



**NEW AGE**  
— METALS INC. —

**TCFD** | TASK FORCE ON  
CLIMATE-RELATED  
FINANCIAL  
DISCLOSURES



# ESG Sustainability Report 2021-2022

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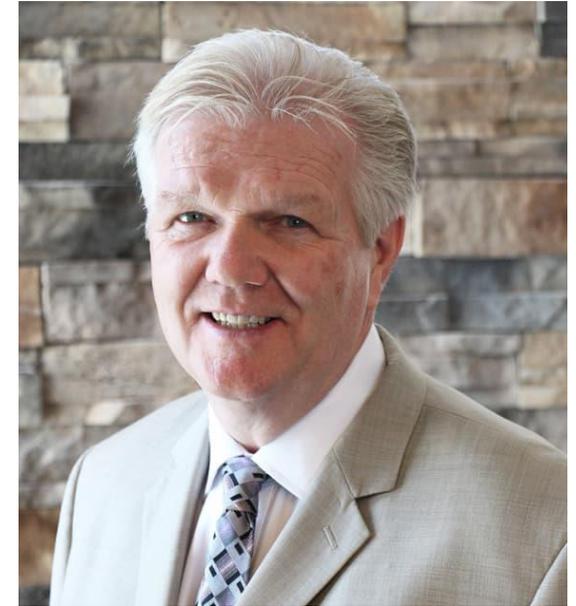
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## Statement from our CEO

On behalf of the management and directors, I am pleased to update you on the key milestones completed to date in 2022 and the goals and objectives for New Age Metals (NAM) for the balance of the year.

From NAM's inception to this date, our primary focus before delving into any project has been to identify all key stakeholders, especially ones involved with the environmental and social prospects in the regions that our projects are located in. To this effect, we have not only spent a substantial amount in that direction but have and are directly engaged with the First Nations, custodians, and communities around all our properties. Our team at NAM have a firm belief that where the success of a project is deduced from its financial statements and economic prospects, the sustainability of that success lies solely in strong consideration of environmental, social, and governance (ESG) metrics of that said project, which further gives us the motivation, encouragement, and the "Social License to Operate".

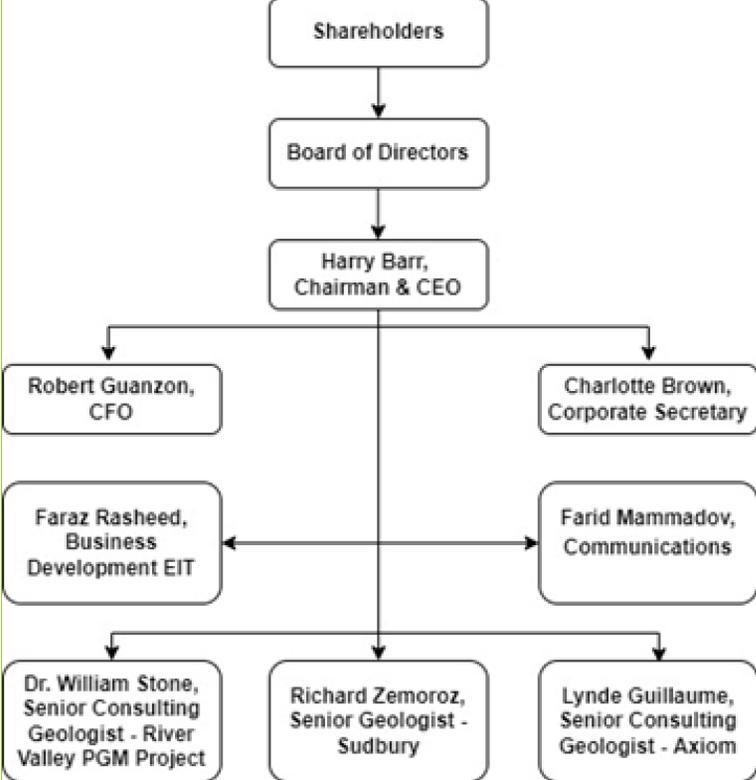


The Company aims to ensure that we are actively communicating with investors and other stakeholders to the best of our abilities, and we want you to know that we are available to answer any questions or concerns. If you would like to receive an update, please contact us at our Rockport field office line (1-613-659-2773 or 1-800-667-1870). Alternatively, you can reach us via email at [info@newagemetals.com](mailto:info@newagemetals.com).

## Forward Looking Statements

Certain information included in this discussion may constitute forward-looking statements. Forward-looking statements are based on current expectations and entail various risks and uncertainties. These risks and uncertainties could cause or contribute to actual results that are materially different than those expressed or implied. The Company disclaims any obligation or intention to update or revise any forward-looking statement, whether as a result of new information, future events, or otherwise.

## Organization Profile and Governance

1	<p><b>Company Description</b></p>	<p>New Age Metals Inc. is a well financed mineral exploration and development company focused on the discovery, exploration, and development of green metal projects in North America. The Company has two divisions: a Platinum Group Metals division and a Lithium/Rare Element division. The Company is developing its 100% owned flagship multi-million-ounce River Valley (RV) Palladium Project near Sudbury, ON, one of the largest undeveloped primary palladium projects in North America. NAM predominantly operates out of its field office located at 59 Burtch's Lane, Rockport, Ontario. The market capital of NAM is C\$14.44 million (as of 12<sup>th</sup> October 2022). <a href="https://newagemetals.com/">https://newagemetals.com/</a></p>
2	<p><b>Organizational Structure</b></p>	 <pre> graph TD     Shareholders[Shareholders] --&gt; Board[Board of Directors]     Board --&gt; CEO[Harry Barr, Chairman &amp; CEO]     CEO --&gt; CFO[Robert Guanzon, CFO]     CEO --&gt; CS[Charlotte Brown, Corporate Secretary]     CEO --&gt; Faraz[Faraz Rasheed, Business Development EIT]     CEO --&gt; Farid[Farid Mammadov, Communications]     CEO --&gt; DrStone[Dr. William Stone, Senior Consulting Geologist - River Valley PGM Project]     CEO --&gt; Richard[Richard Zemoroz, Senior Geologist - Sudbury]     CEO --&gt; Lynde[Lynde Guillaume, Senior Consulting Geologist - Axiom]     Faraz &lt;--&gt; Farid     </pre>

		<p>Corporate Advisors:</p> <p>Ali Alizadeh – M.Sc., P.Geo., MBA  Gordon Chunnnett – B.Sc. (Hons)  Curt Freeman – M.Sc.  Ali Zamani – B.Sc.  Susan Mitchell – BA</p>
3	Organizational profile and affiliations	<p>IFRS – International Financial Reporting Standards  TCFD – Task Force on Climate-Related Financial Disclosures  SASB – Sustainability Accounting Standards Board</p>
4	Ethics and Integrity	<a href="#"><u>Code of Business Conduct and Ethics</u></a>
5	Whistleblower Policy	<a href="#"><u>Whistleblower Policy</u></a>
6	Audit Committee Charter	<a href="#"><u>Audit Committee Charter</u></a>
7	Financial Statements	<p><a href="#"><u>2022 Q4 (30<sup>th</sup> April 2022)</u></a>  <a href="#"><u>2022 Q3 (31<sup>st</sup> January 2022)</u></a>  <a href="#"><u>2022 Q2 (31<sup>st</sup> October 2021)</u></a>  <a href="#"><u>2022 Q1 (31<sup>st</sup> July 2021)</u></a></p>

## Scope of Report

1	Scope of Report	<ol style="list-style-type: none"> <li>1. The River Valley (RV) Palladium Project located approximately 100 km northeast of the City of Sudbury, in northern Ontario.</li> <li>2. Manitoba Lithium (ML) Project, with claims in Winnipeg River – Cat Lake Pegmatite Field, in Manitoba.</li> </ol>
2	Resource/reserve type of report	<ol style="list-style-type: none"> <li>1. River Valley PGM Project comprises of the River Valley Intrusion (RVI) is shallow-dipping and layered body that appears to be approximately 900 m thick. The dominant rock types are brecciated and massive leucogabbro and leucogabbro with gabbro and anorthosite. There is an increase in metamorphic grade from the northwest part of the intrusion (greenschist facies) to the southeast part (amphibolite facies). The RVI intrudes Archean age paragneiss and orthogneiss of the Grenville Province and, along the Grenville Front, is in thrust contact with quartzite of the Huronian Mississagi Formation.</li> <li>2. Manitoba Lithium Project comprises of a portfolio of early stage, hard rock lithium (spodumene) exploration assets, being developed in partnership with Mineral Resource Limited. The Winnipeg River-Cat Lake Pegmatite Field is host to numerous pegmatite deposits and contains the world-class Tanco Pegmatite. It is a part of the Bird River Greenstone Belt. The field contains at least 10 pegmatite groups and hosts hundreds of pegmatite bodies. Many are lithium bearing. The world-class Tanco pegmatite is a highly fractionated lithium-cesium-tantalum (LCT)-type pegmatite that has historically been mined (Tanco Mine) since 1969 for Li, Ta, Cs, Rb and Be ores. Currently, the Tanco mine produces pollucite for the manufacture of cesium formate.</li> </ol>
3	Fragile and conflict affected situation	None

4	ESG Strategy	<a href="#">ESG Strategy</a>
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## Taskforce for Climate-related Financial Disclosures (TCFD) disclosures

*Incl. Recommendations, supporting recommended disclosures, supplementary guidance for non-financial groups (mining and metals)*

	<b>Recommendations</b>	<b>Supported Recommended Disclosures</b>	<b>Disclosures</b>
1	Governance	<ul style="list-style-type: none"> <li>a) Describe the board’s oversight of climate-related risks and opportunities</li> <li>b) Describe the management’s role in assessing and managing climate related risks</li> </ul>	<ul style="list-style-type: none"> <li>i. The CEO of New Age Metals, Mr. Harry Barr, is directly involved in economic, environmental, and social issues pertaining to all operations and reports it to the Board of Directors, any committees that fall under the Board of Directors, and the management of NAM.</li> <li>ii. The Company is committed to managing and operating our assets in a manner that is protective of human health and safety and the environment. It is our policy to comply, in all material respects, with applicable health, safety and environmental laws and regulations. Each employee/consultant of the Company is also expected to comply with our policies, programs, standards, and procedures.</li> <li>iii. The assessment and management of climate related risks on our only advanced stage development project (River Valley Project) is done on a regular basis with different contracted groups for advice, discussion, implementation, and further study; Story Environmental</li> </ul>

			<p>Inc, P&amp;E Mining Consultants, Knight-Piesold, DENM Engineering, SGS (for metallurgical work).</p> <p>iv. In-house management and assessment of climate-related risks is regularly reviewed by Faraz Rasheed, Business Development EIT, under direct supervision and guidance from CEO Harry Barr.</p>
2	Strategy	<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term</p> <p>b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning</p> <p>c) Describe the resilience of the organization's strategy, taking into consideration different</p>	<p>i. Risks</p> <ul style="list-style-type: none"> <li>• Exploration/operation permits (Short term) – It is an overlying risk that is taken care of with being stringent about legal/statutory commitments.</li> <li>• Tailings management (Medium-long term) – Since none of NAM's projects are in production phase yet, there are no tailings, but this will change during production. In that case, NAM and its partners will have come up with tailings' management solutions and will have to deploy resources for its management as well.</li> <li>• Introduction of regulatory regimes for carbon emissions (Long-term) – From a climate change perspective and the introduction of several regulatory frameworks like carbon tax, cap-and-trade etc., NAM will have to opt for a strategy along those lines and weight the options. We, at NAM, also believe that this although bears an extra financial burden for mining companies, it is the need of hour to have regimes like this in place to facilitate a more sustainable mining industry.</li> </ul> <p>ii. Opportunities</p> <ul style="list-style-type: none"> <li>• Social license to operate (Short term) – NAM stands in good relations with First Nation communities across all its projects. That gives us an opportunity to further collaborate with these</li> </ul>

		<p>climate-related scenarios, including a 2°C or lower scenario.</p>	<p>FN groups on future projects and deals as well as share necessary logistics, information, suggestions, and concerns.</p> <ul style="list-style-type: none"> <li>• Resource opportunity (medium term) – With active to prospective exploration activity always taking place in both our operation projects, there is always an upside opportunity for more resource, that could well translate into more financial gains.</li> <li>• Technology (Long term) – With growing mining technology such as electric haul trucks and other equipment that help cut down on emissions, costs, and provide other benefits, NAM will have to consider them further down the road.</li> <li>• Metal Price (Long term) – Lithium, palladium, and other PGM metals are poised to show strong demand in coming years which may directly translate into higher prices for these metals and hence provides us an upside revenue opportunity once we have production.</li> </ul> <p>iii. The resilience of NAM’s strategy will hold strongly in wake of a climate-related scenario including a 2°C or lower temperature rise, given that the metals NAM is involved with are directly related to the “green revolution” that is often repeated in political and environmental sphere to counter climate change. Furthermore, with good standings with the government and communities, NAM’s strategy will most likely remain unchanged.</p>
3	Risk Management	<p>a) Describe the organization’s processes for identifying and</p>	<p>i. The assessment and management of climate related risks on our advanced stage development project (River Valley Project) is done on a regular basis with various contracted groups for advice, discussion,</p>

		<p>assessing climate-related risks.</p> <p>b) Describe the organization's processes for managing climate-related risks.</p> <p>c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.</p>	<p>implementation, and further study; Story Environmental Inc, P&amp;E Mining Consultants, Knight-Piesold, DENM Engineering, SGS (for metallurgical work).</p> <p>ii. Specific actions taken to quantify risk:</p> <ul style="list-style-type: none"> <li>• Field work performed by management and contracted groups</li> <li>• Laboratory testing/Assaying</li> <li>• First Nation's consultations</li> <li>• Wildlife surveys and Species at Risk Assessments</li> <li>• Aerial/ground surveying, mapping, and surveillance</li> <li>• Thorough and regular studying of financial markets, economic situation, political scenarios to determine any monetary implications</li> <li>• Government regulatory process.</li> </ul> <p>iii. NAM manages climate-risk through direct consultation and discussion with related-parties, complainants, institutions, and organizations. The framework developed internally calls for thorough investigation of any changing metrics, a range of solutions to tackle the risk, the implications of that solution itself. Following this, a suitable vendor/entity is chosen to deal with risk (if tangible) or a process to de-risk is devised (if tangible or intangible).</p>
4	Emissions Metrics and Targets	<p>a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk</p>	<p>i. GHG Emissions (Tonnes of CO2e) – Scope 1, 2, and 3 are used by the organization to assess climate-related risks and opportunities.</p> <p>ii. Physical Risks – Impairment or stranding of assets, effects on the value of assets and liabilities, and cost of business interruptions, all due to climate change.</p> <p>iii. Climate-related opportunities – Disclosure of the proportion of revenue, assets, or business activities aligned with climate-related opportunities provides</p>

		<p>management process.</p> <p>b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.</p> <p>c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p> <p>d) Describe the reporting standards used by the issuer to calculate and disclose the GHG emissions</p>	<p>insight into the position of organizations relative to their peers and allows users to understand likely transition pathways and potential changes in revenue and profitability over time.</p> <p>iv. Capital Deployment - Capital investment disclosure by non-financial organizations gives an indication of the extent to which long-term enterprise value might be affected.</p> <p>v. Scope 1 emissions: 839.064 tonnes <b>CO<sub>2</sub></b></p> <p>vi. No Scope 2 or 3 emissions available to report.</p> <p>vii. Since both the projects are not in production phase, the emissions are limited to only exploration drilling, diamond drilling, and helicopter fuel. Transportation to and from field offices to project sites incur negligible emissions in comparison and are therefore omitted.</p> <p>viii. The following reporting standards from GHG protocol were used by the issuer to disclose GHG emissions:</p> <ul style="list-style-type: none"> <li>- GHG Emissions from Stationary Combustion</li> <li>- GHG Emissions from Transport or Mobile Sources</li> </ul>
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## Sustainability Accounting Standards Board (SASB) disclosures

Sustainability Disclosure Topics and Accounting Metrics

1	Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations (Metric tons t of CO <sub>2</sub> , %)	<ul style="list-style-type: none"> <li>i. ML= 2650 liters diesel (drilling) + 8404 liters Jet A fuel (helicopter survey) = 6,996 kg CO<sub>2</sub> + 26,556 kg CO<sub>2</sub> = 33,552 kg CO<sub>2</sub></li> <li>ii. RV= 5118 liters diesel (drilling) + 300,000 liters diesel (diamond drilling) = 13,512 kg CO<sub>2</sub>+ 792,000 kg CO<sub>2</sub> = 805,512 kg CO<sub>2</sub></li> </ul> <p><b>Total kg CO<sub>2</sub>= 839,064 kg CO<sub>2</sub>= 839.064 tonnes CO<sub>2</sub></b></p>	EM-MM-110a.1
		Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Since both the projects are not in production phase, the emissions are limited to only exploration drilling, diamond drilling, and helicopter fuel. Transportation to and from field offices to project sites incur negligible emissions in comparison and are therefore omitted. Down the road when the projects are producing worthwhile output, the emission performance will be gauged against provincial and statutory targets as defined by authorities, all while management will investigate other regulatory programs such as cap-and-trade system, carbon taxes etc.	EM-MM-110a.2
2	Air Quality	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N <sub>2</sub> O), (3) SOx, (4) particulate matter (PM <sub>10</sub> ), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs) (Metric Tons t)	<ul style="list-style-type: none"> <li>i. CO: 0</li> <li>ii. NOx: 0</li> <li>iii. SOx: 0</li> <li>iv. Particulate matter (PM<sub>10</sub>): 0</li> <li>v. Mercury (Hg): 0</li> <li>vi. Lead (Pb): 0</li> <li>vii. Volatile Organic Compounds: 0</li> </ul>	EM-MM-120a.1

3	Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable (in Giga Joules GJ or %)	<ul style="list-style-type: none"> <li>i. ML= 0</li> <li>ii. RV= 0</li> </ul>	EM-MM-130a.1
4	Water Management	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	<ul style="list-style-type: none"> <li>i. ML= 15,000 gallons</li> <li>ii. RV= 357 gallons (drilling) + 720,000 gallons (diamond drilling) = 720,357 gallons</li> </ul> <p><b>Total gallons of water consumed = 735,357 gallons of fresh water consumed, 100% of it withdrawn from resources nearby.</b></p>	EM-MM-140a.1
		Number of incidents of non-compliance associated with water quality permits, standards, and regulations	0	EM-MM-140a.2
5	Waste and Hazardous Material Management	Total weight of non-mineral waste generated	0	EM-MM-150a.4
		Total weight of tailings produced	0	EM-MM-150a.5

		Total weight of waste rock generated	0	EM-MM-150a.6
		Total weight of hazardous waste generated	0	EM-MM-150a.7
		Total weight of hazardous waste recycled	0	EM-MM-150a.8
		Number of significant incidents associated with hazardous materials and waste management	0	EM-MM-150a.9
		Description of waste and hazardous materials management policies and procedures for active and inactive operations	0	EM-MM-150a.10
6	Biodiversity Impact	Description of environmental management policies	i. ML: <ul style="list-style-type: none"> <li>Bird nesting survey from April-August</li> </ul>	EM-MM-160a.1

		<p>and practices for active sites</p>	<ul style="list-style-type: none"> <li>• Guidelines to keep equipment away from waterbodies</li> <li>• Preservation of moose habitat where Lithium Two property is located</li> <li>• Preservation of Nopiming Provincial Park where Lithium Two (Eagle) property is located</li> <li>• Preservation of Whiteshell Provincial Park where Lithium One (Silverleaf) property is located.</li> <li>• Limit working and operations each year from April to June in Cat Lake property due to Caribou Concern Area and respective Caribou migration.</li> </ul> <p>ii. RV:</p> <ul style="list-style-type: none"> <li>• Conducted wildlife surveys including Species at Risk Assessment</li> <li>• No hazardous chemicals will be used to process mineralized feed material and the waste rock is not expected to be acid generating or metal leaching. Elements of potential concern often found with Mineral Resources (e.g., arsenic) are present at background concentrations.</li> <li>• Other than marginal timber resources, no Crown resources are affected by the Project.</li> </ul>	
		<p>Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and</p>	<p>i. ML: Lithium mines have almost no ARD let alone in exploration stage therefore there is no ARD to report or predicted to occur.</p> <p>ii. RV: Same as above, minimal sulfide content means negligible to no ARD drainage or</p>	<p>EM-MM-160a.2</p>

		(3) under treatment or remediation	predicted to occur, at least not in exploration stage.	
7	Security, Human Rights, and Rights of Indigenous People	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	0%	EM-MM-210a.1
		Percentage of (1) proved and (2) probable reserves in or near indigenous land	100%	EM-MM-210a.2
		Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	<ul style="list-style-type: none"> <li>i. ML: <ul style="list-style-type: none"> <li>• Archaeological Assessment and Land Use study</li> <li>• HRB review</li> </ul> </li> <li>ii. RV: <ul style="list-style-type: none"> <li>• A two-stage Archeological Assessment, conducted by Horizon Archaeology in 2020 and 2021.</li> </ul> </li> </ul>	EM-MM-210a.3
8	Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	<ul style="list-style-type: none"> <li>i. ML: <ul style="list-style-type: none"> <li>• NAM has relations with Sagkeeng First Nation in Manitoba, with regular consultation, meeting, contracts, and visits involved. In October 2018, NAM signed a precedent setting exploration agreement with Sagkeeng that has facilitated transparent communication, employment opportunities and resource</li> </ul> </li> </ul>	EM-MM-210b.1

			<p>sector training. Through this agreement, the stakeholders have benefitted – both from the protection of previously undiscovered heritage artifacts, and from the enhanced economic opportunities.</p> <p>ii. RV: NAM has relations with Nipissing and Temagami First Nations in Ontario, with regular consultations, meetings, contractual obligations, and visits involved. A Memorandum of Understanding (“MOU”) covering these aspects was signed with Temagami First Nation in 2014 and an amended MOU signed in 2017. Discussions and meetings with Nipissing First Nation have ongoing intermittently since 2015 and continued in 2021. Communities in the area south of the Project site, including as far south as Verner and West Nipissing (formerly Sturgeon Falls), and small communities on the Sturgeon River (e.g., River Valley, Field) are also anticipated to express interest in the opportunities and potential risks represented by the Project</p>	
		Number and duration of non-technical delays	0	EM-MM-210b.2
9	Labor Relations	Percentage of active workforce covered under collective bargaining agreements	0	EM-MM-310a.1

		Number and duration of strikes and lockouts	0	EM-MM-310a.2
10	Workforce Health and Safety	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees/consultants and (b) contract employees/consultants	<p>i. ML: Specific steps taken to mitigate health and safety issues involve an hour-long site orientation for safety as well as daily 30-minute safety training. All Axiom (NAM's contractor) employees/consultants have about ~ 20 hrs of safety training (First Aid CPR and wilderness training, WHMIS, ATV/UTV/snowmobile, defensive driving). For the safety incident rate, we have only had one reportable safety incident on the project to date. Every other reported incident was limited to damaged/stolen equipment. Specific EPRPs are also set and agreed upon to make sure any unforeseen accident/injury is taken care of right away.</p> <p>ii. RV: Contractor to do that, skilled people with prior professional safety training and experience. Liaison for our designated project with Ontario EMS for any incident related event with all the ambulances, designated helicopter.</p>	EM-MM-320a.1
11	Business Ethics and Transparency	Description of the management system for prevention of corruption and bribery	As stated in the New Age Metals' <a href="#">Code of Business Conduct and Ethics</a> : "You are strictly forbidden from offering, promising, or giving money, gifts, loans, rewards, favors or anything of value to any governmental official,	EM-MM-510a.1

		throughout the value chain	employee/consultant, agent or other intermediary which is prohibited by law. Those paying a bribe may subject the Company and themselves to civil and criminal penalties. When dealing with government customers or officials, no improper payments will be tolerated. If you receive any offer of money or gifts that is intended to influence a business decision, it should be reported to your supervisor or the CEO immediately. You are strictly forbidden from offering, promising, or giving money, gifts, loans, rewards, favors or anything of value to any governmental official, employee, consultant, agent, or other intermediary which is prohibited by law. Those paying a bribe may subject the Company and themselves to civil and criminal penalties. When dealing with government customers or officials, no improper payments will be tolerated. If you receive any offer of money or gifts that is intended to influence a business decision, it should be reported to your supervisor or the CEO immediately".	
		Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	0	EM-MM-510a.2
12	Tailings Storage Facility Management	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership	0	EM-MM-540a.1

		status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current number of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP.		
		Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Since both the projects are in early/mid exploration and development stages, and since production is yet to start and be realized, there are no tailings to report and neither any tailings ponds. With the mine plans in mind, there will be tailings ponds constructed further down the road.	EM-MM-540a.2
		Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	-	EM-MM-540a.3

## Activity Metrics

1	Production of (1) metal ores and (2) finished metal products	0	EM-MM-000.A
2	Total number of employees/consultants, % contractors	25 full time employees/consultants/contractors, 72% (18) being contractors and 28% (7) being employees/consultants.	EM-MM-000.B

## Social Disclosures

1	Direct Employees/Consultants	Total	7
		Total Permanent	7
		Total Permanent – Male	6
		Total Permanent – Female	1
		Total Permanent – Non-binary	0
		Total Temporary	0
		Total Temporary – Male	0
		Total Temporary – Female	0
		Total Temporary – Non-binary	0
2	Contractors	Total	18
		Total Permanent	17
		Total Permanent – Male	13
		Total Permanent – Female	4

		Total Permanent – Non-binary	0
		Total Temporary	1
		Total Temporary – Male	1
		Total Temporary – Female	0
		Total Temporary – Non-binary	0
3	Turnover	Total	1
		Total Permanent	1
		Total Permanent – Male	1
		Total Permanent – Female	0
		Total Permanent – Non-binary	0
		Total Temporary	0
		Total Temporary – Male	0
		Total Temporary – Female	0
		Total Temporary – Non-binary	0
4	Employee/Consultant Health and Safety	Number of fatalities	0
		Number of work-related injuries	0
		Number of fatalities	0
		Number of work-related injuries	0
6	Health and Safety Management Program		Corporate Health and Safety program doesn't exist as there is minimal to no field excursions, but contractors have a stringent Health and Safety training and personnel on site.

7	Health and Safety Training		Health and Safety training, bound by local provincial and national laws is undertaken by all personnel working on site, and is supervised by their employers that NAM contracts.
8	Ethics	Anti-bribery	
		Anti-Corruption	
9	Diversity and Inclusion	Diversity & Inclusion, Community Relations	<p>A cornerstone of NAM's progress is its function as a team that further depends on the contribution and ability to inspire the trust and confidence of every employee/consultant. To facilitate respect and contribution among employees/consultants of the Company, we have implemented the following employment policies:</p> <ul style="list-style-type: none"> <li>• To hire, pay and assign work based on qualifications and performance;</li> <li>• Not to discriminate based on race, religion, ethnicity, national origin, color, gender, age, citizenship, veteran's status, marital status, or disability;</li> <li>• To attract and retain a highly talented workforce;</li> </ul>

			<ul style="list-style-type: none"> <li>• To encourage skill growth through training and education and promotional opportunities;</li> <li>• To encourage an open discussion between all levels of employees/consultants and to provide an opportunity for feedback from the top to the bottom and from the bottom to the top;</li> <li>• To prohibit any sexual, physical, verbal or any other kind of harassment by others while an employee/consultant is on the job;</li> <li>• To make the safety and security of our employees/consultants while at Company facilities a priority;</li> <li>• To recognize and reward additional efforts that go beyond our expectations; and</li> <li>• To respect all workers' rights to dignity and personal privacy by not disclosing employee/consultant information, including protected health information, unnecessarily.</li> </ul>
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## Governance Disclosures

1	Board Structure		Harry Barr – CEO Colin Bird, P.Eng Ron Hieber
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			Chris Berlet, CFA John Londry, B.Sc., M.Sc.
2	<a href="#">Board Committees</a>		Audit Committee, Compensation Committee
3	<a href="#">Board/Officer Composition</a>	Total members	7
		Number of executive members	2
		Number of non-executive members	5
		Number of members – Male	6
		Number of members – Female	1
		Number of members – non-binary	0
4	<a href="#">Conflicts of Interest</a>	<a href="#">Code of Business Conduct and Ethics</a>	“Conflicts of interest can arise in virtually every area of our operations. A “conflict of interest” exists whenever an individual’s private interests interfere or conflict in any way (or even appear to interfere or conflict) with the interests of the Company. We must strive to handle in an ethical manner any actual or apparent conflicts of interest between personal and professional relationships. We must each make decisions solely in the best interest of the Company. Any business, financial or other relationship with suppliers, customers or competitors that might impair or appear to impair the exercise of our judgment solely for the benefit of the Company is prohibited.”

Reporting Conflicts of Interest of Potential Conflicts of Interest

“You should report any actual or potential conflict of interest involving yourself or others of which you become aware to your supervisor or CEO. Officers should report any actual or potential conflict of interest involving yourself or others of which you become aware to the Audit Committee of the Board of Directors. Directors should report any actual or potential conflict of interest involving yourself or others of which you become aware to the Chairman of the Audit Committee of the Board of Directors”.

5 Compensation for Key Management Personnel

<b>As of 30 April,2022</b>	<b>2022</b>	2021
	\$	\$
Short-term benefits – management and consulting fees	<b>253,195</b>	263,769
Share-based payments	<b>256,761</b>	82,064
<b>Total key management personnel compensation</b>	<b>509,956</b>	345,833