At Aris Gold, we believe building the next great gold company requires transparent, sustainable and responsible business practices, and good corporate citizenship. Through our guiding principles, we commit to put health and safety above all else, minimize our environmental impact, create lasting benefits that contribute to community welfare, and hold ourselves accountable through stakeholder engagement and transparent reporting. This report presents our performance for 2020, key developments in 2020 and 2021, and our future direction.

About this Report

This report is Aris Gold’s first annual disclosure of our approach and performance on a range of material environmental, social and governance (ESG) topics. The ESG data in this report cover Aris Gold’s performance for the 2020 calendar year. It also includes references to important activities and events that took place in 2021 – such as the transformation of Caldas Gold Corp., which was renamed Aris Gold Corporation, the appointment of a new Board of Directors (the “Board”) and executive team, and the adoption of a new ESG governance strategy – as well as our plans and priorities for 2021 and beyond.

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

References to “Aris Gold,” “the Company,” “Caldas Gold Corp.,” “we” and “our” refer to Aris Gold Corporation. Financial figures are in U.S. dollars (US$) unless otherwise noted, and a conversion from Colombia peso (COP) to US$ is included in several instances using a 2020 average conversion rate of US$1.00 to COP$3,896.
About Aris Gold

Aris Gold is a Canadian-based public company engaged in the acquisition, exploration, development and operation of gold properties in the Americas. Headquartered in Vancouver, Canada, Aris Gold is listed on the TSX under the symbol ARIS. We are led by an executive team with a demonstrated track record of creating value through building globally relevant gold mining companies. Aris Gold operates the Marmato mine in Colombia, where a modernization and major expansion program is underway, and the Juby project, an advanced exploration stage gold project in the Abitibi Greenstone belt of Ontario, Canada.

On February 4, 2021, we changed the reporting company’s name from Caldas Gold Corp. to Aris Gold Corporation and appointed a new Board of Directors and management team who have extensive experience creating some of the world’s largest diversified mining companies.

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

Values
At Aris Gold, we believe transparency, sustainable business practices and good corporate citizenship are critical to the long-term success of the Company. To create lasting social and economic benefits in our host communities, we commit to integrating these factors into the decision-making process of the Company. We will be guided by the following principles: health and safety; environmental stewardship; active community engagement and support; and ongoing transparency and social accountability.
The Juby project is an advanced exploration-stage gold project within the Shining Tree area in the southern part of Canada’s Abitibi Greenstone belt.

- Over 14,000 acres are controlled through the patented claims of the Juby project, covering a 10-kilometre strike length in the west-northwest trending Tyrell Shear Zone (TSZ).
- In 2020, an in-pit Mineral Resource Estimate of 773,000 ounces of indicated gold resources and 1,488,000 ounces of inferred gold resources was delineated.

Caldas Department, Colombia
Marmato operation

Composed of two distinct underground mining areas:

- The Marmato Upper Mine
  - Continuously producing since 1991
  - Located between 950 and 1,300 metres above sea level
  - 1,200 tonnes per day (tpd) capacity processing plant
  - Dried tailings storage facility (TSF) in the process of being upgraded to the Canadian Dam Association’s Dam Safety Guidelines
  - Ongoing optimization program with future development into a transition zone above the new Lower Mine that exhibits wider porphyry material, allowing for more mechanized mining methods
  - Produced 23,832 ounces of gold in 2020
  - Employed 1,541 people at the mine as of the end of 2020

- The Lower Mine project
  - Located below 950 metres elevation
  - Wide porphyry mineralization, suitable for long-hole stoping mining methods
  - Includes the development of new mine workings, a 4,000+ tpd Carbon-in-Pulp (CIP) plant, dry stack TSF, supporting infrastructure and a project camp
  - Secured $265.5 million in 2020 to fund construction of the project
  - Project will expand production at the Marmato mine to over 175,000 ounces of gold per year on average over an initial 13-year mine life once the Lower Mine commences production (expected by 2024)
A Message from Our CEO

I am pleased to present Aris Gold’s inaugural sustainability report. Although much of the information in this report covers our performance for the 2020 calendar year, we underwent a transformation in 2021, renaming the Company from Caldas Gold to Aris Gold, appointing a new Board of Directors and management team, establishing a growth strategy, and introducing new or updated environmental, social and governance (ESG) strategies and commitments. This report provides an opportunity to share how we plan to translate these changes into outstanding value for all stakeholders including our workforce and community partners.

When management transitioned and Caldas Gold became Aris Gold in February 2021, I was impressed by the talent and dedication of those who work for the Company. The team had undergone a year of uncertainties, including government-ordered lockdowns due to the COVID-19 pandemic that impacted many of our workers at our Marmato mine in Colombia. I want to commend the entire team for rising to the challenges and maintaining steady operations throughout the year.

At Aris Gold, we put health and safety above all else, and when COVID-19 was declared a pandemic in March 2020, we took swift action and implemented measures to keep our workers safe and provide much-needed support to the local communities. Of the $950,000 we provided in community investments during 2020, around 60% of the spend was directed toward providing food for families in need and helping local leaders and health authorities respond to the pandemic.

Our response to the pandemic reflects our values and commitment to sustainability, which is at the core of our business and integrated into our business strategy. Our new Board committee structure includes a dedicated Sustainability Committee. We also significantly improved our governance with the adoption of new company-wide policies and management systems.

Other actions we have taken to demonstrate our commitment to sustainability include:

- To prevent and avoid violations of the law or our Code of Conduct, we established a formal ethics program and due diligence process and launched an online whistleblower platform.
- Our proactive community engagement approach resulted in no community blockades, demonstrations or disruptions to our Marmato mine.
- All worker contracts were honoured throughout the year despite government lockdowns.

Our 30-year extension of our Marmato mining contract, we committed to contribute a minimum of $25 per ounce of gold produced at Marmato toward community investments, subject to an annual minimum of $300,000.

We completed many significant upgrades to the Marmato mine’s tailings storage facility with an aim to align with international standards including the Canadian Dam Association’s Dam Safety Guidelines.
Aris Gold is an experienced management team that unveiled a strategy to build the next globally relevant mining company. The major modernization and expansion project at Marmato and the Juby project in Ontario, Canada, fit well within our objectives to swiftly add scale and diversification.

As we further expand our portfolio, I believe we have the right team, the right strategy, the right assets and a track record of successfully creating long-term value through responsible mining. Although there are several challenges we face and risks we must be prepared to manage, I am excited about the opportunities before us. I look forward to updating you on our accomplishments and continued progress.

Neil Woodyer
Chief Executive Officer

Our Response to COVID-19

When the World Health Organization (WHO) declared COVID-19 a pandemic in March 2020, the Aris Gold team quickly mobilized, creating an on-site COVID-19 Committee that develops and implements measures to protect our workforce, the nearby communities and the business.

The COVID-19 Committee is responsible for analyzing trends and intervention strategies, collaborating with government and health officials, and developing a strategic management plan that includes robust health and safety practices, testing, contact tracing and treatment protocols for positive cases at the Marmato mine.

We also established guidelines around remote work for non-essential administrative and office personnel and continued all worker contracts throughout the year, even when 60% of the workers at the mine were unable to work during the Government of Colombia’s selective quarantine that was put in place at the beginning of September 2020.

The COVID-19 pandemic also created several challenges for those living in the communities near our Marmato mine. Through collaboration with community leaders and other companies and organizations, Aris Gold provided much-needed support for the communities including masks, medical equipment, supplies, sanitation kits and food baskets for those impacted by the crisis.

More details about our COVID-19 response in the communities are discussed in the Community Investment section of this report.
Q&A with Aris Gold’s Sustainability Committee Chair Attie Roux

Q. What is your role as the Chair of the Board’s Sustainability Committee?

Attie Roux: One important area of work that the Company undertook in 2020 and 2021 was adopting foundational governance documents that detail how we will work together to achieve the Company’s vision and goals. Among these documents is a position description for the Chair of the Sustainability Committee, which details my duties and responsibilities. This includes ensuring the Committee fulfills its obligations under the Sustainability Committee Charter to provide oversight of Aris Gold’s health and safety, environment, community relations, social investments and governance performance. As Chair of the Committee, I have frequent conversations with the Company’s senior executives, and I convey that information to Committee members. The Committee has candid discussions to ensure Aris Gold complies with all applicable laws and regulations, conducts activities in accordance with internationally recognized best practices, and demonstrates a commitment to continuous improvement. Reports on the matters discussed by the Committee are then provided to the full Board.

Q. Why did the Company conduct a materiality assessment of its environmental, social and governance (ESG) issues?

Attie Roux: I have personally been to site to observe the operations and how it is integrated within the surrounding communities and environment. It was important for Aris Gold to conduct its first materiality assessment for several reasons. We needed to be sure the overall business strategy considers the Company’s most significant social and environmental issues. By having a range of stakeholders provide input on Aris Gold’s top material sustainability matters, the Company is better able to prioritize its time and resources, identify gaps between performance and stakeholder expectations, and compile meaningful data and metrics that track performance over time.

Q. What changes are being made that you think will have the greatest impact on Aris Gold’s sustainability governance and performance?

Attie Roux: The Company is implementing several significant changes that I believe will greatly improve its ESG performance. At the Marmato mine, there are several efforts underway to improve the Company’s health and safety performance, including the development of Health and Safety Management systems that will align with international standards. The participatory dialogue process with the community regarding the Lower Mine project has helped build stronger relationships and ensures the project has community support. Another important development in early 2021 was Aris Gold’s commitment to annually contribute a minimum of $25 per ounce of gold produced at Marmato toward community investments.
Q. You also chair the Technical Committee (which includes members of Aris Gold’s management team and personnel at the Marmato mine). What sustainability matters do the Technical Committee address, and what were some of the biggest challenges and opportunities the Committee discussed?

**Attie Roux:** A focus area for the Technical Committee is the Company’s health and safety performance. The tragic loss of an employee at the Marmato mine in September 2020, the subsequent investigation and its findings, and the actions being taken to prevent such an accident from ever happening again were important matters discussed by the Committee, as were updates on efforts across the organization to keep people healthy and safe during the COVID-19 pandemic.

Other important matters before the Committee included managing the significant safety and environmental risks related to artisanal and small-scale mining (ASM) activities near the Marmato mine, engaging with the community and government officials on the Lower Mine project, ensuring the existing tailings storage facility (TSF) meets international safety standards, and identifying and developing a talent pipeline.

Outcomes from these discussions – and key focus areas for 2021 and beyond – include enhanced health and safety training programs for workers, the development of an ASM engagement program, independent technical reviews of the existing TSF and building a new dry stack TSF, and the launch of a skills development program to attract more people to work at the Marmato mine.

Q. What role does climate change play in the Company’s efforts?

**Attie Roux:** The Company recognizes the risks climate change poses to the business and that investors are increasingly interested in how Aris Gold manages its energy use and greenhouse gas (GHG) emissions.

An important area of work for the Company is to gather data on its Scope 1 and Scope 2 GHG emissions and formalize a climate strategy. The Sustainability Committee will be responsible for reviewing and approving this strategy, which will progress in 2021.

“The policies that were adopted in early 2021 – and are in the process of being implemented across the organization – establish high standards that everyone who works on the Company’s behalf is expected to meet.”

**Attie Roux**
Sustainability Committee Chair
Our Approach to ESG Governance and Management

Aris Gold’s commitments to protecting people and the environment and building long-term relationships in the communities where we work are embedded in our overall business strategy. Our Board of Directors is the highest body responsible for our Company’s strategy and direction.

Eight members serve on our Board, which is comprised of the Chair and four directors who qualify as independent under Canadian securities laws, as well as three non-independent directors (including the Chief Executive Officer and Technical Consultant). The Board is also supported by a Strategic Advisor. All Board members are committed to acting in the best interests of the Company and its shareholders.

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

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

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

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

**Sustainability Governance**

The Sustainability Committee ensures management is identifying and allocating sufficient resources toward managing the Company’s principal sustainability risks and opportunities. This includes making sure Aris Gold complies with all federal, provincial, state and local laws and regulations governing our business. The Committee is chaired by Attie Roux and includes David Garofalo and Hernan Martinez.

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

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

- The Managerial Sustainability Committee — which is represented by the local managers of relevant functions at the Marmato mine (i.e., Health and Safety, Operations, Human Resources, Environment, Finance, Legal, New Projects, Corporate Affairs and Administration), the Chief Operating Officer of Caldas Gold Colombia (a wholly-owned subsidiary of Aris Gold) and the SVP, Corporate Development — meets monthly to review key performance indicators (KPIs), objectives and budgets. Minutes of each Committee meeting are shared with the Sustainability Committee Chair of the Board.

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

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

Our management systems and policies help govern the way we operate as a responsible mining company. The following policies that support compliance, good governance and our commitment to sustainability were adopted by the Board on February 4, 2021, and implemented across the organization over the course of the year:

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

Copies of the Company’s polices are available on the website.
2020 Corporate and Performance Highlights

**Our Business**
Changed the name from Caldas Gold Corp. to Aris Gold Corporation and appointed a new Board of Directors and management team.
Reached agreement with Colombia’s National Mining Agency (ANM) on a 30-year extension of our Marmato mining contract.
Secured $265.5 million of funding in 2020 to advance optimization of the Marmato Upper Mine and development of the Lower Mine project.

**Our Communities**
Contributed around $950,000 in community investments, benefiting more than 193,000 people in the nearby communities.
Directed over $510,000 toward assisting local and health authorities in the response to the COVID-19 pandemic.
 Experienced no community blockades, demonstrations or disruptions to our operations.

**Our People**
Implemented formal program to train workers on how to identify, report and investigate “near-miss” safety incidents.
Commenced process to align our Health and Safety Management systems with the internationally recognized ISO 9001 and ISO 95001 standards.
Continued all worker contracts throughout the year despite government lockdowns due to COVID-19.

**Our Environment**
Completed many significant upgrades to the Marmato tailings storage facility with an aim to align with the Canadian Dam Association’s Dam Safety Guidelines.
Developed an action plan to reduce our water use and protect water sources in the area near our operation.
Commenced a biodiversity inventory review to inform the development of a biodiversity management plan and compensation program.

**Business Ethics and Governance**
Developed 10 new policies that support compliance, good governance and our commitment to sustainability.
Established a formal ethics program and due diligence process to prevent and avoid violations of the law or our Code of Conduct.
Launched online whistleblower platform for employees or others to raise concerns about conduct that is illegal, unethical or contrary to the policies of the Company.
### Materiality Analysis

This report provides us with the opportunity to comprehensively and transparently disclose our ESG priorities and performance. In 2020, we undertook a materiality assessment to ensure our public disclosures focus on those topics that matter most to our business, our shareholders and other important stakeholders.

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

Based on this analysis, our material topics and sub-topics are listed in the following table and discussed across four sections of this report – Our Communities, Our People, Our Environment, and Business Ethics and Governance.

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Across each of our material topics, we are working to develop strategies and programs, and to establish metrics and other indicators to measure our performance over the short, medium and long term.
Sustainable Development Goals (SDGs)
Our material topics are also informed by broader international efforts. The SDGs establish a global agenda for countries, businesses and organizations to work together to protect the environment, eliminate poverty and ensure a healthy, prosperous life for all by 2030. The 17 SDGs and their associated targets are a collection of interconnected goals, meaning progress on one target may impact progress on another, both positively and negatively.

Mining can play an integral role in advancing these goals, and Aris Gold recognizes the opportunity to contribute to those goals where we can have the greatest impact through our business activities. In 2021, we identified the following four SDGs that align to our business activities and where we can begin tracking Aris Gold’s progress toward making a positive or negative impact on the associated goals and targets.

"Mining can play an integral role in advancing these goals, and Aris Gold recognizes the opportunity to contribute to those goals where we can have the greatest impact through our business activities."

Luis Hernando Agarita
VP, Corporate Affairs, Caldas Gold

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Engaging with Stakeholders
Collaborating and having frequent conversations with our stakeholders builds relationships based on trust, helps us better understand concerns and interests, and supports sound decision-making and effective risk management.

We consider any individual or group who has an interest in, or may be affected by, our activities and business decisions to be a stakeholder. Most of these stakeholders fall into four broad groups – investors and financing partners, employees, community members and government officials. Our methods and frequency of engaging with and listening to stakeholders vary. Although many engagement activities have been impacted by the COVID-19 pandemic, examples of how we adjusted our approach and safely engaged with stakeholders in 2020 and 2021 include the following:

Investors and Financing Partners
Throughout 2020 and into 2021, we engaged frequently with our investors and financing partners, communicating updates on the status of our operations, project development and exploration activities. Our largest shareholder, Gran Colombia, has representatives on our Board, and we partnered with them on COVID-19 relief efforts in Colombia. We held our first virtual Annual General Meeting in May 2021, and our executives have participated in several investor events (both hybrid and virtual).

Community Members
Following strict health and safety protocols, we completed a stakeholder mapping exercise that involved meeting with stakeholders near the Marmato mine and documenting their concerns and interests. Community members were also engaged in the participatory dialogue process related to Aris Gold’s Environmental Management Plan updates for the Lower Mine project and are consulted on an ongoing basis regarding plans for community investment.

Employees
Throughout the COVID-19 pandemic, we have communicated regularly with employees through a variety of channels (email, posters, safety inspections, weekly meetings, etc.) to keep them apprised of developments and our efforts to keep people healthy and safe. We launched two new safety training programs for employees to help them better recognize safety hazards, speak up when they see something unsafe, and prevent injuries and serious incidents. We also launched an online whistleblower platform for employees to raise concerns about unethical or illegal behaviour.

Government Officials
In early 2021, Colombia’s National Mining Agency approved a 30-year extension of our Marmato mining contract following our extensive engagement with the agency. In addition to working with government health authorities and local leaders to support the response to the COVID-19 pandemic, we regularly engage with the regional environmental authority to ensure the Marmato mine is in full compliance with all relevant regulations.
Our Communities

At our Marmato mine, there are three towns in the mine’s direct area of influence – Marmato, Riosucio and Supía – and several others in the indirect area. Our community engagement strategy seeks to provide positive social and economic benefits and improve the quality of life for the people in these local communities.

$950,000 contributed toward community investments in 2020

$1.4 million in supplies and services procured from 27 local businesses

0 community blockades, demonstrations or disruptions to our operations

SDG ALIGNMENT:
Aris Gold recognizes that our success in developing and operating mines requires strong community relationships based on trust and mutual interest.

Our Environment and Corporate Social Responsibility Policy states our commitment to managing impacts on local communities and understanding their interests and concerns through regular communications with, and feedback from, community members. We respect the cultures, customs, interests and rights of host communities, including Indigenous peoples, and our goal is to work alongside governments, host community representatives and other organizations to promote sustainable local development opportunities. This includes providing local employment and contracting opportunities and pursuing community development programs and projects that build stronger, more vibrant communities over the long term.

Community Engagement Management Approach

Identifying those who may be impacted by, or interested in, our activities and business decisions and understanding their interests and concerns are critical to earning and maintaining our social license to operate.

Prior to any development activities, we engage stakeholders to understand community concerns. Through our management systems, we continuously monitor and document community perceptions, expectations and interests. This helps us proactively identify risks and establish a collaborative relationship with community members via ongoing, face-to-face communication.

At the Marmato mine, we completed a mapping exercise in 2020 to identify the different stakeholders across the territory. This involved members from our Corporate Affairs team visiting the areas near the mine, meeting with community stakeholders and conducting surveys to understand concerns and interests. The outcome was a documentation of all identified stakeholder groups and their corresponding concerns and issues. Insights from the exercise helped inform an understanding of our most significant community risks, of which the top three relate to:

- **Use of the territory:** The nearby communities perceive mine exploration and development activities as a risk to their heritage, homes and livelihoods. This risk is heightened by the limited land availability in the area.

- **Environmental impacts:** Communities are concerned about the risk mining activities pose to the land (e.g., landslides), water resources, air quality (such as dust particles and emissions) and the consequent health impacts.

- **Social investment:** Stakeholder concerns and interests regarding impacts to critical infrastructure (roads, water systems, energy sources) from increased mining activities, improving the quality of public health services and educational infrastructure, reduced home affordability and impacts to recreational areas.
Performance

A key community engagement activity during 2020 was the participatory dialogue process related to the Environmental Management Plan updates for the Lower Mine project. The methodology used, which followed the Colombian government’s regulatory requirements, documented all social and environmental concerns raised by the community and ensured the updated plan considered and, whenever possible, addressed the concerns. The open and transparent process conducted between July and October of 2020 resulted in the communities’ approval of the project’s development.

Our approach to ongoing and authentic engagement with the communities near the Marmato mine is evidenced by the fact that during 2020, we experienced no community blockades, demonstrations or disruptions to our operations.

2021 Priorities

In 2020, Aris Gold established a mechanism for stakeholders to register complaints and grievances related to the Company’s activities, and for Aris Gold to document all matters. Throughout 2021, we implemented this mechanism across the organization and will continue to monitor moving forward.

Other areas of focus for 2021 include formalizing our community engagement approach so that communications between the Company and stakeholders are clear, transparent, open and build mutual understanding. We will also explore opportunities to create efficiencies and improve outcomes of plans, programs and projects by helping form alliances with those different stakeholder groups that may have shared goals and interests.

Community Investment Management Approach

Being a good neighbour and trusted community partner involves supporting the communities near our mine through well-designed investments that help address challenges, share the benefits of resource development, prevent or mitigate potential impacts caused by our activities, and improve living standards.

We created a Social Investment Committee to evaluate and select community investment projects in a manner that is transparent and collaborative. Committee members follow a formal process for approving projects and programs that considers budget, the number of beneficiaries and other criteria. Our partnership with Angelitos de Luz, a local charitable foundation, helps us carry out the programs selected.

In alignment with our Social Investment Framework, community investments are focused on the following areas determined by stakeholders to be of interest to their communities:

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

Performance

Following extensive engagement with Colombia’s National Mining Agency (Agencia Nacional de Minería or ANM), our request for a 30-year extension of our Marmato mining contract (which was set to expire in October 2021) was granted in February 2021. As part of the agreement, Aris Gold committed to contributing $25 per ounce of gold produced at Marmato toward community investments, subject to an annual minimum of $300,000. Community involvement and ownership in how the contribution is invested is an important aspect of the program. Aris Gold’s Social Investment Committee will be responsible for developing an annual social investment plan and submitting it to ANM for approval.

In 2020, we contributed around $950,000 toward community investments, which equates to a contribution of approximately $40 per ounce of gold produced at Marmato and is well above the $25 per ounce of gold produced at Marmato as required by the mining contract extension agreement. The contributions in 2020 benefited more than 193,000 people in the nearby communities. Around 60% of all contributions were related to health and wellness programs, with most of this spending directed toward assisting local and health authorities in response to the COVID-19 pandemic.
Across the four focus areas, contributions and key projects funded during the year included the following:

<table>
<thead>
<tr>
<th>Focus Area</th>
<th>Number of Beneficiaries</th>
<th>2020 Contributions (in US$)</th>
<th>Key Projects</th>
</tr>
</thead>
</table>
| Health and wellness                     | 168,160                 | $532,000                    | In April 2020, we partnered with Gran Colombia, local community leaders and Angelitos de Luz to provide support for the COVID-19 response in the communities of La Merced, Marmato, Supia and Riosucio (in Caldas). Efforts included:  
**Medical equipment and supplies:** Aris Gold contributed $34,000 to both Hospital San Juan de Dios de Riosucio and Hospital San Lorenzo de Supia and $41,000 to Hospital San Antonio de Marmato. Funds were used to purchase essential equipment such as hospital beds, monitors and infusion pumps for the benefit of an estimated 26,000 community members.  
**Biosecurity supplies:** We delivered 110,000 masks and 5,700 biosecurity kits (soap, disinfectant, hand sanitizer) to 115,500 people residing in La Merced, Marmato, Riosucio and Supia.  
**Rapid tests:** Aris Gold supported efforts to combat the pandemic by contributing 1,160 rapid tests to hospitals in Marmato, Riosucio and Supia.  
**Food packages:** To help vulnerable families and those facing food insecurities due to the pandemic, we provided 22,000 food packages to those in La Merced, Marmato and Riosucio.  
**COVID-19 prevention campaign:** Aris Gold partnered with the Territorial Health Director of Caldas and the San Antonio de Marmato Hospital to develop and distribute more than 4,000 pamphlets raising awareness of preventive measures individuals can take to limit the spread of COVID-19. |
| Socio-cultural infrastructure           | 12,300                  | $378,000                    | Somos Caldas park: In 2020, Aris Gold began construction of the 850-square-metre Somos Caldas park, a major new municipal park in Marmato. The park will provide around 3,000 people in the municipality with a space for recreation and social, community and family gatherings.  
**Other infrastructure projects:** Aris Gold collaborated with the Marmato Mayor’s office to design and fund a new Caldas Community Centre, which will be used for extracurricular education (e.g., language courses, textile design, coding) and cultural recreation programs. Construction on the centre began in December 2020. |
| Education, culture and institutional strengthening | 12,580                 | $39,000                     | “Dress up at Home” campaign: An annual tradition is for children to dress up as their favourite character and walk to homes and businesses gathering candy and other gifts. During the pandemic, the Marmato Mayor encouraged community members to safely celebrate the occasion with a “Disfrazate en Casa” (Dress up at Home) campaign.  
**Delivery of novenas:** In December, the Company delivered 1,380 novenas – a Colombian Christmas tradition that involves traditional ceremonies – to parishes in La Merced, Marmato, Riosucio and Supia.  
**Christmas gifts for children:** In December, Aris Gold delivered 1,376 gifts to children in Marmato.  
**Risk management:** We provided the Marmato Mayor’s office with risk management equipment including two communication radios and two chemical powder extinguishers.  
**Support for land use studies:** Aris Gold contributed to the Municipal Mayor’s office for hiring an expert to help carry out the Land Management Scheme (Esquema de Ordenamiento Territorial or EOT) studies. The EOT is of vital importance for the development and planning of all municipalities in Colombia. |

### 2021 Priorities

In 2021, the Company plans to present to ANM its annual social investment plan, which will incorporate input from the communities, local leaders and authorities, and the Company. The projects in the plan will be reviewed and approved by the Social Investment Committee and carried out by Angelitos de Luz.
Local Procurement Management Approach

At Aris Gold, we recognize that an important way for local communities to benefit from our mining activities is through procuring and purchasing goods and services from local suppliers. We have programs in place to identify local suppliers and build skills and strengthen capacity, so all local suppliers are able to meet our high standards for quality, competitiveness, commitment to ethical conduct and reliability. This includes complying with our Supplier Code of Conduct, in which we state several expectations for suppliers including:

- Comply with all applicable laws, rules and regulations of the places where they do business
- Not use forced or involuntary labour of any type or employ any person below the legal minimum age where the work is performed
- Respect the rights of its employees
- Protect the environment where they operate
- Provide employees with a safe and healthy working environment

Performance

During 2020, Aris Gold procured approximately $1.4 million in supplies and services from 27 local businesses, representing 9% of our total supplier spend for the year. This includes a catering contract with a local business run by a woman from Marmato. In 2020, the business, which employs 12 women from the community, provided more than 10,000 meals to the operation’s cafeteria.

We also spent around $117,000 for 110,000 face masks made by 345 women who live in the nearby municipalities and are members of the following local organizations:

- Asociación de Mujeres Jefes de Hogar de Negritudes de Supía
- Asociación Marmateña de Mujeres Emprendedoras
- Cooperativa de Productores del Sector Textil de Riosucio

2021 Priorities

Increasing the number of local suppliers and the percent of our local spend is an ongoing focus area for the Company. We will also work with the communities to identify opportunities for strengthening the capacity and building skills of local businesses.

Indigenous Engagement Management Approach

Our community relations approach includes respecting the cultures, customs and interests of all communities near our mine and recognizing the specific rights of Indigenous peoples. We have a long history of engaging with the Indigenous and Afro-descendant communities near our Marmato operation and working together to strengthen capacity and governance, preserve cultural identity, and build mutual respect and relationships based on trust.

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

Our engagement approach includes embedding respect for the individual and collective rights of these Indigenous communities into our due diligence practices and in line with the principles of the International Labor Organization (ILO) Indigenous and Tribal Peoples Convention (No. 169).
For example, our Environmental Management Plan includes conservation measures that allow the Cartama community to conduct traditional practices on the land recognized as their territory.

**Performance**

Aris Gold actively engages with leaders of the Cartama community on the Company’s activities including the dialogue process related to the Environmental Management Plan updates for the Lower Mine project. The communities’ broad approval of the project included acceptance by the Indigenous and ethnic communities near the mine.

**2021 Priorities**

Our plans for 2021 include continuing to engage the nearby Indigenous and ethnic communities to identify environmental conservation opportunities that meet their needs and conserve their traditions and cultures.

**Artisanal and Small-scale Mining Management Approach**

Artisanal and small-scale mining (ASM) is an important livelihood in many areas of Colombia. However, ASM can pose significant security, safety and environmental risks to ASM miners, communities and to Aris Gold and our workforce.

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

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

**Performance**

During 2020, we enhanced our engagement with ASM participants, conducting an exercise in which Aris Gold personnel discussed concerns and expectations with representatives of the ASM community. The exercise identified opportunities to collaborate and support ASM miners with emergency services and bus transportation to Marmato during the COVID-19 pandemic national lockdowns.

**2021 Priorities**

For 2021, we are working on establishing a formal dialogue process with local government officials and a select group of artisanal miners (at least 20) who represent the broader sector. The goal is to work together to reach agreements that allow for both ASM participants and Aris Gold to safely mine in the area.
Human Rights and Security

Management Approach

Our activities throughout the mine lifecycle have the potential to impact the rights of workers and community members. Although governments have the primary duty to protect human rights, we recognize that respecting human rights is foundational to managing social risks and opportunities. We also believe we can be a catalyst for strengthening human rights by enhancing capacity and empowering communities.

Our commitment to human rights is integrated within the following policies:

- We respect the rights of the people who work on our behalf and those who live near our mine as stated in our Environment and Corporate Social Responsibility Policy and Sustainability Policy.
- We align our approach with the United Nations Guiding Principles on Business and Human Rights, and our commitments related to environmental health, community and Indigenous peoples’ rights are included in our Environment and Corporate Social Responsibility Policy.
- Our Anti-Discrimination Policy states our aim to provide an environment that promotes equality of opportunity, makes a reasonable effort to accommodate employees’ needs, and prohibits discrimination and harassment in the workplace.
- Concerns about discrimination and harassment can be raised through various channels, including through our Human Resources and Compliance functions and our online whistleblower platform. All claims of unlawful discrimination or harassment will be investigated in a fair, timely and confidential manner. Our Committee of Cohabilitation reviews all complaints, and if a violation of our Anti-Discrimination Policy is confirmed, it may be grounds for disciplinary action, up to and including termination of employment or contract.
- We respect labour rights, including freedom of association and collective bargaining, and we prohibit all forms of forced, compulsory and child labour. As a member of the ZERO Child Labor initiative, we support the broader efforts to eliminate child labour across Colombia, particularly in the ASM sector.

We employ or contract with on-site security personnel to protect people and assets at our Marmato mine. All security personnel receive training on human rights as required by Colombian law.

Performance

At our Marmato mine, we experience occasional security incidents primarily related to those engaged in ASM operating without permits near our mine. In 2020 and early 2021, we did not experience any events classified as “active conflict”1 in our areas of operation.

2021 Priorities

Areas of focus for 2021 and beyond include raising awareness and understanding of our human rights commitments among the entire workforce and enhancing the human rights aspects of the training with security personnel.

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1 SASB defines “active conflict” as a conflict causing at least 25 battle-related deaths per calendar year, including traditional battlefield fighting, guerrilla activities (e.g., hit-and-run attacks/ambushes) and all kinds of bombardments of military units, cities and villages, etc.
At Aris Gold, we are committed to promoting local employment, equality, diversity, inclusion and respect for human rights, and we strive to provide a safe work environment and create a culture with safety at its core.

ISO

- Initiated work to certify our Health and Safety Management systems to ISO 45001 and ISO 9001 international standards

0

- Number and duration of strikes and lockouts in 2020

80%

- 80% of the employees and contractors at Marmato are from the three communities nearest the mine
Health and Safety

Management Approach

The health and safety of our employees, contractors and visitors and those who live in the communities in which we operate take priority above all else. Because we believe that health and safety must be everyone’s responsibility, we promote a culture of personal responsibility among our workforce and demonstrate health and safety leadership among our supervisors and managers.

Our approach to achieving excellence in the management of health and safety at our mine is guided by our Health and Safety Policy. The policy states our commitments in several areas including holding regular safety meetings, investigating breaches in standards and procedures, and training our workforce so that tasks – especially those that have a higher risk – are performed safely.

Another commitment in our policy is complying with applicable laws and regulations in the countries in which we operate. In Colombia, all companies must adhere to the country’s System of Management of Safety and Health at Work (SG-SST), and in 2020 we continued to work toward full compliance with the law.

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

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

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

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

Supporting our objectives is our Health and Safety Management systems, which include:

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

- **Safety moments:** Pre-shift and weekly meetings provide an opportunity to discuss lessons learned across the workforce.

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

- **Communications:** We are developing communications channels so personnel across all departments can raise safety concerns, identify hazards and share best practices.

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A summary of our performance metrics for 2020 is as follows:

<table>
<thead>
<tr>
<th>Health and Safety Indicator</th>
<th>Calculation</th>
<th>2020 Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fatality rate</td>
<td>Percent of accidents that resulted in a fatality</td>
<td>0.99</td>
</tr>
<tr>
<td>All-incidents rate</td>
<td>Accidents that occurred for every 100 employees</td>
<td>6.44</td>
</tr>
<tr>
<td>Lost day rate</td>
<td>Days lost due to an accident at work for every 100 employees</td>
<td>114.4</td>
</tr>
<tr>
<td>Absentee rate</td>
<td>Programmed workdays lost due to a medical disability</td>
<td>4.9</td>
</tr>
<tr>
<td>Occupational disease rate</td>
<td>Cases of illness for every 100 employees</td>
<td>0.00</td>
</tr>
<tr>
<td>Occupational new disease rate</td>
<td>Cases of new illness for every 100,000 employees</td>
<td>0.00</td>
</tr>
</tbody>
</table>

Tragically, on September 17, 2020, we lost a worker in an accident at the Marmato mine involving discharge works. Together with the National Mining Agency (Agencia Nacional de Minería or ANM) and the Occupational Risk Administration (SURA), we conducted a comprehensive investigation and implemented an action plan to prevent such a tragedy from happening again.

Continuous improvement is key to strengthening our culture of safety and preventing fatalities and serious accidents. In 2020, efforts to help achieve the high standards we set for ourselves included:

- **Road safety plan:** We implemented a road safety plan to better protect people and assets. Activities during the year included installing road signs to alert drivers of steep road segments and other hazards and directional signage to mark the operation’s roads more clearly.

- **New training programs:** Aris Gold introduced two new training programs that have been incorporated into each worker’s quarterly performance evaluation:
  - “Green Helmets” is induction training for both new employees and those who were involved in an accident at work. The training covers a wide range of company, local and national policies and practices.
  - The “I know what I do” program involves on-the-job training related to procedures, risks, hazards and emergency procedures.

- **Emergency response:** Aris Gold has a dedicated, highly trained rescue team (the “brigade”) that provides emergency response services to the mine and supports emergency responses in the area, such as during the collapse of an illegal mine in Neira, Caldas, in March 2021. To better prepare for emergencies, we acquired essential emergency response equipment in 2020 including an ambulance, rescue resources and hospital beds. We now have around 60% of the equipment needed; in 2021 we are focusing on acquiring additional basic emergency response equipment and training our people on emergency preparedness.

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

In 2020, we commenced a process to align our Health and Safety Management systems with the International Organization for Standardization’s (ISO) 9001 and ISO 45001 standards and other international standards, including the United States National Institute for Occupational Safety and Health (NIOSH) and Mine Safety and Health Administration (MSHA).
Employee Engagement

Management Approach
Aris Gold attributes its success to the direct employees and contractors who work tirelessly on our behalf. Exploration and mineral development activities require professionals with skills and knowledge in diverse and specialized fields of expertise. Attracting and retaining highly qualified personnel and those committed to our values and goals are critical to our success.

For this reason, a top priority for Aris Gold is to create a workplace that offers a range of experiences, growth opportunities and benefits, and provides fair and equitable compensation and protects workers’ rights.

Our training programs are designed to build a high-performance team that supports business continuity, stability, profitability, efficiencies and continuous improvement.

We support our employees’ right to freedom of association and engaging in the collective bargaining process. Aris Gold has a collective bargaining agreement with the labour union, Sintramienergetica Seccional Marmato, and around 640 employees are members of the union (with a total of more than 1,200 workers benefiting from the agreement). The agreement includes benefits such as healthcare, education allowances, loans for vehicles, housing and education, subsidies for medicine, mutual savings plans and life insurance. It also includes a social bonus fund, which consists of contributions from the Company and union members. Fund distributions go toward helping community members in need.

Performance
During the year, we completed a salary scale study that ranked positions according to their contribution to the business. The study benchmarked the positions both internally and externally to ensure salaries are fair, equitable and competitive. We also began developing a formal process for evaluating workforce performance and identifying high-potential individuals.

2021 Priorities
Our goals for 2021 include attracting more people who live in Marmato, Riosucio, Supia and the surrounding areas to work at our mine rather than in the artisanal and small-scale mining community, increasing retention through salary increases, conducting an employee satisfaction survey and better communicating the benefits we provide to our workforce.

The Lower Mine expansion project will require trained and qualified personnel to operate state-of-the-art long-hole mining and other equipment. Once the mine is ramped-up, we plan to recruit people from the Marmato district for these roles and provide the necessary training and skills development through SENA – Colombia’s National Training Service.

We also plan to launch a comprehensive training program that includes more than 100 topics covering a range of technical and career development skills. Initial areas of focus include:
- Increasing the number of employees in the literacy and high school validation program to 50 participants (currently, 23 employees are enrolled)
- Commencing an underground mining technical training course for employees and family members in collaboration with SENA to build technical expertise and skills within the nearby communities
- Developing and implementing an internal knowledge-sharing training program led by personnel within the Company who have extensive experience and expertise in the mining industry
Diversity, Equity and Inclusion

Management Approach
Aris Gold’s workforce is made up of individuals with different backgrounds, experiences and skills, and this diversity makes us stronger by facilitating a broader exchange of perspectives and ideas.

Our Diversity Policy (which was approved by the Board in February 2021), states our commitment to providing a work environment that embraces diversity, is free of biases and discrimination, and treats all employees with fairness and respect. We value the people who work on our behalf regardless of age, race, gender, origin, sexuality, religion or physical disability. The policy focuses on the Board and Senior Management to set the tone from the top and promote diversity initiatives throughout the organization.

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

Performance
At the end of 2020, 6% of the workforce at Marmato were women, which reflects the broader challenge of attracting women to roles at underground mining operations. At our Vancouver headquarters, two of the nine executive positions are held by women.

<table>
<thead>
<tr>
<th>Gender</th>
<th>Marmato mine – permanent</th>
<th>Marmato mine – contract</th>
<th>Vancouver headquarters – senior officers</th>
<th>Vancouver headquarters – non-officer positions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>18</td>
<td>69</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Male</td>
<td>1,227</td>
<td>177</td>
<td>7</td>
<td>1</td>
</tr>
</tbody>
</table>

Among the workforce at the Marmato mine, more than 80% of the employees and contractors are from the three communities in our direct area of influence (i.e., those closest to the mine and most impacted by our activities), and 20% are from other communities in the region.

<table>
<thead>
<tr>
<th>Town</th>
<th>Female – permanent</th>
<th>Female – contract</th>
<th>Male – permanent</th>
<th>Male – contract</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marmato</td>
<td>15</td>
<td>20</td>
<td>203</td>
<td>23</td>
</tr>
<tr>
<td>Riosucio</td>
<td>0</td>
<td>1</td>
<td>329</td>
<td>7</td>
</tr>
<tr>
<td>Supia</td>
<td>0</td>
<td>3</td>
<td>556</td>
<td>19</td>
</tr>
<tr>
<td>TOTAL</td>
<td>15</td>
<td>24</td>
<td>1,088</td>
<td>49</td>
</tr>
</tbody>
</table>

2021 Priorities
To fulfill the commitments of our Diversity Policy, in 2021 we plan to continue to promote opportunities for women. This includes offering internships to women who are studying technical mining courses at universities.

We will also expand our focus to include job opportunities for those of a different race, ethnicity, sexual orientation, religion, disability, age and other backgrounds. The Board’s Sustainability Committee will lead the effort with support from our local Corporate Affairs and Legal departments.
As stated in our Environment and Corporate Social Responsibility Policy, Aris Gold is committed to managing the environmental risks associated with our business activities. This includes complying with the applicable environmental laws and regulations in the countries where we operate and improving the environment of the communities by investing in programs and applying best practices and innovative approaches.

<table>
<thead>
<tr>
<th>0</th>
<th>5-year</th>
<th>2.5 hectares</th>
</tr>
</thead>
<tbody>
<tr>
<td>issues of non-compliance identified by the regional environmental authority during the year</td>
<td>action plan developed to reduce our water use</td>
<td>of land reforested during the year</td>
</tr>
</tbody>
</table>
Environmental Management

**Management Approach**
Aris Gold is subject to various environmental laws and regulations in the jurisdictions in which we operate. At the Marmato mine, our Environmental Management Plan (Planes de Manejo Ambiental or PMA) guides our approach to managing the range of environmental risks and opportunities.

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

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

**Performance**
Per regulatory requirements, we submit an environmental compliance report to CORPOCALDAS every six months, and we conduct internal audits periodically to verify legal and environmental compliance. Over 30 years of continuous operations, there have been three instances of non-compliance, all related to the management of water resources. During 2020, CORPOCALDAS did not identify any issues of non-compliance.

We initiated several monitoring programs in 2019 (which continued into 2020) to update baseline data and improve our understanding of potential environmental impacts related to both the existing Marmato mine and the proposed Lower Mine expansion project. These activities have continued into 2021, with the data being incorporated into a modified PMA that was filed with CORPOCALDAS in May 2021.

**2021 Priorities**
Our focus in 2021 is on developing a formal Environmental Management System (EMS) to ensure we are proactively, consistently and efficiently addressing our environmental risks, opportunities and regulatory requirements. The system will include a structured monitoring plan that helps us measure our progress in achieving our objectives.

In compliance with Colombian regulations, Aris Gold has developed an environmental closure plan for the existing tailings storage facilities (TSF) at the Marmato Upper Mine. Incorporating community interests, in 2021, we will continue to work on the closure plan by prioritizing actions related to the TSF.

We have made modifications to the PMA to commission a second TSF. Amendments to the PMA are required for the Lower Mine expansion project. Extensive engagement with CORPOCALDAS has taken place to date and will continue as we finalize the expansion project’s mine plan in 2021.
Tailings and Waste Management

Tailings Management Approach

The safe and environmentally responsible management of tailings – the material that remains after the minerals have been extracted from the crushed ore – is an issue of global concern and critical for any successful mining operation. A major failure of the tailings storage facilities – from extreme weather, a seismic event, poor design or improper maintenance – may cause potentially catastrophic damage to the environment and the surrounding communities.

Currently, Aris Gold utilizes one TSF at the Marmato mine, called the Cascabel TSF. In the Marmato Upper Mine area, tailings are decanted and dried in tailings ponds then relocated to a secondary and final storage area where they are encapsulated to mitigate the potential risk of contaminated mine drainage.

We are in the process of planning and designing a new and modern dry stack tailings facility (called the El Guaico DSTF) to accommodate tailings waste from both the Marmato Upper Mine and the Lower Mine project. Dry stack tailings are the most sustainable method used to store filtered tailings, and once the new dry TSF is completed and operational (expected in mid-2022), we will commence the closure process for the Cascabel TSF.

Because independent tailings facility reviews have emerged as an industry best practice, we have retained an internationally recognized tailings expert to conduct annual site visits to review the compliance of our TSF with international standards and issue recommendations for improving the management of our tailings.

Performance

Aris Gold commissioned Knight Piesold Consulting, a renowned global engineering consultancy, to conduct a review of the Marmato Upper Mine TSF. Based on the review’s findings and recommendations, we implemented many upgrades to the TSF in 2020 with an aim to align with international compliance standards, including the Canadian Dam Association’s Dam Safety Guidelines.

To further enhance TSF stability, during the year we conducted a geotechnical study that consisted of drilling seven wells and performing seismic tests to confirm that the geotechnical stability parameters meet the standards required for these types of reservoirs.

2021 Priorities

To ensure ongoing excellence in tailings management and compliance with international standards, we will continue to engage with an internationally recognized tailings expert to conduct annual reviews of the tailings facility. Any future recommended actions identified in the review will be implemented.

With the Cascabel TSF expected to close within the next two years, we are developing a closure plan, which will include stability, biodiversity restoration and acid drainage control aspects.

Waste Management Approach

In addition to tailings, mining processes generate various other forms of waste including hazardous and non-hazardous materials and air emissions.

We aim to minimize our use of raw materials whenever possible and reduce the amount of solid waste disposed in landfills. To prevent or limit the impact the waste we generate may have on human health and the environment, we apply an integrated solid waste management process that follows three main steps:

- **Internal collection**: All waste is collected at scheduled times and transported to the collection centres.
- **Temporary storage**: The waste is sorted according to its characteristics.
- **Final disposition**: The waste is then recycled, composted, converted into energy, treated and/or disposed of in a manner that meets all regulations and laws.

Performance

In 2020, the Marmato mine recycled and reused 34% more material than the prior year, primarily due to the implementation of a new anaerobic process to repurpose our organic waste. We also improved our solid waste management process at the TSF by installing filters and dikes and conducting preventive maintenance on the discharge pipes.

2021 Priorities

In January 2021, we initiated a geochemical analysis across 60 samples of acid water to understand the risk of acid rock drainage originating from waste and tailings. The findings will inform a risk mitigation plan.
Water Resource Management

Management Approach

Water is essential for healthy communities and ecosystems, and Aris Gold recognizes the importance of rivers, streams and other natural water sources to the local communities. It is also essential to our mining operations, and we commit to protect water resources and effectively manage this shared resource.

Among the key water management challenges we face at the Marmato mine are limited space for water storage tanks and artisanal and small-scale mining (ASM) miners who intercept water used by our mine for their own use. To address these challenges, we are evaluating abandoned mine sites that could serve as underground water storage sites and engaging with ASM representatives to discuss a resolution.

One of our top objectives is to reduce our water consumption. At the Marmato mine, we treat wastewater from mining activities at our permitted wastewater treatment plant, allowing us to reuse as much water as possible and reducing the amount of water we use from fresh water sources. Routine monitoring is conducted on three industrial wastewater discharges and seven domestic wastewater discharges. Monitoring reports are provided to CORPOCALDAS.

Groundwater is the primary water source for the Marmato mine. A system of pumps and pipes direct groundwater to a storage tank that supplies water for mining processes. Aris Gold also has concessions to withdraw surface water from the Aguas Claras and Zaparillo streams for industrial use and the Nacimiento el Guineo and Q Jimenez streams for domestic use.

Performance

Because there are limited water sources in the Marmato area, in 2020 we developed a five-year action plan that covers the following programs aimed at reducing our water use:

- **Optimization of water reuse and recirculation processes:** Much of our efforts are focused on separating solids from liquids in tailings waste to repurpose as much water as possible.
- **Domestic water management program:** We are analyzing the feasibility of using water from treated industrial water and overflow systems for on-site domestic purposes (e.g., sanitation and cleaning services).
- **Water monitoring:** During the year, we purchased surface and underground water flow monitoring instruments, which we plan to install in 2021. The equipment will allow us to monitor and quantify water use and implement actions to further reduce our water use.
- **Loss control:** We established procedures to identify leaks and water losses across our operations and performed maintenance on pipes, valves, hoses, toilets and sink faucets.
- **Protection of watershed areas:** We aim to carry out several activities to maintain the health of existing vegetation and protect water sources within the watersheds where we operate.
- **Environmental awareness program:** Flyers, billboard posts and presentations help raise awareness with the workforce and community members about ways to improve water efficiency at the operation and in people’s daily activities.

We also completed basic engineering works on an industrial wastewater treatment plant that will treat and remove heavy metals in wastewater.

2021 Priorities

We are evaluating water treatment strategies in partnership with the local government and Wheaton Precious Metals, one of our major funding partners for the Lower Mine project, to further improve water conditions for the community. We also plan to complete detailed engineering work on the industrial wastewater treatment plant.

Another key focus for 2021 is implementing water flow monitoring systems to accurately measure inputs and outputs of water and quantities recycled.
Land Use and Biodiversity

Management Approach

At Aris Gold, we recognize that our activities have an impact on species, ecosystems and other land uses. Through research, partnerships and responsible land management practices, we aim to build long-term biodiversity management strategies that deliver sustainable conservation outcomes.

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

Performance

During the year we conducted reforestation of 2.5 hectares of land. This was done via a public-private partnership with the Colombian government.

In 2020, we commenced a biodiversity inventory review – which identifies the species of flora and fauna on the land occupied by, and surrounding, our Marmato mine – and established monitoring measures to understand changes and the impact of management practices on the species and habitats. The review, which was completed in 2021, identified the following species of interest:

<table>
<thead>
<tr>
<th>Fauna (birds)</th>
<th>Flora (plants)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bubuculus ibis (Cattle egret)</td>
<td>Gliricidia sepium (Gliricidia)</td>
</tr>
<tr>
<td>Elaenia chiriquensis (Lesser elaenia)</td>
<td>Myrcia paivae (Myrcia)</td>
</tr>
<tr>
<td>Coereba flaveola (Bananquit)</td>
<td>Bactris gasipaes (Peach palm)</td>
</tr>
<tr>
<td>Columbina talpacoti (Ruddy ground dove)</td>
<td>Cedrela odorata (Spanish cedar)</td>
</tr>
<tr>
<td>Crotophaga ani (Smooth-billed ani)</td>
<td>Gliricidia sepium (Gliricidia)</td>
</tr>
<tr>
<td>Dendroica aestiva (Yellow warbler)</td>
<td>Myrcia paivae (Myrcia)</td>
</tr>
</tbody>
</table>

Of these species, Cedrela odorata (Spanish cedar) is classified as endangered by Colombia’s Ministry of Environment and Sustainable Development (resolution 1912 of 2017). Although it is not critically endangered, it faces a high risk of extinction or population deterioration. This species is also listed in the Convention on International Trade in Endangered Species (CITES) Appendix III (in which member countries identify the species needing international trade controls) and by the International Union for Conservation of Nature (IUCN) as vulnerable (i.e., likely to become endangered unless circumstances improve).

During 2020 and 2021, we updated our compensation plans for loss of biodiversity as part of the revised PMA (which includes the current operation and the Lower Mine expansion project), which was filed in May 2021 with the regional environmental entity CORPOCALDAS.

2021 Priorities

Our biodiversity management priorities in 2021 are to develop and implement a wildlife rescue plan, develop a biodiversity compensation plan for the Cascabel TSF closure plan, and offset any unavoidable or unintended biodiversity impacts by implementing a compensation program for biodiversity losses that enhance ecosystems in nearby areas.

We will continue to conduct reforestation with native species to support the ecosystem health of the surrounding areas.
Climate Change and Energy Management

Management Approach
Climate change and extreme weather events pose a risk to Aris Gold’s business, the global economy and socio-economic development. We are committed to managing our energy use and reducing our greenhouse gas (GHG) emissions.

Per regulatory requirements, we monitor our fixed assets (but we do not measure emissions from mobile assets) and estimate that our significant sources of Scope 1 GHG emissions (i.e., from direct sources controlled by the Company) are from the smelting furnace and metallurgy lab. Our Scope 2 emissions are related to the electricity we purchase from the Colombian power company, Central Hidroeléctrica de Caldas (CHEC). We do not calculate Scope 3 emissions (i.e., from suppliers and sources not controlled by Aris Gold) at this time.

Air quality emissions from the metallurgical lab and smelter are monitored and provided to CORPOCALDAS.

Performance
In 2020, our fixed-asset GHG emissions were within regulatory limits.

To ensure compliance and support our goals to reduce our energy use and GHG emissions, we recently switched the fuel used during the smelting process from diesel to liquified petroleum gas (a type of natural gas). We also installed a heat exchanger at the furnace outlet, which will reduce our emissions by lowering the temperature of the gas.

We reported the following select air emissions data to local regulators:

<table>
<thead>
<tr>
<th>Sample Date</th>
<th>Parameter</th>
<th>Unit</th>
<th>Emission (kg/h)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>Sulphur dioxide</td>
<td>SO$_2$</td>
<td>1.33E-01</td>
</tr>
<tr>
<td>2020</td>
<td>Nitrogen oxide</td>
<td>NO$_x$</td>
<td>2.92E-03</td>
</tr>
<tr>
<td>2020</td>
<td>Lead</td>
<td>Pb</td>
<td>5.41E-03</td>
</tr>
</tbody>
</table>

2021 Priorities
An important activity over the coming years is to complete an inventory of our Scope 1 and Scope 2 GHG emissions and formalize a climate strategy. Once approved by the Board’s Sustainability Committee, the strategy will be integrated into our budgeting process, and we will begin to report our progress and performance in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) – a voluntary framework to improve the reporting of climate-related risks and opportunities.

In 2021, we will continue to investigate the viability of renewable energy alternatives. For example, we are working with the CHEC to understand the impact solar will have on our energy use. We also will continue to work on mitigating the risks associated with other air emissions, such as cyanide gas.
Business Ethics and Governance

Aris Gold is committed to strong corporate governance and a culture built on transparency, accountability and integrity. The process of identifying, developing and maintaining high standards of corporate governance is ongoing and dynamic, and Aris Gold continues to implement initiatives to enhance corporate governance practices and disclosures.

10 new policies and a Supplier Code of Conduct adopted by our Board of Directors in early 2021

Formal ethics program
established to further strengthen our culture of transparency, accountability and integrity

Whistleblower platform
launched to allow employees or others to raise concerns about illegal or unethical conduct

SDG ALIGNMENT:
Management Approach

We require everyone who does business on Aris Gold’s behalf to maintain the highest levels of integrity and standards of business conduct. Our Business Conduct and Ethics Policy and Anti-Bribery and Corruption Policy together form our Code of Conduct (the “Code”). All directors, officers, employees and contractors must provide a certification of compliance with the policies that make up the Code. A Supplier Code of Conduct extends these expectations and requirements to those who conduct business on our behalf, and suppliers are required to read, understand and comply with both the Company’s Code of Conduct and the Supplier Code of Conduct.

As stated in our Whistleblower Policy, any person concerned about the possibility of business conduct that is illegal, unethical or contrary to the policies of the Company is encouraged to report alleged violations or complaints by contacting the Board’s Audit Committee in writing or submitting such complaint or concern through the Company’s online whistleblower platform.

Anti-corruption

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

Payment of Taxes and Royalties

Transparency and accountability in how revenues from mining operations are used to benefit all citizens is key to building trust and understanding. As a publicly traded company in Canada, Aris Gold will be required to annually disclose payments to foreign and domestic governments under the Canadian Extractive Sector Transparency Measures Act (ESTMA) beginning with our 2021 ESTMA report (which must be filed before May 2022). ESTMA requires reporting on the payments of any taxes, royalties, fees, production entitlements, bonuses, dividends, infrastructure improvement payments and any other prescribed payment over CAD$100,000.

Performance

We recently established a formal ethics program to further strengthen our culture of transparency, accountability and integrity and to prevent and avoid violations of the law or our Code of Conduct by employees and suppliers.

To support our Ethics, Audit and Compliance functions, we developed a due diligence process that identifies any potential corruption and conflicts of interest risks prior to engaging in a business relationship with a third party.

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

2021 Priorities

In April 2021, the Colombian government implemented a requirement called the Sistema de Autocontrol y Gestión Integral de Riesgos de Lavado de Activos, de Financiación del Terrorismo, often referred to by its acronym SAGRILAFT. SAGRILAFT requires companies operating in Colombia to establish measures that manage the risk of money laundering and financing terrorism. In 2021, we will be working to implement a Money Laundering and Financial Terrorism Risk Management System in accordance with the regulation.

Enhancements to our employee training program are planned for 2021. These include increasing an understanding of international and national laws and ensuring compliance with SAGRILAFT.
## SASB Index

<table>
<thead>
<tr>
<th>SASB Topic</th>
<th>Accounting Metric</th>
<th>Code</th>
<th>Data</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Greenhouse Gas Emissions</strong></td>
<td>Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations, Quantitative Metric tons (t) CO₂-e, Percentage (%)</td>
<td>EM-MM-110a.1</td>
<td>“Per regulatory requirements, we monitor our fixed assets (but we do not measure emissions from mobile assets) and estimate that our significant sources of Scope 1 GHG emissions (i.e., from direct sources controlled by the Company) are from the smelting furnace and metallurgy lab. “Aris Gold has committed to completing an inventory of its Scope 1 and Scope 2 emissions in future years.”</td>
<td>Climate Change and Energy Management: Management Approach</td>
</tr>
<tr>
<td></td>
<td>Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets</td>
<td>EM-MM-110a.2</td>
<td>One of Aris Gold’s 2021 priorities is to formalize a climate strategy.</td>
<td>Climate Change and Energy Management: 2021 Priorities</td>
</tr>
<tr>
<td><strong>Air Quality</strong></td>
<td>Air emissions of the following pollutants: (1) CO, (2) NOₓ (excluding N₂O), (3) SOₓ, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)</td>
<td>EM-MM-120a.1</td>
<td>Please access the data on air emissions in the adjacent “Reference” column.</td>
<td>Climate Change and Energy Management: Performance</td>
</tr>
<tr>
<td><strong>Energy Management</strong></td>
<td>(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable</td>
<td>EM-MM-130a.1</td>
<td>“In 2021, we will continue to investigate the viability of renewable energy alternatives. For example, we are working with the Colombian power company, Central Hidroeléctrica de Caldas (CHEC), to understand the impact solar will have on our energy use.”</td>
<td>Climate Change and Energy Management: 2021 Priorities</td>
</tr>
<tr>
<td><strong>Water Management</strong></td>
<td>(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress</td>
<td>EM-MM-140a.1</td>
<td>“Aris Gold has concessions to withdraw surface water from the Aguas Claras and Zapatillo streams for industrial use and the Nacimiento el Guineo and Q Jimenez streams for domestic use. Aris Gold recognizes that there are limited water sources in the Marmato area.”</td>
<td>Water Resource Management: Management Approach</td>
</tr>
<tr>
<td></td>
<td>Number of incidents of non-compliance associated with water quality permits, standards, and regulations</td>
<td>EM-MM-140a.2</td>
<td>“Since the start of its operations in 1991, the Company has recorded a total of three non-compliances (all related to water permits). The mine was in full compliance during 2020.”</td>
<td>Water Resource Management: Performance</td>
</tr>
<tr>
<td></td>
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<td>Environmental Management: Performance</td>
</tr>
<tr>
<td>SASB Topic</td>
<td>Accounting Metric</td>
<td>Code</td>
<td>Data</td>
<td>Reference</td>
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</tr>
<tr>
<td>Waste &amp; Hazardous Materials Management</td>
<td>Total weight of tailings waste, percentage recycled</td>
<td>EM-MM-150a.1</td>
<td>We do not currently disclose the total weight of tailings waste and the percentage recycled. We are working to include these figures in future reporting.</td>
<td>Waste: Performance</td>
</tr>
<tr>
<td></td>
<td>Total weight of mineral processing waste, percentage recycled</td>
<td>EM-MM-150a.2</td>
<td>“We also improved our solid waste management process at the TSF by installing filters and dikes and conducting preventive maintenance on the discharge pipes.”</td>
<td>Waste: Performance</td>
</tr>
<tr>
<td></td>
<td>Number of tailings impoundments, broken down by MSHA hazard potential</td>
<td>EM-MM-150a.3</td>
<td>“Currently, Aris Gold utilizes one TSF at the Marmato mine, called the Cascabel TSF. In the Marmato Upper Mine area, tailings are decanted and dried in tailings ponds then relocated to a secondary and final storage area where they are encapsulated to mitigate the potential risk of contaminated mine drainage.”</td>
<td>Tailings: Management Approach</td>
</tr>
<tr>
<td>Biodiversity Impacts</td>
<td>Description of environmental management policies and practices for active sites</td>
<td>EM-MM-160a.1</td>
<td>Please see the discussion in the sections cited in the adjacent “Reference” column.</td>
<td>Our Environment</td>
</tr>
<tr>
<td></td>
<td>Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation</td>
<td>EM-MM-160a.2</td>
<td>“In January 2021, we initiated a geochemical analysis across 60 samples of acid water to understand the risk of acid rock drainage originating from waste and tailings. The findings will inform a risk mitigation plan.”</td>
<td>Waste: 2021 Priorities</td>
</tr>
<tr>
<td></td>
<td>Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat</td>
<td>EM-MM-160a.3</td>
<td>Of the species of flora and fauna identified as present in the land occupied by and surrounding the Marmato mine, the Cedrela odorata is classified as endangered by Colombia’s Ministry of Environment and Sustainable Development (resolution 1912 of 2017).</td>
<td>Land Use and Biodiversity: Performance</td>
</tr>
<tr>
<td>Security, Human Rights &amp; Rights of Indigenous Peoples</td>
<td>Percentage of (1) proved and (2) probable reserves in or near areas of conflict</td>
<td>EM-MM-210a.1</td>
<td>“At our Marmato mine, we experience occasional security incidents primarily related to ASM actors operating without permits near our mine. In 2020 and early 2021, we did not experience any events classified as “active conflict” in our areas of operation.”</td>
<td>Human Rights and Security: Performance</td>
</tr>
<tr>
<td></td>
<td>Percentage of (1) proved and (2) probable reserves in or near Indigenous land</td>
<td>EM-MM-210a.2</td>
<td>“Based on Colombia’s latest census in 2018, within the municipality of Marmato reside 2,100 individuals of the Cartama Indigenous community, representing nearly 24% of Marmato’s total population. The community has been recognized by Colombia’s Ministry of the Interior and Justice, through the Directorate of Ethnicities, as a Dispersed Indigenous Community (via Resolution No. 046 signed on May 3, 2012). Also residing near our mine are the Embera Indigenous community and the Afro-descendant community of Taparal in Riosucio.”</td>
<td>Indigenous Engagement: Management Approach</td>
</tr>
<tr>
<td></td>
<td>Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict</td>
<td>EM-MM-210a.3</td>
<td>Please see the discussion in the sections cited in the adjacent “Reference” column.</td>
<td>Indigenous Engagement: Management Approach</td>
</tr>
<tr>
<td>SASB Topic</td>
<td>Accounting Metric</td>
<td>Code</td>
<td>Data</td>
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</tr>
<tr>
<td>Community Relations</td>
<td>Discussion of process to manage risks and opportunities associated with community rights and interests</td>
<td>EM-MM-210b.1</td>
<td>Please see the discussion in the sections cited in the adjacent &quot;Reference&quot; column.</td>
<td>Community Engagement: Management Approach</td>
</tr>
<tr>
<td></td>
<td>Number and duration of non-technical delays</td>
<td>EM-MM-210b.2</td>
<td>During 2020, Aris Gold experienced no community blockades, demonstrations or disruptions to its operations.</td>
<td>Community Engagement: Management Approach</td>
</tr>
<tr>
<td>Labor Relations</td>
<td>Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees</td>
<td>EM-MM-310a.1</td>
<td>Aris Gold has a collective bargaining agreement with the labour union, Sintramienergetica Seccional Marmato, and around 640 employees are members of the union (with a total of more than 1,200 workers benefiting from the agreement).</td>
<td>Employee Engagement: Management Approach</td>
</tr>
<tr>
<td></td>
<td>Number and duration of strikes and lockouts</td>
<td>EM-MM-310a.2</td>
<td>During 2020, Aris Gold experienced no strikes or lockouts related to labour relations.</td>
<td>Our People</td>
</tr>
<tr>
<td>Workforce Health &amp; Safety</td>
<td>(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees</td>
<td>EM-MM-320a.1</td>
<td>(1) All-incidents rate: 6.44 (2) Fatality rate: 0.99</td>
<td>Health and Safety: Performance</td>
</tr>
<tr>
<td>Business Ethics &amp; Transparency</td>
<td>Description of the management system for prevention of corruption and bribery throughout the value chain</td>
<td>EM-MM-510a.1</td>
<td>Please see the discussion in the sections cited in the adjacent &quot;Reference&quot; column.</td>
<td>Ethics and Compliance: Payment of Taxes and Royalties</td>
</tr>
<tr>
<td></td>
<td>Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index</td>
<td>EM-MM-510a.2</td>
<td>We do not currently operate in a country within the 20 lowest rankings of Transparency International's Corruption Perception Index.</td>
<td>Ethics and Compliance: Anti-corruption</td>
</tr>
</tbody>
</table>
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