*Recultivated areas at our Ada Tepe mine site*

# Resources to grow

DPM METALS

# LETTER TO STAKEHOLDERS

*Surface facilities at the Chelopech mine site*

At DPM Metals, our commitment to delivering strong sustainability performance is fundamental to our success as a global mining company. In line with our values, our approach to sustainability includes minimizing environmental impact, maximizing socio-economic value, nurturing trusted stakeholder relationships, and building sustainable livelihoods for the communities where we operate. This approach will continue to define how we operate and grow our business.

We once again delivered record financial results, with our eleven-year record of strong operating performance, and made significant progress on our growth plans. Most importantly, we delivered these achievements while upholding our high standards for safety, environmental and social performance. We are proud to share our 2025 sustainability accomplishments in this report, which highlights our commitment to safety, operating responsibly and making a meaningful difference in the communities where we operate.

Scored in the 91st percentile in the 2025 S&P Global Corporate Sustainability Assessment among metals and mining companies, the fifth consecutive year DPM has scored in the top decile. As a result, the Company was included in the 2026 S&P Global Sustainability Yearbook.

## We put the safety and well-being of people first

In line with our values, health and safety remains our top priority and is reflected in our strong safety record and safety culture. DPM has consistently improved its performance on safety. In 2025, we achieved a record low Total Recordable Injury Frequency Rate (TRIFR) of 0.16, resulting in our best safety performance of the past 10 years. These results are a testament to our focus on developing and maintaining a generative safety culture anchored by our safety principles of visible felt leadership, zero tolerance, zero harm, and safe production.

## Minimizing our environmental footprint

In 2025, DPM continued to focus on minimizing our environmental footprint across our operations. We made positive progress on our climate change commitments by proactively working to increase our energy efficiency. We reduced our absolute Scope 1 and Scope 2 greenhouse gas (GHG) emissions by over 25% compared to the previous year. This also represented a 45% reduction compared to 2020, the baseline year for our GHG reduction targets, positioning us to meet our goal of reducing our absolute Scope 1 and 2 GHG emissions by 37.5% by 2035. In addition to our GHG emissions performance, we have also continued to achieve a record low freshwater intensity of 0.26 $m^3$ per tonne of ore processed in 2025, a 6% decrease from 2024 levels.

## Creating value in our communities

Our approach to sustainability is rooted in our belief that building a successful mining operation includes generating value for local communities. We strive to be an inclusive employer and work to attract, retain and develop local talent. We are proud that local nationals comprise 99% of our workforce, and that 38% of all senior management positions are held by women. In addition to being a major source of employment, we donated over $6 million to local communities across our mining and exploration sites. This included investments in initiatives spanning community infrastructure, education, health and culture and sports.

In September 2025, we added the Vareš operation in Bosnia and Herzegovina to our portfolio. From day one, under DPM's ownership, we have focused on integrating our sustainability approach and health and safety practices at Vareš to ensure that the safety and well-being of people remains our top priority.

*Disclaimer: For the data reported in this document, all data reported includes the Chelopech and Ada Tepe mines. Due to the divestment of Tsumeb in 2024, data does not include the smelter unless otherwise stated. While the acquisition of the Vareš mine occurred in 2025, data from that operation is not included in this Sustainability Performance Data Supplement and will be reported in 2026.*

By the end of 2026, we expect Vareš to ramp up to full production. Throughout this time, we will continue to build strong partnerships with our local communities, integrate our newest employees and engage with local governments.

## Responsible operators through the entire mine lifecycle

DPM is committed to leaving a positive legacy wherever we operate. In 2026, a key objective for the organization is responsibly winding down the Ada Tepe operation. Our goal for the Ada Tepe mine closure is to ensure that the local community will continue to thrive and grow long after our operations have ended. We are working closely with the local government to shape the future of the site and the region in a way that creates and maintains economic value. This includes our ongoing small and medium enterprises investment program, which fosters the development of local businesses independent of the mining industry. We are also implementing progressive environmental reclamation activities and expect to receive future land development proposals for the mine site, which are aimed at creating a vibrant space that benefits the local community and promotes tourism in the region.

As the first new mine in the Balkans in over 40 years, Ada Tepe has demonstrated DPM's ability to permit, build, and operate a world-class asset. With the expected closure and reclamation, we believe Ada Tepe will also be a great example of how DPM implements its commitment to responsible mining throughout the entire mine lifecycle.

As we wind down one operation, we are supporting the advancement of the Čoka Rakita project in Serbia by leveraging and reallocating Ada Tepe's processing equipment and infrastructure. DPM has had a local presence in Serbia since 2004, and is committed to developing Čoka Rakita in accordance with international best practices for environmental management and social development. As we prepare to commence mine construction in early 2027, we are focusing on local hiring, specialized training programs, and leveraging best practices modeled after our successful operations in Europe.

## Trusted and transparent

For nearly 15 years, DPM has externally reported our sustainability performance. This has helped to distinguish ourselves from our peers and to build trusted relationships with our stakeholders and communities.

As we look towards our next phase of growth, we are committed to upholding our values and continuing to earn our social licence through responsible mining practices, strong environmental performance and by being a trusted partner to local communities.

On behalf of DPM, I would like to thank all of our stakeholders and employees for their continued support as we strive to deliver our purpose of unlocking resources and generating value to thrive and grow together.

**David Rae**
President and CEO, DPM Metals Inc.

*Scenery near our Chelopech mine site*

# SUSTAINABILITY HIGHLIGHTS

*Disclaimer: For the graphs in this document, all data reported includes the Chelopech and Ada Tepe mines. Due to the divestment of Tsumeb in 2024, data does not include the smelter for graphs unless otherwise stated. While the acquisition of the Vareš mine occurred in 2025, data from that operation is not included in this Sustainability Performance Data Supplement and will be reported in 2026.*

## Health, safety and well-being

### Declining Total Recordable Injury Frequency Rate (TRIFR)

Long-term trend of declining TRIFR, achieving 0.16 DPM-wide in 2025, the lowest rate over the past decade

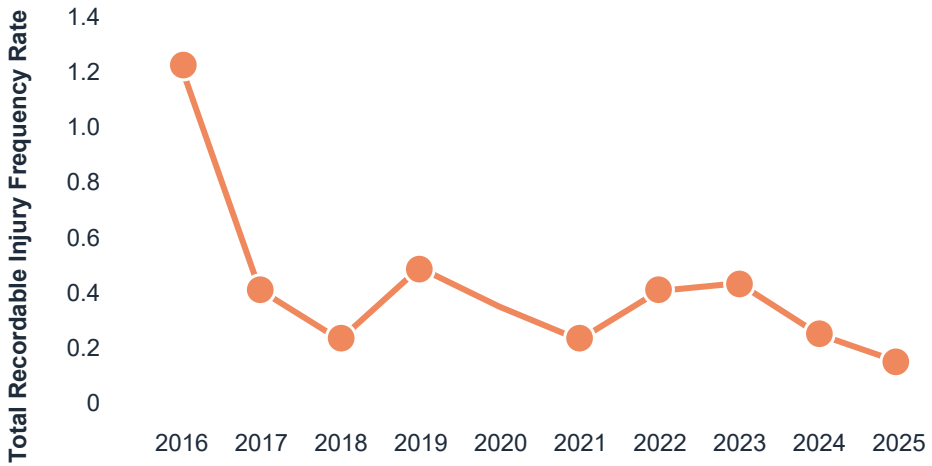



**Figure 1:** *Ten-year safety performance: Total Recordable Injury Frequency Rate including all DPM employees and contractors* [1]

During 2025, we maintained our trend of decreasing our Total Recordable Injury Frequency Rate (TRIFR), achieving a record-low TRIFR of 0.16 (Figure 1). We continued our drive towards building a Generative Safety culture, with the goal of achieving zero incidents. In 2025 we launched the High Five values recognition program across the organization, starting with our value of putting the safety and well-being of people first which reinforces safety as a shared responsibility.


*Employees at Ada Tepe mine in Bulgaria*

*1. TRIFR values up to and including 2023 include the Tsumeb smelter.*

# Contribution to local development

## USD $6+ million

**invested in communities across our mining and exploration sites**

Our commitment to sustainable mining extends beyond our operations to the long-term sustainability of local communities. In addition to being a major employer in the communities we operate, in 2025, we invested over USD $6 million in community initiatives dedicated to infrastructure, education, health, culture, and sports (Figure 2). Our Small and Medium Enterprises (SME) Fund is focused on building capacity and resiliency in our communities by supporting local entrepreneurship and the start of new businesses which are independent of the mining industry.

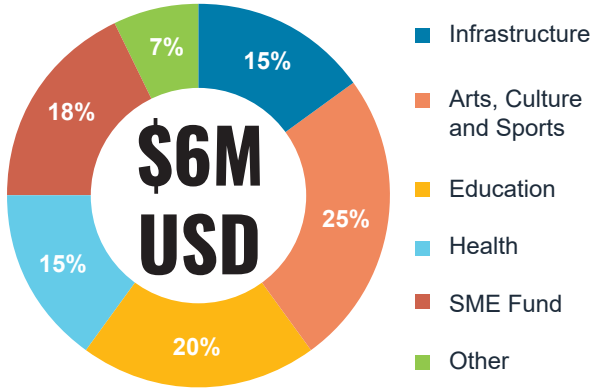



**Figure 2:** *Breakdown of 2025 community investments by focus area ($millions USD)*

# Our people

## 38%

**of senior management positions are held by women**

## 99%

**of workforce is comprised of local nationals**

38% of all senior management positions are held by women, a figure which exceeds the global average of 34%[2]. In addition, women also represent 50% of our Board of Directors.

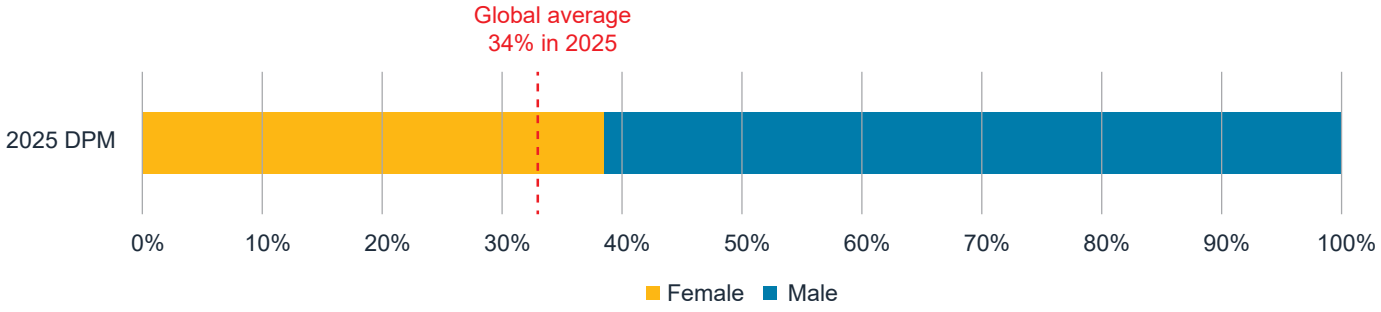



**Figure 3:** *Percentage of women in senior management positions at DPM compared to the Global average*

*2. 2025 Women in Business report by Grant Thornton https://www.grantthornton.global/globalassets/1.-member-firms/global/insights/women-in-business/2025/grant-thornton-women-in-business-2025---impacting-the-missed-generation.pdf*

# Climate change

## Reduced absolute Scope 1 and 2 GHG emissions

25%

over previous year (2024)

45%

against 2020 target baseline

*Aerial view of our Integrated Mine Waste Facility at the Ada Tepe mine*

In 2025, our absolute Scope 1 and 2 GHG emissions were 45% lower compared to our 2020 baseline for our climate target[3]. The decrease was a result of the purchase of green electricity through green energy certificates and capitalizing on previous investments on energy efficiency measures, including Variable Speed Drive (VSD) technology. We have been steadily reducing our Scope 1 and 2 GHG emissions, staying below the linear projection of our 37.5% decarbonization target trajectory, positioning us, thus far, to be on track to meet our 2035 climate target.

Figure 4 shows absolute Scope 1 and 2 GHG emissions and emissions intensity per tonne of copper equivalent, both of which declined in 2025 due to lower emissions and higher copper equivalent production[4].

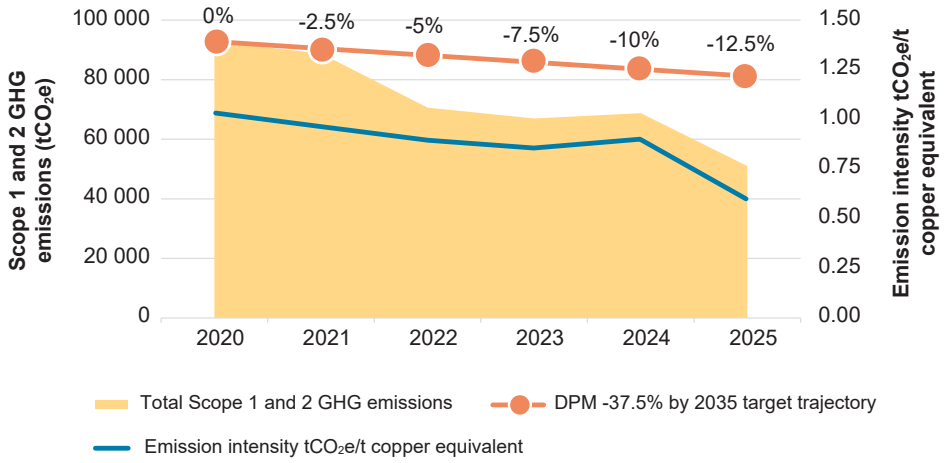



**Figure 4:** DPM-wide Scope 1 and 2 GHG emissions and emission intensity per t copper equivalent ($tCO_2e$)[5]

*3. Our target is to reduce our absolute Scope 1 and 2 GHG emissions by 37.5% by 2035 compared to our 2020 baseline*
*4. Intensity metrics normalize emissions against activity, allowing performance to be assessed fairly. Copper equivalent metrics allow us to present a single intensity figure across all our operations and compare with other mining companies globally.*
*5. Scope 1 and 2 GHG emissions have been re-calculated to reflect our divestment of the Tsumeb smelter to ensure consistency in the monitoring and disclosure of our performance against the corporate decarbonization target.*

# Water management

## Zero

**industrial wastewater discharges across our mine sites**

In 2025, we continued our strong performance in water management, marking the sixth and fourth consecutive years of zero industrial wastewater discharge at our Chelopech and Ada Tepe mines, respectively (see Figure 5).

Water efficiency and recycling remained high,

## 51%

**of water consumed DPM-wide was reused, compared to 46% in 2024**

We continued to reuse and recycle more than half of the water withdrawn by our operations. In our Ada Tepe mine, located in a water-stressed area, we recycled and reused water withdrawn more than three times.

## 6%

**reduction of freshwater intensity**
across our operations compared to 2024

We maintained an already low freshwater intensity of 0.26 m³ per tonne of ore processed in 2025, representing a 6% decrease from the 2024 level (see Figure 6).

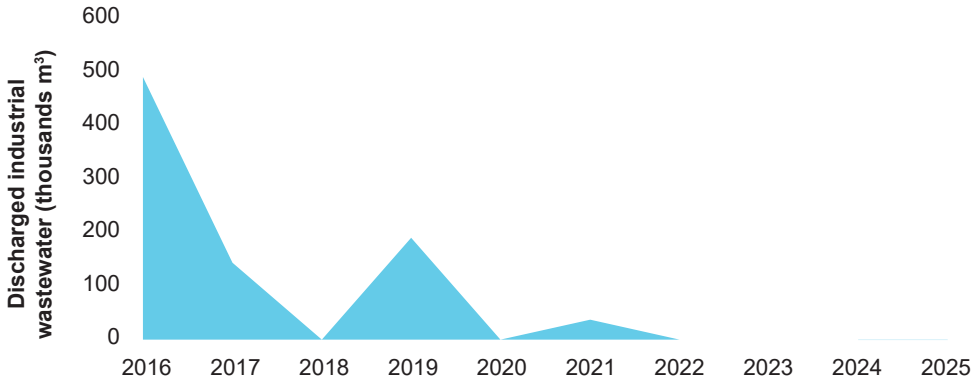



**Figure 5:** Discharged industrial wastewater – 10-year performance (thousands m³)

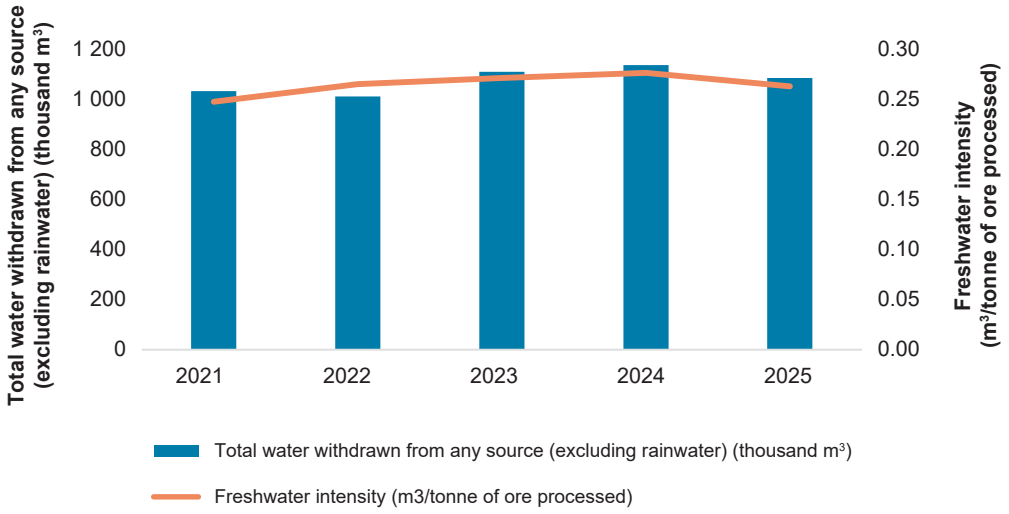



**Figure 6:** Mining operations total water withdrawn and freshwater intensity

# Life after mine – Our responsible mining legacy

At DPM Metals, our vision for the Ada Tepe mine has always extended beyond the life of the mine itself. As we approach the end of Ada Tepe's mine life, expected to end in the first half of 2026, our focus has always been on setting a new standard for responsible mine closure – one that embodies our values, our long-standing commitments, and reflects our integrated approach to sustainability.

From the outset, Ada Tepe was designed with a unique approach which embedded responsible mining into its development and operations. This reflected both its location in the environmentally sensitive Natura 2000 protected area and that it was the first new mining project to be developed in the Balkans in over 40 years. The process of securing our social licence and designing an open-pit mine like Ada Tepe is a testament to our approach to responsible mining, which is centered around the goal of delivering enduring value for all stakeholders, long after mining has concluded.

## Care for the environment

Operating within a Natura 2000 protected area, Ada Tepe has set a new standard for environmental stewardship, serving as a model for responsible mining within protected areas in the European Union and globally. Our environmental standards and biodiversity programs extend beyond compliance with the regulatory framework. Our work in this area has contributed to the conservation of a globally endangered turtle species and supported research initiatives that have advanced scientific understanding and conservation efforts in Bulgaria and Europe. Our environmental leadership has been recognized by the European Commission as a best practice example for sustainable mining in the European Union.[6]

As the mine approaches end of life, we remain firmly committed to responsible practices in line with our approved mine closure plan. Central to this approach is the restoration and enhancement of habitats within the Natura 2000 protected area, with rehabilitation planned until disturbed land, including the Integrated Mine Waste Facility, is safely recultivated in line with a detailed technical and biological rehabilitation plan.

## A people-centered approach to responsible mining

Fundamental to our planning for the responsible closure of Ada Tepe has been a focus on putting together programs to support the long-term resiliency of the local community. This has included the development of a diverse local business environment, supporting the Krumovgrad municipality in attracting investment and fostering culture, tourism and sport. This was complemented by our financial support for infrastructure projects, improved access to water, and significant enhancements to healthcare facilities, including the medical center and the hospital.

Through our Small and Medium Enterprise (SME) Fund, we have continuously invested in small and medium enterprises to strengthen economic diversification and support businesses independent of the mining sector, helping to ensure that the community continues to thrive well after mining operations have concluded. Throughout Ada Tepe's life of mine, we have granted support for 89 projects and created 173 new jobs not directly related to mining.

Our employees have also had the opportunity to build new skills, gain international work experience, and apply their knowledge in practical settings. We have supported their entrepreneurial development, by making the SME Fund available to them, enabling employees to pursue and establish their own businesses.

*Our Integrated Mine Waste Facility at the Ada Tepe mine. Grasslands are gradually restored until the natural vegetation cover is fully recovered.*

*6. European Commission: Directorate-General for Environment and Ecosystems Ltd, Case studies on the Article 6.3 permit procedure under the habitats directive (070307/2011/605019/SERB3), Sundseth, K.(editor), Publications Office, 2014, https://data.europa.eu/doi/10.2779/69305*

# Life after mine – Our responsible mining legacy

*Employees at the Ada Tepe mine site during the final production blast*

## Thrive and grow together: a shared legacy

To ensure that the future of the Ada Tepe site is shaped collaboratively, we established a joint working group comprising representatives from the municipality, local community, and DPM. The group worked together to create a Closure Plan designed to guide closure and rehabilitation activities while supporting long-term economic value for the region. Future land-use concepts aim to create a community-focused space that supports tourism, recreation, education, and cultural heritage.

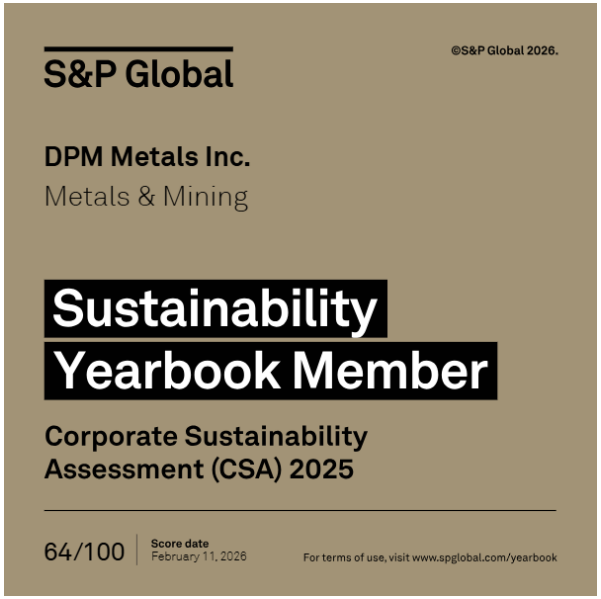
## Highlights:

- In the past eight years we have provided employment and development opportunities to 310 residents in the municipality of Krumovgrad; with 98% of employees living in the municipality of Krumovgrad.
- The SME Fund has financed 89 projects and supported the creation of 173 jobs in the Krumovgrad region between 2019 and 2025. The total grant funding by DPM exceeds USD $4.6 million, representing investments in agriculture, manufacturing, healthcare, and creative services.

"Our business is one of the few with a clear beginning and end. With the Ada Tepe mine, we saw an opportunity to change perceptions of the mining business by combining advanced technology with care for people and nature. We are leaving Krumovgrad, but we believe that we are leaving a future behind us. Everything we have achieved shows that when business and the community work together, they can bring about positive change."

**Dr. Iliya Garkov, PhD**.
Executive Vice President and Chief Operating Officer,
DPM Metals Inc.

# External recognition




We ranked in the 91st percentile of the 2025 S&P Global Corporate Sustainability Assessment (CSA) for the Metals and Mining industry, marking the fifth consecutive year DPM has scored in the top decile. As a result, the Company was included in the 2026 S&P Global Sustainability Yearbook, distinguishing us as one of the industry's best performers in corporate sustainability, with DPM Metals achieving an industry rank of 17 globally and a rank of 8 within North America.

*The village of Chelopech near our mine site*

# DATA SUPPLEMENT

The following tables show the consolidated numbers for all DPM operations. Site-level performance data is available as an Excel download in our 2025 Sustainability Performance Data Supplement on our website.

# Environmental

*Disclaimer: For the tables in this section, all data reported between 2021-2025 includes the Chelopech and Ada Tepe mines. Data between 2021-2023 includes the Tsumeb smelter which is not included in subsequent years of data due to the smelter's divestment in 2024. While the acquisition of the Vareš mine occurred in 2025, data from that operation is not included in this data set and will be reported in 2026.*

## Operational

| DPM-wide data | **2025** | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| Total ore processed (tonnes) | **2,978,137** | 2,916,027 | 2,952,711 | 2,991,782 | 3,064,742 |
| Total ore mined (tonnes) | **3,054,257** | 2,851,279 | 2,986,366 | 2,864,302 | 3,199,677 |
| Total Cu equivalent [1] (volume, tonnes) | **85,031** | 76,379 | 78,275 | 78,860 | 92,200 |
| Total Au equivalent [1] (volume, troy ounce) | **307,193** | 330,968 | 375,335 | 347,830 | 390,760 |

1. Metal equivalents are calculated using the metal production for the year (in tonnes for Cu or troy ounce for Au) and a price index, based on the average price for a 3-year period, ending with the year of reported data.

## Materials

| DPM-wide data (tonnes) | **2025** | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| Lime (including hydrated lime) [1,2] | **8,588** | 7,033 | 25,083 | 21,548 | 36,856 |
| Cement [3] | **36,113** | 28,769 | 29,146 | 26,500 | 39,008 |
| Blasting agents | **2,478** | 2,334 | 2,347 | 2,074 | 1,843 |
| Steel balls and rods [4] | **4,566** | 4,439 | 5,052 | 5,032 | 5,260 |

1. The decrease in 2024 DPM-wide lime use is due to the Tsumeb divestiture.

2. The increase in lime in 2025 can be attributed to its use to reduce the moisture content of the pyrite concentrate at Chelopech.

3. The increase in cement in 2025 can be attributed to a change in methodology to include shotcrete cement, whereas prior years included only cement used for backfilling and construction activities at Chelopech.

4. As the ore in our mines becomes softer, it requires fewer steel balls and rods for crushing. The lower ore extraction at our Ada Tepe mine also contributes to the decreased use of those materials.

# Environmental

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## Energy use

| DPM-wide energy use by type (Gigajoules) | **2025** | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| Black oil/heavy fuel oil [1,2] | **43,902** | 31,268 | 128,437 | 122,563 | 170,995 |
| Diesel (includes petrol/gasoline) | **180,601** | 189,669 | 233,833 | 235,535 | 250,136 |
| Electricity use mining operations | **578,212** | 578,541 | 594,535 | 592,470 | 589,727 |
| Electricity [3] | **578,212** | 578,541 | 1,134,121 | 1,156,900 | 1,152,007 |
| Renewable electricity purchased [4] | **288,000** | 216,000 | 144,000 | 72,000 | 0 |

1. The increase in 2025 DPM-wide black oil/heavy fuel oil use can be attributed to the higher consumption in Chelopech relative to the increase of cold days and lower temperatures in 2025.

2. The decrease in 2024 DPM-wide black oil/heavy fuel oil use is due to the Tsumeb divestiture.

3. The decrease in 2024 DPM-wide electricity use is due to the Tsumeb divestiture.

4. In 2025, we purchased EU guarantees of origin for 30,000 MWh for Ada Tepe and 50,000 MWh for Chelopech - totaling 80,000 MWh which is equivalent to 288,000 gigajoules of renewable electricity.

## Energy use intensity

| All mine operations energy use intensity | **2025** | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| Total energy use intensity t Ore processed | **0.27** | 0.27 | 0.27 | 0.27 | 0.27 |
| Total energy use intensity per t Cu eq. | **9.89** | 10.47 | 10.36 | 10.33 | 8.87 |
| Total energy use intensity per troy Au Oz eq. [1] | **2.74** | 2.42 | 2.16 | 2.34 | 2.09 |
| Direct energy use intensity per Ore processed | **0.09** | 0.08 | 0.07 | 0.07 | 0.07 |
| Electricity use intensity per Ore processed | **0.19** | 0.20 | 0.20 | 0.20 | 0.19 |
| Direct energy use intensity per t Cu eq. | **3.09** | 2.89 | 2.77 | 2.82 | 2.47 |
| Electricity use intensity per t Cu eq. | **6.80** | 7.57 | 7.60 | 7.51 | 6.40 |
| Direct energy use intensity per troy Au Oz eq. [1] | **0.85** | 0.67 | 0.97 | 1.03 | 1.08 |
| Electricity use intensity per troy Au Oz eq. | **1.88** | 1.75 | 1.58 | 1.70 | 1.51 |

1. In 2025, we retrospectively updated direct and total energy use intensity per Au oz eq. to correct a prior calculation error that resulted in electricity use being double counted. Previously reported total energy use intensity figures were 4.16 in 2024, 3.75 in 2023, 4.04 in 2022, and 3.60 in 2021. Previously reported direct energy use intensity figures were 2.42 in 2024, 2.16 in 2023, 2.34 in 2022, and 2.09 in 2021.

# Environmental

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## GHG emissions

| DPM-wide total GHG emissions (tonnes $CO_2$) | **2025** | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| Direct GHG emissions – Scope 1 [1] | **17,211** | 16,664 | 16,399 | 16,803 | 17,183 |
| Indirect GHG emissions – Scope 2 (market-based) [2] | **33,753** | 52,070 | 50,576 | 53,799 | 71,647 |
| All other indirect GHG emissions – Scope 3 [3] | **415,777** | 423,400 | 598,728 | 574,644 | 523,380 |

| Other emissions by site (tonnes $CO_2$) | **2025** | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| **All other indirect GHG emissions – Scope 3 by category** | | | | | |
| **Chelopech total Scope 3** | **386,888** | **382,196** | **410,992** | **386,440** | **345,261** |
| Processing of sold products | 222,034 | 246,689 | 242,390 | 225,728 | 206,226 |
| Downstream Transportation and Distribution | 61,833 | 59,000 | 58,209 | 58,346 | 56,573 |
| Purchased Goods and Services and Capital Goods [4] | 96,554 | 68,195 | 102,874 | 95,298 | 75,882 |
| Fuel and Energy Related Activities [5] | 6,466 | 8,312 | 7,520 | 7,068 | 6,580 |
| **Ada Tepe total Scope 3** | **28,889** | **41,204** | **60,548** | **55,804** | **43,293** |
| Processing of sold products | 3,103 | 1,304 | 1,166 | 1,024 | 1,370 |
| Downstream Transportation and Distribution | 789 | 383 | 394 | 273 | 365 |
| Purchased Goods and Services and Capital Goods [4] | 22,025 | 35,501 | 55,731 | 51,423 | 38,852 |
| Fuel and Energy Related Activities [5] | 2,973 | 4,016 | 3,258 | 3,083 | 2,706 |

1. Scope 1 and 2 GHG emissions have been re-calculated for the period between our 2020 base year until 2023 to reflect the divestment of the Tsumeb asset, following the GHG Protocol guidance on re-calculation of base year emissions and the DPM Standard on Re-calculation of GHG emissions, to ensure consistency and coherence in the monitoring and disclosure of our performance against the corporate decarbonization target. DPM has announced a corporate-wide target to reduce Scope 1 and 2 emissions by 37.5% by 2035 compared to 2020 base year.

2. Scope 2 location-based GHG emissions are representative of the electricity grid on which energy consumption occurs without accounting for any renewable electricity purchased. In contrast, the market-based method considers energy trade and reflects the company's use of green energy certificates. As of 2022, we began reporting market-based Scope 2 emissions to reflect the emissions reductions attained through the green energy certificates in addition to continuing to report our location-based scope 2 emissions.

3. Beginning 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 and Capital goods, Fuel- and Energy Related Activities Not Included in Scope 1 or Scope 2, Downstream Transportation and Distribution and Processing of Sold Products. These four categories represent over 98% of DPM's Scope 3 emissions.

4. In 2024, both our Chelopech and Ada Tepe mines reduced their purchases of goods, services, and capital goods, resulting in a decrease in emissions in the Purchased Goods and Services and Capital Goods category. In 2025, this trend continued for Ada Tepe only.

5. In 2025, the emission factor for location-based emissions is significantly lower due to the decarbonization of the grid. Therefore, the emissions from electricity (location-based) and transmission and distribution (TandD) losses are lower in 2025 compared to 2024 with no significant change in the consumption.

# Environmental

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## GHG emissions intensity

| All mine sites GHG emissions intensity | **2025** | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| Scope 1 and 2 emissions intensity (tonnes $CO_2$ per tonne ore processed) | **0.017** | 0.024 | 0.023 | 0.024 | 0.029 |
| Scope 1 and 2 emissions intensity (tonnes $CO_2$ per tonne Cu equivalent) [1] | **0.600** | 0.900 | 0.856 | 0.895 | 0.963 |
| Scope 1 and 2 emissions intensity (tonnes $CO_2$ per troy ounce Au equivalent) [1] | **0.166** | 0.208 | 0.178 | 0.203 | 0.227 |
| Scope 1 and 2, Scope 3 Category 10 emissions intensity (tonnes $CO_2$ per tonne Cu equivalent) | **3.247** | 4.147 | 4.231 | 4.321 | 3.864 |
| Scope 1 and 2, Scope 3 Category 10 emissions intensity (tonnes $CO_2$ per troy ounce Au equivalent) | **0.899** | 0.957 | 0.882 | 0.980 | 0.912 |

1. The 2025 decrease in Scope 1 and 2 emissions intensity can be attributed to the purchase of 80,000 MWh EU guarantees of origin (green certificates) for both mine sites which significantly reduce Scope 2 market-based emissions.

## Water use

| DPM-wide water use | **2025** | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| Total water withdrawn (incl. rainwater) (cubic metres) | **3,032,117** | 3,324,724 | 3,925,942 | 3,448,378 | 3,068,864 |
| Water recycled/reused as a % of total water consumed | **51%** | 46% | 43% | 47% | 53% |

## Freshwater intensity

| DPM-wide freshwater intensity | **2025** | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| Mining operations - per tonne of ore processed | **0.26** | 0.28 | 0.27 | 0.27 | 0.25 |

## Water discharge

| DPM-wide water discharge (cubic metres) | **2025** | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| Discharged domestic waste water [1] | **8,626** | 11,616 | 73,139 | 79,029 | 79,515 |
| Discharged industrial waste water | **0** | 0 | 0 | 0 | 37,220 |

1. The decrease in 2024 DPM-wide domestic water discharge is due to the Tsumeb divestiture.

# Environmental

*Disclaimer: For the tables in this section, all data reported between 2021-2025 includes the Chelopech and Ada Tepe mines. Data between 2021-2023 includes the Tsumeb smelter which is not included in subsequent years of data due to the smelter's divestment in 2024. While the acquisition of the Vareš mine occurred in 2025, data from that operation is not included in this data set and will be reported in 2026.*

## Waste

| DPM-wide mineral waste | 2025 | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| Total mineral waste (waste rock, tailings) (tonnes) | **6,009,071** | 5,632,349 | 5,318,781 | 5,510,011 | 5,258,921 |
| Total mineral waste disposed (tonnes) | **1,206,139** | 1,074,731 | 1,207,097 | 2,085,617 | 2,070,475 |
| Total mineral waste reused (tonnes) [1, 2] | **4,802,932** | 4,557,617 | 4,111,684 | 3,424,394 | 3,188,446 |
| Active Tailings Management Facilities | **2** | 2 | 3 | 3 | 3 |
| Closed operations | **0** | 0 | 0 | 0 | 0 |

| DPM-wide non-mineral waste (tonnes) | 2025 | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| Total hazardous waste diverted from disposal | **150** | 118 | 222 | 125 | 129 |
| Total hazardous waste directed to disposal | **31** | 28 | 42 | 57 | 17 |
| Total non-hazardous waste diverted from disposal | **1,950** | 1,859 | 2,311 | 2,601 | 2,757 |
| Total non-hazardous waste directed to disposal [3, 4] | **796** | 400 | 2,166 | 1,306 | 2,179 |

1. 100% of waste rock is reused in both Chelopech and Ada Tepe for backfilling and construction of Integrated Mine Waste Facility (IMWF) terrains.
2. As of 2023, our Ada Tepe mine started accounting the mineral waste managed in the IMWF as reused tailings waste since IMWF terrains are recultivated according to a detailed technical and biological rehabilitation plan. This change allows for consistency in the reporting of the reused mineral waste across both Chelopech and Ada Tepe mine sites.
3. The decrease in 2024 DPM-wide non-hazardous waste directed to disposal is due to the Tsumeb divestiture
4. The increase in total non-hazardous waste directed to disposal in 2025 is due to the larger volumes of non-hazardous waste treated and disposed of on-site at Chelopech which can be attributed to the renovation of an old heavy-duty pavement section, with the resulting construction waste reused on-site as embankment fill to prevent collapses.

## Land use and biodiversity

| DPM-wide land use and biodiversity | 2025 | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| Total land area owned or leased and not yet rehabilitated at the start of the year (hectares) [1] | **315** | 317 | 3,352 | 3,359 | 3,312 |
| Total amount of land newly disturbed by mining within the reporting period (hectares) | **0** | 0 | 0 | 0 | 0 |
| Total amount of land newly rehabilitated within the reporting period (hectares) | **3** | 0 | 2 | 3 | 4 |
| Total land area owned or leased and not yet rehabilitated at the end of the year (hectares) [1] | **312** | 315 | 3,350 | 3,352 | 3,355 |
| Total amount of land in or adjacent to protected areas and areas of high biodiversity value (hectares) | **132** | 132 | 132 | 132 | 132 |
| Number of sites that have biodiversity/ biological management plans | **2** | 2 | 3 | 3 | 3 |

1. The decrease in 2024 DPM-wide land area owned or leased and not yet rehabilitated is due to the Tsumeb divestiture

# Health and safety

*Disclaimer: For the tables in this section, all data reported between 2021-2025 includes the Chelopech and Ada Tepe mines. Data between 2021-2023 includes the Tsumeb smelter which is not included in subsequent years of data due to the smelter's divestment in 2024. While the acquisition of the Vareš mine occurred in 2025, data from that operation is not included in this data set and will be reported in 2026.*

## Employees and contractors

| DPM-wide total workforce metrics [1] | 2025 | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| Number of lost time injuries [2] | **3** | 2.00 | 7.00 | 5.00 | 4.00 |
| Lost time injury frequency rate (per 200,000 hours worked) [2] | **0.16** | 0.10 | 0.22 | 0.16 | 0.12 |
| Number of fatalities | **0** | 0.00 | 0.00 | 0.00 | 0.00 |
| Total recordable injury frequency rate (per 200,000 hours worked) [2] | **0.16** | 0.26 | 0.44 | 0.42 | 0.24 |
| Near Miss Frequency Rate (NMFR) for work-related near misses [3] | **38.89** | 32.00 | 5.37 | 0.96 | 1.61 |
| Tier 1 process safety events frequency rate (per 1,000,000 hours worked) [4] | **0** | 0.00 | 0.00 | 0.00 | n/a |

1. The total workforce data includes all employees and contractors.
2. The decrease in 2024 DPM-wide injuries and rate is due to the Tsumeb divestiture.
3. In 2023, we revised our methodology for tracking near-misses to include potential threats, resulting in a significant increase in registered near-misses. This shift reflects our adoption of a more conservative approach to calculating near-miss frequency rates and commitment to monitoring and improving overall health and safety.
4. Starting with 2022 we are reporting on tier 1 process safety events. These are unplanned loss of containment events with the potential for severe consequences, including multiple fatalities, widespread environmental impact and/or significant property damage, such as explosions, tailings spills etc.

## Employees

| DPM-wide employees metrics | 2025 | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| Number of lost time injuries [5] | **2** | 1.00 | 4.00 | 4.00 | 3.00 |
| Lost time injury frequency rate (per 200,000 hours worked) [5] | **0.16** | 0.08 | 0.20 | 0.20 | 0.14 |
| Number of fatalities | **0** | 0.00 | 0.00 | 0.00 | 0.00 |
| Total recordable injury frequency rate (per 200,000 hours worked) [5] | **0.16** | 0.33 | 0.41 | 0.45 | 0.19 |
| Near Miss Frequency Rate (NMFR) for work-related near misses | **56.49** | 46.19 | 5.96 | 1.36 | 2.40 |

5. The decrease in 2024 DPM-wide employee injuries and rate is due to the Tsumeb divestiture.

## Contractors

| DPM-wide contractors metrics | 2025 | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| Number of lost time injuries [6] | **1** | 1.00 | 3.00 | 1.00 | 1.00 |
| Lost time injury frequency rate (per 200,000 hours worked) [6] | **0.16** | 0.15 | 0.25 | 0.09 | 0.08 |
| Number of fatalities | **0** | 0.00 | 0.00 | 0.00 | 0.00 |
| Total recordable injury frequency rate (per 200,000 hours worked) [6] | **0.16** | 0.15 | 0.51 | 0.35 | 0.34 |
| Near Miss Frequency Rate (NMFR) for work-related near misses | **3.76** | 5.66 | 4.39 | 0.26 | 0.17 |

6. The decrease in 2024 DPM-wide employee injuries and rate is due to the Tsumeb divestiture.

# People

*Disclaimer: For the tables in this section, all data reported between 2021-2025 includes the Chelopech and Ada Tepe mines. Data between 2021-2023 includes the Tsumeb smelter which is not included in subsequent years of data due to the smelter's divestment in 2024. While the acquisition of the Vareš mine occurred in 2025, data from that operation is not included in this data set and will be reported in 2026.*

## Employees split by gender and age

| DPM-wide workforce data by gender and age | 2025 | | | 2024 | | | 2023 | | | 2022 | | | 2021 | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| **Total number of employees** [1,2] | **1,252** | **356** | **1,608** | 1,215 | 345 | 1,560 | 1,730 | 442 | 2,172 | 1,716 | 415 | 2,131 | 1,877 | 423 | 2,300 |
| Percentage of employees <30 | **13%** | **10%** | **12%** | 14% | 12% | 14% | 16% | 19% | 17% | 17% | 19% | 18% | 29% | 38% | 31% |
| Percentage of employees 30–50 | **73%** | **68%** | **72%** | 72% | 66% | 71% | 72% | 62% | 70% | 71% | 62% | 69% | 58% | 46% | 56% |
| Percentage of employees >50 | **14%** | **22%** | **16%** | 14% | 22% | 15% | 12% | 19% | 14% | 12% | 20% | 14% | 12% | 19% | 13% |

1. Employee data is reported in head count.
2. The decrease in 2024 DPM-wide number of employees is due to the Tsumeb divestiture.

## Local employment

| DPM-wide workforce by level, local employment and gender | 2025 | | | 2024 | | | 2023 | | | 2022 | | | 2021 | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| DPM-wide percentage of employees (full-time) hired from the local community | **99%** | **99%** | **99%** | 99% | 99% | 99% | 98% | 95% | 98% | 99% | 100% | 99% | 98% | 93% | 98% |
| DPM-wide percentage of senior management (full-time) hired from the local community [1] | **81%** | **95%** | **86%** | 71% | 90% | 78% | 79% | 85% | 81% | 83% | 84% | 83% | 74% | 74% | 74% |

1. Local community stands for the country of the operation.

## Contractors

| DPM-wide contractors metrics | 2025 | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| Contractors [1] | **1,253** | 2,504 | 3,606 | 1,603 | 1,588 |

1. All our contractors are contracted directly by DPM.

## Collective bargaining

| DPM-wide collective bargaining agreements coverage | 2025 | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| Percentage of total employees covered by collective bargaining agreements | **78%** | 81% | 76% | 75% | 80% |

## Turnover

| DPM-wide turnover rate | 2025 | | | 2024 | | | 2023 | | | 2022 | | | 2021 | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Voluntary turnover rate [1] | **5%** | **4%** | **5%** | 4% | 3% | 4% | 6% | 10% | 6% | 13% | 11% | 13% | 2% | 4% | 2% |
| Total turnover rate | **14%** | **20%** | **15%** | 11% | 18% | 13% | 14% | 21% | 16% | 25% | 27% | 25% | 9% | 17% | 11% |

1. As part of the P300 project at Tsumeb, in 2022, a number of employees chose voluntary separation and voluntary early retirement packages.

**INDEPENDENT ASSURANCE REPORT**

**To: The Stakeholders of DPM Metals Inc.**

## 1. Introduction and Objectives of Work

Bureau Veritas UK Ltd. (Bureau Veritas) has been engaged by DPM Metals Inc. (DPM) to provide limited assurance of its Environmental, Health and Safety and Human Resource data included in the 2025 Sustainability Performance Data Supplement Report (the 'Report'). The objective is to provide assurance to DPM and its stakeholders over the accuracy and reliability of the reported information and data.

## 2. Scope of Work

The scope of our work was limited to assurance over the following information included within the Report for the period January 1, 2025 to December 31, 2025 (the 'Selected Information'):

- All KPI's reported in the **Environmental** section of the Report for the review of following entities: Chelopech, Bulgaria and Ada Tepe, Bulgaria;
  - Operational indicators – Ore processed, Ore mined, Concentrate produced
  - Materials and fuel consumed
  - Direct energy use
  - Indirect energy use
  - Scope 1 GHG emissions
  - Scope 2 GHG emissions
  - Scope 3 GHG emissions – Category 1, 2, 3, 9, 10
  - Water withdrawal and discharge
  - Waste management
  - Spills, Environmental fines
  - Land use and Biodiversity
- All KPI's reported in the **Health & Safety** section of the Report for the review of following entities: Chelopech, Ada Tepe, and the Exploration business of DPM (this includes exploration sites in Bulgaria, Serbia and Ecuador)
  - Total Recordable Injury Frequency Rate
  - Number of Lost Time Injuries
  - Lost Time Injury Frequency Rate
  - Number of Restricted Work Injuries
  - Restricted Work Injury Frequency Rate
  - Number of Medical Treatment Injuries
  - Medical Treatment Injury Frequency Rate
  - Tier one safety event Frequency Rate
  - Number of fatalities
  - Near miss frequency rate (NMFR) for work-related near misses
  - Average number of training hours provided to the employees for health, safety, and emergency management training
  - Number of trained safety personnel



  - Number of specialized rescue personnel
  - Number of on-site health care practitioners
  - Number of trained voluntary rescue personnel (includes mine and smelter personnel)
  - Percentage of all workers (including employees and contractors) that are represented by formal joint management-worker health and safety committees.
  - Hours Worked
- The following KPI's reported in the **Our People** section of the Report for the review of following entities: Chelopech, Bulgaria; Ada Tepe, Bulgaria; Exploration Sites, Ecuador, Serbia and Bulgaria.
  - Information on Employees
  - Number of Employees by Employment Type by Region and Gender
  - Number of Employees by Employment Contract by Region and Gender
  - Number of Contractors by Region and Gender
  - 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 lockouts 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 Review
  - Information on HR Turnover (Number of Employees Hired by Age, Number of Employees who Left the Organisation by age, Number of Employees who Left the Organisation Voluntarily/Involuntarily)
  - Number of Employees by Age by Level and Function

## 3. Reporting Criteria

The Selected Information needs to be read and understood together with the *Basis of Reporting on Selected Non-Financial Key Performance Indicators (KPIs) and GHG recalculation*, as set out at https://dundeeprecious.com/sustainability/reporting/

## 4. Limitations and Exclusions

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

- Activities outside the defined assurance period
- Positional statements of a descriptive or interpretative nature, or of opinion, belief, aspiration or commitment to undertake future actions
- Other information included in the Report other than the Selected Information.
- 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
- 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
- The appropriateness of the Reporting Criteria and its boundaries.

The following limitations should be noted:

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

**5. Responsibilities**

This preparation and presentation of the Selected Information in the Report are the sole responsibility of the management of DPM.

Bureau Veritas was not involved in the drafting of the Report or of the Reporting Criteria. Our responsibilities were to:

- Obtain limited assurance about whether the Selected Information has been prepared in accordance with the Reporting Criteria;
- Form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- Report our conclusions to the Directors of DPM.

**6. 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 (effective for assurance reports dated on or after December 15, 2015), issued by the International Auditing and Assurance Standards Board.

**7. Summary of Work Performed**

As part of our independent assurance, our work included:

1. Conducting 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. Reviewing the data collection and consolidation processes used to compile Selected Information, including assessing assumptions made, and the data scope and reporting boundaries
3. Reviewing documentary evidence provided by DPM
4. Agreeing a selection of the Selected Information to the corresponding source documentation
5. Reviewing DPM systems for quantitative data and aggregation and analysis
6. Assessing the disclosure and presentation of the Selected Information to ensure consistency with assured information.
7. Carrying out Virtual site visits at Chelopech and Ada Tepe including live document review over shared screens, performed for environmental, HSE and HR data
8. Remote review including short interviews with Exploration sites in Bulgaria, Serbia and Ecuador of health and safety and HR data
9. Reperforming greenhouse gas emissions conversions calculations; and
10. Comparing the Selected Information to the prior year amounts taking into consideration changes in business activities, acquisitions and disposals.



A 5% materiality threshold was applied to this assurance. It should be noted that the procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

**8. Conclusion**

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

**9. 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 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 certified[1] 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, quality reviews and applicable legal and regulatory requirements which we consider to be equivalent to ISQM 1 & 2[2].

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA)[3], 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. We consider this to be equivalent to the requirements of the IESBA code[4]. The assurance team for this work does not have any involvement in any other Bureau Veritas projects with DPM.

**Bureau Veritas UK Ltd**
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**London, 23 April, 2026**

[1] Certificate available on request
[2] International Standard on Quality Management 1 (Previously International Standard on Quality Control 1) & International Standard on Quality Management 2
[3] International Federation of Inspection Agencies – Compliance Code – Third Edition
[4] Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants

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