



SUSTAINABILITY REPORT

2024



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Legal Disclaimer



This report contains “forward-looking information” or “forward-looking statements” within the meaning of Canadian and U.S. securities laws. All statements included herein, other than statements of historical fact, constitute forward-looking statements, including, without limitation, those relating to the Company’s projected production for 2025 and 2026, planned investments, the benefits of contract mining partners and related plans, the Segovia plant expansion, as well as its details, costs, and timing, the Bulk Mining Zone expansion at Marmato, and the Company’s sustainability goals and timelines.

Generally, forward-looking information can be identified by the use of forward-looking words such as “become,” “believe,” “estimate,” “expect,” “advance,” “intend,” “plan,” “potential,” or variations of such words and phrases, or statements that certain actions, events, or results “may,” “could,” “should,” “might,” or “will” be taken, occur, or be achieved.

Forward-looking information and statements, although based on the best estimates and assumptions of management, are subject to known and unknown risks, uncertainties, and other factors that may cause actual results, performance, or achievements of Aris Mining to differ materially from those expressed or implied by such statements, including those discussed under the “Risk Factors” section in the latest Annual Information Form and Management’s Discussion and Analysis, available on SEDAR+ at www.sedarplus.ca and on the U.S. Securities and Exchange Commission’s website at www.sec.gov. Forward-looking statements are made as of the date of this report, and Aris Mining disclaims any obligation to update or publicly revise any such forward-looking

statements or information to reflect future results, unless required by applicable laws. Readers are cautioned not to place undue reliance on these statements.

This report contains information that may constitute future-orientated financial information or financial outlook information (collectively, “FOFI”) about the Company’s prospective financial performance, financial position or cash flows, all of which is subject to the same assumptions, risk factors, limitations and qualifications as set forth above. Readers are cautioned that the assumptions used in the preparation of such information, although considered reasonable at the time of preparation, may prove to be imprecise or inaccurate and, as such, undue reliance should not be placed on FOFI. The Company’s actual results, performance and achievements could differ materially from those expressed in, or implied by, FOFI. The Company has included FOFI in order to provide readers with a more complete perspective on the Company’s future operations and management’s current expectations relating to the Company’s future performance. Readers are cautioned that such information may not be appropriate for other purposes. FOFI contained herein was made as of the date of this report. Unless required by applicable laws, the Company does not undertake any obligation to publicly update or revise any FOFI statements, whether as a result of new information, future events or otherwise.

Pamela De Mark, P.Geo., Senior Vice President Geology and Exploration of Aris Mining, is a Qualified Person as defined by National Instrument 43-101 – Standards of Disclosure for Mineral Projects, and has reviewed and approved the technical information contained in this report.



About this Report

This is the third annual Sustainability Report published by Aris Mining. The report has been prepared guided by the Sustainability Accounting Standards Board (SASB) framework for the Metals & Mining industry*.

SASB has been selected as the reporting framework due to its emphasis on consistent, comparable, and material ESG (Environmental, Social, and Governance) disclosures relevant to the sector.

The Company is committed to achieving its ESG objectives and recognizes the critical role that sustainability and corporate social responsibility programs play in creating shared value for stakeholders. In alignment with this commitment, Aris Mining has implemented robust management systems and guidelines to ensure compliance with the laws and regulations in Colombia, Guyana and Canada.

Aligned with international standards, Aris Mining has developed governance policies and frameworks to guide its operations as a responsible mining company. We understand responsible mining to be a commitment to environmental stewardship, community engagement, ethical labour practices, protection of human rights and operational excellence. This commitment is embedded throughout the organization and is exemplified by the establishment of a Board-level Sustainability Committee.

The Company's sustainability approach is further supported by Board-approved policies, including the Environmental and Corporate Social Responsibility Policy, the Sustainability Policy, the Code of Business Conduct and Ethics, the Anti-Bribery and Anti-Corruption Policy, the Diversity Policy, the Anti-Discrimination Policy, the Supplier Code of Conduct, the Universal Declaration of Human Rights, and the OECD Due Diligence Guidance for Responsible Business Conduct. These policies reflect the principles and commitments of the Company and are available on its website: www.aris-mining.com.



The Company is committed to achieving its ESG objectives and recognizes the critical role that sustainability and corporate social responsibility programs play in creating shared value for stakeholders.

*The Report was been prepared in accordance to the SASB Metals & Mining 2021-12 version

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About Aris Mining

Founded in September 2022 following the merger of GCM (formerly Gran Colombia Gold), Mining and Aris Gold, Aris Mining was established with the vision to build a leading Latin America-focused gold mining company.

The Company's strategy blends current gold production and strong cash flow generation with growth driven by the expansion of our operating assets and development of exploration-stage projects.

Aris Mining is listed on the Toronto Stock Exchange (TSX: ARIS) and the NYSE American (NYSE-A: ARMN) and is led by an experienced team with a track record of value creation, operational excellence, financial discipline, and strong corporate governance in the mining industry.

The Company operates two underground gold mines in Colombia: the Segovia Operations and the Marmato Complex Narrow Vein Zone, which together produced 210,955 ounces of gold in 2024. With expansion projects underway, Aris Mining aims to reach annual production of

more than 500,000 ounces of gold following the ramp-up of the Segovia processing plant expansion, and the Marmato Complex Narrow Vein Zone, which includes the new Bulk Mining Zone currently in construction. In addition, Aris Mining operates the 51% owned Soto Norte joint venture, where studies are underway on a new, smaller scale development plan, with results expected by the third quarter of 2025. In Guyana, Aris Mining owns the Toroparu gold/ copper project, where a new Preliminary Economic Assessment has been commissioned.

Colombia is rich in high-grade gold deposits, and Aris Mining actively develops formal partnerships with local artisanal miners across the country. Artisanal mining operations may not always align with formal health, safety, and environmental standards due to their informality. Through these collaborations, we promote safe, legal, and environmentally responsible mining operations that benefit both local communities and the mining sector.

Aris Mining will continue evaluating acquisition and expansion opportunities to drive value creation through scale and diversification.



**210,955
OUNCES
OF GOLD
PRODUCED
IN 2024**

Aris Mining's portfolio:

Operation	Ownership	Location	Status
Segovia Operations	100%	Antioquia, Colombia	Producing; processing plant expansion underway
Marmato Complex	100%	Caldas, Colombia	Producing; construction of Bulk Mining Zone in progress
Soto Norte Project	51%	Santander, Colombia	Permitting phase; PFS of a scaled-down project plan underway
Toroparu Project	100%	Cuyuni-Mazaruni Region, Guyana	Exploration stage; PEA underway
Juby Project	100%	Ontario, Canada	Exploration stage



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Scope and Structure of the Report

This report covers the sustainability performance of the Marmato Complex and Segovia Operations, as both are currently in production. As other operations in our portfolio enter the production phase, they will be included within our sustainability reporting scope.

All financial information presented refers to the mines owned and operated by Aris Mining during the reporting period from January 1 to December 31, 2024.

References to “Aris Mining,” the “Company,” “we,” “us,” and “our” refer to Aris Mining Corporation. Unless otherwise specified, all monetary amounts in this report are expressed in U.S. dollars (USD), using an average 2024 exchange rate of COP 4,071 to USD 1.00 for the conversion of Colombian pesos to U.S. dollars.



USD 1.00 = COP 4,071 (AVG. 2024)





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CEO Letter

Growth with Purpose – Building a Responsible Future for Gold Mining

It's a pleasure to share this message as an introduction to Aris Mining's 2024 Sustainability Report.

Over the past year, we've witnessed the strength of our business strategy through consistent production, strong financial results, and most importantly, continued progress in strengthening our social license to operate.

As someone who has worked in this industry for over 50 years, I have seen its ups and downs, its challenges and its potential. I've learned that the most meaningful success comes from listening, adapting, and leading with integrity. At Aris Mining, we believe the future of mining is not just about ounces produced; it is about how we produce them. And that starts with sustainability embedded in the heart of our operations.

With gold prices crossing \$3,000 per ounce in the first quarter of 2025, we are entering a new era filled with both opportunity and greater responsibility. Elevated prices improve margins, unlock project economics, and increase social investment and state revenue. It becomes even more critical that we grow with discipline, share the value we create, and ensure that every ounce we produce contributes positively to our stakeholders.

A Strong Year of Performance and Outlook for 2025

In 2024, we delivered more than 210,000 oz with our highest quarterly gold production in Q4-2024, with 57,364 ounces produced.

With our expansion on track to increase Segovia's capacity to 3,000 tonnes per day (tpd) by year-end 2025, we expect to produce between 210,000 and 250,000 ounces this year, ramping up to 300,000 ounces annually from 2026 onward.

At Marmato, we are aiming to produce over 200,000 ounces of gold annually. We've already invested \$75 million, with a cost of \$290 million to complete the mine expansion and the new processing facilities.

Combined, Segovia and Marmato will support our target of producing over 500,000 ounces of gold per year — while also expanding our contract mining partnership model to create more opportunities for local miners.

Health and Safety Highlights

- Zero fatalities among direct employees at both Segovia and Marmato operations in 2024.
- Regrettably, there were three contractor fatalities at Segovia, and Aris Mining responded with a targeted action plan with 90% of corrective actions completed by year-end.
- Injury frequency rates improved significantly:
 - Segovia reduced its Lost Time Injury Frequency Rate (LTIFR) from 3.42 in 2023 to 1.89 in 2024.
 - Marmato reduced its LTIFR from 1.50 to 1.33 in the same period.



**SEGOVIA
AND
MARMATO
WILL SUPPORT
OUR TARGET
OF PRODUCING
500,000 OUNCES
OF GOLD PER YEAR**

“At Aris Mining, we believe the future of mining is not just about ounces produced; it is about how we produce them. And that starts with sustainability embedded in the heart of our operations.”



Sustainability Starts with Partnership

In Colombia, we operate the Segovia and Marmato Complex where mining has been a part of life for over 450 years. Yet over 85% of the country's gold still comes from informal sources. These operations often lack the resources, oversight, capital, or safety standards required to protect workers and the environment. Mercury use, water pollution, child labour, and organized crime are persistent risks.

Our formalization model with small-scale mining groups, known as Contract Mining Partners (CMPs), has been a key driver of our success in Colombia. This model helps integrate informal miners into legal operations, providing access to cleaner processing, social security, training, and banking. To date:



- Over 3,300 miners have been formalized through 36 partnerships



- We estimate that more than 140 tonnes of mercury have been prevented from entering the environment



- Over 12,000 people have gained access to health and social security systems



- Accident rates have decreased 62%

45% of our production at Segovia originates from our Contract Mining Partners. As you will see in the report that follows, this mutually beneficial partnership supports 10 of the UN Sustainable Development Goals, and we are working to expand it further in other regions in which we operate.

We're also taking strong steps to protect the environment. At our Segovia site, we now reuse 84% of the water we treat. We've added a satellite monitoring system to keep a close eye on our tailings facility in real time. Additionally, we are using renewable energy certificates to balance out the electricity we use in our Segovia operation.

Our People

Our strength is our people — and the communities we serve. There are more than 7,300 people supporting and benefitting from our operations, of which, we employ more than 3,600 people directly, we work with 2,600 through our CMP network, and have 1,100 full-time contractors. Our leadership

team has worked together across Africa in Mali, Burkina Faso, Ghana, Cote d'Ivoire as well as in Brazil, Mexico, and Colombia in Latin America— building a culture of trust, agility, and shared purpose.

We awarded over 4,000 scholarships, improved 34 schools and reached more than 7,000 students through our education programs. We've supported over 3,000 young people through educational and state examination preparation programs, and over 1,300 children through community sports.

Reframing Soto Norte

In 2024 we also announced a significant step forward: Aris Mining has become the majority shareholder (51%) in Soto Norte Project, having increased our stake through the joint venture with Mubadala.

With this shift comes full operational control — and with it, a bold decision to rescale the Soto Norte project. The original large-scale plan was too ambitious, failing to fully reflect the complex environmental and social context of the region. Instead, we are developing a smaller, more flexible, longer-life mine designed with less construction and operating risk, improved economics, and significantly increased benefits to our community.

With environmental permitting, Pre Feasibility Studies and Technical Review work advancing, we aim to submit a revised Environmental Impact Assessment by 2026. This is a proud moment — proof that responsible development can go hand-in-hand with long-term value creation.

Looking Ahead

Sustainability will continue to be a lens through which the success of any business will be measured. At Aris Mining, we are proving that mining can be undertaken profitably, responsibly, and with long-term vision.

Thank you for being part of this journey with us.


Sincerely,

Neil Woodyer
Chief Executive Officer
Aris Mining Corporation



6 Operational Highlights

Production Performance and Financial Highlights


**OVER
210,955oz
OF GOLD
PRODUCED
\$499.3M
IN REVENUE
IN 2024**

- In 2024, the Company produced **over 210,955 ounces of gold** and generated **\$499.3 million** in gold sales revenue at the Segovia and Marmato Operations.



- **Adjusted EBITDA for 2024** totaled **\$163.1 million**, with **adjusted net income of \$55.9 million**, compared to **\$52.2 million in 2023**. This growth was primarily driven by increased operating income from mining operations.



- As of **year-end 2024**, Aris Mining held a **cash and cash equivalents position of \$252.5 million**, up from **\$194.6 million at December 31, 2023**.



- During **Q4 2024**, the Company successfully completed a **\$450 million issuance of 8.000% Senior Notes due 2029** ("2029 Senior Notes"). A portion of the net proceeds was used to **redeem the \$300 million 6.875% Senior Notes due 2021**. This strategic refinancing extends the Company's **long-term debt maturity to October 31, 2029**, while strengthening liquidity to support expansion projects in **Segovia and Marmato**.



Growth Projects



Segovia targeting 300,000 oz/year by 2026
Expected production in 2025:
210,000 – 250,000 oz



- **Phase 1** of the **Segovia plant expansion to 3,000 tpd** was completed and entered operation in **October 2024**, including the opening of a new receiving area for our **Contract Mining Partners (CMPs)**.



\$71.1M invested in Bulk Mining Zone in 2024
Including \$19M in Q4 alone



- **Phase 2** involves the installation of a **second ball mill**, with commissioning scheduled for **Q2 2025**. Segovia is expected to produce **between 210,000 and 250,000 ounces in 2025**, and targeting to reach **annual production of 300,000 ounces**.

- In **Q4 2024**, the Company received the **first milestone payment of \$40.0 million from Wheaton Precious Metals International (WPMI)** after reaching the **"25% spend" threshold in Q3 2024**.

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- **Aris Mining** also plans to **expand the CMP business model**, increasing the supply of material to the **Marmato Flotation Plant**. The mine's growth phase, following construction of the new Bulk Mining Zone and dedicated carbon-in-pulp plant, is scheduled to begin in **H2 2026** with the potential to produce over **200,000 ounces of gold annually**.



Materiality Analysis and 2024 ESG Highlights

Aris Mining's Corporate Sustainability Policy is centered on stakeholder engagement and is overseen by the Sustainability Committee.

A key input to this policy is the materiality matrix, which is updated on a biannual basis. Last year, to define our material topics in alignment with the Global Reporting Initiative (GRI), we undertook the following steps:

1. Engaged with stakeholders through meetings to provide context before administering 60 surveys.
2. With input from stakeholder meetings, our grievance reporting mechanism, and other relevant sources, we presented a list of potential impacts for evaluation. This helped us gauge stakeholder perspectives and identify any emerging issues.
3. Assessed the significance of each issue to both Aris Mining and its stakeholders.
4. Rated the issues and finalized a list of 15 material topics that reflect the priorities of both the Company and the group of 60 representative stakeholders.

As part of our commitment to transparency and the ongoing enhancement of sustainability governance, we have presented this year's material topics in call-out boxes. Each box highlights key management actions, helping to clearly communicate our shared priorities with stakeholders. In 2025, the Company will conduct a financial materiality assessment with reference to the International Financial Reporting Standards as issued by the International Sustainability Standards Board.

In addition, each chapter of the report includes targets, some of which are directly linked to the material topics. These targets are regularly monitored by the Sustainability Committee, enabling integrated and effective management aligned with the Company's sustainability agenda.

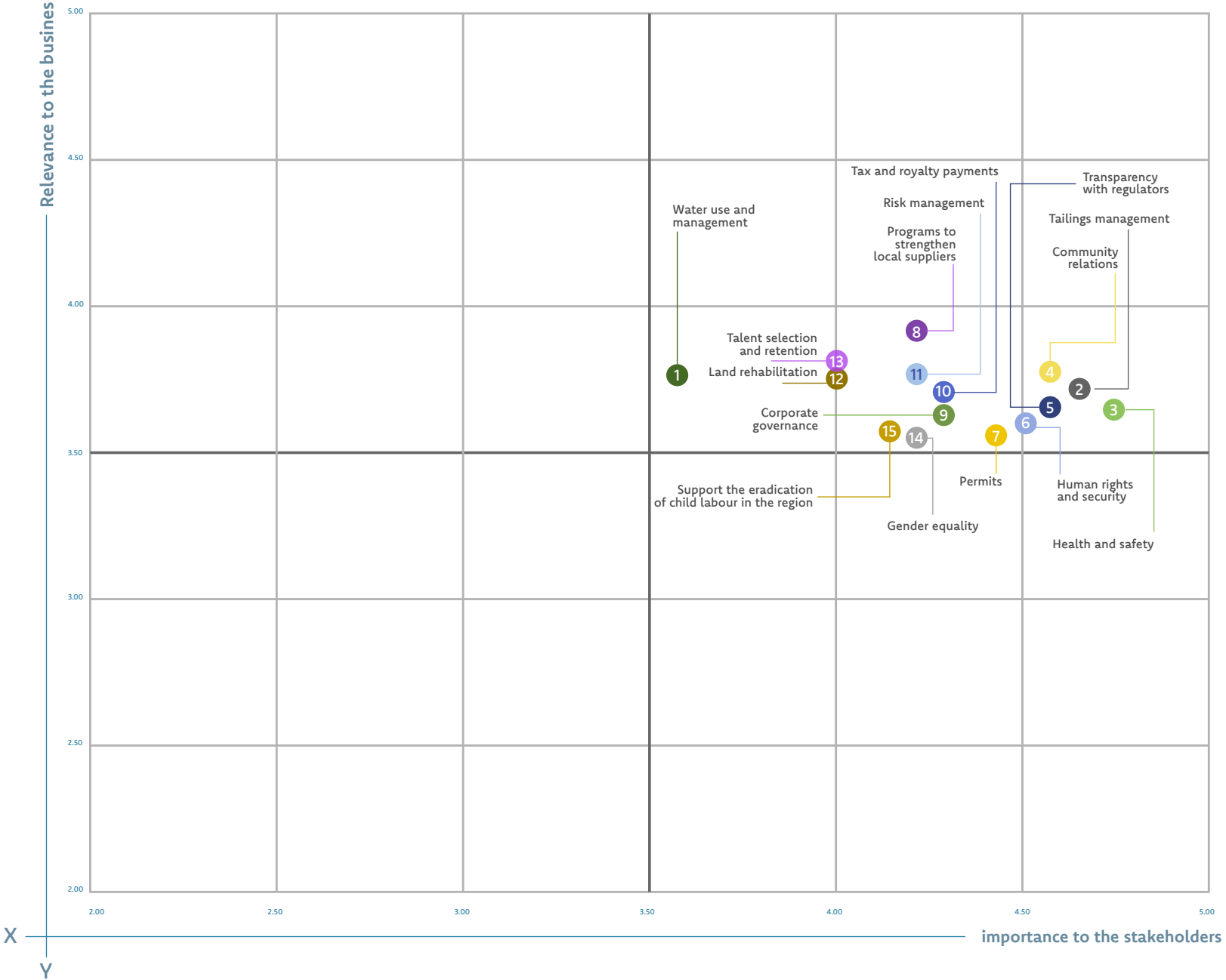


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Material Issues

Materiality Matrix

- 1. Water use and management
- 2. Tailings management
- 3. Health and safety
- 4. Community relations
- 5. Transparency with regulators
- 6. Human rights and security
- 7. Permits
- 8. Programs to strengthen local suppliers
- 9. Corporate governance
- 10. Tax and royalty payments
- 11. Risk management
- 12. Land rehabilitation
- 13. Talent selection and retention
- 14. Gender equality
- 15. Support the eradication of child labour in the region





1

Health and Safety:

- In line with the corporate Vision Zero program, the Company recorded zero fatalities in 2024 among its direct employees
- Lost Time Injury Frequency Rate (LTIFR) improved:
 - Segovia: 3.42 → 1.89
 - Marmato: 1.50 → 1.33
- A new certified training facility was launched in Marmato to mitigate risks or enhance safety in high-risk activities such as working at heights.



**LTIFR
REDUCTION**

**SEGOVIA 3.42
➔ 1.89**

**MARMATO 1.50
➔ 1.33**



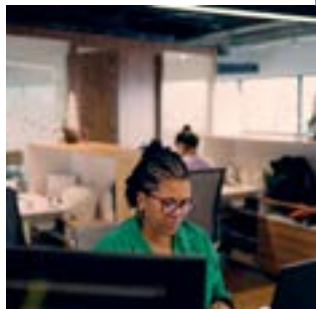
3 Tailings Management

- As a result of audits conducted by Knight Piésold, Aris Mining implemented a satellite-based monitoring system with real-time telemetry at Segovia through the use of piezometers meant to monitor water levels.
- The company has satellite imagery monitoring, generating updates every 12 days.
- Both measures above ensure timely detection of any tailings movement and a prompt response.



5 Regulatory Transparency

- Aris Mining continued its involvement in the Extractive Industries Transparency Initiative (EITI) since 2022 and supported the establishment of Antioquia's first subnational EITI platform in 2025.
- In 2024, the Company adopted the OECD Due Diligence Guidance and began implementing the Regional Agreement on Access to Information, Public Participation and Justice in Environmental Matters in Latin America and the Caribbean (Escazú Agreement), a U.N. Treaty, to promote stronger environmental governance in operating regions.



2 Water Use and Management

- At Segovia, 84% of treated water was recirculated from the processing plant, reducing withdrawals from permitted sources.
- At Marmato Complex Narrow Vein Mining Zone, the Detox and Water Treatment Plant system, ensures discharged water meets all environmental quality standards for the Cauca River.



**84%
OF TREATED
WATER IN
SEGOVIA WAS
RECIRCULATED**



4

Community Relations:

- Despite a national mining strike in October 2024 affecting transit in areas near Marmato, operations remained uninterrupted due to strong local stakeholder engagement, which prevented blockades from being generated against the Company and its operations. This is anchored in a strong grievance system and permanent dialogue with the local communities.



6 Human Rights



- Implementation of the Corporate Human Rights Policy.
- Bill-211 reporting.
- Human Rights training for corporate and operational staff.
- Human Rights workshops with local communities.



**506
EMPLOYEES TRAINED
IN HUMAN RIGHTS**



7 Environmental Permitting

- At Segovia, the Company submitted a proposal to amend the Environmental Management Plan (EMP) for title RPP 140, allowing for expansion of our operations while remaining aligned with local environmental standards.
- At Marmato, four minor environmental permits were requested to advance construction of the Bulk Mining Zone, prior to PMA modification.



8 Local Supplier Development



- At Marmato, local sourcing accounted for 11% of total procurement for the Marmato Complex operation.
- Procurement from local suppliers at the municipal level (Segovia, Antioquia) accounted for 6% of total purchases for the Segovia operation.
- Across the department of Antioquia, local sourcing represented 49% of total procurement for the Segovia operation, reflecting greater economic engagement at the regional level.
- In total, the company procured goods and services at the national level amounting to \$223 million during 2024 equivalent to more than 95% of its purchasing requirements.

**\$223
MILLION
IN NATIONAL
PROCUREMENT
95%
OF TOTAL
PURCHASING**



9 Corporate Governance

- A dedicated sustainability targets matrix was developed to enable internal assessment of objectives with monthly tracking and reporting. This matrix is used as a traceability mechanism to inform the sustainability committees at management and board level. The reporting is reflected in this document.



10 Taxes and Royalties

- Aris Mining secured approval for the “Works for Royalties” project to provide new furniture to the University of Antioquia.
- Through the “Works for Taxes” program, the Company supported early childhood recreation spaces, musical instruments, and arts education initiatives in Tolima and Risaralda departments in the vicinity of the Marmato Complex.



11 Risk Management

- Updated IPEVR (Spanish acronym for Hazard Identification, Risk Assessment, and Risk Evaluation) risk matrices at both Segovia and Marmato.
- Marmato introduced interactive procedures for explosives and lab safety and strengthened road safety via inspections and training.
- Segovia reached 86% completion in matrix updates, including cross-departmental integration (IT, Legal, Finance, Procurement, and Small-Scale Mining).

**86%
COMPLETION
IN MATRIX
UPDATES**





12 Land Rehabilitation

- Under the “Plant for Life” campaign, the Company planted 5,500 native trees across 8.8 hectares in compliance with environmental permit requirements, with an additional 179 trees planted voluntarily.
- Since 2010, Aris Mining has planted 24,014 trees on 35.13 hectares.
- Ecological assessments confirm the recovery of key ecosystem functions, benefiting local biodiversity and wildlife.


5,500
NATIVE TREES PLANTED
ACROSS
8.8 HECTARES



13 Talent Recruitment and Retention

- In 2024, 70.25% of Aris Mining's workforce was composed of regional talent, reinforcing the Company's commitment to regional economic development.



70.25%
OF WORKFORCE
FROM REGIONAL
TALENT



15 Preventing Child Labour

- Aris Mining continued to focus on the communities in the vicinity of its operations by providing educational opportunities throughout its supply chain in collaboration with artisanal miners through youth-oriented programs. To date:
 - 1,384 children benefited from sports academies.
 - 875 scholarships awarded through the Gimnasio La Salada.
 - 3,000 youth participated in the Pre-ICFES program and the first phase of the Emotional Wellness Program.



3,000
YOUTH SUPPORTED
THROUGH PRE-ICFES
AND EMOTIONAL
WELLNESS PROGRAMS



14 Gender Equality

- The Company earned the Equipares Silver Seal, awarded by the Ministry of Labor and UNDP, recognizing its progress in closing gender gaps.
- Women represented 14% of new hires in 2024.



8

Risk Management

At Aris Mining, we recognize that effective risk management is essential to ensuring the stability and long-term sustainability of our operations.

Our approach goes beyond risk identification, we actively monitor and transparently disclose sustainability-related risks.

Our risk management system is built on structured processes to identify, assess, prioritize, and monitor sustainability-related risks across our operations. These processes are closely integrated with our broader corporate strategy and ESG reporting practices.

Through materiality analyses and continuous stakeholder engagement, we proactively address emerging sustainability risks that could affect our operations in Segovia and Marmato. The insights generated from these engagements inform strategic decision-making and enhance our ability to adapt in a timely and informed manner.

We also ensure that the findings from these risk evaluations are fully embedded into corporate governance mechanisms, thereby strengthening investor confidence and stakeholder trust.

A detailed overview of the principal sustainability risks identified by the Company is available in the “Risk Factors” section of our 2024 Annual Information Form, which is accessible on the Company’s profile on SEDAR+ at www.sedarplus.ca and at the following link:

 **DOWNLOAD** 





9

Alignment with the Sustainable Development Goals (SDGs)

We are committed to aligning our sustainability efforts with both national and global development frameworks to drive lasting impact.

In doing so, we have used the United Nations Sustainable Development Goals (SDGs) as a reference for how we manage, evaluate, and scale our ESG initiatives.

Out of the 17 SDGs, we have prioritized the eight goals that are most relevant to our business and stakeholders, ensuring our actions are targeted, measurable, and aligned with both operational realities and stakeholder needs.



Among these, SDG 4: Quality Education, has become a cornerstone of our community investment strategy.

Through our flagship program, “Educating to Transform Territories”, we aim to close education gaps, foster social mobility, and empower the next generation of leaders in our host communities.

In recognition of these efforts, Aris Mining received the 2024 Sustainable Development Best Practices Award from Global Compact Network Colombia in the Quality Education category.

Below are key focus areas of our education program:

1 Vision for Change: Gimnasio La Salada

Education is the most powerful tool for transforming lives, breaking cycles of poverty, and expanding opportunities.

With this belief, Aris Mining has fully supported the Gimnasio La Salada school, covering tuition fees for 845 students, and awarding more than 4,000 scholarships since its inception.

4.000+
SCHOLARSHIPS



845
STUDENTS
WITH
TUITION FULLY
COVERED



75
BILINGUAL
GRADUATES
IN 2024

In 2024, the school marked a major milestone with the graduation of its first class of 75 fully bilingual (Spanish/English) students, reflecting our long-term commitment to quality education and inclusion.

A unique aspect of this initiative is the integration of student councils and parental involvement, fostering inclusive education, collaborative decision-making, and a strong community learning environment.

Beyond educational access, this program helps alleviate financial burdens on families, enabling them to redirect resources toward improving their quality of life. More importantly, it reinforces a strong message: effort and merit create opportunities.

By investing in education, Aris Mining is also investing in the future prosperity of more resilient, equitable, and thriving communities.



2 Promoting Access to Higher Education

To encourage students to continue their academic journey, Aris Mining has launched complementary initiatives that build core competencies, support emotional well-being, and foster personal growth:

- The Emotional Wellness and Life Purpose Program benefited over 3,000 students in grades 9–11, equipping them with essential tools for improving emotional and mental health.
- The Pre-ICFES Program (Standardized state test in Colombia), aimed at improving outcomes on national university entrance exams, engaged more than 2,500 students in 2024.

Additionally, we funded teacher training to strengthen local educational institutions and prepare educators to meet evolving academic demands, ensuring a lasting positive impact on future generations.



3,000+
STUDENTS BENEFITED



2,500+
STUDENTS ENGAGED





3 Infrastructure to Expand Learning Opportunities

Over the past two years, Aris Mining carried out infrastructure upgrades across 34 schools in the municipalities of Segovia, Remedios, and Marmato, enhancing learning environments for more than 7,000 students.

Highlights include the construction of three new classroom blocks at Santo Domingo Savio, Llano de Córdoba, and Santa Teresita schools, improving educational conditions for more than 3,500 students and staff in the Segovia and Marmato regions.

Looking ahead to 2025, we plan to renovate two large schools in Segovia which have served more than 5,000 students in facilities dating back to the early 20th century. These projects go beyond bricks and mortar, they create spaces that inspire, nurture holistic development, and strengthen educational outcomes.

 **34**
SCHOOLS IMPROVED
 **7,000+**
STUDENTS BENEFITED

 **3**
NEW CLASSROOM
BLOCKS BUILT

4 Sports and Culture as Educational Catalysts

Through the “Estrellas Azules” (Blue Stars) Program, the Company provided over 1,500 children and youth with access to opportunities in sports and the arts, including participation in soccer, basketball, volleyball, dance, music and skating.

The program provides equipment, uniforms, and snacks, but more importantly, instills discipline, responsibility, and teamwork—values that serve as a foundation for success in all areas of life.

Each training session and performance reinforces the message that talent and passion can open doors to a brighter future.



1,500+
CHILDREN AND
YOUTH SUPPORTED





10

Awards, Recognitions, Memberships, and Alliances

In 2024, Aris Mining strengthened its commitment to be a sustainability leader by engaging with mining associations, sustainability forums, and local regulators, among others, that promote best practices in mining.

These partnerships allowed us to both measure our progress against peers around the world and share our experiences to drive sector-wide improvements and deliver lasting value to the communities in which we operate.



Awards and Recognitions



UN Global Compact Colombia – Education for Sustainable Development Award (2024):

Recognized in the Quality Education category for our initiatives, including over 4,000 scholarships and upgrades to 33 educational institutions across Caldas and Antioquia.



Women in Mining UK – WIM100 List:

Giovanna Romero, Senior Vice President of Corporate Affairs, was named one of the 100 Most Inspirational Women in Mining globally for her leadership in gender equality and community engagement.



Relianz WOW Honor Award:

Jessica Carmona, Drilling and Blasting Engineer, received the WOW Honor at the 10th Relianz WIN Forum for empowering teams and advancing gender equity within Aris Mining.



Equipares Silver Seal:

Awarded by the Ministry of Labor of Colombia and the UNDP, recognizing Aris Mining's commitment to workplace equity and inclusion.

Key Memberships and Alliances



UN Women's Empowerment Principles (WEPs):

Provide guidance for companies to advance gender equality and women's empowerment in the workplace, marketplace, and community.



UN Global Compact – Colombia Chapter:

Active participation in the Mining Competitiveness Working Group, co-led by Aris Mining and the UN Global Compact Colombia.



Women in Mining Colombia:

A national initiative supporting the professional growth and representation of women in the mining industry.



Minamata Agreement – Municipality of Segovia:

Launched a baseline study and public policy framework to phase out mercury use in mining operations.

Key Memberships and Alliances continued



“Mining for Regeneration” Agreement – Corantioquia:

Aims to align Aris Mining’s Contract Mining Partners (CMPs) with environmental best practices. The program promotes ecosystem restoration, biodiversity corridor protection (natural or restored pathway that connects fragmented habitats, allowing wildlife and plant species to move, migrate, and interact across landscapes), and capacity building in surrounding communities.



OECD Guidelines:

Implemented the OECD Due Diligence Guidance across our operations and supply chain.



Colombian Mining and Energy Committee (CME):

Member organization supporting initiatives on safety, human rights, and sustainability.



TSM – Colombian Mining Association:

Participating in the Towards Sustainable Mining (TSM) performance framework to enhance ESG practices across the mining industry.

Key Engagements



Escazú Agreement Training:

Delivered training to community leaders, company staff, and stakeholders on implementing the Escazú Agreement, with the aim of strengthening environmental governance and corporate responsibility.



EITI (Extractive Industries Transparency Initiative):

Continued hosting public dialogue and accountability sessions, reinforcing transparency in the extractive sector.

Additional Nominations



Xposable Colsubsidio Awards:

Nominated for our regional sustainability initiatives in Caldas and Antioquia.



Antioqueña de Oro Award:

Yolima Vargas, Equipment Coordinator at Segovia, was nominated for her leadership and contributions to female empowerment in the region.



Andesco Awards:

Project on education and gender equality nominated as a key driver of economic development in local territories.

Finalist Distinctions



Reuters Sustainability Awards – Social Impact Category:

Shortlisted for our coexistence model with Contract Mining Partners, which integrates them into legal, safe, and environmentally responsible operations.



COP16 – Cali, Colombia:

Participated in the 2024 UN Biodiversity Conference, gaining first-hand insight into global best practices in ecosystem conservation to guide our own environmental strategy.



One Young World (OYW):

Sponsored four youth leaders from our communities to attend this global summit, fostering leadership and innovation in addressing local and global sustainability challenges.



11

Contract Mining Partners

Aris Mining's strategy to work with CMPs continues to serve as a fundamental pillar of both economic development and the long-term sustainability of our operations.

Through a holistic approach, we have implemented meaningful improvements that not only optimize operational processes but also deliver measurable value to the mining community and to Colombia as a whole. In 2024, our CMPs had a direct and significant impact on Aris Mining's production with CMP operations accounting for 50% of total production at Segovia and 5% at Marmato.

One of the most important changes to our CMP model in 2024 was the revision of the mill feed purchase payment formula, which simplified the calculation methodology and improved transparency and efficiency in transactions.

By the end of 2024, Segovia had approximately 2,800 miners working under the CMP model, marking a significant increase compared to 2023 in the formalization of employment and an important step toward the promotion of responsible mining practices. We made strategic investments to improve occupational safety and health conditions, with approximately \$0.7M directed toward safety equipment and financing of CMP operations, a demonstration of our commitment to ensuring the well-being of miners and supporting safe, responsible operations.

By the end of 2024, Segovia had approximately 2,800 miners working under the CMP model, marking a significant increase vs 2023 in the formalization of employment and an important step toward the promotion of responsible mining practices.

In alignment with our vision for responsible mining, we also launched a partnership anchored in the landmark 'Formalizar para Regenerar' agreement with Corantioquia, Aris Mining, and small-scale miners in Segovia—Colombia's first initiative of its kind. It is designed to transition subsistence mining into formal, sustainable practices with a strong emphasis on ecosystem restoration. Key actions include:

1. Reforestation using native species across Aris Mining's 44 operation contracts, promoting the regeneration of degraded habitats
2. Protection and expansion of biological corridors, supported by the voluntary involvement of miners who go beyond legal compliance to preserve strategic ecosystems
3. Community empowerment, through training, employment growth, and support for thousands of small-scale miners—22 direct jobs were created at Monarca Miner Gold, aiming to impact over 80 families by late 2025
4. Diversification of livelihoods, enhancing mining communities' economic resilience and fostering sustainable development




Another significant milestone was achieved in Marmato, where our lead CMP, Minera Porvenir, restructured its integration model to incorporate 90 additional traditional miners. These individuals now operate under a legal and formalized scheme that preserves traditional mining methods while providing access to our licensed processing infrastructure.

In our continued effort to expand the CMP base in Marmato, we recently signed a Memorandum of Understanding for the inclusion of a new CMP at La Maruja Mine, Level 18, which will bring 50 new miners into formal work arrangements. We have also commenced negotiations to formalize 600 additional miners in the Echandía, Chaburquia, and Cien Pesos zones. This process is expected to be completed in 2025, strengthening the legal mining landscape in the region.

We are committed to mining formalization within Marmato, not only within our operations but in the Cerro del Burro area where a significant artisanal and small mining process takes place. We are currently working alongside governmental institutions and the community to define solutions that could become pilot programs in 2025. This initiative—supported by the National Mining Agency (Agencia Nacional de Minería—ANM), the Ministry of Mines, and Corpocaldas, a regional environmental authority—is projected to benefit more than 2,200 miners, as per the 2024 ANM census.

Furthermore, Aris Mining will provide access to our licensed processing plant, ensuring that formalized miners can process their material in safe and environmentally sound conditions that meet the required standards.

 **2,200+**
MINERS BENEFITED
ACCORDING TO
2024 ANM CENSUS

We are committed to mining formalization within Marmato, not only within our operations but in the Cerro del Burro area where a significant artisanal and small mining process takes place.

Benefits of Mining Formalization



Legal:

Integration of a culture of respect for the rule of law and legal mining among artisanal miners through their participation in a formal, traceable value chain. This process helps build fair and sustainable mining operations that meet legal, regulatory, and environmental standards.



Economic:

Increased income and economic security for formalized miners through stable contracts, access to labour protections, and fiscal contributions. In 2024 alone, CMP operations generated approximately \$6 million in royalties.



Environmental:

Focused efforts to eliminate mercury use, reduce exposure to hazardous chemicals such as cyanide, and restore ecosystems through reforestation and waterway protection. These efforts are supported by joint governance initiatives with environmental authorities like Corantioquia under the “Mining for Regeneration” program.



Social:

Empowerment of miners and their families through access to healthcare, social security, and safety training. Aris Mining also conducts health brigades, environmental workshops, and provides community-based technical support, fostering a culture of safety and shared responsibility.



Business Development:

Strengthening of small-scale mining units via working capital investment and cash flow support, improving their operational and production capacity. This has allowed CMPs to become reliable contributors to Aris Mining’s gold production.





12

Our People

Material topics: Talent attraction and retention. Gender equality.

At Aris Mining, our people are our greatest asset. Through targeted investments in talent attraction, retention, and inclusive development, we've built a workforce that reflects our values of integrity, respect, and operational excellence.

For the second consecutive year, we achieved 100% of our Human Resources Targets for 2024, demonstrating consistent performance in key areas such as gender equality, local hiring, and union engagement. These results allow us to set more ambitious targets for 2025 that reflect our evolving sustainability strategy and deep commitment to empowering our workforce.



2024 Targets

2024 Status

Gender Equality

At least 14% of new hires are women

Achieved – Women represented 14% of all hires.

Obtain certification in the Equipares program (Gender Equity Management System)

Achieved – Certification obtained after completing over 150 actions across 9 management categories.

Local Hiring

At least 70% of the workforce hired locally

Achieved – 73% of employees were hired from local communities.

Labour Relations

Respect collective bargaining rights and maintain union agreements

Achieved – Signed new collective bargaining agreement with Sintramineros in Marmato (December 2024).

2025 Targets

- Increase representation of women across all levels of the Company's workforce.
- Maintain a minimum of 70% local hiring across all operations.
- Sign at least two new collective bargaining agreements, including one with Sintramineroenergética in Segovia.
- Fully implement the internal management system to maintain the Equipares Silver Seal certification which requires that we actively monitor the 8 aspects of the seal and integrate them into our administration and corporate culture.
- Launch and socialize the “Más Cerca de Ti” (Closer to You) program across Segovia, Marmato, Medellín, and Bogotá to increase employee awareness of internal wellness and development initiatives.



13

Quality, Health & Safety (QHS)

Material topics: Health and Safety

In 2024, Aris Mining continued to advance its commitment to health and safety through the ongoing implementation of the Vision Zero program.

The strategy emphasizes risk prevention, operational discipline, and strong leadership at all levels of the organization.



2024 Targets	2024 Status
Health and Safety	
Maintain Lost Time Injury Frequency Rate (LTIFR) below 1.0 per 200,000 hours worked	Not achieved – Marmato: 1.33; Segovia: 1.89. While there have been notable improvements compared to 2023, we continue to work diligently to fully achieve the target.
Achieve zero fatalities among direct or indirect personnel	Not achieved – Zero fatalities among direct employees; three contractor (indirect) fatalities in Segovia addressed through a preventative action plan (90% implemented), and zero in Marmato.
Increase the number of Safe Work Analyses (SWA) by at least 25%	Achieved – Marmato and Segovia achieved results exceeding the 25% increase targeted in compliance across underground areas, including CMPs.
Implement the six pillars of Vision Zero: Culture, Golden Rules, Leadership, Operational Excellence, Participation, Committee	Partially met – Marmato completed 2 pillars pending 4; Segovia achieved full compliance on the 6 pillars.
Achieve at least 70% on the Vision Zero implementation score	Achieved – Marmato reached 75% (up from 57% in 2023); Segovia obtained a 59% and continues working to close existing gaps.
Increase the total number of inspections of work areas by 25%	Partially met – In Marmato supervisors conducted a minimum of four inspections per month surpassing an increase of 25%; Segovia to implement in 2025.
Achieve 90% compliance in the Visible Leadership Index (VLI)	Partially met – Segovia: 76.4% average; Marmato: 95.8%.
Design and implement technical safety standards for critical procedures identified under the Vision Zero guidelines	In Progress – Segovia completed 13 critical procedures and progressed on Road Safety Strategic Plan (PESV) with 61% compliance; Marmato implementation ongoing.
Build and certify internal safety training centers through the Ministry of Labour given that in Colombia to obtain certification, workers must complete a training program at an authorized training center accredited by the Ministry of Labor	Achieved (Marmato only) – Marmato center operational and certified; Segovia using certified external providers, pending internal construction.
Update and implement risk matrices (IPEVR Spanish acronym for Hazard Identification, Risk Assessment, and Risk Evaluation) for Segovia and Marmato	Partially met – Marmato completed updates and supporting documentation; Segovia reached 86% completion and continues integrating with IT, legal, and small-scale mining.

2025 Targets

Segovia:

- Complete construction of the internal safety training center and begin the certification process with the Ministry of Labour.
- Achieve 90% completion of the IPEVR (Spanish acronym for Hazard Identification, Risk Assessment, and Risk Evaluation) risk matrix updates across all operational areas within the Segovia operation.

Marmato:

- Advance implementation of Vision Zero:
 - Marmato: Complete Stage 2 – Training and Stage 3 – Coaching.
- Increase the Vision Zero implementation score:
 - Marmato: Raise from 75% to 82%.

Both Operations:

- Strengthen the use of Safe Work Analyses (ATS) as a key tool for risk prevention and operational discipline.
- Maintain or increase the number of inspections as a leading indicator of proactive safety performance.
- Achieve 90% or greater compliance on the Visible Leadership Index (VLI) at both operations.
- Advance the implementation of technical safety standards for critical risks (working at heights, work in high temperature environments, confined spaces, lifting, and hazardous energy control), reaching 75% to 80% completion of planned actions.
- Strengthen communicational campaigns amongst operators across the three pillars of the QHS model:
 - Preventive Medicine
 - Occupational Health
 - Industrial Hygiene
- Achieve 80% completion of the IPEVR matrix updates at Marmato.
- Reduce total reported events (with and without lost time) by 25% at both operations





14

Our Environment

Material topics: Water use and quality, tailings, transparency with regulatory authorities, permitting, risk management, and land rehabilitation.

In 2024, Aris Mining strengthened its environmental management systems by continuing to align Segovia and Marmato operations with local regulatory frameworks and environmental licencing compliance.

Below is a breakdown of targets achieved by operation.

Segovia Operation

2024 Targets	2024 Status
Water Use and Management	
Zero environmental incidents related to permits or water quality standards. Ensure full compliance with all permit obligations.	Achieved — No environmental incidents recorded in relation to permits or quality standards in 2024.
Purchase and install 11 flow measurement devices (micro and macro) at water concession points to quantify amount of water consumed.	Achieved — All 11 devices installed, including 4 assigned to small-scale mining units to optimize processes, reduce waste, and preserve water sources.
Biodiversity Conservation	
Voluntarily plant 2.56 hectares of vegetation at the Curuna property for ecological conservation.	Partially met — Following the submission of the 2.56-hectare planting project to Corantioquia in late 2024 and subsequent approval, the full plantation is scheduled for implementation in 2025. In the meantime, as part of our commitment to International Forest Day, 77 trees were planted as a symbolic gesture.
Conduct ecological evaluations of forest closures and reforestation to monitor and protect local wildlife.	Partially met — Service order launched in December 2024. Preliminary results suggest restored areas are supporting wildlife in conditions equal to or better than original habitat.
Promote rehabilitation and conservation of biological corridors at the Curuná and Juntas properties through stakeholder outreach, strategic voluntary replanting, and regenerative mining practices.	Achieved — 5,500 trees planted across 8.8 hectares as part of approved reforestation measures, plus 179 trees planted voluntarily. Since 2010, a total of 24,014 trees have been established over 35.13 hectares.
Tailings Management	
Promoting circular economy practices through waste rock management: road construction, internal maintenance, water filters, dikes and civil works.	Achieved — In 2024, 435,721 tonnes of waste rock was generated: 88.25% managed on surface, 11.75% underground. Of surface material: 60.59% to TSF El Colibrí, 32.96% to Río Magdalena 2 Highway, 0.84% to community works, 5.61% to maintenance.
Engage an external auditor to verify tailings management practices under the Global Industry Standard on Tailings Management (GISTM) international standard.	Achieved — Delivered through three key actions: 1) Supervision by independent reviewer aligned with ICMM and TSM guidelines; 2) Knight Piésold audit confirmed facility stability; 3) Advanced monitoring system in place with satellite imaging and real-time telemetry.



2024 Targets	2024 Status
Land Use and Closure Management	
Implement progressive, environmentally responsible closure for TSF El Colibrí (phases 1A and 1C): geomorphology, surface water management, revegetation.	Partially met – 100% of terrain shaping and revegetation completed. Surface water management works to continue in future phases.
GHG Emissions Management	
Initiate GHG emissions measurement study for Scope 1 and identify mitigation strategies.	Achieved – SGS (Société Générale de Surveillance) certification services was engaged to assess Scope 1 and 2 emissions. Results: Scope 1 = 5,708.72 tCO ₂ e; Scope 2 = 1,830.76 tCO ₂ e. Scope 2 considered carbon-neutral through I-REC certificates. Voluntary reforestation efforts are underway to serve as a future carbon sink, which are systems that absorb more CO ₂ from the atmosphere than they emit.
Energy Transition / Adaptation	
Execute photovoltaic energy project: finalize PPA, reach 50% development milestone on a 1.5 MWAC solar plant at the El Colibrí TSF.	In Progress – Contract signed August 21 2024. Per timeline, plant is expected to enter operation by Q4-2025.



2025 Environmental Targets – Segovia Operation

- Procurement and installation of 15 macro and micro water metering devices at process discharge points and strategic locations to measure 100% of water consumption volumes.
- Reforestation of more than 5 hectares as part of a forest compensation and restoration initiative.
- Development and structuring of a Visitor and Environmental Education Center (CAV) project in collaboration with CORANTIQUÍA and strategic partners.
- Replacement and installation of 40 wildlife road signs across all industrial zones within mining operations and auxiliary areas, including maintenance and restoration of existing signage.
- Establishment of a baseline for Scope 3 carbon footprint.

Marmato Complex

2024 Targets	2024 Status
Water Use and Management	
Construct and commission the new potable water treatment system for Upper Mine operations.	Partially met – Treatment plant has been delivered to site. Installation will proceed following final approval from the environmental authority for the associated forest use permit.
Optimize and centralize the treatment of domestic wastewater generated at the operations and La Palma camp.	Partially met – In 2024, project planning advanced, including sewer network design and acquisition of the treatment plant.
Environmental Compliance	
Achieve over 85% compliance with activities and obligations under the Environmental Management Plan (EMP) and permits.	Achieved – Key efforts included: execution of environmental management programs in operational areas, EMP-linked monitoring activities, compliance with permit conditions, and timely environmental self-reporting to authorities.
Implement 11 environmental projects with a combined budget of \$11 million to modernize wastewater treatment, emissions control, water purification, and legacy environmental management.	Partially met – 2024 progress includes: <ul style="list-style-type: none"> - Tailings pipeline: 69.7% complete - Domestic water intake system: 77% - Industrial wastewater plant: 100% complete, to start operations in 2025 - Dust emission control system (crushing plant): 100% complete - Gas and fume treatment (smelting process): 100% complete - Cyanide destruction project: 100% complete - Treated wastewater discharge pipe (Planchado Camp): 95% complete, under redesign for final closure - Currently four of the eleven projects are completed
Biodiversity Conservation	
Compensate for the biodiversity loss of 11.88 hectares related to the Cascabel 1 and 2 interventions by planting 704 trees.	Partially met – Maintenance of the 3.88 ha previously planted and compensating biodiversity loss by planting 704 trees as part of a wider effort of 19.9 ha as per environmental authority requirements.
Train and raise awareness among operational, administrative, contractor personnel, and community members on wildlife, solid waste, flora, water, and air management.	Achieved – Two awareness campaigns were carried out: <ul style="list-style-type: none"> - H1 2024: Focused on wildlife protection, reaching 314 students in local schools and the Upper Mine. - H2 2024: Focused on organic waste separation, reaching 115 students in two schools.
Waste Management	
Quantify non-mining waste production and commit to a reduction target.	Achieved – In 2024, 186,370 kg of ordinary (non-mining) waste was generated.
GHG Emissions Management	
Calculate greenhouse gas emissions for Scopes 1 and 2.	Achieved – GHG emissions inventory completed for 2024. The Marmato Complex reports 3,339 tonnes of CO ₂ for Scope 1 and 5,675 tonnes of CO ₂ for Scope 2.

2025 Environmental Targets – Marmato Complex

- Achieve at least 85% compliance with all environmental obligations outlined in the Environmental Management Plan (EMP) and associated permits.
- Complete 100% of the construction and commissioning of the new potable water treatment system for Upper Mine operations.
- Fully execute the biodiversity compensation plan for 16.02 hectares, and conduct ongoing maintenance of the 3.88 hectares previously restored in connection with Cascabel 1 and 2 deposits.
- Install and commission a compact domestic wastewater treatment plant.
- Complete the following key environmental infrastructure projects in 2025:
 1. Domestic wastewater treatment plant (DWTP) Project – Finalize the design and engineering of a DWTP for La Palma camp and Upper Mine operations (Target: 100% completion).
 2. Tailings pipeline project – Target: 100% completion.
 3. Domestic water intake system – Target: 100% completion.
 4. Particulate matter control system – Feasibility and execution will be re-evaluated in future years.
- Reduce ordinary (non-mining) waste generation by 5% compared to 2024.
- Conduct two environmental awareness campaigns during 2025, in collaboration with stakeholders
 - The first campaign will focus on efficient water and energy use.
 - The second will focus on wildlife protection and care.
- Continue the greenhouse gas (GHG) emissions measurement process initiated in 2024.





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Physical Security

Material topics: Risk management, health and safety, human rights, and security.

Security is a critical priority at Aris Mining, essential to protecting our people, assets, and operations from risks such as theft, unauthorized access, and environmental threats.

Effective security management ensures regulatory compliance, safeguards human rights, and maintains a safe working environment. By prioritizing security, Aris Mining supports operational continuity, legal compliance, and long-term sustainable growth.



2024 Targets

2024 Status

Human Rights and Security

Apply to the Voluntary Principles on Security and Human Rights (VPSHR).

Achieved – Application submitted; awaiting final admission decision in 2025.

Train 100% of VPSCP personnel in human rights.

Achieved – All VPSCP personnel received human rights training.

Ensure 100% of mine-site personnel in Segovia, Remedios, and Marmato complete training in human rights.

Achieved – A total of 106 employees from the Senior vice president level (100%) and 400 security mine personnel (100%) were trained in human rights.

Risk Management

Implement controls for explosive handling across both Aris Mining operations and with Contract Mining Partners (CMPs).

Achieved – Measures implemented include:

- Digital control via Kontrol ID app and X-TIME system
- Installation of security cameras and storage improvements
- Over 300 monthly inspections across the supply chain
- Training for over 100 employees and certification of 124 operators
- Distribution of the Explosives Code

Ensure that 100% of contractor personnel are trained by December 31 in: Human Rights, Confined Spaces, Customer Service, Firearms Handling, and the Firearms Safety Decalogue.

Achieved – 100% of contractor personnel completed all required training by year-end.

2025 Targets – Physical Security

- Ensure that 100% of personnel at the Vice President level of the Security team and Loss Prevention complete certified training on the Voluntary Principles on Security and Human Rights (VPSHR) by December 31, 2025.
- Train 100% of contractor personnel by year-end on human rights, VPSHR, customer service, firearms handling and safety, and QH&S standards related to work at heights and confined spaces.
- Conduct monthly audits and controls on explosive management across both company-operated and artisanal mining sites.
- Effectively address and manage all human rights-related complaints received through formal channels.
- Identify and assess potential risks and vulnerabilities to senior leadership and strategic company facilities, integrating findings into the broader security strategy.



16 Communities

Material topics: Community relations and support for the eradication of child labour in the region.

Building and sustaining strong, transparent relationships with our host communities remains a central pillar of Aris Mining's approach to responsible mining.

In 2024, our efforts focused on proactive engagement, inclusive development, and collaborative partnerships across our areas of influence. Through formal agreements with artisanal miners, strategic investment in local infrastructure, and support for education, health, and livelihood programs, we contributed to regional stability and social well-being.

Our community initiatives were guided by principles of respect, participation, and shared value creation. These actions supported operational continuity, strengthened trust with stakeholders, and helped align our long-term success with the development of the regions where we operate.



2024 Targets	2024 Status
Community Relations	
Zero business interruptions due to social conflict.	Achieved – In 2024, there were no material operational interruptions due to social conflict, thanks to stakeholder dialogue in each region. In Marmato, meetings were held with authorities and communities, including project briefings on the Bulk Mining Zone through the Mesa Social Minera. In Segovia, the “Buenos Vecinos” group remained active. Both sites carried out academic, cultural, and recreational activities, along with follow-up on social investment initiatives. These efforts strengthened interinstitutional relations and encouraged community participation.
Manage 100% of grievances efficiently, promptly, and within set deadlines.	Achieved – In 2024, 100% of grievances were processed through improved customer service channels, faster response times, and effective solution implementation. Continuous team training and real-time tracking supported timely, transparent responses, strengthening user satisfaction and the Company's sustainability commitment.
Reach joint agreements with artisanal and small-scale miners.	Achieved – Progress was made in formalizing artisanal miners through four new agreements: <ul style="list-style-type: none">• Joint operation contracts with the Mina La Bendita and Minera Inversiones Extra (Segovia) CMPs• Association agreement with Explotaciones Gold• Joint operation contract with Mina Las Aves (Segovia) for formalization• Regenerative mining contract with Monarca Miner (Segovia), focused on sustainable practices and community development. Additionally, a memorandum of understanding was signed between Alianza Minera Marmato SAS (formerly La Calandrita) CMP and Aris Mining Marmato, and dialogue was initiated with miners in the Echandía area (Marmato).

2024 Targets	2024 Status
Social Investment and Infrastructure	
Execute 100% of the 2024 allocated social investment through sustainable projects and programs.	<p>Achieved – 100% execution with 96 projects, including:</p> <ul style="list-style-type: none"> – Marmato: <ul style="list-style-type: none"> • Painting and general repairs at Marmato Main Campus school • Roof replacement and repainting at Cabras La Loma School • Perimeter fence at San Juan Cemetery • Roof replacement, general painting, and restroom repairs at IE Guadalejo • Refurbishment of furniture at San Juan Church • Fencing, roof repair, painting, and humidity treatment at IE Marmato – Maximiliano Grillo campus • Recycling center construction – Asociamme • Fence installation – SENA Environmental Mining Center – Segovia / Remedios: <ul style="list-style-type: none"> • Construction of new health center – Santa Isabel • Water network construction – San Bartolo • Upgrades to Marmajito and San Bartolo sports fields • Community center construction – 7 de Agosto and Marmajito • Construction of Santo Domingo Savio Block – 2,230+ students benefited • Construction of Llano de Córdoba Block – 870+ students benefited • Construction of Santa Teresita Block – 500+ students benefited • New health center in Galán – 3,800+ beneficiaries • Over 11 km of paved roads including: Puente Roto, San Juan–Boquerón, Buenos Aires–La Rasquiña, Borbollón, etc. • Water network upgrades – San Bartolo neighborhood
Execute one “Works for Royalties” project.	Achieved – Approval obtained for a project to supply furniture for the University of Antioquia (Segovia). Approved by the mayor, validated by the Collegiate Administrative and Decision – Making Bodies (Órganos Colegiados de Administración y Decisión – OCAD) Technical Secretariat, and accepted by the Regional OCAD (Eje Cafetero – Antioquia).
Execute one “Works for Taxes” (OXI) project.	Achieved – Two OXI projects were accepted: 1) Provision of playground equipment and musical instruments for schools in Dolores, Tolima; 2) Strengthening of arts and culture education at the Instituto Técnico Agropecuario Naranjal (Quinchía, Risaralda).
Local Supplier Development	
Increase average local purchases – Marmato (11% → 14%), Segovia (5% → 8%), Antioquia (51% → 55%).	Partially met – In Marmato, local purchases averaged 11%, peaking at 18% in October. In Segovia, municipal purchases averaged 6%, with highs of 9%. In Antioquia, purchases reached 49%, slightly below target.
Add 20 new local suppliers per mine to supply existing requirements.	In Progress – Marmato added 24 new suppliers across sectors including advertising, consulting, maintenance, electrical supplies, construction, food services, and waste management. Segovia added 17 new suppliers in hardware, construction, maintenance, consulting, catering, machinery rental, and leasing. Growth was supported by monthly site visits, showrooms, and local bidding opportunities.
Obtain quarterly local purchasing reports from the 20 highest-volume contractors in order to understand indirect economic impact capacity.	Achieved – In Marmato, 19 contractors submitted reports totaling \$0.9M in local purchases. In Segovia, over 30 suppliers reported more than \$2 million in purchases, contributing to local economic growth.

2024 Targets	2024 Status
Local Supplier Development	
Implement the local purchasing policy.	Achieved — Aris Mining has incorporated a series of guidelines into its procurement and contracting policy aimed at promoting transparency, fairness, and accountability throughout its processes, with a strong focus on strengthening local suppliers. Through its guiding principles, Aris Mining ensures equal opportunities for all suppliers, giving local providers additional points in evaluations as long as they are competitive and meet technical requirements. Additionally, procurement analysts and contract professionals are responsible for supporting the development of local suppliers, including them in bidding processes when applicable, generating and tracking local sourcing indicators, and collaborating with the Corporate Affairs area on initiatives that stimulate the economy in the company's areas of influence.
Inclusion and Livelihoods	
Support women — led initiatives in Artisanal and small-scale mining (ASM) and scrap recovery.	Achieved — 100 women scrap collectors from Segovia and Remedios received support to pursue responsible mining activities.
Child Labour Prevention	
Develop one project to prevent child labour and forced labour, in partnership with CMPs.	<p>Achieved — Preventive efforts were coordinated with the Ombudsman's Office, Ministry of Interior, local governments, and municipal councils to promote child labour eradication policies. Actions included:</p> <ul style="list-style-type: none"> • Sports schools benefiting over 1,384 children • Music schools supported by repair of 80+ instruments • Emotional Wellness Program delivering psychosocial support and skills development for children and adolescents. <p>Develop and implement a human rights due diligence process, based on the framework established in 2024 and informed by that year's meetings and workshops, to strengthen ethical, sustainable, and responsible practices across our operations in Marmato and Segovia, as well as throughout the broader mining value chain.</p> <p>These initiatives serve as preventive measures by offering children and youth safe, structured environments that promote personal development and reduce their vulnerability to child labour. These efforts are part of a broader compliance framework that includes adherence to Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, which requires us to identify and mitigate risks of child and forced labour across our global operations.</p>
Water Access and Management	
Improve community access to water: Quebrada Marmato improvement project.	<p>Achieved — Progress made through:</p> <ul style="list-style-type: none"> • Diagnostic of 20 rural aqueducts in Marmato • Distribution of 86 water tanks to ensure reliable access and water management for the community.
Human Rights and Security	
Conduct human rights due diligence.	Not met — The scope is under development. In 2024: 1) Human rights and citizen participation workshops were held in Marmato (Echandía and San Juan) 2) Security training was provided 3) The Company joined the VI Human Rights Olympics in Segovia with 400+ students 4) A census of CPMs was conducted to ensure transparency with miners.
Conduct four human rights training sessions for communities.	Achieved — Training sessions and workshops held in 2024. A human rights defenders network was created in Marmato in partnership with the municipal ombudsman.
Stakeholder Engagement and Partnerships	
Establish three partnership agreements to leverage funding for social investment.	<p>Achieved — Partnerships established with:</p> <ul style="list-style-type: none"> • Ministry of Information and Communication Technologies (Ministerio de Tecnologías de la Información y las Comunicaciones — MINTIC) — to improve community connectivity • Camacol — to train women in construction (Marmato) • Caldas Coffee Federation — to support coffee production in Marmato.

2025 Targets – Communities

- Execute two projects under the “Projects for Taxes” (OXI) mechanism, leveraging this tool to support high-impact initiatives that contribute to development in local communities.
- Ensure 100% timely management of the requests made through grievance mechanisms.
- Maintain current levels of local procurement, aligned with the availability of qualified suppliers.
- Establish at least three new strategic partnerships or agreements with government entities, NGOs, or private companies to promote sustainable practices, generate community impact, and ensure long-term project viability.
- Strengthen collaboration with suppliers to deepen understanding of their role and impact within the local procurement ecosystem.
- Develop and implement a human rights due diligence process to strengthen ethical, sustainable, and responsible practices across our operations in Marmato and Segovia, as well as throughout the broader mining value chain.

Execute 100% of the 2025 social investment budget by identifying, structuring, and implementing programs

- and projects that promote regional development, foster community engagement, and strengthen collaboration with stakeholders.



Featured Projects

Access to Education and School Resources

In addition to the initiatives outlined in the SDG Alignment section, Aris Mining carried out the following education-focused projects:

- Delivered 1,500 “Knowledge Kits” to Children containing educational tools and games.
- Delivered physical and digital books to libraries at 12 educational institutions across Segovia, Remedios, and Marmato.
- Established a partnership with Confama to strengthen early childhood learning centers.

Academic Preparation and Student Well-Being

- Furniture and technology provided to the Segovia University Campus through the “Works for Royalties” mechanism.
- Road infrastructure upgrades across more than 12 km of urban roads, including access to the regional hospital, improving connectivity and community quality of life.
- Rural aqueducts and environmental education projects developed to ensure access to clean water while promoting sustainability in outlying communities.
- In collaboration with Asociamme, we supported 32 women recyclers in Marmato through environmental education, equipment provision, and improved working conditions.



Art, Culture, and Sports for Holistic Development

- Cultural heritage preservation through the Marmato Brass Band, including the restoration of over 80 musical instruments.
- Construction and improvement of five cultural and sports venues, including community fields in Camacol, Marmajito, Abel Rivera, San Bartolo, and the Colibrí Park.
- Support for arts and cultural education through the provision of playgrounds and learning materials in schools in Dolores (Tolima) and Quinchía (Risaralda) under the “Works for Taxes” scheme.
- Backing for 17 cultural and ancestral events across our communities to preserve and celebrate local traditions.

Training and Economic Empowerment

- 45 women jewelers received advanced training in design, jewelry-making techniques, and marketing strategies. With the construction and full outfitting of professional workshops, they now have dedicated spaces to hone their craft, preserve cultural heritage, and grow as entrepreneurs in the jewelry industry.
- In partnership with Camacol/Caldas, 32 women from Marmato were trained in construction techniques, gaining access to formal labour opportunities and making visible contributions to civil works projects in their communities.
- In alliance with the Caldas Coffee Growers Committee, 13 women from Marmato received specialized training in coffee production, equipping them with the skills to develop sustainable business models, protect water sources and forests, and apply best agricultural practices.
- Technical, production, and administrative support provided to 19 local enterprises or productive projects.
- More than 3,350 people in Marmato participated in workshops, technical training programs, and knowledge-sharing spaces to build capacity and foster local development.

Leadership and Global Opportunities

- Four young community members took part in One Young World (OYW), a global summit that brings together emerging leaders from around the world to collaborate on innovative solutions to pressing global challenges.

Sustainability Accounting Standards Board (SASB)

TOPIC	DESCRIPTION	SASB CODE	MARMATO	SEGOVIA
GREENHOUSE GAS EMISSIONS	Gross Scope 1 emissions, percentage covered under emissions-limiting regulations Quantitative Metric tons (t) CO ₂ -e, Percentage (%)	EM-MM-110a.1	Scope 1 Emissions 3,339.0 tCO ₂ e Scope 2 Emissions 5,675.9 tCO ₂ e Total Greenhouse Gas Emissions 9,014.9 tCO ₂ e	Scope 1 Emissions 5,708.72 tCO ₂ e Scope 2 Emissions 1,830.76 tCO ₂ e Total Greenhouse Gas Emissions 7,539.48 tCO ₂ e
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.	EM-MM-110a.2	Percentage covered under emissions-limiting regulations: 0%. Colombia currently does not impose CO ₂ -specific emissions limits or caps on mining activities. The replacement of equipment using high-emission refrigerant gases with alternatives that have a lower environmental impact, such as R600A, is recommended. Additionally, efforts should be made to optimize fuel-consuming equipment to enhance energy efficiency. It is also important to assess the feasibility of replacing equipment with high fuel consumption. Finally, implementing training and awareness campaigns will support these initiatives and promote responsible practices across the organization.	

Results of direct source monitoring Data collected in March 2023*

Parameter	Smelting furnace (mg/m ³)	Lab (mg/m ³)
PM	128,86	2.08
SO ₂	4,02	10.93
Pb	0.167	0.029
Cd	0.128	0.0413
Cu	0.002	0.0000122
Hg	0.003	0.00023
HCN	<0.1010	N.A

Data collected in October 2023

Parameter	Smelting Furnace
Acid mists (H ₂ SO ₄)	150
NOx	36.57
HCt	<LC
COT	<LC
H ₂ S	<LC

*In accordance with environmental regulatory authorities in Colombia, air quality is measured every two years. Accordingly, 2023 results are used for 2024 reporting. The Company will conduct an update in 2025.

	Processing Plant Smelting	Cupellation Chemical Lab	Smelting Chemical Lab	Units	Total	Tons
(1) CO	6,136	9,321	54,536	mg/m ³ (norma N/A)	69.99	6.999E-08
(2) NOx	35,183	34.83	46,412	mg/m ³ (norma 500 mg/m ³)	116.43	1.164E-07
(3) SOx: SO ₂	1,624	2.33	1,794	mg/m ³ (norma 500 mg/m ³)	5.75	5.748E-09
SO ₃	0.016	0.142	0.055	mg/m ³ (norma 150 mg/m ³)	0.21	2.13E-10
(4) PM10	6,227	1.364	7,128	mg/m ³ (norma 150 mg/m ³)	14.72	1.472E-08
(5) Hg	1,507	0.006	0.014	mg/m ³ (norma N/A)	1.53	1.527E-09
(6) Pb	0.066	0.093	0.055	mg/m ³ (norma 1 mg/m ³)	0.21	2.1E-10
(7) VOC	17,998	17,418	18,582	mg/m ³ (norma N/A)	54.00	5.4E-08

TOPIC	DESCRIPTION	SASB CODE	MARMATO	SEGOVIA
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	EM-MM-130a.1	In 2024, total energy consumption amounted to 32,842,389 kWh. The energy supply was sourced entirely (100%) from the national interconnected system, with 0% derived from renewable energy sources.	Total Energy Consumption: 111,908,076.69 kWh, with the following breakdown: <ul style="list-style-type: none"> • 21.5% sourced from Small Hydropower Plants (PCH) and • 8.5% from grid electricity. (This grid contract is 100% sourced from renewable energy)
Water Management	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	EM-MM-140a.1	Total freshwater extraction was 833,250.24 m ³ . Total freshwater consumption 833,250.24 m ³ .	Total freshwater extracted: 3,007,377 m ³ . Total freshwater consumed: 2,646,144 m ³ .
	Number of incidents of noncompliance associated with water quality permits, standards, and regulations	EM-MM-140a.2	ONE: The facilities at Marmato have underestimated the use of local water and have thus exceeded the limit of 0.1 litres/second as per the extraction permit. Permit modification was submitted on March 31st 2025 to increase usage limits and to meet future requirements.	Zero incidents.
Waste and hazardous material management	Total weight of mineral processing waste, percentage recycled	EM-MM-150a.1	The total weight of tailings waste amounts to 125,094 metric tons. Of this, 67.89% is recycled as hydraulic backfill in the mine, while the remaining 32.1% is disposed of in the tailings storage facilities.	Total tailings produced: 644,853 metric tons (t), 0.45% of the processed material waste was recovered at the polymetallic plant.
	Total weight of waste from mineral processing, percentage recycled	EM-MM-150a.2	Total weight of mineral processing waste: 125,094 metric tons (t), with 67.89% recycled.	0.45% of processed mineral waste was recovered at the polymetallic plant.
	Number of tailings impoundments, broken down by MSHA hazard potential	EM-MM-150a.3	We operate a tailings facility structure (TFS) known as “Cascabel 1,” which impounds one tailings deposit and differs significantly from a conventional tailings dam, presenting lower severity in the event of a potential failure	Higuerón- Status: closed- Capacity: 338,998 t Hueco la Vaca- Status: closed- Capacity: 55,313 t Báscula- Status: closed- Capacity: 12,000 t- Stored: 4,522 t Pomarrosa- Status: closed- Capacity: 275,418 t- Stored: 274,406 t Shaft (P1, P2, and P3)- Status: P1 = closed; P2 = closed; P3 = in the process of environmental closure- Capacity: 760,166 t- Stored: 574,396 t Bolivia (B1, B2, and B3)- Status: B1 = closed; B2 = closed; B3 = inactive- Capacity: 54,342 t- Stored: 43,808 t Chocho (1B, 1A, and 1C)- Status: 1B = closed; 1A = in use; 1C = in use- Capacity: 2,160,000 t- Stored: 2,767,532. The stored tailings exceed storage capacity due to the method in which they were deposited (terracing). Chocho stage 2- Status: under construction- Capacity: 2,520,000 t- Stored: 782,106 t, comprising 612,318 t in Phase 2 and 169,788 tonnes from re-handling activities.
Biodiversity Impacts	Description of environmental management policies and practices for active sites	EM-MM-160a.1	Our approach to biodiversity conservation focuses on reducing ecological impacts through strategic partnerships, sustainable land use, and resource efficiency. By mapping and protecting biological corridors, reforesting areas with guidance from Corantioquia, and relocating species when necessary, we help preserve critical habitats and support ecosystem resilience. Additionally, our efforts to reduce raw material use—such as repurposing sterile materials for 4G road construction—minimize land disturbance and the need for new resource extraction. Through water monitoring systems and awareness campaigns, we also promote responsible water use, ensuring the protection of aquatic ecosystems. Together, these initiatives form a comprehensive strategy to mitigate our biodiversity footprint and enhance environmental stewardship across our operations.	

TOPIC	DESCRIPTION	SASB CODE	MARMATO	SEGOVIA
Biodiversity Impacts	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	EM-MM-160a.2	<p>The Marmato Complex is associated with rock types that have a high potential for Acid Rock Drainage (ARD). Therefore:</p> <ol style="list-style-type: none"> 1. 100% 2. 100% 3. 100% <p>Waste material is dewatered before coming into contact with the disposal surface, preventing the formation of sulfides. In cases where sulfides are generated, they are encapsulated to avoid exposure to air.</p>	<p>Percentage:</p> <ol style="list-style-type: none"> 1. 25% – Discharges from neighboring illegal mines evidence ARD. 2. N/A 3. 100% – pH levels are adjusted before discharge.
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-MM-160a.3	The planned expansions in Marmato do not include areas with probable and/or proven reserves located within or near protected conservation zones or habitats of endangered species.	Within the operations in Segovia, there are no areas with probable and/or proven reserves located within or near protected conservation areas or habitats of endangered species.
Security, Human Rights & Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	EM-MM-210a.1	0%	0%
	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	EM-MM-210a.2	0%	0%
	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict	EM-MM-210a.3	<p>The Company has a publicly available Human Rights Statement, approved by the Board of Directors and published on its website.</p> <p>Human Rights: The Company has committed to treating all employees with respect and dignity as well as complying with all applicable national and international laws related to human rights. This includes freedom of assembly and association for workers, respect for collective bargaining and union membership, non-discrimination, and the prohibition of forced and child labor. The Company closely monitors its stakeholders to prevent the occurrence of human rights violations.</p> <p>Indigenous Rights: The Company's does not have indigenous communities in its area of operation. Notwithstanding, it fully respects all indigenous rights and has in place the necessary policies and procedures to engage with these stakeholders if required.</p> <p>Operation in Areas of Conflict: N/A.</p>	
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-MM-210b.1	Through our policies and procedures, we promote a culture of honesty, accountability, and ethical conduct that helps build trust-based relationships with our stakeholders. In both operations, we conduct stakeholder engagement processes to identify and understand their key interests. We carried out direct workshops, to raise awareness of stakeholders' rights. Additionally, we maintain on-the-ground teams and multiple communication channels, including a grievance mechanism and whistleblower hotline, to address stakeholder concerns in a timely and effective manner.	
	Number and duration of nontechnical delays	EM-MM-210b.2	0%	0%

TOPIC	DESCRIPTION	SASB CODE	MARMATO	SEGOVIA
Labor Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	EM-MM-310a.1		Total number of Aris employees US: 0 (no employees in the US) Total Number of Aris foreign employees: 1,141 (30%)
	Number and duration of strikes and lockouts	EM-MM-310a.2	0%	0%
Workforce Health & Safety	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) fulltime employees and (b) contract employees	EM-MM-320a.1	1. 7.2 2. 0 3. 2.5 4. 35,461 4a. 29,858 4b. 5,603	1. 10.2 2. 3 3. 3.5 4. 90,928 4a. 79,236 4b. 11,692
Business Ethics & Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-MM-510a.1	At Aris, we are committed to establishing and upholding high standards of corporate governance, ensuring that our policies, processes, and practices reflect the core principles of transparency, ethics, and accountability. The company has in place a series of policies (Business Conduct and Ethics Policy, Supplier Code of Conduct, and Whistleblower Policy), heightened due-diligence performed by our Compliance Officer, and yearly company-wide trainings.	
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-MM-510a.2	0%	0%





Thank you for your interest in our 2024 sustainability report! For more information, please contact us by e-mail: at info@aris-mining.com

We welcome your feedback.

