

LUCARA
DIAMOND

WOMEN LEAD HERE

**An Equal Opportunity Employer
Committed to Equity & Diversity**

**MINING INDABA
JUNIOR ESG AWARD RECIPIENT**

MAY 2022

LucaraDiamond.com | [LUC.TSX](https://www.lucara.com/stock-exchanges) | [LUC.XSTO](https://www.lucara.com/stock-exchanges) | [LUC.BSE](https://www.lucara.com/stock-exchanges)



Karowe Mine – Botswana

Experience Lucara 360°

Botswana ranked 2nd in the world for diamond production by volume and value

100% owned, high margin diamond mine in production since 2012, **mine life to at least 2040**

3.2 million carats sold
\$1.7 billion in revenue in ~ 8 years

Consistent recovery of high value **+10.8ct diamonds** with additional realized input from high value coloured diamonds (blue, pink)

Innovative design
First diamond mine to use state of the art XRT technology for primary diamond recovery

Only mine in recorded history to recover **three +1,000 carat diamonds**

Total capital investment less than **\$200 million**
\$271 million in dividends paid 2014 - 2019

Lucara's Mission & Values

Using innovation, creating value, making a difference across the diamond industry



Diverse Leadership with Significant Resource Sector and Capital Markets Experience



EIRA THOMAS

PRESIDENT & CEO, DIRECTOR

- Canadian geologist with 25 years' experience
- CEO of Kaminak Gold sold to Goldcorp
- Director of Suncor Energy Inc.; Suncor's Chair of the Governance
- Selected as 'Top 100 Canada's Most Powerful Women'



ZARA BOLDT, CPA, CGA

CFO & CORPORATE SECRETARY

- Senior finance leader with 20+ years' experience with public mining companies
- Independent Director of Bluestone Resources Inc. and Gold Standard Ventures Corp.
- Director of Women in Mining British Columbia



NASEEM LAHRI

MANAGING DIRECTOR,
LUCARA BOTSWANA

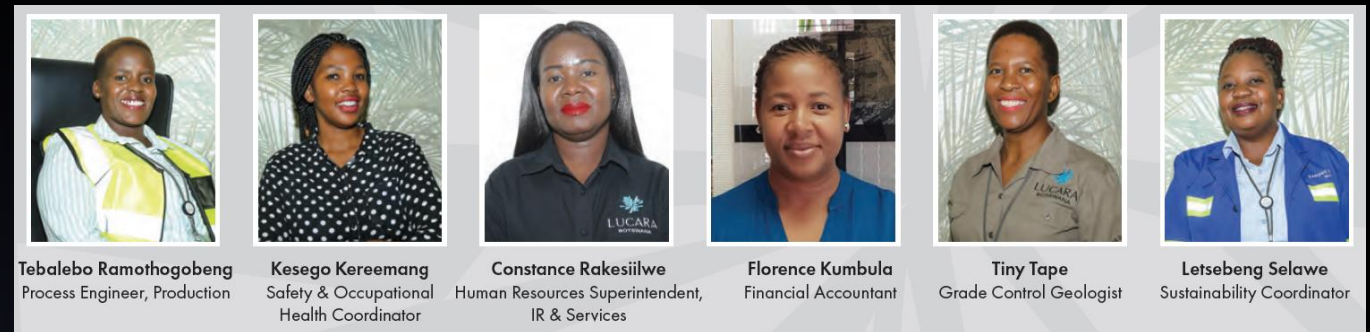
- 17 years' experience
- Director of First National Bank in Botswana
- The first woman and the first Botswana woman to lead a diamond mining company



Lucara Botswana Female Leaders



- Lucara Botswana has one of the **highest ratios of women in mining in southern Africa.**
- The total number of **women among our direct employees has increased to 137** in 2021 (from 133 in 2020).
- In 2021, 23 women (17%) were in leadership positions, an **increase of 35% from 2020.**



Gender Equality & Gender Based Violence (GBV)

Sustainable Development Goals



- In line with the 2030 United Nations Sustainable Development Goals, our CSI programs have made a substantial impact on lives in Botswana.
- Lucara responded to the heightened increase in GBV introducing the Gender Based Violence Campaign at Karowe Diamond Mine and in the entire Sub District, covering all the 19 villages and Orapa through training programs.
- This year we increased our efforts to deal with mental health amongst our employees, as we partnered with ICAS to provide specialized mental health care to our employees and their Spouses.

Approach to Sustainability

Focused on transparency, the protection of our people, and stakeholder engagement

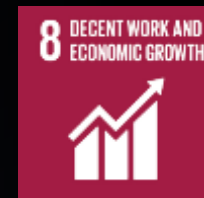
- ✓ Diversity & Inclusion Policy*
 - ✓ Human Rights Policy
 - ✓ Code of Business Conduct and Ethics
 - ✓ Whistleblower Policy
 - ✓ Responsible Mining Policy
 - ✓ Corporate Social Responsibility Charter
- ✓ Lucara is certified by the Responsible Jewellery Council (RJC), compliant with the Kimberley Process, and a member of the Natural Diamond Council (NDC)
 - ✓ In 2018, Lucara became a UN GC participant and contributes to 10 of the 17 UN SDGs
- ✓ Lucara's Sustainability Report is prepared in accordance with the GRI Standards: Core option, and selected G4 Mining and Metals Sector Disclosures, and has been subject to third-party assurance



SUSTAINABLE DEVELOPMENT

GOALS

17 GOALS TO TRANSFORM OUR WORLD



*Lucara Diamond Corp. Board -level



LUCARA
DIAMOND

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