

BERKELEY minera ESPAÑA S.L.

SUSTAINABLE PERFORMANCE REPORT

BERKELEY MINERA ESPAÑA

2022 & 2023

AENOR Gestión Ambiental UNE-EN ISO 14001

AENOR Gestión Minera Sostenible UNE 22480

SUSTAINABILITY

The importance of sustainability is fundamental to achieve our goal of carrying out a truly sustainable project, that is, compatible and respectful with the environment, with the local communities, with their workers and economically robust so that it generates the expected benefit to our shareholders.

To ensure compliance with this commitment, we have a Sustainable Mining Policy through which we express our commitment to develop activities in a sustainable manner with the environment and social surroundings, ensuring compliance with the legal and voluntary requirements, as well as continuously improving our sustainable performance. Our Integrated Management System has allowed us to ensure the traceability, transparency and evolution of our performance in the social, environmental and economic fields, collecting data and evidence of our management in sustainable mining, since 2012.

Our Integrated Management System is in accordance with the Standards of "Sustainable Mining Management (UNE 22480/70), "Environmental Management (ISO 14001)" and "Safety and Health at Work (ISO 45001)", through which we identify, evaluate and control the sustainability aspects of our operations, with the aim of avoiding, minimizing and compensating for the impacts, as well as taking advantage of the benefits that our operations may have on the environment and social surroundings.

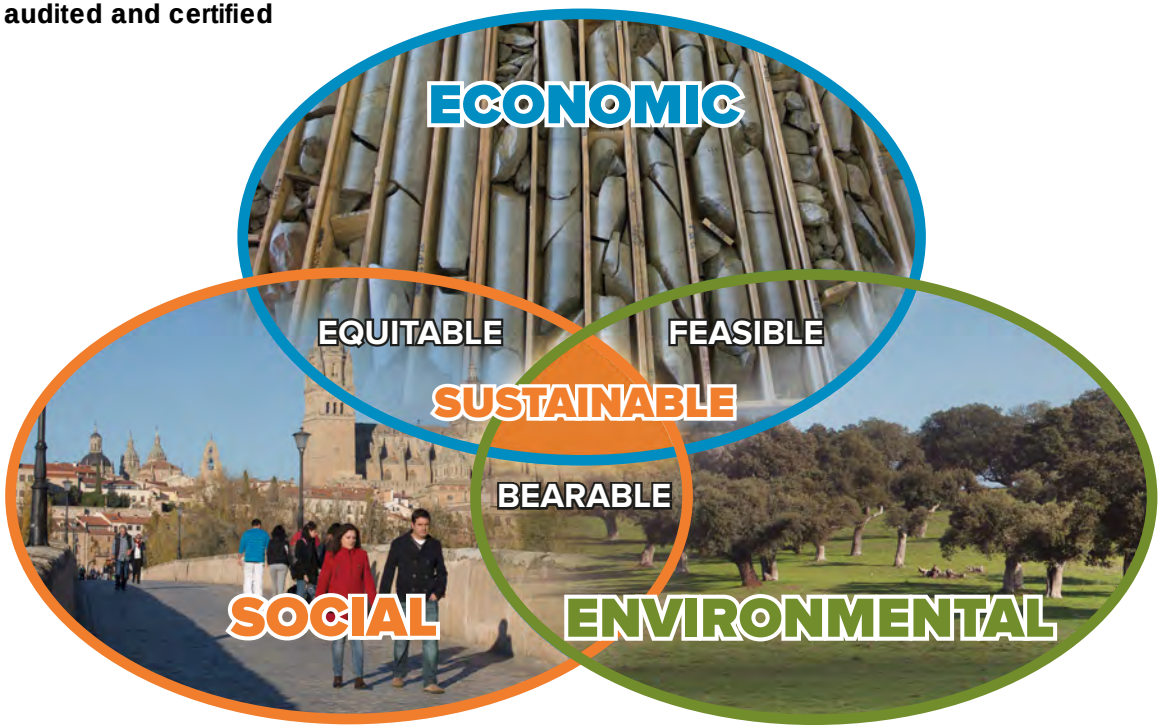
Through this sustainability report we make public our sustainable performance, which has been compiled through standardized reference indicators, and is audited and certified by AENOR; the well-known certification body.

AENOR Gestión Ambiental UNE-EN ISO 14001

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REDUZCO CALCULO COMPENSO 2021 2

REDUZCO CALCULO COMPENSO 2022 2



ENVIRONMENTAL PERFORMANCE

Berkeley through its Environmental Policy expresses its commitment to protect the environment, including the prevention of pollution, to comply with legal and voluntary requirements, as well as to continuously improve its environmental performance.

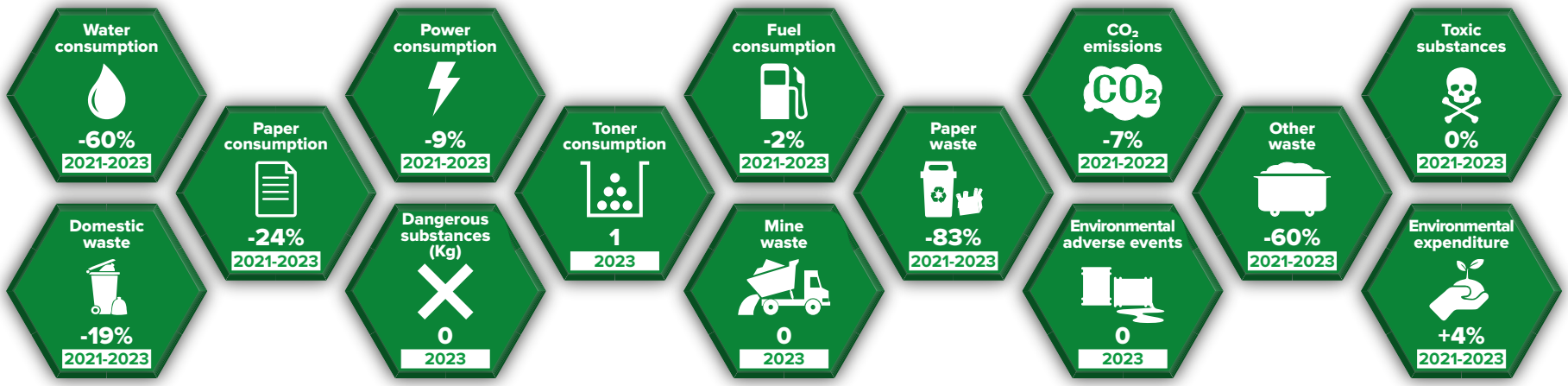
To ensure compliance, it has, **among other measures, an Environmental Management System in accordance with the International Environmental Management Standard "ISO 14001" and the Sustainable Mining Management Standard "UNE 22480/70"**, through which we identify, evaluate and control the environmental aspects of our operations. Environmental standards are mandatory in our company, as they provide consistency to the environmental management and performance of our operations.

Our environmental management is based on the identification, evaluation and control of the risks inherent in our mining operations and environment. Special attention is paid to those fundamental aspects of environmental risk: water, air quality, chemically reactive mining waste, hazardous material and non-mineral waste, as well as soil rehabilitation and alteration.

We have a wide range of actions for sustainable environmental and mining management, which we develop together with our groups of interest. This collaborative approach helps us improve our understanding and to manage the risks we face, identifying both challenges and opportunities.

Complying with the commitment to transparency, our Management System is audited by independent third parties (certified by AENOR since 2012). Also, we publicly report on our environmental performance.

There are provided below our performance environmental indicators:



WATER CONSUMPTION

We have reduced up to

-60% Since 2021

-91% 2017

What does this mean?

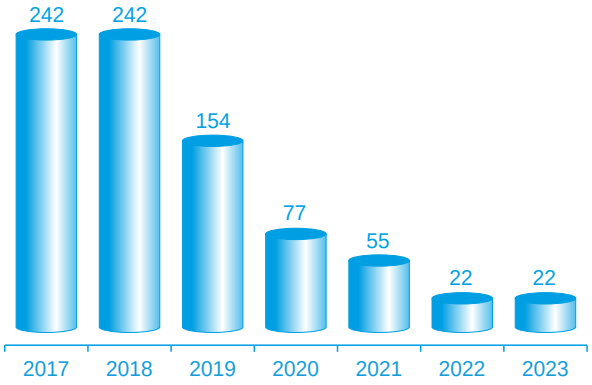
Since 2017 we have reduced consumption in 220 m³, which equals the total amount of water that 4 people would drink during 100 years*



x4

*Average water consumption, 1,5 l/day

CONSUMPTION REVIEW (Cubic Metres)



What have we done to improve?

Measures Implemented

- ✓ **ISO 14001 Certificate** (Environmental Management)
- ✓ **UNE 22480/70 Certificates** (Sustainable Mining Management)
- ✓ **Staff awareness:** awareness-raising actions; training, information and awareness emails; talks about the importance of proper water management
- ✓ At all water points, water saving **signage** has been placed
- ✓ **Comprehensive control of water consumption** through the Indicators
- ✓ **Leak prevention**. Emergency protocol for the control of water leaks due to failure in the facilities. Includes weekly review of all points of supply
- ✓ **Environmental practices** for cleaning water tanks. Under the new measures, cleaning will be carried out when there is less than 20% water
- ✓ **Water reclamation system for car wash**, reusing water, so we protect its quality and minimize its consumption
- ✓ **Water Footprint Calculation**
- ✓ **Design of new Eco-efficient practices and maintenance of remote working** as means to make an efficient use of resources

Measures Envisaged

- ✓ Berkeley envisages a **comprehensive water management system** that reduces the water footprint of the project and optimizes water use and consumption
- ✓ The **water management system** is designed to minimize both fresh water consumption and the discharge into the public domain, maximizing the use of all the water generated in the project and its recirculation to the system
- ✓ All industrial waters will be treated at the **water treatment plant** and water will only be discharged into the river basin once treated, and upon approval of the basin confederation. Of the total water required for the project only 2% comes from the river basin, the rest is obtained from efficient management of the water generated within the mine

GREENHOUSE EFFECT EMISSIONS

We have reduced up to

Since	-7%	-79%
	2021	2018

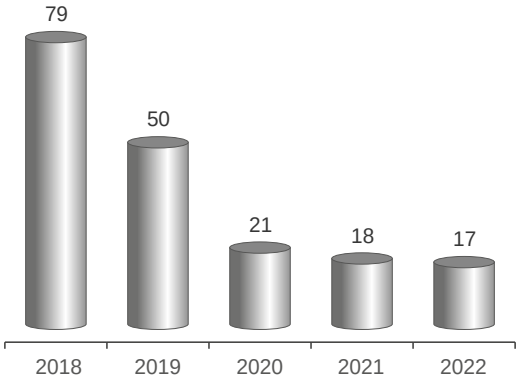
What does this mean?

Since 2018 we have reduced the emissions in 62 tCO_2eq, which is equivalent to the emissions generated by a car that travels almost 560,000 km*

x560,000

*Considering an average of 110 gCO_2/100Km

EVOLUTION OF THE EMISSIONS (tCO_2eq)



*Records corresponding to the registration in the carbon footpring of the Ministry for the Environment since 2018 to 2022

What have we done to improve?

Measures Implemented

- ✓ **ISO 14001 Certificate** (Environmental Management)
- ✓ **UNE 22480/70 Certificates** (Sustainable Mining Management)
- ✓ **Comprehensive control of direct and indirect emissions** through the Indicators
- ✓ **Environmental awareness**, good practices for efficient driving
- ✓ **Optimizing vehicle use** and reducing the number of journeys with company vehicles
- ✓ Priority in **contracting local services and consumables**
- ✓ **Minimization of staff movements: promoting videoconferences and telecommuting**
- ✓ **Carbon Footprint** calculation
- ✓ Incorporating a non-plug-in petrol hybrid car to the fleet
- ✓ Contracting electricity from a supplier that has a Guarantee of Origin (GoO) certificate that ensures a **100% renewable origin** of the energy
- ✓ **Solar Power Plant Project** started

Measures Envisaged

- ✓ **Fleet Control** for Truck Transfer Optimization, minimizing fuel consumption and CO_2 emissions
- ✓ Incorporation of **hybrid and electric cars** into Berkeley's fleet
- ✓ Incorporation of **renewable energy** into Berkeley's power consumption
- ✓ **Conveyor belt**
- ✓ Offsetting the generated **Carbon Footprint**

POWER CONSUMPTION

We have reduced up to

	-9%	-53%
Since	2021	2017

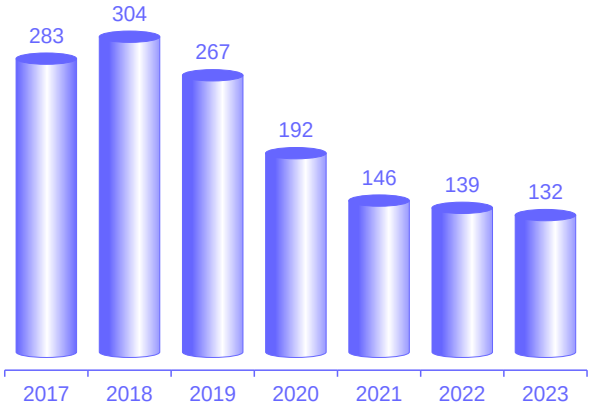
What does this mean?

Since 2017 we have reduced the consumption in 150 GJ, which is equivalent to the average power consumption of a Spanish home for 12 years*

x12

*Considering an average consumption of 3,487 KWh/year

CONSUMPTION EVOLUTION (Gigajoules)



What have we done to improve?

Measures Implemented

- ✓ **ISO 14001 Certificate** (Environmental Management)
- ✓ **UNE 22480/70 Certificates** (Sustainable Mining Management)
- ✓ **Digitalization of the company**: documentation, on line registration, projects, promotion of videoconferences, telecommuting
- ✓ **Design of the facilities** according to energy efficiency
- ✓ **Comprehensive control** of power consumption through the Indicators
- ✓ **Power saving signage** in printers
- ✓ Training, information and awareness-raising emails have been sent on the importance of proper power consumption
- ✓ **Telecommuting**
- ✓ **Solar Power Plant Project** started

Measures Envisaged

- ✓ **Energy efficiency improvement** of facilities and equipment
- ✓ **Photovoltaic Solar Plant**, supplying power for the treatment plant. So we will be producers of renewable energy
- ✓ **LED lighting** in mining and office facilities (energy efficiency and bulb waste reduction)

FUEL CONSUMPTION

We have reduced up to

	-2%	-81%
Since	2021	2017

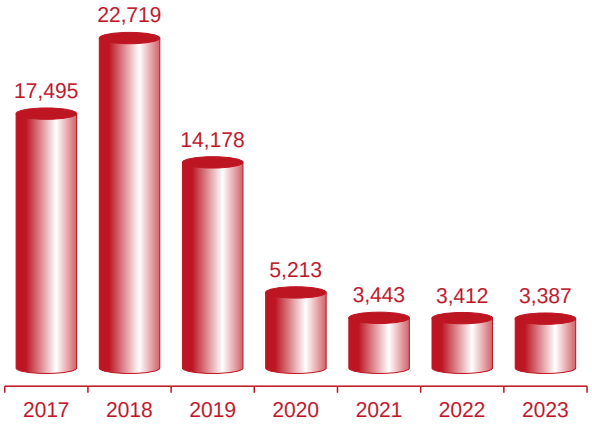
What does this mean?

Since 2017 we have reduced the consumption of fuel in 14,108 litres, which is equivalent to the consumption of a car travelling for more than 235,000 Km*

x235,000

*Considering an average consumption of 6 l/100km

CONSUMPTION EVOLUTION (Litres)



What have we done to improve?

Measures Implemented

- ✓ **ISO 14001 Certificate** (Environmental Management)
- ✓ **UNE 22480/70 Certificates** (Sustainable Mining Management)
- ✓ **Digitalization of the company**: documentation, on line registration, projects, promotion of videoconferences, telecommuting
- ✓ **Telecommuting**
- ✓ **Comprehensive control of fuel consumption** through the indicators
- ✓ **Environmental awareness**, good practices for efficient driving
- ✓ **Optimizing vehicle use** and reducing the number of journeys with company vehicles
- ✓ Priority in **contracting of local services and consumables**
- ✓ Incorporating a **non-plug-in petro hybrid car** to Berkeley's fleet

Measures Envisaged

- ✓ **Energy efficiency improvement** of facilities and equipment
- ✓ **Fleet Control** for Truck Transfer Optimization, minimizing fuel consumption and CO_2 emissions
- ✓ Incorporation of **hybrid and electric cars** into Berkeley's fleet

PAPER CONSUMPTION

We have reduced up to

	Since	
-24%	2021	
-99%		2017

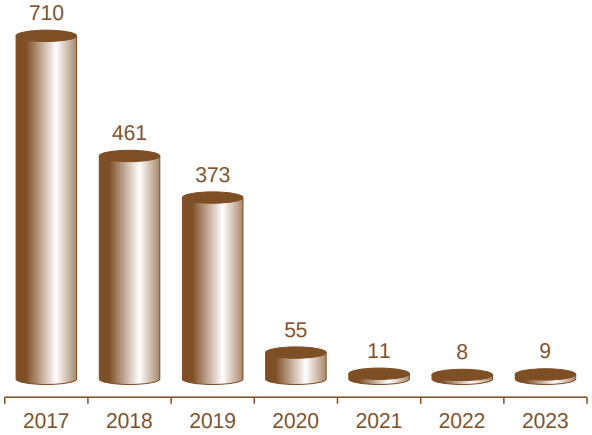
What does this mean?

Since 2017 we have reduced consumption in 700 Kg, which means that 25 trees have not been cut down to produce paper*

x35

*It takes 35 trees to produce one ton of paper

CONSUMPTION EVOLUTION (Kilogrames)



What have we done to improve?

Measures Implemented

- ✓ **ISO 14001 Certificate** (Environmental Management)
- ✓ **UNE 22480/70 Certificates** (Sustainable Mining Management)
- ✓ **Digitizing** company documentation
- ✓ Prioritization in the consumption of **eco-labelled** goods
- ✓ **Circular Economy**
- ✓ **Servitization**: hiring services minimizing environmental impacts, reducing the consumption of equipment and thus the generation of waste. It also contributes to the growth of the business network
- ✓ **Telecommuting**

Measures Envisaged

- ✓ New **Circular Economy procedures**

TONER CONSUMPTION

We have reduced up to

+100% *Since* 2021 **-93%** 2017

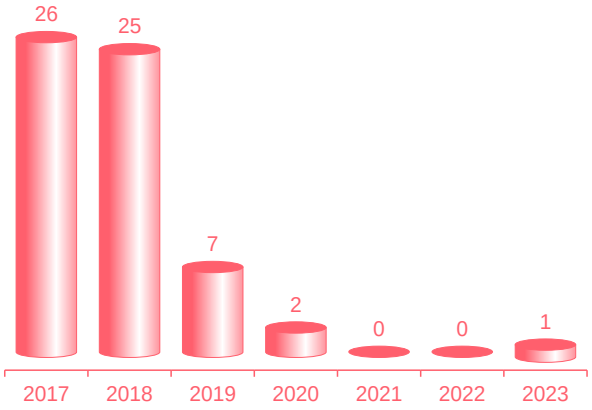
What does this mean?

Since 2017 we have reduced consumption in 25 toner cartridges, which is equivalent to 628 litres of pure oil, necessary to produce such amount of cartridges*

OIL x628

*One cartridge requires 25 litres of pure oil

CONSUMPTION EVOLUTION (Cartridges)



What have we done to improve?

Measures Implemented

- ✓ **ISO 14001 Certificate** (Environmental Management)
- ✓ **UNE 22480/70 Certificates** (Sustainable Mining Management)
- ✓ **Digitizing** company documentation
- ✓ Prioritization in the consumption of **eco-labelled** goods
- ✓ **Circular Economy**
- ✓ **Servitization**: hiring services minimizing environmental impacts, reducing the consumption of equipment and thus the generation of waste. It also contributes to the growth of the business network
- ✓ **Telecommuting**

Measures Envisaged

- ✓ New **Circular Economy procedures**

DOMESTIC WASTE

We have reduced up to

Since 2021: **-46%**

Since 2017: **-98%**

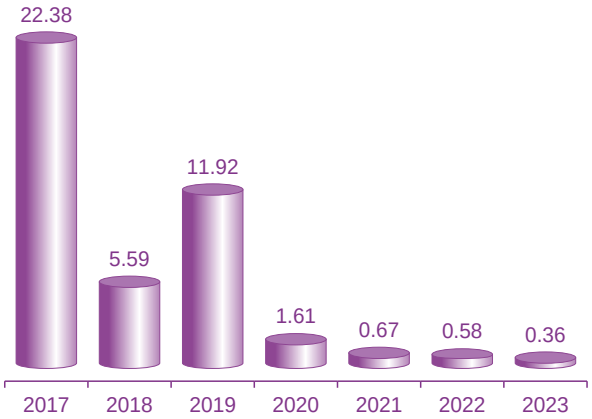
What does this mean?

Since 2017 we have reduced waste generation by 22 T, which equals to the amount of waste that a person would generate in nearly 46 years*

x46

*One single person generates 0.4787 T of waste per year

EVOLUTION OF GENERATED WASTE (Tonnes)



What have we done to improve?

Measures Implemented

- ✓ **ISO 14001 Certificate** (Environmental Management)
- ✓ **UNE 22480/70 Certificates** (Sustainable Mining Management)
- ✓ **Comprehensive control** through the Indicators
- ✓ Waste **awareness**
- ✓ Correct **segregation and waste management** through authorized managers
- ✓ Correct **waste storage**
- ✓ **Servitization**: hiring services minimizing environmental impacts, reducing the consumption of equipment and thus the generation of waste. It also contributes to the growth of the business network
- ✓ **Telecommuting**

Measures Envisaged

- ✓ **Valuation of waste** (90-100% of our waste)
- ✓ **Circular Economy** strategy
- ✓ **Transfer mining** that facilitates the continuous rehabilitation from the beginning of the mining process
- ✓ **Heap leaching** (no tailings are generated)

ENVIRONMENTAL PROTECTION

We have increased up to

	+4%	+63%
Since	2021	2017

What does this mean?

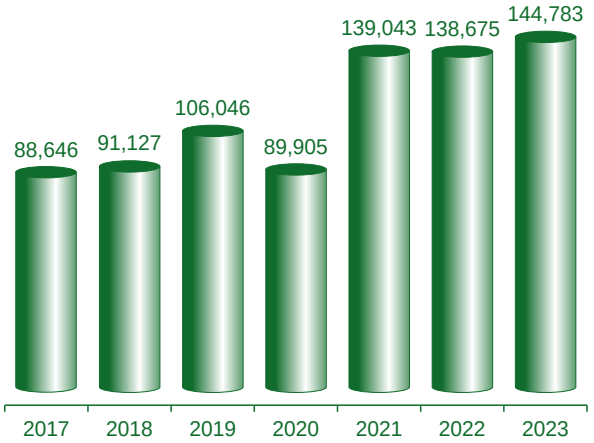
Since 2017 we have increased expenditure in environmental protection in €56,137, which is the equivalent to the cost of 10 drills during a survey*



x10

*100 m depth reverse circulation drill

EVOLUTION OF THE INVESTMENT (Euros)



What have we done to improve?

Measures Implemented

- ✓ **ISO 14001 Certificate** (Environmental Management)
- ✓ **UNE 22480/70 Certificates** (Sustainable Mining Management)
- ✓ **In-house staff expert in Environmental Protection and Sustainability**
- ✓ **Environmental expert consultants incorporated** as service providers
- ✓ **Environmental baselines studies**
- ✓ **Environmental Monitoring Program**
- ✓ **Plant Nursery**
- ✓ **Beekeeping**
- ✓ Drafting of **Sustainability Reports**

Measures Envisaged

- ✓ Maintaining the **Plant Nursery**
- ✓ Maintaining **Beekeeping**
- ✓ Maintaining **Sustainability Reports**
- ✓ **Habitat Rehabilitation Plan**
- ✓ **Transfer Mining**
- ✓ Maintaining the **Environmental Monitoring Program**
- ✓ **Circular Economy Strategy**

SOCIAL PERFORMANCE

Our Social and Communities Relations Policy aims to establish a framework in which Berkeley develops and maintains mutually beneficial relationships with the local communities and the groups of interest.

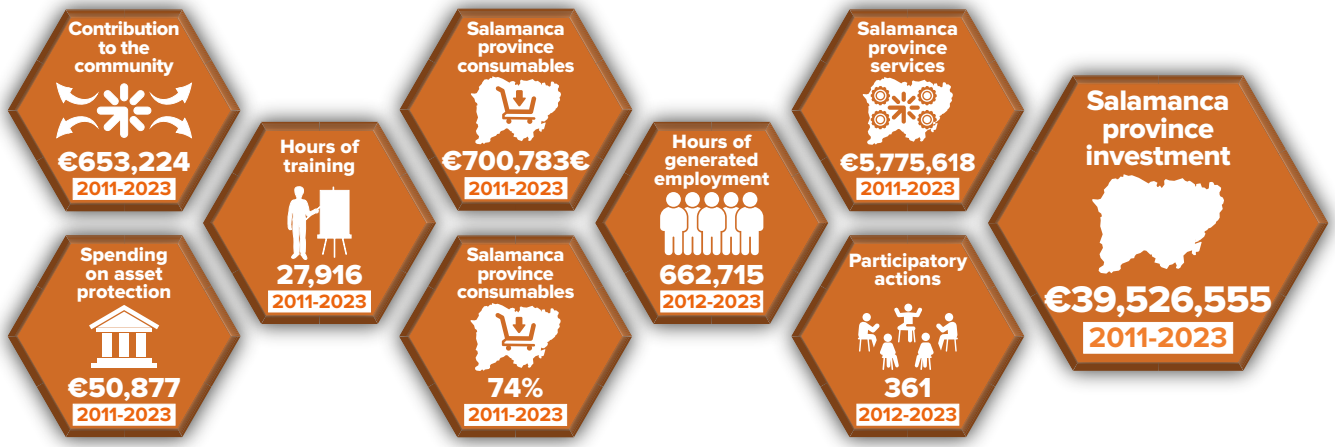
By doing so, Berkeley undertakes, according to the development of its activities, to support the identification, evaluation and where possible eliminate or minimize the environmental and social harmful effects over its environment. Good community relations management applies to all Berkeley operations and projects. The overall goal is for Berkeley to be considered "a good neighbour".

We aim to build lasting relationships with our neighbours that are characterized by mutual respect, active collaboration and long-term commitment. **Good community relationship management is as necessary for our professional success as managing our operations.** Good performance requires us all to accept responsibility for community relations.

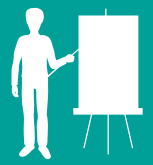
To achieve this mission, **we have a wide range of social responsibility actions that we develop together with our groups of interest. Moreover, our Management System under the Sustainable Mining Standard UNE 22480/70** permits identifying, evaluating and controlling the social elements, the risks and the opportunities related to our activity. This collaborative approach helps us improve the way we understand and manage the risks we face, identifying both challenges and opportunities.

Our management in Social Responsibility is based on the identification and evaluation and control of the risks of our operations and mining environment, as well as paying special attention to those opportunities to contribute to society.

To evaluate our performance in social responsibility we have 19 social indicators; below are the most relevant:



TRAINING



Our performance

	2022	2023
Hours of training	269	474
Hours of training/working hours	1.3%	2.5%
2021 comparative	-68%	-44%
2017 comparative	-86%	-75%

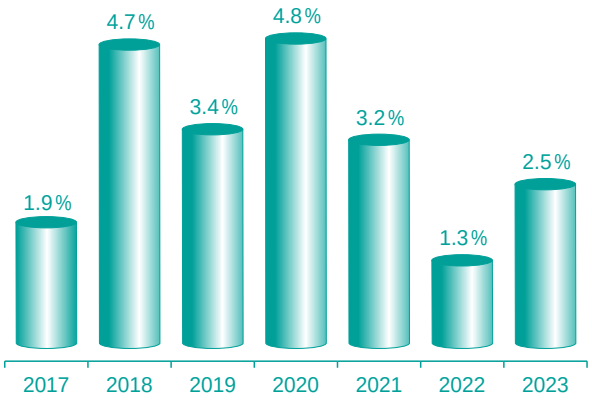
What does this performance mean?

Since 2017, nearly 3% of the working hours were devoted to training.

Since 2011 more than 28,000 training hours have been taught, which equal to 3,500 working hours*

*Considering that, according to the Ministry for Labour and Social Economy, working days mean 8h/day

RATIO OF HOURS OF TRAINING TO EMPLOYMENT



What have we done to improve?

Measures Implemented

- ✓ **ISO 14001 Certificate** (Environmental Management)
- ✓ **UNE 22480/70 Certificates** (Sustainable Mining Management)
- ✓ **Comprehensive Training, Awareness and Skilling Procedure**
- ✓ T**raining programs on sustainability** during 2020, 2021 & 2023
- ✓ **Tailored training on the Environmental Protection and Health and Safety**
- ✓ Frequent emailing on **training, awareness and sensitivization**
- ✓ **Investment in staff training**

Measures Envisaged

- ✓ Continuing with the **investment in training**
- ✓ **Training programs in Sustainability**
- ✓ In the short term, new positions will imply staff training

LOCAL CONSUMPTION

Our performance

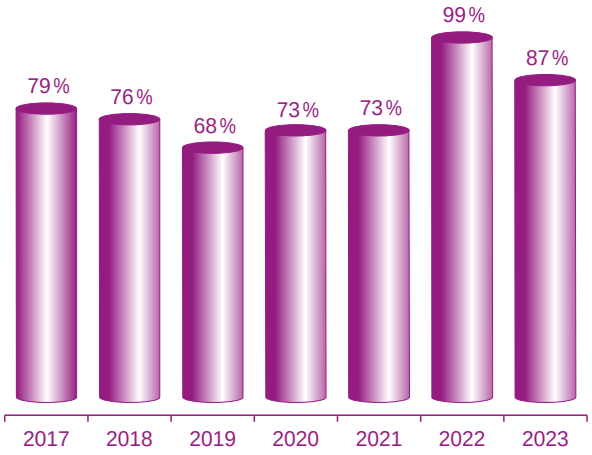
	2022	2023
Local consumption/total c.	99%	87%
Investment (in €)	150,679	195,761
2020 comparative	-44%	-27%

What does this performance mean?

Since 2011, local consumption rises to nearly €6,476,000, which equals to the average annual wage of nearly 306 people*. In sum, we have allocated more than €39,525,000 in the province of Salamanca, which would equal to the annual wage of nearly 1,866 people*

*Considering an average annual wage in Salamanca of €21,174, according to data from the Tax Agency for 2022

RATIO OF LOCAL CONSUMABLES/ TOTAL CONSUMABLES



What have we done to improve?

Measures Implemented

- ✓ **ISO 14001 Certificate** (Environmental Management)
- ✓ **UNE 22480/70 Certificates** (Sustainable Mining Management)
- ✓ **Responsible Consumption Procedure**
- ✓ **Inventory of consumables and suppliers, according to their level of sustainability**
- ✓ **Responsible Consumption Indicators: Acquisition of goods and service provision**
- ✓ **Priority givin to local suppliers and contractors**
- ✓ **"Responsible consumption" as a Sustainable target** during 2020 and 2021
- ✓ **"Green Supply Chains" as a Sustainable target** during 2020 and 2021

Measures Envisaged

- ✓ **Assessment and evaluation of the sustainability** of the new consumables
- ✓ **Assessment and evaluation of the sustainability** of new contractors
- ✓ **Priority given to local suppliers and contractors**
- ✓ **Circular Economy procedure**

ECONOMIC PERFORMANCE

Our objective is to carry out a truly **sustainable project** in its broadest sense, that is, compatible and respectful with the environment, the local communities, its workers and, finally, economically robust so it may generate the expected benefit to our shareholders.

Regarding the Program and Sources of Financing for the planned investment, the financing of the Project will come from Berkeley's own funds. The financing of all the activities of Berkeley Minera España to date, have been made through capital increases.

So far, through the financing from its parent company, Berkeley Minera España has invested €102,270,250.

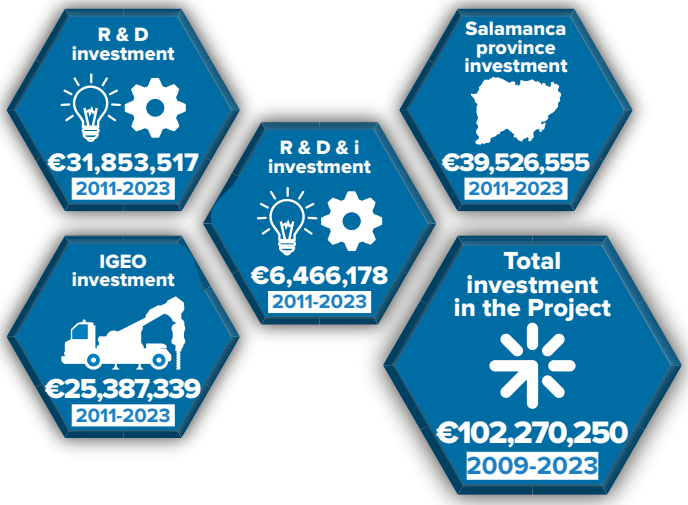
Regarding the **performance** of our economic indicators, it should be mentioned that more than €102,000,000 have been invested to date, of which €39,525,000 have remained directly in the region through the payment of salaries, the purchase of land, the procurement of services, the acquisition of consumables and through the contributions to the development of the province of Salamanca. The investment in the Salamanca project throughout the life of the mine will reach €400,000,000.

To date we have generated more than 60 jobs and it is expected to reach 2,500 direct and indirect quality jobs during the development of the Salamanca project. To this regard, we have already received more than 25,000 job applications. The project will have an initial duration of 14 years, expandable, to develop one of the largest industrial projects in Salamanca.

The mining activity is compatible with the agricultural and livestock activity of the area, as has already been proven years ago in the villages of Saelices El Chico and Villavieja de Yeltes that once had uranium mines operating for many years and where the agricultural and livestock activity in the area has never ceased or has been affected.



The performance of our economic indicators



R + D

Our performance

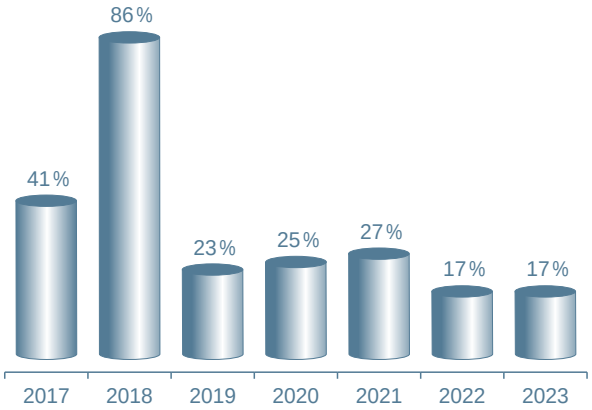
	2022	2023
R&D Investment	€335,168	€372,126
R&D Investment/Total I.	16.52%	16.71%
2021 comparison	-59.39%	-54.91%
Investment in R&D since 2011	€31,481,391	€31,853,517

What does this performance mean?

17% of the investment has been allocated to R&D. In Spain, during 2022, the total investment on R&D was 1.44% of the Gross Domestic Product*

*According to the Spanish National Institute of Statistics

RATIO OF INVESTMENT IN R&D / TOTAL INVESTMENT



What have we done to improve?

Measures Implemented

- ✓ **ISO 14001 Certificate** (Environmental Management)
- ✓ **UNE 22480/70 Certificates** (Sustainable Mining Management)
- ✓ **R&D&i Investment indicator** to control, monitor and measure performance
- ✓ **Indicator for the Investment on Geological and Mining Research** to control, monitor and measure performance
- ✓ **Radiological and Environmental Surveillance Program**
- ✓ **Groundwater Monitoring Program**
- ✓ **Drilling Survey**

Measures Envisaged

- ✓ **R&D&i Investment Increase**
- ✓ **Investment in geological and mining research (IGEO)**
- ✓ **Identification and Development of new R&D programs**
- ✓ Continuation of the **Radiological and Environmental Surveillance Program**
- ✓ Continuation of the **Groundwater Monitoring Plan**
- ✓ Continuation of the **Drilling Survey**


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