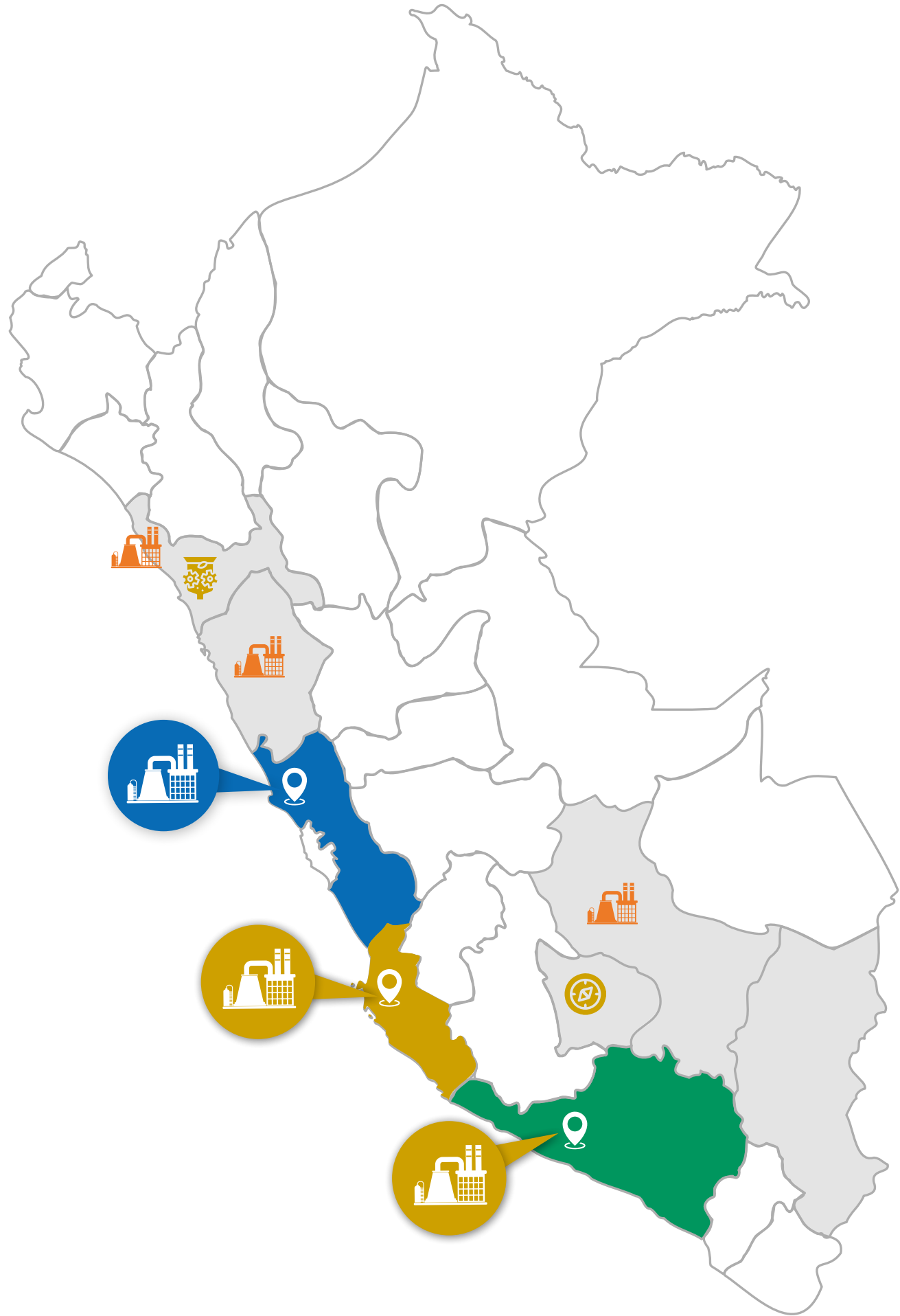
The social investment we have made in 2022 has allowed us to achieve benefits for the communities of artisanal and small-scale miners in Arequipa, Ayacucho and La Libertad, mainly. GRI 2-1/2-2

"THE SOCIAL INVESTMENT WE HAVE MADE IN 2022 HAS ALLOWED US TO ACHIEVE BENEFITS FOR THE COMMUNITIES OF ARTISANAL AND SMALL-SCALE MINERS IN AREQUIPA, AYACUCHO AND LA LIBERTAD, MAINLY".



3.1 OUR LOCATIONS

GRI
2-1



CANADA



Head Office
625 René-Lévesque Blvd
West, Suite 1200
Montréal (Quebec) H3B 1R2.



PERU



Update Lima address by:
Calle Dean Valdivia 148,
Edificio Platinum Plaza I,
Office 601, San Isidro -
Lima

**Veta Dorada Processing
Plant - Chala**
KM. 5 C.P. Chala Viejo (KM
5 del Corredor C.P. Chala)
Caravelí - Arequipa.

**Nasca Administrative
Office**
Av. Los Paredones
N° 569, Nasca - Ica.



OFFICES AND PLANT

o Lima o Nasca o Chala



CRUSHING SERVICE

Trujillo



EXPLORATION

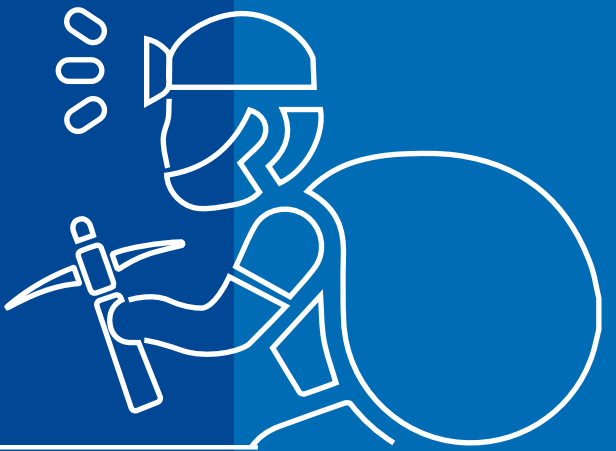
Tumipampa gold and copper
project Abancay, Apurímac



PURCHASING OFFICES

- ♦ Trujillo
- ♦ Chimbote
- ♦ Nasca
- ♦ Chala
- ♦ Secocha
- ♦ Misky
- ♦ Pedregal
- ♦ Juliaca
- ♦ Ispacas

"OUR EXPERIENCE DOING
BUSINESS WITH THE ASM
HAS ALLOWED US TO
POSITION OURSELVES AS
THE ONLY PROCESSING
PLANT IN THE RANKING
OF THE TOP 10 GOLD
PRODUCERS IN PERU".



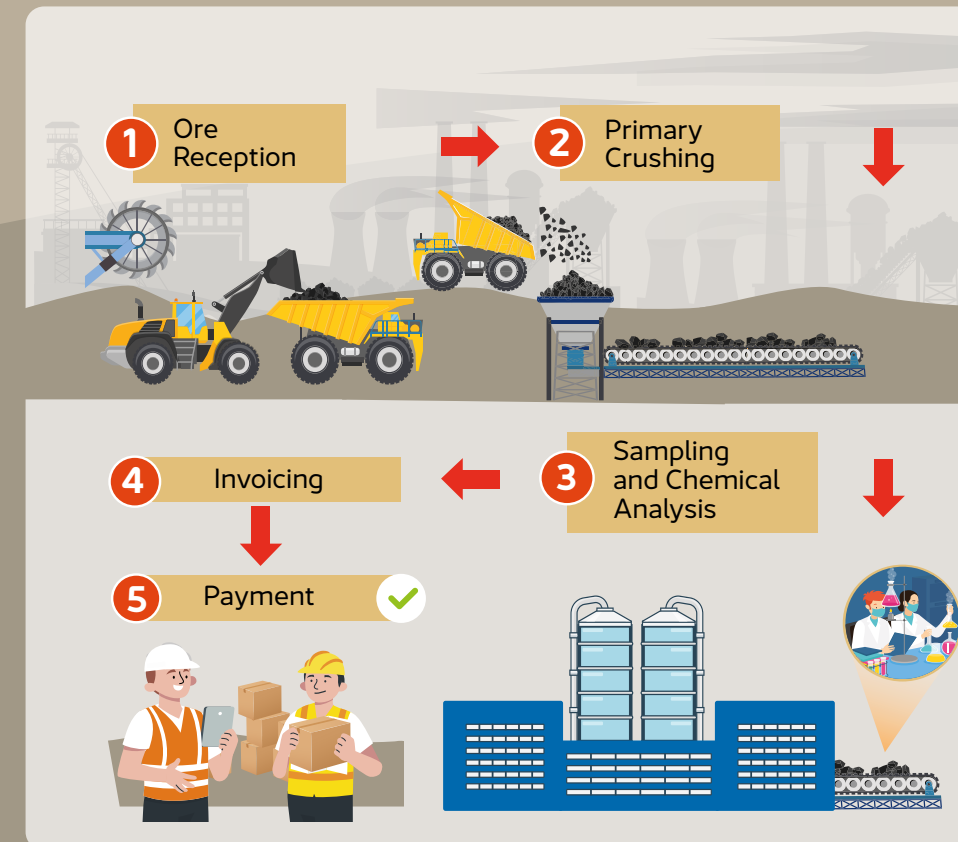
3.2 OUR PRODUCTION PROCESS

GRI
2-6



PURCHASING AND ORE CONTROL

THROUGH OUR SUBSIDIARY VETA DORADA, WE BUY ORE FROM ARTISANAL SMALL MINERS (ASM) ENLISTED IN THE FORMALIZING PROCESS OF THE PERUVIAN GOVERNMENT.



CRUSHING SERVICE
• Trujillo



PURCHASING OFFICES

- Trujillo
- Chimbote
- Nasca
- Chala
- Secocha
- Misky
- Pedregal
- Juliaca
- Ispacas

DYNACOR HAS A RISK MANAGEMENT SYSTEM FOR THE PREVENTION OF MONEY LAUNDERING AND TERRORISM FINANCING, AND A CODE OF CONDUCT THAT GUARANTEE SUSTAINABLE PRACTICES THAT RESPECT HUMAN RIGHTS.



PROCESSING

THE VETA DORADA PLANT HAS A PROCESSING CAPACITY OF 500 TM/D. IT IS LOCATED IN CHALA DISTRICT, AREQUIPA, PERU.



TRANSPORT

FROM THE CHALA PLANT TO THE LIMA AIRPORT MADE BY A SECURITY TRANSPORT COMPANY.



EXPORT

GOLD: FROM LIMA AIRPORT TO SUIZA
PX PRECINOX CUSTOM AGENT
SILVER: BASED ON BUYERS



3.3 OUR PRODUCTS

GRI 2-6 Our production: Gold, mainly, and silver are traded in the following markets:

WITH THE PX IMPACT® PROGRAM, CUSTOMERS WHO BUY GOLD PAY A PREMIUM THAT IS ADDED TO THE PRICE OF GOLD, WHICH GOES TOWARDS SOCIAL INVESTMENT IN THE COMMUNITIES OF ASM (ARTISANAL AND SMALL-SCALE MINING) MINERS.



> VISION

DYNACOR WILL BECOME THE WORLD'S LEADING PROCESSOR OF ENVIRONMENTALLY AND SOCIALLY RESPONSIBLE ARTISANAL GOLD ORE.

> MISSION

WE PROCESS ENVIRONMENTALLY AND SOCIALLY RESPONSIBLE ARTISANAL GOLD, ESTABLISHING AND MAINTAINING A TRUE PARTNERSHIP WITH ARTISANAL MINERS, OUR EMPLOYEES, AND THE COMMUNITIES IN WHICH WE OPERATE AROUND THE WORLD AS WELL AS ALL OUR OTHER STAKEHOLDERS, ON AN EQUITABLE AND TRANSPARENT BASIS.



> CORPORATE VALUES

- ◆ RESPECT
- ◆ ETHICAL BEHAVIOUR
- ◆ ENVIRONMENTAL RESPONSIBILITY



CODE OF CONDUCT

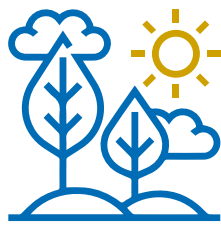
Our Code of Conduct applies to all employees, members of the Board of Directors, and strategic partners of Dynacor and the Veta Dorada subsidiary.



Compliance with the law



Health and safety



Environmental protection



Human rights



Employee relations



Diversity, inclusion and non-discrimination



Anti-bribery and anti-corruption



Conflicts of interest



Prevention of money laundering and terrorist financing



Relations with suppliers and customers



Community relations






Communication and implementation



3.4 GOVERNANCE

GRI 3-3 Dynacor Group is a corporation incorporated under Canadian law, and our subsidiary Veta Dorada is under Peruvian law. Dynacor's Board of Directors comprises seven members: six members and the Executive President. **GRI 2-9**

The Board of Directors comprises three committees:

-  Governance, Nomination and Compensation Committee.
-  Audit and Risk Management.
-  Environmental and Social Responsibility Committee.

The governance, Nominating and Compensation Committee has been charged by the Board of Directors to seek out and identify qualified individuals to be elected as new directors for

the Corporation. In this regard, the governance, Nominating and Compensation Committee follows the process described below:

- Conducts the search process to identify potential candidates.
- Seeks advice from other directors, the Chairman of the Board, the Chief Executive Officer and other executives and, if necessary, suggestions from other stakeholders, including shareholders, to identify the best possible candidates. The Committee may, if deemed necessary, use outside consultants' services.
- The Committee interviews each candidate.
- After the selection, the Committee organizes a second interview of the candidates with the participation of the Chief Executive Officer and the Chairman of the Board of Directors; and finally,



- The Committee presents its recommendations for one or more candidates to the Board of Directors and voting occurs.

Dynacor's directors are appointed or ratified by the general shareholders' meeting upon the recommendation of the Board of Directors. The criteria for their selection and appointment are based, first, on the criteria of competence and experience required by

the Board of Directors. In addition, the contribution of the director's experience must be accompanied by a strong element of independence of judgment on the part of the director in order to exercise his or her role of supervision and strategic approach to the Corporation's management in an objective manner and in the best interest of the Corporation.

Diversity criteria in the composition of the Board of

Directors are also essential. The diversity of the Board of Directors includes a multidisciplinary range of professional profiles and experiences. Equally important is the diversity of gender, nationalities, and generations, among others. Given the international nature of the Corporation, the work is carried out in a multilingual environment: French, English, and Spanish, where the French language plays a predominant role. **GRI 2-10**



The chair of the highest governance body is not a senior executive of the organization.

GRI
2-11

The Board of Directors has the duty and responsibility to manage the Corporation and its activities. Among its main functions include making recommendations to senior executives and managers; overseeing all activities and, in particular, operational risks. Dynacor's statement of values, vision, mission, strategies, policies and goals related to sustainable development are also part of its work.

Each year, the highest governance body evaluates Dynacor's main impacts, risks and opportunities, considering the Corporation's activities; the production of gold from the processing of ore purchased from Artisanal and Small-Scale Mining (ASM) and the exploration of mining projects;

as well as the effectiveness of the actions implemented within the processes.

GRI
2-12

Responsibility for managing impacts on the environment, the economy and people have been delegated to the Board Committees.

GRI
2-13

In addition, the chair person of the Environmental and Social Responsibility Committee is responsible for reporting quarterly the results of the environmental and social management of the Veta Dorada subsidiary. In addition, she leads, reviews, approves and reports, annually, the content of the Sustainability Report to the Board of Directors.

The Sustainability Report review process has two levels:

- The *Environmental, Social and Governance* (ESG) subcommittee

reviews and verifies the information in the document.

- The final report is reviewed by Dynacor's President and CEO, and the chair of the Environmental and Social Responsibility Committee.

GRI
2-14

One of the fundamental rules of good corporate governance is to always maintain an objective and independent judgment on the management of the Corporation. Each of its directors must exercise his or her role with independence and professionalism.

The Board of Directors is responsible for monitoring and managing any potential and/or recognized conflicts of interest. To ensure the proper exercise of this function, the Board of Directors shall be responsible for assessing the conflict-of-interest situation that arises. The evaluation may be carried out directly by the Board of Directors or through its specialized committees and will be

carried out in accordance with the Board's internal regulations and operating codes. Finally, the decision to be adopted in matters of conflict of interest shall be taken in a diligent manner.

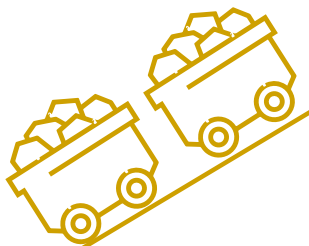
GRI
2-15

Regarding the reporting of concerns, the Governance, Nomination and Compensation Committee, composed of independent directors, periodically reports to the Board of Directors on its activities and monitors the risks to which the Corporation is exposed. Finally, it reports, at least once a year, on this issue. This summary focuses on the main risks.

During the reporting period, there was no information on critical concerns about negative impacts originating from stakeholders that have been escalated into complaints or grievances.

GRI
2-16





The Board of Directors recognizes the importance of and promotes governance sensitive to sustainable development issues.

Dynacor have a technical working committee called the ESG Committee, which stands for Environmental, Social and Governance. This committee is responsible for working on the



Corporation's social responsibility issues and leads the work of the ESG Report that the Corporation publishes annually. The ESG committee is chaired by a director of the Board of Directors, a specialist in corporate sustainable development with extensive international experience.

As a good governance practice, the Board of Directors is required to provide information and training on issues directly relevant to the Corporation's activities and governance issues, as well as current global trends. Sustainable development occupies an important position in exercising its oversight roles and setting the Corporation's strategic focus. **GRI** 2-17

Remuneration policies for senior management and members of the Board of Directors are calculated on the basis of comparative remuneration studies in companies with similar

activities, size and characteristics to the Corporation. Therefore, the evaluation of specialized consulting firms allows the parameters for salary and remuneration estimates to be set and approved by the Board of Directors.

The composition of remuneration is mixed, consisting of fixed and variable remuneration subject to objectives and a number of performance criteria. Remuneration can also be mixed in the form of payment, which can be monetary and/or with stock options. Finally, as a general rule, certain indemnities, benefits or bonuses may be included for senior executives.

Each year the Board of Directors approves the overall compensation plan for the Corporation's senior management. A portion of the compensation is contingent upon the achievement of a set

of objectives to be met by management. The objectives are specific and measurable; they are comprised of both financial and non-financial performance factors.

Operational, corporate, environmental, health and safety, social and governance performance targets are set. Therefore, the remuneration policy is also subject to the achievement of extra-financial performance results based on growth objectives previously evaluated and approved by the Board of Directors. **GRI** 2-19 / 2-20



3.5 CONTRIBUTION TO ECONOMIC DEVELOPMENT

At the end of 2022, our revenues were US\$197.5 million, and we distributed US\$192.5 million in operating costs and compliance with financial obligations to our stakeholders. GRI 201-1

ECONOMIC VALUE IN THOUSANDS OF US DOLLARS	GRI 201-1			
	2019 (US\$)	2020 (US\$)	2021 (US\$)	2022 (US\$)
Direct economic value generated:				
Total net income	102,499	101,533	195,906	197,545
Economic value distributed:				
Operating costs, employees, payments to suppliers, taxes, community and others.	107,708	86,721	181,637	192,461
Retained economic value	-5,209	14,812	14,269	5,084

It is also important to mention that all of our financial information is presented in our Annual Financial Report, which is available on our website: www.dynacor.com, and on the Stock Market platform: *System for Electronic Document Analysis and Retrieval* (SEDAR), at www.sedar.com.



TAXES AND
TRIBUTES

In 2022 we have contributed US\$9.8 million in taxes and duties stipulated for companies in our sector to the Peruvian government. In Canada we have contributed US\$108.3 thousand in taxes.

TAXES PAID IN US DOLLARS	2019 (US\$)	2020 (US\$)	2021 (US\$)	2022 (US\$)
Taxes paid in Peru	3,101,589	3,088,209	7,948,238	9,842,501
Taxes paid in Canada	95,612	96,988	116,447	108,326
Total Taxes Paid	3,197,201	3,185,197	8,064,685	9,950,827

"IN 2022 WE HAVE CONTRIBUTED
US\$ 9.8 MILLION IN TAXES
AND DUTIES STIPULATED FOR
COMPANIES IN OUR SECTOR TO THE
PERUVIAN GOVERNMENT".



3.6 ABOUT OUR
ESC REPORT

Our third ESG Report with reference to the *Global Reporting Initiative* - GRI Standards is addressed to our stakeholders with the purpose of communicating in a transparent manner the relevant issues in economic, environmental and social matters, corresponding to the period 2022 (January to December), according to the update of the GRI 2021 standards. The report was published in June 2023.

The content of this report was reviewed internally to ensure that our stakeholders have adequate information showing our performance on ESG issues during 2022. Since 2020, the Corporation has reported annually on its main activities in these three areas.

It should be noted that Dynacor's Financial Report



is presented in the second half of March of each year, with information from January to December of the previous year. Subsequently, the ESG Report is published (June of each year) for the General Shareholders' Meeting.

Any questions regarding the content of this report may be directed to esg@dynacor.com.



3.7 MATERIAL ISSUES

In order to define the 17 sustainability issues, the materiality process was developed during 2021, which remained in force during 2022.

The materiality process was carried out in four stages: **GRI 3-1**



1 REVIEW

Potential material issues were analyzed based on the review of different sources of information, which included:

- **Benchmark** with companies in the industry.
- International standards, guidelines and documents on sustainability and related to the sector such as *Responsible Jewellery Council* (RJC) and the *Fairmined From Responsible Mining Communities* initiative.
- The Sustainable Development Report 2020 - The Sustainable Development Goals and COVID-19 (*Cambridge University Press*) which presents the sustainability context at the country level, based on performance on the Sustainable Development Goals.
- Analysis of internal company management such as policies, values, strategies, objectives, among others.

2 IDENTIFICATION

The initial list of relevant issues for the company's sustainability management and the subjects that represent relevant expectations for stakeholders were determined.

Through a workshop with managers and supervisors, the issues relevant to the Corporation in the short and medium term were identified.

In addition, information was gathered from operations and local stakeholders (employees, communities, clients, shareholders, and artisanal mining suppliers) through panels and interviews.

3 PRIORITIZATION

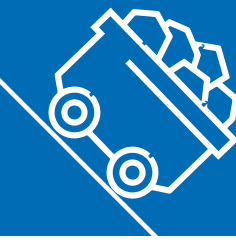
The prioritization stage was carried out from the perspective of the company and stakeholders. In the case of stakeholder expectations, scores were assigned according to the frequency of mention in the panels and interviews.

On the company level, each topic was evaluated according to the sector *benchmarking* and the workshop issues determined with managers and supervisors.

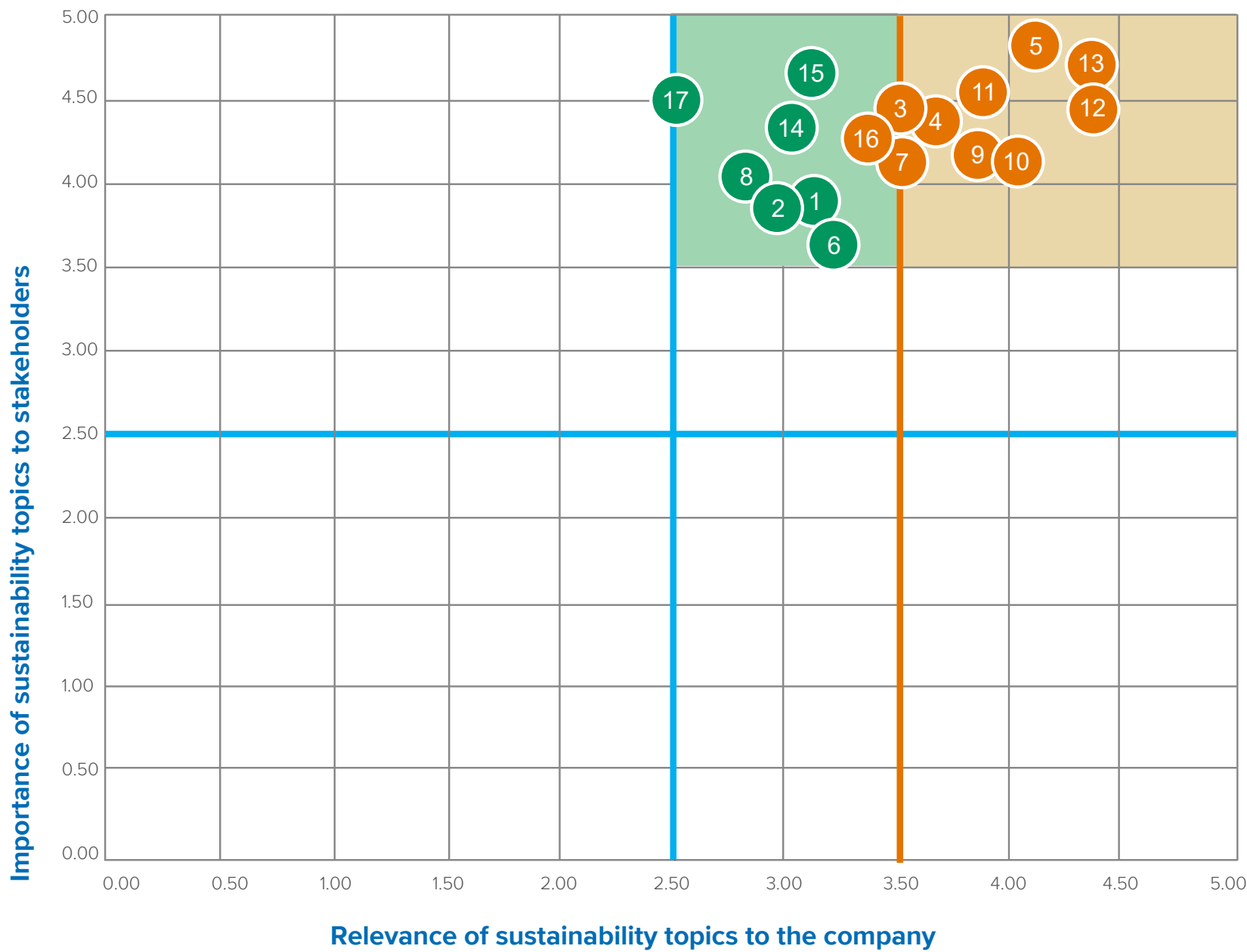
4 VALIDATION

The prioritized results were reviewed by directors, managers and supervisors, and 10 strategic material issues above the threshold and 7 material issues relevant to the Corporation were validated: a total of 17 material issues for the Corporation.





The result of the materiality matrix after the evaluation was as follows:



List of materials Issues **GRI 3-2**

1	Economic performance	
2	Governance	
3	Ethics and integrity	
4	Occupational health and safety	
5	Human Rights	
6	Diversity, inclusion and equal opportunity	
7	Decent work	
8	Local communities	
9	Training and education	
10	Responsible supply chain	
11	Compliance with laws and regulations	
12	Product traceability: ASM management	
13	Water and effluent management	
14	Waste management	
15	Responsible use of chemicals	
16	Energy consumption	
17	Climate change	

Strategic issues Relevant topics



3.8 STAKEHOLDERS

We maintain a harmonious, transparent, trusting relationship with our stakeholders based on constant and effective communication.

The identification of our stakeholders and their expectations were established through strategic analysis exercises of the external and internal environment. We seek to make our relationships sustainable in the medium and long term by establishing communication spaces to meet their expectations. **GRI** 2-29

SHAREHOLDERS / INVESTORS

MEANS OF COMMUNICATION

- Annual shareholders' meeting
- Press releases
- Website and social networks
- Quarterly and annual financial report
- Emails
- Phone calls

EXPECTATIONS

- Expansion and growth
- To maintain and enhance market reputation
- Business leadership
- Corporate social responsibility
- Governance

BOARD OF DIRECTORS

MEANS OF COMMUNICATION

- Quarterly and annual reports
- Emails
- Regular meetings
- Phone calls and video conferences

EXPECTATIONS

- To maintain and enhance market reputation
- Sound financial position
- Corporate social responsibility
- Governance

EMPLOYEES

MEANS OF COMMUNICATION

- Regular meetings
- Digital newsletters
- Website and social networks
- Wall newspapers
- Corporate communications and notices
- Phone calls and video conferences

EXPECTATIONS

- Employee well-being
- Working conditions
- Pleasant organizational environment
- Recognition of high performance

CUSTOMERS

MEANS OF COMMUNICATION

- Quarterly reports
- Website and social networks
- Emails
- Regular meetings
- Phone calls and video conferences

EXPECTATIONS

- Traceability of gold
- Responsible sourcing
- Investment in social projects in artisanal and small-scale mining communities
- Environmental sustainability
- Employment rights

SUPPLIERS

MEANS OF COMMUNICATION

- Website and social networks
- Emails
- Phone calls

EXPECTATIONS

- On-time payments
- Capacity development for small local suppliers

"WE SEEK THAT OUR RELATIONSHIPS ARE SUSTAINABLE IN THE MEDIUM AND LONG TERM AND THAT OUR STEKEHOLDRS BENEFIT FROM OUR CONTRIBUTION TO SOCIETY".





ARTISANAL AND SMALL-SCALE MINERS

MEANS OF COMMUNICATION

- Emails
- Regular meetings
- Technical visits
- Purchasing offices
- Phone calls

EXPECTATIONS

- Transparent, on-time settlement process, at fair prices
- Support on security issues
- Corporate social responsibility
- Support for completing their formalization

MEDIA

MEANS OF COMMUNICATION

- Press releases
- Website and social networks
- Phone calls

EXPECTATIONS

- Transparency of information
- Contribution to society

GOVERNMENT

MEANS OF COMMUNICATION

- Reports sent to industry regulators
- Coordination meetings

EXPECTATIONS

- Compliance with legislation
- Supervision
- Job creation
- Legal certainty
- Corporate social responsibility

SOCIETY

MEANS OF COMMUNICATION

- Corporate communications and notices
- Website and social networks
- Coordination meetings

EXPECTATIONS

- Contribution to society
- Corporate social responsibility

COMMUNITIES

MEANS OF COMMUNICATION

- Community meetings
- Community outreach
- Individual meetings

EXPECTATIONS

- Community development
- Social development programs
- Investments in education and health



3.9 MEMBERSHIP IN ASSOCIATIONS

GRI 2-28 We share common values and objectives with the following organizations:



Associated to the Institute of Mining Engineers of Peru (IIMP).



Associated with the Institute of Mining Safety (ISEM).



Member of the Prospectors and Developers Association of Canada (PDAC).



3.10 COMMITMENTS AND POLICIES

Our responsible business behaviour includes respect for human rights and commitment to the goals of 14 Sustainable Development Goals (SDGs) to which we are aligned, which are indicated in the development of the report. Our main policies and commitments to promote this behaviour are:

- Code of Conduct.
- Human Rights Policy.
- Occupational Health and Safety Policy.
- Environmental Policy.
- Management Manual and Code of Conduct for the Prevention of Money Laundering and Terrorist Financing Risks.
- Internal Labor Regulations.
- Internal Regulations for Health and Safety at Work.





Our **Human Rights Policy**, signed in 2022, includes 12 commitments:



Rejection of forced or compulsory labour.



Zero tolerance to child labour.



Equal opportunities and rejection of any type of discrimination.



Freedom of association and collective bargaining.



Freedom of thought and political participation.



Health, safety and welfare.



Fair and favourable working conditions.



Sustainable supply chain.



Environmental impacts.



Respect for the rights of local communities.



Protection of high conservation value areas.



Responsible communication.

All the policies we apply are approved by the highest governance body and these are disseminated to employees through training and are publicly available to other stakeholders.

GRI
2-23

This report also indicates those SDGs to which we contribute positively through our management of environmental, social and governance aspects.



SDG 1:
NO POVERTY:

We contribute to improving the quality of life of local populations by providing jobs in rural areas.



SDG 3:
GOOD HEALTH AND WELL-BEING:

We are committed to ensuring the health and well-being of our employees. For this reason, we implement health programs and campaigns for our employees and provide support to the communities around our operations.



SDG 4:
QUALITY EDUCATION:

We allocate resources to improve the infrastructure and implementation of equipment and materials in educational institutions, thereby contributing to a better quality of education.



SDG 5:
GENDER EQUALITY:

We are committed to gender equality because it is a fundamental human right and because it is an essential foundation for building a peaceful, prosperous and sustainable world.



SDG 6:
CLEAN WATER AND SANITATION:

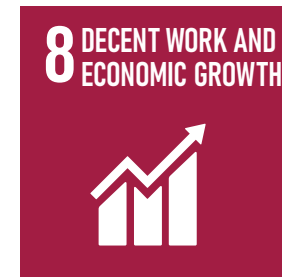
Our contribution here is the implementation of integrated water resources management in our operation to preserve water quality, and wastewater treatment, recycling and reutilization technologies.



SDG 7:
AFFORDABLE AND CLEAN ENERGY:

We focus on energy efficiency management. We are continually evaluating projects that will allow us to reduce the energy consumption generated by fossil fuels. We also plan to implement the use of renewable energies.





ODS 8:

DECENT WORK AND ECONOMIC GROWTH:

To guarantee compliance with all the employees' human and employment rights, avoiding discrimination, forced labor, and child and teen labor in our operation and the value chain, we have aligned ourselves with national and international standards.



ODS 10:

REDUCED INEQUALITY:

With our social investment, we hope to reduce inequalities, especially among vulnerable populations.



ODS 12:

RESPONSIBLE CONSUMPTION AND PRODUCTION:

We are constantly looking to implement improvements in the traceability of gold, from the purchase of the ore to its exportation.



ODS 15:

LIFE ON LAND:

Our environmental management prioritizes actions for the conservation and sustainable use of land ecosystems. We carry out monitoring to prevent the loss of biological diversity.



ODS 9:

INDUSTRY, INNOVATION AND INFRASTRUCTURE:

We invest in improving infrastructure, which is the engine of growth and economic development, and information and communications technologies.



ODS 11:

SUSTAINABLE CITIES AND COMMUNITIES:

We seek harmonious relations with the communities around us through proper management of natural resources and treatment of waste generated in our operation.



ODS 13:

CLIMATE ACTION:

We continuously measure carbon dioxide (CO2) and other greenhouse gas emissions for proper environmental management and implementation of technologies because we are aware of the impact on climate change.



ODS 16:

PEACE AND JUSTICE STRONG INSTITUTIONS:

We are committed to strengthening the management of our company through anti-corruption programs, transparency policies and a code of conduct.



4 RESPONSIBLE PROCESSING



4. RESPONSIBLE PROCESSING

4.1 INCORPORATION OF COMMITMENTS AND POLICIES

GRI
2-24
2-25
2-26

The commitments and policies that are incorporated in Dynacor for responsible business conduct in all activities and business relationships are approved by the Board of Directors. In the Veta Dorada subsidiary, General Management is responsible for ensuring that these policies and commitments are complied with, and that the Corporation's actions are in line with Dynacor's expectations.

Likewise, as part of the processes to remedy negative impacts, our stakeholders may submit complaints to denuncias@dynacor.com, which is an independent mechanism managed by the Corporation.

The purpose of this complaint or claim mechanism is to guarantee that stakeholders (users of this mechanism) can report events of the

negative impact caused by the organization. It is complemented by the ethical channel linea-etica@dynacor.com.pe for reports of human rights violations.

The process begins with sending the complaint to one of the indicated e-mails and receiving a receipt. Subsequently, investigations are carried out with those involved in the complaint or claim so that a response can be prepared.

Complaints or claims are reported to the highest governing body and treated confidentially. The results and conclusion of the process are communicated to the parties. Stakeholders can access these mechanisms anonymously or through a third-party representative.



4.2 COMPLIANCE WITH LAWS AND REGULATIONS

GRI
2-27
3-3

During 2022, we continued to operate in compliance with laws and regulations, environmental and water resource authorizations and permits, among others. This has allowed us to maintain zero administrative sanctioning procedures or non-monetary sanctions.

Although during the reporting period no administrative

sanctioning procedures were recorded, 2 fines imposed by OSINERGMIN and SUNAFIL derived from 2017 and 2019 respectively were paid, which were considered of low impact, due to the fact that the infraction occurred in a closed operation (Metalex Plant). Therefore, it has not caused a negative impact on the continuity of the current operation and communities.

"DURING 2022, THERE WERE NO ADMINISTRATIVE SANCTIONING PROCEDURES".

4.3 ETHICS AND INTEGRITY

At Dynacor, through our subsidiary Veta Dorada, has implemented a comprehensive a Compliance System for the Prevention of Money Laundering and the Financing of Terrorism (ML/FT). Our system is designed to identify and prevent potential risks and acts of corruption.

The system has two regulatory documents: Code of Conduct for the Management and Prevention of Money Laundering and Terrorist Financing Risks, and Veta Dorada's Manual for the Prevention of Money Laundering and Terrorist Financing. Both were updated and approved in 2022, and distributed to all employees. Besides improving procedures for the detection of alerts and due diligence in client and supplier knowledge,



the ML/FT risk score system for ore suppliers was implemented. In Dynacor, through our subsidiary Veta Dorada, we have achieved a satisfactory performance in the Prevention of Money Laundering and Terrorist Financing ML/FT, during 2022.

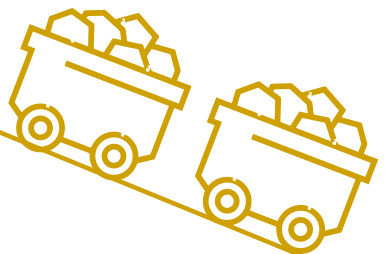
The entirety of the personnel was trained in compliance, which includes the Prevention of Money Laundering and Terrorist Financing.

There were zero (0) cases identified and reported on Money Laundering, Financing of Terrorism, bribery and corruption

and zero (0) links with people sanctioned for this concept.

In order to monitor compliance with the procedures implemented for the Prevention of Money Laundering and Financing of Terrorism, as well as bribery and corruption, new members were added to the Compliance area.

"DURING 2022, THERE WERE NO IDENTIFIED AND REPORTED CASES OF CORRUPTION".





By 2023, the goal is to implement a system that includes a limited anti-bribery policy independent of the Anti-Money Laundering and Terrorist Financing Prevention System ML/FT.

The activities to be carried out to meet this goal are as follows:



- Diagnostics, in order to compare the current situation of Veta Dorada versus the legal regulations on anti-bribery, to identify improvements relevant to its reality.



- Preparation and dissemination of the anti-bribery document, gift procedure, conflict of interest and whistleblower channel.

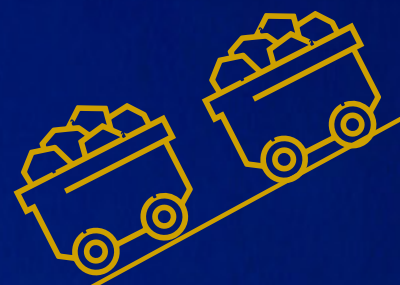


- Strengthening of the whistleblower channel.



- Training for 100% of employees and directors, which will be segmented by job positions and geographical areas.

VETA DORADA'S OUTLOOK FOR 2023



- Continuing to be a Corporation neither investigated nor sanctioned for cases of corruption, bribery against it, as well as its directors and employees.



- One hundred percent of staff trained in the detection and prevention of bribery and corruption.



- Improve the effectiveness of preventing, detecting and reporting bribery cases by implementing the Anti-Bribery Policy. This policy will be independent of the existing procedures for the Prevention of Money Laundering, which will include procedures for conflict of interest, gifts and the whistleblower channel.



IMPACTS

We can consider as positive impacts:

- The good reputation of Veta Dorada before stakeholders, showing itself to be a reliable Corporation with which safe business can be done.
- Reduction of legal risks and sanctions both for Veta Dorada and for its Board of Directors and Legal Representatives.

As a negative impact, the following are considered:

- The perception of strictness on the part of some mineral suppliers in the subscription of contracts or formats, upon realizing that they contain

clauses or statements on anti-corruption and anti-bribery.

COMMITMENTS

The commitments we make to prevent corruption are as follows:

Maintaining procedures for the Prevention of Money Laundering (ML/FT Manual and Code of Conduct) through the following:

- Policies that consider bribery and corruption as predicate offences or source of money laundering and the prohibition of engaging in commercial, contractual or labour relations with people sanctioned for this type of offence.
- Contractual clauses to prevent corruption and bribery in relations with stakeholders, such as suppliers, customers,

board of directors, shareholders, employees, investors and communities.

- Verification in international ML/FT lists and in national lists of people with whom we have or will have commercial, contractual or labour relations in order to identify if they are being prosecuted for crimes related to money laundering and financing of terrorism ML/FT.
- Sanctions for employees and directors who participate in acts of corruption and bribery

in the framework of contractual relations with stakeholders such as suppliers, customers, board of directors, shareholders, investors and communities.

PREVENTION

To prevent negative impacts, we developed actions such as the following:

- Obtain record of receipt of the Anti-Money Laundering Manual of our subsidiary Veta Dorada, subscribed to by 100% of employees and directors.
- Incorporation of anti-bribery

clauses in contracts with employees, suppliers and customers.

- Maintain affidavits signed by suppliers, employees, and customers, which contain anti-bribery and anti-corruption statements.
- Affidavits subscribed by suppliers, employees and customers regarding the status of politically exposed people.





The wording of the affidavit formats for due diligence was modified with the knowledge of the mineral suppliers to obtain the information without causing unease or negative impacts to any of them due to the perception of excessive strictness they had about this document.

Likewise, payments continue to be made directly to the bank accounts of the Company's suppliers. No payments are made in cash or into accounts of third parties outside the commercial relationship.

In its monitoring activities, Veta Dorada's Compliance Area verifies employees' compliance with the procedures and guidelines for the Prevention of Money Laundering and Terrorism Financing. To this end, it reviews the operations, the content of the mineral purchase files, mineral suppliers and ore sales; it cross-checks the information with public

sources, verifies that payments are made through the financial system, contract content and verification, review and approval of the ML/FT risk score.

The main objectives achieved in Veta Dorada during 2022 are the following:



- Zero tolerance to acts of corruption and bribery taking into consideration that these are criminal offences, source of money laundering.



- One hundred percent of employees and directors trained in ML/FT.

Our Veta Dorada subsidiary has successfully implemented effective measures to prevent corruption within its operations. There have been no allegations of corruption from employees, and the compliance area has carefully monitored the

purchase and export of gold, without identifying any cases of corruption, bribery, or non-compliance with ML/FT procedures by employees or directors.

Progress in achieving the objectives is compliant. To date, neither Veta Dorada, nor any director or legal representative has been or is being investigated for corruption, nor have they been sanctioned. Neither Veta Dorada nor the general manager are being investigated for money laundering and have not been sanctioned.

Lessons learned are aimed at preventing cases of corruption, bribery and money laundering. The review and verification of due diligence documents are based on the knowledge of third parties, which has been substantially improved. Likewise, the monitoring of operations is carried out more frequently.

The actions taken and their effectiveness has been

communicated by Veta Dorada to its employees and directors in face-to-face and virtual trainings. **GRI 3-3**

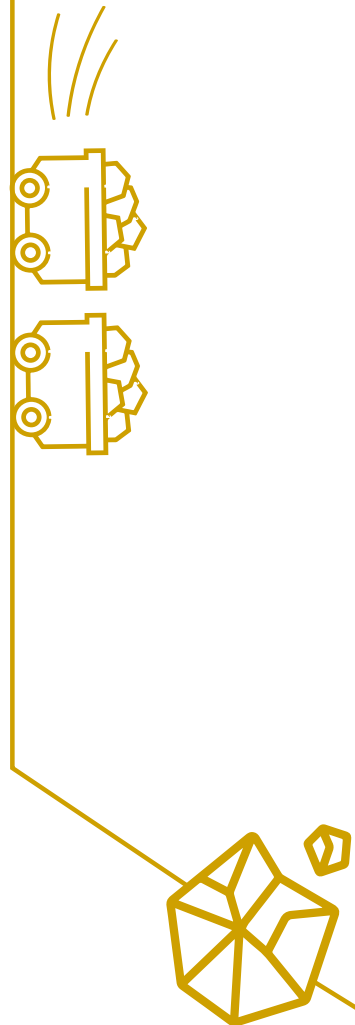
During 2022, we were able to assess the risks associated with corruption in 100% of operations, which includes the Canadian office, the operating offices and the Peruvian mill. In addition, we also assessed 100% of commercial transactions conducted with ore suppliers, with a total of 7,200 transactions evaluated. In these evaluations we identified those risks that would be significant for the Corporation; among which we have a potential risk, with low probability, of purchasing ore from suppliers linked to ML/FT, corruption and bribery and/or

financing activities linked with these issues. There is also the risk of selling gold to customers linked to ML/FT, corruption or bribery. For this reason, we maintain the operations assessed for these associated risks. **GRI 205-1**



NUMBER OF COMMERCIAL OPERATIONS EVALUATED (PURCHASE OF ORE)

	YEAR			
	2019	2020	2021	2022
	7940	3411	7958	7200



We also provided communication and training to all employees, including the Governing Body, on issues related to corruption, achieving 100% coverage according to labour categories; details of this information are shown below:

"DURING 2022, WE VERIFIED 7 200 COMMERCIAL OPERATIONS OF MINERAL PURCHASES FROM ASMS".

PERCENTAGE OF EMPLOYEES AND GOVERNING BODY INFORMED OF ANTI-CORRUPTION POLICIES AND TRAINED - VETA DORADA 2022.

REGION	LABOUR CATEGORY	TOTAL NUMBER OF PEOPLE	TOTAL NUMBER OF EMPLOYEES INFORMED AND TRAINED ON ISSUES RELATED TO CORRUPTION	PERCENTAGE OF EMPLOYEES
Canada	Board of Directors	2	2	100%
Peru	Board of Directors	2	2	100%
Arequipa	Employees	160	160	100%
Lima	Employees	53	53	100%
Other Provinces	Employees	66	66	100%
Arequipa	Workers	179	179	100%
Lima	Workers	3	3	100%
Other Provinces	Workers	16	16	100%

In the case of our strategic partners, we have achieved 50% coverage of critical suppliers, to whom the Code of Conduct was sent; it is worth mentioning that the Code of Conduct is freely available on the Corporation's website

(<https://www.dynacor.com/corporate-governance/>). We have made a specific commitment to ensure that our strategic partners and stakeholders are well informed about our commitment to fighting corruption. GRI 205-2

For the fiscal year 2022, we had no confirmed cases of corruption. We at the Corporation make it clear that acts of corruption are not tolerated, so we encourage a zero-tolerance behaviour towards these cases. GRI 205-3



4.4 HUMAN RIGHTS

At Dynacor, we actively promote and respect the human rights of employees and stakeholders related to our corporation's operations. This is reaffirmed in our Human Rights Policy signed in 2022, which consists of 12 commitments and is associated with our Code of Conduct.

This Human Rights Policy is our new management tool, which, throughout 2022, was disseminated and communicated to our employees to ensure respect for human rights internally and externally in our operations. It was also shared with our main stakeholders, reaching more than 50 people outside the organization.

The 12 commitments of the Human Rights Policy were

disseminated, and surveillance personnel were trained in best human rights practices. For the proper functioning and compliance with the Human Rights Policy, we implemented various activities during the year 2022, such as:

- Approval and publication of the Human Rights Policy.
- Dissemination of the ethics hotline (whistleblower channel) to stakeholders.
- Introduction of new employees to the Human Rights Policy.
- Discussions with communities about our Human Rights Policy.
- Inclusion of our Human

Rights Policy in contracts with ASMs and other suppliers.

- Employee training on Human Rights Policy.
- Evaluation of critical suppliers under human rights criteria.
- Dissemination of the Policy to other stakeholders.
- Human rights training for private security companies that provide services to our corporation.

Our main achievements were:

- Training for 32 employees of the private security company on Human Rights issues.
- Spreading Human Rights and ethics information to the mining communities in the area of influence is done through the ethics channel **linea-etica@dynacor.com.pe** and by the distribution of 371 leaflets.
- Evaluation of 50% of critical suppliers on human rights issues.



Our goal is to maintain zero complaints and claims related to human rights violations by stakeholders in general and to address any doubts or queries that may arise from our operations.

By 2023, we plan to provide more specific training on the protection of human rights and possible sources of violations, in addition to auditing our critical suppliers on human rights issues.

The management of human rights in our corporation and the transfer of our organization's own standards to third parties can have a positive impact in terms of promoting respect for these rights by stakeholders. It can also improve the living conditions of people in the areas of influence. We also recognize that there may be a potential negative impact by ASM suppliers that we must prevent that of human rights violations, in canteens and camps, and environmental damage.

To monitor the effectiveness of the actions, we proceed as follows:



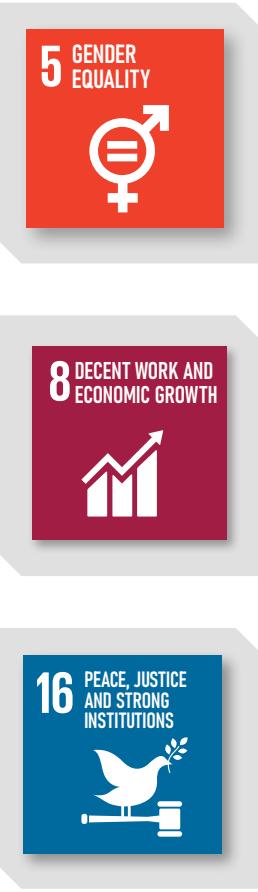
With the approval of the Human Rights Policy, we have identified a better management of the issue during the year 2022. We were able to train 100% of our employees and those of the security company on the Human Rights Policy at our facilities.

It should be noted that there have been no complaints or doubts regarding human rights issues such as forced labour, child labour, or the use of force. Therefore, we remain committed to working with communities and employees to enhance their understanding of human rights and strengthen their capacity to identify any violations. We have learned, during 2022, that the best way to manage human rights is to involve employees from all levels, and to maintain channels of communication and feedback for further improvement.

Stakeholder participation is done through the channels of the ethics line, from which ideas for improvement or new measures to be implemented to prevent human rights violations are extracted. GRI 3-3

During the reporting period, we have not received any complaints or recorded cases of discrimination (including race, colour, sex, religion, political opinion, age, illness, gender, lifestyle, culture, among others). We keep our employees trained on issues related to discrimination of any kind and on our Code of Conduct. All employees are committed to non-discrimination. GRI 406-1

The Corporation does not have unions, bargaining groups, or collective bargaining agreements, but the rights of employees to exercise freedom of association and collective bargaining are respected. GRI 2-30 / 407-1



By 2023, we plan to identify those operations and suppliers posing significant risks of child labour or young people exposed to hazardous work and those presenting risks of forced or compulsory labour.

In 2022, no suppliers or operations were found to be at risk. However, we also implemented an evaluation system for critical suppliers, including human rights issues and child and forced labour. As a result, all suppliers evaluated fully complied with these guidelines.

For 2023, we plan to expand the evaluated sample and achieve a greater scope regarding the evaluation of human rights among our suppliers. **GRI** 408-1 / 409-1

All employees who perform private security functions were also trained (100%) in the Human Rights Policy and its application to security. **GRI** 410-1

"WE HAVE NOT
RECORDED CASES OF
DISCRIMINATION,
CHILD LABOUR OR
FORCED LABOUR".



"WE KEEP OUR
EMPLOYEES AND
SURVEILLANCE
PERSONNEL TRAINED ON
HUMAN RIGHTS ISSUES".



5 OUR TALENT



5. OUR
TALENT

5.1 EMPLOYEES

The Corporation is growing, and this is reflected in the increased number of new hires year after year due to the increase in activities. Comparing the number of employees in 2021, there was a total increase of 29 people.

NUMBER OF EMPLOYEES		
2020	2021	2022
375	440	469

At the end of 2022, we had 463 employees in our Veta Dorada subsidiary and 6 employees in the Canadian offices.

At Dynacor we recognize our employees as our most important asset and our strategic partners as a fundamental part of the value chain. Therefore, we align the Corporation's strategies with the growth of talent and encourage best practices in our people.



BREAKDOWN OF VETA DORADA
SUBSIDIARY EMPLOYEES

GRI
2-7

REGION	PERMANENT CONTRACT				TEMPORARY CONTRACT								TOTAL
	FULL TIME**				FULL TIME				REDUCED WORKING DAY				
	WOMEN	MEN	*OTHER	UNDECLARED	WOMEN	MEN	*OTHER	UNDECLARED	WOMEN	MEN	*OTHER	UNDECLARED	
Lima	12	42	0	0	6	33	0	0	0	0	0	0	93
Arequipa	7	50	0	0	11	45	0	0	4	0	0	0	117
Other regions	12	117	0	0	10	109	0	0	4	1	0	0	253
TOTAL	31	209	0	0	27	187	0	0	8	1	0	0	463

* Gender as self-reported by employees.
**There are no employees under permanent contract with reduced working hours.





TOTAL OF EMPLOYEES WITH BOTH CONTRACTED AND NON-GUARANTEED HOURS - VETA DORADA SUBSIDIARY

Total of Employees	463
Total of employees with permanent contracts	240
Total of employees with temporary contracts	223
Total of employees with non-guaranteed hours	77



The operations are staffed by 77 people under non-guaranteed hourly contracts, with a total of 28 people in Arequipa, 47 in other regions and 2 in Lima.

Employees who are not employees

On the other hand, during 2022 we employed a total of 34 staff members from our business partners or contractors of related activities. The majority of these (73.5%) worked in the infrastructure security company, while the remaining (26.5%) were employed by the cleaning company. These permanent suppliers are located at the Veta Dorada Plant.

GRI 2-8

5.2 DECENT WORK

At Dynacor it is important to ensure decent working conditions for employees. As a result, we have had a 7% growth in our workforce compared to 2021.

Various activities and projects were implemented to achieve adequate employment management:

- Multidisciplinary work for the recruitment of new employees and induction of incoming staff.
- Constant updating of Human Resources (HR) department on labour laws and procedures to be implemented in the area.
- Initiation of activities and projects to maintain social welfare and a good working environment.

Based on the results of the labour climate study initiated

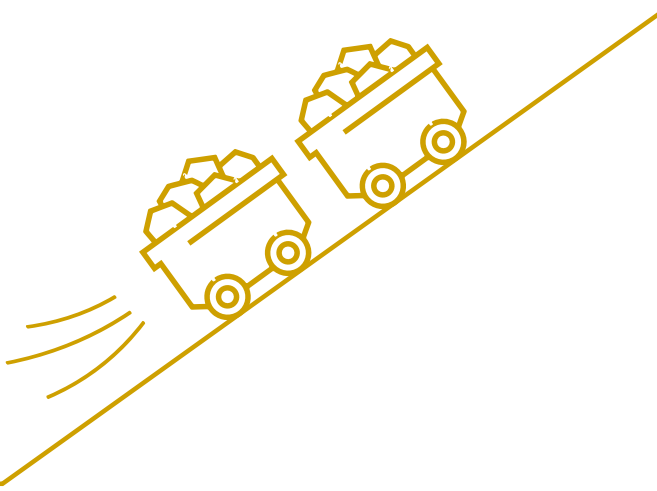
in 2022, an action plan will be established for our subsidiary Veta Dorada in 2023.

Our main goal is to further improve our management by quickly identifying new requirements and establishing actions for an adequate work climate. We will also implement strategies in accordance to the social, political, and health circumstances in the country.

GRI 404-3

We generate a positive impact by respecting and promoting decent employment practices and by ensuring that all employees within the Corporation are given fair and favourable working conditions and opportunities, as well as growth and learning.

As a corporation, we are committed to our employees, which is why we provide labour benefits, seniority bonuses, and incentives for work in restricted areas for workers, among others.





We work according to the following commitments:

- Offer remuneration according to the market, based on the professional development and performance of each employee.
- Search for new talents with different skills, through new labour channels.

"WITH COVID-19, WE LEARNED HOW IMPORTANT IT IS TO INCREASE OUR USE OF VIRTUAL SUPPORT FOR EMPLOYEE RECRUITMENT AND TRAINING".

The following measures have been taken to manage impacts:



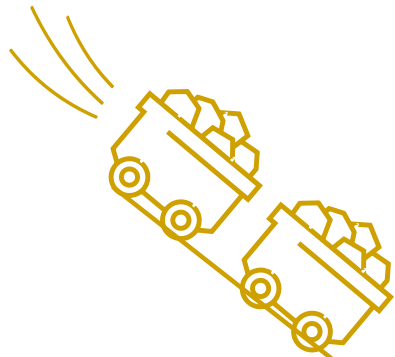
To monitor the efficiency of these measures, we generated monthly reports on the administrative and operational management activities that have been carried out.

We are aligned with Sustainable Development Goals (SDG) 5 “Gender equality,” 8 “Decent work and economic growth” and 10 “Reduction of inequalities.” In

order to contribute to these SDGs, we have established indicators such as the implementation of KPIs of staff turnover, budget base addressed to each cost centre on which we can perform a quantitative measurement according to our needs. We have also budgeted for various workshops, which help improve employee skills and competencies.

With Covid 19, we learned how important it is to increase our use of virtual support for employee recruitment and training. **GRI 3-3**





By the end of 2022, a total of 469 employees were hired: 463 in Peru and 6 in Canada. Of the new hires in Peru, 31.85% corresponded to the Arequipa region, while the total new hires. Furthermore, 88% were male and 12% female, with a decrease in the number of female employees compared to 2021, which was 17% (29 in 2021 and 9 in 2022). The breakdown by age group is shown below: GRI 401-1

COMPARATIVE
NEW HIRES

GRI
401-1

YEAR	MEN		WOMEN		TOTAL
	NUMBER	%	NUMBER	%	
2020	96	83%	19	17%	115
2021	145	83%	29	17%	174
2022	138	88%	9	12%	157

NEW EMPLOYEE HIRES
AND HIRING RATE

GRI
401-1

ORIGIN/ SEX	UNDER 30 YEARS OF AGE	BETWEEN 30 AND 50 YEARS OLD	OVER 50 YEARS OLD	TOTAL BY REGION AND GENDER	NEW HIRING RATE BY REGION AND GENDER
Arequipa	27	22	1	50	31.85 %
Women	5	4	0	9	5.73 %
Men	22	18	1	41	26.11 %
Lima	12	17	1	30	19.11 %
Women	1	1	0	2	1.27 %
Men	11	16	1	28	17.83 %
Other regions	38	38	1	77	49.04 %
Women	6	2	0	8	5.10 %
Men	32	36	1	69	43.95 %
Total by age group	77	77	3	157	
Rate of new hires by age group	49.04 %	49.04 %	1.91 %		



"IN RESPECT TO
EMPLOYEE TURNOVER,
DURING 2022 THE
AVERAGE TURNOVER
RATE WAS 0.25, WHICH
IS LOWER THAN
IN 2021 (0.30)".





AVERAGE EMPLOYEE
TURNOVER RATE

GRI
401-1

YEAR	AVERAGE STAFF PER PERIOD			NUMBER OF TERMINATIONS FOR THE PERIOD			AVERAGE TURNOVER RATE
	JANUARY	DECEMBER	AVERAGE	EMPLOYEES	WORKERS	TOTAL SEVERANCE	
2021	384	422	403	40	81	121.00	0.30
2022	470	470	454	43	70	113.00	0.25

EMPLOYEE TURNOVER AND
TURNOVER RATE 2022

GRI
401-1

LOCATION/ GENDER	UNDER 30 YEARS OF AGE	BETWEEN 30 AND 50 YEARS OLD	OVER 50 YEARS OLD	TOTAL BY GENDER AND LOCATION	TURNOVER RATE
Arequipa	17	22	0	39	34.51 %
Women	1	3	0	4	3.54 %
Men	16	19	0	35	30.97 %
Lima	7	14	2	23	20.35 %
Women	1	1	0	2	1.77 %
Men	6	13	2	21	18.58 %
Other regions	22	27	2	51	45.13 %
Women	5	3	1	9	7.96 %
Men	17	24	1	42	37.17 %
Total by age group	46	63	4	113	
Turnover rate	40.71 %	55.75 %	3.54 %		

In the Arequipa region, there was a turnover rate of 34.51%, most of the workers occupying the position of Shift Operator in the Unloading and Crushing area.

A total of 113 people were dismissed, and the detail is shown below: **GRI**
401-1

In Peru, employees under indeterminate, temporary and other contracts, enjoy the following benefits from the first day of work:

- Life Insurance Act.
- High-risk insurance for employees working in the plant, storage, and surveillance.
- Initial, termination and annual medical examinations.
- Sick leave, maternity, paternity, breastfeeding, or death of a close family member.
- EsSalud insurance.

- Disability coverage.
- Mobility payment depending on the area.
- Food allowances for operational employees.
- COVID-19 screening tests every week or 15 days, depending on the risk of exposure. **GRI**
401-2

In addition, of the 28 employees who have taken parental leave in 2022, 26 were on paternity leave and 2 on maternity. Likewise, 81% of men and 100% of women on parental leave returned to work, meaning that both women returned to work.

The analysis also shows that the retention rate of employees who took parental leave was 100% for both cases, which means that all employees returned to work. The detail is shown below: **GRI**
401-3





PARENTAL LEAVE 2022

GRI
401-3

SERVICES	SEX	N°	TOTAL
The total of employees who were entitled to parental leave*.	Male	26	28
	Female	2	
The total number of employees who have taken parental leave**.	Male	26	28
	Female	2	
The total number of employees who have returned to work in the reporting period after completing parental leave.	Male	21	23
	Female	2	
The total number of employees who have returned to work after completing parental leave and who were still employed 12 months after returning to work.	Male	21	23
	Female	2	
Return to work rate	Male	81 %	
	Female	100 %	
Retention rate of employees on parental leave	Male	100 %	
	Female	100 %	

"DURING 2022, THE AVERAGE TURNOVER RATE WAS REDUCED BY 17% COMPARED TO 2021".



5.3 WORKPLACE CLIMATE NO GRI

At Dynacor we recognize that our employees are a fundamental pillar for the Corporation, which is why we implemented as a good management practice, the initiation of activities to conduct a work climate study for the first time.

At the end of 2022, a labour climate survey was conducted among employees. The survey included 400 participants which accounts for 87% of the total

workforce. The primary goal of the survey was to identify key factors (norms, values, behaviours, and beliefs), that contribute to the workplace environment and in terms of the organization.

As a result of the survey, variables to be strengthened were identified, such as employee training and development, recognition for good work, among others.



The results obtained in the work climate measurement will be used as input to develop an improvement plan for 2023. The plan aims to make changes that will have a positive impact on critical factors, such as, for example:

- Annual Training Plan.
- Implementation of soft skills workshops.

Our employees play a crucial role in the development of our corporation; this is why we also recognize their achievements by electing the employee of the month called "Golden of the Month".

Our goal is to implement a digitalized ballot system in 2023 and to carry out a work climate assessment.

The actions taken have improved the well-being of our employees and have positively influenced employee motivation. We also recognize that failure to manage an

adequate work climate would have a negative impact on employees.

As main actions for the benefit of employees, we improved the facilities at the Veta Dorada (Chala) mill camp, and we managed the purchase of a new main office (Lima).

To measure the effectiveness of the actions taken, the Human Resources Department travels to the different sites of our Veta Dorada subsidiary, in order to monitor the workplace environment and maintain constant communication with those responsible for the sites.

It is worth noting that during the COVID-19 pandemic, we learned that it is necessary to manage an adequate work climate and to implement various activities and initiatives to manage it, which we continue to put into practice.

GRI
3-3

5.4 SOCIAL WELL-BEING

NO GRI

We care about and look after our employees' well-being; therefore, during 2022, we implemented motivational and recreational programs. Likewise, operational visits were made to the work areas in order to learn about the needs and concerns of the employees. One hundred percent of the programmed activities were completed.

In 2022 we implemented and executed the following activities:

- **Motivational programs:** we share and deliver gifts for the staff's name days.
- **Talent contest:** in the months of September and October, we promote the participation of employees (Plant), showing off their talent and/or ability in live presentations.



- **Recreational activities:** on holidays such as Friendship Day, Women's Rights Day, Mother's Day, Father's Day, Independence Day, Creole Song Day, Miner's Day and Christmas.



- **Administrative activities:** (Insurance Management and Social Case Management) that are aimed at employees' welfare.



- **Program of visits to the work areas** at the Veta Dorada Mill by HR employees on a monthly basis.



- **Health follow-up:** we recognize that our main achievement during 2022 was the execution of all the programmed motivational and

recreational activities. We also highlight the involvement of employees in the activities.

Our goal is to continue the promotion of social well-being through various activities and programs tailored to the needs of employees, thus preventing any negative consequences on their health, reducing stress, demotivation, and low productivity, among other issues.

The positive aspects of the implementation of these activities were improved employee motivation and performance, increasing overall well-being. But we also recognize that failure to manage actions that improve the well-being of our employees would generate a negative impact on the development of the operation.



We are working on several commitments such as:

- Promote programs for the integration of healthy recreational activities.
- Promote the improvement of labour relations between employees and the Corporation.
- To carry out artistic, cultural, and sports activities.
- Encourage respect among employees, to promote harmony in the workplace.
- Promote family integration.
- Permanently monitoring the health of our employees.

To prevent, manage and mitigate impacts, there is a work plan detailing the timeline of activities to be executed, which are carried out according to schedules.

Monthly reports are made on the administrative and operational management activities carried out and on visits to the operational areas.

The objective of the Social Well-being area in the Corporation is to contribute to the improvement of the quality of life of our employees and their families.

Throughout the management we have learned that it is necessary to continue implementing and seeking new programs associated with employee health and well-being, as needs vary according to context.

We maintain management with active participation of employees, reviewing and addressing the suggestions received; this after reviewing the feasibility and scope.

GRI
3-3



5.5 TRAINING AND EDUCATION

During 2022, we remained focused on developing competencies and capabilities as part of the integral development of our employees.

We have accumulated more than 2,500 hours of training through various courses and training programs.

For 2023, our goal is to have a departmental budget, which will help employees increase their knowledge and achieve even greater employee loyalty and motivation to do a good job.

During the reporting period, the number of hours of staff training increased by 91.4% compared to 2021. In addition, we can mention that there is a progressive budget increase for staff training. Our goal is to comply with the approved Training Plan by 2023.

We will continue investing in

training (courses, conferences, diploma courses or any other learning method), with the objective of improving the capabilities of our employees, in order to increase their work performance.

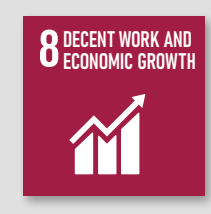
We have been able to generate a positive impact on employees by improving their skills and thereby increasing productivity.

As an organization we have several management tools and commitments, such as the policy of ensuring that employees maintain a constant increase in knowledge.



"TRAINING THE HUMAN COMPONENT IS ONE OF THE MOST PROFITABLE INVESTMENTS, WHICH IS WHY WE WILL CONTINUE SEARCHING FOR TOOLS TO RAISE THE SCOPE OF TRAINING AND TEACHING, AND ANNUALLY INCREASE THE TRAINING BUDGET FOR ALL CATEGORIES OF EMPLOYEES".





We have learned that virtual training benefits all employees, saving time and eliminating the need to travel.

To prevent negative impacts, we maintain constant communication with employees and area managers to get their comments and feedback regarding training and teaching. This allows us to determine what training is necessary to establish the Annual Training Plan for our Veta Dorada subsidiary. GRI 3-3

Regarding employee training during 2022, a total of 164 employees were trained, 105 men and 59 women, which is more than 50% higher than the total for 2021. Below is the detail of the average hours of training per employee during 2022. GRI 404-1

AVERAGE HOURS OF TRAINING
PER EMPLOYEE 2022

GRI
404-1

JOB CATEGORY	GENDER	TOTAL OF EMPLOYEES TRAINED AND TAUGHT	TOTAL HOURS OF TRAINING AND EDUCATION	AVERAGE HOURS PER EMPLOYEE
Employee	Men	105	1820	17.33
	Women	59	693	11.75
Worker	Men	0	0	0
	Women	0	0	0
TOTAL		164	2513	15.32

An average of 15.32 hours per employee was achieved, resulting in a total of 2,513 hours of training and education. This represents an increase of 1,200 hours more than the previous year (total 1313 in 2021), is an increase of 1200 hours. These 2513 hours is equivalent to 104.71 days of training and education. GRI 404-1

"WE ACHIEVED A TOTAL OF 2513 HOURS OF TRAINING DURING 2022. THIS IS A 91.4% INCREASE COMPARED TO 2021, THANKS TO THE TRAINING PROGRAMS IMPLEMENTED".



5.6 DIVERSITY, INCLUSION AND EQUAL OPPORTUNITIES

For Dynacor it is important to respect and promote diversity and equality in the workplace and operations. During 2022, employees with disabilities were supported in obtaining the certificate that certifies their status, covering 100% of the cost of the process.

Likewise, the Corporation's commitment is to increase the number of women hired each year.

Our subsidiary Veta Dorada maintains a wage policy that includes scales of categories and functions, as well as mechanisms to evaluate and organize jobs using objective criteria that meet the needs of our economic activity.

Discrimination between men and women is forbidden at Dynacor, in accordance with our Code of Conduct and Peruvian legislation (Regulation of Law 30709) Likewise, to contribute to the generation of local employment, we aim to hire more employees from the Arequipa region in Peru.

As main achievements, it should be mentioned that:

- The number of employees with disabilities was maintained.

- The number of female hires was maintained.

Our goal is to increase the hiring of women and people with disabilities at the Veta Dorada Plant. In addition, to increase the hiring of local labour.

We understand that our actions can interact positively or negatively with our stakeholders. Through our 2022 activities and achievements, we positively influenced our employees by promoting equality and diversity. We also attract talent and retain it in the organization regardless of gender, sex, among others. We reinforce our commitments as responsible corporate citizens by promoting social well-being and supporting the revitalization of the local economy through the hiring of local labour. We are



also aware that if we do not manage this issue we could suffer a loss of talent, thus affecting operations.

Similarly, since 2022, a Sexual Harassment Prevention and Sanction Committee and channels of attention were established for the reception of reports or complaints on this issue. This committee aims to

ensure respect for the different genders and is formed by four regular members and four alternates. The members are responsible for investigating reported cases and issuing recommendations for sanctions and other additional measures to prevent new cases.



In the organization we rely on various management tools, among which are the following:

- 1 Profiles defined for calls without gender bias.
- 2 Community access to job offers to ensure equal opportunities.
- 3 We encourage men, women and employees with diversity indicators to apply for available positions in the organization.

To increase diversity in the Corporation and promote equality, we work in partnership with local authorities to increase the hiring of local labour and expand our calls for applications to a greater number of applicants.

To monitor the effectiveness of our actions, we have implemented the following:

- 1 Monthly reports on the number of new employees hired from local labour.
- 2 Annual report on the hiring of people with disabilities.
- 3 Quarterly reports on the number of women joining our organization.
- 4 Report on labour rights complaints and grievances. GRI 3-3

As a lesson learned during 2022, we will seek alternatives for job postings, in order to achieve greater diversity in this process.

To contribute to the economic well-being of employees, we set salaries above the minimum wage. The ratios between the standard entry-level wage by gender and the local minimum wage are shown below.

WAGE RATIO COMPARED TO LOCAL MINIMUM WAGE

GRI 202-1

JOB CATEGORY	GENDER	BASE SALARY IN S/.	MINIMUM SALARY IN S/.	RATIO
Worker	Men	1350	1025	1.32
	Women	1350	1025	1.32
Employee	Men	1750	1025	1.71
	Women	1750	1025	1.71

The chart above shows that men and women receive the same remuneration according to job descriptions. GRI 202-1

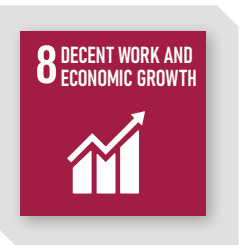
With regard to diversity information, we present below the detail for our Governing Body.

DIVERSITY OF THE BOARD OF DIRECTORS

GRI 405-1

DYNACOR DIRECTORY	UNDER 30 YEARS OF AGE	BETWEEN 30 AND 50 YEARS OLD	OVER 50 YEARS OLD	TOTAL
Men	0	0	5	5
Women	0	1	1	2
TOTAL	0	1	6	7

The percentage of diversity within the Governing Body is 29%. We also regard diverse nationalities within the Governing Body as an indicator of diversity.





NATIONALITIES WITHIN THE GOVERNING BODY GRI 405-1

MINORITY GROUPS	
BOARD OF DIRECTORS	TOTAL
Canada	5
Switzerland	1
Peru	1
TOTAL	7

BREAKDOWN OF DYNACOR EMPLOYEES BY COUNTRY 2022 GRI 405-1

COUNTRY	2020	2021	2022
Canada	6	6	6
Peru	369	434	463

In the case of Peru, which has the largest number of employees, the percentage of diversity represents 14% of the total number of Peruvian employees, with a total of 65 women, 55 in administrative positions and 10 in operational positions. The detail is shown below:

BREAKDOWN OF EMPLOYEES PERU 2022* GRI 405-1

JOB CATEGORY	GENDER	UNDER 30 YEARS OF AGE	BETWEEN 30 AND 50 YEARS OLD	OVER 50 YEARS OLD	TOTAL
Employees	Men	28	139	45	212
	Women	17	36	2	55
Workers	Men	61	111	14	186
	Women	3	4	3	10
TOTAL					463

*The table does not include employees under the labour training or internship modality.

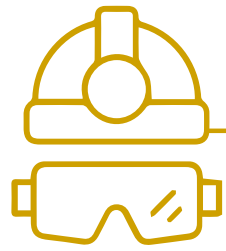
With respect to the hiring of employees with other diversity indicators, we have a total of 10 employees with different disabilities. It should be noted that the Corporation’s employees all have the benefits and labour rights. GRI 405-1

TOTAL NUMBER OF EMPLOYEES WITH DISABILITIES GRI 405-1

CATEGORY	DISABILITY	TOTAL
Employees	6	6
Workers	4	4
TOTAL	10	10

"MEN AND WOMEN RECEIVE EQUAL PAY FOR EQUAL WORK VALUE".





5.7 OCCUPATIONAL HEALTH AND SAFETY

During 2022, in our subsidiary Veta Dorada we emphasized compliance with the objectives derived from the Occupational Health and Safety Policy, and training for our employees. This year, we achieved 101.3% of the scheduled training and 160% of the planned observations.

The main activities we carried out were as follows:

- Beginning of the implementation of the Behaviour Based Safety Program (SBC), with the support of the psychology service.
- The first Leadership Training Program was carried out to improve the behaviour and leadership of the supervisory line.
- The implementation of the Fatigue Plan, aimed at



employees and supervisors, to provide them with adequate rest.

- The Operational Risk Training Center (CERO) was implemented for practical training.
- The Hand Care Campaign was launched in coordination with the Medical Unit.
- Safety breaks of no more than 45 minutes were implemented to discuss relevant occupational

health and safety issues with employees and supervisors.

The most important achievement was the beginning of a culture change, that of initiating a process to move from a dependent to an independent safety culture.

By 2023, we expect to have a Cyanide Use and Handling module and a Mineral Unloading module at CERO.

As a relevant positive impact,



it should be mentioned that our standards were adopted by third-party companies that performed work on our behalf, from the start, throughout and after the completion of the work or project.

Our occupational health and safety commitments are stated in our policy, which is updated annually:



1 Prevent accidents and occupational diseases, derived from the activities we perform.



2 Comply with current legal regulations on occupational health and safety and others that may be subscribed to voluntarily.



3 To operate under an auditable management system, defining procedures and monitoring our activities, in order to improve our performance in occupational health and safety.



4 To set annual goals and objectives aimed at controlling and reducing the occurrence of occupational accidents and illnesses.



5 Train employees in risk prevention practises, creating a culture of occupational health and safety, developing training programs, emergency response procedures and encouraging them to develop good practices and safe behaviour at work.

6

Ensure that employees and their representatives



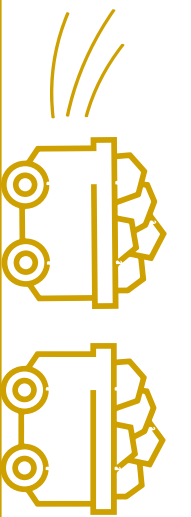
are consulted and actively participate in the implementation, maintenance and continuous improvement of occupational health and safety management.

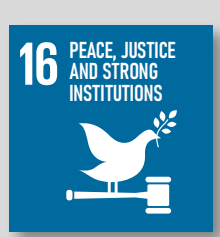


7 Communicate our policy to our stakeholders, in order to achieve accreditation as an exemplary leader in occupational health and safety management in the region.

To prevent accidents or occupational diseases, the company's own employees or third-party new hires undergo an Occupational Medical Examination (EMO), followed by general and task-specific induction. When they are at work, the employees participate in scheduled training and drills. In addition, management tools are used in the workplace and control measures are implemented according to the level of risk to avoid possible accidents.

In the event of an accident at our production unit, employees receive first aid at the medical unit, which has a type II ambulance for evacuation to other medical centres. All operating employees are covered by the Seguro Complementario de Trabajo de Riesgo (SCTR) pension and health insurance for quick and specialized care. The health professional and the person in charge of Social Well Being follow up on the employee's health until full recovery.





As a positive impact, it is worth highlighting the high involvement of the area leaders, whose participation in the training and new programs that were initiated, motivate, and raise awareness among employees.

To monitor the effectiveness of the measures taken, occupational health and safety indicators are quantified monthly and presented to the Occupational Health and Safety Committee, and an annual external audit is conducted, the results of which are presented to the Superintendency of Labor Inspection (SUNAFIL) and the Energy and Mining Investment Supervisory Agency (OSINERGMIN). Occupational health and safety performance are also evaluated annually through the management review process.


Based on our Occupational

Health and Safety Policy, objectives were aligned for each commitment and with them indicators and targets to evaluate the progress of our system, which is aligned with Sustainable Development Goals 3 “Health and well-being”, 8 “Decent work and economic growth”, 16 “Peace, justice and strong institutions”.

Our Occupational Health and Safety Policy is also required by the General Occupational Health and Safety Law and the Mining Occupational Health and Safety Regulation, and is therefore shared and disseminated to all employees, contractors, and visitors in Peru.

To demonstrate the effectiveness of our Occupational Health and Safety System, during the month of March 2022, an external audit was carried out, the results of which showed a performance percentage of 95%, detecting 01 nonconformity and 02 observations which were

addressed in a timely manner.

The most important lesson we have learned, is to involve and commit supervisors, leaders, the management line personnel in existing and new Occupational Health and Safety programs so that the system is sustainable. 

The participation of the management line personnel, employees and employee representatives in Occupational Health and Safety issues takes place in ordinary and extraordinary meetings, where opinions or observations are received. In the face of a relevant event, action is taken and the results are communicated.

Our Occupational Health and Safety system is in compliance with:

- Occupational Health and Safety Law, Law 29783 and amendments.

- Regulation of the Occupational Safety and Health Law, D.S. No. 005-2012-TR and amendments.

- The sectorial legal norm on the Regulation of Occupational Safety and Health in Mining, D.S. No. 024-2016-EM and amendments.

- Ministerial Resolution of the Ministry of Health (MINSA), which establishes provisions for the surveillance, prevention and control of the health of employees at risk of exposure to COVID-19.

Occupational Health and Safety Management System

Our Occupational Health and Safety Management System covers all our employees who carry out operational and administrative activities at our Veta Dorada Plant decentralized offices and our Tumipampa project. The

scope also includes third parties that carry out surveillance and cleaning activities at the PBVD.

 403-1

"DURING THE MONTH OF MARCH 2022, AN EXTERNAL AUDIT WAS CARRIED OUT, THE RESULTS OF WHICH SHOWED A PERFORMANCE PERCENTAGE OF 95%, DETECTING 01 NONCONFORMITY AND 02 OBSERVATIONS WHICH WERE ADDRESSED IN A TIMELY MANNER".



Hazard identification, risk assessment and incident investigation

The Hazard Identification, Evaluation and Risk Control (IPERC) is prepared by employees and non-employees of the Corporation, with their immediate supervisors and under the advice of a safety engineer. The objective is the prevention of injuries and illnesses in the jobs controlled by our Corporation.

The preparation of the IPERC enables the identification of potential hazards, their risk evaluation and control through the hierarchy of controls (eliminate, replace, engineering controls, administrative controls and personal protective equipment). Afterward, residual risks are evaluated, which allows us to take actions for the improvement of our system.

An Incident Report form is available to employees for reporting existing hazards

and work incidents, which is communicated to the Workplace Safety area and immediate management. Employees who report existing hazards or incidents are acknowledged by the Occupational Safety area. When an employee is faced with an imminent danger that may cause injury or illness, he or she has the right to stop work, inform their management, and return to work when the danger has been eliminated or is under control. This action is stated in the internal occupational health and safety regulations.

Our subsidiary Veta Dorada also has an accident and incident investigation process involving the parties concerned, the employee, their representatives, their immediate supervisor, and a representative of the occupational safety area, who determine the immediate and basic causes and the corresponding corrective actions to be taken. **GRI 403-2**



Occupational health services

At our Veta Dorada Plant, there is a Medical Unit with adequate equipment and health professionals who provide medical care and first aid 24 hours a day to all employees and non-employees working on site.

In addition, the medical staff contributes to the minimization of occupational risks by carrying out an occupational medical

surveillance plan, monitoring occupational agents, and following up on COVID-19 infections. **GRI 403-3**

Employee Involvement, Consultation and Communication on Occupational Health and Safety

To ensure participation and contribution in occupational safety and health, employees elect their representatives

to the Safety and Health Committee or Subcommittee by secret and direct ballot. The number of employee representatives to the Committee or Subcommittee is equal to that of the employer.

Employee representatives for the Safety and Health Committee participate and provide feedback on the preparation of the IPERC matrix, external audits and supervision by a competent authority, safety inspections, as well as in both ordinary and extraordinary meetings. At the meetings, they report on occupational health and safety performance and statistics, potential hazards, and employee feedback to take corrective actions. **GRI 403-4**



FORMAL EMPLOYEE-CORPORATE
HEALTH AND SAFETY COMMITTEE

GRI
403-4

RESPONSIBILITIES	FREQUENCY OF MEETINGS	WHAT IS THE DECISION-MAKING AUTHORITY?	ARE EMPLOYEES REPRESENTED ON THE COMMITTEE? (YES/NO)
The role or responsibilities of the Committee are established in Article 42 of the Regulation of the Occupational Safety and Health Law, DS 005-2012-TR; and Article 63 of the Regulation of Occupational Safety and Health in Mining DS 024-2016-EM and, as amended in DS 023-2017-EM.	The Committee meets on an ordinary basis once a month, on a previously fixed day. The Committee meets extraordinarily at the call of its chairman, at the request of at least two (2) of its members, or in the event of a fatal accident.	The Committee endeavours to adopt decisions by consensus rather than by voting. If consensus is not reached, a simple majority is required. In the event of a tie, the Chairman has the casting vote.	Employees are represented in the Occupational Health and Safety Committee.

Occupational Health and
Safety Training for Employees

Employees are trained in accordance with the requirements of the Occupational Health and Safety Regulations for Mining and according to the risk levels in the workplace. Six topics are developed monthly at

the production unit and four topics are developed annually at decentralized offices.

The training is conducted by professional and technical employees of higher education, in a theoretical and practical form, during working hours.

The training is evaluated with an examination at the end of the course. **GRI 403-5**

OCCUPATIONAL HEALTH, SAFETY
AND ENVIRONMENT TRAINING
(SSOMA) **GRI 403-5**

OHS TRAINING HOURS		
2020	2021	2022
10 605.58	24 523.00	23 277.25



Promoting employee health

Our subsidiary Veta Dorada facilitates access for employees and their declared beneficiaries to other medical services such as EsSalud and health care providers (EPS) for non-work-related health care.

In addition, our Medical Unit promotes annual health programs to prevent common illnesses to all employees.

In 2022, we conducted anthropometric control (weight and height) for the prevention of obesity, glucose measurement for the prevention of diabetes and blood pressure management campaigns. Initiatives for vaccination against tetanus, hepatitis, influenza and COVID-19 were also put forth. **GRI 403-6**

Prevention and mitigation of occupational health and safety impacts directly related to business relations

To prevent or mitigate occupational health and safety impacts on staff employed by

contractors or third parties, it was made a requirement to adopt our corporation’s standard.

To start working in our facilities, it is a basic requirement to undergo the Occupational Medical Examinations (OME) upon recruitment and periodically thereafter, to activate the Complementary Risk Work Insurance (SCTR) for pensions and health as coverage against potential accidents, and to test negative for COVID-19. **GRI 403-7**

Coverage of the occupational health and safety management system

At the close of 2022, at our Veta Dorada subsidiary, we had 463 full-time employees of our own and 34 employees of third-party companies, of which 100% were covered by our Occupational Health and Safety Management System (OHS).



GENERAL COVERAGE OF THE OCCUPATIONAL HEALTH AND SAFETY SYSTEM - VETA DORADA SUBSIDIARY

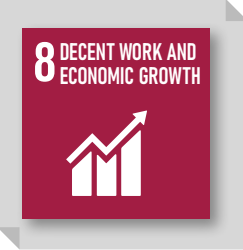
TYPE OF EMPLOYEE	N°	N° OF EMPLOYEES COVERED BY THE OSH SYSTEM	%
Direct employees (own)	463	463	100 %
Contract employees (third parties)	34	34	100 %

COVERAGE OF THE OSH SYSTEM SUBJECT TO EXTERNAL AUDIT - VETA DORADA SUBSIDIARY

TYPE OF EMPLOYEE	N°	N° OF EMPLOYEES COVERED BY THE OSH SYSTEM	%
Own employees and third parties	497	497	100 %

The Occupational Health and Safety Management System, in accordance with the Mining Occupational Health and Safety Regulations applied in our production unit, covers all our employees, trainees and third-party employees.

An external audit is conducted annually, covering our entire Veta Dorada subsidiary, including third-party employees, the results of which are submitted to the Superintendencia de Fiscalización Laboral (SUNAFIL) and the Organismo Supervisor de la Inversión en Energía y Minas (OSINERGMIN). **GRI 403-8**



Work-related injuries **GRI 403-9**

During 2022, we had no fatal accidents or accidents with major consequences. There were 10 injuries due to blows and contusions to wrists, hands and fingers, with no major consequences.

INDICATORS OF OCCUPATIONAL ACCIDENTS IN EMPLOYEES (IN NUMBER) - VETA DORADA SUBSIDIARY

INDICATOR	2020 N°	2021 N°	2022 N°
Total Recordable Fatalities (TRF)	0	0	0
Number of Lost Time Injuries (LTI) - With Major Consequences	0	0	0
Total recordable injuries (TRI)	1	1	10
Number of days lost	26	7	586

"DURING 2022, NO ACCIDENTS WITH MAJOR CONSEQUENCES WERE RECORDED".

INDICATORS OF OCCUPATIONAL ACCIDENTS IN EMPLOYEES (IN RATE) - VETA DORADA SUBSIDIARY

INDICATOR	2020 N°	2021 N°	2022 N°
Lost Time Injury Frequency Rate (LTIFR) - With major consequences	0	0	0
Recordable Injury Frequency Rate (TRIFR)	1.33	0.94	8.61
Severity Rating (SR)	34.46	6.57	504.76
Number of hours worked	754 575	1 066 177	1 160 954

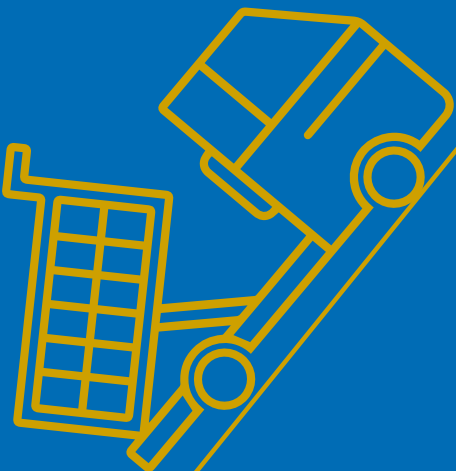
In addition, during the reporting period, there were no fatal accidents or accidents in general in third-party companies or contractors.

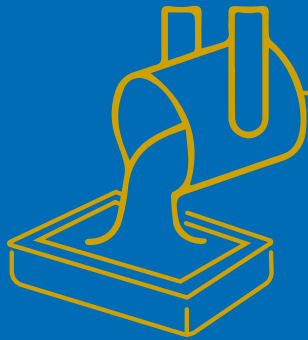
INDICATORS OF OCCUPATIONAL ACCIDENTS IN EMPLOYEES (IN NUMBER) - THIRD PARTIES

INDICATOR	2020 N°	2021 N°	2022 N°
Total Recordable Fatalities (TRF)	0	0	0
Number of Lost Time Injuries (LTIs)- With major consequences	0	0	0
Total recordable injuries (TRI)	0	0	0
Number of days lost	0	0	0

The rates in the above tables have been calculated on the basis of 1,000,000 hours worked.

Hazards that have the potential to cause accidents with major consequences, have been identified in the base Hazard Identification, Evaluation and Risk Control (IPERC), which present a residual risk after the implementation of controls.





During 2022, no high-risk hazards resulted in occupational injuries.

This is because, high or medium risk hazards are determined by the IPERC matrix. These controls are based on the risk control hierarchy, such as elimination, substitutions, engineering controls, administrative controls, and use of Personal Protective Equipment (PPE). If any residual risk exists, improvement actions are taken to eliminate it. **GRI 403-9**

Occupational Diseases and Illnesses

During 2022, we had no occupational diseases resulting from physical, chemical, dysergonomic or psychosocial agents. To prevent occupational diseases or to avoid intensifying them through work, an occupational health risk assessment is carried out through the IPERC base, to determine controls that eliminate the hazard and minimize the risk. They consist mainly in the implementation of extractors and neutralizers,

"DURING 2022, NO IDENTIFIED HAZARDS HAVE CAUSED OR CONTRIBUTED TO INJURIES OR ILLNESSES WITH MAJOR CONSEQUENCES".

monitoring of occupational agents, occupational health surveillance, staff rotation and use of PPE. **GRI 403-10**



5.8 DYNACOR VS. COVID-19

NO GRI

During 2022, in the Veta Dorada subsidiary, we kept the COVID-19 surveillance, prevention and control plan (COVID-19 Plan) updated, achieving vaccination of 100% employees with the third dose until September 2, 2022, and then proceeded to recommend the benefit of complete vaccination. By the end of the 2022, we reached a 99.57% of staff vaccination with the third dose and 49.69% with the fourth dose.

Among the main activities for the prevention of COVID-19, the following were carried out:

- Retaining health professionals to attend cases related to COVID-19.
- Testing for clearance of COVID-19 for personnel entering the Veta Dorada Beneficio Plant (PBVD) unit.
- Symptom follow-up and clearance testing within the PBVD.
- Periodic COVID-19 screening tests at decentralized offices.

- Screening tests for a positive case.
- CO₂ monitoring at our plant and offices to determine optional mask use.

The main achievement was raising staff awareness to communicate the beginning of respiratory symptoms or if they had direct contact with a positive case, in order to prevent the contagion of COVID-19 and not affect work activities.

Our aim is to ensure that our employees remain healthy and free from COVID-19, so they can return home in good health without any interruption to our operations.

Our goal is that none of our employee contract serious cases of COVID-19 and to continue following the guidelines set by the Ministry of Health (MINSA).

The most relevant impact is that third-party companies, which had a contractual relationship



with us, adopted our COVID-19 protocols for their employees, in accordance with the commitments described in our COVID-19 Plan.

The main measures adopted to prevent potential negative impacts were:

- Before leaving for the work centre, COVID-19 clearance tests were taken.
- On entering the workplace,

symptom checks were carried out and mandatory hand washing was maintained.

- Identification of groups and workplaces with a high risk of exposure to COVID-19, and reinforced control measures by means of physical barriers or ventilation mechanisms.
- Training was preferably conducted virtually and, exceptionally in person,

maintaining the prescribed distance and using KN95 masks.

- In the canteen and camps, the minimum distance was defined in accordance with the recommendations of the Ministry of Health (MINSA).

- MINSA's recommendations were continually observed to keep our COVID-19 Plan updated.

In order to address actual negative impacts in cases of respiratory symptoms within our activities, we carried out rule-out tests. Confirmed positive cases and direct contact with positive cases were referred to authorized health centres and quarantined, with daily follow-up by a health professional.

To manage positive impacts resulting from the interaction with the communities and prevent possible contagions, certain measures were put in place. These included minimizing face-to-face activities or conducting activities in ventilated areas with the use of KN95 masks.

In addition, to support the prevention



of contagion or treatment of positive cases, KN95 masks were donated as well as fuel for the oxygen plant at the Chala Health Center.

To follow up on the measures taken and even to provide recommendations to prevent the spread of COVID-19 to our employees, WhatsApp groups where suspected cases were communicated to the Medical Unit were created, for medical recommendations and follow-up.

The high effectiveness of the measures implemented in our COVID-19 Plan was evidenced by the vast majority of positive cases having originated outside rather than within the workplace.

During 2022, 99.57% of employees were vaccinated with the third dose to prevent severe symptoms of COVID-19. MINSA has since recommended that this extra dose be generalized because of its potential benefits.



On the other hand, the adequate management of COVID-19 was evidenced by the fact that we did not have shutdowns of our activities at any headquarters due to lack of employees affected by the pandemic.

Among the lessons learned are the following:



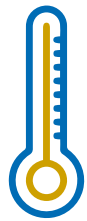
Avoid crowds or in any case use masks to prevent the spread of COVID-19.



Keeping the work area ventilated is a good preventive measure.



Hand washing prevents illnesses caused by viruses and bacteria.

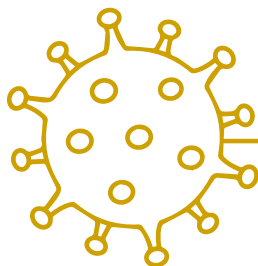


To reinforce or relax countermeasures against COVID-19, the national curve of positive cases and the incidence of positive cases within our operations were taken as a reference, always respecting the guidelines in our COVID-19 Plan.

The participation of employee representatives of the Occupational Health and Safety Committee was evidenced by the approval of the COVID-19 Plan at an extraordinary meeting, and each updated version of the plan was submitted to MINSA. The COVID-19 cases at our Veta Dorada subsidiary and the percentage of those vaccinated were reported at each ordinary meeting of the Occupational Health and Safety Committee, and through quarterly reports to the directors.

GRI
3-3

"DURING THE 2022 PERIOD, WE REACHED 99.57% OF EMPLOYEES VACCINATED WITH THE THIRD DOSE AND 49.69% WITH THE FOURTH DOSE".





5.9 RESPONSIBLE SUPPLY CHAIN

During 2022 we evaluated 50% of to key suppliers to our Veta Dorada subsidiary (defined by the amount spent in US dollars).

This assessment was carried out using a checklist taking into account compliance with social, environmental, human rights and regulatory standards. The purpose was to assess suppliers and help them replicate best practices. We believe the results were satisfactory.

This checklist comprises an initial evaluation of suppliers on the following 15 topics:

"MOREOVER, WE MAINTAIN THE PERSPECTIVE OF INCREASING AND ACHIEVING 60% OF EVALUATED SUPPLIERS BY 2023".

-  Legal
-  Occupational Health and Safety
-  Code of Conduct and Human Rights
-  Environment
-  Employee relations
-  Forced labor
-  Child labor
-  Harassment and abuse
-  Diversity, inclusion and non-discrimination
-  Anti-corruption and bribery
-  Conflict of interest
-  Prevention of money laundering and financing of terrorism (PLAFT)
-  Relations with suppliers and customers
-  Community relations
-  Communication





We consider that the main achievements during our mandate were the implementation of a standardized evaluation format; likewise, we continue to work on strengthening our evaluation criteria.

In order to continue growing as a Corporation and generating value for our stakeholders, our goal for 2023 is to conduct audits of our service and supply suppliers to verify, first-hand, the evaluation criteria and be able to recommend actions for improvement, and to begin audits of new suppliers. In addition, we are maintaining our objective of increasing and reaching 60% of assessed suppliers in 2023.

We understand that as a corporation we generate a positive impact by being able to share our standards with suppliers, since by implementing this evaluation, we are able to get them to align their processes in greater compliance regarding the

environment, society, human rights and current legal regulations.

To monitor the effectiveness of the evaluation implemented, we measure the number of suppliers evaluated as well as those that meet the evaluation criteria. They are categorized as: not qualified, qualified to improve, qualified and very qualified.

It is worth noting that after this measurement and effectiveness assurance, 100% of the evaluated suppliers are in the categories of qualified and highly qualified.

During 2022, one of the lessons learned was that third-party verification must be carried out with suppliers to ensure compliance with the evaluated aspects.

We keep our stakeholders informed regarding future audits or improvements in our evaluation system; likewise, we communicate

continuously to be able to propose improvement options between them and our Veta Dorada subsidiary. As a result, out of a total of 22 key suppliers, 50% were evaluated, which corresponds to 11 companies providing us with services and supplies. **GRI** 3-3 / 308-1 / 414-1

"AT DYNACOR WE CONTINUE TO IMPLEMENT PROCESSES TO GENERATE SHARED VALUE WITH OUR SUPPLIERS".



5.10 LOCAL SUPPLIERS

At Dynacor our supply chain management involves a set of processes aimed at ensuring a smooth flow of ore, inputs and services to keep our operations running smoothly. This process is managed by the Logistics, Projects and Ore Marketing Department.

The process begins by submitting orders internally based on cost and investment projections. These requests are then approved by the General Management of our subsidiary Veta Dorada.

To meet the demands and development of our operation, we focus on acquiring ore, supplies and services, within the established deadlines and at a competitive price, from suppliers to the Veta Dorada Beneficiation Plant (PBVD) or according to the type of contract established.

In our business model, ASM miners are also part of our

supply chain, as ore suppliers. Therefore, the artisanal miners are responsible for transporting the ore from their concessions to the processing plant, located in Chala, Arequipa region (Peru) and to the Crushing Service headquarters, Trujillo region (Peru).

It should be noted that the ore suppliers (ASM miners) from whom we purchase are duly registered in the Registro Integral de Formalización Minera (REINFO) of the Peruvian Ministry of Energy and Mines (MINEM) and have the following categories: formalized and in the process of formalization, and as such are classified and recognized by the Peruvian government.

Our Veta Dorada subsidiary has a positive impact on local suppliers of materials and services, generating business opportunities. Examples include suppliers of materials for civil engineering works and office supplies, as well as suppliers of food services, medical services, cleaning services, lodging, among others.



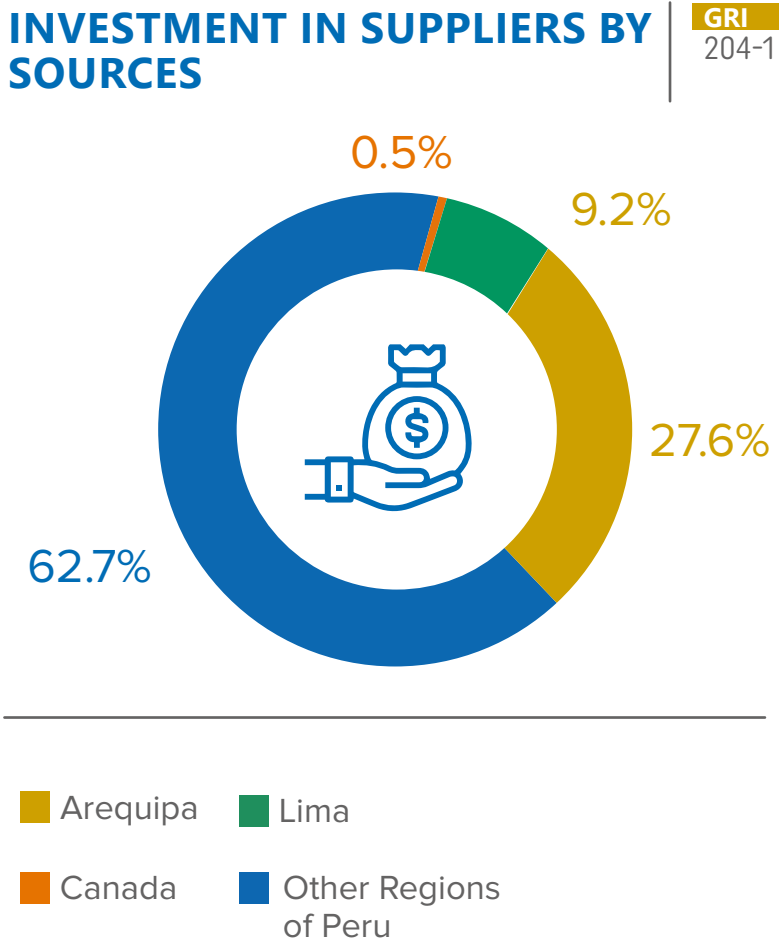
During 2022, we maintained commercial relations in Peru with an investment of US\$168.9 million in minerals, materials, and services. Of the total investment in suppliers, 27.6% was made locally in the Arequipa region, where our PBVD is located, amounting to US\$46.9 million.

GRI
204-1

"DURING 2022, WE MAINTAINED COMMERCIAL RELATIONS IN PERU WITH AN INVESTMENT OF US\$168.9 MILLION IN MINERAL, MATERIALS AND SERVICES".

8 DECENT WORK AND ECONOMIC GROWTH





We also recorded a 5.5% increase of investment in suppliers in the Arequipa region, compared to 2021 (US\$46.9 million in 2022 vs. US\$44.5 million in 2021).

This increase is part of our goal to promote local purchasing to contribute to the development of the communities where we operate.



5.11 PRODUCT TRACEABILITY

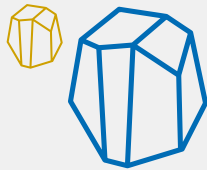
ASM management NO GRI

In 2022, 147,566 tons of ore entered our Veta Dorada Plant, all from formalized and in the process of formalizing Artisanal and Small-scale Mining (ASM).

The main activities developed in the ASM management process were as follows:

CONTROL

- On-site verification of the mining work allows us to ascertain the mining activity.



- Standardization of bonding and mineral purchase requirements.



- Standardization of logistical support to assist in the purchase of ore: cargo movement, freight, ore transportation and water transportation.



LOYALTY



- Advice and guidance to ASMs on corrections to the Environmental Management Instrument for the Formalization of Small-scale and Artisanal Mining Activities (IGAFOM) for approval by the Regional Governments.



- Project to provide ASM with technical advice on geology and topography.



- Signing of exploitation contracts with miners that exploit ore in Veta Dorada's concessions.



- Allocation of logistical support to the ASM.

During 2022 achieved the following:



- Ensure that the mining concession from which the mineral is extracted is as declared by the ASM.



- Ensure traceability of ASM.



- Increase in the subscription of exploitation contracts in our subsidiary Veta Dorada's concessions, in the department of Ancash.

Our main goal for 2023 is to increase the quantities of ore purchased to meet the new processing capacity of up to 500 t/day, approved as of July 27, 2022. To do so, we will be seeking new

suppliers and increasing the number of buyers and mobile units in the area.

Working with ASM is generating positive impacts such as the creation of indirect jobs and economic movement (purchase of food, fuel, purchase and manufacture of mining equipment, contracting of mining transportation services and all others related to mining activity) especially in the areas of Piura, Cajamarca, La Libertad, Ancash, Lima, Ica, Arequipa, Huancavelica, Ayacucho, Apurímac, Puno and Cusco.

Our policies regarding ASM management are

- Buy only from ASMs whose mining work has been verified by the Geology division of our subsidiary Veta Dorada.
- Not to purchase from ASMs convicted of money laundering, illegal mining, financing of terrorism, corruption and other related

- crimes that generate illicit profits.
- Payments deposited in ASM held accounts.

- Purchase only from ASMs that meets the requirements for bonding and ore purchase.

In addition, our commitments are as follows:

- Good conditions for the purchase of ore.
- Fair and timely payment of the price.
- Technical advice on geology and topography to achieve formalization.
- Logistical support for mining exploration campaigns.

To prevent potential negative impacts on ASM, we approach mining communities to consult their needs or expectations; in addition to improving commercial conditions, we provide technical advice on geology and topography.

In addition, in order to monitor the effectiveness of the measures taken in regarding ASM management, we



"WORKING WITH ASMS IS GENERATING POSITIVE IMPACTS SUCH AS THE CREATION OF INDIRECT JOBS AND ECONOMIC MOVEMENTS IN THE AREAS OF INFLUENCE WHERE WE OPERATE".



carry out internal verification in the ore stockpiling and purchasing processes, such as

- On-site verification of ASM mining operations.
- Documentary verification of ASM linkage requirements.
- Documentary verification of the requirements for the purchase of ore from ASM.

The evaluation is voluntary and is carried out with the daily ore input. For the evaluation of efficiency, we use as an indicator the gradual increase in ore stockpiles.

The measures taken during 2022 have been effective, due to:

- Technical advice on geology and topography for the preparation of ASM IGAFOMs has allowed ASMs to comply with the legal requirements for mining formalization and to maintain their Integral Mining Formalization Registry (REINFO) valid.
- Banking of payments for ore purchases from ASMs has allowed them to have “a birth certificate in the banking system” to prevent tax evasion.
- Logistical support and the granting of advances allowed ASMs to remain economically active and increase their ore production.



- The requirements for bonding and purchasing of ore from ASMs stipulated that they were not “Subject without operational capacity”.

The lessons learned from our management of ASM in 2022 can be summarized as follows:

- The on-site verification of mining work allowed us to be certain that the ore sold by ASMs comes from declared mining work, thus avoiding involvement in criminal legal proceedings.
- Verification of the validity of the mining concession where the ASM mining work is located, in addition to ensuring compliance with our obligations as a purchaser of mining products, has prevented such purchases from being adjusted for tax purposes.
- Digitization of the documents on bonding and ore purchase requirements has allowed us easy access to these documents.

- Being in compliance with the requirements for the bonding and purchase of ore saved us from legal sanctions and loss of reputation.

The involvement of our employees has been crucial in preventing negative impacts on ASM management. GRI 3-3

**"IN 2022
WE HAVE
CONTROLLED
AND
IMPROVED
TRACEABILITY
OF ORE FROM
ASMS".**



ENVIRONMENTAL MANAGEMENT



6. ENVIRONMENTAL MANAGEMENT

Our commitment to the preservation and care of the environment is expressed in our Environmental Policy, which gives us the guidelines to operate in an environmentally friendly manner. Likewise, we carry out actions to minimize or eliminate the negative impacts that may be generated by our activities.

Therefore, to ensure compliance, identification and effective management of environmental aspects, we have implemented various management tools such as procedures, instructions, and matrices, among others.

"IN 2022, ONE OF OUR PRIORITIES CONTINUED TO BE THE REDUCTION OF ENERGY CONSUMPTION THROUGH ENERGY EFFICIENCY AT OUR VETA DORADA PROCESSING PLANT".

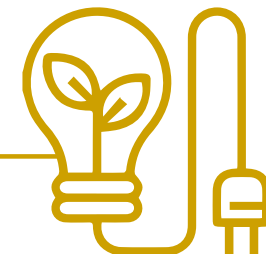
6.1 ENERGY CONSUMPTION

At Dynacor we continually take measures for the proper use of energy in all our facilities. In 2022, one of our priorities continued to be the reduction of energy consumption through energy efficiency at our Veta Dorada Processing Plant, in order to reduce our environmental impact. In our 2022 performance, we have an absolute overall global energy consumption totalling approximately 53,920 GJ. Of this total, 62% is indirect energy and 38% is direct energy. Our Veta Dorada Plant accounted for 98% of global energy consumption.

We also saw an increase in energy consumption of 12.60% compared to 2021 (53,920 GJ

vs. 47,888 GJ). This increase is due to the expansion in the production capacity of our Plant. Unfortunately, it also generated an increase in energy intensity of 9% (0.4481 GJ per gold equivalent ounces in 2021, while in 2022 it was 0.4886 GJ per gold equivalent ounces). This is mainly due to the replacement of a larger ball mill to expand our plant capacity.

Understanding the need for reduction and in line with the Corporation's strategy, during 2022, in our subsidiary Veta Dorada, activities were carried out focused on reducing energy consumption and raising awareness in its proper use.



The main activities were:



- The electricity supplied to the Plant is 100% from renewable sources, which is provided by a third party.



- The replacement of luminaries with more energy-efficient lights.



- Switching on equipment preferably outside the so-called peak hours of energy consumption.



- Training of personnel in the correct use of energy.

It is worth highlighting that, as a main achievement, we consider the execution of the contract signed in 2021, in which, as of January 1, 2022, the electricity supplied to the Plant comes entirely from renewable sources, thus helping to reduce the use of energy from fossil fuels and contributing to the environment.

Our long-term goals are to maintain the use of renewable energies



and expand their use within the Corporation. By 2023 we plan to continue replacing conventional lighting fixtures with more energy-efficient luminaries.

We understand that the interactions of operations with the environment can generate impacts, both positive and negative, among which we have identified an increase in emissions

generated by using conventional energy. Likewise, due to the change in the source of electrical energy, we were able to generate a positive impact with the care of the environment through the use of renewable energy. These impacts are managed through the activities described above.

At Dynacor are committed to an environmental policy, in which we

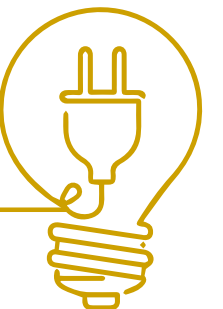
outline our commitments to the protection and efficient use of resources.

As part of our activities, we constantly monitor the energy consumed in our process (direct and indirect), in order to be able to identify in which process significant variations are generated that must be managed.

Our strategy is aligned with Sustainable Development Goals 7 “Affordable and clean energy”, 12 “Responsible production and consumption” and 13 “Climate action” of the United Nations. Among the lessons learned, we realized that it is necessary to develop an energy matrix of the main components of our subsidiary Veta Dorada in order to identify in greater detail those that have a high consumption and implement strategies associated with the reduction.

We keep our employees in constant communication regarding energy use and receive concerns about energy management. These are

evaluated and help develop our strategy. **GRI**
3-3





Total consumption within the organization is shown below:

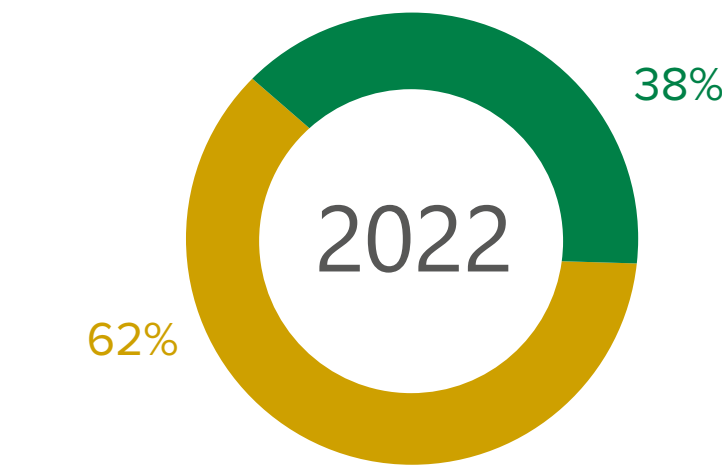
ENERGY CONSUMPTION
BY SOURCE 2022

GRI
302-1

	ELECTRICITY [GJ]	DIESEL [GJ]	GAS - LPG [GJ]	GASOLINE [GJ]	NATURAL GAS [GJ]	T. DIRECT ENERGY [GJ]	T. INDIRECT ENERGY [GJ]	TOTAL ENERGY [GJ]
Veta Dorada Plant	32 441.93	8411.27	12 147.67	4.18	0.00	20 563.12	32 441.93	53 005.05
Offices and Purchasing offices	637.95	0.00	0.00	0.00	119.43	119.43	637.95	757.38
Exploration	0.00	31.13	0.00	0.00	0.00	31,13	0.00	31.13
Crushing Service	126.41	0.00	0.00	0.00	0.00	0.00	126.41	126.41
TOTAL DYNACOR	33 206.29	8442.41	12 147.67	4.18	119.43	20 713.69	33 206.29	53 919.98

ENERGY
CONSUMPTION BY TYPE

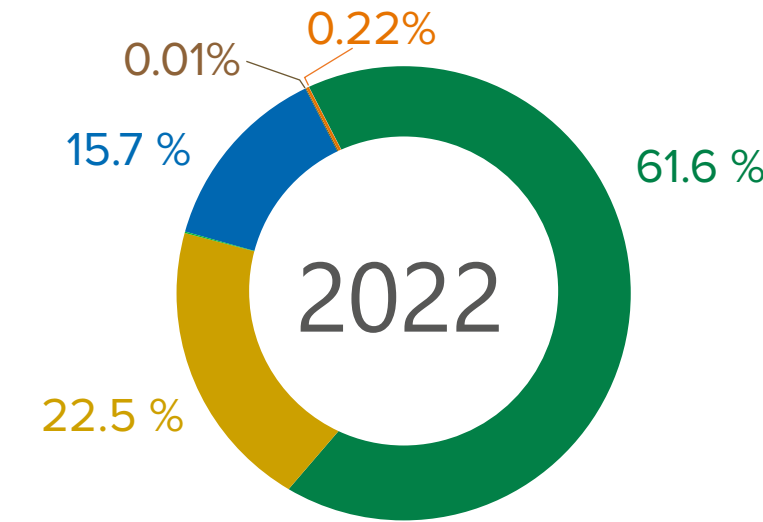
GRI
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Indirect Energy Direct Energy

ENERGY
CONSUMPTION DETAIL

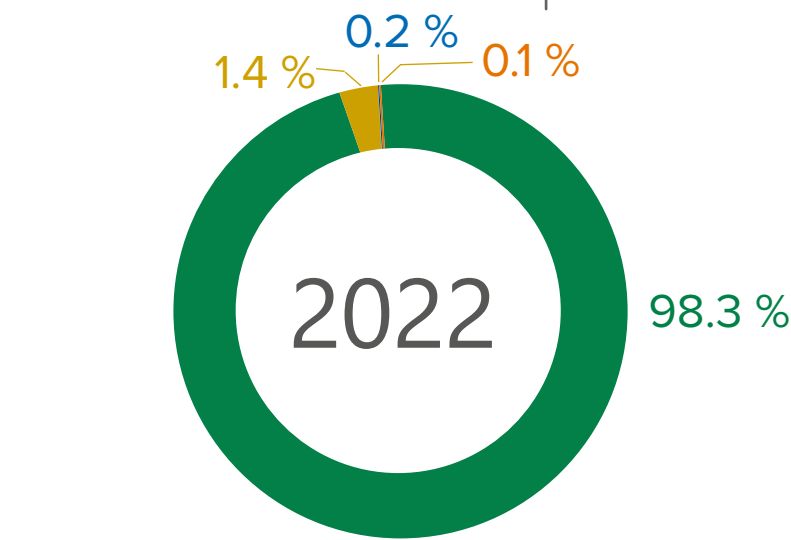
GRI
302-1



Electricity Gasoline
Liquefied Petroleum Gas Natural Gas
Diesel

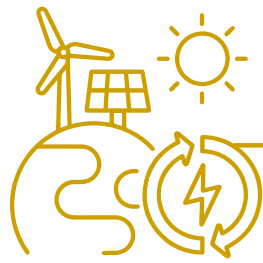
ENERGY CONSUMPTION
BY ACTIVITY

GRI
302-1



Veta Dorada Plant Exploration
Offices and Purchasing Offices Crushing Service





Regarding energy, electricity represents approximately 62% of this. In the case of direct energy, the main consumption was liquefied petroleum gas (LPG, 23%), followed by diesel (16%).

In 2022, the Plant consumed 32,441.93 GJ of electricity from renewable sources, which represents 60% of the total energy consumed in our corporation. Likewise, our Montréal office consumes electricity from renewable sources (0.5% of global consumption).

We have classified electricity purchased from the local grid as indirect energy and all fuels used in our activities as direct energy. Also, the Corporation does not record energy consumption outside the organization. **GRI 302-2**

For energy intensity, the values are presented below (it should be noted that the calculation is made as the product of energy

consumed per unit produced) and are for the consumption within the Corporation. **GRI 302-3**

"DURING 2022, 61% OF OUR GLOBAL ENERGY CONSUMPTION WAS FROM RENEWABLE SOURCES".

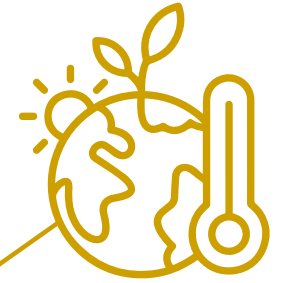
ENERGY CONSUMPTION AND INTENSITY

GRI
302-1 / 302-3

	2019	2020	2021	2022
Direct Energy (GJ)	17 848	11 787	19 728	20 714
Indirect Energy (GJ)	25 952	20 680	28 160	33 206
Total Energy (GJ)	43 801	32 466	47 888	53 920
Energy Intensity: Total Energy per oz of gold eq. produced (GJ/oz)	0.5327	0.6320	0.4481	0.4886

Likewise, there was a 27.46% reduction in diesel consumption compared to 2021, i.e., 3197 GJ; this is a result of the measures implemented in the transformation and refurbishment of equipment in 2022, which were switched to LPG. **GRI 302-4**





6.2 CLIMATE CHANGE

Climate change is undoubtedly one of the main strategic challenges we must face to protect our future and that of the planet. We are also aware that we play an important role in the economic and social development of the areas where we operate, as well as in the effects on the surroundings and the environment. Therefore, it is essential for us to reduce our environmental footprint and take active leadership in addressing climate change.

In 2022, we at Dynacor have achieved a 29% reduction in GHG emissions intensity compared to 2021, and a 43% reduction compared to 2019 our reference year.

The change of electricity supplier, which uses a cleaner energy source and, therefore, lower GHG emission factors, led to a significant reduction in Dynacor's indirect GHG emissions.

The main achievement was the reduction of 27% of global GHG emissions in 2022, compared to 2021.

During 2023, we will continue to focus on renewable energy sources for our Veta Dorada Beneficiation Plant as it represents the main source of GHG emissions, with 65% of emissions, while offices and collection centres account for 27%.

The main sources of emission from all our operations in 2022 were mobile sources, accounting for 42%. Purchased electricity represents the second-largest source of emission (32%), followed by LPG (14%) and diesel (12%).

Within the framework of our environmental policy, we will continue to opt for the use of cleaner energy from renewable sources.

We calculate GHG emissions according to the GHG Protocol

Corporate Accounting and Reporting standard (protocol for calculating and reporting greenhouse gas emissions), developed by the World Resources Institute and the World Business Council for Sustainable Development.

The system thresholds for the development of the GHG emissions inventory are defined under the operational control approach, which includes facilities, processes and operations over which Dynacor has control and defined operational boundaries. The gases included in the calculation of emissions are: CO₂, CH₄, N₂O.

To address GHG impacts, we optimize the use of vehicle units and in our Veta Dorada Plant we are opting for the use of LPG instead of liquid fuels. Equipment and vehicle units that use fossil fuels undergo strict maintenance to reduce GHG generation.





To quantify our energy consumption, we have implemented a record for each unit or office, which we update on a monthly basis. Within the framework of our environmental policy, we will continue to focus on the use of cleaner energy, aligning ourselves with SDGs 3, 12, 13, 14 and 15.

In our Veta Dorada Plant, we have compared our energy consumption with other areas in the corporation including with our electricity supplier to verify the accuracy of the data recorded.

As a result of the shift to renewable energy consumption, we have experienced and learned that we can protect the environment and increase our productivity at the same time.

Actions taken are being communicated to our management and employees on the use of clean energy through our internal reporting and to other stakeholders through our annual reports.

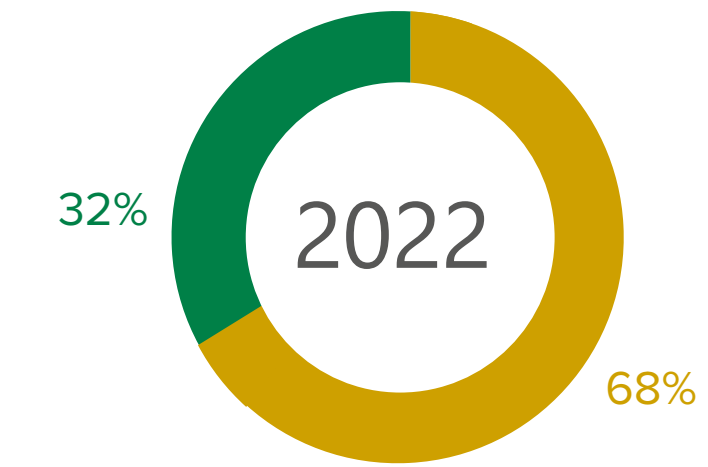
GRI 3-3

In 2022, absolute greenhouse gas emissions from all Dynacor facilities (plant, decentralized offices, purchasing offices, crushing service and exploration) totalled approximately 4,968 tons CO₂ eq; 68% of these emissions were direct emissions and 32% were indirect emissions from purchased electricity.

GRI 305-1 / 305-2

DIRECT AND INDIRECT GHG EMISSIONS 2022

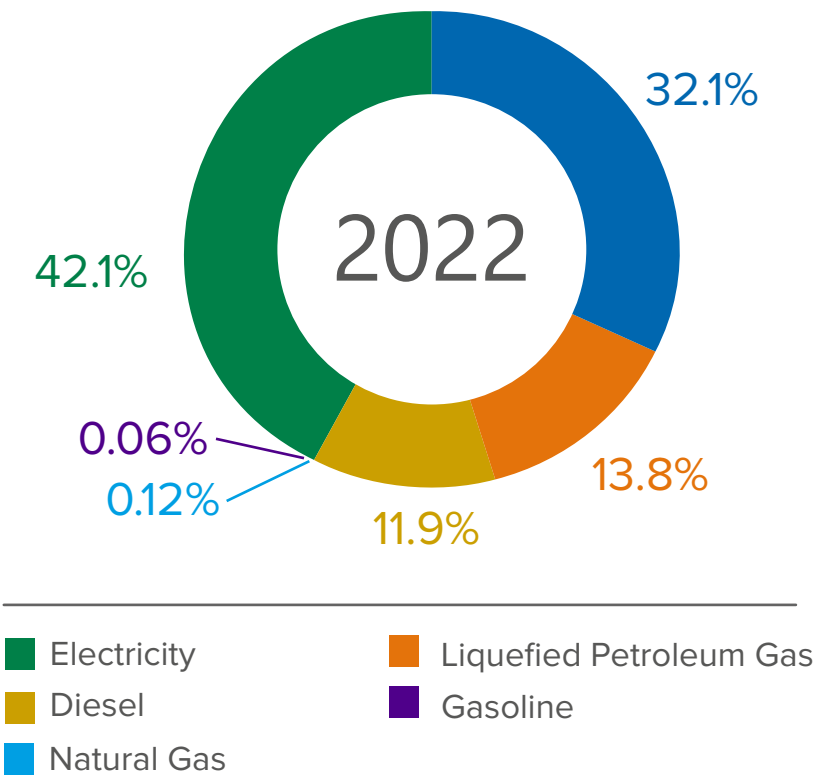
GRI 305-1 / 305-2



Direct Emissions Indirect Emissions

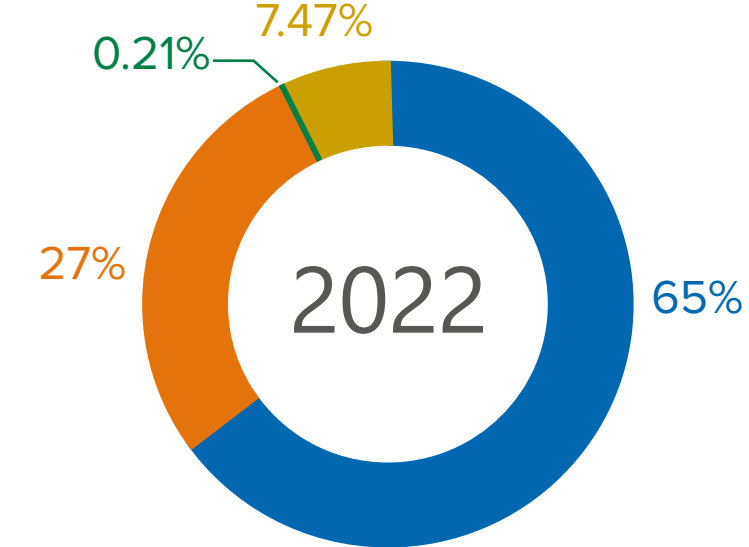
DETAIL OF GHG EMISSIONS 2022

GRI 305-1 / 305-2



GHG EMISSIONS BY TYPE OF ACTIVITY 2022

GRI 305-1 / 305-2



PB Veta Dorada
Offices and Collection Centers
Exploration
Crushing Service

Our Veta Dorada plant remains the main source of GHG emissions, with 65% of the emissions, and the offices including purchasing offices, 27%. In the case of offices and collection centres, this is due to the fact that they have vehicles for logistical use and support to artisanal miners, which increases Dynacor's mobile source emissions.



DIRECT AND
INDIRECT GHG
EMISSIONS

GRI
305-1 / 305-2 / 305-4

	Emissions (ton CO ₂ eq)			
	2019	2020	2021	2022
Direct Emissions (Scope 1)	2605.26	1922.55	2626.66	3375.60
Indirect Emissions (Scope 2)	3849.34	3063.64	4188.90	1592.18
Total ton CO ₂ eq	6454.60	4986.20	6815.56	4967.78
GHG emissions intensity Total emissions per oz of gold eq. produced (ton CO ₂ eq/oz gold eq)	0.0785	0.0971	0.0638	0.0450

The GHG emissions intensity was estimated on the basis of total GHG emissions (Scope 1 and Scope 2) and the production of gold equivalent. In 2022, the GHG emissions intensity was 0.0450 tCO₂ eq per gold equivalent ounce, a 29% reduction in intensity when compared to 2021 (0.0638 tCO₂ eq) and a 43% reduction when compared to 2019 (our baseline year). This reduction in intensity is mainly due to the consumption of energy from renewable sources and increased plant productivity.

GRI
305-4 / 305-5

"BY 2022, WE HAVE ACHIEVED A 29% REDUCTION IN GHG EMISSIONS INTENSITY COMPARED TO 2021 AND A 43% REDUCTION COMPARED TO 2019 (OUR BASELINE YEAR)".

INVENTORY OF OZONE
DEPLETING SUBSTANCES (ODS)

Dynacor does not purchase any products for our facilities that affect the ozone layer. In this perspective, we do not use any ozone depleting substances (ODS), we only use natural refrigerants.

GRI
305-6

"DYNACOR HAS NO OZONE DEPLETING SUBSTANCES (ODS) IN ITS FACILITIES".



ATMOSPHERIC EMISSIONS OF
INORGANIC COMPOUNDS

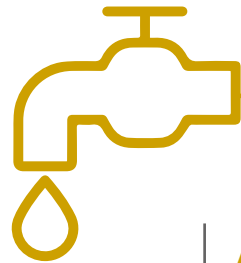
In 2022, we also estimated atmospheric emissions of inorganic compounds from our stationary sources. These emissions totalled 12 tons. Nitrogen oxide (NO_x) accounts for 99.85% of total inorganic compound emissions, while sulfur dioxide (SO₂), the remaining 0.15%.

The liquefied petroleum gas used in the canteen, as well as in the refining process and

in the smelting and copelation processes of our PBVD samples, and the diesel used mainly in the generator sets, are the two main factors in our total emissions of inorganic pollutants into the air. To verify their quality, we carry out gaseous emissions monitoring. The monitoring results comply with local and international standards (of the region) and did not show a significant negative influence on air quality as a result of Dynacor's activities.

GRI
305-7





ATMOSPHERIC EMISSIONS OF INORGANIC COMPOUNDS

GRI
305-7

		2019	2020	2021	2022
Nitrogen oxide (NOx)	(t/year)	11.99	8.04	16.35	12.13
Sulfur Dioxide (SO) ₂	(t/year)	0.02	0.01	0.03	0.02
Total Inorganic Emissions	(t/year)	12.0	8.1	16.4	12.1
Nitrogen oxide (NOx)	(%)	99.85 %	99.85 %	99.85%	99.85 %
Sulfur Dioxide (SO) ₂	(%)	0.15 %	0.15 %	0.15 %	0.15 %

6.3 WATER AND EFFLUENT MANAGEMENT

Dynacor reaffirms its commitment to the responsible use of water and demonstrates this through its performance during 2022, where we achieved an overall water consumption of 139.51 ML for all the Corporation’s facilities, which was slightly lower than that of 2021 (143.47 ML); despite an increase in the production capacity of our Plant.

This decrease is also reflected in the intensity of water consumption, which decreased by 6% (0.00126 ML of water per gold equivalent ounces in 2022, compared to 0.00134 ML of water per gold

equivalent ounces in 2021). This decrease was mainly due to the increase in productivity in the 2022 period.

The main activities in 2022 related to this material topic are



- Training to raise awareness about water consumption.



- Technified or drip irrigation in green areas.



- Improvements in domestic wastewater collection in camps.

By 2023, we plan to conduct tests to reduce the evaporation of the water mirror at our tailings ponds and one of our main perspectives is to continue reducing the intensity of water consumption.

As a positive impact during 2022, we have the decrease of total water consumption in our Veta Dorada Plant and offices.

We use this resource rationally through the use of drip irrigation techniques for green areas. In addition, at the PBVD we monitor water quality on a quarterly basis to verify water quality.





Our largest water consumption occurs in the metallurgical mining process at our plant, which accounts for 97% of Dynacor's total water consumption in 2022. We also recirculate 60% of the ore processing water entering the tailings pond in our Veta Dorada Plant.

The groundwater consumed in our Veta Dorada plant comes from authorized wells; this consumption is recorded and reported monthly to the National Water Authority (ANA). In addition, inspections are carried out by the inspections by the Local Water Authority (ALA) Water Authority (ALA) to verify the no dumping of domestic wastewater.

We are aligned with SDG 6 and 12 "Clean Water and Sanitation" and "Sustainable Consumption and Production", and take measures to improve efficiency in water consumption.

In order to record water consumption information, our Veta Dorada plant is equipped with flow meters that allow us to constantly

measure our consumption. As well, meters and controls are also fitted in our offices and their readings are recorded in the utility bills.

Among the lessons learned we can mention that, during the COVID-19 pandemic, hand washing points were added, and more water was used during the cleaning and disinfection of offices and camps. However, at all times the used or residual water re-entered our process.

During the 2022 participatory environmental monitoring, with the authorities and representatives of the nearby communities, the water circuit in the plant was explained verbally, indicating that no discharges are issued from our processes. This scope was also communicated to our employees and authorities. **GRI 3-3**

With respect to the source of water used, 27% comes from groundwater, 73% from water supplied by third parties and 0.03% from surface water.

We do not use water from any

wetlands or aquifers on the Ramsar List that have been recognized as vulnerable.

Our wells authorized by ANA for use in our plant, are located far from nearby communities and consumption is reported monthly to this authority. Where as the water supplied by third parties to our offices comes from the local supply network or from authorized agreements.

Our main objective is to maximize the use of water for human consumption and operations, since in the area where the PBVD is located there is a certain scarcity of water resources. **GRI 303-1**

We have a domestic wastewater treatment plant (WWTP), from which we obtain category 3 treated water, suitable for watering vegetables and drinking water for animals, as well as a reverse osmosis treatment plant that produces water for human consumption. However, domestic wastewater is reintroduced into the process, as is industrial water from ore processing, recirculating 60% of



the total liquid (barren solution) deposited in the tailings ponds to be recirculated in the process. **GRI 303-2**

"DURING 2022, WE MANAGED TO REDUCE WATER CONSUMPTION INTENSITY BY 6%".



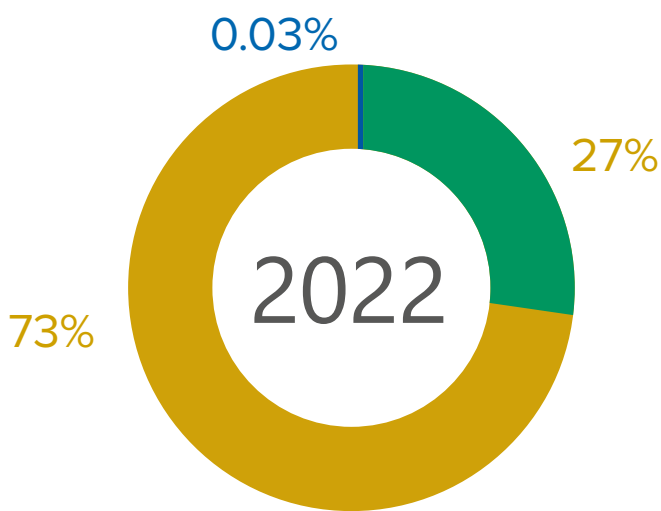
WATER WITHDRAWAL
BY SOURCES

GRI
303-3

	2019 [ML]	2020 [ML]	2021 [ML]	2022 [ML]
Groundwater	23.30	23.06	29.86	37.82
Water Supplied by Third Parties	60.75	53.91	113.45	101.64
Surface Water	0.48	0.28	0.17	0.05
Total Water Consumption	84.52	77.25	143.47	139.51
Intensity of water consumption (ML water/oz gold equivalent)	0.00103	0.00150	0.00134	0.00126

WATER WITHDRAWAL
BY SOURCE

GRI
303-3



- Water Supplied by Third Parties
- Groundwater
- Surface Water

Regarding the type of water, 97% of the total water consumed in 2022 has a total dissolved solids (TDS) value greater than 1000 mg/L, the difference (3%) was fresh water. **GRI 303-3**

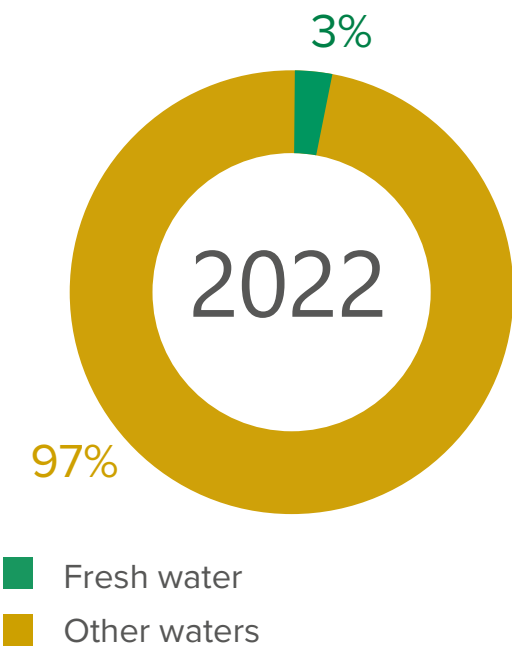
OVERALL WATER
CONSUMPTION BY TYPE

GRI
303-3

	2019 [ML]	2020 [ML]	2021 [ML]	2022 [ML]
Fresh Water	6.45	6.02	4.25	3.83
Other Waters (TSD > 1000 mg/L)	78.08	71.23	139.23	135.68
Total Water Consumption	84.52	77.25	143.47	139.51

GLOBAL WATER
CONSUMPTION BY TYPE 2022

GRI
303-3



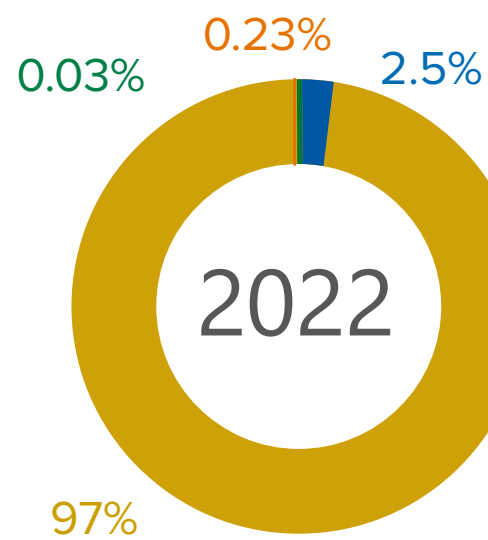
- Fresh water
- Other waters

In 2022, our Plant accounted for 97% of global water consumption; offices, including purchasing offices accounted for 2.5%; crushing service accounted for 0.23% and exploration camp for only 0.03%. **GRI 303-3**

At our Veta Dorada Plant we do not produce any type of discharge; in other words, we operate with zero discharge. **GRI 303-4**

WATER CONSUMPTION
BY ACTIVITY 2022

GRI
303-5



- Offices and Purchasing Offices
- Veta Dorada Plant
- Exploration
- Crushing Service

Our plant is equipped with water meters that allow us to measure water consumption on a constant basis and in the offices we have water meters, whose monthly readings or consumption are recorded in the utility bills. **GRI 303-5**



"OUR VETA DORADA PLANT HAS NO EFFLUENT DISCHARGE TO THE EXTERIOR. WE OPERATE WITH ZERO DISCHARGE".





6.4 WASTE MANAGEMENT

During 2022, at our Veta Dorada Plant we maintained our non-hazardous waste segregation and recycling actions, while maintaining our Waste Management and Minimization Plan updated and improved.

Among the main projects and activities related to this material issue, as of September 2022, we implemented continuous campaigns of order and cleanliness in our production unit, separating the unnecessary from the necessary. In addition, we continued to train our own personnel as well as that of third parties in waste management. Furthermore, we established the Operational Risk Training Center, an environment of purely recycled material.

Some of the main achievements in 2022, include the 5% decrease in the amount of hazardous waste generated compared to 2021 and the

11% increase in the amount of recycled waste compared to 2021. These results are due to proper segregation at the source.

By 2023, the main goal is to reduce the amount of waste generated at our Chala Plant. We are aware of the possible contamination of soil due to poor management of hazardous waste; this is why we continue to raise environmental awareness among our employees and third parties through training and meetings. Likewise, we prevent environmental contamination in areas of direct influence through the correct handling and disposal of waste.

During 2022, we maintained our Environmental Policy commitments, eliminating the use of technopor packaging in compliance with current legal standards.



To manage our waste, our waste management procedure is kept up to date, we maintain the sorting of containers at the source, and keep our Temporary Waste Storage Facility in good condition. We also correctly and safely manage our tailings ponds for the storage of ore processing waste.

The positive impacts are realized through the environmental awareness of our employees and third party staff through induction and training, in addition to the recovery of cardboard waste, PET plastics and metal waste.

The effectiveness of our activities is monitored

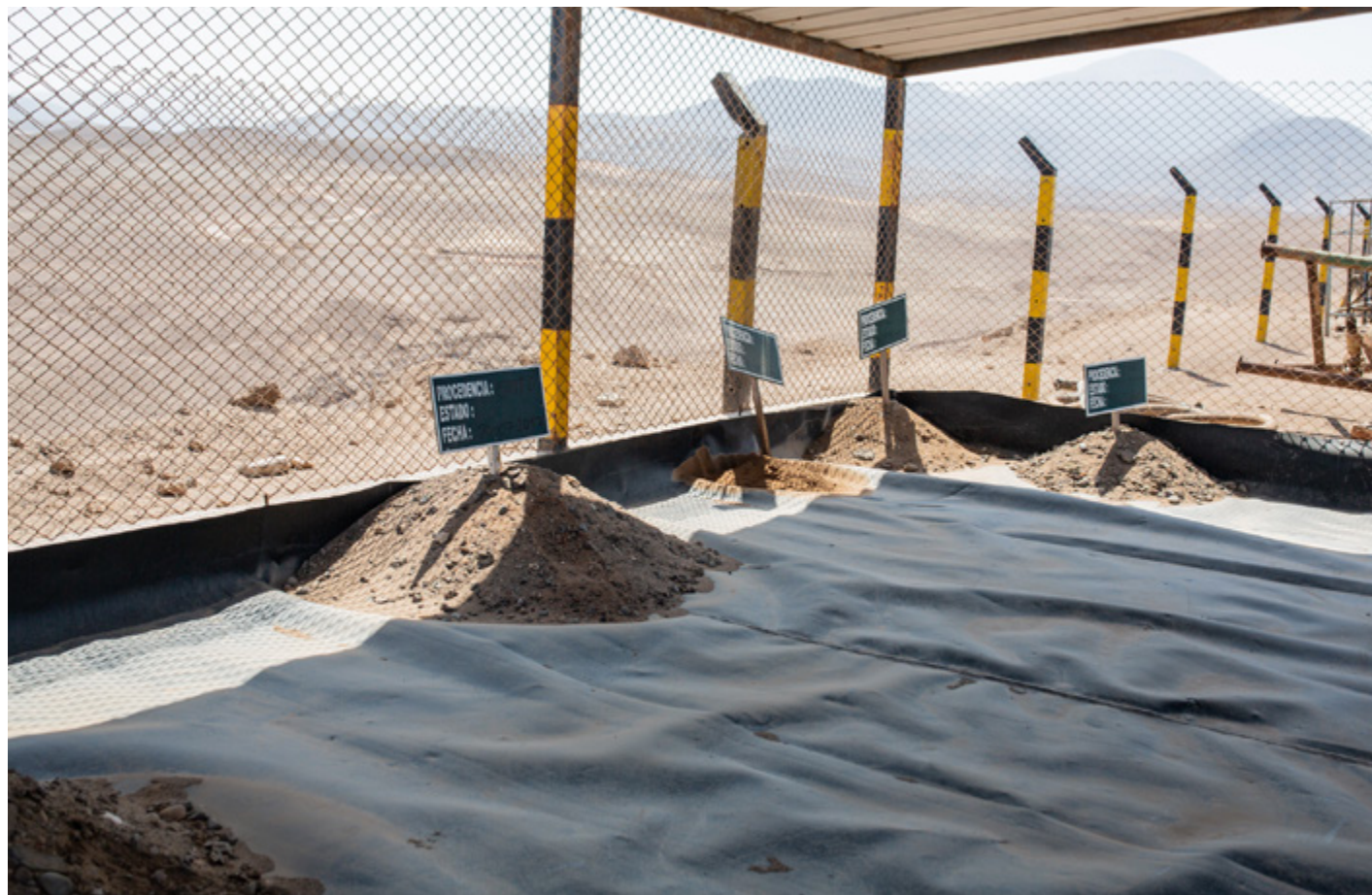


through random inspections on proper segregation of waste at the source and at the Temporary Waste Storage Facility. Afterwards, at the end of each year, we review the quantities of waste generated, recycled and disposed of.

The most important lesson for 2022 is to maintain order and cleanliness campaigns in our production unit.

Our activities are maintained and improved with the active participation of employees in the actions implemented regarding waste. Furthermore, the Peruvian government is kept informed on a quarterly basis on the generation and final disposal of hazardous waste through its Solid Waste Management Information System (SIGERSOL) platform.

GRI
3-3



The most relevant impact of our activities is potential soil contamination due to contact with hazardous waste such as oils and grease used in equipment maintenance, chemical containers used during ore processing, and waste such as crucibles and cupels generated by metallurgical chemical tests. These hazardous wastes are disposed of in authorized safety landfills.

GRI
306-1

Our PBVD generates industrial waste, domestic waste, biomedical waste and special waste as a result of related activities and gold ore processing, which comes from small-scale miners and artisanal miners.

Waste classification considers general solid waste, hazardous waste, biomedical waste, recyclable waste and special waste (such as batteries and used electrical and electronic devices). In our operations we provide colour-coded containers in accordance with the provisions of the Peruvian Technical Standard

"DURING 2022, WE HAVE ACHIEVED A REDUCTION IN HAZARDOUS WASTE GENERATION OF 5%, COMPARED TO 2021".

NTP 900.058-2019, Colour code for solid waste devices.

One of our main objectives, with respect to environmental sustainability, is waste reduction through recycling, and the establishment of waste prevention measures at all stages of the production cycle. Therefore, we have developed and implemented a Waste Management Program, which is based on the 4R-E concept (in order of importance: reduction, reuse, recycling, recovery and elimination) and complies with Peru's Integrated Solid Waste Management Law.

Waste generated at the plant is disposed of by external waste management companies authorized by the Ministerio del

Ambiente (Minam) which are evaluated each year. Each time there is a disposal or elimination, a certification for non-hazardous waste management and a manifest for hazardous waste management are issued.

The Program establishes the process for the identification, segregation, treatment and final disposal of waste generated by the operational and administrative processes of our PBVD. It also considers the quantification of all waste in type and weight, on a monthly and annual basis.

GRI
306-2







In 2022, 405 tons of waste was generated at our Veta Dorada Plant, of which 31% corresponded to hazardous waste and 69% to non-hazardous waste. Depending on the composition of the waste, it is recycled, reused and/or transferred to a safety or sanitary landfill. We have achieved a 5% reduction in hazardous waste generation compared to 2021.

Our production increased during 2022, if compared to 2021 (110,359 gold equivalent Oz vs. 106,862 gold equivalent oz). This increase in production caused an increase in waste generation and intensity, which was 3.67 kg of waste per gold equivalent ounce. Thi increase is due to general non-hazardous waste captured at the end of 2022 in order and clean-up campaigns.

We are working under the concept of circular economy to reduce our total amount of waste generated. **GRI 306-3**

WASTE GENERATION IN PBVD

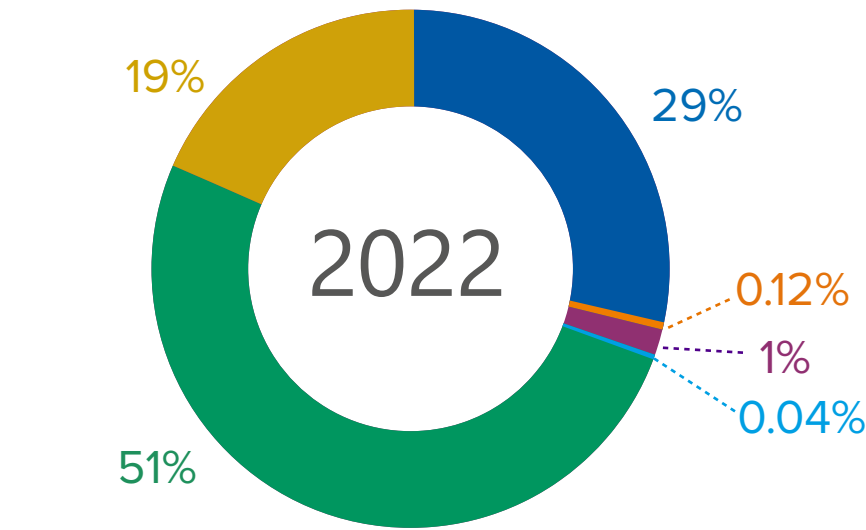
GRI
306-3 / 306-4 / 306-5

		2022	2021	2020	2019	Sen to
		TM	TM	TM	TM	
 HAZARDOUS WASTE	Non-Recycled Hazardous Waste	118.18	123.39	68.61	112.15	Safety Landfill / Destined for Disposal
	Reused Hazardous Waste	5.73	6.63	3.60	8.87	Reuse /Not for disposal
	Biomedical Waste (Biocontaminated)	0.48	0.47	0.06	0.08	Safety Landfill / Destined for Disposal
	Special wastes	0.18	0.34	0.22	0.34	Safety Landfill / Destined for Disposal
	TOTAL HAZARDOUS WASTE	124.57	130.83	72.49	121.44	
 NON-HAZA RDOUS WASTE	General Solid Waste (disposed}	206.03	127.54	41.86	61.31	Landfill / Destined for Disposal
	Recyclable Waste	74.81	67.59	14.79	36.87	Recycling / No for disposal
	TOTAL NON-HAZARDOUS WASTE	280.84	195.13	56.65	98.18	
	TOTAL WASTE GENERATED	405.41	325.96	129.14	219.62	
	Waste for disposal	324.87	251.74	110.75	173.88	
	Waste not destinad for disposal	80.54	74.22	18.39	45.74	
	Total waste generation Intensity (kg of waste generated / oz gold)	3.67	3.05	2.51	2.67	



**CLASSIFICATION
OF WASTE 2022**

GRI
306-3 / 306-4 / 306-5



- | | |
|---|--|
| ■ Hazardous Waste (Non-Recyclable) | ■ Reused Hazardous Waste |
| ■ Biocontaminated Waste (Biomedical) | ■ General Solid Waste |
| ■ Special wastes | ■ Non-Hazardous Recyclable Waste |

Regarding waste that was recycled or reused, for example, waste not meant for disposal, 80.54 tons was recycled or reused in 2022, representing 20% of all waste generated.

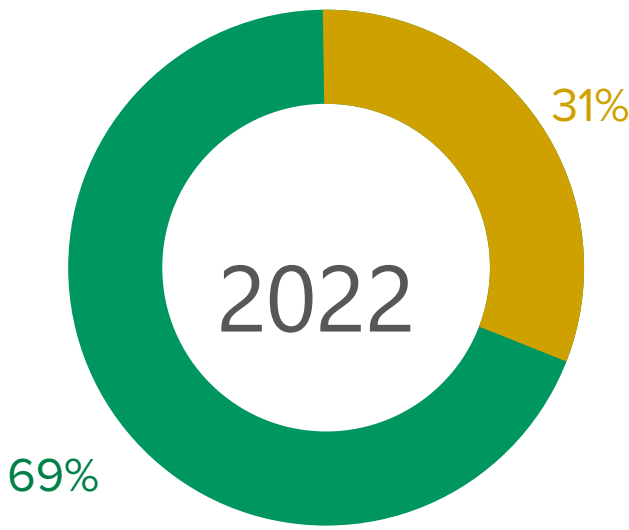
This is mainly due to the reuse of non-hazardous waste, such as wood, for the construction of infrastructure and fences.

The main hazardous waste reused in 2022 is oil; non-hazardous waste that is recycled is mainly metal and scrap metal, cardboard, plastic, glass, and wood. All waste is recycled or reused by duly authorized external companies. **GRI** 306-4

Waste sent for disposal is disposed of through waste operators authorized by the

**WASTE
TYPE 2022**

GRI
306-3



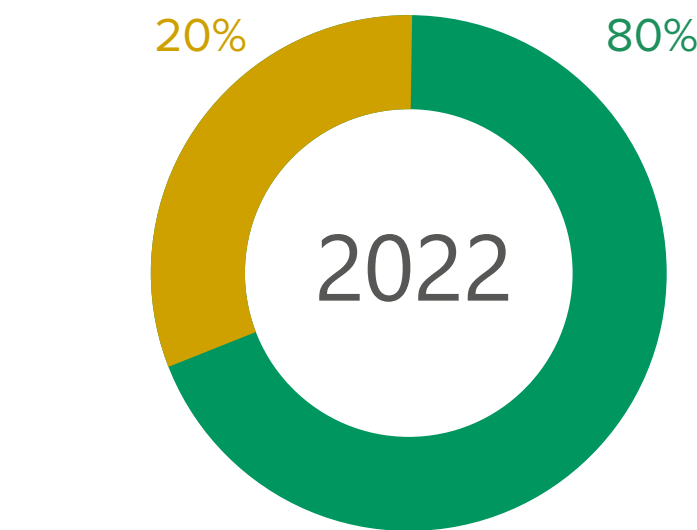
- | | |
|--|---|
| ■ Non-Hazardous Waste | ■ Hazardous Waste |
|--|---|

Ministry of the Environment. They are responsible for transporting and depositing it in authorized sanitary landfills for non-hazardous waste and in safety landfills in the case of hazardous waste. **GRI** 306-4 / 306-5



**WASTE BY
DISPOSAL 2022**

GRI
306-4 / 306-5



- | | |
|---|--|
| ■ Waste for disposal | ■ Waste not destined for disposal (Recycled or Reused) |
|---|--|

"IN 2022, WASTE NOT DESTINED FOR DISPOSAL INCREASED BY 8.5% COMPARED TO 2021, DUE TO THE REUSE OF NON-HAZARDOUS WASTE".

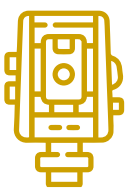


6.5 TAILINGS MANAGEMENT

NO GRI

In 2022, in keeping with our Environmental Management Instrument (IGA), we complied with topographic control and physical stability monitoring, the results of which determined that our tailings pond is stable with an average displacement of less than 4 cm, which is recommended by the regulatory authorities. Likewise, the tailings pond infrastructure complies with the physical stability factors.

The main projects and activities carried out were:



- Topographic and physical stability control on a bimonthly basis.



- Covering the entire tailings infrastructure with geomembrane (15,252 m² of geomembrane, from 252 m above sea level to 262 m above sea level).



- Waterproofing of contingency channels, with a length of 900 metres, covering with geomembrane 3200 m².

The main achievements include compliance with the IGA and maintaining the physical stability of the tailings structure.

The main goal for next year is to maintain zero effluent discharge from the tailings pond, through the recirculation of the barren solution. Our main perspective is to increase the storage capacity of the Tailings Pond.

During 2022, tailings management allowed us to identify the most relevant environmental and social impacts, which are as follows:



- To avoid environmental contamination of soil and groundwater through



waterproofing practices and continuous monitoring of piezometers.



- To minimize natural water consumption due to the recirculation system implemented.
- To avoid conflicts or discontent from the nearby community thanks to the adequate



management of the tailings pond, as the environmental conditions are not altered.

To maintain positive impacts, we are committed to the following measures:



- Mandatory compliance with tailings management described in the semi-detailed

Environmental Impact Assessment (EIASd).



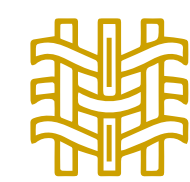
- A physical stability study of the tailings pond is reported to the Dirección General de Minería (DGM) every two years.



- Compliance with the periodicity of topographic and physical stability monitoring of the tailings ponds on a bimonthly basis.



The measures or actions that allow us to manage our positive impacts in tailings management are based mainly on:



- Leak-proofing with geomembranes and geotextile and periodic monitoring of the water level in the piezometers and analysis of this water.



- Continuous recirculation system of barren solution through high-density polyethylene pipes.



- Waterproofing of contingency channels to prevent soil contamination.

These actions are subject to internal verification, such as visual supervision of the physical condition of the tailings pond. These measures also include external verifications such as outsourced monitoring of chemical stability in quarterly piezometers and supervision by the competent authority.

The progress made in managing tailings can be assessed by measuring compliance with various factors related to their physical stability.

These factors include static and pseudo-static stability, as well as the maximum displacement of control points in the topography. Additionally, compliance with the commitments outlined in the environmental impact assessments (EIAs) is also considered.

The effectiveness of the measures taken during 2022 is reflected in:



- Static physical stability factors were less than 1.5 and pseudostatic factors less than 1.0.



- The average displacement in the tailings pond was less than 4 cm.

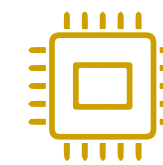


- Water levels in the piezometers remained constant.

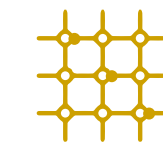


- All commitments established in the EIAs were met.

Among the lessons learned, the following is important to mention:



- The maintenance of electronic equipment and other bird deterrents to avoid migratory bird species coming into contact with the water.



- To continue the use of geomembranes as waterproofing measures in points where the barren solution could come into contact with the soil.



- Maintain daily supervision during tailings management.

GRI
3-3



6.6 RESPONSIBLE USE OF CHEMICALS NO GRI



Mercury

The responsible use of chemical products is of great importance to Dynacor, particularly with regard to the use of mercury. Thanks to the process in place at our Veta Dorada Plant, mercury is not used. We also make sure the artisanal miners who supply us with ore are not using it. When we purchase ore from them, we process it at Veta Dorada without any mercury.

Globally, it has been estimated that for every ton of gold doré produced directly by artisanal miners, approximately 2.7 tons of mercury is used¹. This is basically because artisanal miners use traditional methods to extract gold using mercury.

During 2022, 3369 kg of gold was produced in our PBVD, which, by not using mercury in its production process, allowed us to stop emitting approximately

9097 kilograms of mercury into the environment.

Cyanide

In our Veta Dorada Plant during 2022, we consumed 866,135 kg of sodium cyanide, which represents a ratio of 5.7 kg of cyanide/ton of ore processed. We are committed to using cyanide responsibly, from the moment of its arrival at our main warehouse. We prioritize preventive health and safety measures, as well as environmental care and the proper management of waste generated.

We have maintained training on the use of cyanide, hydrocyanic gas monitoring, the drill program, first-aid kits, cyanide poisoning antidote kit and waste disposal.

During 2022, we reinforced our anti-spill contingencies with

the construction of leakproof contingency channels along the pipelines that carry the cyanide solution (barren solution) to prevent contact with the ground in the event of potential spills. By 2023, our main goal is to reduce the amount of cyanide per ton of ore processed by using new technologies in our processes, our main perspective being to align with the standards of the International Cyanide Code.

To prevent negative impacts on personnel and the environment, we regulate the Hydrogen Potential (pH) of cyanide solutions and verify their effectiveness by monitoring hydrogen gas in the cyanide preparation process, cyanide strength analysis in the leaching process and sweep solution.

One of the lessons we wish to highlight is to continue making information on

cyanide management and environmental protection available to stakeholders and, if possible, communicating it verbally, especially in nearby communities, in order to generate transparency and trust in them. GRI 3-3

"BY 2023 WE AIM TO REDUCE THE AMOUNT OF CYANIDE PER TONS OF ORE PROCESSED, AND TO ALIGN WITH THE STANDARDS OF THE INTERNATIONAL CYANIDE CODE".

"DURING 2022, THE EMISSION OF MORE THAN 9.1 TONS OF MERCURY INTO THE ENVIRONMENT WAS AVOIDED".



¹ According to the report: *Rapport UN Environment: Global mercury supply, trade and demand, 2017.*



SOCIAL COMMITMENT

7



7. SOCIAL COMMITMENT

We are committed to the development of the communities in our area of influence and to generating local employment, thus allocating resources for these purposes.

We have also established relationships with civil and social organizations in Chala, based on respect, transparency and trust.

Our social investment has been made through:

- **Community Development Program.**
- **PX Impact® Program**

7.1 LOCAL COMMUNITIES

To prioritize the well-being of vulnerable populations in areas directly impacted by our processing plant, it is crucial for us to develop programs that not only generate value but also contribute to both social and economic well-being. This is particularly important for our mineral processing plant situated in Chala, as well as other surrounding areas.

During 2022, interaction with social actors was positive and succeeded in promoting sustainable activities in our area of influence and other areas. This

generated good relations with the communities.

We carry out activities and projects along these lines, among which the following stand out:



- Local contracting: work and procurement of goods and services.



- Arborization along the front of the Veta Dorada Plant, with the participation of the Chala Viejo Rural Community.



- Delivery of materials for the construction of sports facilities in the Miguel Grau settlement in Chala.



- Improvement of the educational service in PRONOEI "María Montessori", with the provision of didactic games.



- Implementation of a community centre for Ccajlahuito, Saisa Rural Community.

By doing so, we actively support the economic dynamization of the Chala District. We also, promote education through projects to strengthen institutions and implement public spaces and green areas for the communities.

We aim to maintain and improve our good relations with our neighbours and local communities for sustainable development, implementing a social management plan to minimize potential sources of negative impacts. Furthermore,

looking to the future, we also aim to expanding our social investment in the mining communities with which we interact and strengthening our relationships with existing stakeholders.

We understand that the interactions between our subsidiary Veta Dorada and the communities can generate both positive and negative impacts. Some of the positive impacts we have observed include the creation of job opportunities for locals, the promotion of



formalization among local businesses providing services to our value chain. Moreover, the sourcing of raw materials from legitimate suppliers, helps combat illegal economies in the areas where we operate.

In order to achieve an adequate management of relations with communities, minimize potential negative impacts and manage positive impacts, we have implemented and disseminated our Code of Conduct and Human Rights Policy. We have also developed the Conflict Prevention Resolution, Complaints and Grievance Procedures and Crisis Management Procedures.

As part of our best practices, we also invited the authorities and representatives of the Chala Viejo Campesino Community to participate in environmental monitoring and in the dissemination of results.

In order to accomplish the goals set for 2022,

the Community Relations Department conducted thorough investigations into any complaints or concerns raised by individuals and groups directly or indirectly impacted by our social and environmental activities. Additionally, we will be assessing how well we have fulfilled our commitments to our stakeholders.

Veta Dorada meets requests from the community for support in education, health, nutrition, environment and institutional strengthening. Our goal is to ensure that there are no disruptions caused by social conflicts.

A lesson learned from social relations, is that to build trust within our communities, it is crucial to uphold our social and environmental commitments in a timely and appropriate manner. By doing so, we can ensure transparency and foster positive relationships.

GRI
3-3

Our social investment during 2022 amounted to US\$192,960, of which US\$16,320 was allocated to health, nutrition, education, environmental management, basic infrastructure, and development and capacity building of local institutions. The amount of US\$176,640 was spent on employment and local economy.

Our investment and its scope are described in the programs below:



HEALTH AND NUTRITION PROGRAM

In 2022, we continued to provide donations of materials and supplies to the Chala District.

Health Centre to address the COVID-19 pandemic, benefiting 257 people.

As part of our efforts to ensure the nutritional needs of low-income populations, we supply both perishable and non-perishable food items to the Chala Viejo Rural Community and the Mujeres Luchadoras de Chala soup kitchen. This measure benefits 175 inhabitants.



EDUCATION AND BASIC INFRASTRUCTURE PROGRAM

The investment benefited approximately 1,200 students with sports equipment at I.E. 40272 “José Olaya Balandra” of Chala.

In addition, support was provided by supplying construction materials for the perimeter fence surrounding the green area of the San Jacinto church in the



Chala Viejo community. This community is home to over 90 residents.

Assistance was also provided with the delivery of cement for the construction of a sports slab in the “Miguel Grau” human settlement in Chala. This project benefited 95 residents by creating a public space that promotes sports.

To promote sports and provide recreational spaces for the community, we supported the upkeep of the sports field and main park in the Imperial La Aguadita settlement in Chala. This initiative benefited over 2,000 individuals.



ENVIRONMENTAL MANAGEMENT PROGRAM

We supported the Atiquipa Rural Community with their reforestation project “Lomas de Atiquipa”. Our contribution involves providing water for monthly irrigation to the reforested areas, which helps stabilize the soil and enhance the landscape. This initiative directly benefits approximately 116 inhabitants of Atiquipa.

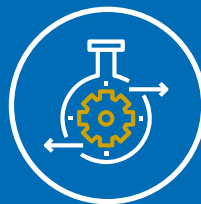
The Instituto de Educación Superior Tecnológico Público “Chala” (Chala Institute of Higher Education and Technology) received support for the installation of ornamental plants, benefiting 83 students.

In coordination with the authorities of the Chala Viejo Campesino Community, we conducted a participatory environmental monitoring and shared the results with 63 individuals.

As part of our efforts to enhance the community, Veta Dorada planted 100 olive trees in the



front of its plant, benefiting 286 residents by the creation of this green space.



PROGRAM TO DEVELOP AND BUILD MANAGEMENT CAPACITIES IN LOCAL INSTITUTIONS

During 2022, Veta Dorada, continued its commitment to maintaining strong relationships with local institutions, by providing support to the Atiquipa Peasant Community, the Chala Health Center, the Chala National Police, as well as various educational institutions in Chala. This support benefited 2,464 individuals.



LOCAL EMPLOYMENT AND LOCAL ECONOMY PROGRAM

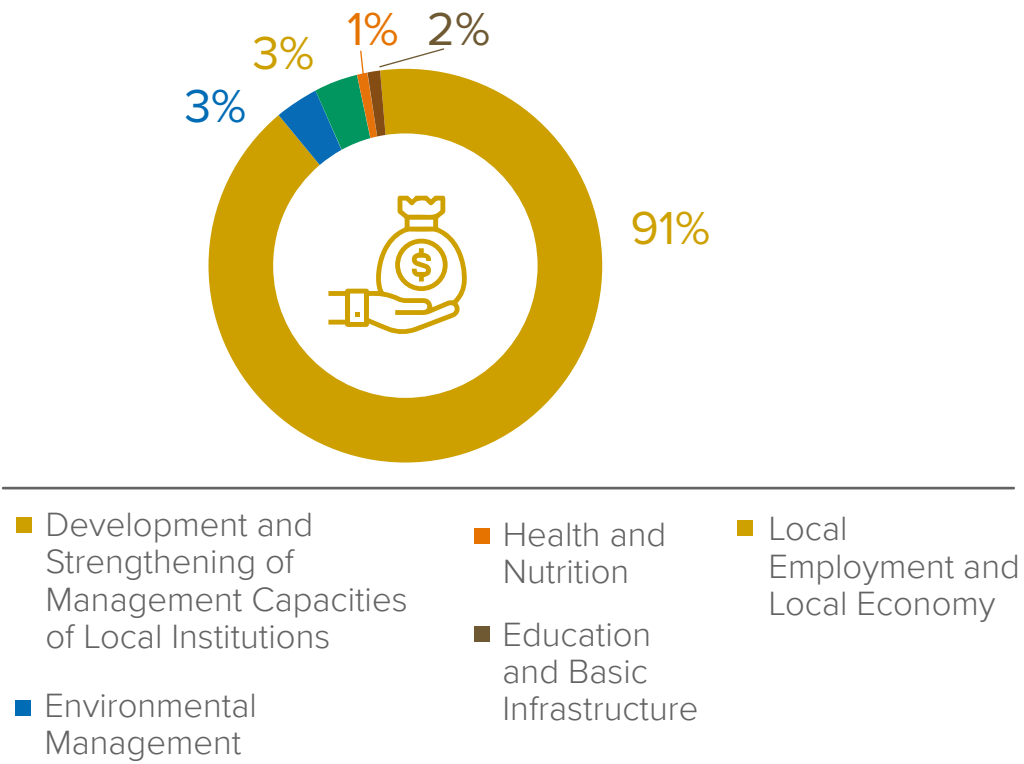
Regarding employment, the focus was on hiring individuals from the local community. To spread the word and encourage applications, our Community Relations team placed announcements strategically in offices and public spaces in Chala.

To support local entrepreneurship, a local company was hired to perform cleaning and disinfection of our plant’s camps, cafeterias and offices, benefiting 17 individuals in the local community.

GRI
413-1



DISTRIBUTION OF INVESTMENT IN
LOCAL COMMUNITIES – CHALA



As part of the investments made in infrastructure and services, we can mention those that generated the greatest positive impact. For example, we have provided swivel desk chairs at the Chala Health Center and donated polar blankets

for the celebration of the Senior Citizen's Day held by the Health Center. We also provided computer equipment to the Chala Highway Police, and road safety equipment to the "Hortensia Pardo Mancebo" Educational Institution in Chala.

GRI
203-1

"OUR SOCIAL INVESTMENT IN LOCAL COMMUNITIES REACHED US\$192,960 DURING 2022, BENEFITING 6,671 INDIVIDUALS".

7.2 PX IMPACT®
PROGRAM

NO GRI

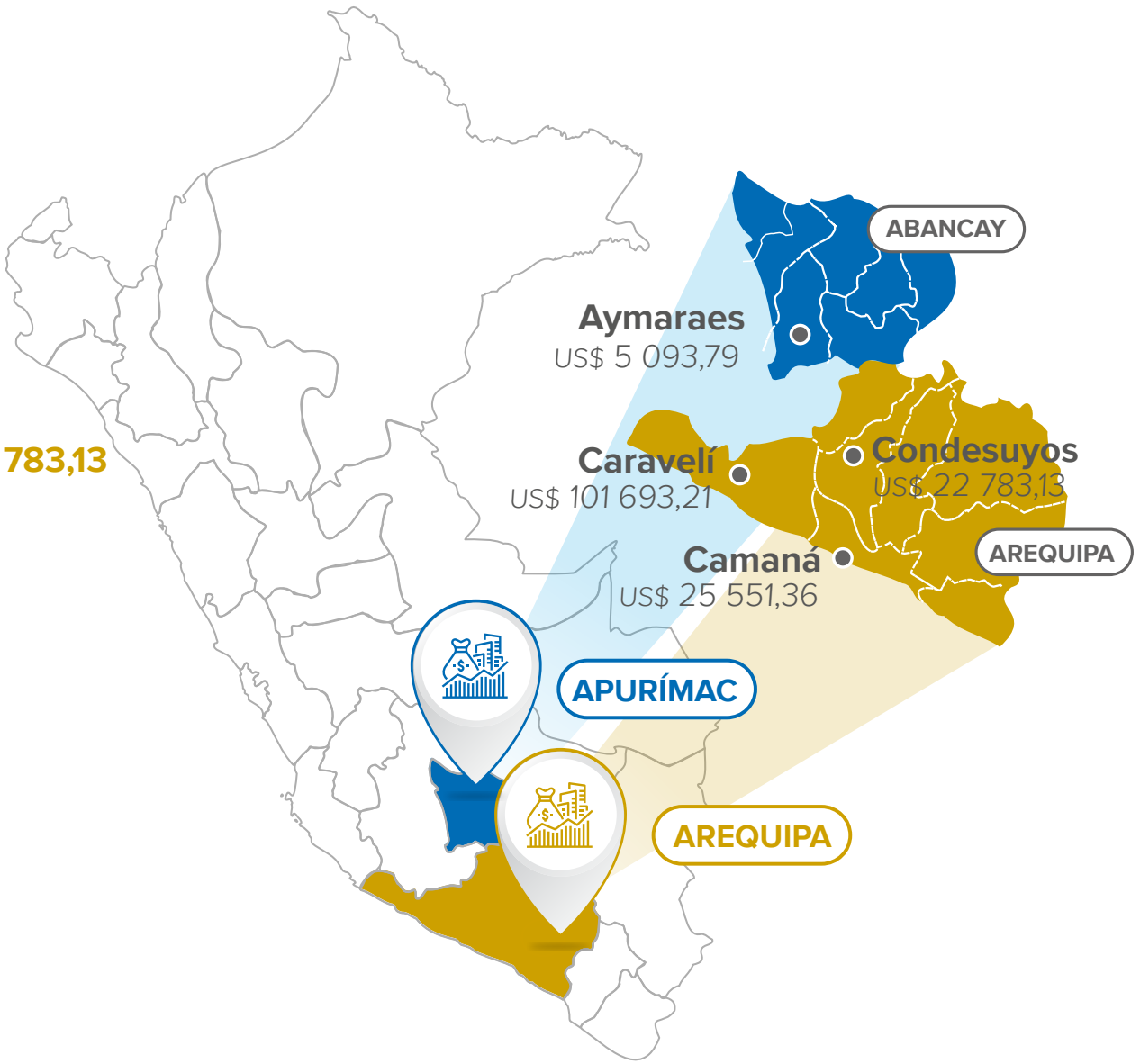
During 2022, 10 social interventions/programs were carried out in the districts of Mariano Nicolás Valcárcel and the town of Secocha (province of Camaná, Arequipa); Chala, Atiquipa, Chaparra, Huanuhuanu, Quicacha and Las Lomas (province of Caravelí, Arequipa); Yanaquihua (province of Condesuyos, Arequipa); as well as in Lucre (province of Aymaraes, Apurímac).

A total of US\$155,121 was invested, directly benefiting more than 5,500 individuals, including children and adults. During this period, the focus was on helping to close gaps in health and education.

TOTAL INVERSION
BY DISTRICT (USD)

INVERSION	
M.N Valcárcel & Secocha	25 551,36
Chala	89 451,41
Atiquipa	708,12
Quicacha	2 930,13
Huanuhuanu	3 955,68
Chaparra	4 175,44
Lomas	472,44
Yanaquihua	22 783,13
Lucre	5 093,79

Furthermore, we have formed connections and reestablished relationships with the newly appointed officials, both at the local government level and with the directors and heads of education (UGEL). Additionally, we



have also engaged with the entities in charge of health services.

This made it possible to maintain the good reputation of the International Fund for Artisanal Miners (Fidamar) and Dynacor among its stakeholders, particularly with the beneficiary population.

The main activities carried out were:



Maintenance

- Infrastructure at the **“Chala Sur”** Initial Educational Institution.
- -Infrastructure at the **“Mi Jardín de Amor”** Early Childhood Educational Institution.
- -Infrastructure in the PRONOEI **“Niños Felices”**.
- -Infrastructure at PRONOEI **“Sagrado Corazón de Jesús”**.



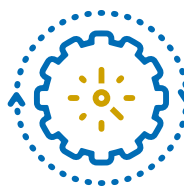
Ambulatory
Health Campaign

- **-Mission “Mensajeros de la Salud”** in Secocha, in cooperation with Clínica San Juan de Dios.
- **-Mission “Mensajeros de la Salud”** in Chala, in cooperation with Clínica San Juan de Dios.



Donation

- **1,025 school kits to preschool educational institutions** in the districts of Atiquipa, Quicacha, Huanuhuanu, Cháparra, Chala and Mariano Nicolás Valcárcel.
- **600 Hemocue HB-201 micro cuvettes, 600 pediatric retractable lancets, cotton** and surgical gloves for anemia and malnutrition screening campaigns in children under 5 years of age in the district of Mariano Nicolás Valcárcel.
- **Tablet to UGEL Caravelí** - Benefit: Jhonatan Tineo Lirco (disabled student and champion of Paralympics 2022).



Capacity building
and awareness
raising

- Formalization of **3 ASM associations** in Arequipa and Apurimac.



Among our main achievements, we have:



- Increased the annual investment in the project by 2.8 times compared to the 2021 period, benefiting a larger number of people in the artisanal mining communities.



- Conducted 2 successful health campaigns in the towns of Chala and Secocha, benefiting over 3,400 people in cooperation with the San Juan de Dios Clinic.



- Strengthened 3 artisanal miners' associations comprising over 1,200 members. This has led to the creation of a development agenda and investment priorities aimed at enhancing services in the area. These efforts also include specific initiatives catering to Pallaqueras women.

During 2023, two baseline diagnostics will be carried out during the first half of 2023 to develop a 3-year intervention and sustainable development plan in 5 settlements: Chala, Secocha, Alto Molino, Ispacas (in Arequipa); and Huanca (in Ayacucho).

Our main objectives for 2023:



- Establish medium- and long-term partnerships with strategic partners to strengthen our projects and maximize the impact of our interventions.



- Include projects that address as a priority, SDGs 3 (Health and well-being) and 4 (Quality education), adding SDGs 7 (Affordable and clean energy), 8 (Decent work and economic growth) and 17 (Partnerships to achieve goals), for the benefit of our communities.



- Maintain a strategic role in the sustainable development of our communities, despite current socio-political situations and obstacles.



- Increase the investment in our target communities, seeking to maximize the social return on each intervention.

Fidamar manages programs and projects that focus on the sustainable development of the communities where artisanal miners who supply ore to Veta Dorada live and work. The funding for these initiatives comes from the PX Impact® fund, which is



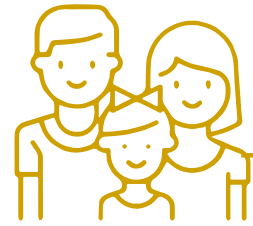
generated through premiums on the price that various end consumers pay to PX Precinox (Dynacor's client) for the purchase of ecologically and socially responsible gold. This gold is obtained by processing ore from artisanal miners.

This process creates a positive feedback loop where increased the commercialization and processing of traceable ore, leads to a greater potential for making sustainable investments in the communities.



Fidamar generates several positive impacts in the communities where it operates, with a strong focus on areas related to education and health. During 2022, its priority was the district of Chala, where the Veta Dorada processing plant is located.





Since Fidamar is a non-profit association that does not manufacture, produce, or provide services, its activities do not generate direct negative impacts. However, as it is related to Veta Dorada and Dynacor, it could generate higher social expectations than intended.

Fidamar's main objective is to enhance the well-being and welfare of individuals in artisanal mining communities, with a particular focus on children, women, and those living in extreme poverty. We strive to achieve this by promoting health, safety, security, education, culture, literacy, and sports development. Ultimately, Fidamar aims to improve the quality of life for these community members and support their sustainable development. To this end, we practice the following values: Integrity, Solidarity, Respect, Transparency and Commitment.

Likewise, our interventions are focused on bridging gaps in: Health, Education, Sports, Food Security and Literacy.

In order to manage the potential of both our positive and negative impacts, we maintain a comprehensive system that includes risk analysis, monitoring, and follow-ups. We also prioritize identifying and engaging with relevant stakeholders, ensuring open and prompt communication with them.

To evaluate and verify the effectiveness of the measures implemented, an external audit was conducted by investors in the PX Impact® program.

Based on the management carried out during 2022, we learned that strategic alliances are key to delivering greater benefits to our communities. It is also essential to maintain ongoing and proactive coordination

with Veta Dorada. We maintain constant communication with stakeholders on the actions taken for their benefit; the feedback received is evaluated to maintain continuous improvement. GRI 3-3

"DURING 2022, FIDAMAR INVESTED AN AMOUNT OF US\$155,121, DIRECTLY BENEFITING MORE THAN 5500 PEOPLE, INCLUDING CHILDREN AND ADULTS".



ANNEXES

ANNEX 1: DEFINITION AND COVERAGE OF MATERIAL ISSUES



Economic performance
Refers to the Corporation's economic management model and strategy that enables the creation and generation of wealth, as well as the distribution of wealth to its stakeholders, which will allow for long-term social prosperity.



Governance
Hace referencia a la estructura de gobierno de la empresa, sus políticas, procedimientos y mecanismos de implementación de la estrategia de negocios, el monitoreo y la rendición de cuentas incluyendo la estrategia de sostenibilidad de la empresa.



Ethics and integrity
With respect to ethics and integrity, this refers to the set of standards, principles, and values that regulate the Corporation's ethical and regulatory behavior. It also applies ethical mechanisms and a compliance system to prevent corruption and bribery in all its forms, including extortion and the financing of terrorism within the Corporation and toward its productive chain, in order to avoid being linked to criminal and illicit activities.



Occupational health and safety
Refers to the OSH policy, programs and actions that protect the safety and health of employees, as well as the management of accident and incident prevention in the workplace.



Human rights
It refers to respect for economic, social and cultural human rights (human rights related to the basic social and economic conditions necessary for a life of dignity and freedom, such as work, social security, health, education, food, water, housing, an adequate environment and culture) and civil and political human rights (those that protect individual freedoms and guarantee that any citizen can participate in social and political life on an equal footing and without discrimination, such as freedom of movement; freedom of thought, conscience and religion; freedom of opinion and expression; freedom of peaceful assembly; freedom of association; protection of the rights of minorities, among others); as well as the Fundamental Principles and Rights of the International Labor Organization (ILO), which

include freedom of association and freedom of association; protection of the rights of minorities, among others; peaceful assembly; freedom of association; protection of the rights of minorities, among others); as well as the Fundamental Principles and Rights of the International Labor Organization (ILO), which include freedom of association and trade union freedom and the effective recognition of the right to collective bargaining, the elimination of forced or compulsory labor, the abolition of child labor, and the elimination of discrimination in respect of employment and occupation.



Diversity, inclusion and equality of opportunities
Refers to the Corporation's best practices, policies and commitments to ensure diversity, inclusion and equal opportunities free of any type of discrimination. Likewise, how to promote development and foster the reduction of economic and social inequalities.



Decent work
It refers to the policies, programs, and activities required throughout the employee's journey within the Corporation: from hiring, retention, performance evaluations, and work environment. As well as managing initiatives to increase the sense of belonging and improve the work environment.



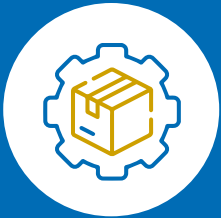
Local communities
It refers to the management of local communities covering: relationship and communication, programs and projects related to their development, as well as partnerships with local actors. In the case of Minera Veta Dorada, it emphasizes initiatives such as PX Impact and Fidamar that seek to promote better health and education conditions in the communities where the Corporation is present and generate a socially responsible impact on the ASM communities.



Training & teaching
Refers to the implementation of mandatory and voluntary training and education programs for all employees. In reference to the



Corporation's various policies and sustainability guidelines among others, such as health and safety policy, data privacy policy, anti-discrimination and harassment, anti-bribery and corruption, and combating acts of unfair competition. Likewise, training programs enable employees to be aware of their rights and obligations, as well as technical knowledge specific to the position and area in which they work.



Responsible supply chain

Hace referencia a la gestión de proveedores de bienes y servicios, haciendo hincapié en el proceso de auditorías socioambientales (debida diligencia), y la priorización de compras locales para contribuir al desarrollo socio económico de los mismos.



Compliance with laws and regulations

Refers to the Corporation's compliance with applicable national standards and laws on mineral extraction, environmental management, labor management, and occupational health and safety, as well as the regulations to which it is subject.

**Traceability of the product:
ASM**

It refers to the traceability of precious metals. It emphasizes product sourcing (procurement of ASMs) for ethical and socio-environmentally responsible conditions (clean gold), through to refining and manufacturing, delivery of the finished product, trade and certification of the material or suppliers along the supply chain. There are also specific precious metals and jewelry certifications, such as RJC and Fairmined, which provide guidelines to contribute to responsible mining.



Water and effluent management

Refers to the implementation of programs, policies and actions that focus on efficient water use and effluent management, including tailings.



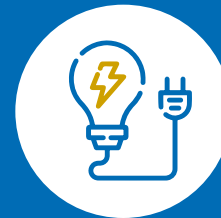
Waste management

Refers to the implementation of programs, policies and actions that focus on promoting the proper management of hazardous and non-hazardous waste.



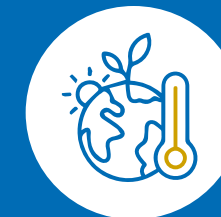
Responsible use of chemicals

Refers to the implementation of programs, policies and actions focused on the responsible use and treatment of chemicals.



Power consumption

Refers to the Corporation's energy management, linked to programs and initiatives aimed at implementing energy efficiency improvements to reduce environmental impacts throughout the company's operations.



Climate change

Refers to the management of emissions from operations. Through the Environmental Management System, the Corporation monitors

processes to comply with the environmental commitments established in the Environmental Impact Assessments (EIA). Finally, it refers to the search for alternatives and investment in new technologies to reduce the Corporation's environmental footprint.



ANNEX 2:

TABLE OF CONTENTS GRI



DECLARATION OF USE	Dynacor Group has reported using GRI standards for the period from January 1, 2022, to December 31, 2022.
GRI 1 used	GRI 1: Fundamentals 2021

GRI STANDARD	CONTENTS	PAGE OR PAGE SET	ODS	OMISSION			
				OMITTED REQUIREMENT	REASON	EXPLANATION	
General Contents							
GRI 2: General Contents 2021	2-1	Organization details	Dynacor Corporation Group	-	No	-	-
	2-2	Entities included in the reports of organizational sustainability	7	-	No	-	-
	2-3	Reporting period, frequency, and reporting point contact	17	-	No	-	-
	2-4	Re-expressions of information	Dynacor Group Inc. has not no re-examination of the expression in the reporting period.	-	No	-	-
	2-5	External verification	This document does not have been subjected to external verification nor audit.	-	No	-	-
	2-6	Activities, value chain and other relation ships commercial	5,10	-	No	-	-
	2-7	Employees	5,36	-	No	-	-
	2-8	Non-employees	37	-	No	-	-



GRI STANDARD		CONTENTS	PAGE OR PAGE SET	ODS	OMISSION		
					OMITTED REQUIREMENT	REASON	EXPLANATION
General Contents							
GRI 2: General Contents 2021	2-9	Governance structure and composition	13	5,16	No	-	-
	2-10	Nomination and selection of the highest governance body	13	5,16	No	-	-
	2-11	Chairman of the highest governance body	14	16	No	-	-
	2-12	The role of the highest governance body in the impact management monitoring	14	16	No	-	-
	2-13	Delegation of management responsibility of impacts	14	-	No	-	-
	2-14	Role of the highest governance body in sustainability reporting	14	-	No	-	-
	2-15	Conflicts of interest	14	16	No	-	-
	2-16	Communication of critical concerns	14, 15	-	No	-	-
	2-17	Collective knowledge of highest governance body	15	-	No	-	-
	2-18	Evaluation of the 's performance	Not presented during the reporting period	-	No	-	-
	2-19	Compensation policies	15		No	-	-
	2-20	Process for determining compensation	15	-	No	-	-
	2-21	Total annual compensation ratio	Not presented during the reporting period	-	GRI Requirements 2-21	Partial information	The median total annual compensation of all the companies is not available. employees
	2-22	Development strategy statement sustainable	3, 4	-	No	-	-
	2-23	Commitments and policies	22, 23	-	No	-	-
	2-24	Incorporation of political commitments	26	-	No	-	-



GRI STANDARD	CONTENTS	PAGE OR PAGE SET	ODS	OMISSION		
				OMITTED REQUIREMENT	REASON	EXPLANATION
General Contents						
	2-25	Processes to remediate negative impacts	26	-	No	-
	2-26	Mechanisms for seeking advice and raising concerns	26	-	No	-
	2-27	Compliance with laws and regulations	26	-	No	-
	2-28	Member associations	22	-	No	-
	2-29	Approach to stakeholder engagement interested	20	-	No	-
	2-30	Collective bargaining agreements	33	-	No	-
Material issues						
GRI 3: Material Issues 2021	3-1	Process for determining material issues	18	-	No	-
	3-2	List of material items	19	-	No	-
Governance						
GRI 3: Material Issues 2021	3-3	Management of material issues	Reported on page 13	-	No	-
Compliance with laws and regulations						
GRI 3: Material Issues 2021	3-3	Management of material issues	Reported on page 26	-	No	-
Economic performance						
GRI 3: Material Issues 2021	3-3	Management of material issues	16	-	Non	-
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	16	8,9	Non	-



GRI STANDARD	CONTENTS	PAGE OR PAGE SET	ODS	OMISSION		
				OMITTED REQUIREMENT	REASON	EXPLANATION
Ethics and integrity						
GRI 3: Material Issues 2021	3-3 Management of material issues	27-30	-	No	-	-
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for corruption-related risks	30	16	No	-	-
	205-2 Communication and training on anti-corruption policies and procedures	31	-	No	-	-
	205-3 Confirmed corruption cases and actions taken	31	-	No	-	-
Human rights						
GRI 3: Material Issues 2021	3-3 Management of material issues	32, 33	-	No	-	-
GRI 406: Non-discrimination 2016	406-1 Cases of discrimination and corrective actions taken	33	5,8	No	-	-
GRI 407: Freedom of association and collective bargaining 2016	407-1 Freedom of association and collective bargaining	33	8	No	-	-
GRI 408: Child Labor 2016	408-1 Operations and suppliers with significant risk of child labor cases	34	5,8,16	No	-	-
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers with significant risk of cases of forced or compulsory labor	34	5,8	No	-	-
GRI 410: Safety Practices 2016	410-1 Security staff trained in human rights policies or procedures	34	16	No	-	-



GRI STANDARD	CONTENTS	PAGE OR PAGE SET	ODS	OMISSION		
				OMITTED REQUIREMENT	REASON	EXPLANATION
Diversity, inclusion and equal opportunities						
GRI 3: Material Issues 2021	3-3 Management of material issues	45, 46	-	No	-	-
GRI 202: Présence sur le marché 2016	202-1 Ratio of standard entry level wage by gender vs. local minimum wage	46	1,5,8	No	-	-
GRI 405: Diversity and Equality of Opportunity 2016 opportunities	405-1 Diversity in governing bodies and employees	46, 47	5,8	No	-	-
Decent work						
GRI 3: Material Issues 2021	3-3 Management of material issues	37, 38	-	No	-	-
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	39, 40	5,8,10	No	-	-
	401-2 Benefits for full-time employees that are not provided to part-time or temporary employees	40	-	No	-	-
	401-3 Parental leave	40, 41	-	No	-	-
This material topic has no specific GRI Standard associated with it.	NON GRI Own work environment indicator	41, 42	-	No	-	-
This material topic has no specific GRI Standard associated with it.	NON GRI Own social welfare indicator	42, 43	-	No	-	-
Training and education						
GRI 3: Material Issues 2021	3-3 Management of material issues	43, 44	-	No	-	-



GRI STANDARD	CONTENTS	PAGE OR PAGE SET	ODS	OMISSION		
				OMITTED REQUIREMENT	REASON	EXPLANATION
GRI 404: Training and Education 2016	404-1 Average number of training hours per year per employee	44	4,5,8,10	No	-	-
Responsible supply chain						
GRI 3: Material Issues 2021	3-3 Management of material issues	58, 59	-	No	-	-
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers evaluated and selected according to social criteria	59	8,9	No	-	-
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers evaluated and selected according to environmental criteria	59	5,8,16	No	-	-
Product traceability						
GRI 3: Material Issues 2021	3-3 Management of material issues	61, 62, 63	-	No	-	-
This material topic does not have a GRI Standard specific associated	NO GRI own ASM Management Indicator	61, 62, 63	-	No	-	-
Occupational health and safety						
GRI 3: Material Issues 2021	3-3 Management of material issues	48, 49, 50	-	No	-	-
GRI 403: Occupational Health and Safety 2018.	403-1 Occupational health and safety management system	50	3,8,16	No	-	-
	403-2 Hazard identification, risk assessment and incident investigation	51	3,8,16	No	-	-
	403-3 Occupational health services	51	3,8,16	No	-	-
	403-4 Employee participation, consultation and communication about occupational health and safety	51, 52	3,8,16	No	-	-



GRI STANDARD	CONTENTS	PAGE OR PAGE SET	ODS	OMISSION		
				OMITTED REQUIREMENT	REASON	EXPLANATION
	403-5 Occupational health and safety training for employees	52	3,8,16	No	-	-
	403-6 Employee health promotion	53	3,8,16	No	-	-
	403-7 Prevention and mitigation of impacts on the health and safety of employees directly linked through business relations	53	3,8,16	No	-	-
	403-8 Employees covered by an occupational safety and health management system	53	3,8,16	No	-	-
	403-9 Work-related injuries	54, 55	3,8,16	No	-	-
	403-10 Occupational diseases and illnesses	55	3,8,16	No	-	-
This material topic has no specific GRI Standard associated with it.	NO GRI Dynacor own indicator vs. COVID- 19	56, 57	-	No	-	-
Power consumption						
GRI 3: Material Issues 2021	3-3 Management of material issues		-	No	-	-
GRI 302: Energy 2016	302-1 Energy consumption within the organization	65, 66	7,12,13	No	-	-
	302-2 Energy consumption outside the organization	67	-	No	-	-
	302-3 Energy intensity	68	-	No	-	-
	302-4 Reduction of energy consumption	68	-	No	-	-
Climate change						
GRI 3: Material Issues 2021	3-3 Management of material issues	69, 70	-	No	-	-



GRI STANDARD	CONTENTS	PAGE OR PAGE SET	ODS	OMISSION		
				OMITTED REQUIREMENT	REASON	EXPLANATION
GRI 305: Emissions 2016	305-1 Direct GHG emissions (Scope 1)	70, 71	3,12,13,14,15	No	-	-
	305-2 Indirect GHG emissions from energy generation (Scope 2)	70, 71	3,12,13,14,15	No	-	-
	305-4 Intensity of GHG emissions	71	-	No	-	-
	305-5 Reduction of GHG emissions	71	-	No	-	-
	305-6 Emissions of ozone-depleting substances (ODS)	71	-	No	-	-
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant air emissions	71, 72	-	No	-	-
Water and effluent management						
GRI 3: Material Issues 2021	3-3 Management of material issues	72, 73	-	No	-	-
GRI 303: Water and Effluents 2018	303-1 Interaction with water as a resource shared	73	6,12	No	-	-
	303-2 Management of the impacts related to water discharges	73	6	No	-	-
	303-3 Water extraction	74	6	No	-	-
	303-4 Water discharges	74	6	No	-	-
	303-5 Water consumption	74	-	No	-	-
Waste Management						
GRI 3: Material Issues 2021	3-3 Management of material issues	75, 76	-	No	-	-
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	76	3,6,11,12	No	-	-
	306-2 Management of significant impacts related to wastes	76	3,6,11,12	No	-	-



GRI STANDARD	CONTENTS	PAGE OR PAGE SET	ODS	OMISSION		
				OMITTED REQUIREMENT	REASON	EXPLANATION
	306-3 Waste generated	77, 78	3,6,11,12	No	-	-
	306-4 Wastes not for disposal	77, 78	-	No	-	-
	306-5 Waste for disposal	77, 78	-	No	-	-
This material topic has no specific GRI Standard associated with it.	NO GRI Own Tailings Management Indicator	79, 80	-	No	-	-
Responsible use of chemicals						
GRI 3: Material Issues 2021	3-3 Management of material issues	81	-	No	-	-
This material topic has no specific GRI Standard associated with it.	NO GRI Responsible use of chemicals	81	-	No	-	-
Local communities						
GRI 3: Material Issues 2021	3-3 Management of material issues	83, 84	-	No	-	-
GRI 413: Local Communities 2016	413-1 Operations with local community participation, impact evaluations and development programs	84, 85	-	No	-	-
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	86	5,9,11	No	-	-
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	60	8	No	-	-
This material topic has no specific GRI Standard associated with it.	NO GRI Own indicator PX Impact Program	86-89	-	No	-	-





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