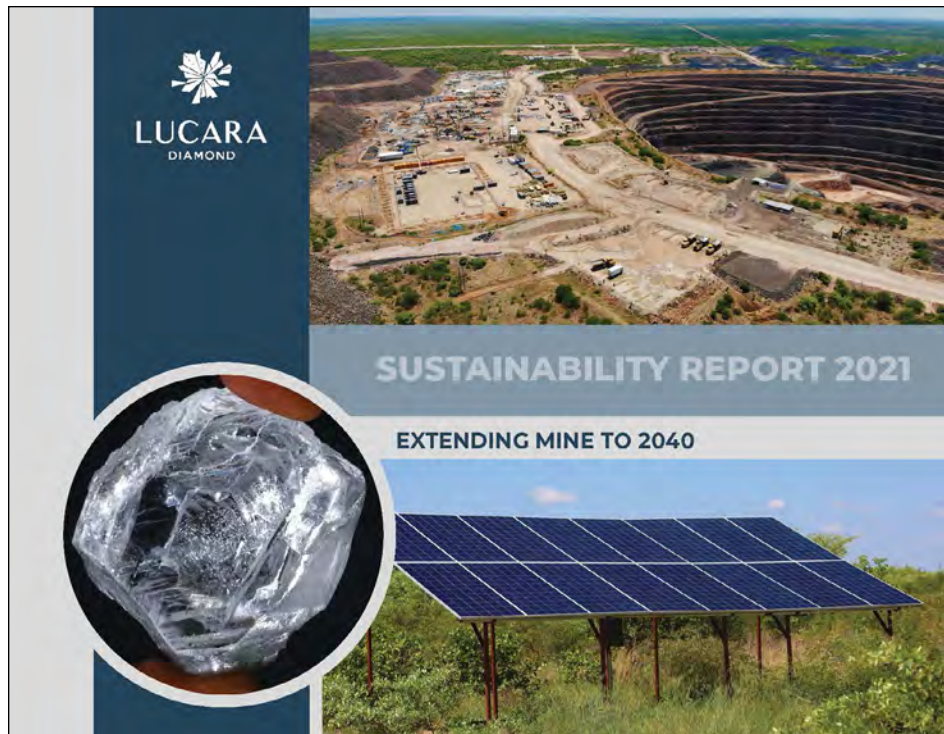


LUCARA

DIAMOND

GRI, SASB, UN Global Compact Indices, Appendices and Data

Lucara Diamond 2021 Sustainability Report



REPORT REFERENCED

This document complements Lucara's 2021 Sustainability Report and includes the following:

- ◆ Appendix 1: Lucara's Material Topics Matrix
- ◆ Appendix 2: Summary ESG Data
- ◆ Appendix 3: Summary ESG Rating
- ◆ Appendix 4: GRI Index
- ◆ Appendix 5: UN Global Compact Index
- ◆ Appendix 6: SASB Index

For questions regarding Lucara Diamond's Sustainability Report or this supplement, please contact: esg@lucaradiamond.com

Appendix 1: Material Topics Matrix

OUR 2021 MATERIAL TOPICS	WHY IMPORTANT?	Lucara Diamond Corp.	Lucara Botswana	Clara
Innovation & Economic Performance	Enables sustainable growth and adaptation, also to Climate Change risk.	●●●	●●●	●●●
Product Stewardship	Aligned with our Responsible Mining Policy, host country requirements, and RJC certification. Demanded by our customers.	●●●	●●●	●●●
Local Content: People & Supply Chain	Creates positive local economic impacts and shared value. Entrenches our social license to operate.	●	●●●	
Community Development	Supporting local communities is essential to maintain our social license, generate SDG benefits, and leave a positive legacy.	●●	●●●	
Health, Safety & Wellness	Core value, enabled continued operations during COVID-19 pandemic, aligned with regulatory requirements; Clara improved safety by offering digital sales channels without need for travel.	●●	●●●	●●
Partnerships	Generates and magnifies SDG impacts. Business partnerships improves our cashflows and profitability. Water partnership enables supply of surplus water to the Orapa mine. Working with NGOs can magnify conservation benefits and Climate Change adaptation of communities.	●●	●●●	●●
Environmental Stewardship	Core value, aligned with host country requirements and RJC certification.	●●	●●●	●
COVID-19 Pandemic	Material adverse impact on local communities and disruption of the diamond market in 2020 has rebounded in 2021 and Clara grow its sales by 168%.	●●	●●●	●●●
Climate Change	Mining is a significant energy consumer and emitter of GHGs, Botswana is vulnerable to climatic risks, financial and other stakeholders advocate GHG reduction. Introducing renewables can generate cost savings in addition to reducing our GHG footprint.	●●	●●●	●●
Biodiversity	Although expansion plans will not generate significant adverse impacts, we identified numerous engagement and collaboration opportunities. Working with conservation NGOs will enhance biodiversity conservation and improve our reputation.	●●	●●	
Tailings Management	Industry-wide focal area, which required us to revisit our plans, engineering, governance, disclosure, and emergency response.	●●●	●●●	

●●● = strong link; ●● = important link; ● = some link; Blank = no or limited link

Appendix 2: Summary ESG Data

Economic	Units	2021	2020	2019
Diamonds Produced	Carats	369,390	381,706	433,060
Stones 100+ carats	Carats	39	34	31
Revenues	\$ million	230.1	125.3	192.5
Total Botswana Benefits ¹	\$ million	178.06	125.78	140.06
Clara Customer Base	Number	81	75	25
Lucara Corp Board % Female	%	43	43	43
Lucara Corp Executives % Female	%	75	75	75
Lucara Botswana Board % Female	%	67	67	67
Lucara Botswana Executive % Female	%	67	67	67
Lucara Botswana Senior Managers – % Female	%	36	36	N/A
Workforce in Botswana % Female	%	25	31	18
Workforce	Number	1,928	1,108	878
Batswana (Nationals)	%	99	98	99
Contractors	Number	1,370	563	549
Employees	Number	558	545	329
Employee Union Members	%	63	49	65
Training	Hours	25,840	3,424	11,128
Labour Grievances	Number	0	1	2

Occupational Health & Safety	Units	2021	2020	2019
Fatalities	Number	0	0	0
Lost Time Injury Frequency Rate	Ratio	0.00	0.09	0.16
Environment	Units	2021	2020	2019
Freshwater in Mining & Processing ²	m ³	0	0	0
Effluent Discharge	m ³	0	0	0
Total Energy Use	GJ	426,952	440,135	498,643
Total GHG emissions (Scope 1+2)	tCO ₂ e	75,117	76,501	97,953
Community	Units	2021	2020	2019
Community Investments (US\$)	USD	94,002	1,240,000	590,000
COVID-19 Pandemic Response	USD	80,000	540,000	N/A
Community Grievances	Number	1	1	0

1 – Botswana total Benefit: Royalty, Corporate Tax, Employee compensation, Local Procurement, Donations and Community Investments

2 – GRI and SASB to define freshwater to have TDS < 1,000 mg/l, groundwater from Karowe's pit dewatering exhibits TDS > 1,000 mg/l

Appendix 3: Summary ESG Rating

Category	Metric	Unit	2021	2020	2019	Comments
GHG Emissions	GHG intensity – Revenue	tCO ₂ /\$m	326	592	410	Increased revenue in 2021
	GHG intensity – Carats produced	tCO ₂ /kcts	203	194	182	This table
	GHG intensity - Materials mined (ore + waste rock)	tCO ₂ /kt	11.7	13.5	9.9	Environmental Performance, p. 36
	Policy to reduce emissions?		No	No	No	TCFD review, Climate Action Plan, p. 39-42
	Targets to reduce emissions?		No	No	No	TCFD review, Climate Action Plan, p. 39-42
Air Quality	Policy to improve NOx and SOx emissions?		No	No	No	This table
	Policy to improve VOC or particulate emissions?		No	No	No	This table
Energy Management	Total energy use to revenue	GJ/\$m	2,196	3,513	2,590	Energy use p.39, Revenue p.14
	Total energy use to production	GJ/kct	1,367	1,153	1,151	Energy use p.39, Production p.18
	Total energy use to material moved (ore and waste rock)	GJ/kt	66	78	76	This table, p. 39-42
	Renewable energy use ratio	%	0	0	0	This table
Water & Wastewater management	Total water use to revenue	m ³ /\$m	0	0	0	Groundwater used at Karowe TDS>1,000, p. 36-38
	Total water use to production	m ³ /kct	0	0	0	Groundwater used at Karowe TDS>1,000, p. 36-38
	Freshwater recycled	%	N/A	N/A	N/A	Groundwater used at Karowe TDS>1,000, p. 36-38
Waste & Hazardous Materials Management	Total waste (incl. tailings) to revenue	t/\$m	11,883	21,226	14,470	Significant increase in revenues in 2021
	Total waste (incl. tailings) to production	t/kct	7,402	6,968	6,432	Decrease in carats, increase in wastes in 2021
	Tailings waste recycled	%	0	0	0	This table
	Tailings Management – Global Industry Standard on Tailings Management (GISTM)		Yes	N/A	N/A	https://lucaradiamond.com/operations/karowe-mine/tailings-management/
	Tailings Management – Emergency response planning		Yes	N/A	N/A	ERP updated in 2021, ER drills planned in 2022

N/A – Not Applicable

Appendix 3: Summary ESG Rating (continued)

Category	Metric	Unit	2021	2020	2019	Comments
Ecological impacts	Environmental management team in place		Yes	Yes	Yes	This table
	Environmental Management System externally certified		No	No	No	External MAC TSM verification in 2021
	Policy to reduce impact on biodiversity?		Yes	Yes	Yes	Responsible Mining Policy
	Biodiversity – Special Conservation Status		Yes	N/A	N/A	Related to new transmission line initiated in 2021
	Major environmental incidents reported?		No	No	No	No major environmental incidents
	Policy on environmental impact in supply chain?		No	No	No	Top tier contractors on site, integrated as per Responsible Mining Policy
Human Rights & Community Relations	Policy on human rights?		Yes	No	No	https://lucaradiamond.com/site/assets/files/62794/lucara_human_rights_policy_2021-02-22.pdf
	Targets on diversity and opportunity?		No	No	No	Award winning gender diversity, p. 4
	Whistleblower protection?		Yes	Yes	Yes	https://lucaradiamond.com/site/assets/files/5458/whistleblower_policy_revised_2019-11-28.pdf
	Total donations to revenue	%	0.695	0.010	0.003	Donations appr. \$1.6million (Community Expenditure and COVID-19 contributions)
	Agreements in place with artisanal miners, if any?		N/A	N/A	N/A	No ASM present at Karowe
Labour Practices	National employees	%	99	98	99	Our People, p. 22-26
	Supplier ESG training provided?		Yes	Yes	Yes	On-site suppliers receive training
	Strikes reported?		No	No	No	This table (no strikes)

N/A – Not Applicable

Appendix 3: Summary ESG Rating (continued)

Category	Metric	Unit	2021	2020	2019	Comments
Employee Health & Safety	Lost time injury frequency rate (LTIFR, per 200k hrs)	Ratio	0.00	0.09	0.16	LTIFR p.11
	No. of employee fatalities		0	0	0	This table
	No. of contractor fatalities		0	0	0	This table
	Total no. of fatalities		0	0	0	This table
	Health and safety training provided for workforce?		Yes	Yes	Yes	See Health, Safety & Wellness, p. 26-30
	Health and safety training provided for supply chain?		Yes	Yes	Yes	See Health, Safety & Wellness, p. 26-30
Business Ethics	Independent board members	%	57	57	71	See 2022 Management Proxy Circular, Independent defined as in NI 52-110
	Female workforce (Botswana)	%	25	31	18	Diversity and Gender p.23
	Female managers (Botswana)	%	17	36		Diversity and Gender p.23
	Female executive members	%	75	75	75	Women Lead Here, p.4
	Female board members	%	43	43	43	Women Lead Here, p.4
	Policy on executive compensation or ESG performance?		Yes	Yes	Yes	As detailed in the Annual Information Circular, Lucara's executive compensation includes ESG measurement for, inter alia, health, safety and the environment.
	Policy on bribery and corruption?		Yes	Yes	Yes	https://lucaradiamond.com/site/assets/files/62898/lucara_anti-bribery_and_anti-corruption_policy_march2022.pdf
	UN Global Compact signatory?		Yes	Yes	Yes	https://www.unglobalcompact.org/what-is-gc/participants/127151

Appendix 4: Index (GRI Standards 2016)

GRI Disclosure	Title	Location, Response, Page Number of Report, or Comment
101-REPORTING PRINCIPLES, USING GRI STANDARDS, MAKING CLAIM		
GENERAL DISCLOSURES		
102-1	Name of the organization	Lucara Diamond Corp.
102-2	Activities, brands, products and services	Lucara's Profile, p. 3
102-3	Location of headquarters	Lucara's Profile, p.3
102-4	Location of operations	Lucara's Profile, p. 3
102-5	Ownership and legal form	Lucara's Profile, p. 3
102-6	Markets served	Lucara's Profile, p. 3
102-7	Scale of the organization	Performance Highlights, Inside Front Cover, Lucara's Profile, p. 3
102-8	Information on employees and other workers	Our People, p. 22
102-9	Supply chain	Product Stewardship, p. 10 & 14, Procurement, p. 19-20
102-10	Significant changes to the organization and its supply chain	Lucara's Profile, p. 3
102-11	Precautionary Principle or approach	Environmental Performance, 36, incl. Water use & recycling, p. 38, Climate Change Risk, p. 42, Biodiversity Management, p. 44
102-12	External initiatives	Governance & Commitments, p.13 and Product Stewardship, p. 14
102-13	Membership of associations	Governance & Commitments, p.13 and Product Stewardship, p. 14
STRATEGY		
102-14	Statement from senior decision maker	Message from the President & CEO, p. 7-9
102-15	Key impacts, risks, and opportunities	Material Topics, p. 10 and p. 50, Annual Information Form Item 5: Risks and Uncertainties
ETHICS AND INTEGRITY		
102-16	Values, principles, standards and norms of behavior	Our Mission, p. 5, Governance & Commitments, p. 13
102-17	Mechanisms for advice and concerns about ethics	Governance & Commitments, p. 13, Whistleblower hotline, p. 20, Compliance & Grievances, p. 45, Code of Business Conduct & Ethics

Appendix 4: GRI Index (continued)

GRI Disclosure	Title	Location, Response, Page Number of Report, or Comment
GOVERNANCE		
102-18	Governance structure	Governance & Commitments, p. 13, including web-posted terms of reference, charters or mandates for CEO, Board, and Committees
102-19	Delegating authority	Governance & Commitments, p. 13, including web-posted terms of reference, charters or mandates for CEO, Board, and Committees
102-20	Executive-level responsibility for economic, environmental, and social topics	Governance & Commitments, p. 13, including web-posted terms of reference for the President and CEO; AIF notes that, inter alia, Climate change is subject to oversight by Lucara's Board.
102-21	Consulting stakeholders on economic, environmental, and social topics	Board members at Responsible Jewellery Council and Natural Diamond Council; Engaged with UNGC and attending related events; Responding to ESG questionnaires; Engaged with Mandated Lenders and their IE/ESG experts; Materiality workshops with internal and external stakeholders in Botswana; Whistleblower hotline; attendance at industry and finance conferences.
102-22	Composition of the highest governance body and its committees	See Section 3: Corporate Governance in Notice of Meeting and Management Proxy Circular: https://www.lucaradiamond.com/investors/agm-materials/
102-23	Chair of the highest governance body	Mr. Lukas Lundin is Lucara's Chair of the Board, Ms. Eira Thomas is Lucara's President & CEO, https://lucaradiamond.com/site/assets/files/5449/position_descriptions_amended_march_23_2022.pdf
102-24	Nominating and selecting the highest governance body	https://lucaradiamond.com/site/assets/files/5449/cgn_cttee_mandate_march23_2022.pdf , https://lucaradiamond.com/site/assets/files/62793/lucara_bd_and_executive_officer_diversity_policy_feb21_2021.pdf
102-25	Conflicts of interest	https://lucaradiamond.com/site/assets/files/5457/lucara_code_of_conduct_approved_march18_2020.pdf , see also Annual Information Form section 8.5 Conflict of Interest.
102-26	Role of highest governance body in setting purpose, values, and strategy	See Section 3 Corporate Governance in Management Proxy Circular, listing Strategy, Risk, and Governance.
102-27	Collective knowledge of highest governance body	See ITEM 8 Directors and Officers in Annual Information Form, and Directors' Skill Assessment Matrix in Management Proxy Circular
102-28	Evaluating the highest governance body's performance	See Section 3.8 Assessment of Board Performance in Corporate Governance in Notice of Meeting and Management Proxy Circular: https://www.lucaradiamond.com/investors/agm-materials/ ; Voluntary "Say on Pay" vote at annual meetings
102-29	Identifying and managing economic, environmental, and social impacts	Materiality Review, p. 50

Appendix 4: GRI Index (continued)

GRI Disclosure	Title	Location, Response, Page Number of Report, or Comment
GOVERNANCE (CONTINUED)		
102-30	Effectiveness of risk management processes	Lucara maintains a register, manages, monitors and reports on diverse risks. In 2021, Lucara started aligning governance of its tailings facilities. See Governance & Assurance, p. 13, Health, Safety and Wellness, p. 28, and Tailings Facilities, p. 21.
102-31	Review of economic, environmental, and social topics	Material Topics, p 10, 2021 Highlights, Inside Front Cover, Economic Performance, p. 14, Environmental Performance, p. 36, Our People, p. 22, Health, Safety & Wellness, p. 29, Partnership & Engagement, p. 31.
102-32	Highest governance body's role in sustainability reporting	Board's Safety, Health, Environmental and Community Relations Committee supervises and reviews annual sustainability report.
102-33	Communicating critical concerns	The company operates two formalized grievance mechanism for its workforce and the local communities, and maintains an additional Whistleblower process involving a third-party. Shareholder can also submit resolutions for annual general meetings.
102-34	Nature and total number of critical concerns	No critical shareholder resolutions submitted. One grievance each recorded from a community member and a worker.
102-35	Remuneration policies	See Section 4. Executive Compensation in Notice of Meeting and Management Proxy Circular: https://www.lucaradiamond.com/investors/agm-materials/
102-36	Process for determining remuneration	Executives and Officers have defined performance indicators. Lucara has a Board-level Compensation Committee with mandate posted at https://lucaradiamond.com/site/assets/files/5449/compensation_cttee_mandate_march_2021.pdf .
102-37	Stakeholders' involvement in remuneration	Voluntary "Say on Pay" vote at annual meeting, latest results: https://lucaradiamond.com/newsroom/news-releases/lucara-reports-voting-results-from-annual-meeting-122818/
102-40	List of stakeholder groups	Includes employees, workers, contractors, unions, communities, lenders, shareholders, suppliers, and diverse governmental stakeholders. Structured Stakeholder Engagement Plan, thematic engagements with diverse stakeholders on GBV, community development, water stewardship, and other topics.

Appendix 4: GRI Index (continued)

GRI Disclosure	Title	Location, Response, Page Number of Report, or Comment
STAKEHOLDER ENGAGEMENT		
102-41	Collective bargaining agreements	Labour Engagement, p. 26, Systems & Standards, p. 28
102-42	Identifying and selecting stakeholders	Structured Stakeholder Engagement Plan, updated as part of Karowe underground expansion project, see also GRI 102-40, see Partnership & Engagement, p. 32
102-43	Approach to stakeholder engagement	Based on structured Stakeholder Engagement Plan, dedicated staff resources; last materiality workshops with internal and external stakeholders completed in Q1/2022, p. 49
102-44	Key topics and concerns raised	Materiality Review, p. 50, Partnership & Engagement, p. 32, Our People, p. 22, Labour Grievances, p. 26, Compliance & Grievances, p. 45
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	African Diamonds Ltd., UK, Clara Diamond Solutions Limited Partnership, Canada, Clara Diamond Solutions GP Inc., Canada, Lucara Management Services Ltd., UK, Lucara Diamond Holdings Inc., Mauritius, Mothae Diamond Holdings Inc., Mauritius, Boteti Diamond Holdings Inc., Mauritius, Wati Ventures (Pty) Ltd., Botswana, Debwat Exploration (Pty) Ltd., Botswana, Lucara Botswana (Pty) Ltd.
102-46	Defining report content and topic Boundaries	Materiality Topics, p. 10-12, Materiality Review, p. 48-50
102-47	List of material topics	Materiality Review, p. 50, Materiality Topics, p. 10-12
102-48	Restatements of information	GHG emissions re-calculated using more conservative conversion factors from Harmonized IFI Default Grid Factors 2021 v3.1
102-49	Changes in reporting	None
102-50	Reporting period	2021 calendar year
102-51	Date of most recent report	May 2021, covering 2020 reporting period
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding report	esg@Lucaradiamond.com
102-54	Claims of reporting in accordance with the GRI standards (2016)	In accordance with GRI Standards (2016): Core option
102-55	GRI content index	This document
102-56	External assurance	Assurance Report, p. 52

Appendix 4: GRI Index (continued)

GRI Disclosure	Title	2021	2020	2019	Location, Response, Page Number of Report, or Comment
200	ECONOMIC STANDARDS¹				
201-1	Direct economic value generated and distributed				
	Direct Economic Value Generated: Revenues				
	Revenues	230.1	125.3	192.5	Economic Performance p.14
	Economic Value Distributed (\$ million)				
	Operating costs for ore processed	81.56	74.40	89.4	This table
	Capital procurement	101.07	34.81	25.2	This table
	Exploration expenditures	0.90	2	4.6	This table
	Sales, marketing, admin. & finance costs	11.58	18.88	18.15	This table
	Community investments (Karowe)	1.6	1.24	0.59	Partnerships and Engagement, p.31, comprising Community expenditure, No Poverty/SDG1 Investment, Cultural Conservation Projects, and COVID-19 Contributions.
	Royalties and taxes to government (\$ million)				
	Payments to Government (Royalty)	25.03	13.5	19.2	This table, National Content, p. 10
	Payments to Government (Corporate Tax) ²	0	0.60	14.5	Significant investment in underground expansion
	Economic Value Retained	8.36	(\$20.1)	21.0	This table
	Supplemental Econ. Information (\$ million)				
	Employee Compensation	26.60	19.64	14.67	This table
	International Procurement ³	33.93	12.93	6.78	This table
	National Procurement (Botswana) ⁴	125.65	91.42	91.1	This table, Procurement, p.19-20
	Sum	186.18	123.98	112.5	
	Total Procurement	159.58	104.35	97.88	Procurement, p. 19-20

1 – For additional details, including on external financing for the underground expansion of approximately \$30million in equity and \$25million of project debt, refer to Lucara Diamond Corp.'s web-posted 2021 Annual Report <https://lucaradiamond.com/investors/agm-materials/>; 2 – Lucara discloses payments to foreign governments in compliance with Canada's Extractive Sector Transparency Measures Act. In addition to corporate tax payments, Lucara also withholds and remits payroll, non-resident and value-added taxes in the jurisdictions in which it operates. Only corporate tax payments, on a consolidated basis, are included in the data summary table; 3 – Exclusive of Botswana; 4 – Botswana only

Appendix 4: GRI Index (continued)

GRI Disclosure	Title	2021	2020	2019	Location, Response, Page Number of Report, or Comment
200	ECONOMIC STANDARDS (CONTINUED)				
201-2	Financial implications and other risks and opportunities due to climate change	N/A	N/A	N/A	Climate Change Risk and TCFD Review, p. 42
201-3	Defined benefit plan obligations and other retirement plans	N/A	N/A	N/A	No defined benefit/actuarial plan for employees. Lucara Botswana's full-time employees and senior management entitled to a gratuity equivalent to 15% of their base salary for the first 3 years of employment, and 20% thereafter in lieu of a pension, accrued annually, paid every third year.
203	INDIRECT ECONOMIC IMPACTS				
203-1	Infrastructure investments and services supported	N/A	N/A	N/A	Partnership & Engagement, p. 31-35
204	PROCUREMENT PRACTICES				
204-1	Proportion of spending on local suppliers (%)	79	88	93	Producing assets based in Botswana, "local" defined as national or Botswana, Procurement, p.19
205	ANTI-CORRUPTION				
205-1	Operations assessed for risks related to corruption (only one producing asset – Karowe Mine – located in Botswana)	100%	100%	100%	Botswana is one of the least corrupt countries in Africa. Transparency International's 2021 Corruption Perception Index ranks Botswana as 45/180 (180 is most corrupt), scoring 55/100 (0 is most corrupt). Governance & Commitment, p. 13
207	TAX				
207-1	Approach to Tax	N/A	N/A	N/A	Lucara plans to report in 2022 period.
	Energy				
302-1	Energy consumption within the organization				Energy Use & GHG, p. 39-42
	Fuel Consumption*				
	Diesel (l)	8,543,019	6,830,126	15,389,685	This table
	Explosives (tonnes)	1,751	1,726	N/A	This table
	Renewable Electricity Purchased from Grid (kWh)	0	0	0	This table

N/A – Not Applicable or Not Available

Appendix 4: GRI Index (continued)

GRI Disclosure	Title	2021	2020	2019	Location, Response, Page Number of Report, or Comment
	Energy (continued)				
	Non-Renewable Electricity Purchased from Grid (kWh)	54,688,000	54,027,000	52,879,000	This table
	Non-Renewable Electricity Generated On-site (kWh)	0	0	0	This table
	Total Electricity Consumption (kWh)	54,688,000	54,027,000	52,879,000	This table
	Total Energy Consumption (GJ)	426,952	440,135	743,837	Energy Use & GHG Emissions, p. 39
302-3	Energy Intensity				
	Direct (GJ per tons ore + waste rock mined)	36	43	56	This table, Energy Use & GHG Emissions, p. 39
	Indirect (GJ per tons ore + waste rock mined)	31	34	19	This table, Energy Use & GHG Emissions, p. 39
	Total energy intensity (Energy in GJ/Revenues \$million)	1,856	3,513	3,864	This table, Energy Use & GHG Emissions, p. 39
	Water				
303-1	Interactions with water as a shared resource	Yes	N/A	N/A	Water Context & Management Approach, MAC TSM Standard, p. 37
303-2	Management of water discharge-related impacts	N/A	N/A	N/A	Zero discharge, Water Use & Recycling, 37-38
303-3	Total Freshwater (TDS<1,000 mg/l) Withdrawal	0	0	0	Water Use & Recycling, 37-38
SASB EM-MM-140a.1	Groundwater (TDS <1,000 mg/l)	0	0	0	Water Use & Recycling, 36-38
	Surface water (TDS <1,000 mg/l)	0	0	0	No permanent surface water bodies at the Karowe Mine
	Rainwater (TDS <1,000 mg/l)	N/A	N/A	N/A	Semi-arid to arid region, rain contribution not reported
	Third Party (TDS <1,000 mg/l)	0	0	0	Office & accommodation use not deemed material (<10,000m ³)
	Freshwater Withdrawn Intensity	0%	0%	0%	Office & accommodation use not deemed to be material

* Not included/reported: Natural Gas Consumption, Light Fuel & Gasoline Consumption, Aviation Fuel, Propane Gas Consumption, Liquefied Petroleum Gas, Fugitive emissions (not deemed material)

Appendix 4: GRI Index (continued)

GRI Indicators	Environmental Topics	2021	2020	2019	Location, Response, Page Number of Report, or Comment
SASB EM-MM-140a.1	Total Water (TDS > 1,000 mg/l) Withdrawal				
	Groundwater (TDS >1,000 mg/l)	1,942,618	2,450,774	2,048,290	GRI/SASB water quality criteria adopted and applied, p. 37
	Surface water (TDS >1,000 mg/l)	0	0	0	No natural permanent surface water bodies at/near Karowe
	Third Party (TDS >1,000 mg/l)	0	0	0	Karowe does not receive water from third parties
	Water Supplied (m ³) from Karowe Mine				
	Groundwater (TDS>1,000) supplied to Orapa Mine	474,430	780,840	0	Water Context & Management, p. 37-38
	Percentage Water Withdrawn from Areas with High or Extremely High Baseline Water Stress	100%	100%	100%	Karowe in region categorized by World Resources Institute's Aqueduct as "High Baseline Water Stress"
303-4	Water discharge to Freshwater Bodies	0	0	0	No discharge, see Water section 36-38
	Total volume of significant spills	0	0	0	Botswana Chamber of Mines classification
	Oil contaminated water	10.9	34	44	Collected and sent to municipal wastewater treatment plant
303-5	Water consumption				
SASB EM-MM-140a.1	Total Freshwater (TDS < 1,000 mg/l) Used (m ³)	0	0	0	Office & accommodation use not considered material, reverse osmosis/desalination used at the Karowe mine
	Freshwater recycled (m ³)	0	0	0	This table
	Fresh water recycled %	0	0	0	This table
	Wastewater Treatment (m ³)	17,563	10,706	8,519	Increased workforce, new construction camp, p. 38
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas				Biodiversity, p. 43-44
304-2	Significant impacts of activities, products, and services on biodiversity				Biodiversity, p. 43-44
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations				Biodiversity, p. 43-44

* Not included/reported: Natural Gas Consumption, Light Fuel & Gasoline Consumption, Aviation Fuel, Propane Gas Consumption, Liquefied Petroleum Gas, Fugitive emissions (not deemed material)

Appendix 4: GRI Index (continued)

GRI Indicators	Environmental Topics	2021	2020	2019	Location, Response, Page Number of Report, or Comment
305	EMISSIONS (2016)				
305-1	Direct (Scope 1) GHG emissions*				
	Diesel (l)	8,543,019	6,830,126	15,389,685	This table
	Explosives (tonnes)	1,891	1,726.34	N/A	This table
	Process emissions: Wastewater treatment (m ³)	17,563	10,706	9,196	Increase workers and construction camp for underground expansion
	Total Direct GHG Produced (tCO ₂ e)	16,622	18,692	41,372	GHG Emissions, p. 39
305-2	Indirect / Scope 2	58,495	57,809	56,580	GHG Emissions, p. 39
	Total GHG (Scope 1 and Scope 2, tCO ₂)	75,117	76,501	97,953	GHG Emissions, p. 39
305-4	GHG Intensity (tCO ₂ e/1,000 carats produced)	203	200	226	This table
	GHG Intensity (ktCO ₂ e/tons ore + waste rock mined)	11.7	13.5	9.9	This table, GHG Emissions, p.39
306	WASTE (2020)				
306-1	Waste generation and significant waste-related impacts				Lucara's operation involves mining, transfer, crushing, and processing of ore and waste rock to extract rough diamonds, and disposal of coarse and fine tailings to engineered surface, structures or impoundments. Lucara also generates relatively small volumes of hazardous and non-hazardous wastes.
306-3	Mined Materials (tonnes)				
	Overburden Stripped	0	0	0	This table
	Waste rock mined	2,310,067	2,662,328	6,542,782	Operations, p. 18, This table
	Ore Mined	4,120,365	2,987,775	3,303,376	Operations, p. 18, This table
	Ore Milled	2,844,888	2,676,066	2,804,517	Operations, p. 18, This table
	Mineral Waste (tonnes)				
	Slimes (fine tailings)	1,051,204	1,007,983	1,121,795	This table
Tailings (coarse tailings)	1,682,901	1,651,523	1,663,542	This table	
SASB EM-MM-150a.1	Total weight of tailings and mineral processing waste	2,734,105	2,659,506	2,785,337	This table
	Percentage recycled	0	0	0	This table

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* Not included: Natural Gas, Light Fuel & Gasoline, Aviation Fuel, Propane Gas, Liquefied Petroleum Gas, Refrigerants; not deemed materials or monitored in view of total Scope 1 and 2 GHG emissions; Conversion factors for GHG reporting: 2.68787 kg CO₂e per liter of diesel (DEFRA, 2020), 1.07 tCO₂/MWh (Harmonized IFC Default Grid Factors 2021 v3.1)

Appendix 4: GRI Index (continued)

GRI or SASB Disclosure	Waste	2021	2020	2019	Location, Response, Page Number of Report, or Comment	
SASB EM-MM-150a.2.	Recovered Tailings (tonnes)	18,192	16,560	8,716	This table	
	% Mineral Wastes recycled	0	0	0	This table	
	Overburden mined (tonnes)	0	0	0	This table	
	Waste Rock mined (tonnes)	2,310,067	2,662,328	6,542,782	This table	
	Total Mined Materials (tonnes)	6,430,432	5,650,103	9,846,158	This table	
	Total Hazardous Mined Materials	0	0	0	This table	
	Total Non-Hazardous Mine Materials	6,430,432	5,650,103	9,846,158	This table	
	Waste Management - Non-Mineral (tonnes)					
	Domestic waste sent to on-site landfill	68.76	72.81	78.85	This table	
	Domestic waste sent to an on-site incinerator	0	0	0	This table	
	Domestic waste sent to an off-site landfill	0	0	0	This table	
	Paper & cardboard sent to recycling	N/A	N/A	N/A	Not measured or reported	
	Plastics sent to recycling	N/A	N/A	N/A	Not measured or reported	
	Scrap metals sent to recycling (excl. copper)	0	0	584	2021: Covid-19 restrictions resulted in accumulation at Karowe	
	Scrap copper sent to recycling	0	0	20.38	2021: Covid-19 restrictions resulted in accumulation at Karowe	
	Wood sent to recycling	N/A	N/A	N/A	Not measured or reported	
	Tires sent to recycling	0	0	0	Accumulated at Karowe	
	Other sent to recycling	0	0	0	This table	
	Total Domestic Waste Recycled	0	0	0	This table	
	Percentage Domestic Waste Recycled	0%	0%	0%	This table	
Total Non-Hazardous Waste Generated (tonnes)	68.76	72.81	78.85	This table		

Appendix 4: GRI Index (continued)

GRI or SASB Disclosure	Waste	2021	2020	2019	Location, Response, Page Number of Report, or Comment
SASB EM-MM-150a.2.	Hazardous Waste Generated (tonnes)				
	Used oil sent off site for treatment (tonnes)	15	49	97	This table, 1 liter waste oil approximately 0.85 kg
	Waste grease sent to offsite treatment (tonnes)	0	0	12	This table, 1 liter of grease approximately 0.87 kg
	Contaminated soil	N/A	N/A	N/A	
	Oil and air filters, clinic wastes	10.4	5.95	8.41	This table, incinerated on site
	Total Hazardous Waste Generated (tonnes)	25.4	54.8	116.7	This table
	Total Non-Mineral Waste Generated (tonnes)	94.2	127.64	195.50	This table

Appendix 4: GRI Index (continued)

GRI Disclosure	Environmental Disclosures	2021	2020	2019	Location, Response, Page Number of Report, or Comment
307	ENVIRONMENTAL COMPLIANCE				
307-1	Non-compliance with environmental laws and regulations	0	0	0	Compliance & Grievances, p. 11 and p. 45
	Total value of significant fines (USD)	0	0	0	This table
	Total number of non-monetary sanctions	0	0	0	This table
	Cases brought through dispute resolution	0	0	0	This table
Other	LAND MANAGEMENT				
	Land Management (hectares)				
	Total Amount of Land Owned (License Area, ha)	1,523	1,523	1,523	This table
	Land Disturbed and Yet not Rehabilitated (ha)	771	744	583	This table
	Land Newly Disturbed this Year (ha)	27	161	85	This table
	Land Rehabilitated this Year (ha)	0	0	0	This table
	Land Rehabilitated and Handed Over (ha)	0	0	0	This table
Other	TAILINGS IMPOUNDMENT				
EM-MM-150a.3.	Hazard potential	Yes			Tailings Facility, p. 12 and p. 21

Appendix 4: GRI Index (continued)

Indicator	Disclosure	2021	2020	2019	Disclosure, Comments, or Reference
GRI 400	SOCIAL DISCLOSURES				
GRI 401	EMPLOYMENT				
401-1, 405-1	Total Contractors	1,370	563	549	See Our People, p. 22-23
401-1, 405-1	Total Employees - Lucara Botswana	558	545	329	See Our People, p. 22-23
	Male	421	416	232	This table
	Under 30	55	53		This table
	30 to 50	337	340		This table
	Over 50	29	23		This table
	Female	137	129	92	See Our People, p. 22-23
	Under 30	22	23		This table
	30 to 50	106	99		This table
	Over 50	9	7		This table
	Total Permanent Employees	558	545	324	See Our People, p. 22-23
	Permanent Males	421	416	232	This table
	Permanent Females	137	129	92	This table
	Total Temporary Employees	14	12	22	This table
	Temporary Male	7	8	17	This table
	Temporary Female	7	4	5	This table
SASB EM-MM-000.B	% Contractors	71.1	50.8	62.5	This table
401-2	Benefits to full-time employees that are not provided to temporary or part-time employees	Yes	Yes	Yes	See Our People: Employee benefits, p. 25
GRI 403	OCCUPATIONAL HEALTH & SAFETY (2018)				
403-1	Occupational health and safety management system	Certified ISO 45001	Yes	Yes	Adopted as good international industry practice, certified in 2021, See Health, Safety & Wellness, p. 28
403-1	Hazard identification, risk assessment, and incident investigation	Yes	Yes	Yes	See Health, Safety & Wellness, p. 28
403-3	Occupational health services	Yes	Yes	Yes	See Health, Safety & Wellness, p. 28-30

Appendix 4: GRI Index (continued)

Indicator	Disclosure	2021	2020	2019	Disclosure, Comments, or Reference
GRI 403	OCCUPATIONAL HEALTH & SAFETY (2018) (CONTINUED)				
403-4	Worker participation, consultation, and occupational health and safety communication on	Yes	Yes	Yes	See Health, Safety & Wellness, p. 27, Labour Engagement, p. 26
403-5	Worker training on occupational health and safety	Yes	Yes	Yes	See Health, Safety & Wellness, p. 30, Training & Communication, p. 30
403-6	Promotion of worker health	Yes	Yes	Yes	See Health, Safety & Wellness, p. 27, Health & Wellbeing, p. 27-30
403-8	Workers covered by an occupational health and safety management system	100%	100%	100%	All workforce at Karowe Mine covered, see Health, Safety & Wellness, p. 28
403-9	Work-related Injuries (per 200,000 hrs worked)				
	Person-hours worked	2,714,818	2,328,662	2,557,045	This table
	Fatalities	0	0	0	This table
	Men	0	0	0	This table
	Women	0	0	0	This table
	Lost Time Injuries (LTI)	0	1	2	This table
	Men	0	1	2	This table
	Women	0	0	0	This table
	LTI Frequency Rate (LTIFR)	0.00	0.09	0.16	LTIFR p.11
	Men	0.00	0.09	N/A	This table
	Women	0	0	N/A	This table
	Restricted Work Injuries (RWI)	0	0	0	This table
	Men	0	0	0	This table
	Women	0	0	0	This table
	Medical Treatment Injury	1	3	1	This table
	Men	1	3	1	This table
Women	0	0	0	This table	

Appendix 4: GRI Index (continued)

Indicator	Disclosure	2021	2020	2019	Disclosure, Comments, or Reference
GRI 403	OCCUPATIONAL HEALTH & SAFETY (2018) (CONTINUED)				
403-9 (continued)	First Aid Injury	10	3	5	This table
	Men	9	3	3	This table
	Women	1	0	2	This table
	Absenteeism Rate	0.59	0.66	0.76	This table
	Men	N/A	N/A	N/A	This table
	Women	N/A	N/A	N/A	This table
	Days Lost to LTI	0	14	20	This table
	Men	0	14	N/A	This table
	Women	0	0	N/A	This table
	Days Lost to RWI	0	0	0	This table
	Men	0	0	0	This table
	Women	0	14	0	This table
	Near Misses (Stop & Fix)	46,096	27,648	34,097	Health and Wellness p.27
	Men	N/A	N/A	N/A	This table
	Women	N/A	N/A	N/A	This table
	Severity Rate	0	1.20	1.56	This table
	Men	0	1.20	N/A	This table
Women	0	0	N/A	This table	
Property Damage	4	8	20	This table	
403-10	Work-related ill health				
	Respiratory Illnesses	0	0	0	See Occupational Diseases, p. 30
	Occupational Dermatitis	0	0	0	See Occupational Diseases, p. 30
	Noise Induced Hearing Loss (NIHL)	0	0	0	See Occupational Diseases, p. 30
	Musculoskeletal disorders (MSDs)	0	0	0	See Occupational Diseases, p. 30

Appendix 4: GRI Index (continued)

Indicator	Disclosure	2021	2020	2019	Disclosure, Comments, or Reference
GRI 405	DIVERSITY & EQUALITY OPPORTUNITY				
405-1	Diversity of governance bodies and employees				
	% Female Board Directors	43%	43%	43%	See Women Lead Here, p.4
	% Female Corporate Executives	75%	75%	75%	See Women Lead Here, p.4
	% Female Workforce (Botswana)	17%	31%		See Our People, p.22 & 23
	% Female Employees	25	24	28	This table
	% Workforce Botswana Nationality	99	98	99	See Our People, p.22 & 23
GRI 410	SECURITY PRACTICES				
410-1	Security personnel trained in human rights policies or procedures	83%	58%	100%	Security & Loss Control, p. 20
GRI 413	LOCAL COMMUNITIES				
413-1	Operations with local community engagement, impact assessments and development programs	100%	100%	100%	One producing asset. Partnerships and Engagement, p.31-35
GRI 417	MARKETING & LABELING				
417-1	Requirements for product and service information and labeling	100%	100%	100%	Product Stewardship (100% of Karowe's rough diamonds covered by Kimberley Process and Responsible Jewellery Council certification (417-1 i-iv not applicable)
417-2	Incidents of non-compliance concerning product and service information and labeling	0	0	0	Product Stewardship
417-3	Incidents of non-compliance concerning marketing communications	0	0	0	Product Stewardship
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0	0	Product Stewardship
GRI 419	SOCIOECONOMIC COMPLIANCE				
419-1	Non-compliance with laws and regulations in the social and economic area	0	0	0	No non-compliance identified

Appendix 5: UN Global Compact Index

UNGC Principles	Reference or Comment
HUMAN RIGHTS	
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	Human Rights Policy, Responsible Mining Policy, Code of Business Conduct and Ethics, Gender Equality & GBV Awareness, p. 34, Product Stewardship, p. 14
Principle 2: Businesses should ensure that they are not complicit in human rights abuses	Human Rights Policy, Responsible Mining Policy, Gender Equality & GBV Awareness, p. 34, Security & Loss Control (training in Voluntary Principles on Security and Human Rights), and Whistleblower hotline, p. 20
LABOUR	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Human Rights Policy, Responsible Jewellery Council certification, p. 14, Labour Engagement and Grievance Mechanisms, p. 26
Principle 4: Businesses should uphold the elimination of forced or compulsory labour	Human Rights Policy, Responsible Jewellery Council certification in Product Stewardship, p. 14, Labour Engagement, p. 26
Principle 5: Businesses should uphold the effective abolition of child labour	Human Rights Policy, RJC certification, p. 14, , Labour Engagement and Grievance Mechanisms, p. 26
Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation	Human Rights Policy, Our People/Labour, p. 28, Responsible Jewellery Council certification, p. 14, award-winning Gender Equality, p. 4, Gender-based Violence (GBV) Awareness program, p. 34
ENVIRONMENT	
Principle 7: Businesses should support a precautionary approach to environmental challenges	Responsible Mining Policy, incl. Climate Change risk and TCFD review, p. 42
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility	Responsible Mining Policy, see Environmental Performance, p. 36, including Water Use p. 37, and Climate Change Risk, p. 42
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies	Clara, p. 47 (reduce Scope 3 GHGs in downstream supply chain), Responsible Mining Policy
ANTI-CORRUPTION	
Principle 10: Businesses should work against all forms of corruption, including extortion and bribery	See Governance & Commitments, p. 13, Whistleblower hotline, p. 20, Reporting payment to governments in line with Canada's Extractive Sector Transparency Measures Act (ESTMA)

Appendix 6: SASB Index (2018)

Topic	Code	Disclosure
Production of ores and products	EM-MM-000.A	Operational performance, p. 19
Total number of employees, percentage contractors	EM-MM-000.B	Our People, p. 22-25, 71 % contractors
Greenhouse Gas Emissions		
Scope 1	EM-MM-110a.1	GHG Emissions, p. 39
Strategy & Plan	EM-MM-110a.2	Energy & GHG Management, p. 40, Climate risk & TCFD Review, p. 42
Air Quality	EM-MM-120a.1	Not reported
Energy Management	EM-MM-130a.1	Energy & GHG Management, p. 40
Water Management		
Freshwater withdrawn, use	EM-MM-140a.1	Water Use, p. 36-38
Non-compliance	EM-MM-140a.2	Compliance & Grievances, p. 45
Waste & Hazardous Materials Management		
Tailings	EM-MM-150a.1 GISTM	Tailings Facilities, p. 21, Global Industry Standard on Tailings Management (GISTM): https://lucaradiamond.com/operations/karowe-mine/tailings-management/
Mineral processing	EM-MM-150a.2	Operational Performance, p. 19, Tailings Facilities, p. 21, also this document
Tailings impoundment hazard potential	EM-MM-150a.3	See Tailings Facilities, p. 21 also this document
Emergency Response Planning	MAC TSM	Updated in 2021- drill planned for 2022. P. 21
Biodiversity Impacts		
Environmental management policies, practices	EM-MM-160a.1	See Responsible Mining Policy, Environmental Performance, p. 37
Sites with ARD	EM-MM-160a.2	Not applicable to diamond mining
Sites near protected areas, endangered species	EM-MM-160a.3	See Biodiversity, p. 43-44
Security, Human Rights, Indigenous People		
% near conflict areas	EM-MM-210a.1	None, 0%
% near indigenous land	EM-MM-210a.2	None, 0%
Engagement process, due diligence, conflict	EM-MM-210a.3	See Responsible Mining Policy, Security & Loss Control, Human Rights Review completed in 2021

Appendix 6: SASB Index (continued)

Topic	Code	Disclosure
Community Relations		
Process managing risks/opportunities/rights	EM-MM-210b.1	Human Rights Policy, See Partnerships and Engagement, p. 32 Compliance & Grievances, p.45
Number and duration of non-technical delays	EM-MM-210b.2	0, no delays
Labor Relations		
% covered under collective agreements	EM-MM-310a.1	Labour Engagement, p. 26
Number and duration of strikes and lockouts	EM-MM-310a.2	0, no delays
Work for Health & Safety	EM-MM-320a.1	See Health, Safety and Wellness, p. 27-30, this document: Annex 4, GRI 403
Business Ethic & Transparency		
Preventing corruption & bribery in value chain	EM-MM-510a.1	See Governance & Commitments, p. 13
Production in lowest 20% Transparency International's Corruption Perception Index	EM-MM-510a.2	None (Karowe located in Botswana)