

Sustainability Accounting Standards Board (SASB) and GRI Content Index

Lucara Diamond 2022 Sustainability Report



REPORT REFERENCED

This document complements Lucara's 2022 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: SASB and GRI Content Index

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

Appendix 1: Material Topics Matrix

Our 2022 Material Topics	Why Important?	Lucara Diamond Corp.	Lucara Botswana	Clara
Government & Business Ethics	Core Value. Comply with anti-corruption practices and communicate with transparency among government stakeholders.	●●●	●●●	●●●
Labour Practices	Employment practices in compliance with international standards and local regulations.	●●●	●●●	
Human Rights	Promoting constructive relationships with the Union and ensuring freedom of association, non-discrimination and due diligence.	●●●	●●●	
Tailings Management	Industry-wide focal area, which required us to revisit our plans, engineering, governance, disclosure, and emergency response.	●●●	●●●	
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.	●●	●●	
Climate Change	Mining consumes significant energy, and emits GHGs. Botswana is vulnerable to climatic risks, while financial and other stakeholders advocate GHG reduction. Introducing renewables can generate cost savings in addition to reducing our GHG footprint.	●●	●●●	●●
COVID-19 Pandemic	Material adverse impact on local communities and disruption of the diamond market from 2020 continued in 2022, although has been rebounding since 2021.	●●	●●●	●●●
Environmental Stewardship	Core value, aligned with host country requirements and RJC certification.	●●	●●●	●
Partnerships	Generates and magnifies SDG impacts. Business partnerships improve our cash flows 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.	●●	●●●	●●

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

Appendix 1: Material Topics Matrix (continued)

Our 2022 Material Topics	Why Important?	Lucara Diamond Corp.	Lucara Botswana	Clara
Health, Safety & Wellness	Core value, which allowed us to continue operations during the COVID-19 pandemic, and is aligned with regulatory requirements. Clara improves safety by offering digital sales channels without the need for travel.	●●	●●●	●●
Community Development	Supporting local communities is essential to maintaining our social licence, generating SDG benefits, and leaving a positive legacy.	●●	●●●	
Local Content: People & Supply Chain	Creates positive local economic impacts and shared value. Entrenches our social licence to operate.	●	●●●	
Product Stewardship	Aligned with our Responsible Mining Policy, host country requirements, and RJC certification. Demanded by our customers.	●●●	●●●	●●●
Economic Performance	Enables sustainable growth and adaptation, also to climate change risk.	●●●	●●●	●●●
Innovation	Improve technology and skills to achieve sustainable growth.	●●●	●●●	●●●

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

Appendix 2: Summary ESG Data

Economic	Units	2022	2021	2020
Diamonds Produced	Carats	335,769	369,390	381,706
Stones 100+ carats	Carats	34	39	34
Revenues	USD \$ million	203.8 ¹	230.1	125.3
Total Botswana Benefits ²	USD \$ million	222.47	178.06	125.78
Clara Customer Base	Number	96	81	75
Lucara Corp Board % Female	%	43	43	43
Lucara Corp Executives % Female	%	67	75	75
Lucara Botswana Board % Female	%	67	67	67
Lucara Botswana Executive % Female	%	67	67	67
Lucara Botswana Senior Managers – % Female	%	27	36	36
Workforce in Botswana % Female	%	25	38	31
Workforce	Number	1,869	1,928	1,108
Employees	Number	589	558	545
Lucara Botswana National Employees	%	93	99	98
Employee Union Members	%	58	63	49
Contractors	Number	1,280	1,370	563
Training	Hours	55,700	25,840	3,424
Lucara Botswana Employee Grievances	Number	2	0	1

1 - Without Clara third party sales revenue

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

Appendix 2: Summary ESG Data (continued)

Occupational Health & Safety	Units	2022	2021	2020
Fatalities	Number	0	0	0
Lost Time Injury Frequency Rate	Ratio	0.00	0.00	0.09
Environment	Units	2022	2021	2020
Freshwater in Mining & Processing ³	m ³	0	0	0
Effluent Discharge	m ³	0	0	0
Total Energy Use	GJ	577,124	426,952	440,135
Total GHG emissions (Scope 1+2)	tCO ₂ e	85,778	75,117	76,501
Community	Units	2022	2021	2020
Community Investments (US\$)	US\$	4.32 million	694,000	1,240,000
COVID-19 Pandemic Response	US\$	352,000	980,000	540,000
Community Grievances	Number	0	1	1

³ – GRI and SASB define freshwater to have TDS < 1,000 mg/l, groundwater from Karowe's pit dewatering exhibits TDS > 1,000 mg/l

The 2022 Sustainability Report is developed with reference to the GRI Universal Standards (2021) and in alignment with the Sustainability Accounting Standards Board (SASB) Standards for Metals and Mining (2021).

Appendix 3: Summary ESG Rating

Category	Metric	Unit	2022	2021	2020	Comments
GHG Emissions	GHG intensity – Revenue	tCO ₂ /\$m	421	326	592	Based on data included in Summary ESG Performance Data, p. 90-91.
	GHG intensity – Carats produced	tCO ₂ /kcts	255	203	194	Based on data included in Summary ESG Performance Data, p. 90-91.
	GHG intensity - Materials mined (ore + waste rock)	tCO ₂ /kt	17.9	11.7	13.5	Environmental Performance, p. 67
	Policy to reduce emissions?		No	No	No	A strategic plan and targets are in Development. See Aligning with TCFD, p. 75
	Targets to reduce emissions?		No	No	No	A strategic plan and targets are in Development. See Aligning with TCFD, p. 75
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	2,832	2,196	3,513	Based on data included in Summary ESG Performance Data, p. 90-91.
	Total energy use to production	GJ/kct	1,719	1,367	1,153	Based on data included in Summary ESG Performance Data, p. 90-91.
	Total energy use to material moved (ore and waste rock)	GJ/kt	120.3	66	78	Environmental Performance, p. 66
	Renewable energy use ratio	%	0	0	0	This table, Energy Use & GHG, p. 71-75
Water & Wastewater Management	Total water use to revenue	m ³ /\$m	0	0	0	Groundwater used at Karowe TDS>1,000, p. 67
	Total water use to production	m ³ /kct	0	0	0	Groundwater used at Karowe TDS>1,000, p. 67
	Freshwater recycled	%	N/A	N/A	N/A	Groundwater used at Karowe TDS>1,000, p. 67

Appendix 3: Summary ESG Rating (continued)

Category	Metric	Unit	2021	2021	2020	Comments
Waste & Hazardous Materials Management	Total waste (incl. tailings) to revenue	t/\$m	20,848	11,883	21,226	Based on data included in Summary ESG Performance Data, p. 90-91 and under Non-Mineral Waste, p.82
	Total waste (incl. tailings) to production	t/kct	12,654	7,402	6,968	Based on data included in Summary ESG Performance Data, p. 90-91 and under Non-Mineral Waste, p.82
	Tailings waste recycled	%	0	0	0	This table
	Tailings Management – Global Industry Standard on Tailings Management (GISTM)		Yes	Yes	N/A	https://lucaradiamond.com/operations/karowe-mine/tailings-management/
	Tailings Management – Emergency response planning		Yes	Yes	N/A	Tailings Management, p.36
Ecological impacts	Environmental management team in place		Yes	Yes	Yes	This table
	Environmental Management System externally certified		No	No	No	Aligned with ISO 14001 but not certified
	Policy to reduce impact on biodiversity?		Yes	Yes	Yes	Responsible Mining Policy
	Biodiversity – Special Conservation Status		Yes	Yes	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	This table
Human Rights & Community Relations	Policy on human rights?		Yes	Yes	No	https://lucaradiamond.com/site/assets/files/62794/lucara_human_rights_policy_2021-02-22.pdf
	Targets on diversity and opportunity?		No	No	No	This table
	Whistleblower protection?		Yes	Yes	Yes	https://lucaradiamond.com/site/assets/files/5458/whistleblower_policy_revised_2019-11-28.pdf
	Total donations to revenue	%	2.3	0.695	0.010	Donations appr. \$4.67million (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

Appendix 3: Summary ESG Rating (continued)

Category	Metric	Unit	2022	2021	2020	Comments
Labour Practices	National employees	%	93	99	98	Summary ESG Performance Data, p.90
	Supplier ESG training provided?		Yes	Yes	Yes	On-site suppliers receive training
	Strikes reported?		No	No	No	Operations & Expansion: Operational Performance, p.29
Employee Health & Safety	Lost time injury frequency rate (LTIFR, per 200k hrs)	Ratio	0.00	0.00	0.09	2022 Highlights, p.0 Summary ESG Performance Data, p.91
	No. of employee fatalities		0	0	0	Summary ESG Performance Data, p.91
	No. of contractor fatalities		0	0	0	This table
	Total no. of fatalities		0	0	0	Summary ESG Performance Data, p.91
	Health and safety training provided for workforce?		Yes	Yes	Yes	Health, Safety & Wellness, p. 53
	Health and safety training provided for supply chain?		Yes	Yes	Yes	Health, Safety & Wellness, p. 53
Business Ethics	Independent board members	%	86	57	57	See 2023 Management Proxy Circular, Independent defined as in NI 52-110
	Female workforce (Botswana)	%	25	25	31	Summary ESG Performance Data, p.90
	Female managers (Botswana)	%	27	17	36	Summary ESG Performance Data, p.90
	Female executive members	%	67	75	75	Summary ESG Performance Data, p.90
	Female board members	%	43	43	43	Summary ESG Performance Data, p.90
	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: Sustainability Accounting Standards Board (SASB) and GRI Content Index

SASB or GRI Disclosure	Disclosure Metric and Unit of Measure	Location, Response, Page Number of Report, or Comment
GENERAL DISCLOSURES		
GRI 2 - GENERAL DISCLOSURES 2021		
GRI 2-1	Organizational details	Lucara's Profile, p. 2
GRI 2-2	Entities included in the organization's sustainability reporting	Lucara's Profile, p. 2
GRI 2-3	Reporting period, frequency and contact point	About this Report, p. 2
GRI 2-5	External assurance	About this Report & Lucara's Profile, p. 2
GRI 2-6	Activities, value chain and other business relationships	Lucara's Profile, p. 2 Product Stewardship, p. 18 Operations & Expansion - Procurement, p. 29
GRI 2-7	Employees	Our People - Workforce, p. 43
GRI 2-8	Workers who are not employees	Our People - Workforce, p. 43
GRI 2-9	Governance structure and composition	Governance & Commitments, p. 14-15
GRI 2-11	Chair of the highest governance body	Governance & Commitments - Our Board of Directors, p. 15
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Governance & Commitments - Our Board of Directors, p. 15
GRI 2-13	Delegation of responsibility for managing impacts	Lucara Botswana - Governance & Commitments, p. 25
GRI 2-14	Role of the highest governance body in sustainability reporting	Lucara Diamond - Governance & Commitment, p. 14-15 Lucara Botswana - Governance & Commitment, p. 25
GRI 2-22	Statement on sustainable development strategy	Message from the President & CEO, p. 7
GRI 2-23	Policy commitments	Governance & Commitments, p. 14
GRI 2-27	Compliance with laws and regulations	Compliance and Grievances, p. 82
GRI 2-29	Approach to stakeholder engagement	Partnership & Engagement - Our Approach, p. 58
GRI 2-30	Collective bargaining agreements	Our People - Labour Relations, p. 49
GRI 3 - MATERIAL TOPICS 2021		
GRI 3-1	Process to determine material topics	Materiality Review, p. 87
GRI 3-2	List of material topics	Materiality Review, p. 87
GRI 3-3	Management of material topics	Material Topics, p. 10

Appendix 4: Sustainability Accounting Standards Board (SASB) and GRI Content Index (continued)

SASB or GRI Disclosure	Disclosure Metric and Unit of Measure	2022	2021	2020	Location, Response, Page Number of Report, or Comment
ACTIVITY METRICS AND ECONOMIC STANDARDS¹					
SASB EM-MM-000.A	[Adjusted] Production of (1) [diamond] ores (t) and (2) rough diamonds (carats)	1) 3,308,255 2) 335,769	1) 4,120,365 2) 369,390	1) 2,987,775 2) 381,706	Economic Performance, p. 19 Operations, p. 29 Summary ESG Performance Data, p. 90 Note: Lucara is a diamond mining company and produces rough diamonds.
SASB EM-MM-000.B	[Adjusted] Total number of (1) workers, (2) employees and (3) contractors, in Number, and Percentage	1) 1,869 2) 589 (31%) 3) 1,280 (68%)	1) 1,928 2) 558 (29%) 3) 1,370 (71%)	1) 1,108 2) 545 (49%) 3) 563 (51%)	Our People, p.42 Summary ESG Performance Data, p. 90
ECONOMIC STANDARDS (CONTINUED)					
GRI 201-2	Financial implications and other risks and opportunities due to climate change	Yes	N/A	N/A	Climate Change Risk in Botswana, p. 72
GRI 201-3	Defined benefit plan obligations and other retirement plans	Yes	N/A	N/A	Our People - Progressive Benefits, p. 46
INDIRECT ECONOMIC IMPACTS					
GRI 203-1	Infrastructure investments and services supported	Yes	N/A	N/A	Karowe Village Initiatives, p. 62
GRI 203-1	Significant indirect economic impacts	Yes	N/A	N/A	Partnerships & Engagement, p. 57
PROCUREMENT PRACTICES					
GRI 204-1	Proportion of spending on local suppliers (%)	69	79	88	Operations - Procurement, p. 29 Producing assets based in Botswana, "local" defined as national or Botswana.

Appendix 4: Sustainability Accounting Standards Board (SASB) and GRI Content Index (continued)

SASB or GRI Disclosure	Disclosure Metric and Unit of Measure	2022	2021	2020	Location, Response, Page Number of Report, or Comment
BUSINESS ETHICS AND TRANSPARENCY					
SASB EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	Yes	N/A	N/A	Governance & Commitments, p. 14
SASB EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index, in metric tons (t) saleable	None	N/A	N/A	None. Botswana is one of the least corrupt countries in Africa. Transparency International's 2022 Corruption Perception Index ranks Botswana as 35/180 (180 is most corrupt), scoring 60/100 (0 is least corrupt). See: Governance & Commitments, p. 14.
GRI 205-1	Operations assessed for risks related to corruption (only one producing asset – Karowe Mine – located in Botswana)	100%	100%	100%	None. See above.
GRI 205-2	Communication and training about anti-corruption policies and procedures	Yes	N/A	N/A	Governance & Commitments, p. 14
GRI 205-3	Confirmed incidents of corruption and actions taken	0	N/A	N/A	Governance & Commitments, p. 14
ENERGY USE & GREENHOUSE GAS EMISSIONS					
SASB EM-MM-140a.1	(1) Total energy consumed (in GJ), (2) percentage grid (%), (3) percentage renewable (%)	1) 577,124 GJ 2) 34% 3) 0%	1) 426,952 2) 46% 3) 0%	1) 440,135 2) 44% 3) 0%	Energy Use & GHG, p. 71 Our energy comes from fuel use and the national grid. Grid power is provided by the Botswana Power Corporation (BPC). While the BPC primarily uses non-renewable sources, it also has one solar plant. The national grid also relies on imports of energy, some of which are derived from renewable sources.
GRI 302-3	Energy Intensity				
	Direct (GJ per tons ore + waste rock mined)	79	36	43	This table
	Indirect (GJ per tons ore + waste rock mined)	41	31	34	This table
	Total energy intensity (Energy in GJ/Revenues \$million)	2,833	1,856	3,513	This table

Appendix 4: Sustainability Accounting Standards Board (SASB) and GRI Content Index (continued)

SASB or GRI Disclosure	Disclosure Metric and Unit of Measure	2022	2021	2020	Location, Response, Page Number of Report, or Comment
ENERGY USE & GREENHOUSE GAS EMISSIONS (CONTINUED)					
SASB EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations, in metric tons CO ₂ e	1) 26,662 tCO ₂ e 2) Partial Reporting, see comment	N/A	N/A	Energy Use & GHG, p.71 Botswana does not have emissions-limiting regulations covering mobile machinery, but does have established emission limits in place for stationary sources, such as incinerators. We do not track what percentage of our emissions falls under this regulation.
SASB EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	See: Climate Change	N/A	N/A	Energy Use & GHG - Our Approach, p. 73
GRI 305-1	Direct (Scope 1) GHG emissions*				
	Diesel (l)	9,961,871	8,543,019	6,830,126	This table
	Process emissions: Wastewater treatment (m ³)	25,201	17,563	10,706	This table Increase in workers and construction camp for underground expansion
	Total Direct GHG Produced (tCO ₂ e)	26,662	16,622	18,692	Environmental Performance - Energy Use & GHG, p. 71
GRI 305-2	Indirect / Scope 2	59,116	58,495	57,809	Environmental Performance - Energy Use & GHG, p. 71
	Total GHG (Scope 1 and Scope 2, tCO ₂)	85,778	75,117	76,501	Environmental Performance - Energy Use & GHG, p. 71
GRI 305-4	GHG Intensity (tCO ₂ e/1,000 carats produced)	256	203	200	Environmental Performance - Energy Use & GHG, p. 71
	GHG Intensity (ktCO ₂ e/tons ore + waste rock mined)	17.9	11.7	13.5	Environmental Performance - Energy Use & GHG, p. 71

Appendix 4: Sustainability Accounting Standards Board (SASB) and GRI Content Index (continued)

SASB or GRI Disclosure	Disclosure Metric and Unit of Measure	2022	2021	2020	Location, Response, Page Number of Report, or Comment	
WATER						
SASB EM-MM-140a.1 / GRI 303-3	(1) Total fresh water withdrawn (in thousand cubic metres), (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress (%)	1) 0 2) 0%	1) 0 2) 0%	1) 0 2) 0%	Water Stewardship, p. 67 Karowe abstracts saline groundwater (TDS >1,000 mg/l, not freshwater) in region categorized by World Resources Institute's Aqueduct as High Baseline Water Stress.	
GRI 303-3	Groundwater (TDS <1,000 mg/l)	0	0	0	This Table	
	Surface water (TDS <1,000 mg/l)	0	0	0	This Table	
	Rainwater (TDS <1,000 mg/l)	N/A	N/A	N/A	This Table	
	Third Party (TDS <1,000 mg/l)	0	0	0	This Table	
	Freshwater Withdrawn Intensity	0%	0%	0%	This Table	
	Total Water (TDS > 1,000 mg/l) Withdrawal					
	Groundwater (TDS >1,000 mg/l)	1,972,582	1,942,618	2,450,774	Water Stewardship, p. 67 GRI/SASB water quality criteria adopted and applied	
	Surface water (TDS >1,000 mg/l)	0	0	0	Water Stewardship, p. 67 No natural permanent surface water bodies at/near Karowe.	
	Third Party (TDS >1,000 mg/l)	0	0	0	Water Stewardship, p. 67 Karowe does not receive water from third parties.	
	Water Supplied (m³) from Karowe Mine					
Groundwater (TDS>1,000) supplied to Orapa Mine	396,312	474,430	780,840	Water Stewardship, p. 67		
SASB EM-MM-140a.2	Number of incidents of non-compliance associated with permits, standards, and regulations	0	N/A	N/A	Water Stewardship - Water Resources Monitoring, p. 70 Compliance & Grievances, p. 82	
GRI 303-1	Interactions with water as a shared resource	Yes	Yes	N/A	Water Stewardship, p. 67	
GRI 303-2	Management of water discharge-related impacts	Yes	N/A	N/A	Water Stewardship, p. 67	

Appendix 4: Sustainability Accounting Standards Board (SASB) and GRI Content Index (continued)

SASB or GRI Disclosure	Disclosure Metric and Unit of Measure	2022	2021	2020	Location, Response, Page Number of Report, or Comment
BIODIVERSITY IMPACTS					
SASB EM-MM-160a.1	Description of environmental management policies and practices for active sites	Yes	N/A	N/A	Environmental Performance - Biodiversity, p. 79
SASB EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation (in %)	1) 0% 2) 0% 3) 0%	N/A	N/A	Environmental Performance - Biodiversity, p. 79 The kimberlites and the host rocks in the area are non-acid generating.
SASB EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat (in %)	1) 100% 2) 100%	N/A	N/A	Environmental Performance - Biodiversity, p. 79
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	No	No	No	Environmental Performance - Biodiversity, p. 79 Nearest area (Orapa Game Park) is about 30 km from the site.
304-2	Significant impacts of activities, products, and services on biodiversity	No	No	No	Environmental Performance - Biodiversity, p. 79 Nearest area is about 30 km from the site.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Yes	Yes	N/A	Environmental Performance - Biodiversity, p. 79 Nearest area is about 30 km from the site.
	Land Management (hectares)				
	Total Amount of Land Owned (License Area, ha)	1,523	1,523	1,523	Environmental Performance - Biodiversity, p. 78
	Land Disturbed and Yet not Rehabilitated (ha)	851	771	744	This table
	Land Newly Disturbed this Year (ha)	80	27	161	This table
	Land Rehabilitated this Year (ha)	0	0	0	This table
Land Rehabilitated and Handed Over (ha)	0	0	0	This table	

Appendix 4: Sustainability Accounting Standards Board (SASB) and GRI Content Index (continued)

SASB or GRI Disclosure	Disclosure Metric and Unit of Measure	2022	2021	2020	Location, Response, Page Number of Report, or Comment
AIR QUALITY					
SASB EM-MM-120a.1	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs), in metric tons	N/A	N/A	N/A	Lucara tracks its production of dust. CO, NOx, and SOx are not currently monitored or reported. Our operations are not associated with the production of mercury (Hg), lead (Pb), or volatile organic compounds (VOCs).
WASTE AND HAZARDOUS MATERIALS MANAGEMENT					
GRI 306-3	Mined Materials (tonnes)				
	Total Mined Materials (tonnes)	4,801,367	6,430,432	5,650,103	This table
	Total Hazardous Mined Materials	0	0	0	This table
	Total Non-Hazardous Mine Materials	4,801,367	6,430,432	5,650,103	This table
	Overburden Stripped	0	0	0	This table
	Waste rock mined	1,493,112	2,310,067	2,662,328	Operations - Tailings Management, p. 33
	Ore Mined	3,308,255	4,120,365	2,987,775	Operations, p. 28
	Ore Milled	2,770,039	2,844,888	2,676,066	Operations, p. 28
	Mineral Waste (tonnes)				
	Total tailings (fine and coarse)	2,748,239	2,734,105	2,659,506	Operations - Tailings Management, p. 33 Environmental Performance - Non-Mineral Waste, p. 82
	Slimes (fine tailings)	997,153	1,051,204	1,007,983	This table
	Tailings (coarse tailings)	1,751,086	1,682,901	1,651,523	This table
	SASB EM-MM-150a.4	Total weight of non-mineral waste generated, in metric tons, thousands (t)	77.4	94.2	127.64
SASB EM-MM-150a.5	Total weight of tailings produced, in metric tons (t)	2,748,239	2,734,105	2,659,506	Environmental Performance - Non-Mineral Waste, p. 82
SASB EM-MM-150a.6 / GRI 306-3	Total weight of waste rock generated, in metric tons (t)	1,493,112	2,310,067	2,662,328	Environmental Performance - Non-Mineral Waste, p. 82

Appendix 4: Sustainability Accounting Standards Board (SASB) and GRI Content Index (continued)

SASB or GRI Disclosure	Disclosure Metric and Unit of Measure	2022	2021	2020	Location, Response, Page Number of Report, or Comment
WASTE AND HAZARDOUS MATERIALS MANAGEMENT (CONTINUED)					
SASB EM-MM-150a.7	Total weight of hazardous waste generated, in metric tons (t)	25.5	25.4	54.8	Environmental Performance - Non-Mineral Waste, p. 82
SASB EM-MM-150a.8	Total weight of hazardous waste recycled, in metric tons (t)	13.9	N/A	N/A	Environmental Performance - Non-Mineral Waste, p. 82
SASB EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management, in metric tons (Number)	0	N/A	N/A	Environmental Performance - Non-Mineral Waste, p. 82
SASB EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Yes	N/A	N/A	Environmental Performance - Non-Mineral Waste, p. 82
TAILINGS STORAGE FACILITIES MANAGEMENT					
SASB EM-MM-540a.1	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	Yes	N/A	N/A	Environmental Performance - Tailings Management, p. 36 1) Karowe Diamond Mine Coarse tailings (CRD), and Fines tailings (FRD) 2) Karowe Diamond Mine Botswana Central District CRD: LAT-21.50982323, Longitude 25.48119270. FRD: LAT-21.51444556, Longitude 25.47089352 3) Lucara Diamond Corp. / Lucara Botswana- Active 4) Active 5) CRD - drystack, material stands at natural angle of repose; FRD - Downstream 6) Note: Estimate for LOM (2040); CRD 14,333,824 m ³ ; FRD: 27,345,731 m ³ 7) CRD – 5.57 mil m ³ ; FRD – 5,050,317m ³ 8) CRD - Medium Hazard Facility; FRD - Very High Hazard Facility 9) June 2020 (next scheduled in late 2023) 10) No 11) No. Designs are under way for the diversion berm, which could align the consequence classification to As Low As Reasonably Possible once implemented. 12) Yes. Emergency Response plans are being developed with input from project affected people.

Appendix 4: Sustainability Accounting Standards Board (SASB) and GRI Content Index (continued)

SASB or GRI Disclosure	Disclosure Metric and Unit of Measure	2022	2021	2020	Location, Response, Page Number of Report, or Comment
TAILINGS STORAGE FACILITIES MANAGEMENT (CONTINUED)					
SASB EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain stability of tailings storage facilities	Yes	N/A	N/A	Environmental Performance - Tailings Management, p. 32
SASB EM-MM-540a.3	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	Yes	N/A	N/A	Environmental Performance - Tailings Management, p. 36
LABOUR RELATIONS AND EMPLOYMENT					
SASB EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees.	58%	N/A	N/A	Our People - Labour Relations, p. 49 Summary ESG Performance Data, p. 90
SASB EM-MM-310a.2	Number and duration of strikes and lockouts	0	N/A	N/A	Operations & Expansion - Operational Performance, p. 29
SASB EM-MM-000.B	Total number of employees, percentage of contractors, in Number, and Percentage	1) 589 2) 1,280 (68.4%)	1) 558 2) 1,370 (71.1%)	1) 545 2) 563 (50.8%)	This table; Summary ESG Performance Data, p. 90
GRI 401-1, 405-1	Total Contractors	1,280	1,370	563	Our People, p. 42
	Total Employees - Lucara Botswana	589	558	545	Our People, p. 42
	Male	444	421	416	Our People, p. 43
	Female	145	137	129	Our People, p. 43
GRI 401-2	Benefits to full-time employees that are not provided to temporary or part-time employees	Yes	Yes	Yes	Our People - Progressive Benefits, p. 46
GRI 401-3	Parental leave	Yes	N/A	N/A	Our People - Labour Rights, p. 50
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Yes	N/A	N/A	Our People - Talent Management, p. 47

Appendix 4: Sustainability Accounting Standards Board (SASB) and GRI Content Index (continued)

SASB or GRI Disclosure	Disclosure Metric and Unit of Measure	2022	2021	2020	Location, Response, Page Number of Report, or Comment
LABOUR RELATIONS AND EMPLOYMENT (CONTINUED)					
GRI 405-1	Diversity of governance bodies and employees				
	% Female Board Directors	43%	43%	43%	Summary ESG Performance Data, p. 90
	% Female Corporate Executives	67%	75%	75%	Summary ESG Performance Data, p. 90
	% Female Workforce (Botswana)	25%	17%	31%	Summary ESG Performance Data, p. 90
	% Female Employees	25%	25%	24%	This table
	% Workforce Botswana Nationality	93%	99%	98%	Summary ESG Performance Data, p. 90
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Yes	N/A	N/A	Our People - Labour Relations, p. 49
WORKFORCE HEALTH AND SAFETY					
SASB EM-MM-320a.1	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	1) 0 2) 0 3) 0.10 4) a) 8,506, b) 12,903	N/A	N/A	Health, Safety & Wellness, p. 51 Our People, p. 43 This Table
GRI 403-1	Occupational health and safety management system	Yes	Yes	Yes	Health, Safety & Wellness - Systems & Standards, p. 52
GRI 403-1	Hazard identification, risk assessment, and incident investigation	Yes	Yes	Yes	Health, Safety & Wellness - Risk Management, p. 52
GRI 403-3	Occupational health services	Yes	Yes	Yes	Health, Safety & Wellness - Health & Wellbeing, p. 53 Health, Safety & Wellness - Occupational Diseases, p. 54
GRI 403-4	Worker participation, consultation, and occupational health and safety communication on	Yes	Yes	Yes	Health, Safety & Wellness - Training & Communication, p. 53
GRI 403-5	Worker training on occupational health and safety	Yes	Yes	Yes	Health, Safety & Wellness - Training & Communication, p. 53 Our People, p. 43

Appendix 4: Sustainability Accounting Standards Board (SASB) and GRI Content Index (continued)

SASB or GRI Disclosure	Disclosure Metric and Unit of Measure	2022	2021	2020	Location, Response, Page Number of Report, or Comment
WORKFORCE HEALTH AND SAFETY (CONTINUED)					
GRI 403-6	Promotion of worker health	Yes	Yes	Yes	Health, Safety & Wellness - Health & Wellbeing, p. 53
GRI 403-8	Workers covered by an occupational health and safety management system	100%	100%	100%	Health, Safety & Wellness, p. 52
GRI 403-10	Work-related ill health				
	Respiratory Illnesses	0	0	0	Health, Safety & Wellness, p. 54 This Table
	Occupational Dermatitis	0	0	0	Health, Safety & Wellness, p. 54 This Table
	Noise Induced Hearing Loss (NIHL)	0	0	0	Health, Safety & Wellness, p. 54 This Table
	Musculoskeletal disorders (MSDs)	0	0	0	Health, Safety & Wellness, p. 54 This Table
SECURITY, HUMAN RIGHTS, AND RIGHTS OF INDIGENOUS PEOPLES					
SASB EM-MM-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	1) 0% 2) 0%			Lucara's Profile, p. 2
SASB EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	Partial reporting			Partnerships & Engagement, p. 59 Percentages are not reported. Several villages near the Karowe site are predominantly Indigenous.
SASB EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Partial reporting			Governance & Commitments - Human Rights, p. 16 Partnerships & Engagement, p. 58-59
GRI 410-1	Security personnel trained in human rights policies or procedures	80%	83%	58%	Security personnel trained in human rights policies or procedures

Appendix 4: Sustainability Accounting Standards Board (SASB) and GRI Content Index (continued)

SASB or GRI Disclosure	Disclosure Metric and Unit of Measure	2022	2021	2020	Location, Response, Page Number of Report, or Comment
COMMUNITY RELATIONS					
SASB EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Yes	Yes	Yes	Partnerships & Engagement - Our Approach, p. 57
SASB EM-MM-210b.2	Number and duration (# of days) of non-technical production delays	0	N/A	N/A	Partnerships & Engagement - Engagement, p. 59
GRI 413-1	Operations with local community engagement, impact assessments and development programs	100%	100%	100%	Partnerships & Engagement, p. 58