



Sustainability Report 2024



About Kemar Minerals Inc.

Founded in 2015 in Weyburn, Canada, Kemar Minerals Inc. is a leading Canadian mining company specializing in the extraction and production of precious metals such as gold and silver. With a growing portfolio of high-grade mining projects across North and South America, we are committed to responsible resource development, operational excellence, and delivering long-term value to our stakeholders.

At Kemar Minerals, sustainability is at the core of our operations. In 2024, we continued to uphold our commitment to responsible mining, environmental stewardship, and the well-being of our employees and communities. Through innovation and collaboration, we have advanced our initiatives in carbon footprint reduction, water conservation, and responsible land rehabilitation.

Our team remains dedicated to integrating sustainable practices across every stage of our operations, ensuring that we not only meet but exceed regulatory and ethical standards.

As we look ahead, we will continue driving positive change through transparency, innovation, and responsible resource management.

Thank you for your support as we build a more sustainable future.

A handwritten signature in blue ink that reads "F. Lévesque". The signature is fluid and cursive.

Dr. François Lévesque
Director of Geology & Sustainability
Kemar Minerals Inc.



2024 Sustainability Report

At Kemar Minerals Inc., sustainability is at the heart of our operations. As we continue to expand our global mining footprint, we remain committed to responsible resource management, environmental stewardship, and social responsibility. Our 2024 Sustainability Report highlights our progress, achievements, and ongoing initiatives in environmental, social, and governance (ESG) practices across all our mining operations.

This year's report showcases our dedication to reducing our environmental impact, enhancing workplace safety, fostering community engagement, and maintaining strong corporate governance. From carbon reduction strategies and biodiversity conservation to local employment initiatives and ethical supply chain management, Kemar Minerals continues to lead the way in sustainable mining practices.

E.S.G Introduction

At Kemar Minerals Inc., we recognize that responsible mining is not only about resource extraction but also about ensuring long-term environmental sustainability, social responsibility, and strong governance practices. Our Environmental, Social, and Governance (ESG) strategy is designed to create positive, lasting impacts on the communities where we operate while delivering long-term value to our investors and stakeholders.

We are committed to minimizing our environmental footprint by implementing sustainable mining practices, emissions reduction strategies, and resource conservation initiatives. Our focus areas include:

- ✓ **Carbon reduction and energy efficiency across all operations.**
- ✓ **Water management and waste reduction to protect ecosystems.**
- ✓ **Land rehabilitation and biodiversity conservation post-mining activities.**



2024 Highlights

As a leader in responsible mining, Kemar Minerals Inc. continues to prioritize environmental stewardship, social responsibility, and strong governance (ESG) across all our operations.

Our 2024 Sustainability Highlights showcase our most significant achievements in reducing our environmental footprint, enhancing community engagement, and strengthening corporate governance. These milestones reflect our dedication to long-term sustainability and ethical resource development.

As we move forward, Kemar Minerals Inc. remains dedicated to advancing sustainability initiatives, reducing our environmental impact, and fostering strong relationships with communities and stakeholders. Our continued focus on innovation, responsible mining, and corporate transparency ensures that we remain a global leader in sustainable resource development.

Carbon Reduction

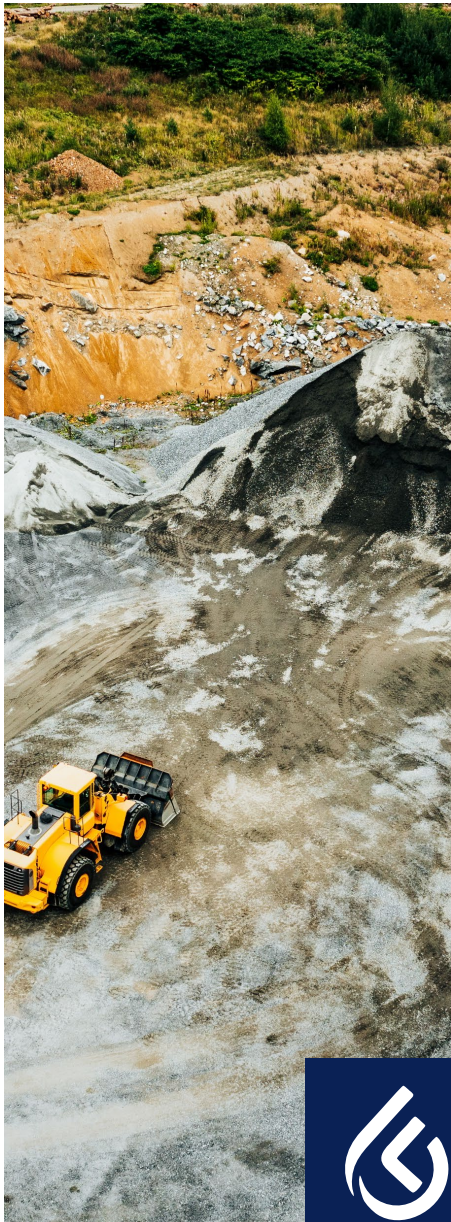
Reduced greenhouse gas (GHG) emissions by 18% across our mining operations through enhanced energy efficiency and renewable energy integration

Water Conservation

Implemented advanced water recycling systems, leading to a 22% reduction in freshwater consumption.

Waste Management

Diverted 65% of mining waste from landfills through recycling and responsible disposal programs



2025 Goals

Emissions

Achieve a 20% reduction in GHG emissions by expanding the use of renewable energy at major sites.

Rehabilitation

Increase rehabilitation efforts to restore an additional 500 hectares of mined land across Canada.

Community

Invest \$10 million in community initiatives worldwide, focusing on education, healthcare, and infrastructure.

Local Hiring

Expand local hiring initiatives at all project sites, aiming for at least 70% local workforce representation.



ESG Commitment & Strategy

Kemar Minerals is committed to operating in a way that is environmentally responsible, socially inclusive, and governed by strong ethics. Our Environmental, Social, and Governance (ESG) framework is built around three pillars:

- ✓ **Environmental Stewardship:** Reducing our carbon footprint, managing natural resources responsibly, and rehabilitating mining lands.
- ✓ **Social Responsibility:** Engaging with communities, prioritizing employee safety, and creating economic opportunities.
- ✓ **Governance & Ethics:** Ensuring transparency, ethical business practices, and regulatory compliance.

Kemar Minerals has committed to reducing carbon emissions by 30% by 2030. In 2024, we reduced 12% of CO₂ emissions by investing in energy-efficient equipment, transitioning to solar and hydroelectric power, and optimizing logistics to minimize fuel consumption.

Key Achievements:

- ✓ Upgraded energy-efficient processing plants at **Malartic and Musselwhite** mines.
- ✓ Deployed **electric haul trucks** at La Centza, reducing diesel consumption.
- ✓ Offset **5,000 metric tons of CO₂** through reforestation projects.



Water Management and Conservation



Water is a critical resource in mining operations. We improved water recycling efficiency to 85%, reducing freshwater usage at our sites. In Ecuador, the La Centza Joint Venture implemented a closed-loop water system, significantly lowering environmental impact.

Key Actions:

- ✓ Installed **new water filtration systems** at the Laonil Lake and Mount Lorne sites.
- ✓ Partnered with local communities in Yukon to **protect nearby watersheds.**
- ✓ Reduced water withdrawals by **20%** at Mina Fruta del Norte.



Social Responsibility



Community Engagement and Development

- ✓ Education: Built 3 new schools in mining communities.
- ✓ Healthcare: Funded 2 mobile health clinics serving over 5,000 people annually.
- ✓ Infrastructure: Improved road access for remote Indigenous communities.



Workforce Health & Safety

- ✓ Safety Training: 100% of employees completed annual safety certification.
- ✓ New PPE Standards: Introduced advanced respiratory protection in underground mines.
- ✓ Mental Health Support: Launched a Wellness & Resilience Program for all employees.



Diversity, Equity & Inclusion

- ✓ Increased female workforce participation to 28%, exceeding industry averages.
- ✓ Expanded Indigenous employment programs, hiring 120 Indigenous workers.
- ✓ Introduced flexible work policies to support work-life balance.

Governance and Ethical Mining Practices

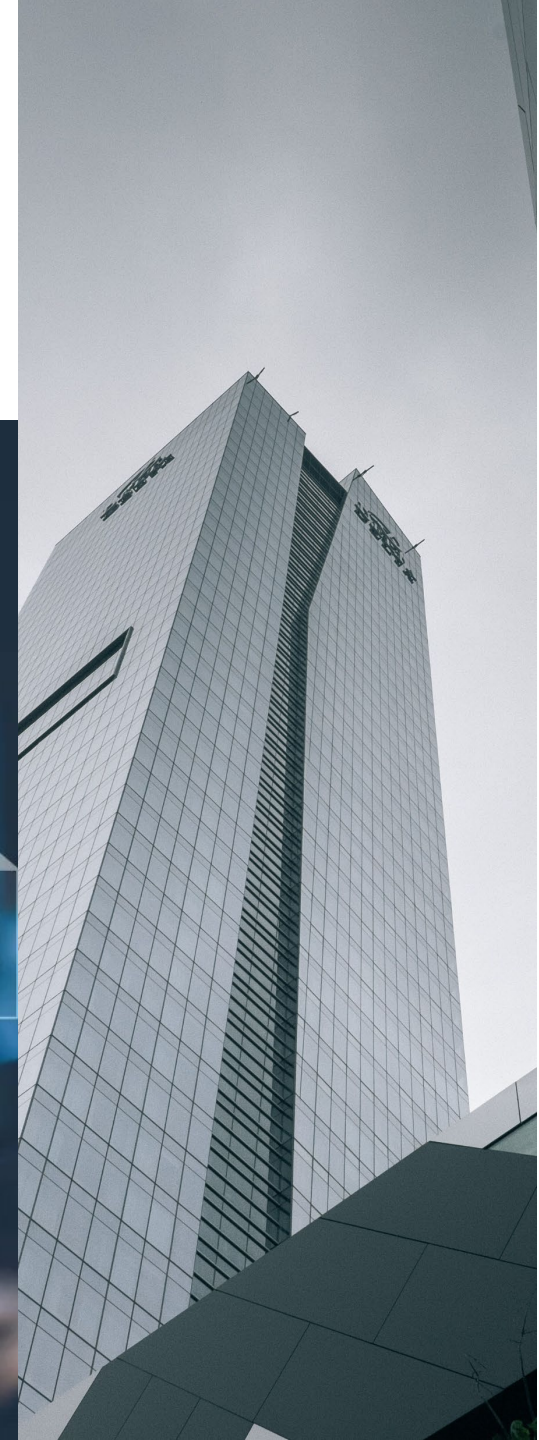
Kemar Minerals operates under a robust governance framework that ensures ethical decision-making, transparency, and accountability. In 2024, we enhanced our corporate governance policies to align with NYSE listing standards ahead of our planned IPO.

- ✓ Established a Sustainability Advisory Committee with independent experts.
- ✓ Conducted 100% compliance training for employees on anti-corruption and ethical business conduct.
- ✓ Strengthened whistleblower protections to ensure safe reporting mechanisms.



Ethical Sourcing & Supply Chain Management

- ✓ 100% of suppliers screened for ESG compliance.
- ✓ Partnered with responsible gold refiners to enhance ethical sourcing.
- ✓ Implemented a new supplier code of conduct focusing on human rights and environmental responsibility.





Contact us

Headquarters

1-84 Grace Street, Weyburn,
Saskatchewan, Canada

Email

francois.levesque@kemarminerals.com

Phone

+1 306 9880 118



This Sustainability Report has been reviewed in accordance with **Global Reporting Initiative (GRI) Standards** and **SASB Mining & Metals Guidelines**. For more information, please visit our Sustainability information page at www.kemarminerals.com/about-us/sustainability/