



THRIVE AND GROW TOGETHER

2021 SUSTAINABILITY PERFORMANCE DATA SUPPLEMENT



Letter to Stakeholders

Dear Reader,

Over the past two years, the global COVID-19 pandemic has tested the resiliency of all of us as we grappled with the related health, economic and societal challenges posed by the virus. We feel that our response to this unprecedented situation - from the health and safety measures we implemented to the initiatives we launched designed to assist and respond to the needs of our local communities in Bulgaria, Namibia and Serbia – exemplified the strength of our values, the resiliency of our culture and the robust systems and procedures we have been continuously developing and improving since our inception.

The pandemic, as well as other current events, is a reminder of how interlinked and connected our world has become. While the immediate health crisis of the pandemic has started to abate, the world is now facing more uncertainty as a result of Russia's invasion of Ukraine. While it is too soon to understand the impact of the resulting geopolitical fallout from this action, including the implications on the long-term global supply and flow of commodities, DPM's mining operations have proven resilient to supply chain and inflationary pressures.

We have long understood the strategic importance of integrating ESG into our culture and our business model, a process which started early in DPM's life cycle. As a result, our ESG practices and systems have acted as a roadmap for us, providing guidance in times of uncertainty and informing our strategy and our behaviours, both as individuals and as a united global team. In 2020, we recognized the role that ESG played in informing our strategic priorities by identifying ESG as one of DPM's four strategic pillars, and added a new strategic objective, to generate a net positive impact from our operations.

We have always kept a close eye on our ESG activities and have transparently reported on our performance annually since 2011, with our reporting independently verified by Bureau Veritas UK since 2012. Over the last two years, we have continued to expand our ESG framework and performance measurement methodologies. Our framework now incorporates the Value Reporting Foundation's sponsored concepts of the "Six Capitals": Financial, Manufactured, Intellectual, Natural, Social and Relationship and Human. Although at first glance, these terms appear more conceptual than practical, and are often difficult to translate into day-to-day activities, they are in essence no more complicated than what we have been striving to achieve since DPM was first established.

The business model for DPM, and the mining industry in general, is primarily one of development, not extraction. In other words, after discov-

ering "value" in the ground, we borrow the land for a period of time ("Life of Mine") with the objective of unlocking that value for the benefit of all stakeholders. This not only requires significant financial capital, but highly sophisticated knowledge and application of (i) mine design and construction (manufactured capital); (ii) environmental and eco-system services management (natural capital); (iii) human capacity development (human capital); (iv) community and societal development (social and relationship capital); and (v) management systems and technological innovation (intellectual capital). The end point is a transformation of value from below ground to above ground that results in: increased human and institutional capacity for the host country and local communities; improved eco-system services; vibrant and resilient communities; and a financial return to our shareholders that is commensurate with the risks taken. This approach is encapsulated in DPM's overall purpose to *unlock resources and generate value to thrive and grow together* and executed through our strategic objective of generating a net positive impact.

It is also evident in our sustainability performance this past year. During 2021, we made progress on a number of social and environmental initiatives. Some highlights of our performance relative to 2020 include:

- A 33% decrease in our DPM-wide Total Recordable Injury Frequency (TRIF) rate¹
- An over 10% reduction in our total freshwater consumption across all sites
- A 5% reduction in our total operational Greenhouse Gas (GHG) emissions, and
- A 4% reduction in our electricity consumption

While we are proud of what we achieved this year, we are continually looking for ways to improve our performance while generating a net-positive impact in everything we do. One area we targeted this year is increasing knowledge of ESG throughout the organization. For example, we have included ESG as a component in our Future Leaders Academy (FLA) initiative. This program supports our strategic imperative of developing internal talent to support the long-term growth of the Company, and is a multi-disciplined and multi-pronged approach to continuously developing leadership skills and providing our future leaders with the tools for success. The "Stakeholder and ESG" module was specifically designed to build a deeper understanding of ESG and the initiatives the Company has undertaken, to align individual roles and accountabilities with corporate ESG initiatives and commitments, and to apply ESG principles in the day-to-day activities of individual employees throughout the organization.

Similarly, ESG has also been identified as a key focus area in our DPM-wide internal Innovation program which hosts various campaigns throughout the year to solicit ideas from across the company and enables employees with the best ideas to be supported through the innovation process from concept through to scale. This type of 'crowd-sourcing' of ideas reinforces that ESG is not just a top-down responsibility and enables us to engage the whole organization to contribute to our ESG journey.

Finally, we recently announced our first set of GHG reduction targets for the company (that can be found on www.dundeeprecious.com). These targets represent an opportunity for DPM to double-down on our commitment to generating a net positive impact from our operations by focusing on reducing our GHG footprint while also managing climate-related risks and opportunities. This will be a longer-term journey for DPM, as we are committed to achieving a 37.5% reduction in our Scope 1 and 2 GHG emissions by 2035, and to achieving Net Zero by 2050. We are aware of the challenges that lie ahead as we set about realizing these decarbonization targets. However, as we have demonstrated with our approach to sustainability, given the talent of our people, our focus on creating trusted partnerships with communities and governments, and how our overall purpose – unlocking resources and generating value to thrive and grow together – guides our strategy, we are confident that we will not only achieve our climate change ambitions, but our long-term vision towards sustainable mining as well.



David Rae
President and Chief Executive Officer



Nikolay Hristov
Vice President Sustainability and External Relations

¹ DPM-wide TRIF includes employees and contractors.

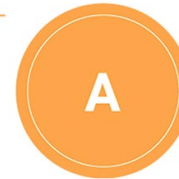
Sustainability highlights

Sustainability Yearbook

Member 2022

S&P Global

MSCI
ESG RATINGS

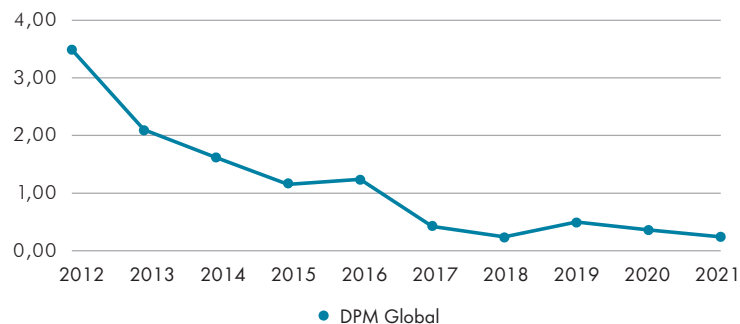


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In 2021, as a first-time reporter to the S&P Global Corporate Sustainability Assessment, we received a score of 65 out of 100, compared to the industry average score of 34. Our overall score placed us in the 91st percentile among over 80 mining and metals companies assessed in 2021. As a result, we were also included in the S&Ps 2022 Global Sustainability Yearbook recognizing the top companies committed to sustainability. We also were able to maintain an A rating by MSCI EGS Ratings for the second year in a row.

Health and Safety

Ten-year Safety Performance
(TRIF rates including all DPM employees and contractors)



Total recordable injury frequency decreased by

33%

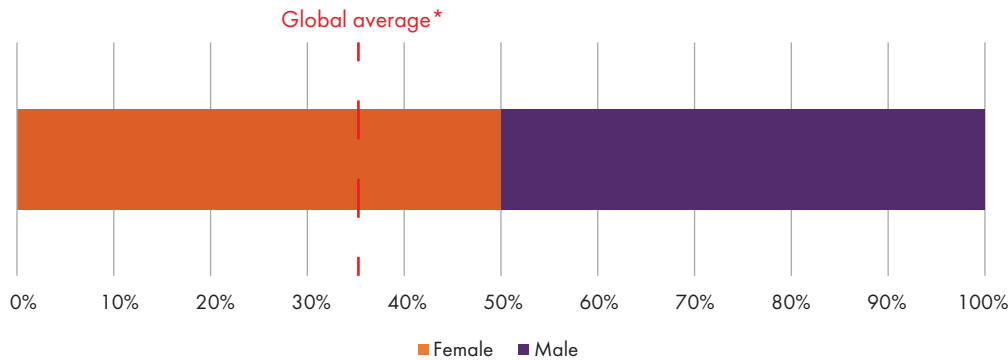
compared to 2020

We continue to see the results of our focus on prioritizing the health and safety of our employees and contractors. Our DPM-wide Total Recordable Injury Frequency (TRIF) rate is continuously declining, and we saw a marked decrease of 33% compared to 2020.

DPM uses an extensive emergency preparedness framework. Our Occupational Health and Safety Committees ensure 100% of our workers receive regular safety inspections according to best practice and comply with our set of Golden Rules (reference chapter in 2020 SR).

Diversity

Percentage of women in senior management positions at DPM compared to world average (2021)

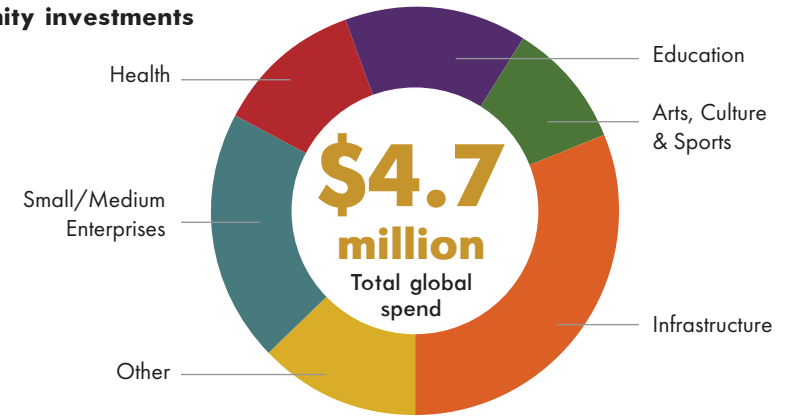


* Source: Grant Thornton's 2022 Women in Business report

As part of our commitment to gender diversity, we joined the 30% Club in Canada, a business-led campaign aiming to increase the number of women on corporate boards and executive leadership teams. Women represent more than 46% of all DPM senior managers compared to a global average of 32% as shown in Grant Thorntons 2022 Women in Business report. As of May 5, 2022, we are proud that women represent 50% of our Board of Directors.

Community

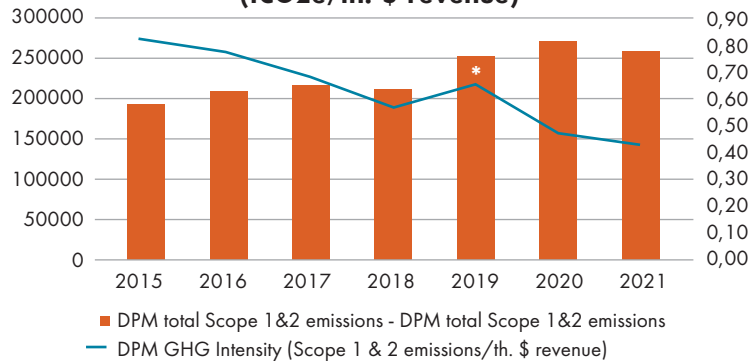
2021 Community investments



Investing in our communities remains an important priority for our business. The funding of small and medium enterprises is our second largest investment branch which directly supports capacity building and entrepreneurship to create long term development in our regions of operations. With the Global COVID-19 pandemic continuing to impact the health and resilience of our communities, to date we have contributed approximately \$1.2 million to support numerous COVID-19 related initiatives to benefit local communities. This financial support has primarily focused on local hospitals to provide additional medical facilities, supplies, transportation and protective equipment.

Climate

DPM total Scope 1&2 emissions and GHG Intensity (tCO2e/th. \$ revenue)



* Ada Tepe operations commencing in 2019

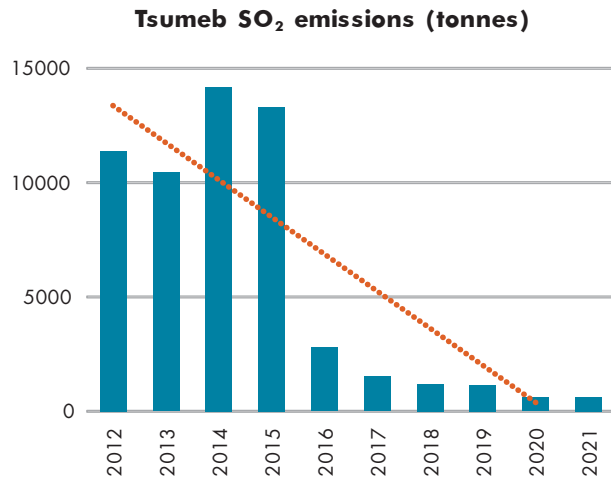


In 2021 we have reduced our operational emissions (Scope 1&2) by

5%
compared to 2020

In 2021 DPM decreased its total absolute Scope 1 & 2 emissions by more than 5% compared to our base year 2020. The Company's carbon intensity (per \$ revenue) continuously declines. Additionally, we experienced a 4% decrease in our total electricity consumption, which is the main source of our operational energy consumption. We also recently announced our suite of GHG reduction targets to drive more innovation and encourage even more decarbonization efforts across our business (those can be found on www.dundeeprecious.com).

Air



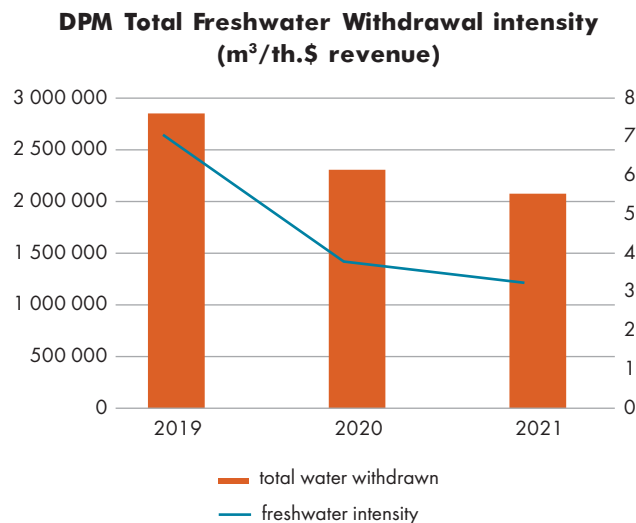
In 2021 we have reduced our SO₂ emissions by

95%

compared to their peak in 2014

The reduction of our SO₂ emissions at our Tsumeb Smelter has been one of our biggest success stories. We operate five ambient air quality monitoring stations, continuously measuring sulphur dioxide (SO₂). As a result of our efforts there has been drastic reduction in the number of community complaints over the years.

Water



Reduced total freshwater consumption by more than

10%

compared to 2020

53%

Water reused and recycled

0

Industrial and domestic waste water discharge at our Chelopech mine

Annual freshwater intensity targets are part of our Balanced Scorecard.

The introduction of new equipment and technology allows us to minimize freshwater use across all sites, and in 2021 we have reduced our total freshwater consumption by more than 10% compared to the previous year.

Our reclaim water system has been further optimized to recycle even more of the process water used.

In 2021 we have recycled and reused 53% of the water we consumed (incl water withdrawn from any source and water recycled and reused).

Operational

	2021	2020	2019	2018	2017
Ore processed (tonnes)					
Chelopech	2 199 155	2 201 220	2 203 242	2 216 753	2 218 717
Ore processed (tonnes)					
Ada Tepe ¹	865 587	890 738	470 545	n/a	n/a
Ore mined (tonnes)					
Chelopech	2 206 826	2 182 844	2 211 067	2 211 557	2 232 799
Ore mined (tonnes)					
Ada Tepe	992 851	1 029 309	430 384	157 835	n/a
Cu Concentrate Equivalent (tonnes) ²					
Chelopech	146 725	141 645	140 294	139 502	135 031
Copper Concentrate produced					
Chelopech	109 915	105 765	105 741	104 087	100 994
Pyrite Concentrate Produced (tonnes)					
Chelopech	269 084	262 283	252 582	258 884	248 810
Concentrate Produced (tonnes)					
Ada Tepe	7 263	5 926	2 700	n/a	n/a
Concentrate smelted (tonnes)					
Tsumeb	189 707	231 890	215 289	232 043	219 252
Copper blister produced (tonnes)					
Tsumeb	42 011	45 548	45 953	48 970	45 523

¹ Formerly known as Krumovgrad, came into full operation in 2020

² The equivalence coefficient we use for our annual sustainability reporting is 7.31, where 7.31 tonnes of Pyrite Concentrate equals 1 tonne of Cu Concentrate.

Materials Used

	2021	2020	2019	2018	2017
Lime (tonnes)					
Chelopech	2 868	6 417	8 360	8 710	6 034
Tsumeb ¹	29 747	11 215	16 211	14 703	10 082
Cement (tonnes)					
Chelopech	39 008	34 282	33 024	39 617	38 834
Blasting agents (tonnes)					
Chelopech ²	1 252	1 035	1 013	1 123	1 140
Ada Tepe	591	505	283 108	n/a	n/a
Black oil/heavy fuel oil (kilograms)					
Chelopech	948 514	923 217	915 225	1 006 310	967 509
Tsumeb	3 293 412	3 742 532	3 745 079	3 427 057	2 684 873
Light fuel oil (kilograms)					
Tsumeb	1 669 482	1 810 063	1 689 223	2 092 546	2 252 145
Diesel – mine, process plant, light vehicles (litres)					
Chelopech	2 836 602	2 805 612	2 471 344	2 426 414	2 551 666
Tsumeb ³	1 591 302	996 551	1 138 105	1 154 398	1 182 584
Ada Tepe	2 547 044	1 921 558	n/a	407 008	n/a
Coal/Charcoal (tonnes) (data have been merged)					
Tsumeb	2 962	2 856	4 013	3 520	8 550
Steel balls and rods (tonnes)					
Chelopech	2 599	2 652	2 762	2 510	2 568
Tsumeb	160	104	165	178	194
Ada Tepe	2 501	1 847	n/a	n/a	n/a
Oxygen consumed (tonnes)					
Tsumeb ⁴	83 261	104 036	97 122	95 209	81 243
Silica sand (tonnes)					
Tsumeb	10 599	14 438	15 353	13 715	14 345
Crushed silica (tonnes)					
Tsumeb	13 739	13 752	10 784	13 918	n/a
Hydrated lime (tonnes)					
Tsumeb ⁵	4 241	3 662	3 015	4 094	2 691

1 The increase in limerock consumption in Tsumeb is driven by slag chemistry.

2 The increase in blasting agents used in Chelopech in 2021 is because the site moved to emulsion during the same year, which is a higher density explosive.

3 The increase in diesel use in Tsumeb in 2021 is due to a change in operations of the Sulphuric Acid Plant, which required pre-heater to remain functioning during heating up at the Ausmelt.

4 The reduction in oxygen consumption in Tsumeb in 2021 is a result of lower production.

5 The increase in hydrated lime in Tsumeb in 2021 is due to a project to reduce sulphur going to the baghouse at Ausmelt, necessitating the consumption of additional quantities of hydrated lime.

Direct Energy Use (Gigajoules)

	2021	2020	2019	2018	2017
Black oil/heavy fuel oil					
Chelopech	37 941	36 929	36 609	40 252	38 700
Tsumeb	133 054	151 198	151 301	138 453	110 872
Light fuel oil					
Tsumeb	67 447	73 127	68 245	84 539	90 987
Diesel – mine, process plant and light vehicles (includes petrol/gasoline)					
Chelopech	100 135	99 031	89 463	85 670	90 093
Tsumeb	60 078	36 424	40 130	41 300	43 209
Ada Tepe	89 923	67 821			
Coal/Charcoal					
Tsumeb	79 089	76 242	107 145	93 985	231 237

Indirect Energy Use (Gigajoules)

	2021	2020	2019	2018	2017
Electricity					
Chelopech	439 402	447 935	457 535	445 717	438 753
Tsumeb	562 280	610 469	582 742	634 764	578 571
Ada Tepe	150 325	145 810	n/a	n/a	n/a

Energy Use Intensity¹

	2021	2020	2019	2018	2017
Indirect					
Chelopech – per tonne of Ore processed	0.20	0.20	0.21	0.20	0.20
Tsumeb – per tonne of Cu blister produced	13.38	13.40	12.68	12.96	12.71
Ada tepe – per tonne of Ore processed	0.17	0.16	n/a	n/a	n/a
Direct					
Chelopech – per tonne of Ore processed	0.06	0.06	0.06	0.06	0.06
Tsumeb – per tonne of Cu blister produced	8.09	7.40	7.98	7.32	10.46
Ada tepe – per tonne of Ore processed	0.10	0.08	23.88	n/a	n/a

1. Energy use intensity is calculated by dividing the total direct/indirect energy consumption by the total ore processed/copper blister produced.

Emissions

	2021	2020	2019	2018	2017
Direct GHG emissions – Scope 1					
Chelopech (tonnes of CO ₂ e)	10 456	10 294	9 554	9 556	9 765
Tsumeb (tonnes of CO ₂ e)	27 749	27 561	30 504	29 559	41 878
Ada Tepe (tonnes of CO ₂ e)	6 727	5 073	n/a	n/a	n/a
Indirect GHG emissions – Scope 2					
Chelopech (tonnes of CO ₂ e)	53 107	55 432	64 995	58 401	60 694
Tsumeb (tonnes of CO ₂ e)	141 991	154 160	147 158	114 081	103 982
Ada Tepe (tonnes of CO ₂ e)	18 168	18 044		n/a	n/a
All other indirect GHG emissions – Scope 3¹					
Chelopech (tonnes of CO ₂ e)	345 261	53 545	55 169	61 064	56 876
Tsumeb (tonnes of CO ₂ e)	134 826	36 582	n/a	n/a	n/a
Ada tepe (tonnes of CO ₂ e)	43 293	11 444	n/a	n/a	n/a
Sulphur dioxide emissions (tonnes)					
Tsumeb	6 350	6 018	11 442	11 852	15 105

¹ In 2021 we have improved our Scope 3 inventory methodology to capture indirect emissions related to the following GHG Protocol categories: Purchased goods and services & Capital goods (153,693 tonnes CO₂e for all three sites); Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2 (26,048 tonnes CO₂e for all three sites); Transportation and Distribution (94,524 tonnes CO₂e for all three sites); and Processing of Sold Products (249,115 tonnes CO₂e for all three sites). This covers above 98% of all DPM Scope 3 emissions. For more details about our emissions and climate policy see our inaugural Climate feature published in May 2022 on www.dundeeprecious.com.

GHG Emissions Intensity

	2021	2020	2019	2018	2017
Scope 1 & 2					
Chelopech - per tonne of ore processed	0.03	0.03	0.03	0.03	0.03
Tsumeb - per tonne of Cu blister produced	4.04	3.99	3.87	2.93	3.20
Ada Tepe - per tonne of ore processed	0.03	0.03	n/a	n/a	n/a
Scope 3					
Chelopech - per tonne of ore processed	0.16	0.02	0.03	0.03	0.03
Tsumeb - per tonne of Cu blister produced	3.21	0.80	n/a	n/a	n/a
Ada Tepe - per tonne of ore processed	0.05	0.01	n/a	n/a	n/a

Water Use

	2021	2020	2019	2018	2017
Water withdrawn – groundwater (cubic metres)					
Chelopech	266 749	212 238	298 089	350 847	188 841
Tsumeb	848 418	993 690	1 078 530	921 410	1 499 568
Ada Tepe	57 369	139 990	86 543	21 877	0
Water withdrawn – surface water: rivers, dams (cubic metres)					
Chelopech	702 535	825 036	895 720	783 971	756 846
Ada Tepe	0	0	342 345	0	0
Rainwater collected directly and stored (cubic metres)					
Chelopech	892 558	983 756	624 203	351 682	355 558
Ada Tepe	100 983	82 151	74 765	0	0
Total water withdrawn from municipal water supplies (cubic metres)					
Chelopech	4 493	3 195	6 000	4 128	5 664
Tsumeb	192 554	152 067	145 497	127 205	132 887
Ada Tepe	3 205	2 241	0	2 579	0
Total water withdrawn from any source excl rainwater (cubic meters)					
Chelopech	973 777	1 040 469	1 199 809	1 138 946	951 351
Tsumeb	1 040 972	1 145 757	1 224 027	1 048 615	1 632 455
Ada Tepe	60 574	142 231	428 888	24 456	0
Total volume of water recycled and reused (cubic metres)					
Chelopech	2 281 746	1 766 656	1 682 056	1 814 524	1 701 156
Tsumeb	494 556	460 077	546 097	580 372	651 771
Ada Tepe	663 413	719 173	400 104	n/a	0
Volume of water recycled/reused as a % of total water withdrawn¹					
Chelopech	234%	170%	140%	159%	179%
Tsumeb	48%	40%	45%	55%	40%
Ada Tepe	1095%	506%	93%	n/a	0%

¹ Total volume of water recycled and reused as a percentage of total volume of water withdrawn from any source (excl rainwater).

Fresh Water Use Intensity

	2021	2020	2019	2018	2017
Chelopech per tonne of ore processed	0.32	0.36	0.41	0.35	0.34
Tsumeb per tonne of concentrate smelted	5.49	4.94	5.57	4.52	7.45
Ada tepe per tonne of ore processed	0.07	0.16	n/a	n/a	n/a


ENVIRONMENTAL/OPERATIONAL

Water Discharge

	2021	2020	2019	2018	2017
Discharged domestic waste water (cubic metres)					
Chelopech	0	17 896	37 021	37 972 ¹	83 950
Tsumeb ¹	76 310	72 803	82 540	78 084	73 908
Ada Tepe	3 205	2 241	2 121	1 381	n/a
Discharged industrial waste water (cubic metres)					
Chelopech	0	0	190 710	0	143 733
Ada Tepe ²	37 220	0	0	n/a	n/a

1 The domestic waste water is an estimate based on the number of people onsite which are provided by the Health & Safety department. The estimation is conservative as individuals are not on site for 24 hours a day, every day of the month.

2. Our 2021 industrial waste water discharge met the drinking water requirements.

Waste Management

	2021	2020	2019	2018	2017
Waste rock mined (tonnes)					
Chelopech	252 043	251 667	267 447	249 360	202 700
Ada Tepe	2 200 246	2 195 167	1 370 118	216 802	n/a
Percentage of waste rock returned underground as backfill					
Chelopech	100%	100%	100%	100%	100%
Mill tailings (tonnes)					
Chelopech	1 820 156	1 833 172	1 844 920	1 853 781	1 868 913
Tsumeb	128 151	124 649	139 269	147 779	143 353
Ada Tepe	858 325	884 807	467 830	0	n/a
Percentage of mill tailings returned underground as backfill					
Chelopech	40%	39%	40%	39%	38%
Mill tailings placed in surface tailings facilities (tonnes)					
Chelopech	1 083 999	1 114 339	1 115 692	1 123 850	1 163 277
Tsumeb	128 151	124 649	139 269	147 779	143 353
Ada Tepe	858 325	884 807	467 830	0	n/a
Hazardous waste sent off-site but not recycled (tonnes)					
Chelopech	13	20	13	7	0
Tsumeb	0	0	17	56	377
Ada Tepe	4	9	4	0	n/a
Hazardous waste treated and disposed of on-site (tonnes)					
Tsumeb	27 456	31 503	29 819	32 552	27 172
Hazardous waste recycled off-site (tonnes)					
Chelopech	61	55	111	91	125
Tsumeb	43	33	62	31	25
Ada Tepe	25	24	12	2	n/a
Non-hazardous waste sent off-site but not recycled (tonnes)					
Chelopech	229	202	292	245	261
Ada Tepe	160	172	191	102	n/a
Non-hazardous waste treated and disposed of on-site (tonnes)					
Chelopech	501	247	1 253	979	835
Tsumeb	1 289	465	431	362	359
Ada Tepe	0	n/a	0	0	n/a
Non-hazardous waste recycled off-site (tonnes)					
Chelopech	1 245	1 243	1 477	1 738	1 210
Tsumeb	1 013	604	362	219	1 144
Ada Tepe	499	197	129	7	n/a



ENVIRONMENTAL/OPERATIONAL

Spills

	2021	2020	2019	2018	2017
Number					
Total number of spills reportable to regulatory authorities					
Chelopech	0	2	1	2	4
Tsumeb	0	0	0	0	0
Ada Tepe	0	0	0	0	n/a
Volume (cubic metres)					
Total volume of spills reportable to regulatory authorities					
Chelopech	0	n/a	0	n/a	n/a
Tsumeb	0	0	0	0	0
Ada Tepe	0	0	0	n/a	n/a

Environmental Fines and Non-Monetary Sanctions

	2021	2020	2019	2018	2017
Value of fines for non-compliance with environmental laws and/or regulations					
Chelopech	\$0	\$6 250	\$7 245	\$0	\$12 298
Tsumeb	\$0	\$0	\$0	\$0	\$0
Ada Tepe ¹	\$585	\$0	\$0	\$0	\$0
Number of non-monetary sanctions for non-compliance with environmental laws and/or regulations					
Chelopech	\$0	\$0	\$0	\$0	\$0
Tsumeb	\$0	\$0	\$0	\$0	\$0
Ada Tepe	\$0	\$0	\$0	\$0	\$0

¹ Exceeding of annual permission limits for water abstraction from underground water



Land Use/Biodiversity

	2021	2020	2019	2018	2017
Total land area owned or leased and not yet rehabilitated at the start of the year (hectares)					
Chelopech ¹	145	145	145	425	381
Tsumeb	3 035	3 035	3 035	3 029	3 029
Ada Tepe	132	132	132	126	132
Total amount of land newly disturbed by mining within the reporting period (hectares)					
Chelopech	0	10	49	0	0
Tsumeb	0	0	0	0	0
Ada Tepe	0	0	0	3	49
Total amount of land newly rehabilitated within the reporting period (hectares)					
Chelopech	0	0	0	0	0
Tsumeb	0	0	0	0	0
Ada Tepe	4	0	3	6	0
Total land owned and leased and not yet rehabilitated at the end of the year (hectares)					
Chelopech ¹	192	192	194	425	381
Tsumeb	3 035	3 035	3 035	3 029	3 029
Ada Tepe	128	129	129	72	132
Total amount of land in or adjacent to protected areas and areas of high biodiversity value (hectares)					
Chelopech	0	0	0	0	0
Tsumeb	0	0	0	0	0
Ada Tepe	132	132	132	132	132
Sites requiring biodiversity/ biological management plans					
Chelopech	No	No	No	No	No
Tsumeb	Yes	Yes	Yes	Yes	Yes
Ada Tepe	Yes	Yes	Yes	Yes	Yes

¹ Previous years represents the concession area which is not owned by DPM but is Bulgarian State forestry owned

Employees

	EMPLOYEES 2021			2020	2019	2018	2017
	Male	Female	Total	Total	Total	Total	Total
Number of Lost Time Injuries							
Chelopech ¹	0	0	0	1	0	2	2
Tsumeb	1	0	1	0	6	2	3
Ada Tepe	1	0	1	1	0	0	0
Exploration and Development ²	1	0	1	0	0	1	0
Corporate	0	0	0	0	0	0	0
Lost time Injury Frequency Rate							
Chelopech	0	0	0	0.15	0	0.28	0.2
Tsumeb	0.13	0	0.11	0	0.70	0.23	0.19
Ada Tepe	0.45	0	0.39	0.42	0	0	0
Exploration and Development	0.70	0	0.46	0	0	1.04	0
Corporate	0	0	0	0	0	0	0
Number of Restricted Work Injuries							
Chelopech	0	0	0	n/a	n/a	n/a	n/a
Tsumeb	1	0	1	1	1	0	1
Ada Tepe	0	0	0	n/a	n/a	n/a	n/a
Exploration and Development	0	0	0	0	0	0	n/a
Corporate	0	0	0	0	0	0	0
Restricted Work Injury Frequency Rate							
Chelopech	0	0	0	n/a	n/a	n/a	n/a
Tsumeb	0.13	0	0.11	0.12	0.12	0	0.26
Ada Tepe	0	0	0	n/a	n/a	n/a	n/a
Exploration and Development	0	0	0	0	0	0	n/a
Corporate	0	0	0	0	0	0	0
Number of Medical Treatment Injuries							
Chelopech	0	0	0	0	1	0	1
Tsumeb	0	0	0	1	0	2	1
Ada Tepe	0	0	0	0	0	0	0
Exploration and Development	0	0	0	1	1	0	1
Corporate	0	0	0	0	0	0	0

¹ Starting with 2021 data previously reported under 'Capital Projects' will now be reported within the Chelopech operation.

² Starting in 2021 'Exploration and Development' includes exploration and development activities in Serbia, Ecuador and Bulgaria

Employees (cont'd)

	EMPLOYEES 2021			2020	2019	2018	2017
	Male	Female	Total	Total	Total	Total	Total
Medical Treatment Injury Frequency Rate							
Chelopech	0	0	0	0	0.14	0	0.10
Tsumeb	0	0	0	0.12	0	0.23	0.06
Ada Tepe	0	0	0	0	0	0	0
Exploration and Development	0	0	0	0.87	0.91	0	1
Corporate	0	0	0	0	0	0	0
Number of Fatalities							
Chelopech	0	0	0	0	0	0	0
Tsumeb	0	0	0	1	0	0	0
Ada Tepe	0	0	0	0	0	0	0
Exploration and Development	0	0	0	0	0	0	0
Corporate	0	0	0	0	0	0	0
Total Recordable Injury Frequency Rate – employees only							
Chelopech	0	0	0	0.15	0.14	0.28	n/a
Tsumeb	0.25	0	0.22	0.36	0.82	0.46	n/a
Ada Tepe	0.45	0	0.39	0.42	0	0	n/a
Exploration and Development	0.70	0	0.46	0.87	0.91	1.04	n/a
Corporate	0	0	0	0	0	0	n/a
Near miss frequency rate (NMFR) for work-related near misses							
Chelopech	n/a	n/a	1.6	0.29	n/a	n/a	n/a
Tsumeb	n/a	n/a	3.9	4.83	n/a	n/a	n/a
Ada Tepe	n/a	n/a	0.8	0.42	n/a	n/a	n/a
Exploration and Development	n/a	n/a	1.4	n/a	n/a	n/a	n/a
Corporate	n/a	n/a	0	n/a	n/a	n/a	n/a

Contractors¹

	CONTRACTORS 2021			2020	2019	2018	2017
	Male	Female	Total	Total	Total	Total	Total
Number of Lost Time Injuries							
Chelopech	0	0	0	0	1	0	2
Tsumeb	0	0	0	2	4	0	3
Ada Tepe	0	0	0	0	0	0	0
Exploration and Development	1	0	1	1	1	0	0
Corporate	0	0	0	0	0	0	0
Lost Time Injury Frequency Rate							
Chelopech	0	0	0	0	0.34	0	0.20
Tsumeb	0	0	0	0.34	0.51	0	0.19
Ada Tepe	0	0	0	0	0	0	0
Exploration and Development ²	0.6	0	0.6	0.74	1.35	0	0
Corporate	0	0	0	0	0	0	0
Number of Restricted Work Injuries							
Chelopech	0	0	0	n/a	n/a	n/a	n/a
Tsumeb	1	0	1	0	0	0	1
Ada Tepe	0	0	0	n/a	n/a	n/a	n/a
Exploration and Development	0	0	0	0	n/a	n/a	n/a
Corporate	0	0	0	0	0	0	0
Restricted Work Injury Frequency Rate							
Chelopech	0	0	0	n/a	n/a	n/a	n/a
Tsumeb	0.18	0	0.15	0	0	0	0.26
Ada Tepe	0	0	0	n/a	n/a	n/a	n/a
Exploration and Development	0	0	0	0	n/a	n/a	n/a
Corporate	0	0	0	0	0	0	0
Number of Medical Treatment Injuries							
Chelopech	0	0	0	0	0	0	1
Tsumeb	1	0	1	2	1	1	1
Ada Tepe	0	0	0	1	0	0	0
Exploration and Development	1	0	1	1	0	0	1
Corporate	0	0	0	0	0	0	0

1. Previous to 2018, this data included employees and contractors.

2. Previous to 2021 contractor hours and headcount for Exploration and Development and Capital Projects were not available male/female so total hours are used for calculations

Contractors (cont'd)

	CONTRACTORS 2021			2020	2019	2018	2017
	Male	Female	Total	Total	Total	Total	Total
Medical Treatment Injury Frequency Rate							
Chelopech	0	0	0	n/a	0	0	0.1
Tsumeb	0.18	0	0.15	0.34	0.13	0.14	0.06
Ada Tepe	0	0	0	0.53	0	0	0
Exploration and Development	0.56	0	0.55	0.74	0	0	1
Corporate	0	0	0	0	0	0	0
Number of Fatalities							
Chelopech	0	0	0	0	0	0	0
Tsumeb	0	0	0	0	0	0	0
Ada Tepe	0	0	0	0	0	0	0
Exploration and Development	0	0	0	0	0	0	0
Corporate	0	0	0	0	0	0	0
Total Recordable Injury Frequency Rate¹ – contractors only							
Chelopech	0	0	0	0	0.34	0	n/a
Tsumeb	0.35	0	0.31	0.68	0.63	0.14	n/a
Ada Tepe	0	0	0	0.53	0	0	n/a
Exploration and Development	1.1	0	1.1	1.48	1.35	0	n/a
Corporate	0	0	0	n/a	0	0	n/a
Near miss frequency rate (NMFR) for work – related near misses							
Chelopech	n/a	n/a	0.54	0.40	n/a	n/a	n/a
Tsumeb	n/a	n/a	0	0.68	n/a	n/a	n/a
Ada Tepe	n/a	n/a	0.61	0	n/a	n/a	n/a
Exploration and Development	n/a	n/a	0	n/a	n/a	n/a	n/a
Corporate	n/a	n/a	0	n/a	n/a	n/a	n/a

1. Rates previous to 2018 were not calculated separately.

2. Previous to 2021 contractor hours and headcount for Exploration and Development and Capital Projects are not available male/female so total hours are used for calculations

Other Employee Safety-related Information

	EMPLOYEES 2021			2020	2019	2018	2017
	Male	Female	Total	Total	Total	Total	Total
Number of trained safety personnel							
Chelopech	5	1	6	4	4	3	3
Tsumeb	3	4	7	6	5	6	7
Ada Tepe	2	0	2	2	2	2	1
Number of specialized rescue personnel							
Chelopech	12	0	12	12	12	12	12
Tsumeb	10	2	12	6	5	3	2
Ada Tepe	0	0	0	0	0	0	0
Number of on-site health care practitioners ¹							
Chelopech	0	3	3	2	3	1	1
Tsumeb	1	1	2	2	2	3	2
Ada Tepe	0	0	0	0	0	0	0
Number of trained voluntary rescue personnel (includes mine and smelter personnel)							
Chelopech	12	0	12	12	12	12	12
Tsumeb	0	0	0	8	6	5	5
Ada Tepe	30	1	31	25	30	23	0
Percentage of all workers (including employees and contractors) that are represented by formal joint management worker health and safety committees.							
Chelopech	100%	100%	100%	100%	100%	100%	100%
Tsumeb	100%	100%	100%	100%	100%	100%	100%
Ada Tepe	100%	100%	100%	100%	100%	100%	100%
Corporate	100%	100%	100%	100%	100%	100%	100%

¹ Number of health care practitioners includes doctors and nurses

Information on Employees

	2021			2020			2019			2018		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of Permanent Employees by Region and Gender												
Chelopech	688	145	833	692	149	841	720	157	877	731	163	894
Tsumeb	609	103	712	623	106	729	623	100	723	601	98	699
Ada Tepe	236	41	277	232	41	273	201	40	241	174	26	200
Exploration and Development	92	61	153	60	38	98	39	24	63	35	23	58
Corporate ¹	52	30	82	39	26	65	40	24	64	34	23	57
Number of Temporary Employees by Region and Gender												
Chelopech	17	8	25	23	13	36	13	18	31	11	12	23
Tsumeb	63	13	76	42	10	52	53	14	67	55	4	59
Ada Tepe	18	2	20	15	2	17	0	2	2	42	15	57
Exploration and Development	98	19	117	47	9	56	48	17	65	38	17	55
Corporate	4	1	5	4	0	4	0	0	0	0	0	0
Total Number of Employees by Region and Gender												
Chelopech	705	153	858	715	162	877	733	175	908	742	171	913
Tsumeb	672	116	788	665	116	781	676	114	790	656	102	758
Ada Tepe	254	43	297	247	43	290	201	42	243	216	41	257
Exploration and Development	190	80	270	107	47	154	87	41	128	73	40	113
Corporate	56	31	87	43	26	69	40	24	64	34	23	57
Total Number of Employees	1 877	423	2 300	1 777	394	2 171	1 737	396	2 133	1 721	368	2 089

Number of Employees by Employment Type by Region and Gender

	2021			2020			2019			2018		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Full-Time Employees												
Chelopech	705	149	854	715	158	873	733	168	901	742	171	913
Tsumeb	672	116	788	665	116	781	676	114	790	656	102	758
Ada Tepe	254	43	297	246	43	289	201	38	239	216	37	253
Exploration and Development	189	76	265	76	40	116	58	33	91	73	35	108
Corporate	55	31	86	43	26	69	22	20	42	34	23	57
Total	1 875	415	2 290	1 745	383	2 128	1 690	373	2 063	1 721	368	2 089
Part-Time Employees												
Chelopech	0	4	4	0	4	4	0	7	7	0	4	4
Tsumeb	0	0	0	0	0	0	0	0	0	0	0	0
Ada Tepe	0	0	0	1	0	1	0	4	4	0	0	0
Exploration and Development	1	4	5	31	7	38	29	8	37	1	4	5
Corporate	1	0	1	0	0	0	0	0	0	0	0	0
Total	2	8	10	32	11	43	29	19	48	1	8	9

Number of Employees by Employment Contract by Region and Gender

	2021			2020			2019			2018		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Indefinite/Permanent												
Chelopech	688	145	833	692	149	841	720	157	877	731	163	894
Tsumeb	609	103	712	623	106	729	623	100	723	601	98	699
Ada Tepe	236	41	277	232	41	273	201	40	241	174	26	200
Exploration and Development	92	61	153	60	38	98	39	24	63	33	22	55
Corporate	52	30	82	38	24	62	20	19	39	31	22	53
Total	1 677	380	2 057	1 645	358	2 003	1 603	340	1 943	1 570	331	1 901
Fixed Term/Temporary												
Chelopech	17	8	25	23	13	36	13	18	31	11	12	23
Tsumeb	63	13	76	42	10	52	53	14	67	55	4	59
Ada Tepe	18	2	20	15	2	17	0	2	2	42	15	57
Exploration and Development	98	19	117	47	9	56	49	17	66	41	17	58
Corporate	4	1	5	5	2	7	2	1	3	3	1	4
Total	200	43	243	91	27	118	117	52	169	152	49	201

Contractors

	2021			2020			2019			2018		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Chelopech	227	70	297	361	48	409	505	94	599	348	70	418
Tsumeb	622	78	700	559	74	633	744	74	818	657	73	730
Ada Tepe	190	24	214	192	20	212	233	11	244	450	50	500
Exploration and Development	314	54	368	82	0	82	210	0	210	94	3	97
Corporate	8	1	9	0	0	0	0	1	1	0	0	0
Total	1 361	227	1 588	1 194	142	1 336	1 692	180	1 872	1 549	196	1 745



OUR PEOPLE

Information on Management and Staff¹

	2021			2020			2019			2018		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Percentage of senior² management (full-time) hired from the local community⁵												
Chelopech	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Tsumeb	86%	50%	73%	80%	67%	75%	57%	29%	86%	100%	67%	88%
Ada Tepe	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Exploration and Development	0%	0%	0%	0%	0%	0%	100%	100%	100%	100%	100%	100%
Corporate	73%	89%	80%	78%	86%	81%	47%	27%	73%	56%	28%	84%
Percentage of middle³ management (full-time) hired from the local community												
Chelopech	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Tsumeb	92%	93%	92%	95%	96%	95%	69%	23%	92%	92%	100%	94%
Ada Tepe	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Exploration and Development	89%	88%	88%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Corporate	85%	100%	87%	100%	100%	100%	78%	22%	100%	71%	29%	100%
Percentage of operational/support staff⁴ (full-time) hired from the local community												
Chelopech	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Tsumeb	100%	100%	100%	100%	100%	100%	88%	11%	99%	100%	100%	100%
Ada Tepe	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Exploration and Development	98%	69%	90%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Corporate	100%	100%	100%	100%	100%	100%	29%	71%	100%	35%	65%	100%

¹ Starting with 2021 data previously reported under 'Corporate other' will now be reported within the 'Corporate' category. As a result of this methodology change percentage indicators between previous years and year 2021 are not comparable for this category.

² Senior Management – Directors and above.

³ Middle Management – Managers, Superintendents, Supervisors, Shift Bosses.

⁴ Operational/Support Staff – all other employees.

⁵ Local community – the country of the operation.

Information on Management and Staff (cont'd)

	2021			2020			2019			2018		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Percentage of expatriate employees												
Chelopech	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Tsumeb	2%	4%	2%	1%	3%	1%	2%	4%	3%	0%	0%	0%
Ada Tepe	0%	0%	0%	0%	0%	0%	0%	0%	0%	7%	2%	6%
Exploration and Development	1%	0%	1%	2%	0%	1%	0%	0%	0%	3%	0%	2%
Corporate	4%	0%	7%	0%	0%	0%	0%	6%	3%	0%	0%	0%
Total	1%	1%	1%	1%	1%	1%	1%	1%	1%			

Other Information

	2021			2020			2019			2018		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Percentage of employees who are members of a trade union												
Chelopech	70%	38%	64%	68%	38%	62%	62%	39%	58%	64%	42%	60%
Tsumeb	75%	53%	72%	66%	39%	62%	65%	34%	61%	70%	40%	66%
Ada Tepe	85%	53%	81%	86%	64%	83%	91%	67%	87%	72%	41%	67%
Exploration and Development	11%	8%	10%	51%	50%	51%	50%	44%	49%	45%	22%	39%
Corporate	7%	3%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Percentage of full-time employees covered by collective bargaining agreements												
Chelopech	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Tsumeb	75%	53%	72%	78%	56%	75%	79%	55%	76%	79%	58%	77%
Ada Tepe	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Exploration and Development	27%	16%	24%	94%	100%	95%	100%	100%	100%	100%	100%	100%
Corporate	52%	35%	46%	0%	0%	0%	0%	0%	0%	0%	0%	0%



OUR PEOPLE

Other Information (cont'd)

	2021			2020			2019			2018		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of strikes and lock-outs during year exceeding one week's duration												
Chelopech	0	0	0	0	0	0	0	0	0	0	0	0
Tsumeb	0	0	0	0	0	0	0	0	0	0	0	0
Ada Tepe	0	0	0	0	0	0	0	0	0	0	0	0
Exploration and Development	0	0	0	0	0	0	0	0	0	0	0	0
Corporate	0	0	0	0	0	0	0	0	0	0	0	0
Total number of incidents of discrimination												
Chelopech	0	0	0	0	0	0	0	0	0	0	0	0
Tsumeb	0	0	0	0	0	0	0	0	0	0	0	0
Ada Tepe	0	0	0	0	0	0	0	0	0	0	0	0
Exploration and Development	0	0	0	0	0	0	0	0	0	0	0	0
Corporate	0	0	0	0	0	0	0	0	0	0	0	0

Number of Employees by Gender and Employee Category

	2021			2020			2019			2018		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employee Level												
Senior Management												
Chelopech	2	2	4	2	2	4	1	4	5	2	4	6
Tsumeb	7	4	11	5	3	8	5	2	7	5	3	8
Ada Tepe	1	2	3	1	2	3	1	4	5	1	4	5
Exploration and Development	2	2	4	3	1	4	1	1	2	4	2	6
Corporate	11	9	20	11	9	20	9	7	16	12	8	20
Total	23	19	42	22	17	39	17	18	35	24	21	45
Middle Management												
Chelopech	85	21	106	105	19	124	105	19	124	98	20	118
Tsumeb	138	45	183	134	45	179	136	44	180	130	40	170
Ada Tepe	26	0	26	32	0	32	21	1	22	50	2	52
Exploration and Development	28	24	52	10	10	20	9	10	19	5	6	11
Corporate	26	4	30	18	5	23	17	5	22	11	3	14
Total	303	94	397	299	79	378	288	79	367	294	71	365
Operational/Support Staff												
Chelopech	618	130	748	608	141	749	627	152	779	642	151	793
Tsumeb	527	67	594	526	68	594	536	67	603	521	59	580
Ada Tepe	227	41	268	214	41	255	179	37	216	165	35	200
Exploration and Development	160	54	214	95	35	130	77	30	107	64	32	96
Corporate	19	18	37	14	12	26	14	12	26	11	12	23
Total	1 551	310	1 861	1 457	297	1 754	1 433	298	1 731	1 403	289	1 692

Number of Employees by Gender and Employee Function

	2021			2020			2019			2018		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employee Function												
Administrative												
Chelopech	12	51	63	14	52	66	13	51	64	18	54	72
Tsumeb	95	33	128	108	35	143	106	55	161	108	58	166
Ada Tepe	4	8	12	5	9	14	3	6	9	5	6	11
Corporate	38	14	52	33	17	50	30	15	45	26	15	41
Exploration and Development	7	25	33	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	156	132	288	160	113	273	152	127	279	157	133	290
Exploration and Development												
Exploration and Development	133	40	173	107	47	154	87	41	128	73	40	113
Finance												
Chelopech	23	22	45	22	24	46	22	24	46	23	20	43
Tsumeb	18	22	40	29	21	50	43	23	66	58	25	83
Ada Tepe	7	4	11	8	4	12	6	3	9	3	2	5
Corporate	10	10	20	8	9	17	9	8	17	7	6	13
Exploration and Development	0	8	8	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	58	66	124	67	58	125	80	58	138	91	53	144
Health, Safety and Environment												
Chelopech	23	12	35	18	11	29	19	18	37	18	17	35
Tsumeb	26	32	58	32	35	67	26	16	42	28	16	44
Ada Tepe	7	0	7	4	0	4	5	3	8	5	2	7
Corporate	1	1	2	1	0	1	1	1	2	1	2	3
Exploration and Development	6	3	9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	63	48	111	55	46	101	51	38	89	52	37	89
Maintenance												
Chelopech	243	5	248	260	11	271	264	10	274	270	10	280
Tsumeb	215	21	236	193	18	211	203	19	222	188	3	191
Ada Tepe	61	4	65	58	4	62	58	3	61	58	3	61
Corporate	0	0	0	0	0	0	0	0	0	0	0	0
Exploration and Development	0	0	0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	519	30	549	511	33	544	525	32	557	516	16	532

Number of Employees by Gender and Employee Category (cont'd)

	2021			2020			2019			2018		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employee Function (cont'd)												
Operations												
Chelopech	396	56	452	392	56	448	409	64	473	406	66	472
Tsumeb	318	8	326	303	7	310	298	1	299	274	0	274
Ada Tepe	175	27	202	173	25	198	129	27	156	102	13	115
Corporate	0	0	0	0	0	0	0	0	0	0	0	0
Exploration and Development	41	1	42	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	930	92	1 022	868	88	956	836	92	928	782	79	861
Projects (Bulgaria)												
Chelopech	8	7	15	9	8	17	6	8	14	7	8	15
Tsumeb	0	0	0	0	0	0	0	0	0	0	0	0
Ada Tepe	0	0	0	0	0	0	0	0	0	43	15	58
Corporate	7	6	13	1	0	1	0	0	0	0	0	0
Exploration and Development	3	2	5	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	18	15	33	10	8	18	6	8	14	50	23	73

Average hours of training per year per employee

	2021			2020		2019		2018	
	Male	Female	Total	Male	Female	Male	Female	Male	Female
Employee Level									
Senior Management									
Chelopech	10	9	10	16	15	18	5	60	15
Tsumeb	1	0	1	12	21	48	43	48	63
Ada Tepe	11	8	9	10	9	18	14	12	3
Exploration and Development	4	8	6	0	0	0	0	0	0
Corporate	1	2	1	11	10	6	4	8	14
Middle Management									
Chelopech	41	15	36	28	14	37	43	47	45
Tsumeb	0	1	1	55	28	76	71	54	64
Ada Tepe	75	0	75	41	0	48	57	74	3
Exploration and Development	4	8	6	8	28	32	74	40	29
Corporate	3	2	3	6	7	2	2	15	8
Operational/Support Staff									
Chelopech	38	10	33	41	9	36	20	31	13
Tsumeb	0	1	0	50	24	51	50	29	21
Ada Tepe	28	11	26	35	9	43	51	144	46
Exploration and Development	15	0	11	27	40	26	14	49	69
Corporate	7	3	5	6	8	1	2	7	8
Employee Function									
Administrative									
Chelopech	4	7	7	3	5	11	12	16	6
Tsumeb	1	2	1	63	22	79	64	83	54
Ada Tepe	3	10	8	8	2	16	18	18	4
Corporate	1	1	1	8	10	5	2	9	10
Exploration and Development									
Exploration and Development	18	18	18	25	37	26	47	n/a	n/a

Average hours of training per year per employee

	2021			2020		2019		2018	
	Male	Female	Total	Male	Female	Male	Female	Male	Female
Finance									
Chelopech	35	2	19	15	10	26	18	97	18
Tsumeb	2	2	2	46	13	57	74	59	38
Ada Tepe	17	1	11	46	7	40	7	69	37
Corporate	1	1	1	9	7	3	3	10	11
Health, Safety and Environment									
Chelopech	70	5	48	120	15	72	15	97	18
Tsumeb	1	1	1	46	16	115	70	144	57
Ada Tepe	62	0	62	32	20	32	20	69	37
Corporate	0	0	0	14	0	6	8	8	8
Maintenance									
Chelopech	37	5	36	27	12	29	8	27	20
Tsumeb	0	1	0	57	34	48	107	45	41
Ada Tepe	39	24	38	28	20	37	36	244	114
Corporate	0	0	0	0	0	0	0	0	0
Operations									
Chelopech	39	21	37	47	14	41	42	36	29
Tsumeb	0	4	0	48	12	51	60	50	24
Ada Tepe	31	10	28	38	10	48	66	123	91
Corporate	0	0	0	0	0	0	0	0	0
Projects (Bulgaria)									
Chelopech	4	3	3	3	4	2	2	2	23
Tsumeb	0	0	0	0	24	n/a	n/a	n/a	n/a
Ada Tepe	0	0	0	0	0	0	0	5	2
Corporate	5	8	6	0	0	n/a	n/a	n/a	n/a



OUR PEOPLE

Percentage of Total Employees by Gender and Employee Category who Receive Regular Performance and Career Development Reviews

	2021			2020			2019			2018		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employee Level												
Senior Management												
Chelopech	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Tsumeb	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Ada Tepe	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Exploration and Development	50%	100%	75%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Corporate	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total	96%	100%	98%	100%	100%	100%	100%	100%	100%		n/a	
Middle Management												
Chelopech	58%	81%	62%	51%	79%	56%	55%	79%	59%	52%	75%	56%
Tsumeb	100%	100%	100%	99%	100%	99%	95%	91%	94%	37%	25%	34%
Ada Tepe	50%	0%	50%	44%	0%	44%	71%	100%	73%	50%	100%	52%
Exploration and Development	29%	33%	31%	20%	20%	20%	100%	100%	100%	100%	83%	91%
Corporate	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total	77%	79%	78%	74%	85%	76%	79%	90%	81%		n/a	
Operational/Support Staff												
Chelopech	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Tsumeb	0%	0%	0%	0%	0%	0%	0%	0%	0%	16%	51%	19%
Ada Tepe	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Exploration and Development	26%	19%	24%	0%	0%	0%	66%	87%	72%	58%	81%	66%
Corporate	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Employee Function												
Administrative												
Chelopech	17%	14%	14%	21%	12%	14%	15%	14%	14%	17%	15%	15%
Tsumeb	44%	36%	42%	17%	29%	20%	42%	29%	37%	16%	16%	16%
Ada Tepe	50%	25%	33%	40%	0%	14%	67%	33%	44%	40%	33%	36%
Exploration and Development	14%	15%	15%		n/a			n/a			n/a	
Corporate	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total	0%	0%	0%	29%	27%	28%	45%	30%	38%		n/a	
Exploration and Development												
Exploration and Development	35%	25%	33%	3%	4%	3%	70%	90%	77%	63%	83%	70%
Finance												
Chelopech	26%	18%	22%	27%	13%	20%	27%	13%	20%	22%	10%	16%
Tsumeb	28%	59%	45%	21%	57%	36%	21%	52%	32%	16%	48%	25%
Ada Tepe	14%	0%	9%	25%	0%	17%	17%	33%	22%	33%	50%	40%
Exploration and Development	0%	25%	25%		n/a			n/a			n/a	
Corporate	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total	38%	44%	41%	33%	41%	37%	31%	41%	36%		n/a	
Health, Safety and Environment												
Chelopech	9%	17%	11%	11%	18%	14%	16%	17%	16%	11%	18%	14%
Tsumeb	54%	53%	53%	41%	46%	43%	50%	63%	55%	46%	63%	52%
Ada Tepe	14%	0%	14%	25%	0%	25%	40%	33%	38%	40%	0%	29%
Exploration and Development	0%	67%	22%		n/a			n/a			n/a	
Corporate	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total	29%	46%	36%	31%	39%	35%	37%	39%	38%		n/a	



OUR PEOPLE

Percentage of Total Employees by Gender and Employee Category who Receive Regular Performance and Career Development Reviews (cont'd)

	2021			2020			2019			2018		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employee Function (cont'd)												
Maintenance												
Chelopech	4%	0%	4%	5%	0%	5%	6%	10%	6%	6%	10%	6%
Tsumeb	23%	24%	23%	22%	33%	23%	16%	11%	16%	18%	67%	18%
Ada Tepe	5%	0%	5%	5%	0%	5%	5%	0%	5%	5%	0%	5%
Exploration and Development	0%	0%	0%		n/a			n/a			n/a	
Corporate	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	12%	17%	12%	12%	21%	12%	10%	9%	10%		n/a	
Operations												
Chelopech	7%	7%	7%	6%	7%	6%	7%	6%	7%	7%	6%	7%
Tsumeb	11%	25%	11%	10%	100%	12%	10%	0%	10%	16%	0%	18%
Ada Tepe	4%	0%	3%	3%	0%	3%	5%	4%	5%	6%	8%	6%
Exploration and Development	0%	0%	0%		n/a			n/a			n/a	
Corporate	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	7%	7%	7%	7%	13%	7%	8%	5%	8%			
Projects												
Chelopech	38%	14%	27%	89%	13%	53%	83%	13%	43%	29%	13%	20%
Tsumeb	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Ada Tepe	0%	0%	0%	0%	0%	0%	0%	0%	0%	28%	7%	22%
Exploration and Development	67%	100%	80%		n/a			n/a			n/a	
Corporate	100%	100%	100%	100%	0%	100%	0%	0%	0%	0%	0%	0%
Total	67%	60%	64%	90%	13%	56%	83%	13%	43%		n/a	

Employee Analysis by Age

	2021			2020			2019			2018		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of new employees 30 years old and under												
Chelopech	40	9	49	24	7	31	24	3	27	16	7	23
Tsumeb	56	28	84	13	7	20	46	16	62	45	11	56
Ada Tepe	12	7	19	22	6	28	11	6	17	52	8	60
Exploration and Development	40	6	46	11	2	13	7	1	8	8	4	12
Corporate	4	4	8	1	0	1	6	0	7	2	1	3
Total	152	54	206	71	22	93	94	27	121	123	31	154
Number of new employees between 31 and 49 years old												
Chelopech	26	2	28	24	2	26	41	6	47	31	5	36
Tsumeb	6	5	11	25	10	35	25	4	29	26	4	30
Ada Tepe	6	2	8	34	1	35	22	9	31	113	17	130
Exploration and Development	33	10	43	11	3	14	5	1	6	11	3	14
Corporate	4	3	7	1	3	4	5	3	8	7	1	8
Total	75	22	97	95	19	114	98	23	121	188	30	218



OUR PEOPLE

New Employee Hires by Age Group, Gender and Region (with less than one year of service) (cont'd)

	2021			2020			2019			2018		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of new employees 50 years old and above												
Chelopech	1	2	3	5	1	6	2	1	3	2	2	4
Tsumeb	13	2	15	5	0	5	4	1	5	4	1	5
Ada Tepe	2	1	3	2	0	2	2	2	4	26	0	26
Exploration and Development	5	1	6	1	0	1	1	0	1	1	0	1
Corporate	0	0	0	0	0	0	0	0	0	1	0	1
Total	21	6	27	13	1	14	9	4	13	34	3	37
Rate of New Employee Hires												
Rate of new employees 30 years old and under												
Chelopech	6%	6%	6%	3%	4%	4%	3%	2%	3%	2%	4%	3%
Tsumeb	8%	24%	11%	2%	6%	3%	7%	14%	8%	7%	11%	7%
Ada Tepe	5%	16%	6%	9%	14%	10%	5%	14%	7%	24%	20%	23%
Exploration and Development	21%	8%	17%	10%	4%	8%	8%	2%	6%	11%	10%	11%
Corporate	7%	13%	9%	6%	0%	3%	5%	0%	3%	4%	5%	5%
Total	8%	13%	9%	4%	6%	4%	5%	7%	6%	7%	8%	7%
Rate of new employees between 31 and 49												
Chelopech	4%	1%	3%	3%	1%	3%	6%	3%	5%	4%	3%	4%
Tsumeb	1%	4%	1%	4%	9%	4%	4%	4%	4%	4%	4%	4%
Ada Tepe	2%	5%	3%	14%	2%	12%	11%	21%	13%	52%	41%	51%
Exploration and Development	17%	13%	16%	10%	6%	9%	6%	2%	5%	15%	8%	12%
Corporate	7%	10%	8%	0%	16%	8%	5%	6%	5%	17%	5%	12%
Total	4%	5%	4%	5%	5%	5%	6%	6%	6%	11%	8%	10%
Rate of new employees 50 years old and above												
Chelopech	0%	1%	0%	1%	1%	1%	0%	1%	0%	0%	1%	0%
Tsumeb	2%	2%	2%	1%	0%	1%	1%	1%	1%	1%	1%	1%
Ada Tepe	1%	2%	1%	1%	0%	1%	1%	5%	2%	12%	0%	10%
Exploration and Development	3%	1%	2%	1%	0%	1%	1%	0%	1%	1%	0%	1%
Corporate	0%	0%	0%	0%	0%	0%	0%	0%	0%	4%	0%	2%
Total	1%	1%	1%	1%	0%	1%	1%	1%	1%	2%	1%	2%



OUR PEOPLE

Employee Turnover Analysis

	2021			2020			2019			2018		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of Employees												
Chelopech	705	153	858	715	162	877	733	175	908	742	175	917
# Employees who left voluntarily	9	3	12	11	1	12	21	4	25			
# Employees who left involuntarily	52	13	65	62	20	82	65	11	76			
Total Outgoing Employees	61	16	77	73	21	94	86	15	101	60	15	75
Total Turnover Rate	9%	10%	9%	10%	13%	11%	12%	9%	11%	8%	9%	8%
Number of Employees <30	136	15	151	133	17	150	120	18	138	123	16	139
Number of Outgoing Employees <30	13	8	21	11	8	19	9	3	12	9	0	9
Turnover Rate for <30	2%	5%	2%	2%	5%	2%	1%	2%	1%	1%	0%	1%
Number of Employees 31–49	504	84	588	508	88	596	530	98	628	531	97	628
Number of Outgoing Employees 31–49	31	2	33	35	7	42	54	3	57	44	6	50
Turnover Rate for 31–49	4%	1%	4%	5%	4%	5%	7%	2%	6%	6%	3%	5%
Number of Employees >50	65	54	119	73	59	132	83	59	142	89	62	151
Number of Outgoing Employees >50	17	6	23	7	3	10	23	9	32	7	9	16
Turnover Rate for >50	2%	4%	3%	1%	2%	1%	3%	5%	4%	1%	5%	2%
Percentage of Employees <30	19%	10%	18%	19%	10%	17%	16%	10%	15%	17%	9%	15%
Percentage of Employees 30–50	71%	55%	69%	71%	54%	68%	72%	56%	69%	72%	55%	68%
Percentage of Employees >50	9%	35%	14%	10%	36%	15%	11%	34%	16%	12%	35%	16%
Number of Employees												
Tsumeb	672	116	788	665	116	781	676	114	790	656	102	758
# Employees who left voluntarily	16	8	24	7	1	8	20	8	28			
# Employees who left involuntarily	66	30	96	54	13	67	66	12	78			
Total Outgoing Employees	82	38	120	61	14	75	86	20	106	105	17	122
Total Turnover Rate	12%	33%	15%	9%	12%	10%	13%	18%	13%	16%	17%	16%
Number of Employees <30	108	24	132	122	26	148	160	39	199	121	26	147
Number of Outgoing Employees <30	32	28	60	22	11	33	25	11	36	58	13	71
Turnover Rate for <30	5%	24%	8%	3%	9%	4%	4%	10%	5%	9%	13%	9%
Number of Employees 31–49	428	78	506	470	85	555	378	66	444	399	67	466
Number of Outgoing Employees 31–49	12	7	19	17	3	20	27	5	32	27	1	28
Turnover Rate for 31–49	2%	6%	2%	3%	3%	3%	4%	4%	4%	4%	1%	4%
Number of Employees >50	101	12	113	116	8	124	138	9	147	136	9	145
Number of Outgoing Employees >50	0	3	3	22	0	22	34	4	38	20	3	23
Turnover Rate for >50	0%	3%	0%	3%	0%	3%	5%	4%	5%	3%	3%	3%
Percentage of Employees <30	16%	21%	17%	18%	22%	19%	24%	34%	25%	18%	25%	19%
Percentage of Employees 31–49	64%	67%	64%	71%	73%	71%	56%	58%	56%	61%	66%	61%
Percentage of Employees >50	15%	10%	14%	17%	7%	16%	20%	8%	19%	21%	9%	19%



OUR PEOPLE

Employee Turnover Analysis (cont'd)

	2021			2020			2019			2018		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of Employees												
Ada Tepe	254	43	297	247	43	290	201	42	243	216	41	257
# Employees who left voluntarily	3	0	3	2	0	2	3	0	3			
# Employees who left involuntarily	9	9	18	11	5	16	41	17	58			
Total Outgoing Employees	12	9	21	13	5	18	44	17	61	48	2	50
Total Turnover Rate	5%	21%	7%	5%	12%	6%	22%	40%	25%	22%	5%	19%
Number of Employees <30	63	11	74	64	15	79	45	13	58	51	11	62
Number of Outgoing Employees <30	5	7	12	3	4	7	5	3	8	21	2	23
Turnover Rate for <30	2%	16%	4%	1%	9%	2%	2%	7%	3%	10%	5%	9%
Number of Employees 31-49	151	25	176	152	24	176	130	23	153	131	22	153
Number of Outgoing Employees 31-49	6	1	7	8	1	9	29	10	39	20	0	20
Turnover Rate for 31-49	2%	2%	2%	3%	2%	3%	14%	24%	16%	9%	0%	8%
Number of Employees >50	40	7	47	31	6	37	26	6	32	35	8	43
Number of Outgoing Employees >50	1	1	2	2	0	2	10	4	14	7	0	7
Turnover Rate for >50	0%	2%	1%	1%	0%	1%	5%	10%	6%	3%	0%	3%
Percentage of Employees <30	25%	26%	25%	26%	35%	27%	22%	31%	24%	24%	27%	24%
Percentage of Employees 31-49	59%	58%	59%	62%	56%	61%	65%	55%	63%	61%	54%	60%
Percentage of Employees >50	16%	16%	16%	13%	14%	13%	13%	14%	13%	16%	20%	17%
Number of Employees												
Exploration and Development	190	80	270	107	47	154	87	41	128	73	40	113
# Employees who left voluntarily	3	1	4	5	1	6	7	2	9			
# Employees who left involuntarily	6	2	8	1	0	1	5	0	5			
Total Outgoing Employees	9	3	12	6	1	7	12	2	14	8	1	9
Total Turnover Rate	5%	4%	4%	6%	2%	5%	14%	5%	11%	11%	3%	8%
Number of Employees <30	2	0	2	25	5	30	20	4	24	15	4	19
Number of Outgoing Employees <30	4	1	5	1	0	1	5	1	6	14	0	14
Turnover Rate for <30	2%	1%	2%	1%	0%	1%	6%	2%	5%	19%	0%	12%
Number of Employees 31-49	0	0	0	70	32	102	59	30	89	50	29	79
Number of Outgoing Employees 31-49	1	1	2	5	1	6	6	1	7	4	0	4
Turnover Rate for 31-49	1%	1%	1%	5%	2%	4%	7%	2%	5%	5%	0%	4%
Number of Employees >50	2	0	2	10	7	17	8	7	15	8	7	15
Number of Outgoing Employees >50	0	1	1	0	0	0	1	0	1	0	0	0
Turnover Rate for >50	0%	1%	0%	0%	0%	0%	1%	0%	1%	0%	0%	0%
Percentage of Employees <30	1%	0%	1%	23%	11%	19%	23%	10%	19%	21%	10%	17%
Percentage of Employees 31-49	0%	0%	0%	65%	68%	68%	68%	73%	70%	68%	73%	70%
Percentage of Employees >50	1%	0%	1%	9%	15%	11%	9%	17%	12%	11%	18%	13%

Employee Turnover Analysis (cont'd)

	2021			2020			2019			2018		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of Employees										11	4	15
Corporate ¹										23	19	42
Number of Employees	56	31	87	17	19	36	20	18	38			
# Employees who left voluntarily	3	3	6	3	1	4	3	1	4			
# Employees who left involuntarily	2	4	6	1	0	1	2	1	3			
Total Outgoing Employees	5	7	12	4	1	5	5	2	7	3	3	6
Total Turnover Rate	9%	23%	14%	24%	5%	14%	25%	11%	18%	13%	16%	14%
Number of Employees <30	1	3	4	2	1	3	2	1	3	2	1	3
Number of Outgoing Employees <30	2	3	5	1	0	1	1	0	1	0	0	0
Turnover Rate for <30	4%	10%	6%	6%	0%	3%	5%	0%	3%	0%	0%	0%
Number of Employees 31-49	8	9	17	8	9	17	9	10	19	10	9	19
Number of Outgoing Employees 31-49	3	1	4	0	0	0	2	1	3	1	2	3
Turnover Rate for 31-49	5%	3%	5%	0%	0%	0%	10%	6%	8%	4%	11%	7%
Number of Employees >50	8	8	16	7	9	16	9	8	17	11	9	20
Number of Outgoing Employees >50	0	2	2	3	1	4	2	1	3	2	1	3
Turnover Rate for >50	0%	6%	2%	18%	5%	11%	10%	6%	8%	9%	5%	7%
Percentage of Employees <30	2%	10%	5%	12%	5%	8%	10%	6%	8%	9%	5%	7%
Percentage of Employees 31-49	14%	29%	20%	47%	47%	47%	45%	56%	50%	43%	47%	45%
Percentage of Employees >50	14%	26%	18%	41%	47%	44%	45%	44%	45%	48%	47%	48%

1. Starting with 2021 data previously reported under 'Corporate other' will now be reported within the 'Corporate' category. Due to this methodology change a comparison with previous years is not possible.

INDEPENDENT LIMITED ASSURANCE STATEMENT

To: The Stakeholders of Dundee Precious Metals Inc.

Introduction and objectives of work

Bureau Veritas UK Ltd ('Bureau Veritas') has been engaged by Dundee Precious Metals Inc. ('DPM') to provide independent limited assurance of the reliability and accuracy of its Environment, Health, Safety and Human Resources data, as reported in the 2021 Sustainability Performance Data Supplement (the 'Data Supplement') published on DPM's website. This Assurance Statement applies to the related information included within the scope of work described below.

Scope of work

The scope of our work was limited to assurance over the following information included within the Data Supplement for the period January 1, 2021 – December 31, 2021 (the 'Selected Information'):

- All KPI's reported in the Environmental section of the Data Supplement. For the following entities: Chelopech, Bulgaria; Ada Tepe, Bulgaria; and Tsumeb, Namibia.
- All KPI's reported in the Health & Safety section of the Data Supplement. For the following entities: Chelopech, Ada Tepe, Tsumeb, and the Exploration business of DPM (this includes exploration sites in Bulgaria, Serbia and Ecuador)
- The following KPI's reported in the Our People section of the Data Supplement. For the following entities: Chelopech, Bulgaria; Ada Tepe, Bulgaria; Tsumeb, Namibia.
 - Information on Employees;
 - Number of Employees by Employment Type by Region and Gender;
 - Number of Employees by Employment Contract by Region and Gender;
 - Contractors;
 - Information on Management and Staff (including Percentage of employees (full-time) hired from the local community by employee category);
 - Other Information (including Percentage of employees who are members of a trade union, Percentage of full-time employees covered by collective bargaining agreements, Number of strikes and lock-outs during year exceeding one week's duration, Total number of incidents of discrimination);
 - Number of Employees by Gender and Employee Category;
 - Percentage of Total Employees by Gender and Employee Category who Receive Regular Performance and Career Development Reviews.

Limitations and Exclusions

Excluded from the scope of our work is any verification of information relating to:

- any other information included in the Data Supplement that is not detailed in the Scope of work Section above;
- the calculation performed by DPM to assess the materiality of each Scope 3 category and the percentage coverage of these to DPM's overall Scope 3 emissions;
- activities outside the defined verification period;

- financial data taken from DPM's annual report and accounts which is audited by an external financial auditor, including but not limited to any statements relating to production, tax, sales, and financial investments; and
- the appropriateness of the Reporting Criteria and its boundaries.

This limited assurance engagement relies on a risk based selected sample of the Selected Information and the associated limitations that this entails. The reliability of the reported data is dependent on the accuracy of metering and other measurement arrangements employed at site level, not addressed as part of this assurance. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

Responsibilities

The preparation and presentation of the Selected Information in the Data Supplement are the sole responsibility of the management of DPM.

Bureau Veritas was not involved in the compilation of the Data Supplement. Our responsibilities were to:

- obtain limited assurance about whether the Selected Information has been prepared in accordance with internationally acceptable definitions of the relevant indicators;
- form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- report detailed findings and recommendations to the management of DPM.

Our work has been undertaken in accordance with the terms of our engagement with DPM and for those matters we have been engaged for. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than DPM for our work, for this statement, or for the conclusions we have reached.

Assessment Standard

We performed our work to a limited level of assurance in accordance with International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board.

Reporting Criteria

The Selected Information has been prepared in accordance with internal definitions established by DPM in its *Glossary of Common Sustainability terms*.

Summary of work performed

As part of our independent verification, Bureau Veritas undertook the following remote activities:

1. Interviews with relevant DPM personnel working in HSE and HR and a third-party consultant maintaining the environmental data system and undertaking the GHG emissions calculations for Chelopech and Ada Tepe;
2. Virtual site 'visits' at Tsumeb, Chelopech and Ada Tepe including live document review over shared screens;

3. Remote review including short interviews with Exploration sites in Bulgaria, Serbia and Ecuador of Health & Safety data;
4. Offline review of the Selected Information against the corresponding source documentation on a sample basis for each entity in scope;
5. Examined the data collection and consolidation processes used to compile the Selected Information at corporate level, including assessing the appropriateness of any assumptions made, the data scope and the reporting boundaries;
6. Assessed the disclosure and presentation of the Selected Information in the Data Supplement to ensure consistency with assured information; and

The scope of a limited assurance engagement is substantially less than for reasonable assurance both in terms of the risk assessment procedures and in performing the procedures to address the identified risks.

Conclusion

On the basis of our methodology and activities described above, nothing has come to our attention to indicate that the Selected Information is not fairly stated in all material respects.

Statement of Independence, Integrity and Competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety and social accountability with over 190 years of history. Its assurance team has extensive experience in conducting verification over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified¹ Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspection Agencies (IFIA)², across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour and high ethical standards in their day-to-day business activities.

The assurance team for this work conducted the verification independently and to our knowledge does not have any conflict of interest due to any other Bureau Veritas projects with DPM.

Bureau Veritas UK Ltd.

London
21st April 2022



¹ Certificate of Registration available upon request

² International Federation of Inspection Agencies – Compliance Code – Third Edition



Contact Us

We welcome your feedback.
Please share your comments by contacting:

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