

Published, June 24, 2022



**Perpetua  
Resources**

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2021

# **SUSTAINABILITY REPORT**

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## ABOUT THIS REPORT



This Sustainability Report is aligned with the [Sustainability Accounting Standards Board \(SASB\)](#) reporting framework, with guidance and calculations provided by Warm Springs Consulting, a third-party consultant. All greenhouse gas (GHG) emissions calculations were developed according to the Greenhouse Gas Protocol and ISO 14000. **The purpose of this report is to provide transparent disclosure on the Environment, Social, Governance (ESG) topics that were most material to Perpetua Resources (Perpetua or the Company) in 2021. This report also outlines Perpetua Resources' key achievements for the year and provides an update on the Company's ESG performance and commitments.**

# 2021 Highlights

In 2021, the Perpetua Resources team maintained its focus on revitalizing an abandoned mining district and providing the nation with some of the resources we all depend upon through the advancement of the Stibnite Gold Project. **The Company's actions over the past year were guided by its commitments to protect the environment, provide opportunities for its community, deliver long-term value for its shareholders and do business the right way.**

To maintain transparency, Perpetua held **83** presentations and community meetings in 2021, **1,019** total presentations and community meetings since 2015.



## HEALTH, SAFETY + WELLBEING

**118 months** with no Reportable Spills

**73 months** with no Lost Time Incidents

**100% safe fuel hauls** without incident or spill, **211 total hauls** since 2009

**1,606 team training hours** in 2021, **7,392** training hours since 2013



## GOVERNANCE

**Adopted** an integrated Environmental, Occupational Health and Safety Management System

**100% of employees** participated in business integrity and compliance related training

**33% of Board members** are gender or ethnically diverse



## PEOPLE + SOCIAL

**67% female** executive management in 2021

**41% female** workforce in 2021

**31 full-time** employees in 2021

**81%** of employees based in Idaho in 2021

**13,000+** volunteer hours since 2015

**8 tours** in 2021, **200 tours** since 2014



## ECONOMIC

**\$9.9M** total Idaho spending in 2021

**\$2.6M** total community giving since 2014

**Approx. \$50,000 donated** in 2021 to support local communities through charitable giving, **\$160,000** since 2019

**\$12,000** awarded in scholarships in 2021 to graduating high school seniors, **\$50,000** awarded since 2015



## ENVIRONMENT

**Entered partnership** to supply antimony to battery storage company, Ambri

**Launched** plan to begin early action water improvements in summer of 2022

**5,699 kWh** solar energy produced on site in 2021, **53,336 kWh** solar produced since 2015

**63,000+ trees planted** since 2011

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# Foreward From The CEO

## **ACTION. IT IS THE WORD THAT BEST SUMMARIZES 2021 FOR PERPETUA RESOURCES.**

Our team accomplished much over the past year. We continued to work hard to advance the Stibnite Gold Project through permitting and define what it means to be a responsible mining company in America in the 21st century. We are making great progress towards responsibly redeveloping the abandoned Stibnite Mining District, providing our nation with the minerals we need for a more secure future and leaving the site better than it is today.

This is our 9th annual Sustainability Report and our first to incorporate Environment, Social, and Governance (ESG) reporting using the Sustainability Accounting Standards Board (SASB) standards. We are proud to join other industry leaders to ensure the ESG issues most relevant to our business are clearly reported under a widely entrusted framework.

American mining is the first link in more secure, resilient, and ethical supply chains.

To be the partner our nation needs, we must build and maintain the trust of our fellow citizens. Having strong ESG policies and transparent annual reporting is an important part of that trust building process.

Our ESG commitments require us to look inward and examine our biases, practices, and standards. They require us to provide visibility and insight for all stakeholders. They help us be accountable for our actions. Ultimately, they push us to collaborate with community partners to help us meet the highest standards in responsible mining.

As you will see from this year's report, our team delivered. We signed an agreement with the Environmental Protection Agency that allows us to begin work to address the environmental legacies left behind at Stibnite, showing modern mining can bring value to abandoned mine sites. Along with the Stibnite Advisory Council, we launched an independent citizen's water monitoring initiative to create further transparency and accountability around one of Idaho's most valuable resources, water. And we committed some of the antimony from the Stibnite Gold Project to climate change solutions through

our partnership with Ambri, an American grid storage battery company.

We are committed to demonstrating to local Idahoans and the world that modern, responsible American mining is possible.

**SINCERELY,**



**LAUREL SAYER**

*President and CEO of Perpetua Resources*

“American mining is the first link in more secure, resilient and ethical supply chains.”



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# Letter From The Chairman

## DEAR FELLOW STAKEHOLDERS,

This last year was a year of big changes for Perpetua. What has not changed however, is our dedication to advancing the Stibnite Gold Project in a way that defines the future of responsible mining in America.

Since the beginning, Perpetua has incorporated the principles of environmental protection, social responsibility, and excellence in governance into its company culture and initiatives. In 2021, we further enhanced our commitments by implementing an omnibus ESG Policy. The guiding principles in this policy are designed to support Perpetua's business strategy and drive long-term value for shareholders and all stakeholders. These guiding principles are evidenced by our many 2021 accomplishments, and I am pleased to share some of them with you.

Perpetua's Feasibility Study for the Stibnite Gold Project reflected important refinements to the project design that were both responsive to stakeholder feedback

and improved the environmental outcomes of the Project. In July of 2021, Perpetua Resources announced that the U.S. Forest Service was moving the permitting process forward with a focus on Perpetua's modified proposed plan for Stibnite.

In 2021, we moved our headquarters to Idaho in order to be closer to the Project. As a nod to the Idaho state motto, the Company's name was changed from Midas Gold to Perpetua Resources which better reflects our strategy of becoming a U.S. based producer of critical minerals as we work to ultimately redevelop and restore the Stibnite Gold Project.

Perpetua also signed a strategic antimony supply agreement that directly links our Project to the clean energy transition. Our milestone agreement with Ambri Inc. commits a portion of antimony production from the Stibnite Project to help power Ambri's high-capacity storage battery, establishing the foundation to help facilitate the decarbonization of energy grids in the U.S. and around the world. The long-term

value of our project is significantly enhanced through this unique partnership, as it demonstrates the role modern mining can play in a more sustainable future.

Looking ahead, Perpetua has a lot to be excited about as we continue to advance our world class project through the final stages of the permitting process. On behalf of Perpetua's Board of Directors, I thank you for your continued support.

SINCERELY,



**MARCELO KIM**  
Chairman of the Board

“Perpetua also signed a strategic antimony supply agreement that directly links our Project to the clean energy transition.”



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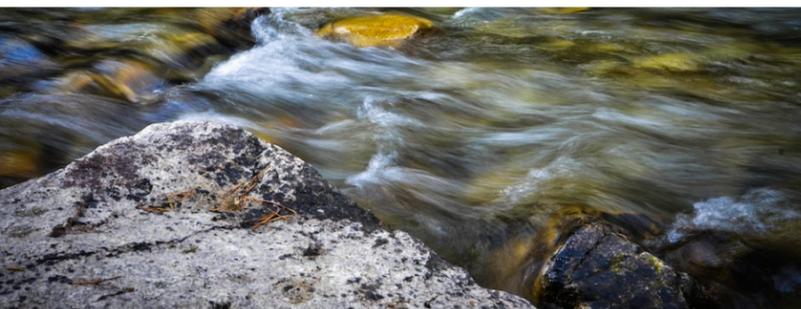
# APPROACH TO SUSTAINABILITY

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# Mission + Values

Perpetua Resources is dedicated to taking an area abandoned after 100 years of mining activity and using responsible mine redevelopment to restore the environment, bring benefits to local communities, and provide the minerals America needs for a more secure and sustainable future.



Since 2013, Perpetua has published annual sustainability reports to live up to its values and provide updates to Company stakeholders. Reports can be found online [here](#).

## IT STARTS WITH STRONG CORE VALUES

Strong core values are foundational to everything Perpetua does. These values are a part of Perpetua’s organizational DNA and have shaped who the Company is today and who it will become.



### SAFETY

The health and safety of Perpetua employees, contractors and the community is of the utmost importance to the Company.



### ENVIRONMENTAL RESPONSIBILITY

Perpetua seeks to go above and beyond what is required; the Company finds practical solutions to manage growth, while protecting and enhancing the natural environment.



### COMMUNITY INVOLVEMENT

As proud members of the community, Perpetua Resources actively strives to serve the community’s needs, and to collectively enhance prosperity and well-being.



### TRANSPARENCY

The Company fulfills its commitments in an open and transparent manner. Perpetua aims to be accurate, consistent and straightforward in all information delivered to its stakeholders.



### ACCOUNTABILITY

As part of its corporate governance, Perpetua Resources ensures accountability guides all of its actions, decisions, conduct and reporting.



### INTEGRITY + PERFORMANCE

Perpetua Resources holds itself to high moral standards and strives to fulfill its commitments in an effective and sustainable manner.

# Project Location + History

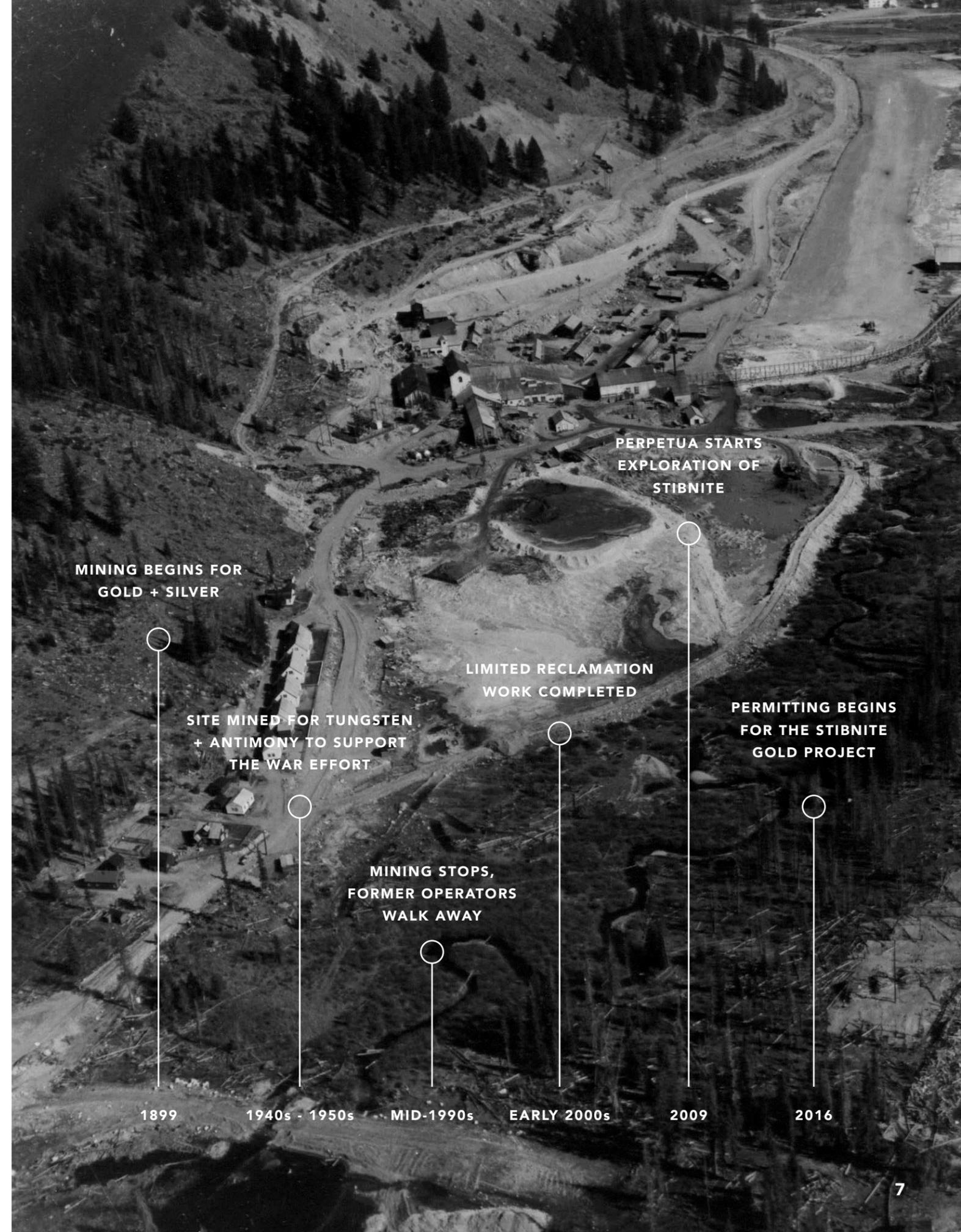
Formerly known as Midas Gold, Perpetua Resources is a U.S. based mining Company with offices in Boise, Donnelly, and Stibnite, Idaho. Perpetua's proposed Stibnite Gold Project is located in the historical Stibnite Mining District in Valley County, Idaho. [Investigation of the site for potential redevelopment and restoration began in 2009 and formal permitting review for the Stibnite Gold Project began in 2016.](#)

The district has seen more than 100 years of mining activity, starting in 1899 when miners began looking for gold and silver. During the World War II and Korean War eras, the site was predominately mined for tungsten and antimony to serve the war efforts. By the mid-1990's, mining in the district stopped and in the early 2000's limited reclamation work was done to stabilize the poor environmental conditions left behind by former operators and the U.S. Government. Many of those environmental legacies remain today.

The Stibnite Gold Project is designed to address the environmental legacies left behind decades ago while also producing the only domestically mined source of the critical mineral antimony and one of the nation's highest grade gold deposits. [As proposed, the Project will improve water quality over existing conditions, reconnect salmon migration, repair stream habitat and improve wetlands function.](#)

○ The Stibnite Gold Project will improve water quality over existing conditions, reconnect salmon migration, repair stream habitat and improve wetlands function.\*

*\*Conclusions are those of Perpetua Resources or their consultants and are provisional. Final analysis from the US Forest Service will be available in the Supplemental Draft EIS expected Q3 2022.*



# Approach to Sustainability

## ESSENTIAL FOR A MORE SUSTAINABLE FUTURE.

The world depends on mining to build communications and healthcare technologies, grow the economy and power a low-carbon energy future. In fact, **minerals are the first link in the product supply chain. A safe and responsible supply chain is essential to promoting a more just and sustainable future.**

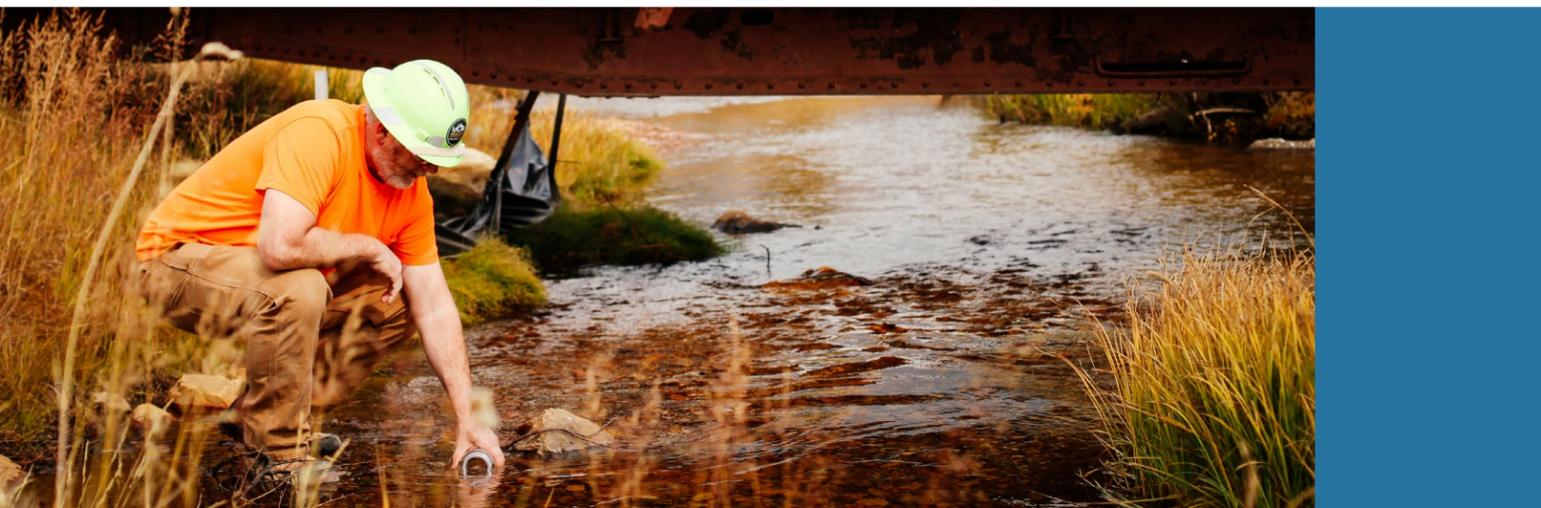


To become a valuable member of a more sustainable future, Perpetua Resources has looked to the [United Nations' Sustainable Development Goals \(UNSDGs\)](#) to inform the Company's sustainability goals as it moves the Stibnite Gold Project into the next stages of development.



In order to provide a clear and uniform assessment of the Company's sustainability performance, Perpetua Resources has selected the [Sustainability Accounting Standards Board \(SASB\)](#) framework for reporting. This report is aligned with the SASB reporting model and includes a full quantitative summary in Appendix B.

In 2021, Perpetua strengthened the Company's ESG policies. **The robust ESG policies provide transparency for all stakeholders, promote positive outcomes through setting performance measures, create a mechanism for disclosure and protect investors and communities by reducing overall Project risk.**



*Perpetua team member collecting water samples*

## PERPETUA'S ESG POLICIES ARE BASED ON THE FOLLOWING PRINCIPLES:



**The purpose is to leave the Project site better than the Company found it** and to leave a lasting legacy of economic benefits in the community.



**Doing the right thing is good for business.** Responsible corporate behavior, with respect to environmental, social and governance factors, can generally have a positive influence on long-term financial performance.



**Disclosure is the key** that allows stakeholders and other interested parties to better understand, evaluate and assess potential risk and return, including the potential impact of environmental, social and governance factors on Perpetua Resources' performance.



**Investment analysis should incorporate environment, social and governance** factors to the extent that they affect risk and return.



**Division of authority and responsibilities** among shareholders, directors and managers are key to corporate governance.

# Stakeholder Engagement

Perpetua Resources' stakeholders include any person or organization that could be impacted by Company activities, or that has a vested interest in its business. **The Company believes effective corporate governance includes year-round engagement with its stakeholders.**

Perpetua has created opportunities to meet regularly with stakeholders and has provided formal avenues for discussion through the Stibnite Advisory Council and regularly hosted office hours and public discussions. **In fact, in the last seven years, Perpetua hosted over 1,019 presentations and community meetings and reviewed approximately 10,000 comments on the Project design between 2020 and 2021.**

Page 10 includes a summary of key stakeholder groups, general issues of concern, the manner in which Perpetua engages with each group and highlights of the Company's 2021 engagements.

○ Perpetua Resources has hosted over **1,019** presentations and community meetings and reviewed approximately **10,000** comments.



*Tour of the proposed Stibnite Gold Project site*

Stakeholder	General Areas of Interest	Engagement Processes	Highlights of 2021 Engagements
<b>SHAREHOLDERS</b>	Share price performance, financial results, permitting progress and results, corporate governance, risk management, ESG performance.	Annual and quarterly financial reports, regulatory filings, annual general and special meetings, investor conferences and events, webinars, website, phone calls, emails, mailings and press releases.	Several investor conferences, Gold Fundamentals webinar, Antimony webinar, Ambri webinar, site tour, Annual General Meeting and more.
<b>COMMUNITY MEMBERS</b>	Employment opportunities, health and safety, care for wildlife habitat and water, community investments and scholarship programs.	Stibnite Advisory Council, office hours, community events, site tours.	11 meetings with the Stibnite Advisory Council, 83 presentations and community meetings, 11 community events, 10 office hours, and a strong social media presence on multiple platforms.
<b>EMPLOYEES</b>	Health and safety, Company strategy, diversity and inclusion, training programs, advancement opportunities, wages and benefits.	Employee policy handbook, employee assistance program, safety and other training programs, employee surveys, performance feedback, regular weekly meetings with executive leadership.	Weekly meetings for all employees with executive leadership.
<b>MUNICIPALITIES + LOCAL ORGANIZATIONS</b>	Desire for Perpetua to find solutions regarding any potential impacts of the Project on community socioeconomics, infrastructure, recreational resources and emergency services.	Participate in and support local events. Communicate continued compliance with applicable laws through continued interaction with community representatives. Maintain communication pathways & encourage participation.	Met with 24 local cities, counties and civic organizations to update them on the Project, review comments from the 2020 Draft EIS comment period and discuss Project improvements.

Stakeholder	General Areas of Interest	Engagement Processes	Highlights of 2021 Engagements
<b>REGULATORS &amp; GOVERNMENTAL ENTITIES</b> (State + Federal)	Obtain all necessary approvals and permits, and demonstrate compliance with applicable laws and regulation. Demonstrate all appropriate environmental monitoring and reporting programs.	Communicate with relevant agencies to understand permitting process. Conduct regular technical presentations and reviews with agencies to communicate Project objectives and environmental goals. Demonstrating continued Project compliance.	Held weekly meetings with lead agency (USFS) to track progress. Developed meeting and permit review schedules with applicable agencies and provided regular technical updates on evolving Project elements related to permit applications.
<b>NON-GOVERNMENTAL ENTITIES (NGOs)</b>	Impacts to environment and communities, particularly rivers, fish, habitat and at-risk species, such as salmon.	Regular outreach to discuss the Project and gather feedback with environmental organizations in Idaho.	Meetings with NGOs to discuss concerns expressed in August 2020 Draft EIS comments.
<b>TRIBAL/INDIGENOUS COMMUNITIES</b>	Treaty rights, fish habitat, downstream water quality.	Participation in comment periods, regular meetings, mediation.	Review of formal comments on the Project and requests for additional feedback. Engaged in formal mediation since February 2021.
<b>BUSINESS PARTNERS, VENDORS + SUPPLIERS</b>	Economic opportunities, workforce readiness, and a clean supply chain.	Regular meetings, community and business events and personal communications.	Ongoing workforce survey, vendor and supplier intake forms, regular in-person engagement.

# Materiality Assessment

Perpetua determines materiality for ESG-related topics using a holistic approach focused on areas that have the greatest potential impact to its business and stakeholders. The assessment of materiality is a continuous process and considers the Stibnite Gold Project's stage of development. As Perpetua moves through the permitting process into Project development and production, the factors most material to the Company's business and the associated level of disclosure around those factors will change.

The process for determining materiality for this report began with the SASB Standards for the Metals & Mining Sector. Perpetua chose this reporting framework due to its widespread use across the mining industry, and because this framework will provide stakeholders with information that is comparable, consistent, and financially material to Perpetua's business. **SASB Standards are designed to enable communications on corporate performance in a cost-effective and decision-useful manner using existing disclosure and reporting mechanisms.**

The Company also used the guiding principles in its ESG Policy to inform its determination of material topics. For example, the materiality assessment focused on areas with the greatest potential to impact the Company's ability to leave the Project site better than it was found and a lasting legacy of economic benefits. The assessment also focused on areas that are most important to Perpetua's stakeholders to evaluate risk and return, and could have the greatest impact to the Company's long-term financial performance.



*Yellow Pine, the closest community to the proposed Stibnite Gold Project*

In addition, Perpetua considered the ESG factors most material to industry peers and best practices being adopted by the mining industry.

Once a set of material topics was established, Perpetua performed an extensive internal review by management and the Board of Directors. The following topics were deemed most material to Perpetua's business for 2021:



## GOVERNANCE

Business Ethics, Transparency, Diversity + Inclusion



## SOCIAL

Workforce Health + Safety, Workforce Engagement, Labor Relations, Community Relations, Security, Human Rights, Rights of Indigenous Peoples



## ENVIRONMENT

GHG Emissions, Air Quality, Energy Management, Water Management, Waste + Hazardous Materials Management, Biodiversity Impacts, Tailing Storage Facilities Management

Perpetua's goal is to leave the Project site better than it was found and leave a lasting legacy of economic benefits.

# 2020 Commitments in Review

[Perpetua's 2020 Sustainability Report](#) outlined new commitments to further establish Perpetua as a model for responsible, American mining - and Perpetua delivered on those commitments in 2021.



### SAFETY IS A CORE VALUE

In 2021, Perpetua adopted an integrated Environmental, Occupational Health and Safety Management System to ensure the health, safety and wellbeing of employees. All employees participated in training and the Company saw no Lost Time Incidents or Reportable Spills.



### LISTENING AND IMPROVING

In 2020, approximately 10,000 comments were received on the Project's Draft Environmental Impact Statement (DEIS). Perpetua listened to this feedback and dedicated 2021 to incorporating improvements into the Project design. As a result, the Company modified the Project design which is now undergoing additional regulatory review.



### ACTION TO IMPROVE WATER QUALITY

Perpetua's commitment to take care of the environment and the communities nearby and downstream, was demonstrated in 2021 through a number of actions, including signing an Administrative Settlement Administrative Order on Consent (ASAOC) Agreement with the Environmental Protection Agency (EPA) and the U.S. Forest Service. Perpetua voluntarily agreed to early investment and action to address legacy mine features that are currently negatively impacting ground and surface water. It also opens the door for comprehensive cleanup across the historic district if the Project moves forward through permitting and development.

The ASAOC agreement includes a first phase, which will remove 325,000 tons of legacy waste away from waterways and divert three streams from contaminated areas over a four year period to ultimately improve water quality in the area. These actions commit millions of dollars to early cleanup and are backed by financial assurances that will improve water quality at Stibnite now, rather than waiting for the Project to begin.



### FOCUS ON IDAHO

Perpetua moved its corporate headquarters to Boise and changed its name to better reflect the Company values and connection to the Idaho community. The Company board, management team and assets are U.S. based, as are the majority of shareholders.



### STRONGER ESG REPORTING

Perpetua's ESG policies were strengthened and gathered together under an omnibus policy in 2021. The policy enhancements include pledging to establish an ESG reporting framework and publishing annual Greenhouse Gas Emissions inventories.



### PERFORMANCE

Finally, Perpetua is focused on delivering long-term value for its shareholders. In 2021, Perpetua's stock price underperformed gold price but the Company advanced several initiatives that set up the Company for success in the future. Perpetua expects its valuation to re-rate as we achieve major permitting milestones and continue to advance the Project towards development.



*Perpetua team members monitoring water quality on site*

Perpetua Resources is committed to being a model for responsible, American mining.

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# GOVERNANCE

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## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

This section aligns with the following goals:

<p><b>5</b> GENDER EQUALITY</p> 	<p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p> 	<p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<p><b>16</b> PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 
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# Overview

Perpetua’s approach to governance is designed to mitigate risk and provide a structure that enables long-term value creation for all stakeholders.

As a public company, Perpetua Resources is dedicated to the highest of standards. Corporate governance begins with Perpetua’s Board of Directors (Board), which is responsible for the direction of the Company. Perpetua’s Board is responsible for the oversight of the risks that are relevant to the Company, and delegates certain risk oversight responsibility to the **Audit, Compensation, Corporate Governance and Nominating, and Technical Committees**. These committees are each comprised of a majority of independent directors with diverse backgrounds and experiences, and each hold regular meetings throughout the year.

Details of Perpetua’s committee charters and governance policies are available [here](#).

## HIGH STANDARDS, POLICIES + OVERSIGHT



The Board implements the following best practices:

SHAREHOLDERS ELECT DIRECTORS ANNUALLY

CONDUCTING ANNUAL BOARD AND COMMITTEE SELF-EVALUATIONS

MAINTAINING AN INDEPENDENT CHAIRPERSON (89% OF THE BOARD IS INDEPENDENT)

MINIMUM DIRECTOR STOCK OWNERSHIP REQUIREMENTS

MAJORITY VOTING POLICY

NEW DIRECTOR ORIENTATION AND CONTINUING EDUCATION

REQUIRING MEMBERS TO FOLLOW CODES OF CONDUCT AND ETHICS

DIVERSE REPRESENTATION OF EXPERIENCE AND BACKGROUNDS

# ESG Governance

Perpetua’s Board has direct oversight of the Company’s ESG efforts and supports the Company to deliver long-term benefits for all its stakeholders.

## FULL BOARD OVERSIGHT OF ESG TOPICS

- ✓ STAKEHOLDER ENGAGEMENT
- ✓ ENTERPRISE RISK MANAGEMENT
- ✓ CYBER SECURITY
- ✓ SUSTAINABILITY POLICIES
- ✓ GOVERNMENT RELATIONS
- ✓ EMERGENCY PLANNING + RESPONSE
- ✓ COMMITTEE REPORTS OUT ON SPECIFIC ESG TOPICS

## BOARD COMMITTEE OVERSIGHT OF ESG TOPICS

### AUDIT COMMITTEE

- ✓ Compliance
- ✓ Whistleblower Policy
- ✓ Code of Conduct + Ethics
- ✓ Cyber Security
- ✓ Political Contributions

### COMPENSATION COMMITTEE

- ✓ Executive Compensation
- ✓ Fair Labor Practices
- ✓ Employee Benefits

### CORPORATE GOVERNANCE + NOMINATING COMMITTEE (CG&N)

- ✓ Diversity, Equity + Inclusion
- ✓ Board Governance
- ✓ Anti-Bribery and Anti-Corruption
- ✓ Political Contributions

### TECHNICAL COMMITTEE

- ✓ Safety + Health Policies and Performances
- ✓ Environmental Policies and Performances

## THIRTY-THREE PERCENT OF THE BOARD IS GENDER OR ETHNICALLY DIVERSE

Perpetua Board Diversity  
(as of May 31, 2022)

**22%**  
Female

**33%**  
Diverse

## Perpetua Resources Board of Directors:

Perpetua Resources' Board represents a broad group of distinguished leaders with unique and diverse skillsets. Each director is nominated by the Corporate Governance and Nominating Committee (CG&N) and Board and then approved by shareholders annually.



**Marcelo Kim**  
**CHAIRMAN**  
CG&N Chair  
Technical



**Alex Sternhell**  
**DIRECTOR**  
Audit  
Compensation



**Bob Dean**  
**DIRECTOR**  
Audit Chair  
CG&N



**Chris Papagianis**  
**DIRECTOR**  
Compensation Chair



**Chris Robison**  
**LEAD DIRECTOR**  
Technical Chair  
Compensation  
CG&N



**David Deisley**  
**DIRECTOR**  
Technical  
Compensation



**Jeff Malmen**  
**DIRECTOR**  
Audit  
CG&N



**Laura Dove**  
**DIRECTOR**  
Audit  
CG&N



**Laurel Sayer**  
**PRESIDENT + CEO**  
Technical

Note: As of May 31, 2022

**PERPETUA'S BOARD REPRESENTS A DIVERSE GROUP OF DISTINGUISHED LEADERS WITH UNIQUE AND BROAD SKILLSETS.**

For more information about Perpetua's Board Members and Committees, see the 2022 Proxy Statement [here](#).



Board Skills, Qualifications and Experience

	MARCELO KIM	ALEX STERNHELL	BOB DEAN	CHRIS PAPAGIANIS	CHRIS ROBISON	DAVID DEISLEY	JEFF MALMEN	LAURA DOVE	LAUREL SAYER
EXECUTIVE LEADERSHIP EXPERIENCE	✓		✓	✓	✓	✓	✓	✓	✓
FINANCIAL EXPERIENCE	✓	✓	✓	✓	✓		✓		
ACCOUNTING/AUDIT EXPERIENCE		✓	✓				✓	✓	
RISK MANAGEMENT EXPERIENCE	✓		✓		✓	✓			✓
OPERATIONS EXPERIENCE				✓	✓				
INDUSTRY (NATURAL RESOURCES) EXPERIENCE	✓		✓	✓	✓	✓	✓		✓
ENVIRONMENTAL and/or CLIMATE CHANGE RELATED EXPERIENCE	✓	✓		✓	✓	✓	✓	✓	✓
HEALTH and/or SAFETY EXPERIENCE					✓		✓		✓
HUMAN RESOURCES MANAGEMENT EXPERIENCE				✓			✓		✓
GOVERNMENTAL AFFAIRS and/or REGULATORY EXPERIENCE		✓	✓	✓	✓	✓	✓	✓	✓

# Risk Management

Perpetua’s approach to risk management begins with the [Code of Conduct & Ethics Policy](#). This Policy is a statement of the key principles and expectations that guide the conduct of employees, directors and business partners. **The Code of Conduct dictates how the organization is expected to live up to the Company’s core values, which in turn influences the actions and decisions each employee makes.**

The Code of Conduct clearly states all employees have a duty to identify and report any potential issues before they lead to potential violations. This policy also requires that all employees and third parties are aware of and comply with all laws and regulations applicable to their job. **The Code of Conduct provides a mechanism of accountability for all employees and business partners to mitigate potential risks before they become larger problems.**



*Perpetua team members and stakeholders at site*

## OTHER POLICIES FORMALLY ADOPTED BY PERPETUA:

- ✓ ESG
- ✓ ANTI-BRIBERY + ANTI-CORRUPTION
- ✓ WHISTLEBLOWER
- ✓ CHARITABLE DONATIONS
- ✓ INSIDER TRADING + REPORTING
- ✓ INFORMATION TECH + SECURITY
- ✓ POLITICAL CONTRIBUTIONS
- ✓ DIVERSITY
- ✓ CONDUCT + ETHICS

These and other policies are available [here](#).

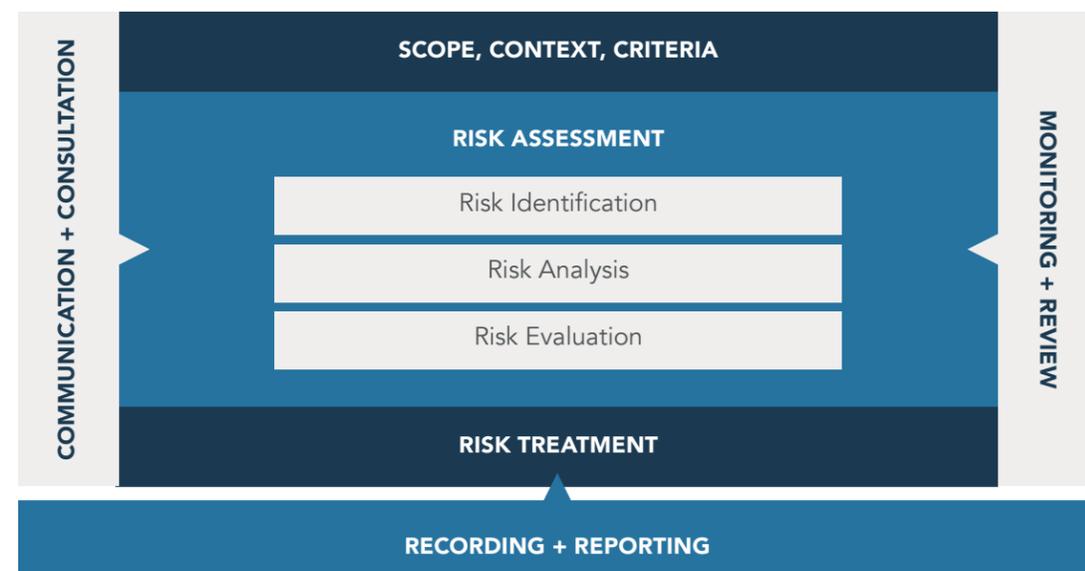
## ENTERPRISE RISK MANAGEMENT

Through the Enterprise Risk Management (ERM) process, **Perpetua identifies, analyzes, reports and discusses the top risks with senior leaders and the Board of Directors.** The Chief Financial Officer manages the ERM process and works to expand a culture **focused on minimizing risk and creating and protecting value.**

**The Board oversees Perpetua’s risk management activities to ensure the Company has an appropriate risk management process in place which regularly assesses, monitors and mitigates risks.** As part of regular Board and Committee meetings, the Directors oversee management of risks relevant to the Company. While the full Board has overall responsibility for risk oversight, the Board has delegated responsibility related to certain risks to the Audit Committee, the Compensation Committee, the Corporate Governance and Nominating Committee, and the Technical Committee.

**The Audit Committee** oversees management of risks related to financial statements and the financial reporting process, data privacy and security, business continuity, and operational risks, among other responsibilities. **The Compensation Committee** oversees management of risks related to compensation for management and employees. **The Corporate Governance + Nominating Committee** oversees management of risks related to corporate governance and succession planning. **The Technical Committee** oversees management of risks related to workplace safety and the Company’s environmental, sustainability and corporate social responsibility practices.

## ENTERPRISE RISK MANAGEMENT FRAMEWORK



## EOH&S MANAGEMENT SYSTEM

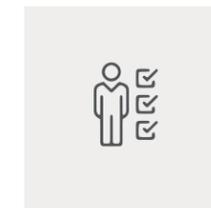
In 2021, the Company adopted an integrated Environmental, Occupational Health and Safety (EOH&S) Management System to enhance its risk management practices. This system was developed in accordance with ISO 14001 and ISO 45001 and will undergo third-party audit and certification before the mine is in operations.

As a part of the integrated EOH&S management system’s continuous improvement cycle, key advancements in 2021 included:



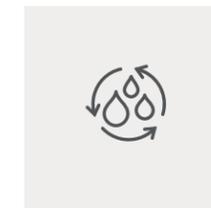
### EMERGENCY RESPONSIVENESS

Comprehensive update and implementation of a Company-wide Emergency Response Plan; including event specific response procedures, critical operations management and regular drills.



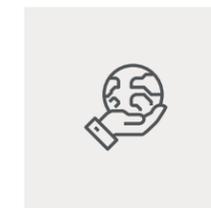
### ENHANCED TRAINING

Development and implementation of a software-based training platform for both employees and contractors. The system provides for overall content management, establishment of employee/contractor class requirements and tracking/notification capability.



### WATER MANAGEMENT

Comprehensive update and implementation of the Stormwater Pollution Prevention Plan in accordance with new federal requirements that became effective in 2022.



### WASTE MANAGEMENT

Comprehensive update and implementation of a site-wide Waste Management Program in accordance with federal solid waste requirements.

# Business Integrity

*This section covers SASB disclosures EM-MM510a.1, EM-MM510a.2 and EM-MM-210b.1*

In keeping with its commitment to conducting business transparently, honestly and with integrity, Perpetua Resources manages business in accordance with applicable laws, including U.S. and Canadian anti-bribery and anti-corruption laws.

Perpetua operates only in the U.S., which has a low corruption rate according to the Transparency International's Corruption Perception Index (U.S. ranking is 25). Perpetua has an [Anti-Bribery and Anti-Corruption Policy](#) that applies to all of its directors, officers, employees, consultants and any other person acting on behalf of the Company. All new employees receive training on this policy. Existing employees receive regular, relevant training on how to implement and adhere to this policy.

The Compliance Officer is primarily responsible for implementing the Anti-Bribery and Anti-Corruption Policy. Representatives are encouraged to consult the Compliance Officer regarding concerns or suspected violations as soon as they arise.

*SASB Disclosure: zero quantitative metric tons of saleable production in countries that have the 20 lowest rankings in transparency international's corruption perception index.*

# Shareholder Engagement

Perpetua Resources believes effective corporate governance includes year-round engagement with its shareholders and other stakeholders. The Company makes itself available to meet regularly with shareholders, including both large and small investors, to discuss business strategy, performance, compensation philosophy, corporate governance, and environmental and social topics.

This outreach is complementary to the hundreds of touchpoints our Investor Relations team has with shareholders each year. Perpetua finds it beneficial to have ongoing dialogue with shareholders on a full range of investor priorities.

Effective corporate governance includes year-round engagement with shareholders and other stakeholders.



# Perpetua Resources' Idaho Board

The Perpetua Resources Idaho, Inc. Board of Directors represents a cross section of perspectives and experiences in Idaho. As a subsidiary board, the directors' role is to advise and oversee the Idaho team in the development of the Stibnite Gold Project and ensure the values and needs of Valley County and local stakeholders are represented.



## Scotty Davenport

*McCall, Idaho*

Scotty knows business and understands the benefit Perpetua Resources can have in the community. As a founding member of the Valley County Economic Development Council and a leader within the Cascade and McCall Chambers of Commerce, Scotty wants to see the Valley County economy, job market and community continue to thrive. Scotty owns several retail stores and businesses in Valley County. He is passionate about renewable energy and is dedicated to connecting communities to geothermal energy.

## April Whitney

*McCall, Idaho*

April doesn't sit on the sidelines. You can find her out on the slopes skiing, hiking in Idaho's backcountry, working in her garden or spending time with her husband and daughter. When April learned about the Stibnite Gold Project, she realized this was a once-in-a-lifetime opportunity for a mining company to restore an area in need of repair and decided she needed to get involved. As a board member, she wants to make sure the voices of the community are heard and that people have the information they need about Perpetua Resources' future plans. April lives in McCall and runs a marketing company.

## Shauna Arnold

*Cascade, Idaho*

Residents in Cascade know if they ever need help, Shauna will be one of the first ones there. She loves serving her community and joined the Perpetua Resources Board to ensure Cascade had a voice in the Stibnite Gold Project. She is the eyes and ears of the community and helps residents learn more about the Project and how they can get involved. As an Idaho-native, Shauna is excited to be part of a Project that transforms an area in need of repair and leaves a positive legacy for future generations. When Shauna isn't volunteering or working as a massage therapist, you can often find her hiking, spending time in her garden or with her husband and two children.

## Laurel Sayer

*Eagle, Idaho*

Laurel Sayer, based in Boise, Idaho, has served as President and CEO of Perpetua Resources since 2016. Before her appointment as CEO, Ms. Sayer served on the Perpetua Resources Corp. Board for two years. Prior to her appointment to the Perpetua Resources Board, she worked as the executive director of the Idaho Coalition of Land Trusts (ICLT), which is dedicated to supporting and advancing private land conservation in Idaho. Ms. Sayer also spent more than two decades working on policy matters with Idaho Congressman Mike Simpson and Idaho United States Senator Mike Crapo, with an emphasis on natural resource issues.



**"Idaho is our home. The Stibnite Gold Project will be in our backyard. We are invested in our state's future and we want to make sure Perpetua Resources does things the right way. For us, the best way to make that happen is by serving on the Perpetua Resources Idaho Board. Being at the table and working directly with the Company, allows us to help shape the future of The Stibnite Gold Project and give a voice for the communities we call home."**

- SCOTTY DAVENPORT, CHAIRMAN OF THE BOARD

# SOCIAL

- 23 PROTECTING PEOPLE, ROADS + RIVERS
- 24 HEALTH, SAFETY + WELLBEING
- 26 LABOR PRACTICES
- 28 HUMAN RIGHTS
- 30 COMMUNITY RELATIONS

## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

This section aligns with the following goals:

 <p><b>4</b> QUALITY EDUCATION</p>	 <p><b>6</b> CLEAN WATER AND SANITATION</p>	 <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>	 <p><b>11</b> SUSTAINABLE CITIES AND COMMUNITIES</p>	 <p><b>17</b> PARTNERSHIPS FOR THE GOALS</p>
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# Protecting People, Rivers + Roads

Keeping employees and community members safe is critical to Perpetua’s success. **Safety is engrained in Perpetua’s culture and is always top of mind for the team.**

## SAFE TRANSPORTATION

Perpetua Resources has now achieved **six years without a Lost Time Incident** and almost **10 years without a Reportable Spill**. These results are a credit to the culture of safety and the Company’s commitment to go the extra mile. **Perpetua knows safety is not achieved by doing the bare minimum.**

Today, transporting fuel to site requires traveling parallel to sensitive waterways, including the East Fork of the South Fork of the Salmon River. This means extra care and stringent safety practices are required. For Perpetua, the fuel haul program includes notifying stakeholders before a fuel haul occurs and placing signs along the roadway on the day of the shipment. The fuel truck never travels alone, it is always accompanied by a pilot car, case car and emergency response truck, staffed with three employees who have undergone Hazardous Waste Operations and Emergency Response (HAZWOPER) Training. Once in operations, Perpetua has proposed a plan to avoid travel paralleling the rivers.

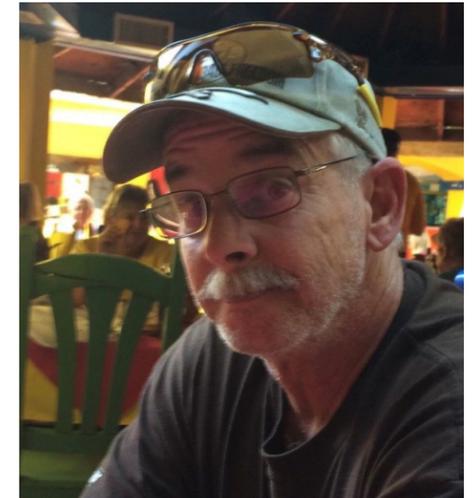
These efforts, along with similar safety protocols followed at the Stibnite site, have allowed Perpetua to safely transport 211 fuel hauls to the site for the past 118 months with no Reportable Spills.

## SHARING SAFETY CULTURE

The Perpetua team has started offering hazard mitigation training opportunities to members of the local community. In 2021, given the increasing number of wildfires in the area, Perpetua hosted a training designed to improve coordination among employees and Valley County fire departments to make response times more efficient.



*Perpetua understands that safety is at the forefront of everything they do. In the Fall of 2021, they offered a free week-long, joint HazWoper training to local Fire Departments in Valley County, they continually provide updates on the Project to keep the community abreast of any changes, and most importantly they go above and beyond what is required of them environmentally on sensitive loads, like the fuel hauls, going into Stibnite.*



- TIM ROGERS, YELLOW PINE FIRE CHIEF

Perpetua is focused on being a safe, inclusive + active member of our community

**100%**

SAFE FUEL HAULS  
SINCE 2009

**67%**

FEMALE  
EXECUTIVE TEAM  
AS OF 12/31/21

**50+**

OFFICE HOURS  
SINCE 2018

**1,000+**

PRESENTATIONS  
AND COMMUNITY  
DISCUSSIONS  
SINCE 2015

**\$2.6M**

TOTAL COMMUNITY  
GIVING SINCE 2014

**13,000+**

VOLUNTEER HOURS  
SINCE 2015

# Health, Safety + Wellbeing

*This section combined with data in the appendix covers SASB disclosure EM-MM-320a.1*

## HAZARD IDENTIFICATION & MITIGATION

Perpetua has implemented procedures for the identification, assessment and control of OH&S hazards as well as environmental aspects and impacts of Perpetua Resources' products and services that it can control and those that it can influence, including a life cycle perspective. Risks and consequences are reviewed and given likelihood scores for each risk identified in the EOH&S Risk Assessment Matrix of the Hazards Register. Controls related to these risks have been developed and implemented and are updated as changes to processes, conditions and other factors warrant.

Given that the Project is not currently in operations, the Company is not regulated by Mine Safety and Health Administration (MSHA) standards but follows Occupational Safety and Health Administration (OSHA) standards and reporting and is implementing the EOH&S Management System that was adopted in 2021.

**All employees and contractors are trained in hazard identification and risk assessment per OSHA regulations.** Many Perpetua employees take an additional 20+ courses to ensure they have the knowledge needed to safely perform their job. Team members are never asked to perform tasks they aren't trained to do. The Company selects experienced and knowledgeable contractors who are trained to an equivalent or higher safety standard that is enforced at Perpetua, and have completed site-specific training. Once mining commences, employees and contractors will be trained per MSHA regulations.

2021, safety on site

**ZERO**  
OSHA LOST TIME  
INCIDENTS



**ZERO**  
FATALITIES



### TRAINING + PROFESSIONAL DEVELOPMENT

With the implementation of the EOH&S Management System, Perpetua expanded internal training requirements for its employees, contractors and consultants. Perpetua has provided opportunities for Diversity, Equity and Inclusion training and awareness among management and staff and in total the team completed 1,606 hours of safety training in 2021.

Perpetua has committed to sharing and expanding training opportunities and resources with local first responders and public health and safety officials and will continually update and share emergency response plans.



"Perpetua Resources has given me the tools and support I needed to advance my career. When I first joined the Company in 2012, I started as the Camp Supervisor. Now, I am proud to be the Safety and Camp Superintendent. In this past year alone, the Company invested in me and allowed me to participate in over 12 professional training opportunities to help me grow my knowledge base and bring back what I've learned to help keep our entire team safer."

- CINDY KNEEN, SAFETY AND CAMP SUPERINTENDENT

2021 safety training

**1,606**  
TRAINING HOURS FOR  
EMPLOYEES IN 2021

**160**  
TRAINING HOURS FOR  
CONTRACTORS IN 2021

### COMMUNITY HEALTH AND SAFETY

This section covers IFC Standard 4

Perpetua has and will continue to evaluate the risks and impacts on the health and safety of nearby communities and its employees throughout the entirety of the Project's lifecycle. The Company will establish preventive control measures consistent with good international industry practice (GIIP). This was exemplified during the COVID-19 pandemic. Perpetua's internal hazard identification and mitigation, as well as its adherence to U. S. environmental laws, addresses impacts on community health.



Perpetua Resources hosts joint safety training with Valley County fire departments

# Labor Practices

## DIVERSITY & INCLUSION

Perpetua Resources knows its team is better when it has a diverse set of experiences, backgrounds and identities represented. Relative to industry norms, the Company's senior management and staff reflect greater gender diversity. As of December 31, 2021, **67% of executive management** (including the CEO) and **41% of the Company's workforce were female**. Perpetua Resources has also expanded its diversity and inclusion policy to continue promoting a diverse workforce.



*I want women to know that American mining needs you. This industry needs your perspective, your expertise and your world view. You bring what has been missing – ingenuity and integrity around a level of care for people, communities and the planet. I hope that the team at Perpetua Resources can be an example that women are welcome and can find meaningful opportunities to grow and lead in this new wave of American mining.*

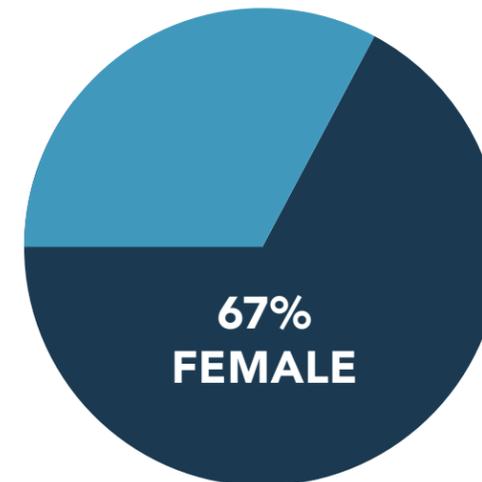


- LAUREL SAYER, PRESIDENT & CEO OF PERPETUA RESOURCES

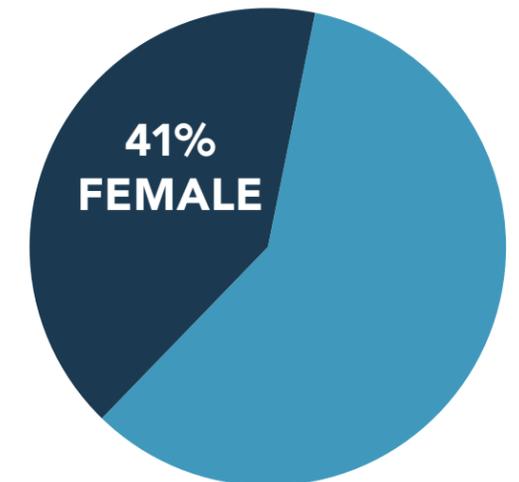
## FAIR LABOR PRACTICES

Once in operations, the ESG Policy will extend to everyone Perpetua works with. This means that all suppliers of goods and services to the Stibnite Gold Project will be required to uphold a **Supplier Code of Ethics**, including respect for fundamental human rights and labor rights for all employees, anti-discrimination employment policies and the prohibition of forced or compulsory and child labor.

### Diversity as of December 31, 2021



EXECUTIVE MANAGEMENT



STAFF

**WORKFORCE ENGAGEMENT**

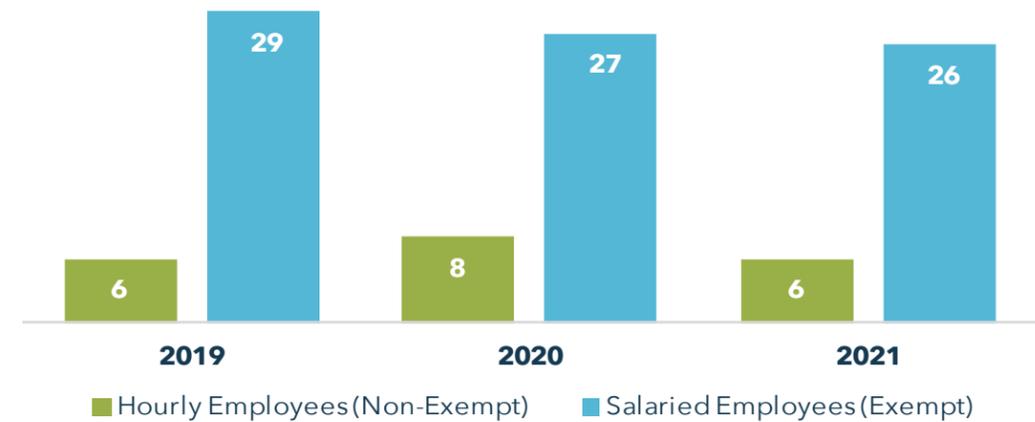
Perpetua’s employees are committed to the Company’s vision and Perpetua is committed to its team. To ensure employees feel confident, safe and supported, Perpetua engages with all employees through weekly team discussions, trainings and regular communications and events to maintain a culture of trust and transparency.

The global pandemic challenged individuals around the globe to find ways to support their physical and mental health. When the COVID-19 pandemic hit, Perpetua acted quickly to institute remote work and enhanced its flexible work policy by increasing the amount of sick leave accessible to employees to care for themselves or for family members.

Looking toward the future, Perpetua recognizes the need to build the workforce of tomorrow, today. Perpetua currently supports training and educational opportunity for Idahoans and will continue to do so throughout the life of the Project by working directly with schools, universities, community colleges and the Idaho Department of Labor. Perpetua Resources already regularly visits classrooms throughout the district to provide hands-on STEM learning to students to develop critical thinking skills and give them opportunities to envision the possibilities a career in mining could provide.

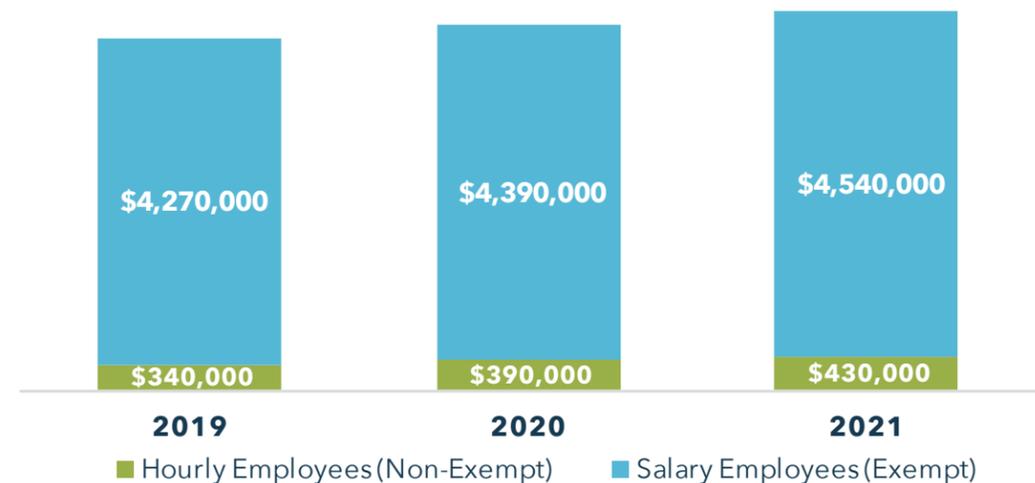
**PERPETUA RESOURCES  
CONTRIBUTED \$38,000+  
TO SUPPORT LOCAL  
STEM EDUCATION IN  
2021**

**NUMBER OF EMPLOYEES\***

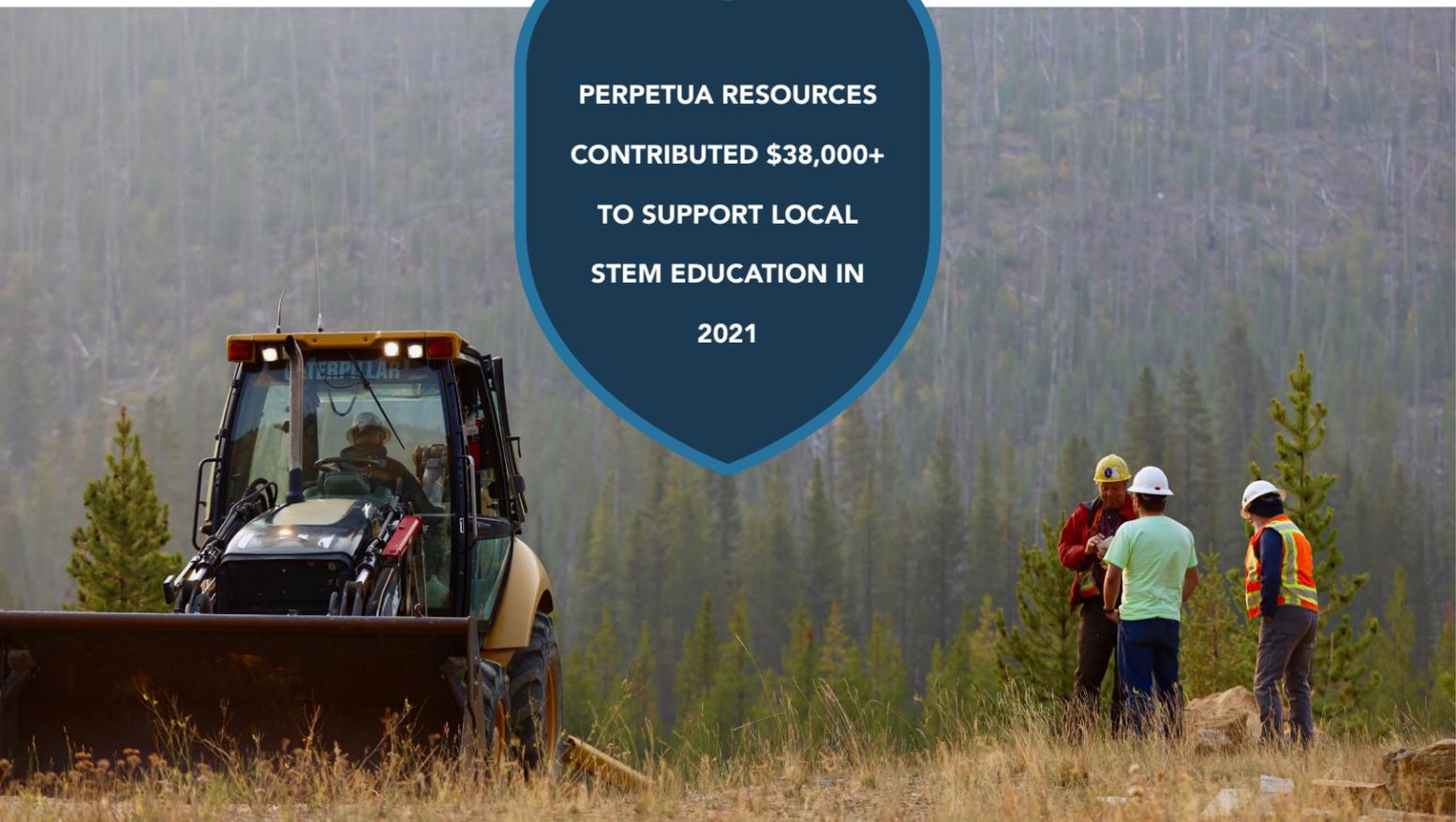


\*As of December 31

**TOTAL CASH COMPENSATION\***



\*Total cash compensation includes wages, bonuses and employer paid benefits. Excludes equity compensation.



# Human Rights

This section covers SASB disclosures EM-MM-210a.3, EM-MM-210a.1, EM-MM-210a.2, and EM-MM-210b.1

## HUMAN RIGHTS

Perpetua promotes a culture that respects all human rights and is committed to ensuring each person at the Company is treated fairly, equally and respectfully. The Company upholds human rights throughout every level of its organization and in its dealings and relationships with its stakeholders.

Perpetua updated its ESG Policy in 2021 to recognize that human rights include the labor rights of all employees. This includes the right to not be discriminated against in employment, the right to fair wages and the prohibition of forced or compulsory and child labor.

## LAND ACQUISITION

This section covers IFC Standard 5

There are no displaced people due to the development of the Project site, and thus this standard is not applicable to Perpetua's operations.

## SECURITY

Given the remote and secure location of the Stibnite Gold Project, security concerns are minimal and small risks are proactively managed.

Perpetua respects all people

**UPDATED**  
ESG POLICY TO INCLUDE HUMAN RIGHTS

**SECURE**  
PROJECT LOCATION

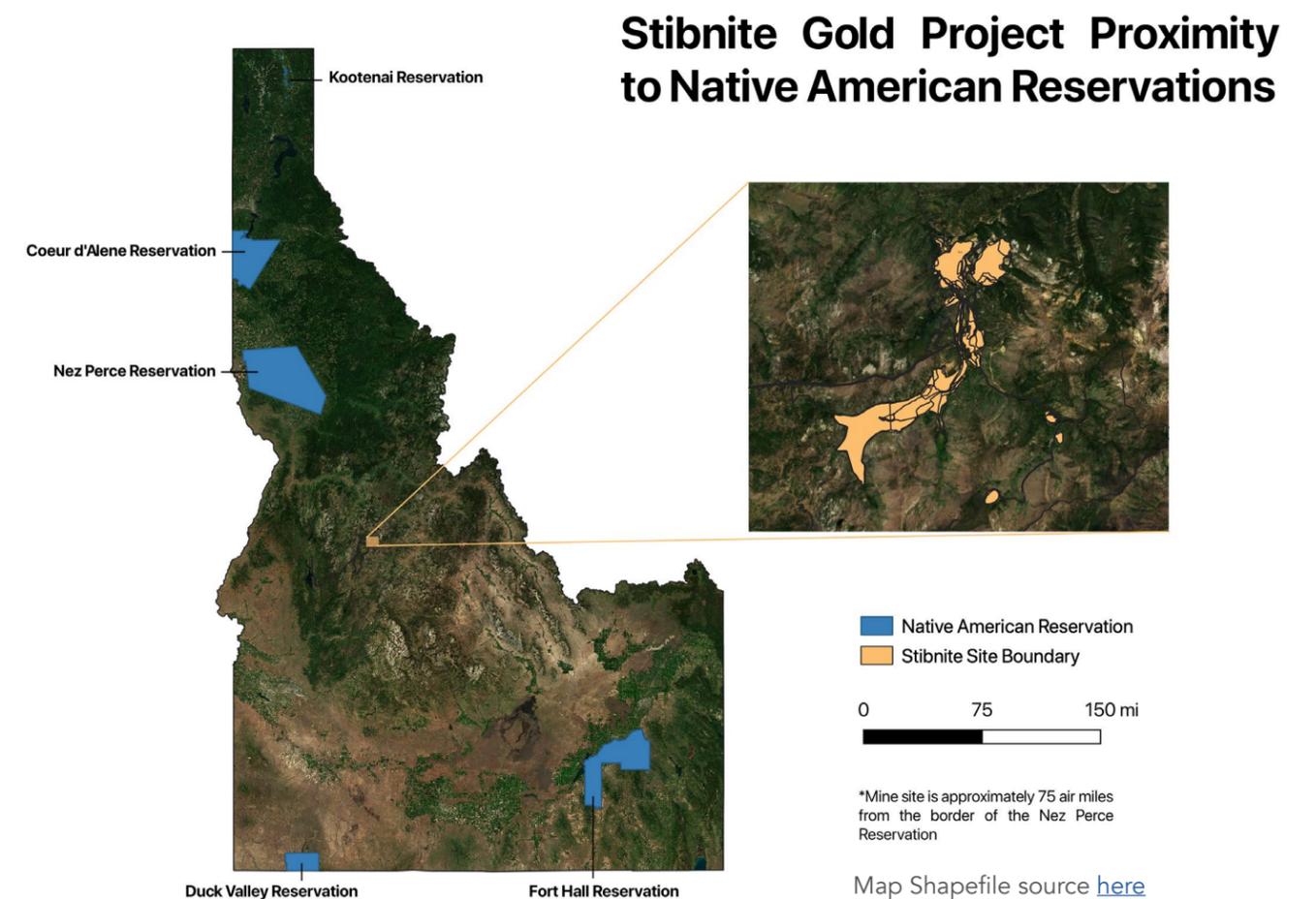
## RIGHTS OF INDIGENOUS PEOPLES AND PROTECTION OF CULTURAL HERITAGE

This section covers IFC Standard 8

Perpetua understands that there are lands and natural resources throughout Idaho that hold cultural, historical and treaty-protected significance to tribes and tribal members. Under the National Environmental Policy Act (NEPA), the Stibnite Gold Project is in the sixth year of the environmental impact review, which includes a cultural heritage and Tribal Impact Analysis, through which the U.S. Forest Service has led ongoing government-to-government Consultation and included ethnographic studies from three tribes into the analysis of the Project impacts on cultural heritage.

In addition to encouraging the federally required government-to-government consultation process, Perpetua Resources has separately and regularly sought out and requested opportunities with tribal governments to engage on areas of concern, work towards solutions, learn more about tribal history, perspectives, and knowledge, and create a pathway for open communication. Since February 2021, Perpetua Resources has been in a formal mediation with the Nez Perce Tribe.

Perpetua knows that by listening to tribal perspectives, incorporating their knowledge, providing an ongoing seat at the table, implementing systems of accountability, and partnering on shared goals, the Stibnite Gold Project can improve the water, fish, wildlife and other resources at Stibnite for the benefit of all Idaho residents.





# CITIZEN ACTION FOR WATER

The Stibnite Advisory Council was formed in 2018 to give eight of the communities closest to the Project site a seat at the table and a direct line of communication with Perpetua Resources.

In 2021, the Stibnite Advisory Council created the Independent Water Monitoring Program to independently verify ground and surface water quality conditions on site and bring increased transparency to the Stibnite Gold Project. The program is rooted in science and provides continued oversight, both of which are essential parts of being a responsible mining Company.

As part of the Independent Water Monitoring Program, the University of Idaho's Idaho Water Resource Research Institute and an EPA-certified lab will collect and analyze ground and surface water quality samples from at least 10 different locations throughout the site twice per year. The results analysis will be compared with data from water samples taken at the same time by Perpetua Resources to give community members visibility into the accuracy of the data and analysis performed by the Company.

**"Having access to clean water and pristine rivers is a value all Idahoans share, and it is one the Stibnite Advisory Council feels a strong obligation to protect. After community members expressed concerns over the potential impacts to water quality and a desire to see more data, we decided it was important to launch the Independent Water Monitoring Program."**

- BOB CRUMP, RIGGINS STIBNITE ADVISORY COUNCIL MEMBER

# Community Relations

## COMMUNITY FEEDBACK

Responsible mining requires listening and responding. Perpetua Resources has always believed in this framework, and it has driven the Company to become involved in communities across the region. Perpetua Resources regularly travels to meet with local stakeholders, provides frequent in-person and virtual opportunities for community members to get their questions answered and makes sure community members are kept in the loop about Project-related work that may impact their normal routines.

Perpetua Resources prides itself on having strong relationships with many of the people who live closest to the site and will work hard to maintain and grow those relationships as the Project moves forward.

## 2021 ENGAGEMENT EVENTS



In 2021, Perpetua continued meaningful engagement with the community

**52**  
COMMUNITY OFFICE HOURS  
SINCE 2018

**73**  
WEBINARS SINCE 2020

**200**  
SITE TOURS SINCE 2014

**30**  
STIBNITE ADVISORY COUNCIL  
MEETINGS SINCE 2019

### COMMUNITY ENGAGEMENT STARTS WITH LISTENING

Over the last ten years, Perpetua Resources has used direct community engagement and the formal NEPA permitting process to listen and better understand community concerns regarding environmental, social and economic impacts of the proposed Project.

In 2010, Perpetua Resources began engaging with the communities closest to the Project and has since operated under an open-door policy. **Through over 1,000 presentations and meetings with community members and stakeholders, Perpetua has listened to a range of community concerns, including impacts on schools, affordable housing, road infrastructure, trash collection, a desire to bring more family-wage jobs to the community, and a need to maintain recreational access in the region.** This feedback has led to Project design changes and the creation of the Stibnite Advisory Council to help address local impact concerns and opportunities.

The NEPA permitting process uses a transparent and science-based approach to evaluate a Project's environmental, social, and economic impacts. This is done by taking in information from the public, stakeholders, the tribes and multiple state and federal agencies. **During the 75-day comment period on the U.S. Forest Services' 2020 Draft EIS, approximately 10,000 comments were received, a majority of which were supportive of the Project.** These comments brought proposed changes to Perpetua's Project design that would ultimately improve environmental outcomes, such as a reduced Project footprint, improved water temperature and improved water quality.

### NON-TECHNICAL DELAYS

Productive operations have not yet started so there have been no delays to operations.

Community comments brought forth changes to Perpetua's Project design, including the reduced Project footprint, improved water temperature and improved water quality.



Perpetua provides joint safety training

# Social Contributions

## SOCIAL CONTRIBUTIONS & INVESTMENTS

Perpetua wants the Stibnite Gold Project to be a driver for good. One of the most tangible ways to make this happen is through investing in the communities closest to the Project. Perpetua supports charitable organizations, contributes to community Projects and shops local whenever possible to keep the economic impact close to home.

## GIVING BACK TO THE COMMUNITY

A big part of being a good corporate citizen means giving back to the community. Last year, Perpetua was honored to support a variety of community initiatives.

 **STEM EDUCATION**

Perpetua Resources continued its work in providing hands-on STEM learning opportunities in classrooms around the region and partnered with the Northwest Natural Resources Institute to extend its reach into more classrooms by providing mineral education and workshops.

 **SUPPORTING HOUSING SOLUTIONS**

Perpetua Resources contributed money to the West Central Mountains Economic Development Council to find a professional who can help identify and advance housing solutions across the region.

 **WARM CLOTHES FOR KIDS IN NEED**

In 2021, the Coats for Kids program reached a record for the number of items donated to local schools with 205 coats, gloves, pants, boots, socks and hats.

 **HEALTHY ACTIVITIES FOR LOCAL KIDS**

Perpetua provided key funding for the Youth Advocacy Coalition to create healthy activities for children in their communities.

 **RECREATIONAL ACCESS FOR LOCAL KIDS**

The team partnered with Tamarack and Toby's Place to help create the Shred Shed to provide ski and snowboard equipment for children throughout Valley County to enjoy the skiing and snowboarding opportunities.

 **A SCHOLARSHIP HONORING KEN**

The Company was honored to introduce the Ken Assmus Memorial Scholarship in 2021, named after a longtime employee, in addition to ongoing scholarships, to help graduating seniors achieve their education and career aspirations.

In 2021, Perpetua continued to partner and contribute to our community

**187**

HOURS OF  
EDUCATION  
OUTREACH

**1,200+**

VOLUNTEER  
HOURS

**205**

WARM CLOTHING  
ITEMS DONATED  
TO LOCAL  
STUDENTS

**\$50,000+**

IN DIRECT CHARITABLE  
GIVING

**\$12,000**

IN SCHOLARSHIPS TO  
LOCAL STUDENTS

**\$38,000**

IN STEM AND EDUCATION  
SUPPORT



**“Perpetua Resources has been a valuable community partner for Cascade Schools by supporting initiatives for school activities such as providing support to increase positive peer culture, integrate STEM education, teacher training, and provide eco-friendly water bottles. Perpetua Resources has also supported individual students and families through annual school supply donations, winter clothing for kids and summer reading program support. Cascade Schools are thankful for the partnership with Perpetua Resources. They have contributed positively to our overall success.”**

– JONI STEVENSON, CASCADE SCHOOL DISTRICT PRINCIPAL

## COMMUNITY IMPACT



Perpetua team members volunteering in the community

## CONTRIBUTIONS TO OUR COMMUNITY (2019 - 2021)



- Education Outreach + STEM
- Sustainability Programs
- Community Organizations + Events Sponsorship
- Charitable Contributions



*"Perpetua is a collaborative and committed community partner. I love that my job gives me the opportunity to support schools, after school programs, first responders, hospitals and so much more."*

- BELINDA PROVANCHER, COMMUNITY RELATIONS MANAGER  
PERPETUA RESOURCES



STIBNITE FOUNDATION

# AN ENDOWMENT FOR THE FUTURE

Perpetua is bringing economic benefits to the region that will last beyond the life of the Project. As a part of the 2018 Community Agreement, Perpetua and eight local communities founded the Stibnite Foundation as a charitable non-profit. Run by a board of representatives from across the region, the foundation is currently funded by Perpetua Resources based on development milestones and will shift to annual profit-sharing contributions once in production.

To date, Perpetua Resources has contributed \$300,000 to the foundation along with a contribution of 150,000 shares in the Company (1.5M shares consolidated in 2021 on a 10:1 ratio) and the foundation board has allocated \$100,000 to support local Projects. In 2021, the Stibnite Foundation awarded \$36,000 in grants to 10 organizations across the region. The money supported a variety of causes, including new instruments for the Cascade School District and early childhood education.

BY THE END OF 2021, THE STIBNITE FOUNDATION HAD AWARDED MORE THAN \$100,000 TO COMMUNITY ORGANIZATIONS



**\$100,000**

Plus 150,000 shares 60 days after the formation of the foundation in 2018



**\$100,000**

First quarter of 2019



**\$100,000**

First quarter of 2020



**\$100,000**

Upon Record of Decision for the Stibnite Gold Project



**\$100,000**

Plus 150,000 shares upon receiving permits to commence construction



**\$250,000**

Upon commencement of construction and each year after until the Stibnite Gold Project goes into production



**\$500,000**

Within 15 days of the commencement of commercial production



**EACH YEAR OF PRODUCTION**

A minimum of \$500,000 or 1% of total comprehensive income less debt repayments



**\$1 MILLION**

At commencement of final reclamation

## 2021 Stibnite Foundation Grant Recipients:

### Yellow Pine Area

**Coalition.** Funds will help repair and upgrade the historic Yellow Pine Community Hall.

### Yellow Pine Area

**Coalition.** Grant money will be used to purchase water pump to aid in fire suppression efforts.

### Council Jr/Sr High

**School.** Money will be used to purchase new books for the high school library.

### Idaho West Central Mountains Youth Advocacy Coalition.

Grant will be used to gather comprehensive school-specific data on youth mental and behavioral health.

### City of New Meadows.

Funds will be used to install flashing speed signs for drivers as they enter the city.

### Cascade Medical

**Center.** Grant will allow the medical center to purchase new physical therapy equipment.

### West Central Mountains Economic Development Council.

Grant money will be used to help children across the region access quality early education.

### Cascade School District.

The grant will allow the District to purchase new musical instruments for in-school and after school programs.

### Horizons' Lifestyle and Education Team.

Money will be used to support after school STEM programming.

### City of New Meadows.

Grant will help the city update its dog kennels to safe standards.

# Economic Development

This section covers SASB disclosures EM-MM-210b.1

## LOCAL ECONOMIC IMPACT

Perpetua committed early on to hiring, contracting and purchasing supplies and services locally, whenever possible. This commitment helps ensure economic benefits are felt locally and that the Company's staff are representative of the values, identities, experiences and needs of the region. Perpetua is also committed to ensuring all employees are paid a living wage, have access to adequate healthcare and are governed under fair policies.



In 2021, Perpetua continued to make meaningful contributions to the local economy

**81%**

EMPLOYEES  
BASED IN IDAHO

**46%**

EMPLOYEES  
BASED IN VALLEY  
COUNTY, IDAHO

**\$4.7M**

TOTAL CASH  
COMPENSATION

**\$9.9M**

TOTAL SPEND TO  
IDAHO VENDORS

**\$15K**

TOWARD LOCAL  
PROFESSIONAL DEDICATED  
TO ESTABLISHING REGIONAL  
AFFORDABLE HOUSING

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# ENVIRONMENT

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## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

This section aligns with the following goals:

<b>6</b> CLEAN WATER AND SANITATION 	<b>7</b> AFFORDABLE AND CLEAN ENERGY 	<b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE 	<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 	<b>13</b> CLIMATE ACTION 	<b>15</b> LIFE ON LAND 
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# Restoring the Site

The Stibnite Gold Project is located in the Historical Stibnite Mining District where mining for gold and silver first began in 1899. The site was predominately mined during World War II and the Korean War for the tungsten and antimony needed for the war efforts and then off-and-on through the 1990s for gold. However, the site was never properly reclaimed before agreements under the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) absolved former operators on responsibility for the environmental conditions at Stibnite.

Today, millions of tons on unlined legacy tailings and waste interact with ground and surface water. As a result, levels of arsenic and antimony in ground and surface water far exceed Idaho’s standards. The East Fork of the South Fork of the Salmon River (EFSFSR) flows down a series of cascades and falls into an abandoned mining pit which has blocked chinook salmon, bull trout and steelhead from migrating to miles of spawning habitat since 1938. Overall, river and wildlife habitat are degraded and in need of large-scale restoration. While environmental legacies, including water pollution sources, existed prior to Perpetua Resources’ acquisition of the site, **Perpetua is invested in the restoration the site needs.**

In 2016, Perpetua proposed the Stibnite Gold Project with the U.S. Forest Service for review under the National Environmental Policy Act (NEPA). Called **the Plan of Restoration and Operations (PRO)**, the project design is unique in that it proposes to advance site restoration alongside a modern mining operation. As the Project has advanced through the NEPA process and been

modified after years of review and in response to public comment, **it is evident to Perpetua that the Project can improve water quality, restore fish migration, and improve habitat including wetlands and riparian areas.\***

Perpetua realizes clean up can start now.

In 2021, after three years of discussion with federal and state agencies and in consultation with Idaho Tribes, Perpetua signed an agreement with the Environmental Protection Agency (EPA) and the U.S. Forest Service that **allows Perpetua to voluntarily invest in early action over the next four years to address legacy water contamination.** Known as the Administrative Settlement Agreement and Order on Consent, the Agreement also **opens the door for Perpetua to provide comprehensive cleanup across the historic district if the Project moves forward through permitting and development.**

Perpetua will begin on site work the summer of 2022 through 2024. **The work will include removing 325,000 tons of legacy mine waste away from the river and the diversion of three streams away from areas where there is known interaction between the stream and historical mine waste.** The millions of dollars of work has been guaranteed by a financial assurance bond and will be conducted with the approval and oversight of the EPA.

○ Perpetua plans to advance site restoration by improving water quality, restoring fish migration, and improving habitat alongside a modern mining operation.\*

*\*Conclusions are those of Perpetua Resources or their consultants and are provisional. Final analysis from the US Forest Service will be available in the Supplemental Draft EIS expected Q3 2022.*

## In 2021, Perpetua has prioritized positive environmental outcomes



# Water + Air Quality

The proposed mine site is located in the Salmon River watershed, at the headwaters of the East Fork of the South Fork of the Salmon River. Though it is within 100 miles of areas identified as medium-high water risk, the Stibnite site itself is located in a low water risk area per the World Resources Institute Aqueduct Water Risk Atlas.

## WATER MANAGEMENT, DRAWS AND CONSUMPTION

*This section covers SASB disclosures EM-MM-140a.1 and EM-MM-140a.2*

In 2021, fresh water was only drawn to fill on site storage tanks for fire prevention preparation. No other operations required freshwater draws. The total amount of fresh water drawn for operations was measured at 0.06 thousand cubic meters.

Utility water consumption was estimated based on employee occupancy and median water consumption for office buildings provided by the EPA. The total utility water consumed for 2021 is estimated to be 0.11 thousand cubic meters.

## COMPLIANCE

Perpetua’s current operations do not discharge water to nearby waterways and therefore Perpetua Resources does not currently hold a water discharge permit. However, Perpetua Resources is seeking to obtain an Idaho Pollutant Discharge Elimination System (IPDES) ancillary permit as part of the approval process for the Stibnite Gold Project.

Perpetua is currently in confidential mediation around the legacy water contamination at Stibnite.

	Global: SASB	2019	2020	2021	Unit of Measure	
WATER MANAGEMENT	Total fresh water withdrawn	EM-MM-140a.1	0.91	0	<b>0.06</b>	Thousand cubic meters (m <sup>3</sup> )
	Total fresh water consumed	EM-MM-140a.1	0.39	0	<b>0.11</b>	Thousand cubic meters (m <sup>3</sup> )
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	EM-MM-140a.2	None	None	<b>None</b>	Number

Perpetua’s efforts to take care of the environment have already started

**\$750,000+**

FOR DUST ABATEMENT AND ROAD MAINTENANCE SINCE 2014

**SUMMER**

2022 PLAN TO BEGIN EARLY ACTION WATER IMPROVEMENTS

**100%**

SAFE FUEL TRANSPORTS TO SITE DURING 2021

### ACID ROCK DRAINAGE

Acid Rock Drainage (ARD) is not present and is not anticipated to occur as a result of the Project as the site rock types counteract acid formation.

Current water quality assessments indicates that neutral metal leaching in the form of arsenic and antimony is occurring today as a result of naturally high mineralization and legacy mine features. To address this problem, [Perpetua’s Project design includes reprocessing and safely storing legacy mine waste and implementing best practices for collecting and treating contact water, and installing a low-permeability closure cap on the Tailings Storage Facility buttress.](#) Analysis of the current Project design anticipate that water quality at Stibnite will improve over existing conditions.

### ROAD IMPROVEMENT UPGRADES

To further fight sedimentation, Perpetua cooperatively evaluated and identified, with the Nez Perce Tribe, opportunities for new or improved culverts along those same roadways. To prevent dust from affecting air and water quality, dust abatement is a high priority across the site and throughout the life of the Project. Perpetua has invested over \$750,000 in road grading, graveling, and culvert additions to reduce dust on the way to Stibnite and on site.

Perpetua conducts dust abatement on public roads leading to the site and through the Village of Yellow Pine on an as-needed basis. The Company grades the roads almost every spring to keep excess sediment from entering the watershed and to make the roads safer for travel.

Additionally, Perpetua has invested heavily in graveling more than 10 miles of Stibnite and Johnson Creek Roads, targeting stretches of road responsible for delivering excessive sediment into adjacent waterways after signing an exploration mitigation agreement with the Nez Perce Tribe and Idaho Conservation League in 2015.

To further fight sedimentation, Perpetua will begin on site work the summer of 2022 through 2024 opportunities for improved or new culverts along those same roadways. Valley County donated 132 linear feet of culverts and Perpetua volunteered the needed equipment and manpower to replace damaged or underperforming culverts and perform ongoing maintenance.

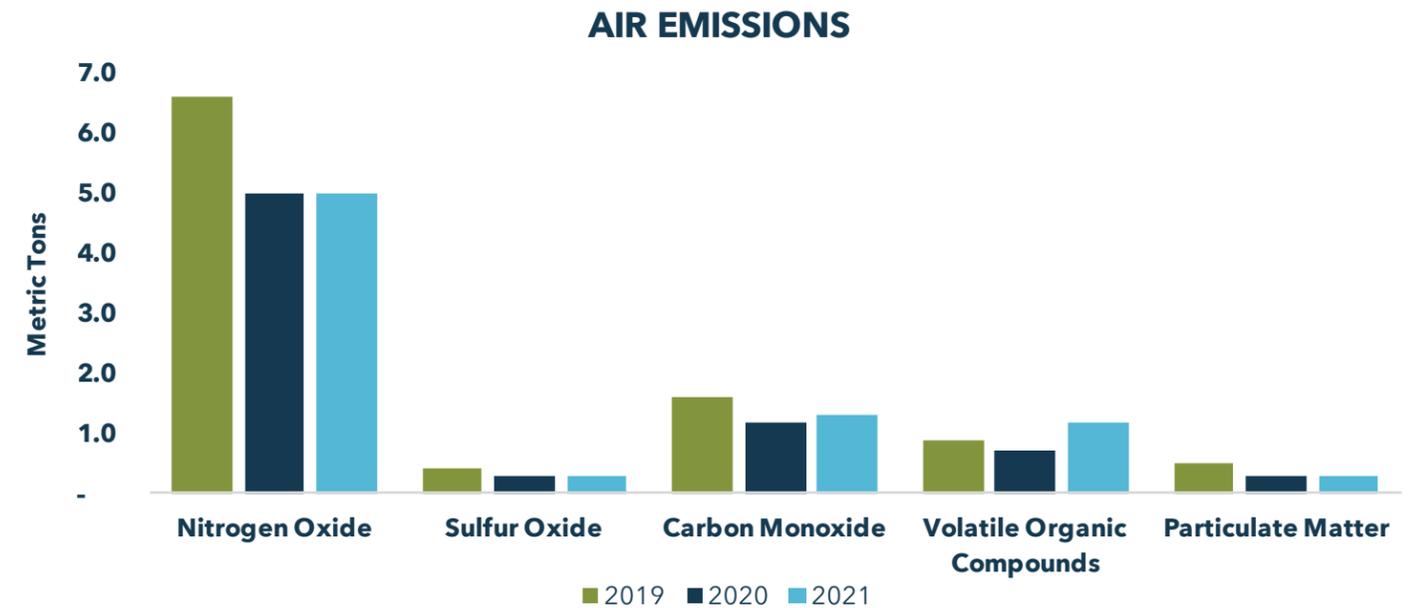
As the Project progresses, state air permits will require Perpetua to monitor fugitive dust emissions and implement best practices to control and mitigate potential dust.

### AIR QUALITY

*This section covers SASB disclosures EM-MM-120a.1*

Air emissions produced by current operations are a result of fuel combustion: gasoline, diesel and propane from Company vehicles used for transportation and exploration. [Perpetua Resources is not currently participating in any additional activities that contribute to other air pollutants.](#) No current operations contribute to the emissions of mercury or lead.

The calculation methodology for estimated air emissions associated with current operations uses the EPA’s AP-42: Compilation of Air Emissions Factors, and fuel use data for 2021.



# Waste + Tailings Management

Perpetua Resources is not currently in operation and therefore has not produced any mineral waste or tailings. The Company also does not currently operate a tailings storage facility.

## WASTE + HAZARDOUS MATERIALS MANAGEMENT

*This section covers SASB disclosures EM-MM-150a.1, EM-MM-150a.2, and EM-MM-150a.3*

In preparation for Project operations to begin, Perpetua has created a hazardous waste management plan that will be followed during operations.

Until operations commence, Perpetua will track non-mineral waste production and recycling rates. All offices currently supporting Perpetua during the pre-operations phase are engaged in Ada and Valley County waste programs that support reuse, recycling and recovery of hazardous and non-hazardous materials such as scrap metal, batteries, antifreeze, used oil and paint/solvents. Based on daily waste generation estimates from the EPA and employee headcount in offices and on site, it is estimated that Perpetua generated 2.5 metric tons (~5,500 lbs) of waste in 2021. Since 2014 the Company has successfully diverted 5,284 pounds of recyclable waste from the landfill.

In 2021, Perpetua took steps to reduce waste

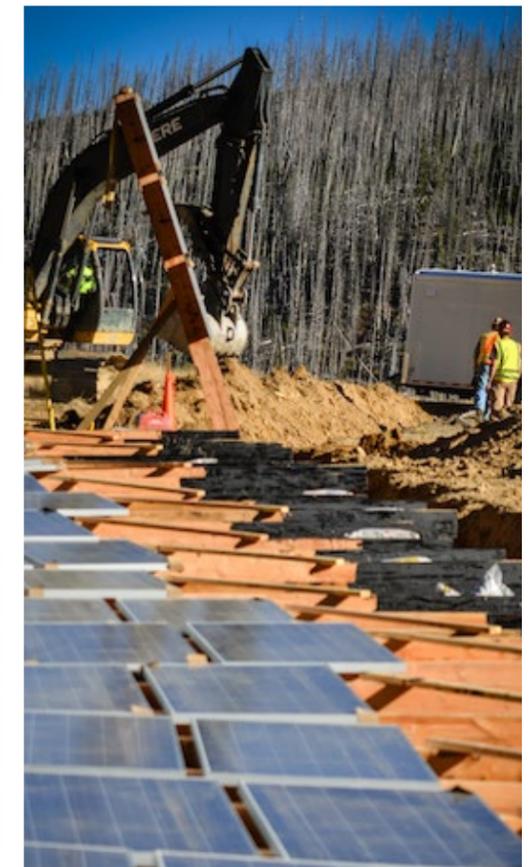
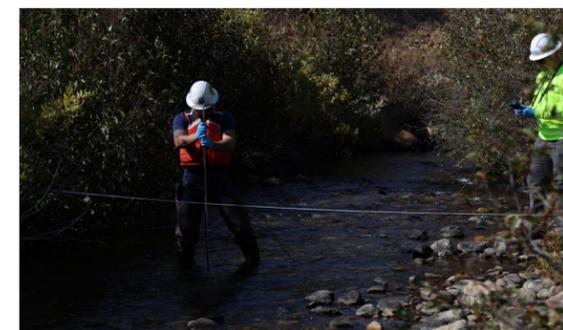
**5,284**  
POUNDS RECYCLED SINCE 2014

**130**  
POUNDS RECYCLED IN 2021

## TAILINGS MANAGEMENT

The Project mine plan incorporates the cleanup and safe storage of legacy materials along with all tailings generated by Project operations in the proposed Tailings Storage Facility (TSF) which is designed to a factor of safety of 5.9 and aligned with best practices and state and federal requirements. The State of Idaho only requires tailings storage facilities to meet a 1.5 factor of safety.

Perpetua team members at work on site



Perpetua is currently tracking non-mineral waste and recycling. Once operations begin, Perpetua will also track mine waste.

# Climate Change + Energy Management

This section covers IFC Standard 3

## PERPETUA'S ROLE IN THE CLEAN ENERGY TRANSITION

Perpetua is committed to leaving the environment in a better condition than it is in today and making sure the resources at the site can be enjoyed by future generations. Through responsible, modern mining, the Stibnite Gold Project will restore water quality, landscape, fisheries and natural habitat of the area.

Perpetua's commitment to a sustainable future was enhanced by a new partnership to support the decarbonization of the energy grid. In 2021, Perpetua signed an agreement with U.S. Company Ambri Inc. to supply a portion of its antimony production to support the commercialization of a liquid metal battery for large-scale, stationary storage of clean energy.

Ambri's low-cost, large-scale batteries make it possible for power grids to rely more heavily on renewable energy sources, such as solar panels and wind turbines, and could fundamentally change the way energy systems operate. This battery technology is essential for the U.S. to meet the 2035 clean grid energy goals.

In 2021, Perpetua became a part of the solution for climate change

44%

OF SITE OPERATIONS  
POWERED BY SOLAR IN 2021

## ENERGY STORAGE

PERPETUA SIGNED AN AGREEMENT TO PROVIDE  
A PORTION OF OUR ANTIMONY PRODUCTION TO  
AMBRI FOR THE LIQUID METAL BATTERY

The minimum commitment of antimony from the Stibnite Gold Project is expected to enable the production of batteries with over 13 gigawatt hours of clean energy storage capacity, which is more than eight times the total additions to the entire U.S. energy storage market in 2020. To put this into perspective, that amount of storage could power approximately 1 million U.S. homes with solar energy over the targeted 20+ year lifespan of Ambri's batteries.



*"We are pleased to announce our partnership with Perpetua, which helps Ambri scale production of its leading battery technology. Ambri is well positioned to become the lowest cost producer of energy storage batteries, a critical building block enabling the transition to an entirely renewable power grid. Ambri recognizes the strategic importance of antimony as a leading metal in the green energy transformation and supports the responsible production of critical metals, especially within the United States."*

- DAN LEFF, EXECUTIVE CHAIRMAN OF AMBRI

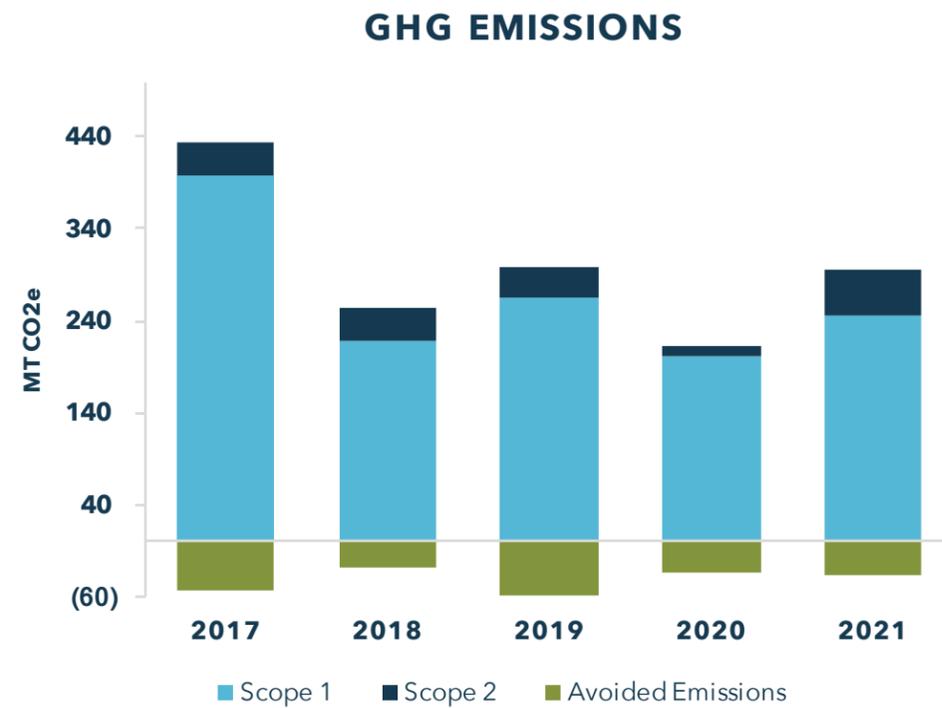
## ENERGY MANAGEMENT

This section covers SASB disclosure EM-MM-130a.1

Current operations are powered by a 25.5 kW solar array and backup generators. Scope 2 emissions were calculated based on electricity consumption in the Company's offices and maintenance shop, utilizing EPA's emissions factors.

Once operations commence, Perpetua will rely on Idaho Power to supply low cost, low emissions energy to the site, mainly in the form of existing hydropower. Idaho Power has committed to 100% clean energy by 2045 and has already taken actions that reduce power-generation emissions, which in turn reduces Perpetua's Scope 2 emissions.

The chart below illustrates the total scope 1 and scope 2 emissions from 2017 to 2021. Also shown is avoided Scope 1 emissions due to partly generating power through solar panels rather than diesel generators on site.



### GREENHOUSE GAS (GHG) EMISSIONS

*This section covers SASB disclosures EM-MM-110a.1 and EM-MM-110a.2*

To reduce climate change-related impacts, Perpetua has committed to third-party verified greenhouse gas accounting and mitigation. Scope 1 and 2 greenhouse gas emissions have been tracked since 2017 and will continue to be accounted for while attempting to improve emission rates going forward. Scope 1 emissions were calculated based on fuel use including light and heavy-duty vehicles used for transportation and exploration. No significant changes in Scope 1 emissions were experienced compared to the previous reporting period.

Once the final Project design is approved, more specific data on emissions will be made available, including Scope 3 emissions. Between now and then, Perpetua Resources will begin identifying opportunities for greenhouse gas emission offsets and mitigations and will evaluate the feasibility of renewable energy credits, greenhouse gas offsets, forestry banks and other potential programs. Perpetua's GHG Emissions Reporting can be found [here](#) and in Appendix A.

**15%** of Scope 1 emissions were avoided in 2021 through the use of solar panels to help power site operations.



Perpetua Resources' solar panels

# Habitat + Biodiversity

*This section covers IFC Standard 6*

*This section covers SASB disclosures EM-MM-160a.1, EM-MM-160a.2, and EM-MM-160a.3*

Today, habitat and biodiversity are impacted by the environmental legacies left behind at Stibnite after over a century of mining activity by previous operators.

Perpetua designed the Stibnite Gold Project to open fish access to miles of currently blocked critical stream habitat and also improve the overall stream habitat conditions. Before commencement of operations, the Project will allow fish to return to their native spawning grounds following the construction of a temporary, 0.9-mile fish passageway. Through the life of the Project, the natural course of the East Fork of the South Fork of the Salmon River (EFSFSR) will be restored with an anticipated 9% uplift in habitat quality, the addition of 20 miles of stream habitat accessible to migrating fish species, and water quality improved over existing conditions.

## CRITICAL HABITAT

The EFSFSR and its tributaries, are home to three fish species listed as “threatened” under the U.S. Endangered Species Act (ESA): Snake River spring/summer Chinook salmon, Snake River steelhead and bull trout. The EFSFSR, including the stretch that runs through the Project site, is designated as critical habitat under the ESA for Snake River spring/summer Chinook.

The conditions of the river today are less than optimal which is why Perpetua has designed the Stibnite Gold Project to restore the habitat and leave the area better for the fish and wildlife of the region.

## MINIMIZED DISTURBANCE

In designing a Project aligned with Perpetua’s Conservation Principles, as defined in the ESG Policy, Perpetua reduced the Project’s disturbance footprint by keeping Project infrastructure to previously disturbed areas whenever possible. As a result, 51% of the Project footprint is within previously disturbed areas. Through additional refinement, Perpetua further reduced the Project footprint by 13% from the original 2016 design. The total Project footprint is less than 1,900 acres.

## DARK SKIES BEST PRACTICES

Though the Stibnite site is not located in the boundary area of the Central Idaho Dark Sky Reserve, the Company is aware of the potential impacts Project lighting may have on the species and habitats near Stibnite. As part of the plan to mitigate the Project impact, Perpetua will meet mine operations requirements for lighting as well as conducting operations using dark skies best practices. Additionally, these practices comply with Valley County’s “Dark Sky” Ordinance, established on March 16, 2006, to prevent light trespass in all areas of impact and to protect and reclaim the ability to view the night sky.

Today, only 12 exterior lights are needed on site to meet Perpetua’s lighting requirements. These include LEDs, halogen, and halide lights. As lighting requirements onsite grow to meet operational demands, lights will need to be shielded to reduce light pollution. Additionally, to meet Dark Sky regulations, all on site lighting must not exceed a color temperature of 3000k. Perpetua plans to develop a lighting management plan to meet worker safety requirements, while minimizing impact to the night sky and species near the site.

Details of Perpetua’s Dark Sky compliance can be found [here](#).

## In 2021, Perpetua minimized the impacts

**13%**

PROJECT FOOTPRINT REDUCED FROM ORIGINAL 2016 DESIGN



**51%**

OF PROPOSED PROJECT FOOTPRINT ON HISTORICALLY DISRUPTED LAND

### IMPACT MITIGATION

Perpetua Resources is mindful of its impacts and the team does all it can to reduce its footprint. This includes everything from small actions like recycling, to larger measures such as investing in solar power on site to reduce its use of fossil fuels. When the Company has caused disturbances on site, such as exploration drill holes, the Company has taken immediate action to make sure those areas are reclaimed. Impact mitigation is engrained in the Company's culture and company policies, actions and the project design help ensure the commitment will continue as the Project moves forward.



*Stream habitat research on site*

○ The Stibnite Gold Project is designed to go above and beyond to mitigate impacts wherever possible. Continued reporting and oversight will ensure the commitment continues as the Project moves forward.

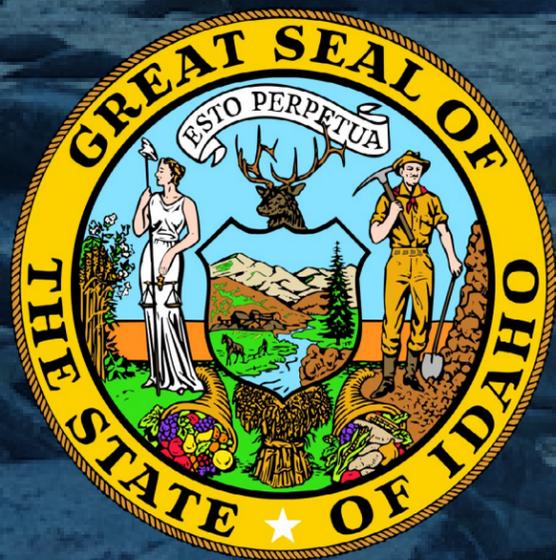


*Tree planting at site*

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# GREAT SEAL OF THE STATE OF IDAHO

In 2021, the Company changed its name to Perpetua Resources as a nod to the Idaho state motto, *Esto Perpetua*, which means **"MAY SHE ENDURE FOREVER."**



***"Esto Perpetua" inspires Perpetua Resources to do its part to protect the State of Idaho's vast resources for generations to come.***

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# APPENDIX A:

## Greenhouse Gas (GHG) Reporting

### GHG EMISSIONS AUDIT PREPARED FOR PERPETUA RESOURCES

Warm Springs Consulting LLC was engaged to conduct a GHG emissions estimate based on fuel and electricity use data provided by Perpetua Resources. This document is a high-level estimate of Scope 1 and Scope 2 emissions from 2017 through present and is subject to change as more information becomes available. Scope 3 emissions will be added to this audit pending the beginning of operations by Perpetua Resources.

#### TERMS

**Scope 1 emissions:** Scope 1 emissions are direct greenhouse (GHG) emissions that occur from sources that are controlled or owned by an organization (e.g., emissions associated with fuel combustion in boilers, furnaces, vehicles).

**Scope 2 emissions:** Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling.

**Scope 3 emissions:** Scope 3 emissions are the result of activities from assets not owned or controlled by the reporting organization, but that the organization indirectly impacts in its value chain. Scope 3 emissions include all sources not within an organization's scope 1 and 2 boundary.

#### SOURCE DATA

Source data for Scope 1 emission calculations were based on fuel use data provided by Perpetua Resources. Fuel use included light and heavy duty vehicles used for transportation and exploration, using both ethanol gasoline and diesel, along with propane fueled equipment. Avoided Scope 1 emissions calculations were based on solar production data provided by Perpetua Resources.

Source data for Scope 2 emission calculations were based on electricity use data provided by Perpetua Resources, obtained from Idaho Power. Electricity use data was collected for Perpetua Resources' office locations and on site location, where applicable.

The base year for GHG emission comparisons is 2017, the earliest data received from Perpetua Resources. Base year emissions and/or the base year itself is subject to change if more information becomes available.



**SCOPE 1:**

**2017:** 398.2 MT  
**2018:** 219.4 MT  
**2019:** 263.9 MT  
**2020:** 200.5 MT  
**2021:** 245.4 MT

**SCOPE 2:**

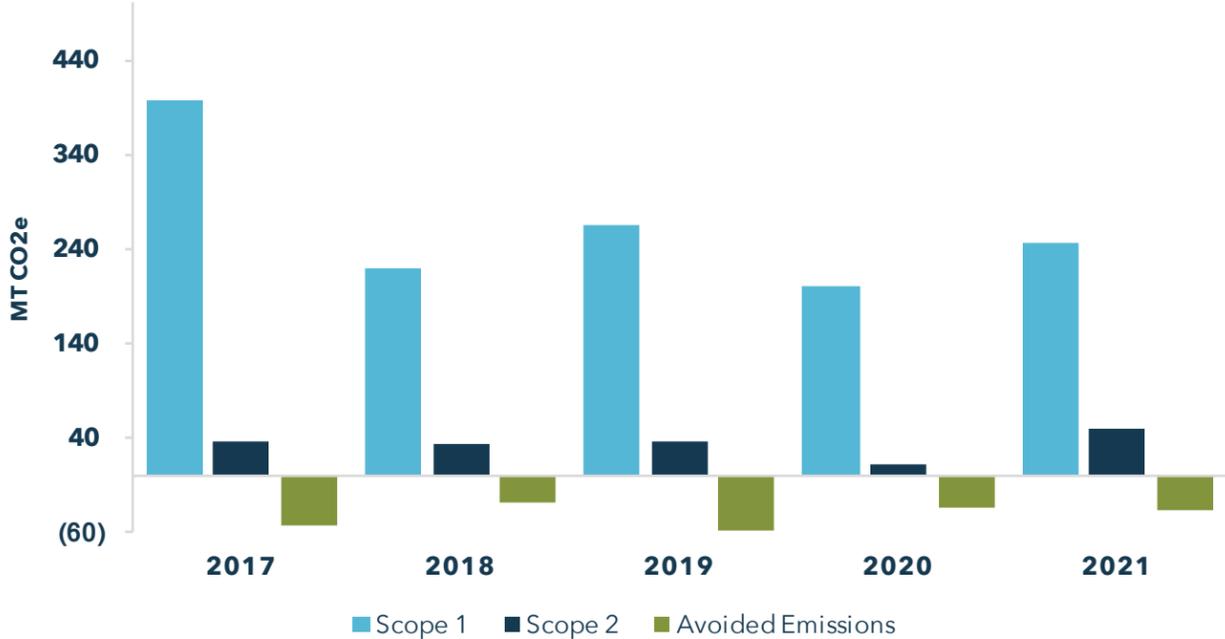
**2017:** 35.7 MT  
**2018:** 33.9 MT  
**2019:** 35.3 MT  
**2020:** 10.7 MT\*  
**2021:** 50.2 MT

The findings are calculated in accordance with the [Greenhouse Gas Protocol](#) Scope 1 and 2 emissions guidance and calculation tools. Scope 3 emissions will be calculated after the start of productive operations and in accordance with the Greenhouse Gas Protocol Scope 3 emissions guidance and tools.

**AMENDMENTS**

Scope 2 emissions for year 2017-2019 have been amended to include electricity use from Perpetua Resources' Boise office. Due to COVID-19, Scope 2 emissions for 2020\* do not include the Boise office, as employees were not present.

**GHG EMISSIONS**



**AVOIDED SCOPE 1 EMISSIONS:**

**2017:** 52.2 MT  
**2018:** 28.7 MT  
**2019:** 58.2 MT  
**2020:** 35.1 MT  
**2021:** 36.4 MT



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# APPENDIX B:

## References

### GOVERNANCE POLICIES

- [Anti-bribery & Anti-corruption](#)
- [Charitable Donations](#)
- [Climate Change](#) (ESG Policy, pg. 10)
- [Code of Conduct & Ethical Values](#)
- [Director Travel Expenses](#)
- [Director Confidentiality](#)
- [Disclosure and Confidentiality](#)
- [Diversity and Inclusion](#)
- [Environmental, Social and Governance](#)
- [Human Resources](#)
- [Infections Disease Control Summary](#)
- [Information Technology & Security](#)
- [Insider Trading & Reporting](#)
- [Political Contributions Policy](#)
- [Social Media](#)
- [Supplier Standards](#) (ESG Policy, pg. 6)
- [Whistleblower](#)

### SOCIAL AND ENVIRONMENTAL COMMITMENTS

- Community Agreements: [2018 Community Agreement](#)
- Community Agreement, Stibnite Advisory Council, Annual Report: [Progress Report](#)
- Community Agreement, Stibnite Advisory Council, Independent Water Monitoring Program: [Program Announcement](#)
- Community Agreement, Stibnite Advisory Council, FAQ: [Frequently Asked Questions & Glossary](#)
- Community Agreement, Stibnite Advisory Council, Website: [www.stibniteadvisorycouncil.com](http://www.stibniteadvisorycouncil.com)
- Community Agreement, Stibnite Foundation, Direct Profit Sharing: [Foundation](#)
- Community Agreement, Stibnite Foundation, Grant Funding: [Grant Recipients](#)
- Community Project Webinars: [Recorded Webinars](#)
- Agreement with Environmental Protection Agency to conduct pre-operations cleanup (Administrative Settlement Agreement and Order on Consent): [EPA Agreement](#)
- Dark Skies Commitment: [Dark Skies Report](#)
- Perpetua Resources, Hire Local Commitment (PRO, pg.3-1): [Hiring & Contracting Objectives](#)
- Safety Commitment: [Site Safety and Health Plan Summary](#)
- Safety Commitment: [Environmental, Occupational Health, & Safety, Integrated Management System Summary](#)
- Values (PRO, Section 2): [Values](#)
- Restoration (PRO, Section 5): [Restoration](#)

### PROJECT RESOURCES

- 2016 Plan of Restoration & Operations: [Executive Summary](#)
- 2020 Refined Modified Plan of Restoration & Operations: [Refined Proposed Action](#)
- Improvements One Pager: [Proposed Project Improvements](#)
- Feasibility Study: [Technical Report](#)
- Prefeasibility Study: [Technical Report](#)
- Tours: [Virtual Tour](#)
- Sustainability, Solar Power Use: [Sustainability from the Sun](#)
- Sustainability Reports: [Sustainability Report Library](#)
- Sustainability, Greenhouse Gas (GHG): [2020 Emissions Report](#)
- Sustainability, Greenhouse Gas (GHG): [2021 Emissions Report](#)

# APPENDIX C:

## SASB Quantitative Summary

**GHG Emissions:** Scope 1 emissions were calculated based on total consumption of diesel, gasoline, and propane fuels. Total consumption is multiplied by the respective emissions factor for each fuel type (diesel: 10.2 kgCO<sub>2</sub>/gallon; gasoline: 8.8 kgCO<sub>2</sub>/gallon; propane: 61.7 kgCO<sub>2</sub>/Btu), resulting in metric tons of CO<sub>2</sub> equivalent (MTCO<sub>2</sub>e). Emissions factors are sourced from the [EPA Emissions Factors Hub](#).

**Air Quality:** Other air emissions were calculated based on total consumption of diesel, gasoline, and propane fuels. Total consumption is multiplied by the respective emissions factor for each fuel type, and for each air pollutant type, measured in lbs/MMBtu (diesel: CO: 0.95, NOx: 4.41, SOx: 0.29, PM10: 0.31, VOCs: 0.36; gasoline: CO: 0.99, NOx: 1.63, SOx: 0.08, PM10: 0.1, VOCs: 3.03; propane: CO: 1.41, NOx: 1.52, SOx: 0.004, PM10: 0.05, VOCs: 0.91). Emissions factors are sourced from the [EPA's AP42 Air Pollutant Emissions Factors](#).

**Energy Management (Percentage Grid, Percentage Renewable):** The percentage grid vs renewable energy was calculated based on Idaho Power's unique energy sources including hydroelectric, wind, solar sources, and other. The energy source mix for 2021 was 51% renewable and 49% non-renewable.

**Water Management (Total freshwater consumed):** Fresh water consumption estimates were calculated using employee headcount, working days, and an estimated 13 gallons/day/employee sourced from the [EPA's Energy Star Portfolio Manager](#).

**Waste and Hazardous Materials Management (Non-mineral waste):** Non mineral waste was calculated based on employee headcount, working days, and an estimated 3.24 lbs of waste/person/day sourced from the [EPA](#).

**Biodiversity Impacts (Percentage of reserves near endangered species habitat):** Proximity to endangered species habitats is defined as within 5km. All reserves at the Stibnite site are within 5km of the EFSFSR, which is designated as critical habitat under the ESA for Chinook, Steelhead and Bulltrout.

**Security, Human Rights and Rights of Indigenous Peoples:** Proximity to areas of conflict and indigenous lands is defined as within 5km. The Stibnite site is not within 5km of either areas.

**Workforce Health and Safety (MSHA all incident rate):** Perpetua Resources does not currently fall under MSHA regulations.

**Workforce Health and Safety (Fatality rate, near miss frequency rate):** Rates are calculated as (statistic count x 200,000) / total hours worked.

Topic	Details	2019	2020	2021	Unit of Measure	SASB Code	Page #
GHG Emissions	Gross global Scope 1 emissions	263.9	200.5	<b>245.4</b>	Metric tons (t) CO <sub>2</sub> e	EM-MM-110a.1	<b>44, 48</b>
Air Quality	Air emissions of the following pollutants: (1) Carbon Monoxide (CO)	1.6	1.2	<b>1.3</b>	Metric tons (t)	EM-MM-120a.1	<b>40</b>
Air Quality	(2) Nitrogen Oxide (NOx) (excluding N <sub>2</sub> O)	6.6	5.0	<b>5.0</b>	Metric tons (t)	EM-MM-120a.2	<b>40</b>
Air Quality	(3) Sulfur Oxide (SOx)	0.4	0.3	<b>0.3</b>	Metric tons (t)	EM-MM-120a.3	<b>40</b>
Air quality	(4) Particulate matter (PM <sub>10</sub> )	0.5	0.3	<b>0.3</b>	Metric tons (t)	EM-MM-120a.4	<b>40</b>
Air quality	(5) Mercury (Hg)	0	0	<b>0</b>	Metric tons (t)	EM-MM-120a.5	<b>40</b>
Air Quality	(6) Lead (Pb)	0	0	<b>0</b>	Metric tons (t)	EM-MM-120a.6	<b>40</b>
Air Quality	(7) Volatile organic compounds (VOCs)	0.9	0.7	<b>1.2</b>	Metric tons (t)	EM-MM-120a.7	<b>40</b>
Energy Management	(1) Total energy consumed	435.8	101.5	<b>475.8</b>	Gigajoules (GJ)	EM-MM-130a.1	<b>NA</b>
Energy Management	(2) Percentage grid electricity	92.5	80.5	<b>95.7</b>	Percentage (%)	EM-MM-130a.1	<b>NA</b>
Energy Management	(2) Percentage renewable	7.5	19.5	<b>4.3</b>	Percentage (%)	EM-MM-130a.1	<b>NA</b>

Topic	Details	2019	2020	2021	Unit of Measure	SASB Code	Page #	Topic	Details	2019	2020	2021	Unit of Measure	SASB Code	Page #
Water Management	(1) Total fresh water withdrawn	0.91	0	<b>0.06</b>	Thousand cubic meters (m <sup>3</sup> )	EM-MM-140a.1	<b>39</b>	Biodiversity Impacts	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	0	0	<b>0</b>	Percentage (%)	EM-MM-160a.2	<b>40</b>
Water Management	(2) Total fresh water consumed	0.39	0	<b>0.11</b>	Thousand cubic meters (m <sup>3</sup> )	EM-MM-140a.1	<b>39</b>	Biodiversity Impacts	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	100	100	<b>100</b>	Percentage (%)	EM-MM-160a.3	<b>44</b>
Water Management	# of incidents of non-compliance associated with water quality permits, standards, and regulation	0	0	<b>0</b>	Number	EM-MM-140a.2	<b>NA</b>	Security, Human Rights + Rights of Indigenous	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	0	0	<b>0</b>	Percentage (%)	EM-MM-210a.1	<b>28</b>
Waste + Hazardous Materials Management	Total weight of non-mineral waste generated	6.1	0.8	<b>2.5</b>	Metric tons (t)	EM-MM-150a.4	<b>41</b>	Security, Human Rights + Rights of Indigenous	Percentage of (1) proved and (2) probable reserves in or near indigenous land	0	0	<b>0</b>	Percentage (%)	EM-MM-210a.2	<b>28</b>
Waste + Hazardous Materials Management	Total weight of tailings waste, percentage recycled	0	0	<b>0</b>	Metric tons (t), Percentage (%)	EM-MM-150a.1	<b>41</b>	Community Relations	Number and duration of non-technical delays	0	0	<b>0</b>	Number, Days	EM-MM-210b.2	<b>31</b>
Waste + Hazardous Materials Management	Total weight of mineral processing waste, percentage recycled	0	0	<b>0</b>	Metric tons (t), Percentage (%)	EM-MM-150a.2	<b>41</b>	Labor Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	0	0	<b>0</b>	Percentage (%)	EM-MM-310a.1	<b>NA</b>
Waste + Hazardous Materials Management	Number of tailings impoundments, broken down by MSHA hazard potential	NA	NA	<b>NA</b>	Number	EM-MM-150a.3	<b>41</b>								

Topic	Details	2019	2020	2021	Unit of Measure	SASB Code	Page #
Labor Relations	Number and duration of strikes and lockouts	0	0	0	Number, Days	EM-MM-310a.2	NA
Workforce Health + Safety	MSHA all-incidence rate	0	0	0	Rate	EM-MM-320a.1	24
Workforce Health + Safety	OSHA Lost Time Incidents	0	0	0	Number	EM-MM-320a.2	24
Workforce Health + Safety	OSHA Lost Time Rates	0	0	0	Rate	EM-MM-320a.2	24
Workforce Health + Safety	Fatality rate	0	0	0	Rate	EM-MM-320a.2	24
Workforce Health + Safety	Fatalities	0	0	0	Number	EM-MM-320a.2	24
Workforce Health + Safety	Near miss frequency rate (NMFR)	0	0	38.74	Rate	EM-MM-320a.3	NA
Workforce Health + Safety	Near misses	7	9	7	Number	EM-MM-320a.3	NA
Workforce Health + Safety	Average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	1,006 (b) NA	563 (b) NA	(a)1,606 (b) 160	Number	EM-MM-320a.4	25
Business Ethics & Transparency	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	0	0	0	Metric tons (t) saleable	EM-MM-510a.2	20

## 2021 SUSTAINABILITY REPORT CAUTIONARY STATEMENT

This report contains statements that are not historical facts and are “forward-looking information” or “forward-looking statements” (collectively, “Forward-Looking Information”) within the meaning of applicable Canadian securities legislation and the United States Private Securities Litigation Reform Act of 1995. Forward-Looking Information includes, but is not limited to, disclosure regarding possible events, next steps and courses of action, expectations regarding future performance, achievements of targets, performance indicators and goals, including, actions to be taken by government agencies and regulatory bodies; predictions regarding improvements to water quality and other environmental conditions at the site; reduction of the Project footprint and the anticipated benefits and other effects thereof; our sustainability goals as further described in this report; and the Stibnite Gold Project and the success of such project. In certain cases, Forward-Looking Information can be identified by the use of words and phrases or variations of such words and phrases or statements such as “anticipate”, “expect”, “plan”, “likely”, “believe”, “intend”, “forecast”, “project”, “estimate”, “potential”, “could”, “may”, “will”, “would” or “should”. Forward-Looking Information in this report, including assumptions that the current development, environmental and other objectives concerning the Stibnite Gold Project can be achieved and that its activities will proceed as expected, are based on certain material assumptions and involve known and unknown risks, uncertainties and other factors which may cause the actual results, performance or achievements of Perpetua Resources to be materially different from any future results, performance or achievements expressed or implied by the Forward-Looking Information. Such risks and other factors include those factors discussed in Perpetua Resources' public filings with the U.S. Securities and Exchange Commission (the “SEC”) and its Canadian disclosure record. Although Perpetua Resources has attempted to identify important factors that could affect Perpetua Resources and may cause actual actions, events or results to differ materially from those described in Forward-Looking Information, there may be other factors that cause actions, events or results not to be as anticipated, estimated or intended. There can be no assurance that Forward-Looking Information will prove to be accurate, as actual results and future events could differ materially from those anticipated in such statements. Accordingly, readers should not place undue reliance on Forward-Looking Information. For further information on these and other risks and uncertainties that may affect the Company's business, see the “Risk Factors” and “Management's Discussion and Analysis of Financial Condition and Results of Operations” sections of the Company's filings with the SEC, which are available at [www.sec.gov](http://www.sec.gov) and with the Canadian securities regulators, which are available at [www.sedar.com](http://www.sedar.com). Except as required by law, Perpetua Resources does not assume any obligation to release publicly any revisions to Forward-Looking Information contained in this report to reflect events or circumstances after the date hereof or to reflect the occurrence of unanticipated events.

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