



2021 Onyen Report

Report the composition of the highest governance body and its committees
by: (GRI 102-22)

Description of competencies relating to economic, environmental, and social topics

Dr. Klaus Zeitler, Lead Director (Chairman of the Board in 2021), is Chair of the Corporate Governance and Compensation Committee, and Chair of the HSE Committee.

Dr. Klaus Zeitler received his professional education at Karlsruhe University from 1959 to 1966 and obtained a PhD in economic planning. Dr. Zeitler is a member of the Canadian Institute of Mining and Metallurgy and the Prospectors and Developers Association. He has taken an active part in the financing, construction and management of base metal and gold mines worldwide.

Ram Ramchandran, Chair of the Audit Committee

Ram Ramachandran, Chairman of the Audit Committee, has over 35 years of capital markets experience. Mr. Ramachandran has previously served as Associate Chief Accountant and Deputy Director, Corporate Finance at the Ontario Securities Commission, and as a senior member in the national office of an international accounting firm. Mr. Ramachandran originally qualified as a Chartered Accountant in England & Wales in 1978 and subsequently in Ontario in 1984 (now retired).

Dave Thomas, Member of the Audit and Corporate Governance and Compensation Committees

Mr. Thomas has over 40 years' experience in the mining industry. Early in his career Mr. Thomas had assignments with Kennecott Copper Corporation, Bougainville Copper Limited, Amselco Minerals, Arimetco International and Austpac Resources in Australia. He also was a Vice President and Technical Director for Mellon Bank in Pittsburgh, PA, from 1989 to 1993. Mr. Thomas worked for 12 years for Southern Peru Copper Corporation, 1977-87 and 1997-99, based in Peru, where he served as Mine Manager, Area Manager, Chief Engineer and Vice President of Operations. From 2000 to 2001, Mr. Thomas was Vice President Technical Services for PT Freeport Indonesia. From 2002 to 2004, he worked as the Managing Director of Volta Aluminum Company in Ghana, which was owned by Kaiser Aluminum and Alcoa. During this time, he was also a Director of Anglesey Aluminum, a joint venture



company of Kaiser Aluminum and Rio Tinto in Wales. From 2005 to 2014, Mr. Thomas worked on the team developing the Toromocho Copper Project in Peru, owned by Chinalco Mining. Mr. Thomas passed away in November, 2021.



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