



GoviEx Uranium Inc.
2023 ESG Report

Published on October 11, 2023

GoviEx is a Canadian mineral resource company focused on the exploration and development of uranium properties in Africa. GoviEx’s principal objective is to become a significant uranium producer through the continued exploration and development of its material projects, namely the mine-permitted Madaouela Project in Niger and the Muntanga Project in Zambia.

We believe that the realization of a broad, common good can be assisted by an enterprise that demonstrates, through its Corporate Citizenship practices, its support for human rights, social justice and sound environmental management – and is encouraged to prosper in a free-market business environment.

[Disclaimer and Forward Looking Statements](#)

Company Profile

Organizational Profile

Name	GoviEx Uranium Inc.
Describe nature of activities, brands, products and services	<p>GoviEx is a mineral resource company focused on the exploration and development of uranium properties in Africa. The company has a sizable resource inventory with over 130.6M lbs U3O8 in measured and indicated categories, and 30.5 M lbs U3O8 in the inferred category associated with the Company’s material projects. GoviEx’s principal objective is to become a significant uranium producer through the continued exploration and development of its flagship mine-permitted Madaouela Project in Niger and its mine-permitted Muntanga Project in Zambia.</p> <p>The conduct of Corporate Citizenship throughout GoviEx involves the consistent application of strategies and practices that treat people and the environment with respect – while pursuing the underlying business objective of building value.</p> <p>Our practices are applied in all of our operations, across national boundaries and prevailing legal codes.</p> <p>We are committed to fulfilling the responsibilities that are implicit in our Corporate Citizenship values. These values are central to what we do in our work, throughout our organization.</p> <p>Conscientious, judicious enterprise - applied to fair and equitable distribution of benefits generated by the responsible development of resources - can help to deliver more benefits to more people. In the process, such enterprise can:</p> <ul style="list-style-type: none"> • facilitate the desirable advancement of individual rights; and • create opportunities for fulfillment and sustainable economic progress.
Link to Corporate Website	https://govix.com/
Industry Classification	<p>NAICS: 212291 Uranium ore mining</p> <p>ISIC: B0721 Mining of uranium and thorium ores B0729 Mining of other non-ferrous metal ores</p>
Market Capitalization	\$100 Million up to \$1 Billion USD
Type of Operations	Exclusively non-producing operations
Company Headquarters	Vancouver, Canada

ESG Accountability

Role and Name of highest authority within company for Environment, Social and Governance strategy, programs and performance

Daniel Major, CEO

Daniel Major is a mining engineer from the Camborne School of Mines in the UK. His career spans over 35 years in the mining

industry where he has established a solid record of accomplishment initially with Rio Tinto at the Rossing Uranium Mine in Namibia and Amplats in South Africa, and later as a mining analyst with HSBC Plc and JP Morgan Chase & Co. in London. Next, Mr. Major was Chief Executive and later Non-Executive Chairman of Basic Element Mining and Resource Division in Russia, has and held leadership positions at several Canadian listed mining companies with exploration and producing assets in Canada, Russia and South America. Daniel joined GoviEx in 2012, as a director and as CEO, and has been responsible for the transition of the company from explorer to developer.

ESG Reporting Period

Unless otherwise noted, all data contained in this report covers the following period

From	2022-07-01
To	2023-06-30

Audit Status

Identify the degree to which any inputs of the report are third-party checked Self-Declared

Financial Reporting Period

Specify the frequency of sustainability reporting Annually

Whether Financial reporting period aligns with the period for its sustainability reporting No

Initial ESG filing covered the 6 months ended June 30, 2022. However the company would like to report yearly and is now covering the 12 months to June 30, 2023.

Specify the reporting period for its financial reporting

From	2022-01-01
To	2022-12-31

If financial reporting period does not align with the period for its sustainability reporting, explain the reason for this Staggering the reporting dates allows our team to balance their workload efficiently throughout the year, ensuring that each report receives the attention to detail it deserves without overloading the team. This approach contributes to the overall well-being and productivity of our team, ultimately benefiting the quality of the reports.

Specify the contact point for questions about the report or reported information Isabel Vilela, Head of Investor Relations

Geographic Scope of Report

Unless otherwise noted, the data in this report covers ESG matters related to the following countries of operations

- Canada
- Mali
- Niger
- Zambia

Identify notable exclusions, and reference any existing or planned reports that do or will address these (e.g. assets recently divested or acquired, non-managed joint ventures, specific exploration activities, recently closed sites, etc.) No Notable Exclusions

Fragile and Conflict-Affected Situations

Identify all of the entity's countries of operations that align with the World Bank's list of "Fragile and Conflict-Affected Situations"

- Mali
- Niger

Business Operations Scope of Report

Identify notable exclusions, and reference any existing or planned reports that do or will address these (e.g. assets recently divested or acquired, non-managed joint ventures, specific exploration activities, recently closed sites, etc.) No Notable Exclusions

Mineral Resource Types in Scope

Which of the following mineral resource types are covered by this report

- Inferred
- Indicated
- Measured

Mineral Reserve Types in Scope

Which of the following mineral reserve types are covered by this report

- Proven
- Probable

Currency

Unless otherwise noted, all financial figures referenced in this report are in the following currency USD

Organizational Profile

Provide a list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses, e.g., GRI, UN Global Compact

The company has subscribed to GRI, SASB, TCFD and UNGC via Onyen. GoviEx is compliant with IFC guidelines and follows the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. In addition, GoviEx also has developed ESG policies that cover Environment, Health and Safety, Radiation, Social Economic Development, Cultural heritage, Human Rights and Stakeholder Engagement.

Strategy

Provide a description of key impacts, risks, and opportunities,

Our risk management strategy is crafted to address and/or mitigate the risks our organization faces, wherever possible. In the current geopolitical environment, the risk of war and civil disorder as result of regional instabilities is mitigated via asset diversification, a focus on local employment and robust community relations underpinned by a comprehensive stakeholder engagement plan. Climate change may potentially have an impact on our operations as a result of higher/lower rainfall or temperatures. We counter this by modifying our designs to account for excessive rain or drought. Inflation is another potential risk, mitigated through strategic hedging and cost control, safeguarding our financial stability. To prevent project delays and cost overruns due to poor management or communication issues, we have deployed efficient project planning systems and emphasize regular communication as well as appropriate employment and targeted skills training. This streamlined and strategic approach to risk management underscores our commitment to organizational resilience and sustained growth in a dynamic global landscape.

Provide a statement from the highest governance body or most senior executive of the organization (i.e., CEO, chair, or equivalent senior position) about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development. (CEO's message for this report)

Letter from our CEO attached



Daniel Major, CEO



Letter from the CEO

Policy commitments

Provide a description of the organization's policy commitments for responsible business conduct

Our organization is committed to responsible business conduct, as reflected in the documents below: the 'Statement of Values and Responsibilities', the 'Code of Business Conduct and Ethics', and the 'International Business Conduct Policy'. Together, these documents underscore our dedication to upholding the highest standards of ethics, integrity, and responsibility in all our business dealings, both domestically and internationally. We believe in fostering a culture where ethical decision-making is at the forefront, ensuring that we not only meet but exceed the expectations of our stakeholders and the communities we serve.

[Goviex Statement of Values and Responsibilities](#)

[Code of Business Conduct and Ethics](#)

[International Business Conduct Policy](#)

What are (if any) the authoritative intergovernmental instruments that the commitments reference

The United Nations' Universal Declaration of Human Rights is reproduced in the Statement of Values and Responsibilities. We comply with all applicable laws and regulations in all jurisdictions in which we operate, and the commitments also refer specifically to Canada's Corruption of Foreign Public Officials Act and the United States' Foreign Corrupt Practices Act.

Do the commitments stipulate conducting due diligence

No

Do the commitments stipulate applying the Precautionary Principle or Approach

No

Do the commitments stipulate respecting human rights	Yes
Describe the specific policy commitment to respect human rights	<p>The United Nations' Universal Declaration of Human Rights is reproduced in GoviEx's Statement of Values and Responsibilities. Additionally GoviEx has a standalone human rights policy available below:</p> <p>Human Rights Policy</p>
What are (if any) the internationally recognized human rights that the commitment covers	The United Nations' Universal Declaration of Human Rights
What are the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment	<p>We observe the principles of the Declaration of Human Rights across every facet of our business operations. While we do not single out specific or vulnerable groups for particular attention, our community engagement initiatives predominantly emphasize education, health, and women's empowerment. This commitment is exemplified through our 'Solar Mamas' program in Niger and our adult education initiative in Zambia, as well as the construction of clinics and schools over the years in the areas where we operate. Furthermore, all our operations have 100% local employment, underscoring our commitment to bolstering the communities we serve by offering job opportunities and contributing to their economic well-being.</p>
Provide links to the policy commitments, if publicly available, or, if the policy commitments are not publicly available, explain the reason for this	<p>Please find the links to the policies below</p> <p>Statement of Values and Responsibilities</p> <p>Code of Business Conduct and Ethics</p> <p>International Business Conduct Policy</p> <p>Human Rights Policy</p> <p>Environmental Policy</p> <p>Health and Safety Policy</p>
Report the level at which each policy commitment was approved within the organization, including whether this is the most senior level	Board of Directors
To what extent the policy commitments apply to the organization's activities and to its business relationships	The policy commitments fully apply to all of the organization's activities and its business relationships.
Describe how the policy commitments are communicated to workers, business partners, and other relevant parties	<p>All GoviEx workers are made aware of the Universal Declaration of Human Rights, and relevant GoviEx's policies, and given copies in their national languages. Contractors and suppliers are expected to observe complementary practices, as a minimum, on GoviEx worksites.</p>
Embedding policy commitments	
Describe how the organization embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships	<p>GoviEx has instituted policies and procedures embodying its ESG commitments. These guidelines not only steer its operations and business partnerships but are also communicated clearly to all employees. Annually, every employee is mandated to reaffirm their adherence to these policies. Each policy is anchored by a comprehensive set of manuals, procedures and plans, which are integral to the continuous education of our staff, facilitated through regular workshops and training sessions. Additionally, our contractors also are required to show adherence to our ESG policies and in particular they must conform to our Health, Safety, Security and Environment (HSSE) rules, which are embedded into all our business contracts. Furthermore, all contractors are required to participate in our ongoing workshops and training.</p>
How are responsibilities allocated in order to implement the commitments across different levels within the organization	<p>Responsibilities are allocated among the different corporate and operational units of the organization, which are guided by the policies and procedures established by the organization to manage the implementation of the ESG commitments.</p>
How are the commitments integrated into organizational strategies, operational policies, and operational procedures	<p>Management frameworks for the various operational policies are used to create operational procedures that address commitments (e.g.: under GoviEx's procurement policy - GoviEx conducts due diligence of potential suppliers to ensure that such suppliers meet conduct and performance</p>

How does the organization implement its commitments with and through its business relationships	criteria that GoviEx deems congruent with its ESG commitments). GoviEx seeks to do business with contractors, suppliers and partners that observe complementary practices to those of GoviEx regarding ESG commitments.
What implementation training does the organization provide	GoviEx holds regular training with its workforce and on site contractors on implementation of ESG commitments.
Supply Chain - GoviEx Uranium Inc.	
Estimated Total number of Business Entities in its downstream	0 The company is currently not in production and therefore has no downstream entities.
Estimated End-Use customers	0
Types of activities related to the organization's products and services carried out by the downstream entities (e.g., manufacturing, wholesale, retail);	Not Applicable. The company is currently not in production and therefore has no downstream entities.
The nature of its business relationships with the downstream entities	N/A
Report other relevant business relationships	N/A
Describe significant changes in the information reported about business activities, value chain and other business relationships compared to the previous reporting period	N/A

Material Topics

Governance of Material Topics

Describe the process followed to determine the organization's material topics, including:

i. How has the organization identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships; provide details	<ul style="list-style-type: none"> • Environmental impact assessment • Social impact assessment • Economic impact assessment <p>GoviEx has completed a Feasibility Study in Niger and is currently in the process of conducting a Feasibility Study for Zambia. Both FS's address and aim to mitigate any negative impacts on the environment, economy and society. GoviEx has also identified environmental and social impacts from its ESIA's (which form part of feasibility studies) for its development projects in Zambia and Niger. Additionally, the company has identified social impacts in Zambia through a social impact assessment which is part of its Relocation Action Plan (RAP). The Company also maintains a strong relationship with all the communities in which it operates, via a Stakeholder Engagement Plan, which has a comprehensive grievance mechanism.</p>
ii. How has the organization prioritized the impacts for reporting based on their significance	<p>The company has identified direct material impacts on ESIA's, encompassing environmental effects and their corresponding mitigation strategies. While we are still in the pre-mining phase, we adjust our designs in a precautionary manner to minimize environmental and social impacts and ensure compliance with local as well as international standards.</p> <p>On the social front, we have also instituted a Stakeholder Engagement plan, fostering an open dialogue and pinpointing potential social concerns within the communities where we operate. In regions like Zambia, this feedback integrates into our Relocation Action Plan (RAP), aiming to ensure that our project design not only benefits the local community but also effectively mitigates adverse impacts. All the aforementioned aspects are discussed in the ESG Management Working Group, and depending on the topic, by the board's ESG committee. As developers, we consistently report risks in our MD&A, AIF, FS, and ESIA. We take a precautionary approach, devising strategies that effectively mitigate or minimize these risks.</p>
Specify the stakeholders and experts whose views have informed the process of determining its material topics and provide details	<ul style="list-style-type: none"> • Employees and other workers • Governments • Local communities • Shareholders and other capital providers
List the organization's material topics	<ul style="list-style-type: none"> • Environmental Assessment • Diversity and Equal Opportunity • Local Communities • Anti-corruption • Compliance

List the organization's non-material topics	<ul style="list-style-type: none"> Occupational Health and Safety Permitting
Provide reason for considering such topics not material, provide details	<ul style="list-style-type: none"> Products and Services Child Labor Forced or Compulsory Labor Artisanal and Small-scale mining Product and Service Labeling
Report changes to the list of material topics compared to the previous reporting period	<ul style="list-style-type: none"> Not applicable Legal prohibitions <p>Topics do not generally apply to our practices and therefore are considered not material.</p> <p>The company reports on permitting on a quarterly basis within its financial statements and MD&A.</p>

Environment

General Disclosure - GoviEx Uranium Inc.

Compliance with laws and regulations

Report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by:	0
Number of instances for which fines were incurred	0
Number of instances for which non-monetary sanctions were incurred	0
Report the total number of fines for instances of non-compliance with laws and regulations that were paid during the reporting period	0
Report the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period (\$Million)	0
Total number of fines for instances of non-compliance with laws and regulations that occurred in the current reporting period	0
Total monetary value of fines for instances of non-compliance with laws and regulations that occurred in the current reporting period (\$Million)	0
Total number of fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods	0
Total monetary value of fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods	0
Describe the significant instances of non-compliance	GoviEx Uranium Inc. complies with all environmental laws and regulations in relation to each country in which it operates.

Greenhouse Gas Emissions - Niger

Scope 1

For your operations, disclose the gross global Scope 1 greenhouse gas (GHG) emissions to the atmosphere of the seven GHGs covered under the Kyoto Protocol (tonne CO₂-e)

Carbon dioxide (CO ₂) (tonne CO ₂ -e)	23.091
Methane (CH ₄) (tonne CO ₂ -e)	0.000
Nitrous oxide (N ₂ O) (tonne CO ₂ -e)	0.000
Hydrofluorocarbon-23 (CHF ₃) (tonne CO ₂ -e)	0.000
Hydrofluorocarbon-32 (CH ₂ F ₂) (tonne CO ₂ -e)	0.000
Sulphur hexafluoride (SF ₆) (tonne CO ₂ -e)	0.000
Nitrogen trifluoride (NF ₃) (tonne CO ₂ -e)	0.000
Perfluoromethane (CF ₄) (tonne CO ₂ -e)	0.000
Perfluoroethane (C ₂ F ₆) (tonne CO ₂ -e)	0.000
Perfluorobutane (C ₄ F ₁₀) (tonne CO ₂ -e)	0.000
Perfluorohexane (C ₆ F ₁₄) (tonne CO ₂ -e)	0.000
The total amount of gross global Scope 1 GHG emissions (CO ₂ -e) (tonne)	23.091
The percentage of its gross global Scope 1 GHG emissions that are covered under an emissions-limiting regulation or program that is intended to directly limit or reduce emissions, such as cap-and-trade schemes, carbon tax/fee systems, and other emissions control (e.g., command-and-control approach) and permit-based mechanisms	0.0000%

Greenhouse Gas Emissions - Zambia

Scope 1

For your operations, disclose the gross global Scope 1 greenhouse gas (GHG) emissions to the atmosphere of the seven GHGs covered under the Kyoto Protocol (tonne CO₂-e)

Carbon dioxide (CO ₂) (tonne CO ₂ -e)	355.863
Methane (CH ₄) (tonne CO ₂ -e)	0.000
Nitrous oxide (N ₂ O) (tonne CO ₂ -e)	0.000
Hydrofluorocarbon-23 (CHF ₃) (tonne CO ₂ -e)	0.000
Hydrofluorocarbon-32 (CHF ₂) (tonne CO ₂ -e)	0.000
Sulphur hexafluoride (SF ₆) (tonne CO ₂ -e)	0.000
Nitrogen trifluoride (NF ₃) (tonne CO ₂ -e)	0.000
Perfluoromethane (CF ₄) (tonne CO ₂ -e)	0.000
Perfluoroethane (C ₂ F ₆) (tonne CO ₂ -e)	0.000
Perfluorobutane (C ₄ F ₁₀) (tonne CO ₂ -e)	0.000
Perfluorohexane (C ₆ F ₁₄) (tonne CO ₂ -e)	0.000
The total amount of gross global Scope 1 GHG emissions (CO ₂ -e) (tonne)	355.863
The percentage of its gross global Scope 1 GHG emissions that are covered under an emissions-limiting regulation or program that is intended to directly limit or reduce emissions, such as cap-and-trade schemes, carbon tax/fee systems, and other emissions control (e.g., command-and-control approach) and permit-based mechanisms	0.00000%
	Zambia does have a carbon tax, but this is currently limited to private vehicles and taxed on fuel purchases, not on industrial emissions.

Greenhouse Gas Emissions - Mali

Scope 1

For your operations, disclose the gross global Scope 1 greenhouse gas (GHG) emissions to the atmosphere of the seven GHGs covered under the Kyoto Protocol (tonne CO₂-e)

Carbon dioxide (CO ₂) (tonne CO ₂ -e)	10.589
Methane (CH ₄) (tonne CO ₂ -e)	0.000
Nitrous oxide (N ₂ O) (tonne CO ₂ -e)	0.000
Hydrofluorocarbon-23 (CHF ₃) (tonne CO ₂ -e)	0.000
Hydrofluorocarbon-32 (CHF ₂) (tonne CO ₂ -e)	0.000
Sulphur hexafluoride (SF ₆) (tonne CO ₂ -e)	0.000
Nitrogen trifluoride (NF ₃) (tonne CO ₂ -e)	0.000
Perfluoromethane (CF ₄) (tonne CO ₂ -e)	0.000
Perfluoroethane (C ₂ F ₆) (tonne CO ₂ -e)	0.000
Perfluorobutane (C ₄ F ₁₀) (tonne CO ₂ -e)	0.000
Perfluorohexane (C ₆ F ₁₄) (tonne CO ₂ -e)	0.000
The total amount of gross global Scope 1 GHG emissions (CO ₂ -e) (tonne)	10.589
The percentage of its gross global Scope 1 GHG emissions that are covered under an emissions-limiting regulation or program that is intended to directly limit or reduce emissions, such as cap-and-trade schemes, carbon tax/fee systems, and other emissions control (e.g., command-and-control approach) and permit-based mechanisms	0.00000%

Greenhouse Gas Emissions - GoviEx Uranium Inc.

Scope 1

For your operations, disclose the gross global Scope 1 greenhouse gas (GHG) emissions to the atmosphere of the seven GHGs covered under the Kyoto Protocol (tonne CO₂-e)

Carbon dioxide (CO ₂) (tonne CO ₂ -e)	389.543
Methane (CH ₄) (tonne CO ₂ -e)	0.000
Nitrous oxide (N ₂ O) (tonne CO ₂ -e)	0.000
Hydrofluorocarbon-23 (CHF ₃) (tonne CO ₂ -e)	0.000
Hydrofluorocarbon-32 (CHF ₂) (tonne CO ₂ -e)	0.000
Sulphur hexafluoride (SF ₆) (tonne CO ₂ -e)	0.000
Nitrogen trifluoride (NF ₃) (tonne CO ₂ -e)	0.000
Perfluoromethane (CF ₄) (tonne CO ₂ -e)	0.000

Perfluoroethane (C ₂ F ₆) (tonne CO ₂ -e)	0.000
Perfluorobutane (C ₄ F ₁₀) (tonne CO ₂ -e)	0.000
Perfluorohexane (C ₆ F ₁₄) (tonne CO ₂ -e)	0.000
The total amount of gross global Scope 1 GHG emissions (CO ₂ -e) (tonne)	389,543
The percentage of its gross global Scope 1 GHG emissions that are covered under an emissions-limiting regulation or program that is intended to directly limit or reduce emissions, such as cap-and-trade schemes, carbon tax/fee systems, and other emissions control (e.g., command-and-control approach) and permit-based mechanisms	0.0000%
	None of the sites in which GoviEx operates has emissions limiting regulations in place, with the exception of Canada where the corporate office is located. Therefore the percentage of emissions covered under such regulations is inherently zero. Zambia does have a carbon tax, but this is currently limited to private vehicles and taxed on fuel purchases, not on industrial emissions.
The entity shall discuss its long-term and short-term strategy or plan to manage its Scope 1 greenhouse gas (GHG) emissions	Current GHG emissions are limited to vehicle and drill fuel consumption during exploration. However, as projects evolve, the company will look at ways to minimize its carbon footprint by using methods to reduce GHG emissions, such as using renewables (i.e. solar energy), as well as energy efficiency options. The corporate office in Vancouver is a shared office, hence GHG emissions are not measured. Senior management mostly work remotely and are located at various sites around the world. However, as projects evolve, the company will look at ways to minimize its carbon footprint by using methods to reduce GHG emissions, such as using renewables (i.e. solar energy), as well as energy efficiency options.

Carbon Offset

Credits

How much CO ₂ (metric tonnes) offset credits were purchased?	0.000
What is the percentage of the offset to the total CO ₂ equivalence	Does Not Apply
Where were these credits purchased from	Not Applicable

Air Emissions - GoviEx Uranium Inc.

Report emissions of air pollutants that are released into the atmosphere	
Emissions of carbon monoxide, reported as CO (tonne)	0.000
	As an exploration company, we do not emit significant amounts of air pollutants into the atmosphere, and accordingly, do not measure those emissions.
Emissions of oxides of nitrogen (NO _x), reported as NO _x (tonne)	0.000
Emissions of oxides of sulphur (SO _x), reported as SO _x (tonne)	0.000
Emissions of Particulate Matter 10 micrometres or less in diameter (PM ₁₀), reported as PM ₁₀ (tonne)	0.000
Emissions of lead and lead compounds, reported as Pb (tonne)	0.000
Emissions of mercury and mercury compounds, reported as Hg (tonne)	0.000
Emissions of non-methane Volatile Organic Compounds (VOCs) (tonne)	0.000

Energy Management - Niger

Total energy consumed in aggregate, in gigajoules (GJ) (hydrocarbons and electricity) including the fuel types used (e.g., biomass, hydro-electric power or bioenergy)	156.100
Percentage energy consumed that was supplied by grid electricity	100.0000%
Percentage of energy consumed that is renewable energy	0.0000%

Energy Management - Zambia

Total energy consumed in aggregate, in gigajoules (GJ) (hydrocarbons and electricity) including the fuel types used (e.g., biomass, hydro-electric power or bioenergy)	465.000
	The majority of energy was produced by generators at the camp during drill programmes including 22GJ from solar panels. The company is looking to use more solar electricity in future.
Percentage energy consumed that was supplied by grid electricity	5.5914%

Some of our exploration sites are located in areas with no accessible grid power. In Zambia, we have plans to increase the use of solar energy to cover our exploration period. The future feasibility study for mining and processing operations will include access to grid energy, and utilization of renewable energy

Percentage of energy consumed that is renewable energy

10.1075%

Some of our exploration sites are located in areas with no accessible grid power. In Zambia, we have plans to increase the use of solar energy to cover our exploration period. The future feasibility study for mining and processing operations will include access to grid energy, and utilization of renewable energy

Energy Management - Mali

Total energy consumed in aggregate, in gigajoules (GJ) (hydrocarbons and electricity) including the fuel types used (e.g., biomass, hydro-electric power or bioenergy)

51.720

Percentage energy consumed that was supplied by grid electricity

100.0000%

Our energy consumption is very small as we are an exploration project. We are currently utilizing energy from the grid as there are no other power sources available.

Percentage of energy consumed that is renewable energy

100.0000%

Some of our exploration sites are located in areas with no grid power. Some locations are only used temporarily and therefore not suitable for additional investment in infrastructure.

Energy Management - GoviEx Uranium Inc.

Total energy consumed in aggregate, in gigajoules (GJ) (hydrocarbons and electricity) including the fuel types used (e.g., biomass, hydro-electric power or bioenergy)

672.820

Percentage energy consumed that was supplied by grid electricity

34.7522%

Percentage of energy consumed that is renewable energy

14.6726%

Water - GoviEx Uranium Inc.

Efficiency

Proportion of water reused and recycled by the site to reduce the overall consumptive water demand

0.0000%

The company has started measuring water consumption in 01.22 as water consumption is limited to exploration drilling. Although there is no facility for water recycling, a large proportion of the water used is clean and goes back to the ground after drilling as part of exploration drilling operations. As there was no drilling conducted on site during the period, the consumption for drilling activities is zero.

Water - Niger

Water Management

Disclose the amount of water that was withdrawn from freshwater sources (in thousands of cubic meters)

2.195

This amount represents the total water used at the head office in Niamey, and was only for domestic use.

Disclose the freshwater withdrawn in locations with High or Extremely High Baseline Water Stress as a percentage of the total water withdrawn

0.0000%

The company was not active in the field during the reporting period and hence did not withdraw any freshwater. The area is defined as "Undefined- very little water use" as per the WRI Aqueduct Water Risk Atlas.

See the link below for more information.

[WRI Aqueduct Water Risk Atlas - Madaouela, Niger](#)

Disclose water withdrawn in locations with High or Extremely High Baseline Water Stress (in thousands of cubic meters)

0.000

All water use reported was from the head office in Niamey and field camp at Akokan. These are municipal water supplies, and not considered from high water stress areas.

Disclose freshwater consumed in locations with High or Extremely High Baseline Water Stress as a percentage of the total water consumed

0.0000%

Disclose the amount of water that was consumed in its operations (in thousands of cubic meters)	0.295	The company was not active in the field during the reporting period and did not withdraw any fresh water.
Total water consumed in locations with high or extremely high baseline water stress (in thousands of cubic meters)	0.000	

Water - Zambia

Water Management

Disclose the amount of water that was withdrawn from freshwater sources (in thousands of cubic meters)	4.225	A total of 4.249 m3 was withdrawn for camp occupation purposes, with a small amount from the office in Lusaka
Disclose the freshwater withdrawn in locations with High or Extremely High Baseline Water Stress as a percentage of the total water withdrawn	0.0000%	The area we are operating in within Zambia is considered as low (<10%) water stress area by the WRI Aquaduct Water Risk Atlas. See the link below for more information. WRI Aquaduct Water Risk Atlas - Mutanga, Zambia
Disclose water withdrawn in locations with High or Extremely High Baseline Water Stress (in thousands of cubic meters)	0.000	
Disclose freshwater consumed in locations with High or Extremely High Baseline Water Stress as a percentage of the total water consumed	0.0000%	
Disclose the amount of water that was consumed in its operations (in thousands of cubic meters)	4.249	
Total water consumed in locations with high or extremely high baseline water stress (in thousands of cubic meters)	0.000	

Water - Mali

Water Management

Disclose the amount of water that was withdrawn from freshwater sources (in thousands of cubic meters)	0.663	The company had no activity in the Falea site during the reporting period.
Disclose the freshwater withdrawn in locations with High or Extremely High Baseline Water Stress as a percentage of the total water withdrawn	0.0000%	The company does not operate in an area of high water stress. GoviEx's Falea site in Mali is in an area of Medium-High (20-40%) water stress according to the WRI's Aquaduct Water Risk Atlas. See the link below for more information. WRI Aquaduct Water Risk Atlas - Falea, Mali
Disclose water withdrawn in locations with High or Extremely High Baseline Water Stress (in thousands of cubic meters)	0.000	
Disclose freshwater consumed in locations with High or Extremely High Baseline Water Stress as a percentage of the total water consumed	Does Not Apply	
Disclose the amount of water that was consumed in its operations (in thousands of cubic meters)	0.000	
Total water consumed in locations with high or extremely high baseline water stress (in thousands of cubic meters)	0.000	

Water - GoviEx Uranium Inc.

Water Management

Disclose the amount of water that was withdrawn from freshwater sources (in thousands of cubic meters)	7.083	
Disclose the freshwater withdrawn in locations with High or Extremely High Baseline Water Stress as a percentage of the total water withdrawn	0.0000%	
Disclose water withdrawn in locations with High or Extremely High Baseline Water Stress (in thousands of cubic meters)	0.000	
Disclose freshwater consumed in locations with High or Extremely High Baseline Water Stress as a percentage of the total water consumed	0.0000%	
Disclose the amount of water that was consumed in its operations (in thousands of cubic meters)	4.544	
Total water consumed in locations with high or extremely high baseline water stress (in thousands of cubic meters)	0.000	
Was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations	No	
Total number of instances of non-compliance, including violations of a technology-based standard and exceedances of quality-based standards	0	

Waste Management - GoviEx Uranium Inc.

Disclose the total weight of tailings produced (tonne)

0.000

At present, the company does not have tailing dams.

Tailings Storage Facilities Management

Does your company manage Tailings Storage Facilities

No

As of this reporting period, the Company does not manage tailings facilities.

Disclose the approach to the development of Emergency Preparedness and Response Plans (EPRPs)

GoviEx does not have an Emergency Preparedness and Response Plan pertaining to tailings because the company does not operate any tailings facilities.

The company does not manage tailings Storage Facilities and therefore it does not have an EPRPs for tailings dams storage.

Innovation

Spending on Research, Development, and Technologies for waste management compliance and improvement

0

Describe nature of spending on Research, Development and Technologies for waste management compliance and improvement

The company is not spending on Research, Development and Technologies for waste management compliance or improvement because it does not generate a material amount of waste. The company does recycle waste in countries where there are recycling facilities available.

Biodiversity - Niger

Management Plan

List the environmental and biodiversity management plan(s) implemented at active sites

The company is in the process of updating the ESIA from 2015, due to changes to the mine design .



Non-Technical Summary of the ESIA for Madaouela



Madaouela Environmental and Social Management Plan

1.1 Mine lifecycle stages to which the plan(s) apply

- Site development
- Production
- During closure
- Decommissioning
- Restoration

1.2 The topics addressed by the plan(s)

- Ecological and biodiversity impacts
- Waste generation
- Noise impacts
- Emissions to air
- Discharges to water
- Natural resource consumption
- Hazardous chemical usage

Also Radiation Management

1.3 The underlying references for its plan(s), including whether they are codes, guidelines, standards, or regulations; whether they were developed by the entity, an industry organization, a third-party organization (e.g., a non-governmental organization, a governmental agency, or some combination of these groups)

Required by Niger Mining Code and Environmental Act and developed by SRK (UK) and SGS Bateman following IFC guidelines and other international standards as appropriate.

Biodiversity - Zambia

Management Plan

List the environmental and biodiversity management plan(s) implemented at active sites

The company has an ESIA for its Zambian operations, which is being currently updated. The ESIA was carried out by the previous owner of the project. See Attached.



ESIA-Mutanga

1.1 Mine lifecycle stages to which the plan(s) apply

- Site development
- Production
- During closure

- Decommissioning
- Restoration

1.2 The topics addressed by the plan(s)

- Ecological and biodiversity impacts
- Waste generation
- Noise impacts
- Emissions to air
- Discharges to water
- Natural resource consumption
- Hazardous chemical usage

Also Radiation Management

1.3 The underlying references for its plan(s), including whether they are codes, guidelines, standards, or regulations; whether they were developed by the entity, an industry organization, a third-party organization (e.g., a non-governmental organization, a governmental agency, or some combination of these groups)

The ESIA is a requirement prior to mining, and is referred to in the Mining Code and the Environmental and Radiation Acts.

Biodiversity - Mali

Management Plan

List the environmental and biodiversity management plan(s) implemented at active sites

The Mali operations are still at a very early stage of development and therefore do not have environmental and biodiversity management plans

1.1 Mine lifecycle stages to which the plan(s) apply

Not applicable

1.2 The topics addressed by the plan(s)

Not applicable

1.3 The underlying references for its plan(s), including whether they are codes, guidelines, standards, or regulations; whether they were developed by the entity, an industry organization, a third-party organization (e.g., a non-governmental organization, a governmental agency, or some combination of these groups)

Not applicable

Biodiversity - Niger

Impacts

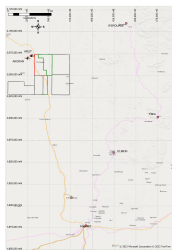
Does access to the site involve traversing a protected area

No

Does not apply as the site does not traverse a protected area. See attached map.

Do any of the entities concessions share a watershed with a protected area

No



Access to Niger site

Biodiversity - Zambia

Impacts

Does access to the site involve traversing a protected area

No

Does not apply as the site does not traverse a protected area. See attached map.

Do any of the entities concessions share a watershed with a protected area

No



Access to Zambia Site

Biodiversity - Mali

Impacts

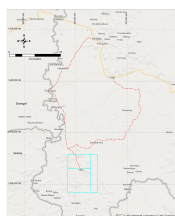
Does access to the site involve traversing a protected area

No

The site does not traverse a protected area. See attached map.

Do any of the entities concessions share a watershed with a protected area

No



Access to Mali Site

Biodiversity - GoviEx Uranium Inc.

Impacts

Percentage of probable reserves in sites with protected conservation status or in areas of endangered species habitat Does Not Apply

Percentage of inferred, indicated and/or measured resources in sites with protected conservation status or in areas of endangered species habitat Does Not Apply

Social

Scale of the Organization

Describe how the organisation defines its "Operation" By geographic location, including exploration in Niger, Zambia, and Mali and corporate head office in Canada.

Scale of the Organization - GoviEx Uranium Inc.

Report the total number of operations 4
Exploration operations in Niger, Mali, Zambia, and corporate head office in Canada.

Scale of the Organization - GoviEx Uranium Inc.

Report the total number of direct employees worldwide (exclude contractors) 43

Report the total number of male direct employees worldwide (exclude contractors) 28
Niger 10, Zambia 9, Mali 4 and Corporate 5

Report the total number of female direct employees worldwide (exclude contractors) 15
Niger 4, Zambia 4, Mali 4, Corporate 3

Report the total number of contract employees worldwide 5
All contract employees are in Zambia.

Female employees and contractors as percentage of total employees and contractors 33.3333%

Male employees and contractors as percentage of total employees and contractors 66.6667%

Total number of non-binary employees and contractors worldwide 0
The company currently does not track the number of non-binary employees due to cultural sensitivities in some of the countries where it operates.

Employee Information - GoviEx Uranium Inc.

Report the total number of direct employees by employment type (permanent and temporary), by gender 43

Total number of permanent employees 43

Total number of permanent employees - female 15

Total number of permanent employees - male 28

Total number of permanent employees - Non-binary 0

Total number of permanent employees - Gender not disclosed 0

Total number of temporary employees 0

Total number of temporary employees - female 0

Total number of temporary employees - male 0

Total number of temporary employees - Non-binary 0

Total number of temporary employees - Gender not disclosed 0

Report the total number of non-guaranteed hours employees by gender	0
Report the total number of employees by employment type (full-time and part-time), by gender	43
Report the total number of full-time employees	43
Report the total number of part-time employees	0
Total number of full-time employees - female	15
Total number of part-time employees - female	0
Total number of full-time employees - male	28
Total number of part-time employees - male	0
Total number of full-time employees - Non-binary	0
Total number of part-time employees - Non-binary	0
Total number of full-time employees - Gender not disclosed	0
Total number of part-time employees - Gender not disclosed	0

Employee Information

Describe the methodologies and assumptions used to compile the data	The Company collects primary employee data via new hires, including demographic information and qualifications, and creates employee profiles. The Company conducts monthly staff meetings and an annual performance review to ensure employee engagement and retention and to provide constructive feedback.
Are the numbers reported in head count, full-time equivalent (FTE), or using another methodology	Numbers are reported using the head count method.
Are the numbers reported at the end of the reporting period, as an average across the reporting period, or using another methodology	The numbers are reported at the end of the reporting period.
Provide contextual information necessary to understand the employment information provided	All employees are full time and the number reported is the number of employees at the end of the reporting period.
Describe significant fluctuations, if any, in the number of employees during the reporting period and between reporting periods	There haven't been significant fluctuations in the number of employees during the reporting period. Since the last reporting period, the company has increased head count in Zambia by 5 as this project advances.

Workers who are not employees - GoviEx Uranium Inc.

Report the total number of workers who are not employees and whose work is controlled by the organization	5
Report the total number of contractors by employment type (permanent and temporary), by gender	5
Total number of permanent contractors	0
Total number of temporary contractors	5
Total number of temporary contractors - female	1
Total number of temporary contractors - male	4
Total number of temporary contractors - Non-binary	0
Total number of temporary contractors - Gender not disclosed	0
Report the total number of contractors by employment type (full-time and part-time), by gender	5
Total number of full-time contractors - female	1
Total number of part-time contractors - female	0
Total number of full-time contractors - male	4
Total number of part-time contractors - male	0
Total number of full-time contractors - Non-binary	0
Total number of part-time contractors - Non-binary	0
Total number of full-time contractors - Gender not disclosed	0
Total number of part-time contractors - Gender not disclosed	0

Workers who are not employees

Is the number of workers who are not employees reported in head count, full-time equivalent (FTE), or using another methodology	The methodology utilized is head-count.
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Is the number of workers who are not employees reported at the end of the reporting period, as an average across the reporting period, or using another methodology	The number of workers who are not employees are reported as of the end of the reporting period.
Describe significant fluctuations, if any, in the number of workers who are not employees during the reporting period and between reporting periods	Not applicable. The Company did not suffer any significant fluctuations.
Turnover - GoviEx Uranium Inc.	
Report the total number and rate of employee turnover during the reporting period, by age group, and gender	
All Employees	
Total number of turnover (the number that left during the period)	1
Rate of turnover	2.3256%
Female employees	
Total number of turnover (the number of females that left during the period)	0
Rate of turnover, females	0.0000%
Male employees	
Total number of turnover (the number of males that left during the period)	1
Rate of turnover, males	3.6364%
Non-binary employees	
Total number of turnover (the number non-binary that left during the period)	0
Turnover & Age Breakdown - GoviEx Uranium Inc.	
Employees aged 30 years old and under	
Total number of turnover (the number that left during the period)	0
As percent of total employees	6.9767%
Rate of turnover	0.0000%
Employees aged between 30 and 50 years old	
Total number of turnover (the number that left during the period)	0
As percent of total employees	67.4419%
Rate of turnover	0.0000%
Employees over 50 years old	
Total number of turnover (the number that left during the period)	1
As percent of total employees	25.5814%
Rate of turnover	10.0000%
Identify types of employees captured in the turnover rate calculations	Whilst this number seems high, there has been one employee who retired during the period. All employees on the payroll
Average age of employees	45 Average age of employee is done via a simple average.

Diversity and Equal Opportunity

Report the percentage of employees per employee category in each of the following diversity categories

Board of Directors

Total Board of Directors	7
Percent Male	85.7143%
Percent Female	14.2857%
Percent Non-Binary	0.0000%
Percent under 30 years of age	0.0000%
Percent between 30 and 50 years of age	57.1429%
Percent over 50 years of age	42.8571%

Senior Management		
Total Senior Managers		7
Percent Male		71.4286%
Percent Female		28.5714%
Percent Non-Binary		0.0000%
Percent under 30 years of age		0.0000%
Percent between 30 and 50 years of age		28.5714%
Percent over 50 years of age		71.4286%
Technical Employees (skilled hourly)		
Total Technical Employees		20
Percent Male		60.0000%
Percent Female		40.0000%
Percent Non-Binary		0.0000%
Percent under 30 years of age		15.0000%
Percent between 30 and 50 years of age		60.0000%
Percent over 50 years of age		25.0000%
Production Employees (unskilled hourly)		
Total Production Employees		16
Percent Male		68.7500%
Percent Female		31.2500%
Percent Non-Binary		0.0000%
Percent under 30 years of age		0.0000%
Percent between 30 and 50 years of age		93.7500%
Percent over 50 years of age		6.2500%
Contractors:		
Total Contractors		5
Percent Male		80.0000%
Percent Female		20.0000%
Percent Non-Binary		0.0000%
Percent under 30 years of age		0.0000%
Percent between 30 and 50 years of age		100.0000%
Percent over 50 years of age		0.0000%

Labour Relations - GoviEx Uranium Inc.

Collective Bargaining Agreements

Percentage of total direct employees covered by collective bargaining agreements 0.0000%

For employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations

The Company undertakes a regional and industry specific salary and conditions of employment review on a regular basis and if appropriate, adjusts salaries and terms accordingly.

Notice Periods

Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them

Subject to employment agreement; usually 2 - 8 weeks.

If your organization is subject to collective bargaining agreements, is the notice period and provisions for consultation and negotiation specified in those agreements

No

Occupational Health and Safety - Niger

Work-related Injuries

Injuries - For all employees

i. Number of fatalities as a result of work-related injury	0
i. Rate of fatalities resulting from work-related injury. Note: calculating per 200,000 hours worked	0.000
ii. Number of high-consequence work-related injuries (excluding fatalities)	0
ii. Rate of high-consequence work-related injuries (excluding fatalities)	0.000
iii. Number of recordable work-related injuries	0
iii. Rate of recordable work-related injuries	0.000
iv. Main types of work-related injury, e.g., confined space, trips, falls, etc.	There were no injuries during the reporting period.
v. Number of hours worked	27,032
Lost Time Injuries (LTIs)	0
Lost Time Injuries Rate (LTIR)	0.000
Injuries - workers who are not employees but whose work and/or workplace is controlled by the organization	
i. Number of fatalities as a result of work-related injury	0
i. Rate of fatalities resulting from work-related injury. Note: calculating per 200,000 hours	0.000
ii. Number of high-consequence work-related injuries (excluding fatalities)	0
ii. Rate of high-consequence work-related injuries (excluding fatalities)	0.000
iii. Number of recordable work-related injuries	0
iii. Rate of recordable work-related injuries	0.000
iv. Main types of work-related injury, e.g., confined space, trips, falls, etc.	There were no injuries during the reporting period.
v. Number of hours worked	30,464
Lost Time Injuries (LTIs)	0
Lost Time Injuries Rate (LTIR)	0.000
Combined (Employees and non-employees, but controlled by the organization):	
Total Hours Worked	57,496
Total number of all work-related injuries	0
Rate of work-related injuries	0.000
Total Lost Time Injuries (LTIs)	0
Lost Time Injuries Rate (LTIR)	0.000

Occupational Health and Safety - Zambia

Work-related Injuries

Injuries - For all employees

i. Number of fatalities as a result of work-related injury	0
i. Rate of fatalities resulting from work-related injury. Note: calculating per 200,000 hours worked	0.000
ii. Number of high-consequence work-related injuries (excluding fatalities)	0
ii. Rate of high-consequence work-related injuries (excluding fatalities)	0.000
iii. Number of recordable work-related injuries	0
iii. Rate of recordable work-related injuries	0.000
iv. Main types of work-related injury, e.g., confined space, trips, falls, etc.	There were no injuries during the reporting period.
v. Number of hours worked	81,570
Lost Time Injuries (LTIs)	0
Lost Time Injuries Rate (LTIR)	0.000
Injuries - workers who are not employees but whose work and/or workplace is controlled by the organization	
i. Number of fatalities as a result of work-related injury	0
i. Rate of fatalities resulting from work-related injury. Note: calculating per 200,000 hours	0.000

ii. Number of high-consequence work-related injuries (excluding fatalities)	0
ii. Rate of high-consequence work-related injuries (excluding fatalities)	0.000
iii. Number of recordable work-related injuries	0
iii. Rate of recordable work-related injuries	0.000
iv. Main types of work-related injury, e.g., confined space, trips, falls, etc.	There were no injuries during the reporting period.
v. Number of hours worked	15,048
Lost Time Injuries (LTIs)	0
Lost Time Injuries Rate (LTIR)	0.000
Combined (Employees and non-employees, but controlled by the organization):	
Total Hours Worked	96,618
Total number of all work-related injuries	0
Rate of work-related injuries	0.000
Total Lost Time Injuries (LTIs)	0
Lost Time Injuries Rate (LTIR)	0.000

Occupational Health and Safety - Mali

Work-related Injuries

Injuries - For all employees

i. Number of fatalities as a result of work-related injury	0
i. Rate of fatalities resulting from work-related injury. Note: calculating per 200,000 hours worked	0.000
ii. Number of high-consequence work-related injuries (excluding fatalities)	0
ii. Rate of high-consequence work-related injuries (excluding fatalities)	0.000
iii. Number of recordable work-related injuries	0
iii. Rate of recordable work-related injuries	0.000
iv. Main types of work-related injury, e.g., confined space, trips, falls, etc.	There were no injuries during the reporting period.
v. Number of hours worked	7,888
Lost Time Injuries (LTIs)	0
Lost Time Injuries Rate (LTIR)	0.000

Injuries - workers who are not employees but whose work and/or workplace is controlled by the organization

i. Number of fatalities as a result of work-related injury	0
i. Rate of fatalities resulting from work-related injury. Note: calculating per 200,000 hours	0.000
ii. Number of high-consequence work-related injuries (excluding fatalities)	0
ii. Rate of high-consequence work-related injuries (excluding fatalities)	0.000
iii. Number of recordable work-related injuries	0
iii. Rate of recordable work-related injuries	0.000
iv. Main types of work-related injury, e.g., confined space, trips, falls, etc.	There were no injuries during the reporting period. As there were no field activities during the reporting period.
v. Number of hours worked	0
Lost Time Injuries (LTIs)	0
Lost Time Injuries Rate (LTIR)	0.000

Combined (Employees and non-employees, but controlled by the organization):

Total Hours Worked	7,888
Total number of all work-related injuries	0
Rate of work-related injuries	0.000

Total Lost Time Injuries (LTIs)	0
Lost Time Injuries Rate (LTIR)	0.000

Occupational Health and Safety - GoviEx Uranium Inc.

Work-related Injuries

Injuries - For all employees

i. Number of fatalities as a result of work-related injury	0
i. Rate of fatalities resulting from work-related injury. Note: calculating per 200,000 hours worked	0.000
ii. Number of high-consequence work-related injuries (excluding fatalities)	0
ii. Rate of high-consequence work-related injuries (excluding fatalities)	0.000
iii. Number of recordable work-related injuries	0
iii. Rate of recordable work-related injuries	0.000
iv. Main types of work-related injury, e.g., confined space, trips, falls, etc.	There were no injuries during the reporting period across all our locations.
v. Number of hours worked	116,490 Number of hours worked does not include our corporate offices in Vancouver or head office employees who work from home.
Lost Time Injuries (LTIs)	0
Lost Time Injuries Rate (LTIR)	0.000
Injuries - workers who are not employees but whose work and/or workplace is controlled by the organization	
i. Number of fatalities as a result of work-related injury	0
i. Rate of fatalities resulting from work-related injury. Note: calculating per 200,000 hours	0.000
ii. Number of high-consequence work-related injuries (excluding fatalities)	0
ii. Rate of high-consequence work-related injuries (excluding fatalities)	0.000
iii. Number of recordable work-related injuries	0
iii. Rate of recordable work-related injuries	0.000
iv. Main types of work-related injury, e.g., confined space, trips, falls, etc.	There were no injuries during the reporting period across all our locations.
v. Number of hours worked	45,512 Number of hours worked does not include our corporate offices in Vancouver or executive employees who work remotely.
Lost Time Injuries (LTIs)	0
Lost Time Injuries Rate (LTIR)	0.000
Combined (Employees and non-employees, but controlled by the organization):	
Total Hours Worked	162,002
Total number of all work-related injuries	0
Rate of work-related injuries	0.000
Total Lost Time Injuries (LTIs)	0
Lost Time Injuries Rate (LTIR)	0.000

Occupational Health and Safety - Niger

Work-related Injuries

Report the work-related hazards that pose a risk of high-consequence injury, including

i. How have these hazards been determined	All work related hazards that pose a risk of high consequence injury have been identified by carrying out a risk identification and assessment and then recorded in a risk register, which was prepared by a Safety officer. The risk register also describes how to minimise the risk.
ii. Which of these hazards have caused or contributed to high-consequence injuries during the reporting period	During the reporting period no hazards have caused or contributed to high consequence injuries.

iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	During the reporting period no hazards have caused or contributed to high consequence injuries. However as part of its risk management strategy, the company maintains a detailed risk register that include specific risk mitigation strategies for each potential risk.
Report on actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls	As part of its risk management strategy the company maintains a detailed risk register that includes specific risk mitigation strategies for each potential risk.
Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded, e.g., short-term contractors	No workers have been excluded from this disclosure.
Disclose any contextual information necessary to understand how the data have been compiled, i.e., any standards, methodologies, and assumptions used	Any accidents that occur as a result of work-related hazards are recorded and reported using best practice international industry standards.

Occupational Health and Safety - Zambia

Work-related Injuries

Report the work-related hazards that pose a risk of high-consequence injury, including

i. How have these hazards been determined	All work related hazards that pose a risk of high consequence injury have been identified by carrying out a risk identification and assessment and then recorded in the Company's risk register, which was prepared by a Safety officer. The risk register also describes how to minimise risks.
ii. Which of these hazards have caused or contributed to high-consequence injuries during the reporting period	During the reporting period no hazards have caused or contributed to high consequence injuries.
iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	During the reporting period no hazards have caused or contributed to high consequence injuries. However as part of its risk management strategy the company maintains a detailed risk register that include specific risk mitigation strategies for each potential risk.
Report on actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls	As part of its risk management strategy the company maintains a detailed risk register that includes specific risk mitigation strategies for each potential risk.
Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded, e.g., short-term contractors	No workers have been excluded from this disclosure.
Disclose any contextual information necessary to understand how the data have been compiled, i.e., any standards, methodologies, and assumptions used	Any accidents that occur as a result of work-related hazards are recorded and reported using best practice international industry standards.

Occupational Health and Safety - Mali

Work-related Injuries

Report the work-related hazards that pose a risk of high-consequence injury, including

i. How have these hazards been determined	All work related hazards that pose a risk of high consequence injury have been identified by carrying out a risk identification and assessment and then recorded in the Company's risk register, which was prepared by a Safety officer. The risk register also describes how to minimise risks.
ii. Which of these hazards have caused or contributed to high-consequence injuries during the reporting period	During the reporting period no hazards have caused or contributed to high consequence injuries.
iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	During the reporting period no hazards have caused or contributed to high consequence injuries. However as part of its risk management strategy the company maintains a detailed risk register that includes specific risk mitigation strategies for each potential risk.
Report on actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls	As part of its risk management strategy the company maintains a detailed risk register that includes specific risk mitigation strategies for each potential risk.
Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded, e.g., short-term contractors	No workers have been excluded from this disclosure.
Disclose any contextual information necessary to understand how the data have been compiled, i.e., any standards, methodologies, and assumptions used	Any accidents that occur as a result of work-related hazards are recorded and reported using best practice international industry standards.

Occupational Health and Safety - GoviEx Uranium Inc.

Work-related Injuries

Report the work-related hazards that pose a risk of high-consequence injury, including

i. How have these hazards been determined	All work-related hazards that pose a risk of high consequence injury have been identified by carrying out a risk identification and assessment and then recorded in the Company's risk register, which was prepared by a Safety officer. The risk register also describes how to minimise risks.
ii. Which of these hazards have caused or contributed to high-consequence injuries during the reporting period	No injuries to report at any of our sites for the reporting period.
iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	The relevant site risk registers describe the method to reduce or eliminate the identified work related hazards.
Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded, e.g., short-term contractors	No workers have been excluded from this disclosure.
Disclose any contextual information necessary to understand how the data have been compiled, i.e., any standards, methodologies, and assumptions used	Any accidents that occur as a result of work-related hazards are recorded and reported using best practice international industry standards.

Occupational Health and Safety - Niger

Safety Training

Disclose the average number of training hours provided to its workforce for health, safety, and emergency management training

Average hours of health, safety, and emergency response training for (a) full-time/direct employees	4
Average hours of health, safety, and emergency response training for (b) contract employees	4

Occupational Health and Safety - Zambia

Safety Training

Disclose the average number of training hours provided to its workforce for health, safety, and emergency management training

Average hours of health, safety, and emergency response training for (a) full-time/direct employees	18
Average hours of health, safety, and emergency response training for (b) contract employees	18

Occupational Health and Safety - Mali

Safety Training

Disclose the average number of training hours provided to its workforce for health, safety, and emergency management training

Average hours of health, safety, and emergency response training for (a) full-time/direct employees	0
	Our operations in Mali were in the process of being sold and therefore there was no operational activity during the period.
Average hours of health, safety, and emergency response training for (b) contract employees	0

Occupational Health and Safety - GoviEx Uranium Inc.

Safety Training

Disclose the average number of training hours provided to its workforce for health, safety, and emergency management training

Average hours of health, safety, and emergency response training for (a) full-time/direct employees	8.29
	The number of training hours does not include training hours provided to the workforce in the corporate offices in Vancouver or worldwide head office employees who work from home.
Average hours of health, safety, and emergency response training for (b) contract employees	7.89

Security, Human Rights and Rights of Indigenous People - Niger

Identify the countries of operations within the World Bank's list of "Fragile and Conflict-Affected Situations"	Niger
Describe the nature of any social risks, for all operating countries, that could have a material risk to operations	At the moment there is political instability in Niger after a military coup on 26 July 2023 which could have a material risk to our Nigerian Operations.

Security, Human Rights and Rights of Indigenous People - Zambia

Identify the countries of operations within the World Bank's list of "Fragile and Conflict-Affected Situations"	None
Describe the nature of any social risks, for all operating countries, that could have a material risk to operations	At the moment there are no social risks in Zambia that could have a material risk to operations.

Security, Human Rights and Rights of Indigenous People - Mali

Identify the countries of operations within the World Bank's list of "Fragile and Conflict-Affected Situations"	Mali
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Describe the nature of any social risks, for all operating countries, that could have a material risk to operations

At the moment there are no social risks that could have a material risk to operations as we are geographically distant from the areas with social instability.

Community Relations - Niger

Artisanal and Small-Scale Mining

Number of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site (not controlled by company/unauthorized)

0

Percentage of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site

0.0000%

Our operations are not near artisanal or small scale mining.

Report the associated risks and the actions taken to manage and mitigate these risks

Does Not Apply

Programs

Report on community relations programs, objectives and achievements in the past 3 years

During this period, GoviEx undertook several initiatives to support the communities surrounding the Madaouela site in Niger.

The company installed a windmill in Ebarghas, providing essential drinking water to the community and their animals in proximity to the Madaouela project. Additionally, GoviEx oversaw the installation of two full solar systems which currently power the water wells in both Ebarghas and Madaouela. To ensure the sustainability of this project, GoviEx also conducted water tests each trimester and provided security personnel for the solar systems.

GoviEx has actively participated in community development. The company supported off-season cultivation and provided quarterly rice donations to the community. Significant efforts were made in education and health infrastructure: classrooms in Mayat, Echignaw, Ezazaou, Eroug, and Takriza were rehabilitated; dormitories in Mayat and Eroug were also refurbished; and a new laboratory was constructed at the Gougaram health center.

GoviEx's commitment to cultural preservation and community engagement was evident in its sponsorship of local events such as the Cure Salee, Air Festival, and the Emigdaz ceremony in Gouragaram (Ebarghas).

Finally, in June 2023 GoviEx sponsored Barefoot College International's Solar Project in Niger, which is a groundbreaking initiative dedicated to empowering rural women without formal education through comprehensive training in solar technology installation and maintenance, livelihoods development and a holistic women's empowerment curriculum. As part of the Solar Project, Goviex is funding the installation of solar home lighting systems in forty rural households near the Madaouela site.

Discuss the processes, procedures, and practices to manage risks and opportunities associated with the rights and interests of communities in areas where it conducts business

We have a formal Stakeholder Management Plan (SMP) that is fully compliant with IFC guidelines, and complemented by an integrated communications strategy. Our on-ground team provides biweekly updates to the management on community interactions, all of which are meticulously documented in a specialized third-party stakeholder management system. Additionally, we've established a structured grievance procedure to address any concerns promptly. We also have an extensive CSR program which takes the community needs and views into consideration.

Community Relations - Zambia

Artisanal and Small-Scale Mining

Number of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site (not controlled by company/unauthorized)

0

Percentage of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site

0.0000%

Report the associated risks and the actions taken to manage and mitigate these risks

Does not apply as no artisanal or small scale mining within the project area.

Programs

Report on community relations programs, objectives and achievements in the past 3 years

During this period, GoviEx undertook a series of community support and development initiatives.

The company sponsored permaculture training at the Muntanga community, teaching local farmers the benefits and methods of using non-chemical fertilizers. This initiative aimed to reduce farming costs and enhance productivity. Additionally, GoviEx supplied a combination of maize and sorghum seeds to 145 households in Muntanga, emphasizing the drought-resistant nature of sorghum.

Addressing water needs, GoviEx replaced a damaged 10,000L water tank at Syayumbu village, ensuring a consistent water supply for both the community and livestock.

Supporting health related initiatives, GoviEx sponsored the Community Health Assistants Training at Mwachisompola College of Health Sciences and constructed a nurse's house at the Syamwiinga Clinic. The company further enhanced healthcare infrastructure by donating solar systems to both the Syamwiinga and Chizilika clinics.

Education remained a focal point of GoviEx's CSR efforts. Teacher accommodations at Hachibozu and Muntanga schools were rehabilitated, classroom blocks were constructed at Njame school, and solar systems were supplied to schools in Muntanga and Hachibozu. Six students received sponsorships for vocational training at the Lusaka Vocational Training College.

The company also supported adult literacy and numeracy education, sponsoring the Back to School Project, an initiative run in partnership with the District Education Board Secretaries (DEBS) for the Siavonga and Chirundu Districts. It will focus on providing educational opportunities for adults who may not have had previous access to formal education.

The company also showed its support for chiefs, traditional ceremonies, and sports via its stakeholder engagement program.

Discuss the processes, procedures, and practices to manage risks and opportunities associated with the rights and interests of communities in areas where it conducts business

We have a formal Stakeholder Management Plan (SMP) that is fully compliant with IFC guidelines, and complemented by an integrated communications strategy. Our on-ground team provides biweekly updates to the management on community interactions, all of which are meticulously documented in a specialized third-party stakeholder management system. Additionally, we've established a structured grievance procedure to address any concerns promptly. We also have an extensive CSR program which takes the community needs and views into consideration.

Community Relations - Mali

Artisanal and Small-Scale Mining

Number of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site (not controlled by company/unauthorized)

1

There is evidence of small scale artisanal gold mining within the area covered by one of our exploration licenses. Our licenses cover an extensive area in comparison with the small artisanal site.

Percentage of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site

100.0000%

Report the associated risks and the actions taken to manage and mitigate these risks

The exploration license covers an extensive area in comparison with the artisanal site and therefore the company is not directly affected by such activities.

Programs

Report on community relations programs, objectives and achievements in the past 3 years

The CSR program is centered around supporting the immediate local community. The company has provided essential gardening tools, set up solar lighting in communal areas and made contributions to the health clinic. Local educational institutions have been equipped with hygiene kits and sanitation facilities have been improved. Recognizing the challenges of employment in the area, the company offers job opportunities for residents in maintenance and geological tasks.

The company also was involved in refurbishing school furniture, supplying the Health Centre with essential equipment, adding more solar lamps in key community areas and providing

boreholes for the village around the site.

The company supports market gardening by local women, which provides fresh produce for the community. In addition to donating gardening resources, the company has collaborated with the community to enhance the sustainability of gardening practices through training.

During the reporting period, the project was in process of being sold and therefore no CSR activities were carried out.

Discuss the processes, procedures, and practices to manage risks and opportunities associated with the rights and interests of communities in areas where it conducts business

The company has currently good relations with the local communities, and works closely with the local chiefs, head of villages, to develop the community development programmes. During the period, the project was in process of being sold and therefore no CSR activities were carried out.

Community Relations - GoviEx Uranium Inc.

Artisanal and Small-Scale Mining

Number of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site (not controlled by company/unauthorized)

1

Percentage of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site

33.3333%

Report the associated risks and the actions taken to manage and mitigate these risks

The exploration license in Mali covers an extensive area in comparison with the artisanal site and therefore the company is not directly affected by such activities.

Governance

Climate Change

Oversight

Is there board-level oversight of climate-related issues within your organization

Yes

Our board's ESG committee looks at climate-related issues as they affect our projects.

Responsibility

Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues

Sustainability committee

The ESG Committee (board committee)

Nature of primary responsibility

Both assessing and managing climate-related risks and opportunities

To support the Company's ongoing commitment to environmental, health and safety, corporate social responsibility, governance, sustainability, and other public policy matters relevant to the Company.

Reporting

Frequency of reporting to the board on climate-related issues

As important matters arise

Incentives

Do you provide incentives for the management of climate-related issues, including the attainment of targets

No, and we do not plan to introduce them in the next two years

Risk and Opportunity Management

Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities

No - important but not an immediate business priority

Risk Assessments

Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business

No - risks exist, but none with potential to have a substantive financial or strategic impact on business

We have conducted climate risk assessments for our operations in Niger as part of our Feasibility Study and also identified climate-related risks as part of our corporate risk assessment. There are no indications of risks that have the potential to have a substantive financial or strategic impact on our business.

Opportunity Assessments

Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business

Yes

Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business

Opportunity 1

Where in the value chain does the opportunity driver occur	Direct operations
Opportunity type	Energy source: Other, please specify Use of solar power generation at mine site
Opportunity time horizon	Medium-term
Opportunity likelihood	Very likely
Magnitude of impact	Low
Potential impact financial figure and explanation	Reduction of power costs by 10% (approximately US\$1 million/year). In addition to the carbon reduction and commercial benefits, the company also will reduce the amount of diesel hauled to site, further reducing our carbon footprint and social impact.
Primary potential financial impact driver	Reduced direct costs
Cost and strategy to realize opportunity and explanation of cost calculation	Power is approximately 12% of total Opex for the Madaouela project based on the PFS; a cost reduction of 25 to 30% of that. Construction of an 8MW capacity solar plant.

Opportunity 2

Where in the value chain does the opportunity driver occur	Direct operations
Opportunity type	Resource efficiency : Move to more efficient buildings
Opportunity time horizon	Medium-term
Opportunity likelihood	Very likely
Magnitude of impact	Medium-low
Potential impact financial figure and explanation	Potential savings of US\$3 million in initial investment capital.
Primary potential financial impact driver	Reduced direct costs
Cost and strategy to realize opportunity and explanation of cost calculation	Switching from traditional SAG mill to Vertical dry milling (VeRo), reduces total and start up power demand. Reduces amount of back up generation required for mill restarts and reduces total power demand.

Strategy

Have climate-related risks and opportunities influenced your organization's strategy and/or financial planning	Yes Climate related risks and opportunities influenced project designs for both Niger and Zambia projects, which now include solar power generation as part of their Feasibility Studies.
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Water Management

Quality and Quantity Dependency

Rate the importance (current and future) of freshwater quality and quantity to the success of your business

Direct use importance rating	Vital
Indirect use importance rating	Important
Rate the importance (current and future) of sufficient quantity of recycled, brackish and/or produced water for the success of your business	
Direct use importance rating	Not Applicable
Indirect use importance rating	Not Applicable

Risk Assessments

Does your organization undertake a water-related risk assessment	Yes, water-related risks are assessed As part of our feasibility studies and ESIA's, a number of studies are conducted which take into account the impact of water on the project and the possible impact of the project on the water supply.
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Select the options that best describe your procedures for identifying and assessing water-related risks

i. Coverage	Partial
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ii. Risk Assessment Procedure	Water risks are assessed in an environmental risk assessment Water risks are also assessed as part of Hydrogeological studies associated with feasibility studies.
iii. Frequency of Risk Assessment	Other, please specify Water risks are assessed as part of technical studies.
iv. How far into the future are risks considered	More than 6 years
Have you identified any inherent water-related risks with the potential to have a substantive financial or strategic impact on operations	No
Opportunity Assessments Have you identified any water-related opportunities with the potential to have a substantive financial or strategic impact on your business	Other, please specify Water-related opportunities have been identified as part of the feasibility study for our Madaouela Operations. Water-related opportunities are currently being researched as part of the feasibility study for our Zambian operations.
Responsibility Provide the highest management-level position(s) or committee(s) with responsibility for water-related issues	Sustainability Committee Our ESG committee is the highest management level position with responsibility for water-related issues.
Policy Does your organization have a documented water policy	No
Select the options that best describe the scope and content of your organizations' water policy	None
Reporting Frequency of reporting to the board on water-related issues	Not Applicable
Incentives Do you provide incentives to C-suite employees or board members for the management of water-related issues	Not Applicable All engineering design takes into account reduction of water consumption as a key focus. Management is not incentivized with regards to water related issues.
Strategy Are water-related issues integrated into any aspects of your long-term strategic business plan	Yes, water-related issues are integrated
If water-related issues are integrated into any aspects of your long-term strategic business plan, please describe further	All engineering design takes into account potential reduction of water consumption as a key focus.
If water-related issues are integrated into any aspects of your long-term strategic business plan, identify the associated long-term time horizon	5-10 years
Governance structure and composition Describe its governance structure, including committees of the highest governance body; e.g., the Board of Directors, the Executives, the Board Environment Committee, Board Safety Committee, the Advisory Committee, etc.	- Board of Directors - Audit Committee - Nominating and Corporate Governance Committee - Environmental, Social, and Governance Committee - Human Resources and Compensation Committee
List the committees of the highest governance body that are responsible for decision making on and overseeing the management of the organization's impacts on the economy, environment, and people; e.g., the Board of Directors, the Executives, the Board Environment Committee, Board Safety Committee, the Advisory Committee, etc	- Board of Directors - ESG Committee and Nominating and Corporate Governance Committee - Audit Committee
Delegation of responsibility for managing impacts Describe whether the highest governance body has appointed any senior executives with responsibility for the management of organization's impacts on the economy, environment, and people e.g., is it part of the Governance structure of the company, the CFO or internal audit reporting to the Board	Yes GoviEx's CEO is ultimately responsible for the management of the organization's impacts on the economy, environment and people. Additionally, the company has an ESG working group formed of senior level executives who are also responsible for managing corporate impacts.
Describe whether the highest governance body has delegated responsibility for the management of impacts to other employees;	Yes, the ESG committee has delegated responsibility to the CEO.

Consultation Process

Report the processes for consultations between stakeholders and the highest governance body on economic, environmental and social topics, e.g., for most mining companies it would be the executives and operations and not the Board, and if delegated, explain how

We engage continuously with applicable stakeholders to communicate stages of projects and ESG initiatives. We have stakeholder Engagement programs in place and regularly engage with the community. We engage with investors on a regular basis, through regulatory reporting and meetings.

Governance structure and composition

Describe the composition of the highest governance body and its committees by

Number of executive members	2
Number of non-executive members	5
Number of independent members	5
Less than 3 years of tenure of members on the governance body	2
3-6 years of tenure of members on the governance body	0
6-9 years of tenure of members on the governance body	2
More than 10 years of tenure of members on the governance body	3
Number of other significant positions and commitments held by each member, and the nature of the commitments	See Details below: Mr. Major - Director of Leading Edge Materials Corp. Mr. Krafft - Director of Star Clipper Ltd and Leading Edge Materials Corp. Ms. Seetaroo - Chief Executive Officer of Ivoirienne de Noix de Cajou S.A. and Director of Algold Resources Ltd. Mr. Friedland - Executive Chairman of GoviEx Uranium Inc. and Director of Cordoba Minerals Corp and Sama Resources Inc. Mr. La Salle - President and Chief Executive Officer of Aya Gold & Silver Inc., Chief Executive Officer of Windiga Energy Inc., Chairman of Sama Resources Inc and Chairman of Algold Resources Ltd. Mr. Wallace - Managing Director, CCC Investment Banking Mr. Cates - President, CEO and a Director of Denison Mines Corp., Director of Skyharbour Resources Ltd.
Number of Male governance body members	6
Number of Female governance body members	1
Number of members from under-represented social groups	1
Description of competencies relating to economic, environmental, and social topics	The majority of our board has direct and extensive experience in ESG either through their existing corporate roles or directorships.
Description of stakeholder representation	Subsidiary boards have local independent representation in Zambia and Niger. Additionally, a substantial independent shareholder has board representation.

Board Diversity

Do you have a diversity policy and if so, provide details, link to the policy or attach the file

Yes, we currently have a Diversity and Inclusion policy. Please find the link below.

Whilst we do not have a formal diversity policy for our board, we take into consideration diversity when a board position becomes available.

[Diversity and Inclusion Policy](#)

Chair of the highest governance body

Is the chair of the highest governance body is also a senior executive in the organization

Yes

If the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated

The roles and responsibilities of the Executive Chairman include:

1. In conjunction with the Lead Director, responsible for the leadership of the Board, ensuring its effectiveness on all aspects of its role and setting the agenda.
2. In conjunction with the Lead Director, ensuring the provision of accurate, timely and clear information to the directors.
3. In conjunction with the Lead Director, ensuring effective communication with shareholders.
4. Chairing meetings of the Board in accordance with the By-laws of the Company.

5. Chairing meetings of the shareholders of the Company in accordance with the By-Laws of the Company.
6. Fulfilling the other duties of the Chairman as provided for in the By-Laws of the Company.
7. In conjunction with the Lead Director, facilitating Board discussions to ensure core issues facing the Company are addressed.
8. In conjunction with the Lead Director, promoting constructive and respectful relations among Board members and between the Board and Management.

Conflicts of Interest

Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated

The company has a number of policies that are relevant to ensure that potential conflicts of interest are identified and addressed, not only at a board level but also with direct employees and contractors. For unresolved potential conflicts involving any employee or where a member of senior management or a Director is involved in a potential conflict, the issue should be referred to the Board of Directors (assisted by the Nominating and Corporate Governance Committee "NCGC" and legal counsel as necessary).

Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum, conflicts of interest relating to

Yes

Cross-board membership

Yes

Cross-shareholding with suppliers and other stakeholders

No

Unless required by applicable securities laws.

Existence of controlling shareholder

Yes

Related parties, their relationships, transactions, and outstanding balances

Yes

Collective knowledge of highest governance body

Report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development., e.g., board training

Board training opportunities are provided if deemed appropriate and relevant. Additionally, directors that have specific knowledge/expertise in a relevant area may discuss/educate the rest of the board.

Evaluation of Highest Governance Body

Describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices

The Nominating and Corporate Governance Committee (NCGC) conducts Board, Committee, and Individual Director/Peer evaluations annually. If an individual's performance is not considered adequate or if it is deemed that there is a knowledge gap on the board, the NCGC will ensure that relevant training is available or will consider reorganizing its board composition.

Transparency

Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development

The Executive Chairman and the CEO work with other senior management to develop, approve and update the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development. Depending on the nature of the development, the various Committees review and, if deemed fit, present their recommendations to the Board of Directors for approval.

Describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people

Board of Directors receives reports and recommendations from its various Committees, and then evaluates and determines the Company's response, if any is required.

Describe whether and how the highest governance body engages with stakeholders to support these processes

Although the board does not directly engage with stakeholders to support these processes, it receives reports and recommendations from its various Committees, and then evaluates and determines the Company's response, if any is required.

Describe how the highest governance body considers the outcomes of these processes

The Board evaluates reports and recommendations from its various Committees, and then evaluates and determines the Company's response, if any is required.

Ethics

Describe the management system and due diligence procedures for assessing and managing corruption and bribery risks internally and associated with business partners in its value chain

The Company has adopted a Code of Business Conduct and Ethics (the "Code") applicable to all employees, consultants, officers and directors regardless of their position in the



Statement on Ethics

organization, at all times and everywhere the Company does business. The Code provides that the Company's employees, consultants, officers and directors will uphold its commitment to a culture of honesty, integrity and accountability and the Company requires the highest standards of professional and ethical conduct from its employees, consultants, officers and directors. The Code is available on the Company's website (www.goviex.com) and under the Company's profile on www.sedarplus.ca. A copy may also be obtained, without charge, by request to the Company's Corporate Secretary c/o Suite 606 - 999 Canada Place, Vancouver, British Columbia, Canada V6C 3E1, telephone 1-604-681-5529.

In addition, the Board has adopted a policy on International Business Conduct ("IBC Policy"). The IBC Policy sets forth principles and procedures designated to ensure that the Company complies with the requirements of various national laws prohibiting corruption and bribery, including the Canadian Corruption of Foreign Public Officials Act and the U.S. Foreign Corrupt Practices Act, as well as other guidelines and standards that comprise best business practices. All directors and employees are provided with a copy of the Code and are required to sign a written acknowledgement confirming that they have received, reviewed and understand its contents and agree to abide by the Code. All of the Company's directors, management and employees are required to complete an online e-learning training course relating to anti-corruption and the Corruption of Foreign Public Officials Act.

In order to assist the Company in ensuring compliance with the Code, all employees are required to confirm, on an annual basis, that they have reviewed and understand the Code and agree to be bound by terms of the Code.

[Code of Business Conduct and Ethics](#)

Report net production from activities located in the countries with the 20 lowest rankings in Transparency International's Corruption Perception Index (CPI) (Saleable tonne)	0
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Anti-Corruption

Communication and Training

i) Total number of governance body members that have received training on anti-corruption, broken down by region	7
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ii.) Total percentage of governance body members that have received training on anti-corruption, broken down by region	100.0000%
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Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region	31
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31 (72.09%) employees have been assigned anti-corruption training: Senior Mgmt. 7, Middle Mgmt. 2, Technical 7, Admin. 14. Production 1
Generally, unskilled workers (cooks, drivers, janitors, security, etc.) are not required to take this training - this accounts for 12 individuals or approx. 27.91% of employees.

In addition, 5 outside consultants (which are not reflected in the number of "employees" noted above) have been assigned anti-corruption training.

1a. Total number of employees that received training on anti-corruption	31
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31 (72.09%) employees have been assigned anti-corruption training: Senior Mgmt. 7, Middle Mgmt. 2, Technical 7, Admin. 14. Production 1
Generally, unskilled workers (cooks, drivers, janitors, security, etc.) are not required to take this training - this accounts for 12 individuals or approx. 27.91% of employees.

In addition, 5 outside consultants (which are not reflected in the number of "employees" noted above) have been assigned anti-corruption training.

Total number of employees	43
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31 (72.09%) employees have been assigned anti-corruption training: Senior Mgmt. 7,

	Middle Mgmt. 2, Technical 7, Admin. 14. Production 1 Generally, unskilled workers (cooks, drivers, janitors, security, etc.) are not required to take this training - this accounts for 12 individuals or approx. 27.91% of employees. In addition, 5 outside consultants (which are not reflected in the number of "employees" noted above) have been assigned anti-corruption training.
1b. Total percentage of employees that received training on anti-corruption	72.0930% 31 (72.09%) employees have been assigned anti-corruption training: Senior Mgmt. 7, Middle Mgmt. 2, Technical 7, Admin. 14. Production 1 Generally, unskilled workers (cooks, drivers, janitors, security, etc.) are not required to take this training - this accounts for 12 individuals or approx. 27.91% of employees. In addition, 5 outside consultants (which are not reflected in the number of "employees" noted above) have been assigned anti-corruption training.
2a. Total number of senior employees that received training on anti-corruption	7
Total number of senior employees	7
2b. Percentage of senior employees that received training on anti-corruption	100.0000%
3a. Total number of middle management employees have received training on anti-corruption	2 Includes 2 independent directors at the subsidiary level.
Total number of middle management employees	2
3b. Percentage of middle management employees have received training on anti-corruption	100.0000%
4a. Total number of technical employees that received training on anti-corruption	7
Total number of technical employees	7
4b. Percentage of technical employees that received training on anti-corruption	100.0000%
5a. Total number of production employees that received training on anti-corruption	1 31 (72.09%) employees have been assigned anti-corruption training: Senior Mgmt. 7, Middle Mgmt. 2, Technical 7, Admin. 14. Production/Unskilled Labour 1. Generally, unskilled workers (cooks, drivers, janitors, security, etc.) are not required to take this training - this accounts for 12 individuals or approx. 27.91% of employees. The camp cook was assigned anti-corruption training as he deals with food procurement.
Total number of production employees	1
5b. Percentage of production employees that received training on anti-corruption	100.0000% 31 (72.09%) employees have been assigned anti-corruption training: Senior Mgmt. 7, Middle Mgmt. 2, Technical 7, Admin. 14. Production/Unskilled Labour 1. Generally, unskilled workers (cooks, drivers, janitors, security, etc.) are not required to take this training - this accounts for 12 individuals or approx. 27.91% of employees. The camp cook was assigned anti-corruption training as he deals with food procurement.
6a. Total number of administrative employees that received training on anti-corruption	14
Total number of administrative employees	14

6b. Percentage of administrative employees that received training on anti-corruption 100.0000%

Remuneration

Describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people

Although the company does not have a bonus scheme or remuneration related to performance, the board regularly reviews executive performance to ensure compensation is within benchmark.

How the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration

The company seeks shareholder approval at its AGM for equity incentive programs.

Report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable

At the last Annual General & Special Meeting of shareholders held June 30, 2023, the vote FOR the Company's stock option plan was 95.3% of voted shares.

Stakeholder Engagement

Report the purpose of the stakeholder engagement

Our commitment to stakeholder engagement is deeply rooted in our strategic approach to business. Recognizing the pivotal role stakeholders play in our operational landscape, our engagement efforts are designed to foster a proactive dialogue, ensuring that we are consistently aligned with their expectations and insights. This isn't just about corporate responsibility; it's a strategic imperative. By actively engaging with our stakeholders, we gain valuable insights that drive our decision-making processes, mitigate potential risks, and capitalize on emerging opportunities. Our dedication to this engagement underscores our belief in a collaborative approach, ensuring that our business strategies are both robust and responsive to the evolving needs of our stakeholders.

Tax

Describe the approach to stakeholder engagement and management of stakeholder concerns related to tax, including:

i. The approach to engagement with tax authorities

We provide commentary when requested by the appropriate tax authority and maintain a level of engagement to ensure open communications.

ii. The approach to public policy advocacy on tax

We provide commentary when requested by the appropriate ministries.

iii. The processes for collecting and considering the views and concerns of stakeholders, including external stakeholders

Stakeholders may contact the company by email or telephone. Calls and emails received by the Company are forwarded to the appropriate department to be addressed.

This document was prepared using  ONYEN, Planet Earth's complete ESG reporting solution.