

An aerial photograph of a mining operation nestled in a valley. The scene is bathed in the warm, golden light of a setting or rising sun, which creates a strong lens flare effect on the left side of the image. The landscape is characterized by rolling hills and dense green forests. In the center of the valley, there is a large industrial site with several large, dark-roofed buildings, numerous trucks, and a large pile of dark material, likely ore or waste. A winding road or railway track cuts through the site. The overall atmosphere is one of industrial activity within a natural environment.

# JAGUAR

MINING INC.

Sustainability Strategy  
2025





# A message to our stakeholders

As a corporation, Jaguar Mining Inc. is a producer located in a prolific greenstone belt in Brazil. As a community partner, Jaguar is responsible for the ethical treatment of our employees, the environment, sustainable growth, and collaborative relationships - all under the umbrella of excellence. By conforming to high environmental, social, health and safety standards, we can effectively respond to challenges that may arise, such as the recent global pandemic that threatened our very livelihoods, taking a devastating toll on companies from every sector, families and communities around the world.

We remain committed to Agenda 2030 and the 17 Sustainable Development Goals (SDGs) that stimulate and support action in areas of crucial importance. Reinforcing our ongoing commitment to responsible investing, we are now aligning our Company with the globally recognized Environmental, Social and Governance (ESG) criteria.

Our Board, Executive and Management teams have determined that these factors will drive long-term value creation that fosters lasting impact.

**Environmental** SDGs 6, 13, 15: Tailings Management: Not only about safety, but transforming liabilities into assets, generating value through innovative and regenerative solutions for reuse of mineral waste and tailings. Decarbonization: Renewable energy, R&D, supplier chains. Communities: Preserving culture. Applying traditional practices, restoring

biodiversity, maintain cultural connection to land. Water Management: Minimizing negative impacts, contribute to natural resilience.

Social (SDGs 1, 3, 5, 8, 10, 11) Co-creation & Territorial Development: Create opportunities, autonomy, and sustainable socioeconomic development post-closure. Safety & Well-being: A culture where life is the greatest value. Genuine care for people. Human Rights & Inclusion: An ethical and fair industry.

**Governance** (SDGs 16, 17) Transparency & Integrity: Act with trust and accountability. Ethical and efficient use of resources for social, economic, and environmental well-being. "Our greatest challenge is building the future with positive and measurable contributions."

Governance Increasingly, investors around the world are shifting towards the use of ESG in their investment decisions. Our key undertaking for all sustainability strategies is monitoring and analysis, and our due diligence is reporting on our findings, our progress, as well as our areas for improvement.

Our current implementation of an integrated management system enhancing our Compliance Program and our effective give transparency to our policies, as well as to grow through the opportunities identified within this report, such as gender parity and diversity among our employee and director ranks.



**Luis Albano Tondo**

President & Chief Executive Officer Jaguar Mining Inc.

**Julian Esper**

Vice President Sustainability

# About this report

Transparency and accountability are imperative to our work at Jaguar Mining Inc. This report describes the growing sustainability culture here at Jaguar Mining Inc., and highlights the hard work of our employees to uphold the evolving environmental, social and governance (ESG) culture in mining. This report describes the strategies, policies and approach of management followed by Jaguar Mining Inc. ("Jaguar" or the "Company") to maintain an ESG culture with working practices and our promises for future ESG accountability. We highlight our efforts in line with the United Nations Sustainable Development Goals (SDG).



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# Our strategy + what ESG means to Jaguar

## OUR APPROACH TO ESG REPORTING

Environmental, social and governance reports provide data that explains the impact and added value of the business. The use of ESG in decisions indicates that the shift towards sustainable investment is a driving factor in strategies.

Transparency and openness are essential for a sustainability strategy. Therefore, Jaguar works to integrate ESG principles into its daily operations and strategies.

Jaguar has developed its own assessment framework, through which we can measure the impact not only on communities and the environment, but financially as a strong and ethical gold producer. Key principles have also been developed through industry reviews as well as an internal review of operational areas.

Three main pillars for our ESG approach have been identified: Environment, Social and Economic Development and Governance.

## ESG PILLARS



### Environment

Jaguar is committed to understanding, managing, and reducing environmental impacts and risks. Through active engagement with local communities, government agencies, and adherence to leading industry standards, we reinforce our dedication to environmental stewardship. Our approach goes beyond compliance—we aim to create positive contributions, foster resilience, and drive sustainable practices that protect ecosystems and generate shared value.



### Social and Economic Development

Collaborating with the communities where we operate and fostering programs that drive economic and social development are core pillars at Jaguar. By creating jobs, supporting local initiatives, and enabling thriving economies, we generate lasting benefits and shared value for the regions in which we work.



### Governance

At Jaguar, employees and their well-being are among our greatest assets. We promote a safe and efficient work environment through new measures such as psychosocial risk assessments, thermal stress management, occupational hygiene programs, and strong leadership in the field. Clear guidelines and best practices drive cultural transformation, ensuring safety, sustainability, and operational excellence.

# ESG goals

Jaguar's long-term goals highlight its commitment to being an efficient and sustainable gold mining Company, aligning sustainability pillars with its respective goals. These goals are periodically reviewed and changed. Below are the goals to the end of 2023.



Increase in square footage of protected areas



Water management protection for safe water cycle



Tailing and dam safety management checks



Environmental education amongst employees and communities



Reduction in atmospheric emissions



Reduction in total accidents



Increase prosperity of employees while decreasing poverty amongst communities



Increase in community led initiatives



Implementation of increased hygiene protocols



Increase employee development programs and assistance programs



Continue increase inclusion and diversity in executive and managerial positions



Comprehensive programs to decrease risks related to corruption



Increase in stakeholder engagement relating to ESG topics



Increase in indirect jobs as a result of governance policies



Progress in implementing HSE Integrated Management System and international standards



# Sustainability KPIs

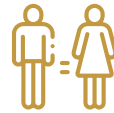
Jaguar's scorecard includes key performance indicators aligned with the pillars of our sustainability strategy.



HSE Lagging and  
Leading indicators)



Progress against  
corrective action



% of Workforce who  
are Female vs Male



Total US\$ invested  
(Social Investment)



Local Procurement  
Spend



State (Minas Gerais)  
Procurement Spend



Country (Brazil)  
Procurement Spend



% Compliance with STF  
Monitoring System



Greenhouse gas  
emissions (GHGE)



Energy Consumption  
(MWH/t)



Operating Sites with TSF  
Monitoring Systems



Water use Efficiency  
(% reused and recycled)



Increase in Environmental  
Compensation Land (percentage  
of legislative requirement)



% of Employees with Code  
of Conduct and Ethics  
Training



Female Diversity on  
Board Members, Senior  
Management and Managers

# Stakeholders engagement

The involvement of all stakeholders is essential to ensure that operations not only generate profit for shareholders, but also create a sustainable environment for operations and add value to all relationships. Engagement methods are tailored for each group.

## LOCAL COMMUNITIES

- Open Dialogue Program
- Open Door Program
- Sementes da Sustentabilidade
- Direct Involvement with Local Government
- Direct Involvement with Communities
- Newsletters
- Whistleblower Hotline

## STRATEGIC THIRD PARTIES

- Newsletters
- E-mail Chains
- Whistleblower Hotline
- Open Dialogue Program

## COMPANY LEADERSHIP

- Direct Discussions with all Levels of Government
- Newsletters
- Whistleblower Hotline
- Committees

## SHAREHOLDERS

- Annual Stakeholder Engagement Plans
- Quarterly Updates from Executives
- Whistleblower Hotline

## BOARD OF DIRECTORS

- Direct Discussions with all Levels of Government
- Newsletters
- Whistleblower Hotline

## EMPLOYEES

- Daily Security Dialogues held on site
- Employee Training Programs
- Employee Appreciation Programs
- Whistleblower Hotline



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*Responsible mining is how we create lasting social, environmental, and economic value. At Jaguar, we embed sustainability in every decision led by our Vice Presidency of Sustainability, integrating Health, Safety, Environment, and Geotechnical controls. By 2026, within our Integrated Management System, we will start the implementation of the International Cyanide Code, ISO 45001, ISO 14001, and GISTM aligned with ICMM, going beyond compliance and aligning with the Sustainable Development Goals (SDGs). This strengthens our social license, resilience, and opportunities for sustainable development. We aim to be remembered not for what we extract, but for what we build: stronger communities, healthier ecosystems, and an ethical, innovative industry*

**Luis Albano Tondo, CEO**



# ESG Area 1: Environmental

## ENERGY

Jaguar is committed to renewable energy sources at all levels of operation. It values operational efficiency and meets all demands.

Jaguar monitors the types and quantities of fuel in each unit, ensuring controls of its GHGEs.

## BIODIVERSITY

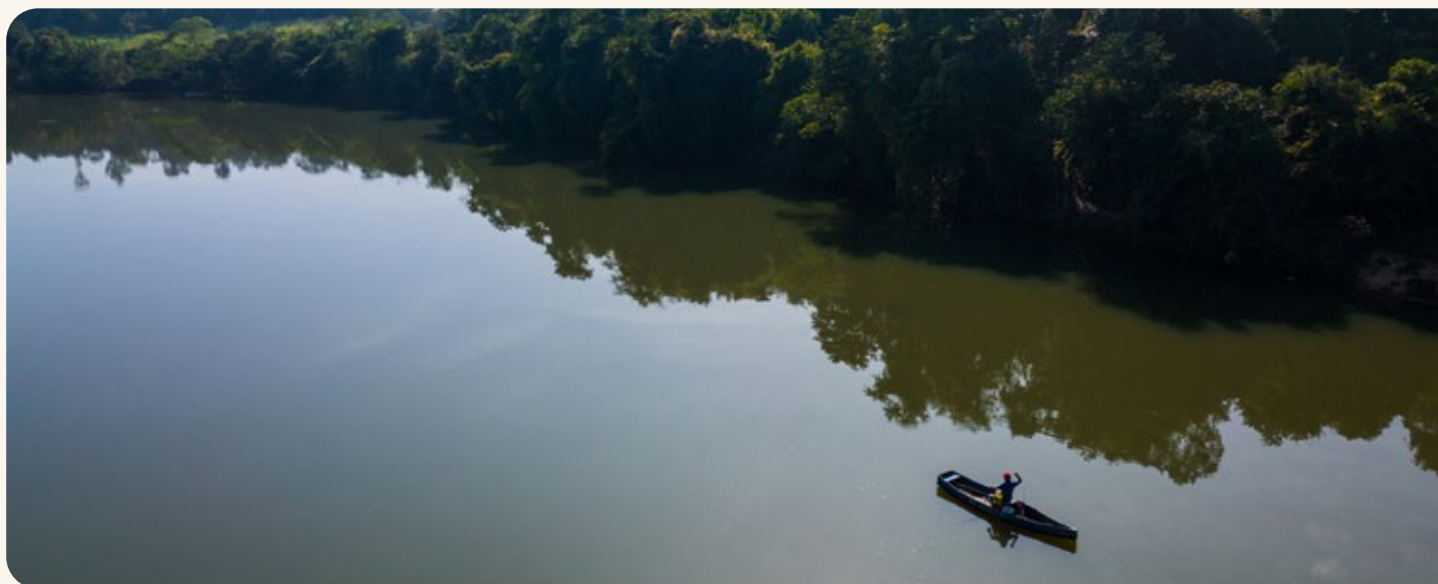
Jaguar works with local governments to protect biodiversity in all the areas it occupies, by monitoring terrestrial fauna to assess the operation's impacts on local fauna. This monitoring is carried out throughout the year according to environmental conditions. Biodiversity areas are assessed and listed by species found according to classification and extinction risk.

Jaguar is concerned with the quality of the air and the well-being of the population that lives around its operations. We monitor air emissions from equipment at all units and processing plants with a Hi-VOL monitoring point at all operation units.

## RESOURCE DEPLETION

Water is a vital natural resource that Jaguar monitors and keeps under strict management. Jaguar monitors water quality in accordance with state and national regulations at several points distributed across all units, including areas under temporary suspension and areas with water stress. The actions are monitored and presented to environmental agencies.

Knowing the importance of integrated management, Jaguar participates in the protection of water resources, including the river basin committees in which its projects are inserted: CBH Rio Pará and CBH Rio das Velhas, the latter through the Caeté Sabará Subcommittee and the Nascente Subcommittee.



# ESG Area 1: Environmental

## ENVIRONMENTAL PROTECTION

Jaguar developed its HSE integrated management system to allow accurate monitoring of the environmental obligations of licensing processes, legal requirements and other demands. Our commitment to sustainability leads to effective management of environmental obligations.

In regions close to the community, monitoring programs implemented, with daytime and nighttime measurements at established points around the units. We monitor the environmental impact under four pillars:

- **Air:** atmospheric quality is monitored to ensure the quality of gaseous effluents and dust control.
- **Water:** the quality of the effluents generated, as well as groundwater and the streams and rivers that receive them, are monitored to attest to the quality of the water.
- **Noise, Vibration and Air Pressure:** assess whether the level of emissions produced by the Company's activities affects animals or humans.
- **Fauna:** this monitoring is carried out at the CCA/RG unit, with a database of species that inhabit the region and monitors their healthy development.



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*We want to be remembered not only for what we extract but for what we build: stronger communities, healthier ecosystems, innovation applied to sustainability, and an ethical industry connected to collective well-being. This is the legacy we seek”.*

**Juliana Esper**, Vice President of Sustainability

## WASTE & POLLUTION

The Solid Waste Management Plan has operational guidelines for the storage and disposal of solid waste generated in the production process. The plan aims to optimize management and increase the traceability and valuation of items, prioritizing the destination in a circular economy model, opting for recycling and composting whenever possible.

### Cyanide Management

Jaguar seeks to align with the leading practices outlined in the International Cyanide Management Code (ICMI), aiming to ensure safe and responsible processes in the use of cyanide. This effort reflects our ongoing commitment to protecting human health, improving operational performance, and minimizing environmental impacts, reinforcing responsible mining as a core principle of our strategy.

# ESG Area 1: Environmental

## PRODUCTION CONSUMPTION

### Tailing Management and Dam Safety

Jaguar focuses its efforts to ensure the safety of its tailings storage facilities - TSFs and values transparency with the community. Jaguar dams are classified as a low risk category by law enforcement agencies, especially for their state of conservation and up-to-date studies.

Jaguar has a Dam Safety Plan (PSB) for each of its structures and periodically updates the Integrated Safety Management System for Mining Dams (SIGBM). Jaguar follows a safety management protocol at each dam site, including daily inspections, regular inspections in conjunction with an outsourced company, and quarterly reports for internal and external inspections.

In 2024, Jaguar completed the decharacterization of the RG2W dam and continues to make consistent progress on the closure of the Moita and Turmalina dams. These actions reinforce the company's commitment to the safety of its structures and compliance with best practices in dam management, ensuring risk reduction and environmental preservation.

## RESPONSIBLE SOURCING

Ensuring that all material procurement is done responsibly is crucial to all Company relationships. Jaguar guarantees strict supplier management protocols to maintain strong sustainability in the production chain. The Supplier Performance Index (IDF) program was implemented for Jaguar to monthly assess its suppliers classified as critical, verifying their alignment with the Company's values.





# ESG Area 1: Environmental

## ENVIRONMENTAL EDUCATION

Jaguar has two social and environmental projects:

The Sementes da Sustentabilidade aims to encourage work with residents in order to contribute to social, cultural and economic vitality, through training actions and implementation of local interventions, with a group of residents and community stakeholders.



The Raízes do Saber project aims to develop and implement efficient strategies to generate an effective teaching-learning process on relevant environmental issues that will make a difference in the daily lives of the community and the workforce.





# ESG Area 2: Social

## WORKING CONDITIONS

Providing the safest possible working environment is one of our highest priorities and is in line with international expectations. Occupational Health and Safety (OH&S) has also been identified by the World Health Organization as one of the basic elements of sustainable development.

Protecting labor rights and promoting a safe and secure working environment for all workers is also included as a goal under Objective 8 of the SDG. We promote continuous training to support individual development and enable the achievement of everyone's professional goals. Jaguar sets goals to provide a fair wage and salary range, with a high percentage of revenue going back to employee salaries and bonuses.

Jaguar sets salaries compatible with the market and guarantees fair remuneration, including variable remuneration linked to achieving global targets linked to production and costs.

We align our efforts with the SDGs and our employee relations are built in line with SDG 8: Decent Work and Economic Growth (Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all).



## INDUSTRY INNOVATION

Jaguar joined the Brazilian Mining Institute (IBRAM), which represents companies and institutions operating in the mining sector. Considered the spokesperson for Brazilian mining, it fosters innovations in the sector, disseminates the best practices and technologies available in the market, and prepares debates, events, studies, research and statistics related to mining in Brazil.

Jaguar joined the Minas Gerais State Mineral Industry Union (Sindixextra), an entity that represents and defends the mineral industry, effectively contributing to sustainable development, with the aim of establishing institutional relationships.

# ESG Area 2: Social

## COMMUNITY RELATIONS

The Seeds of Sustainability program is one of Jaguar's socioeconomic actions. It aims to support the work of organizations and encourage local development and operates on four pillars: **Environmental, Cultural, Economic and Social Importance**.

These pillars focus on the region's natural heritage, the cultural connection to the region where the Company operates, the economic development of the communities and the social articulation between the different sectors.

### Relations and Engagement

The Institutional and Community Relations area works to identify, engage and monitor the relationship with our stakeholders. The socio-institutional relationship strategies must always be endorsed with intent, as a purposeful and results oriented action. We work to develop social investment selection metrics that provide greater objectivity in considering those supported by the Company.



#### LEGITIMACY OF THE STABLISHED PROCESS

Recognition of models and practice already established by the Company, identifying potentialities, and considering its improvement in a incremental perspective.



#### TRUST AND COLLABORATION

Maintenance of regular forms of interaction guides by cooperation and principles that lead to the strengthening of this relationship, are important requirements to stimulate this cooperative trust.



#### SUITABILITY OF THE CONTEXT

Ability to adapt to new realities and challenges with focus on understanding and reevaluating the context. The relationship is dynamic and complex, being continuously transformed.



#### INNOVATION PERSPECTIVE

Adoption of new relationship approaches consistent with Jaguar's current challenges and perspectives, seeking to ensure rapid response capacity even in the face of adverse events, such as the pandemic context of Covid-19.



#### DIALOGUE WITH INTENTIONALITY

Dialogic interactions based on qualified information about territories and public.



#### COMPLIANCE WITH LEGISLATION

Compliance with laws, guidelines and conventions relevant to the performance of large enterprises and licensing processes, with emphasis of the Performance Standards on Social and Environmental Sustainability.



#### TRANSPARENCY

Commitment to the practice of informing what may affect the interests of stakeholders. Requires availability of information on the public and preparation of studies to understand specific situations.

# ESG Area 2: Social

## HEALTH & SAFETY

Jaguar carries out the Health and Quality of Life Promotion Program with the objective of promoting better health and quality of life at work. The primary objective of the Program is prevention, for the early diagnosis and monitoring of health problems.

Occupational Health is in line with Jaguar's Zero Damage value for employees, communities and the environment. Jaguar has established a set of policies to reduce risks to the safety and health of its employees, contributing to the prevention of work accidents. Our Health and Safety management system is based on five areas:

### Jaguar's Integrated 5 Pillars



#### Hazards

The Safety and Environment Committee aims to analyze risks and classify them based on discussions with teams. This speeds up the management process.



#### Emergency Brigade

Jaguar relies on the commitment of volunteer brigades to act in emergency cases with first aid, knowledge to handle fires and other accidents.



#### Ergonomics

Jaguar believes that a healthy physical and psychosocial environment directly contributes to productivity gain, accident and disease prevention.



#### Safety

Jaguar has adopted a system to control the occurrence of deviations from safety procedures. The action allows a better management of occurrences by area, improving the traceability of the problems detected and analyzing the relevance of each deviation according to the identified theme.



#### Security Campaigns

Jaguar's internal Week for The Prevention of Mining Accidents (SIPATMIN) happens on site and its topics vary to cover all important health and safety issues.

# ESG Area 2: Social

## EMPLOYER RELATIONS

Jaguar's Training and Development Program aims to train and make employees aware of the importance of an ethical culture and develop and enhance skills. To increase understanding and practice of these guidelines, Jaguar promotes participation in workshops, fairs, congresses, campaigns and other targeted activities.

Jaguar promotes professional growth through continuous training actions to support individual development and enable the fulfillment of employees professional goals. Jaguar encourages participation in all employee engagement practices, enabling continuous action to support individual development while working collectively in line with the Company's values and achievements.



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*Our role as a responsible gold producer extends beyond resource extraction. We are profoundly committed to investing in social initiatives that empower our communities and cultivate a sustainable, positive legacy for all stakeholders*

**Carla Tavares**  
Vice President of Corporate Affairs





# ESG Area 3: Governance

## EXECUTIVE COMMITTEE

The Executive Committee aims to guide the procedures and principles that govern all Jaguar processes. It is responsible for complying with and following the strategic guidelines defined by the Board of Directors and establishing guidelines to support Jaguar's business development.

The Compensation Committee is appointed by the Board of Directors of Jaguar to establish and evaluate compensation policies and plans for non-employee directors and executives, and to make recommendations to the Board to ensure they are competitive in the marketplace and reflect current market practices. A performance appraisal determines the remuneration of directors and executive officers and the committee prepares an annual report on the remuneration of executive directors.

## CODE OF CONDUCT AND ETHICS

The purpose of Jaguar's Code of Conduct and Ethics is to provide guidelines for the behavior of employees and third parties, fostering a culture of Compliance at Jaguar. Our Compliance Program is part of a promise of strong ethical behavior. Jaguar seeks to comply with anti-corruption laws applicable to the Company, with emphasis on Law No. 12,846/2013, known as the Brazilian Anti-Corruption Law or Clean Company Act FCPA (Foreign Corrupt Practices Act - USA) and CFPOA (Canadian Corruption of Foreign Public Officials Law).

Applicable training is carried out with content adapted to the reality and activities of the participants, making employees aware of our Compliance Programs.

## ANTI-CORRUPTION

The Code of Conduct and Ethics reflects expected behavior in relation to ethics, corruption and compliance with internal laws and regulations that must be followed by employees and third parties. Jaguar does not tolerate any act of corruption, including bribery of government officials, embezzlement of funds, property or business opportunities, or misuse of company assets.

Jaguar also has an Anti-Corruption Policy, which is intended to provide guidance to Jaguar to conduct its business honestly in all its relationships and in compliance with all applicable laws and regulations relating to bribery and corruption.



# ESG Area 3: Governance

## APPROVAL MATRIX

The purpose of the Approval Matrix is to establish guidelines, responsibilities and approval limits and/or authority for the exercise of activities. All Jaguar employees subject to this Approval Matrix are responsible for compliance and for reporting possible non-conformities in the Whistleblower Hotline. Compliance with this standard is monitored and may result in disciplinary action.

## CORPORATE RISK MANAGEMENT

The purpose of Corporate Risk Management is to establish guidelines for the identification, assessment, treatment, reporting and monitoring of Jaguar's risks, as well as guiding the methodology for monitoring the Company's risk management. Corporate Risk Management is carried out quarterly through updates provided by the person responsible for each identified risk, examining causes, consequences, probability, impact and action plans.

## STAKEHOLDER RELATIONS

Jaguar's relationship with its stakeholders follows our values of Collaboration, Dignity and Respect, in the search for productive and ethical relationships.

In addition to the Code of Conduct and Ethics, all rules applicable to the Company are observed in order to guarantee the identification, involvement and monitoring of the relationship with these audiences.

Jaguar makes several public means of contact available, including the Community Relations Channel, the Whistleblower Hotline (telephone and internet), Fale Fácil, and the Press Office.

Clear communication with the external public is of great importance for establishing a more effective relationship. The Company invests in Institutional Relations with all interested parties to provide effective communication mechanisms. The diversification and economic movement, especially in the service sector, are positive results of this relationship between the Company and its stakeholders, evidenced in the local economic distribution. We are engaged in all stakeholder relationships and help develop productive, ethical and transparent relationships with local, federal and state agencies. Jaguar has a duty to promote sustainable growth supported by safe, profitable and socially responsible business practices.



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