



**2024**

Environmental,  
Social and  
Governance  
Disclosure Update



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# About this Report

Liberty Gold is pleased to demonstrate its continuing commitment to Environmental, Social, and Governance (ESG) transparency with this 2024 ESG disclosure update.

This document is a continuation of Liberty Gold's annual ESG update reports and includes both updated quantitative metrics and qualitative disclosures from our operations from January 1 to December 31, 2024, unless stated otherwise. Liberty's ESG goals for 2025 are also included in the body of this update. The data remain aligned with the standards and framework of the Sustainability Accounting Standards Board ("SASB").

Liberty Gold remained primarily an exploration and development company throughout 2024, and as stated in the 2023 ESG report we remain in the early stages of our ESG journey. As with our previous ESG reports, the data provided in this report have not been subject to third-party assurance.

Liberty Gold continued to operate in 2024 under the subsidiaries Pilot Gold (USA) Inc. at our Black Pine property in Idaho; Pilot Goldstrike Inc. at our Goldstrike property in Utah; and under Orta Truva Madencilik at our TV Tower property in Türkiye until its sale in October 2024.

We welcome questions and feedback on our report which can be directed to: [info@libertygold.ca](mailto:info@libertygold.ca)





# A Message from our President & CEO



On behalf of Liberty Gold, I am pleased to present our 2024 ESG Disclosure Report, providing an update on the Company's environmental, social and governance performance. This report follows the same format as the 2023 annual report and focuses on key developments, initiatives, and metrics achieved during the year.

2024 marked another year of progress and achievement for Liberty Gold. We advanced exploration and technical programs while completing the Preliminary Feasibility Study and Mine Plan of Operations for our flagship Black Pine Project in southern Idaho. Numerous environmental and community baseline studies formed an essential part of our permitting activities, reflecting our commitment to responsible development and long-term stewardship.

As we advance toward full-scale federal and state mine permitting with the U.S. Forest Service, U.S. Bureau of Land Management, the State of Idaho, and our neighboring communities, responsible mining and environmental care remain central to everything we do.

Our governance foundation is strong. Liberty Gold benefits from a highly-qualified and experienced Board of Directors, with women comprising 50% of Board membership in 2024.

Oversight of our ESG program is held by our Health, Safety, & Sustainability Committee, which reports directly to the Board. In 2024, this Committee launched formal external and internal training programs to strengthen governance capabilities and further embed sustainability principles as we evolve from an explorer to a mine developer.

We invite you to follow our journey at Black Pine and engage with us as our sustainability strategy continues to mature. Our approach remains guided by our four core commitments:

- Maintaining a safe and healthy work environment for all our employees and contractors;
- Protecting natural resources and biodiversity where we operate;
- Promoting equitable and inclusive employment practices; and
- Create positive, lasting benefits for local communities and regions.

As Liberty Gold moves forward, we remain fully committed to a robust, transparent and adaptive sustainability framework. We will continue to conduct regular assessments to identify material emerging issues and ensure that our programs evolve to meet stakeholder expectations.

Thank you for your continued interest and support as we advance Liberty Gold responsibly and sustainably.

**Dr Jon Gilligan**  
President & CEO

# 2024 Performance Highlights



## Zero

Lost-time incidents (since 2013).



## 50%

Of company Board are female.



## Studies

Extensive environmental baseline studies at Black Pine.



## Engagement

Expanded stakeholder engagement.

## Performance on 2024 Goals and Targets

Environment		
GHG Emissions	Formalize energy use management and tracking	✓
	Prepare a climate strategy or position statement	Postponed
Water Management	Formalize water use management and tracking	✓
Ecological Impacts	Apply for biodiversity-focused project grants to support mine development objectives	✓
Social		
Health & Safety	Zero fatalities; Zero Lost Time Injuries	✓
	Establish Corporate H&S targets and commitments	✓
	Formalize use of leading safety indicators	✓
Stakeholder Engagement	Provide and facilitate stakeholder engagement for Black Pine NEPA permitting	✓
Governance		
ESG Reporting	Embed ESG strategy into corporate communication and investor relations activities	Ongoing
	Evaluate and include ESG components as part of the Black Pine Mine design and permitting	Ongoing
Board Oversight	Review and update Health Safety & Sustainability Committee mandate and charter	✓

# 2025 Goals & Targets



## 2025 Goals and Targets

Environment	
Water Management	<ul style="list-style-type: none"> <li>Zero reportable environmental incidents</li> <li>Completion of water balance for Black Pine project</li> </ul>
Ecological Impacts	<ul style="list-style-type: none"> <li>Formalize weed control and management program</li> </ul>
Social	
Health & Safety	<ul style="list-style-type: none"> <li>Update/modify all site safety manuals</li> <li>Update/modify site check-in process for new hires</li> <li>Establish safety recognition program</li> </ul>
Stakeholder Engagement	<ul style="list-style-type: none"> <li>Evaluate 3rd party stakeholder engagement and management software</li> <li>Develop and launch local scholarship program</li> <li>Formalize and strategize donations program</li> </ul>
Governance	
Board Oversight	<ul style="list-style-type: none"> <li>Conduct ESG training for Board members</li> </ul>

# Environmental Material Topic Updates



## Greenhouse Gas Emissions

### Total Emissions (tCO<sub>2</sub>e)

Site Name	2023	2024
Elko Site Office	22	1
Ankara Site Office	1	1
Vancouver Office	6	0.3
Goldstrike	67	80
Black Pine	696	560
TV Tower	45	23
<b>TOTAL (Scope 1 and 2)</b>	<b>837</b>	<b>665</b>

### EM-MM-110a.1 - Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations

EM-MM-110a.1a - Gross global Scope 1 emissions

	2023	2024
<b>Metric tons (t) CO<sub>2</sub>-e</b>	775	634

EM-MM-110a.1b - Percentage of gross global Scope 1 emissions covered under emissions-limiting regulations

	2023	2024
<b>Percentage (%)</b>	0	0

### EM-MM-110a.2 - Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets

Calculations for our Scope 1 and Scope 2 emissions were completed in accordance with 100-year time horizon global warming potential (GWP) values from the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (2014). Our Scope 1 emissions decreased in 2024 to 634 tCO<sub>2</sub>e (2023: 775 tCO<sub>2</sub>e), with as in the prior year, the largest source of direct GHG emissions being fuel from mobile sources, including vehicles and equipment. Liberty Gold's Scope 2 GHG

emissions totalled 31 tCO<sub>2</sub>e (2023: 59 tCO<sub>2</sub>e) across our operations and are the result of electric grid power and other sources of energy purchased from local utility providers. Scope 3 emissions for 2024 totalled 20 tCO<sub>2</sub>e (2023: 39 tCO<sub>2</sub>e), largely due to an decrease in both medium and long-haul flights.

Liberty Gold anticipates developing key GHG metrics following the confirmation of our baseline assessment and agency approval of a draft mine plan for Black Pine.

## Air Quality

During 2024, Liberty Gold continued collecting meteorological baseline and ambient air quality data on particulate matter less than 2.5 microns (PM2.5) at both our Black Pine exploration site and our Goldstrike exploration site.

### EM-MM-120a.1 - Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N<sub>2</sub>O), (3) SOx, (4) particulate matter (PM<sub>10</sub>), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)

**Metric Commentary:** With very few activities occurring on-site during exploration, Liberty Gold does not track or collect data on non-GHG air emissions. It is expected that air emissions of the listed pollutants will continue to be non-detectable during exploration activities. At Black Pine, weather stations also monitor PM2.5 data for future mine permit needs, but dust control and air quality permits are not required at this time. In 2024 neither site exceeded U.S. EPA primary standards for PM2.5 (35 µm/m<sup>3</sup> in a 24-hour period).

EM-MM-120a.1a - Air emissions for the following pollutant: CO

	2023	2024
<b>Metric tons (t)</b>	Not Applicable	Not Applicable



EM-MM-120a.1b - Air emissions for the following pollutant: NOx (excluding N2O)

	2023	2024
<b>Metric tons (t)</b>	Not Applicable	Not Applicable

EM-MM-120a.1c - Air emissions for the following pollutant: SOx

	2023	2024
<b>Metric tons (t)</b>	Not Applicable	Not Applicable

EM-MM-120a.1d - Air emissions for the following pollutant: particulate matter (PM10)

	2023	2024
<b>Metric tons (t)</b>	Not Applicable	Not Applicable

EM-MM-120a.1e - Air emissions for the following pollutant: mercury (Hg)

	2023	2024
<b>Metric tons (t)</b>	Not Applicable	Not Applicable

EM-MM-120a.1f - Air emissions for the following pollutant: lead (Pb)

	2023	2024
<b>Metric tons (t)</b>	Not Applicable	Not Applicable

EM-MM-120a.1g - Air emissions for the following pollutant: volatile organic compounds (VOCs)

	2023	2024
<b>Metric tons (t)</b>	Not Applicable	Not Applicable

## Energy Management

### EM-MM-130a.1 - (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable

**Metric Commentary:** Liberty Gold's total energy use includes fuel purchased and combusted as well as electricity purchased from local utility providers. At present, there are very few electrical energy requirements across our on-site operations as we continue exploration initiatives, largely related to office usage, site accommodation, fuel dispensing and sample storage & processing. Thus, the total energy consumed from grid electricity remains minimal at less than 5%. The majority of energy consumed on our sites stems from the use of motor gasoline and diesel. Grid electricity supplied to our head office in Vancouver, British Columbia, is supplied by BC Hydro, a Crown Corporation which generates approximately 98% of its electricity from clean and renewable resources. At Goldstrike and our field sites in

Utah, approximately 14% of the grid power consumed stemmed from renewables such as solar and wind power, while at Black Pine and our Idaho field sites renewables represent approximately 74% of the total grid energy consumed. The majority of grid electricity consumed on our sites and in our offices in Türkiye was provided by non-renewable generation sources.

EM-MM-130a.1a - Total energy consumed

	2023	2024
<b>Gigajoules (GJ)</b>	11,636	9,318

EM-MM-130a.1b - Percentage of total energy consumed that is grid electricity

	2023	2024
<b>Percentage (%)</b>	7.5	4.7

EM-MM-130a.1c - Percentage of total energy consumed that is renewable energy

	2023	2023
<b>Percentage (%)</b>	5.1 (68% of total grid electrical consumption)	3.5 (74% of total grid electrical consumption)

## Water Management

Liberty Gold remains dedicated to managing water resources in a sustainable and equitable manner to protect local water supplies and quality. Our teams conduct routine water sampling at Black Pine to ensure we meet permit conditions where applicable and actively build a baseline database of water quality in the areas we operate. This allows us to manage ongoing avoidance of any water quality issues with detailed, high-quality, scientific data.

Best Management Practices (BMPs) for sediment control are maintained across all Liberty Gold sites to further protect local water systems, and construction activities initiated during any stage of the mining process are conducted in such a way to avoid all springs and seeps.

### EM-MM-140a.1 - (1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress

**Metric Commentary:** In 2024, Liberty Gold used (purchased or withdrawn) a total of 3,623 cubic meters (m<sup>3</sup>) of fresh water across all three of our exploration sites of which we estimate approximately 2,962 cubic meters (m<sup>3</sup>) or 85% was returned to ground water. Our two US sites, Black Pine and Goldstrike, are located within low baseline water stress areas, our office in Ankara, Türkiye, is found within high-stress area. Our TV Tower site and Çanakkale, Türkiye, office is located within extremely high



baseline water stress areas. As at December 31, 2024 the TV Tower site was sold. Our office in Ankara was closed in March 2025.

Water wells from previous mining activities at our US sites are used as water sources, and we have acquired additional water rights in an environmentally responsible manner, particularly at Black Pine, consistent with our vision to use existing, permitted water resources wherever possible to support our operations. Water withdrawn is primarily for exploration drilling with some for dust control. Water used as part of exploration drilling is collected in earthen sumps and allowed to infiltrate back to the local system after use.

*EM-MM-140a.1a - Total fresh water withdrawn*

	2023	2024
Thousand cubic meters (m <sup>3</sup> )	16,369	3,623

*EM-MM-140a.1b - Total fresh water consumed*

	2023	2024
Thousand cubic meters (m <sup>3</sup> )	2,455	526

*EM-MM-140a.1c - Percentage of fresh water withdrawn in regions with High or Extremely High Baseline Water Stress*

	2023	2024
Percentage (%)	0.25	0.69

*EM-MM-140a.1d - Percentage of fresh water consumed in regions with High or Extremely High Baseline Water Stress*

	2023	2024
Percentage (%)	0.1	0.1

## EM-MM-140a.2 - Number of incidents of non-compliance associated with water quality permits, standards, and regulations

**Metric Commentary:** There have been no enforcement actions nor incidents of non-compliance with any water quality permits, standards, or regulations at Liberty Gold operations.

*EM-MM-140a.2a - Number of incidents of non-compliance associated with water quality permits*

	2023	2024
Number	0	0

*EM-MM-140a.2b - Number of incidents of non-compliance associated with water quality standards*

	2023	2024
Number	0	0

*EM-MM-140a.2c - Number of incidents of non-compliance associated with water quality regulations*

	2023	2024
Number	0	0

## Waste & Hazardous Materials Management

Liberty Gold does not generate any mine tailings, nor do we maintain any mine tailings facilities.

During 2023 we completed an initial geochemical characterization study of the host rocks to the Black Pine oxide gold mineralization. This work continued in 2024 as part of baseline studies associated with future mine permitting under the National Environmental Protection Act (NEPA).

At TV Tower small scale immaterial quartz and iron ore production was being carried out which enabled us to maintain our licences in good standing. This work results in no waste production.

## EM-MM-150a.1 - Total weight of tailings waste, percentage recycled

**Metric Commentary:** Liberty Gold did not produce any tailings from mining operations in 2024 and there were no tailings impoundments or facilities required during the continuation of exploration activities.

*EM-MM-150a.1a - Total weight of tailings waste*

	2023	2024
Metric tons (t)	Not Applicable	Not Applicable

*EM-MM-150a.1b - Percentage of total weight of tailings waste that is recycled*

	2023	2024
Percentage (%)	Not Applicable	Not Applicable

## EM-MM-150a.2 - Total weight of mineral processing waste, percentage recycled

**Metric Commentary:** While we process quartz and iron ore at our TV Tower site in Türkiye, no processing waste is produced. In 2024 there were zero tonnes of quartz and iron ore mined compared to 10,000 tonnes in 2023.



EM-MM-150a.2a - Total weight of mineral processing waste

	2023	2024
Metric tons (t)	0	0

EM-MM-150a.2b - Percentage of total weight of mineral processing waste that is recycled

	2023	2024
Percentage (%)	0	0

#### EM-MM-150a.3 - Number of tailings impoundments, broken down by MSHA hazard potential

Hazard class	Applicable standard	Number (2022, 2023 & 2024)	Description
Low	US MSHA Standard	0	N/A

## Biodiversity Impacts

#### EM-MM-160a.1 - Description of environmental management policies and practices for active sites

As of the end of 2024, there are no proved or probable mineral reserves on lands with protected conservation status or endangered species habitat at any Liberty Gold site.

Liberty Gold continued conducting annual sage grouse lek counts and detailed habitat mapping during 2024, and also initiated comprehensive, sitewide habitat assessment surveys as part of initial environmental baseline studies at the Black Pine Project area. Acoustic monitoring for potential bat roosting and foraging areas was also conducted at Black Pine during the fall of 2024.

A comprehensive spring and seep field survey was conducted on public and private lands in and around the Black Pine project area in the fall of 2024, which will be repeated again in the spring of 2025. Additional water level monitoring points were also installed at Black Pine in late summer of 2024.

#### EM-MM-160a.2 - 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.2a - Percentage of mine sites where acid rock drainage is predicted to occur

	2023	2024
Percentage (%)	0	0

EM-MM-160a.2b - Percentage of mine sites where acid rock drainage is actively mitigated

	2023	2024
Percentage (%)	N/A	N/A

EM-MM-160a.2c - Percentage of mine sites where acid rock drainage is under treatment or remediation

	2023	2024
Percentage (%)	N/A	N/A

#### EM-MM-160a.3 - Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat

EM-MM-160a.3a - Percentage of proved reserves in or near sites with protected conservation status or endangered species habitat

Grade	Percentage (%)	Description
N/A	None	N/A

EM-MM-160a.3b - Percentage of probable reserves in or near sites with protected conservation status or endangered species habitat

	2023	2024
Percentage (%)	N/A	N/A



# Social Material Topics



## Security, Human Rights & Rights Of Native Americans

At Liberty Gold, we are committed to respecting human rights and the interests, cultures, customs, and values of our people and the communities in which we operate. Building positive and meaningful relationships with Native Americans, based on mutual respect for each other's dignity, cultures, and connection to the land is a fundamental building block of Liberty Gold's community's engagement and interaction strategy. We recognize the need to earn trust and are committed to building relationships based on transparency, integrity and respect.

For issues where cultural/heritage resources may be impacted, formal consultation with Native American tribes is conducted through the United States Forest Service and Bureau of Land Management.

### EM-MM-210a.1 - Percentage of (1) proved and (2) probable reserves in or near areas of conflict

**Metric Commentary:** Liberty Gold has had no operations near any areas of conflict in 2023 or 2024.

*EM-MM-210a.1a - Percentage of proved reserves in or near areas of conflict*

	2023	2024
Percentage (%)	N/A	N/A

*EM-MM-210a.1b - Percentage of probable reserves in or near areas of conflict*

	2023	2024
Percentage (%)	N/A	N/A

### EM-MM-210a.2 - Percentage of (1) proved and (2) probable reserves in or near Native American land

**Metric Commentary:** None of Liberty Gold's operations are deemed "near" Native American land. Our Goldstrike and Black Pine operations are 25km and 95km away from the closest reservation, respectively.

*EM-MM-210a.2a - Percentage of proved reserves in or near Native American land*

	2023	2024
Percentage (%)	N/A	None

*EM-MM-210a.2b - Percentage of probable reserves in or near Native American land*

	2023	2024
Percentage (%)	N/A	None

## Community Relations

As a responsible mining company, we recognize that our success is dependent on maintaining strong relationships with our communities.

The Liberty Gold Team remained active in the communities during 2024, not only in the surrounding areas of our projects but also from our office locations. A total of \$61,000 was donated to local entities and community support functions during 2024.

During 2024, Liberty Gold expanded its visibility in the region surrounding the Black Pine Project by staffing booths at several county fairs. This allowed personal interaction and robust Q&A between Liberty staff and members of the general public in those areas.

## EM-MM-210b.2 - Number and duration of non-technical delays

**Metric Commentary:** Liberty Gold has had no project delays or site shutdowns during 2023 or 2024 due to non-technical factors.

EM-MM-210b.2a - Number of non-technical delays

Type of Delays	Number 2023 & 2024
Site shutdown	0
Project delay	0

EM-MM-210b.2b - Duration of non-technical delays

Type of Delays	Number 2023 & 2024
Site shutdown	0
Project delay	0

## Labour Relations

At Liberty Gold, we are committed to fostering a safe and healthy workforce culture, with decision-making based on placing people first. This means we establish trust, treat workers fairly, and provide a safe and healthy working conditions. Our culture is focused on creating a positive working environment where each member willingly gives of her or his best and is recognized and respected for their unique contribution.

All our employees are on salaried contracts and no collective bargaining agreements are currently in place.

### EM-MM-310a.1 - Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees

EM-MM-310a.1a - Percentage of active U.S. workforce covered under collective bargaining agreements

	2023	2024
Percentage (%)	N/A	N/A

EM-MM-310a.1b - Percentage of active foreign (i.e., non-U.S.) workforce covered under collective bargaining agreements

Domestic	Country	Percentage (%) 2023 & 2024	Description
N	Canada	0	N/A
N	Türkiye	0	N/A

EM-MM-310a.2 - Number and duration of strikes and lockouts

Type of Work Stoppages	Number (2023 and 2024)
Strikes	0
Lockouts	0

EM-MM-310a.2b - Duration of strikes and lockouts

Type of Work Stoppages	Number (2023 and 2024)
Strikes	0
Lockouts	0

EM-MM-310a.2c - Disclosure shall include a description of the root cause for each work stoppage

No work stoppages occurred during 2024.

## Workforce Health & Safety

Workplace health and safety is a priority focus at Liberty Gold. We are committed to ensuring that our team is equipped with the necessary resources, skills, protective equipment and training needed to safely perform their understand and perform their duties safely and efficiently.

We believe all incidents that cause harm to our people, property, or the environment are avoidable. Working together we can achieve zero incidents in the workplace.

None of the Liberty Gold operations fell under MSHA jurisdiction in 2024.

### EM-MM-320a.1 - (1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees

**Metric Commentary:** Liberty Gold has not incurred a lost-time injury since 2013.

EM-MM-320a.1a - MSHA All-Incidence Rate for full-time employees (or for non-US, as dictated by domestic regulation).

Applicable Standard	Rate 2023	Rate 2024
MSHA All-Incidence rate	0.0	0.0

EM-MM-320a.1b - MSHA All-Incidence Rate for contract employees (or for non-US, as dictated by domestic regulation).

Applicable Standard	Rate 2023	Rate 2024
MSHA All-Incidence rate	0	0





*EM-MM-320a.1c - Fatality Rate for full-time employees*

Applicable Standard	Rate 2023	Rate 2024
MSHA Fatality Rate Value	0	0

*EM-MM-320a.1d - Fatality Rate for contract employees*

Applicable Standard	Rate 2023	Rate 2024
MSHA Fatality Rate Value	0	0

*EM-MM-320a.1e - Near Miss Frequency Rate for full-time employees*

Applicable Standard	Rate 2023	Rate 2024
US NSC NMFR	0	0

*EM-MM-320a.1f - Near Miss Frequency Rate for contract employees*

Applicable Standard	Rate 2023	Rate 2024
US NSC NMFR	0	0

*EM-MM-320a.1g - Average hours of health, safety, and emergency response training for full-time employees*

Applicable Standard	Hours (h) 2023	Hours (h) 2024
Regulation U.S. 29 CFR Part 1910	8.5	9

*EM-MM-320a.1h - Average hours of health, safety, and emergency response training for contract employees*

Applicable Standard	Hours (h) 2023	Hours (h) 2024
Regulation U.S. 29 CFR Part 1910	15	11.5

*EM-MM-320a.1i - List of training topics not listed under Regulation U.S. 29 CFR Part 1910 (or other equivalent domestic regulations).*

**List of Safety Training Topics in 2024:**

- Driving on Back Range
- Emergency Protocol
- Heat and Hydration, Water Pump
- Site Emergency Plan
- Emergency Traffic
- First Aid
- Vehicle Maintenance, Tire Changes
- Site Docs Review
- Pipe Handling
- Weather Related Issues
- Insect Injury/ Animal Control
- Night Driving
- Helicopter Safety
- Safety Review
- Continuous Improvement
- Site Inspections

## Employee Diversity & Inclusion

Diversity and inclusion is a key value at Liberty Gold. For us, diversity and inclusion means valuing differences, empowering our people, and ensuring that we maintain a safe working environment. That is why we are committed to providing a positive working environment where everyone is treated fairly and with respect.

Given that our industry has historically been male dominated, we are proud to acknowledge that women comprised 50% of our Board in 2024.

### FN-AC-330a.1 - Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees

2024	Female	Male	Total	Female (%)	Male (%)
Board of Directors*	3	2	5	60%	40%
Executive Management	1	4	5	20%	80%
Professionals	5	6	11	45%	55%
All Other Employees	3	14	17	18%	82%
<b>Total</b>	<b>12</b>	<b>26</b>	<b>38</b>	<b>32%</b>	<b>68%</b>

2023	Female	Male	Total	Female (%)	Male (%)
Board of Directors*	3	3	6	50%	50%
Executive Management	1	4	5	20%	80%
Professionals	6	12	18	33%	67%
All Other Employees	1	13	14	7%	93%
<b>Total</b>	<b>32</b>	<b>11</b>	<b>43</b>	<b>26%</b>	<b>74%</b>

\*Represents only the independent directors, the remaining are included in Executive Management.

**Note:** Racial/ethnic group representation data is currently not available.





# Governance Material Topics



## Business Ethics & Transparency

We value leading with integrity, trust, transparency & accountability. All members of Liberty Gold, including every director, officer and employee are expected to read, sign and abide by and uphold the values, practises and behaviours written into our Code of Business Conduct and Ethics (available in the Corporate Governance section at [www.libertygold.ca](http://www.libertygold.ca)). Additionally, all subsidiaries and affiliates of Liberty Gold are expected to abide by all applicable local anti-bribery and/or anti-corruptions laws. This promotes ethical conduct and fair dealings with all customers, suppliers, and competitors.

### EM-MM-510a.1 - Description of the management system for prevention of corruption and bribery throughout the value chain

Liberty Gold is committed to strong ethical and responsible business practices. To prevent corruption and bribery throughout both our company and the value chain, all employees are provided with a copy of our Code of Business Conduct and Ethics which they must read and sign to acknowledge that they have read the code and will act in a manner that is consistent with it. This Code describes forms of bribery and corruption, including conflicts of interest, and outlines basic obligations as well as acceptable and unacceptable behaviour when dealing with suppliers and customers. Our Directors and Senior Financial Officers are provided with a separate Code of Ethics that address risks particular to their role in which they must additionally read and sign.

In addition to our Code of Business Conduct and Ethics, we have implemented a robust Whistleblowing Policy (available in the Corporate Governance section of our website [www.libertygold.ca](http://www.libertygold.ca)).

### EM-MM-510a.2 - Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index

**Metric Commentary:** None of our business operations are located in countries posing the highest corruption risks.

	2023	2024
Metric tons saleable (t)	N/A	N/A

## Management of the Legal & Regulatory Environment

We are committed to high standards of governance that are consistent with legal and regulatory expectations. Our Board members are responsible for ensuring that the Company has the necessary communication and disclosure policies in place to comply with the regulatory requirements in which our business operates in.

### EM-EP-530a.1 - Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry

Liberty Gold complies with all legal and regulatory requirements that are applicable to our businesses in the jurisdictions in which we operate. To ensure our business operations are fully compliant with relevant legislation and environmental standards, our team works with external legal counsel and experienced consultants to identify and mitigate both environmental and social risks. Our operations have the necessary control mechanisms and due diligence procedures in place to monitor and address any risks identified that could negatively impact our business or the industry at large.

## Critical Incident Risk Management

As outlined in our Board Mandate, members of the Board are responsible for approving all strategic plans and monitoring performance against these plans. Members of the Board are expected to regularly review policies and procedures to identify any business risks and ensure that the proper risk management systems are in place to monitor any material deficiencies and to prevent or minimize the occurrence of such events from occurring.

### **EM-EP-540a.1 - Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)**

**Metric Commentary:** This disclosure is not material to us as per SASB standards. Our current business operations are focused on exploration, therefore, loss of primary containment (LOPC) or the unplanned release of material from primary containment due to production activities are not consequences that could result from our current business processes and operations.

### **EM-EP-540a.2 - Description of management systems used to identify and mitigate catastrophic and tail-end risks**

Protecting the health and safety of our employees and the communities in which we operate in is our number one priority—we place people first and we recognize that we grow hand-in-hand with the communities are around us.

As part of our Enterprise Risk Management process, our Audit Committee and Health Safety and Sustainability Committee reviews any risks identified and the potential impacts that this could have on our business to ensure that we have the proper controls in place. The Board review the overall Enterprise Risk Matrix twice a year.

In addition to the Risk Register, we have an internal Crisis Management Plan manual that identifies potential crisis scenarios and describes how our business will respond if such an event were to occur. This manual is updated every 3-5 years to ensure that any new, emerging risks are documented and that controls are current.





# Appendix A - Activity Metrics



## EM-MM-000.A - Production of (1) metal ores and (2) finished metal products

	2023	2024
<b>Tons</b>	0 Tonnes	0 Tonnes

### EM-MM-000.Aa - Production of metal ores

Type of Ore Mining	Metric tons (t) saleable 2023	Metric tons (t) saleable 2024
Metal Ores	0	0

### EM-MM-000.Ab - Production of finished metal products

Precious Metals & Minerals	Metric tons (t) saleable 2023	Metric tons (t) saleable 2024
Gold	0	0

## EM-MM-000.B - Total number of employees, percentage of contractors

**Metric Commentary:** In 2024 We had 14 full-time employees and 19 contractors. 15 of the contractors consist of part-time and seasonal workers and were calculated by as an average number of part time workers over the course of the year.

### EM-MM-000.Ba - Total number of employees

	2023	2024
<b>Total number of employees</b>	36	33

### EM-MM-000.Bb - Percentage of employees who are contractors

	2023	2024
<b>Percentage (%)</b>	32	58

# Appendix B - SASB Index



## Metals & Mining

Topic	Code	Accounting Metric	Page Reference <sup>1</sup>
Greenhouse Gas Emissions	EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	7
	EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	7
Air Quality	EM-MM-120a.1	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	7
Energy Management	EM-MM-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	8
Water Management	EM-MM-140a.1	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	8
	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	9
Waste & Hazardous Materials Management	EM-MM-150a.1	Total weight of tailings waste, percentage recycled	9
	EM-MM-150a.2	Total weight of mineral processing waste, percentage recycled	9
	EM-MM-150a.3	Number of tailings impoundments, broken down by MSHA hazard potential	10
Biodiversity Impacts	EM-MM-160a.1	Description of environmental management policies and practices for active sites	10
	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	10
	EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	10
Securities, Human Rights, & Rights of Native Americans	EM-MM-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	11
	EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near Native American land	11
	EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, Native American rights, and operation in areas of conflict	(2022) 19

<sup>1</sup> Where the metric has been addressed in the Liberty Gold Environmental Social and Governance Report for 2022, the page number is shown with a preceding "(2022)" and refers to the page number in that report.



## Metals & Mining

Topic	Code	Accounting Metric	Page Reference
Community Relations	EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	(2022) 20
	EM-MM-210b.2	Number and duration of non-technical delays	12
Labour Relations	EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	12
	EM-MM-310a.2	Number and duration of strikes and lockouts	12
Workforce Health & Safety	EM-MM-320a.1	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	12
Employee Diversity & Inclusion	FN-AC-330a.1	Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees	14
	FN-AC-330a.1kk	The entity shall describe its policies and programs for fostering equitable employee representation across its global operations.	14
Business Ethics & Transparency	EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	15
	EM-MM-510a.2	EM-MM-510a.2 - Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	15
Activity Metrics	EM-MM-000.A	Production of (1) metal ores and (2) finished metal products	17
Activity Metrics	EM-MM-000.B	Total number of employees, percentage contractors	17

## Oil & Gas – Exploration & Production

Topic	Code	Accounting Metric	Page Reference
Management of the Legal & Regulatory Framework	EM-EP-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	15
Critical Incident Risk Management	EM-EP-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	16
	EM-EP-540a.2	Description of management systems used to identify and mitigate catastrophic and tail-end risks	16

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