

Our vision is to be one of the most trusted, responsible, well-respected and results driven mining companies



Meaning for mining

February 2021

FORWARD-LOOKING INFORMATION

This presentation contains “forward-looking information” and “forward-looking statements”, as defined in applicable securities laws (collectively, “forward-looking statements”) which include, but are not limited to, statements with respect to the activities, events or developments that we expect or anticipate will or may occur in the future. Known and unknown risks, uncertainties and other factors, many of which are beyond our ability to predict or control, could cause actual results to differ materially from those contained in the forward-looking statements. Specific reference is made to the most recent Annual Information Form on file with certain Canadian provincial securities regulatory authorities for a discussion of some of the factors underlying forward-looking statements. All forward-looking statements herein are qualified by this cautionary statement. Accordingly, readers should not place undue reliance on forward-looking statements. We undertake no obligation to update publicly or otherwise revise any forward-looking statements whether as a result of new information or future events or otherwise, except as may be required by law. If we do update one or more forward-looking statements, no inference should be drawn that it will make additional updates with respect to those or other forward-looking statements.

NON-IFRS FINANCIAL MEASURES

This presentation includes certain non-IFRS financial measures, including Adjusted EBITDA, EBITDA and cash cost, which are not recognized under IFRS and do not have a standardized meaning prescribed by IFRS. The data is intended to provide additional information and should not be considered in isolation or as a substitute for measures of performance prepared in accordance with IFRS. Further details on non-IFRS financial measures are provided in our Management’s Discussion and Analysis accompanying our financial statements filed from time to time on SEDAR at www.sedar.com

TECHNICAL AND SCIENTIFIC INFORMATION

Except as otherwise indicated, the technical and scientific information included in this presentation has been derived from the technical reports listed in the Appendix at the back of this presentation. The scientific and technical information contained in this presentation since the date of the above referred reports has been prepared, as the case may be, under the supervision of Farshid Ghazanfari (P.Geo), as Qualified Person as that term is defined in National Instrument 43-101 – Standards for Disclosure for Minerals Projects.

Many Reasons to Invest in Aura

Diversified, multi-mine gold-copper producer

- Operates four mines (EPP, Aranzazu, San Andres and Gold Road) in four countries (Brazil, Mexico, Honduras and US)

Expected to significantly increase annual production

- Increasing plant capacity at Aranzazu by 30%. New production from Gold Road in Q4 2020
- Developing high-grade Ernesto mine, increasing EPP
- New production from low-capex, high-IRR expected projects (Ernesto, Gold Road, Almas)

Low cash costs with many opportunities for improvement

- New production from Gold Road, Ernesto, Almas and Matupa with lower cash costs
- Expansion at Aranzazu to materially increase copper production and lower costs
- Benefiting from depreciation of local currencies (MXN and BRL)

We strive to continue to outperform and execute our sector-leading production growth profile

New dividend policy

- To declare dividends based on 20% of annual adjusted EBITDA less sustaining CAPEX and exploration capital expenditures
- Annual dividend expected to be paid starting in early 2021

First and only pure-play gold miner listed in Brazil

- Completed successful IPO on the B3 Exchange, raising gross proceeds of ~ US\$ 55 million in Brazilian depositary receipts
- Adds significant share liquidity and expands equity financing capabilities in Latin America

Management with an excellent record of maximizing returns

- Since 2017, increased annual production and EBITDA Margin by 50% and 308%, respectively¹
- Turned around operations, restarted Aranzazu at an initial investment of US\$20M, deleveraged balance sheet and improved Aura's growth profile through highly accretive acquisitions (Gold Road, Almas and Matupa)

¹. Annual production growth based on 2020 Full Year and EBITDA Margin based on last published figure, from Q3'2020, compared to 2017

Aura: a diversified, growing mid-tier gold producer

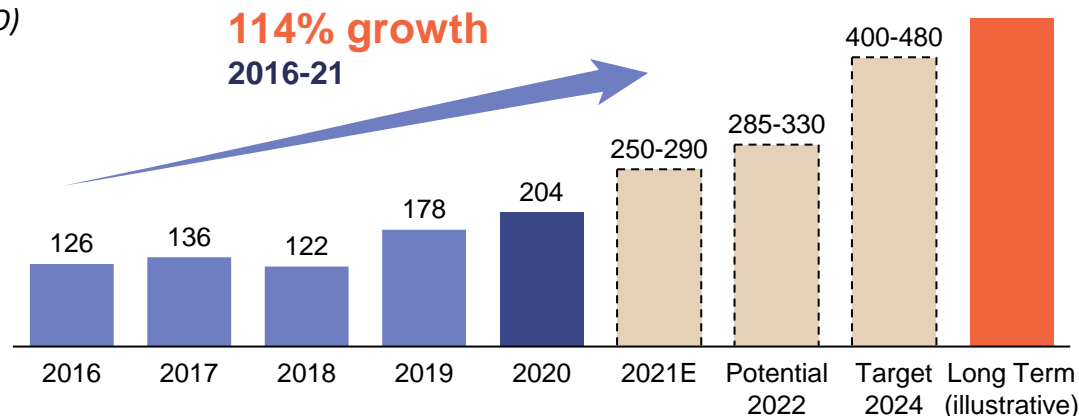
Excellent Track Record of Production Growth

Project pipeline to continue

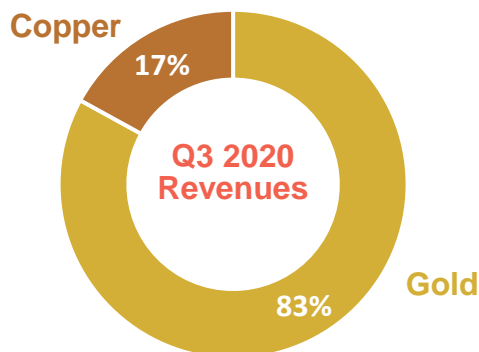
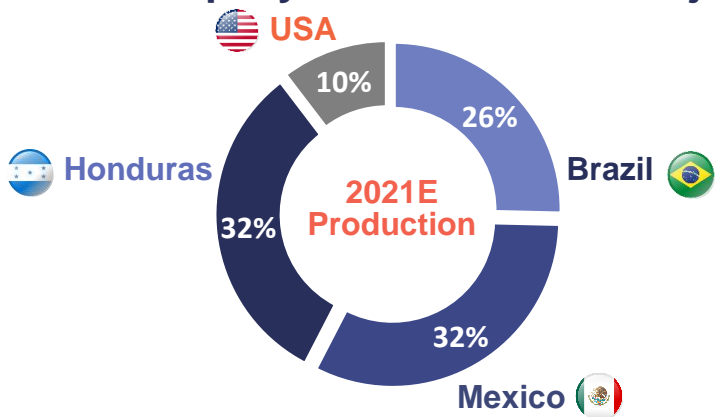
significantly increasing production over next several years

Annual production

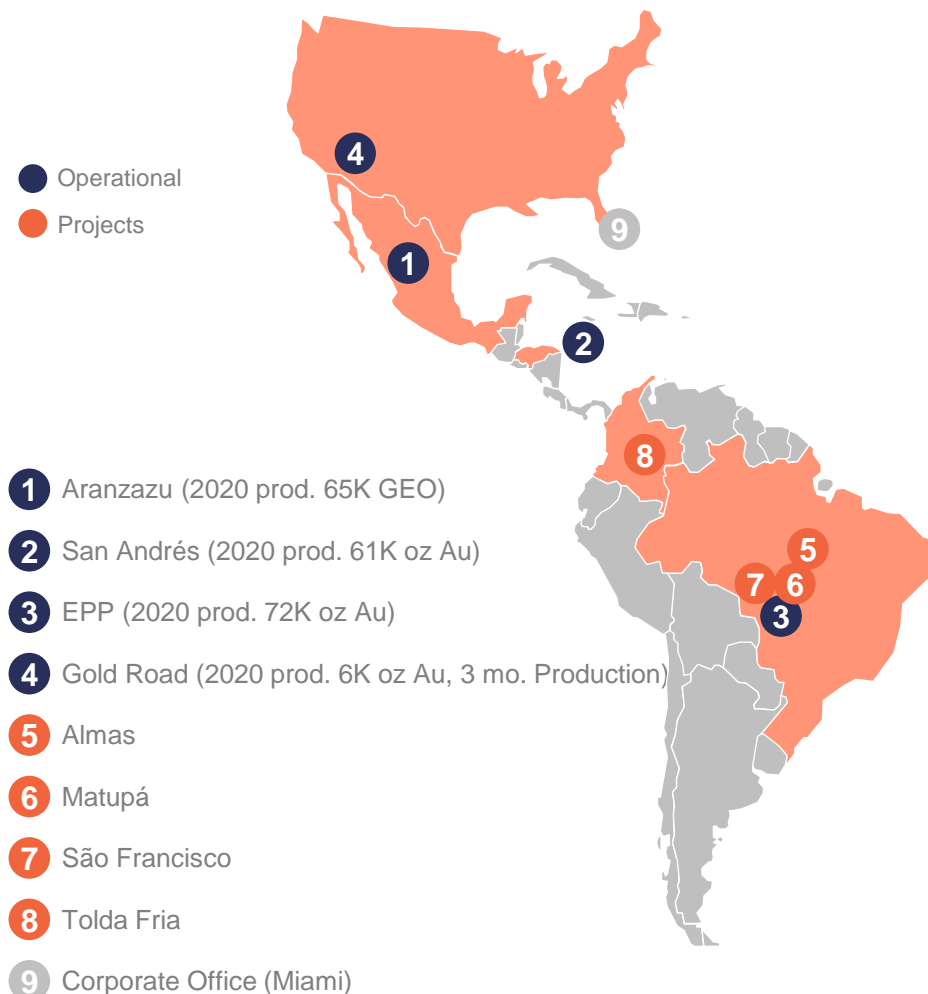
(in kGEO)



Uniquely diversified across jurisdiction and metals



Large Portfolio of Assets Across the Americas



Well Executed, Multi-Year Transformation

With the pillars of **our strategy**...

... we **transformed** Aura over the past 3 years



High Quality Assets and Projects

Generate value with high-quality assets and further development of advanced-stage projects



Strong Balance Sheet

Low leverage, wide bank relationship, and increasing free cash flow to support sustainable growth



Business-Building Culture

Build a team and culture to support an evolving business committed to excellence



New
controlling shareholder

We Redeveloped a mine
Restart of Aranzazu

We Enhanced
corporate governance,
created a strong culture
and attracted top talents

IPO & Listing on B3
becoming the first gold
producer to be listed in
Brazil

2017

We made strategic deals
Serrote's sale for US\$ 40 mn and Merger with Rio Novo

We Strengthened
Our balance sheet, reduced costs and developed local bank relationship

2020

We Acquired
Gold Road in April, and started production in Q4'20

Case Study: Building Shareholder Value at Aranzazu

Proven execution track-record: de-risked Aranzazu to redevelop and restart after being inactive for 4 years

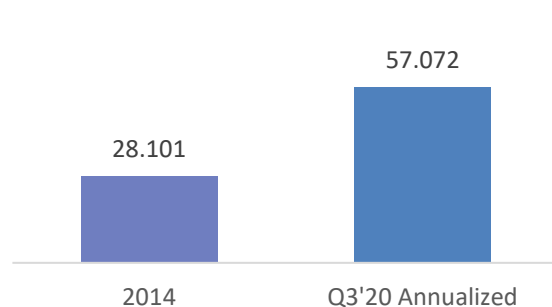
- Aranzazu is a 100%-owned underground mine located in Zacatecas, Mexico that produces copper, gold, and silver
- Due to higher costs and lower copper prices, Aranzazu was put in care-and-maintenance in January 2015
- In 2017, Company reassessed the mine with new geology, metallurgy, geotechnical and Feasibility Study focusing on the first 5 years to later expand the LOM
- In 2018, Aura implemented material changes and attained commercial production by December of the same year

Initiatives

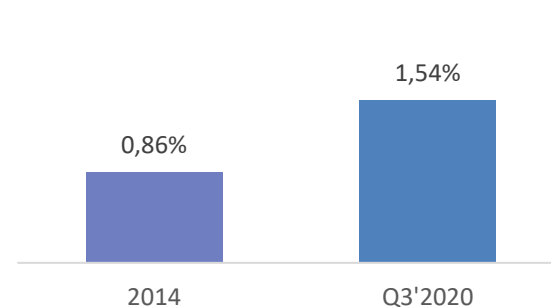
Clear objectives: de-risking, implementing meritocracy, and focusing on safety, operational excellence and cash flow mine by value (NSR)

- **Commercial:** negotiated a 3-year off-take agreement with Louis Dreyfus
- **Technical:** improved geological understanding of the deposit and selective mine layout recoveries and gain efficiency
- **Team:** re-engaged management and operational staff with new business culture, redesigned salaries, bonuses and KPIs, implemented safety standards, growing the safety culture

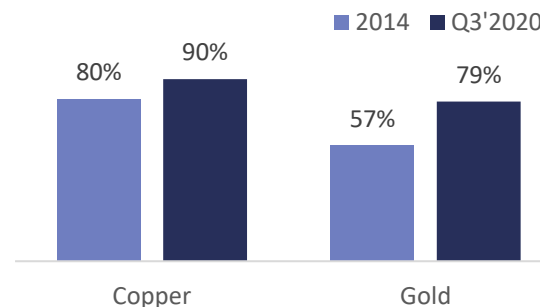
Increased production...
(Copper concentrate, DMT)



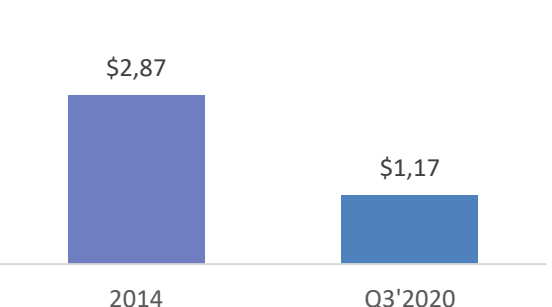
...with greater quality...
(grade, % of Cu)



...with better recovery rates...
(recovery, %)



...at lower costs
(Cash costs⁽¹⁾, US\$/pound CuEq)

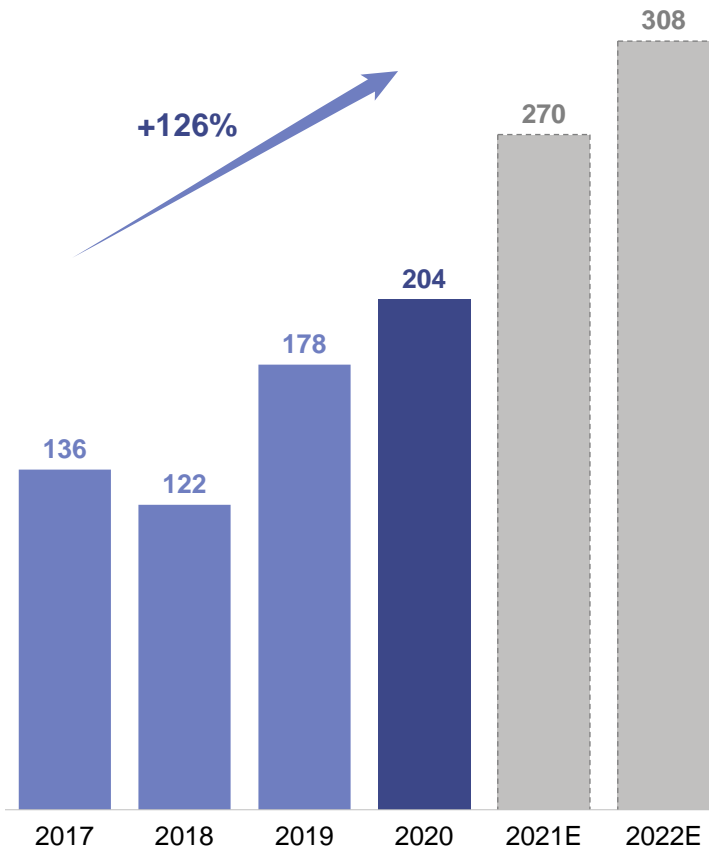


1. This is a non-IFRS measure. See applicable reconciliation to IFRS in our Management's Discussion and Analysis accompanying our financial statements filed from time to time on SEDAR at www.sedar.com.

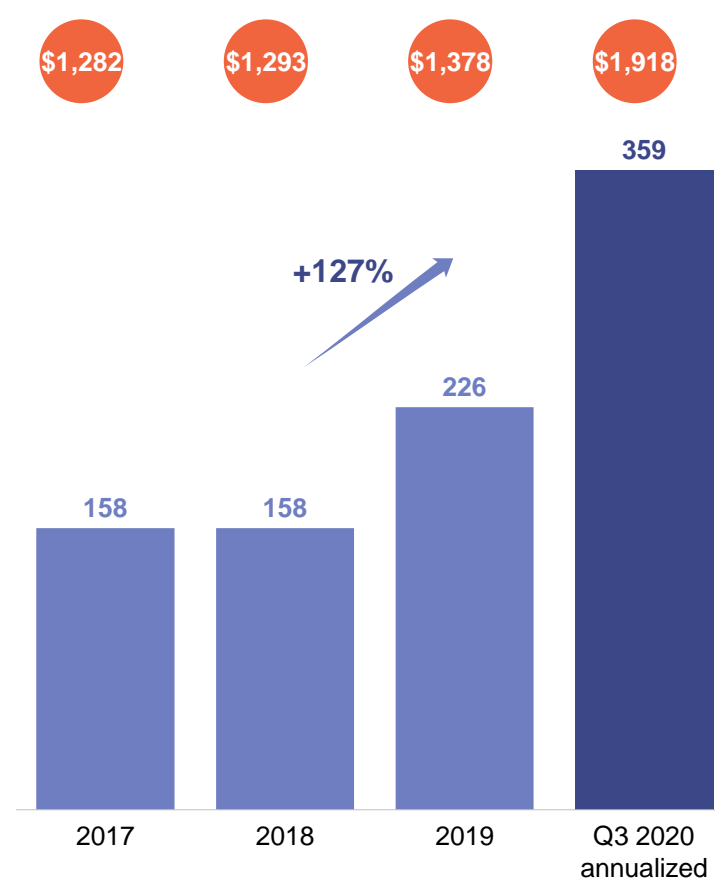
Delivering Strong Growth in Production & Cash Flow

Substantial Improvements in Financial Performance and Prepared to Give Another Step Forward

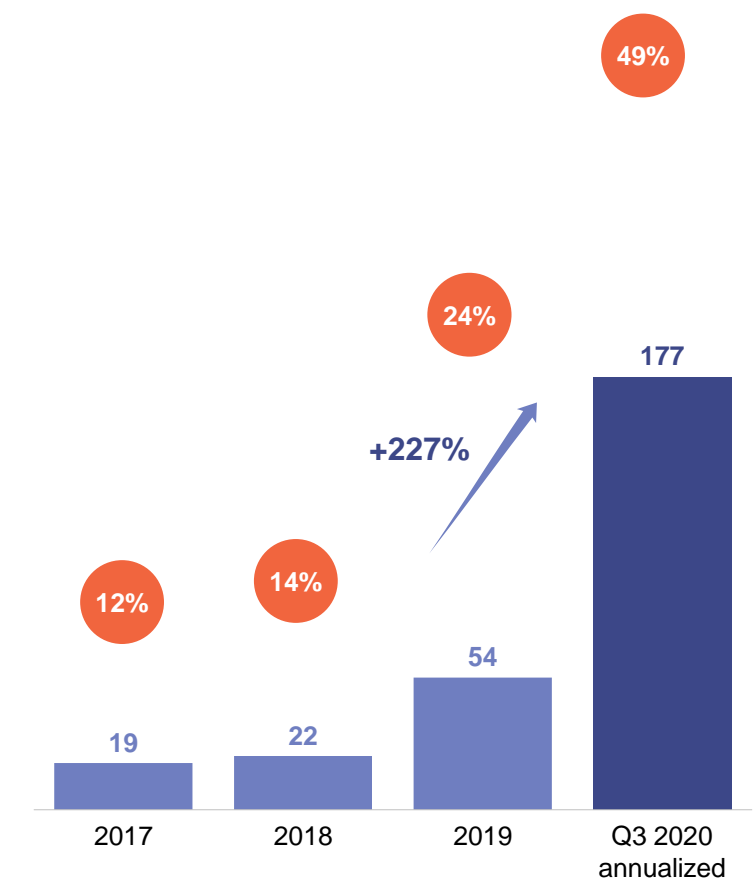
Production
(000 GEO)



Net Revenues & Average Gold Price
(US\$M, US\$/oz)



Adjusted EBITDA¹ and Margin (%)
(US\$M)



Notes: (1) This is a non-IFRS measure. See applicable reconciliation to IFRS in our Management's Discussion and Analysis accompanying our financial statements filed from time to time on SEDAR at www.sedar.com.

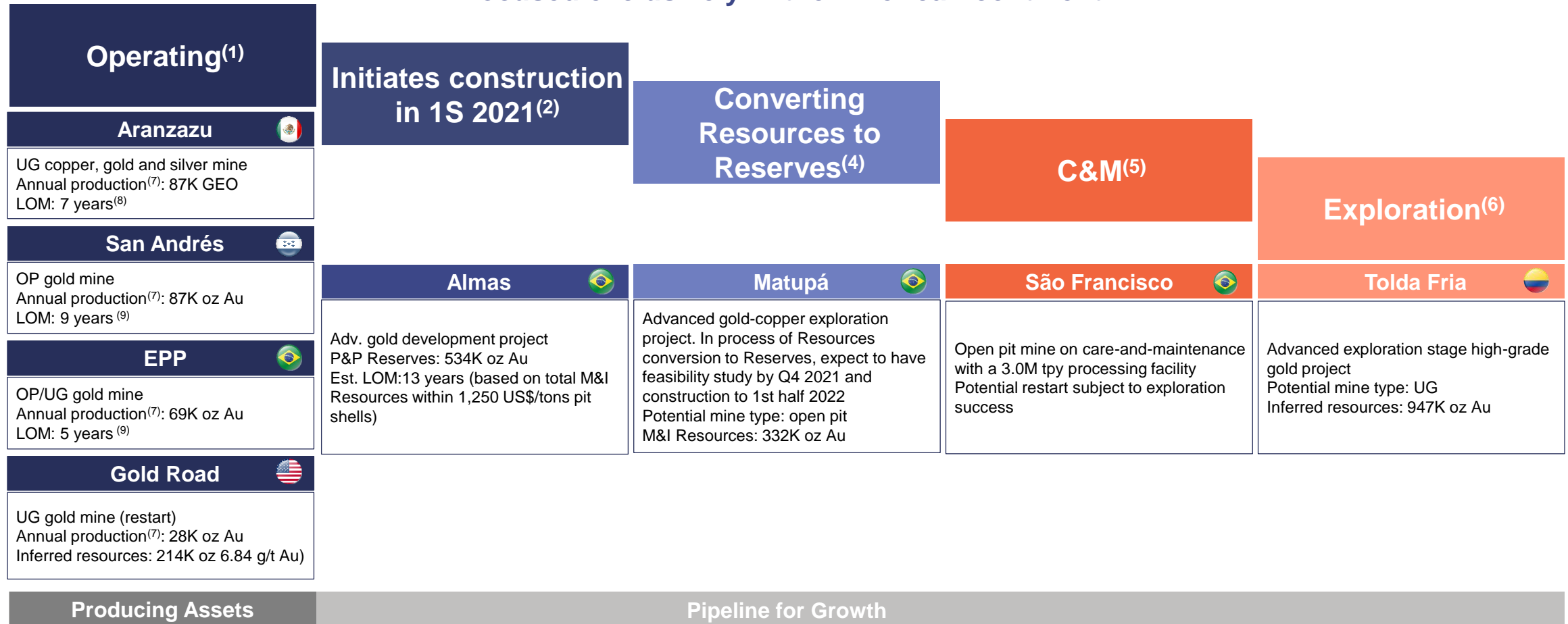
High Quality Asset Base and Growth Pipeline



High Quality
Assets and Projects



Diversified production base with operating assets in mining friendly jurisdictions –
focused exclusively in the American continent



Source: Company. See Slides 19 and 20 of this presentation for further details with respect to the Resource and Reserve estimates disclosed herein.

Notes: (1) Assets currently operational. (2) Asset to start construction within 2021. (4) Assets in advanced exploration phase with measured resources. (5) Care and maintenance / under exploration restart. (6) Asset in early exploration, without measured resources. (7) Based on average guidance figures for 2021. Gold equivalent calculated as the Cooper Concentrate revenues divided by gold realized prices, net of taxes. (8) As of March 31, 2020, based on tons of ore produced. Based on total Mineral Resources. (9) As of March 31, 2020, based on tons of ore produced. Based on P&P Mineral Reserves.

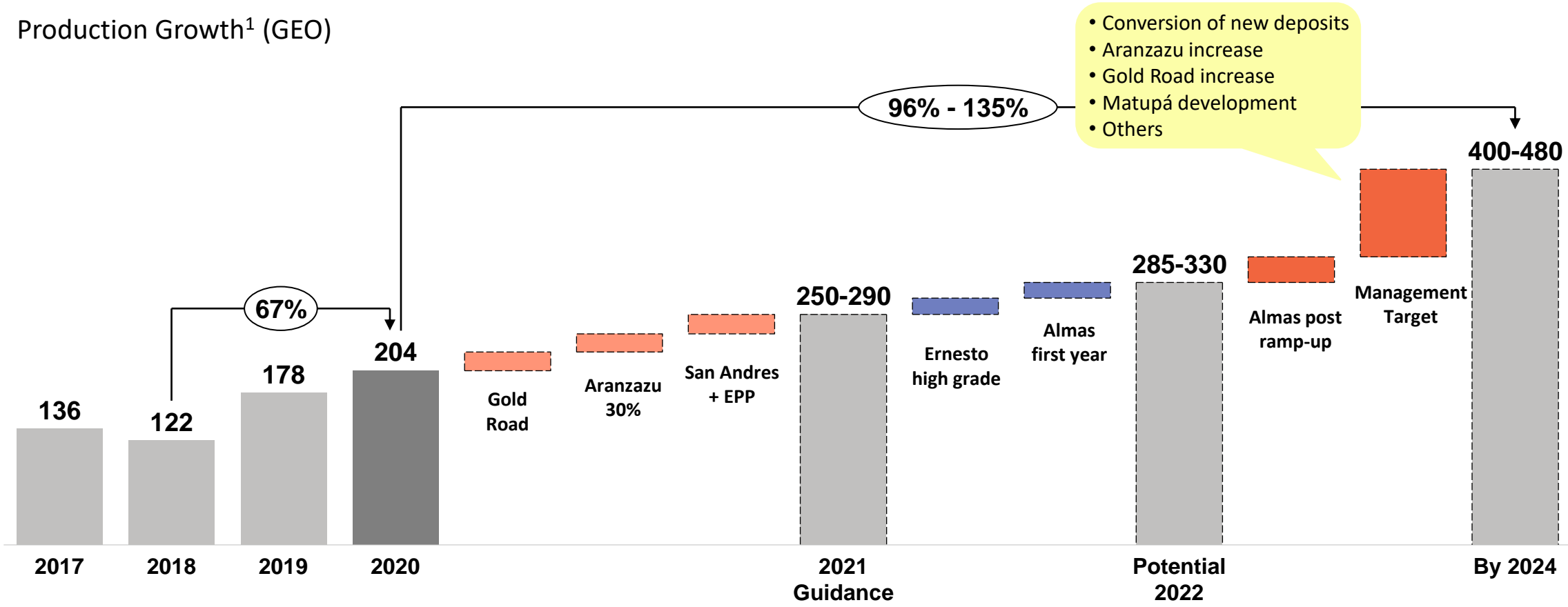
67% production increase since 2018 and expectation to more than double between 2020 and 2024



High Quality
Assets and Projects



Production Growth¹ (GEO)

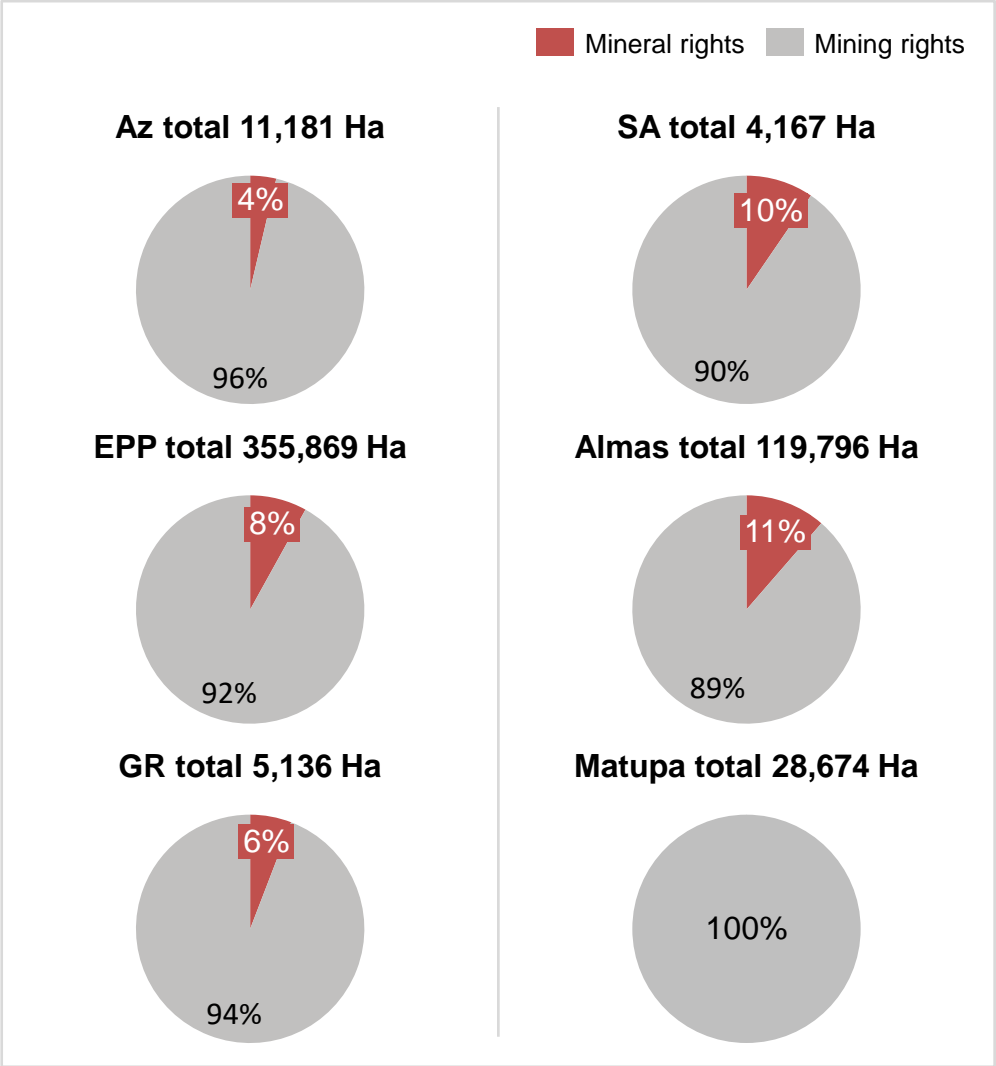
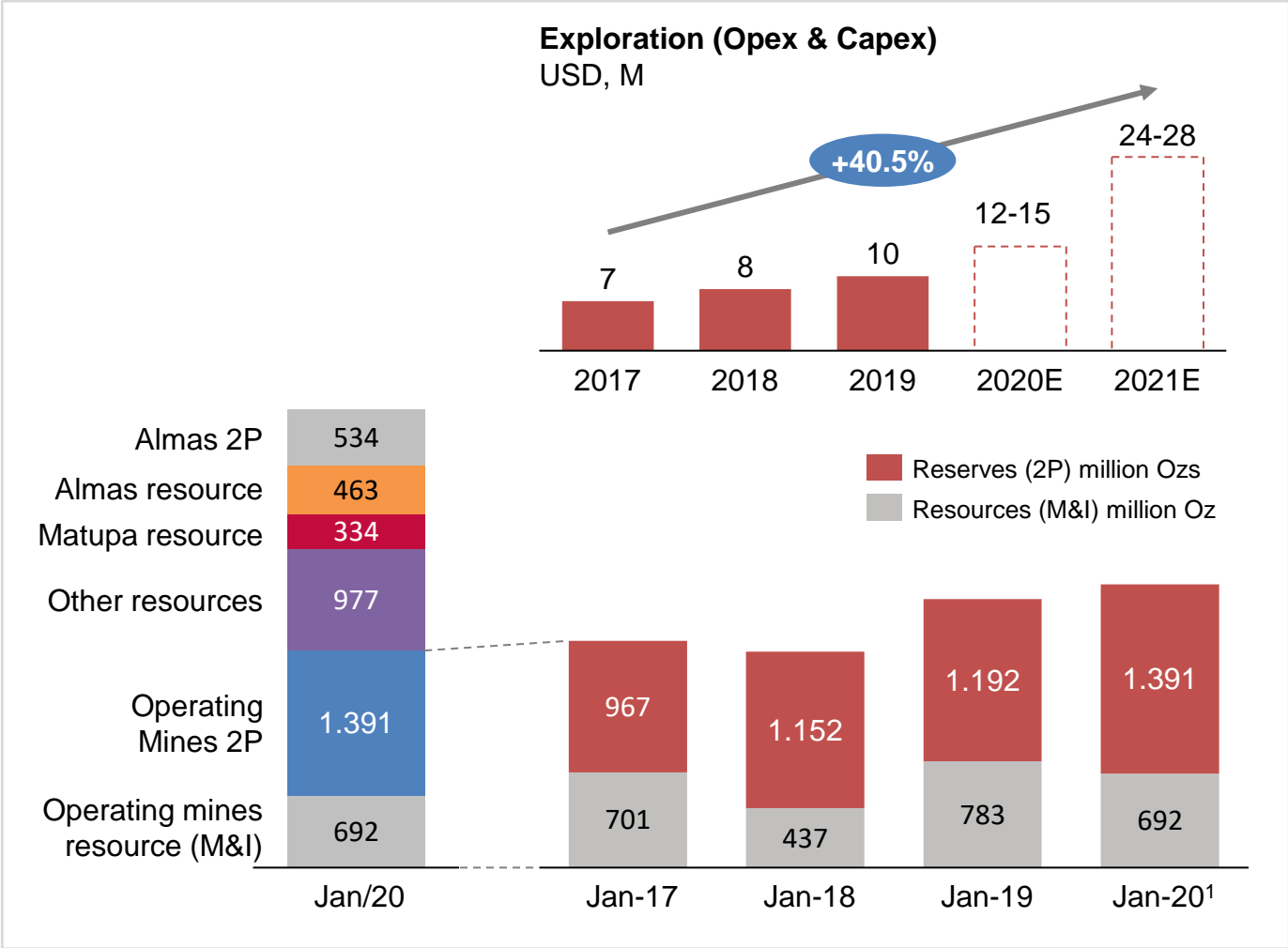


¹ Includes ounces capitalized from EPP projects in 2020

Our mineral rights are 10 x larger than the mining concessions. Important growth still to be unlocked



High Quality
Assets and Projects



1. Excludes Aranzazu Copper.
2. See Slides 19 and 20 of this presentation for further details with respect to the Resource and Reserve estimates disclosed herein. Source: Company MMRR

Strong Balance Sheet & Share Performance



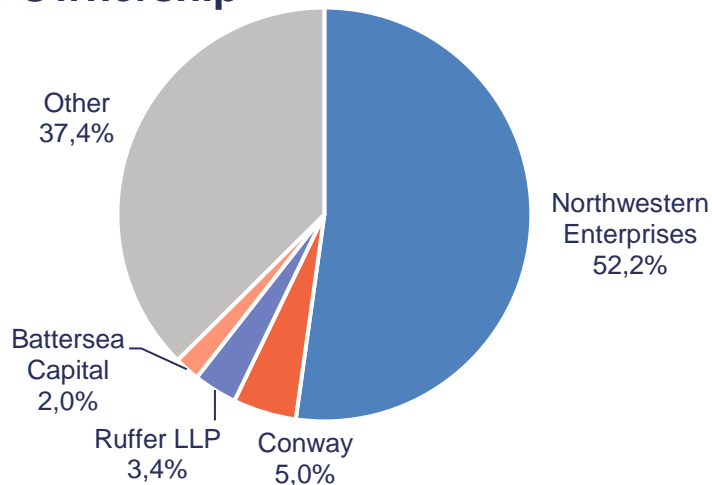
Strong Balance
Sheet

aura

Capital Structure

Tickers	TSX:ORA, B3:AURA33
Share price (Jan 13, 2021)	C\$14.70
52-week trading range	C\$1.72 – C\$18.30
Basic shares outstanding	70.8M
Options	3.4M ¹
FD shares outstanding	74.2M
Market capitalization (basic)	US\$817.8M
Cash (Sept. 30, 2020)	US\$85.7M
Debt (Sept. 30, 2020)	US\$67.8M ²
Enterprise value (basic)	US\$800.0M

Share Ownership

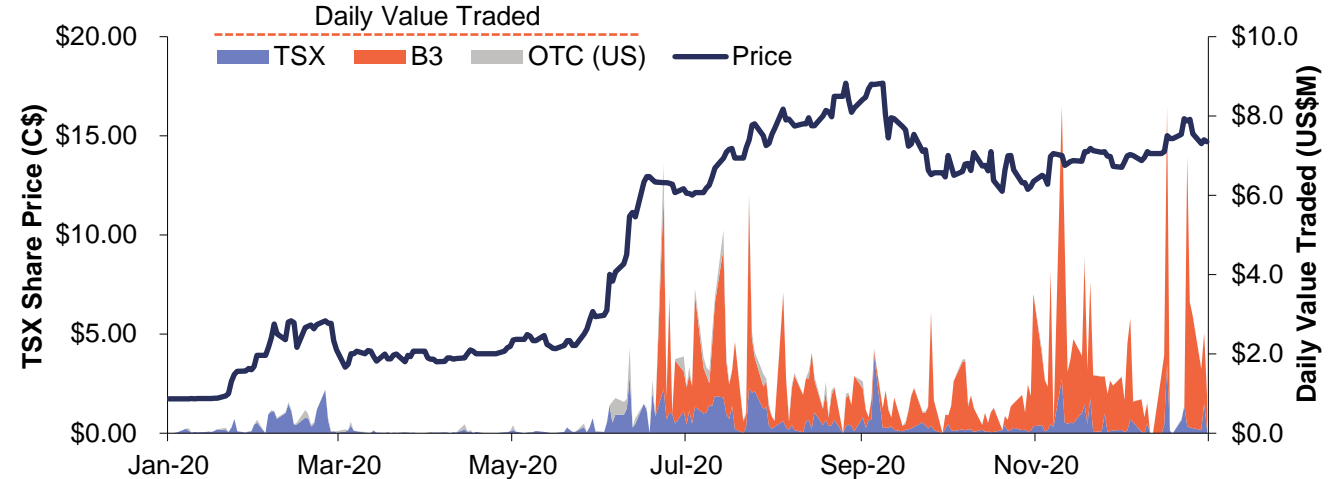


Note: capital structure is shown inclusive of the recently closed IPO of Brazilian depository receipts on the B3 and the 1:15 share division

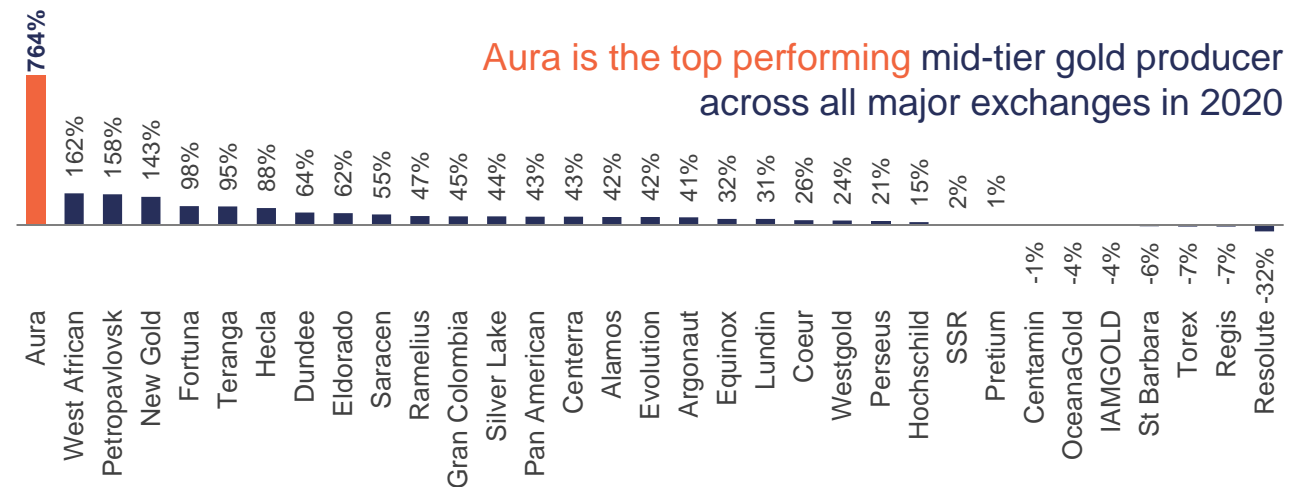
1. 3,436,800 options outstanding with a weighted average exercise price of C\$1.69/share and a weighted average life of 5.5 years

2. Comprised of various short and long-term loans largely with Brazilian financial institutions

Share Price and Average Daily Value Traded (Last 12 Months)



2020 Share Price Performance vs. Mid-Tier Gold Producers



Strong Management Team Supported by World-Class Board of Directors



Business-Building
Culture

aura

Corporate Executives



Rodrigo Barbosa
President & CEO
+4 years at Aura



Kleber Cardoso
Chief Financial Officer
~ 2 years at Aura



Sergio Castanho
Chief Transformation Officer
+3 years at Aura



Glauber Luvizotto
Chief Operations Officer
~ 3 years at Aura

Education



Experience



Heads of Operations



Julio Cesar Beraun
Honduras
+17 years of experience



Jorge Camargo
Brazil
+30 years of experience



Henrique Rodrigues
Mexico
+15 years of experience



Richmond Fenn
US (Interim)
+39 years of experience

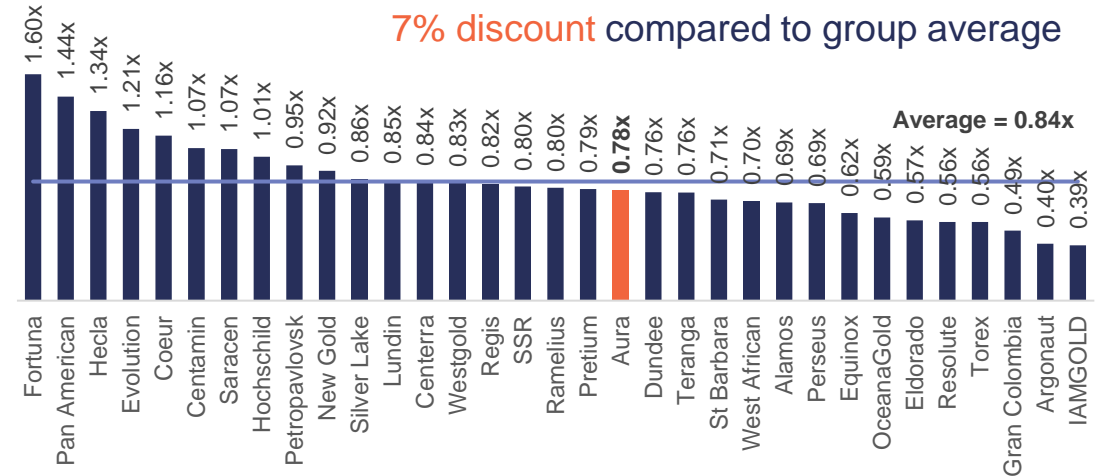
Board of Directors

Paulo de Brito Businessman with over 45 years of experience. Created companies in sectors such as mining, energy, agriculture, and trading.	Paulo de Brito Filho Mr. Brito is CEO at Mineração Santa Elina and Director of Quanta Geracao, bringing his wide experience in mining industry.	Stephen Keith Appointed director in August 2011. Mr. Keith has worked on projects many countries, with a concentration in Latin America.	Richmond Fenn Mr. Fenn brings to Aura 39 years of experience in operations in North and South America, Africa and Papua New Guinea.	Philip Reade Appointed as director in May 2017. Mr. Reade has over 20 years of business experience, mostly as an investor and as an entrepreneur.	Fabio Ribeiro Appointed director in April 2020. Extensive knowledge of technology and closely follows cutting edge ventures.	Bruno Mauad Appointed director in October 2020. Mr. Mauad is partner of Kapitalo Investimentos, with large experience in important private equity firms.
---	---	--	---	---	--	--

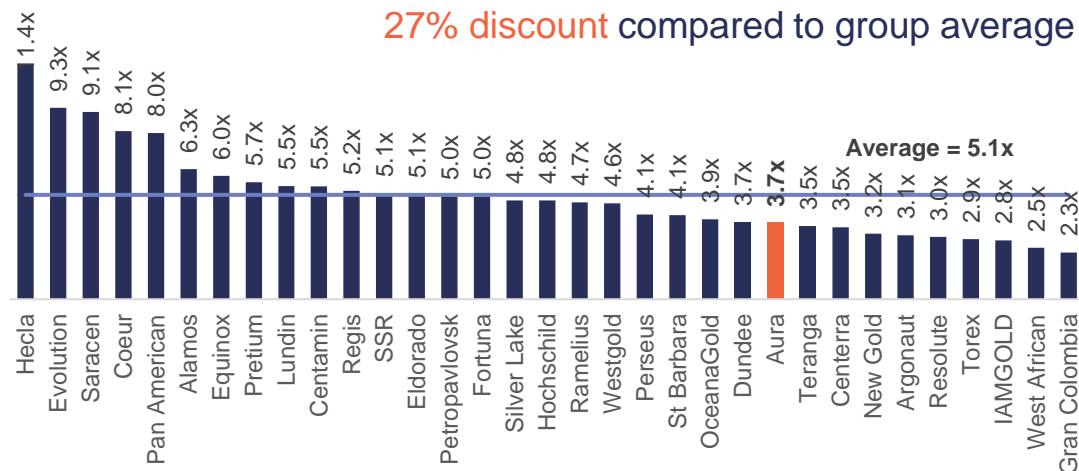
Compelling Value

- **Aura trades at a discount** compared to the average mid-tier gold producer on a P/NAV, P/CF and EV/resource basis
- **Aura should trade at a sizable premium** given its:
 - Bottom quartile cash costs
 - Diversified portfolio of gold mines and projects
 - Class-leading production growth profile
 - Strong balance sheet

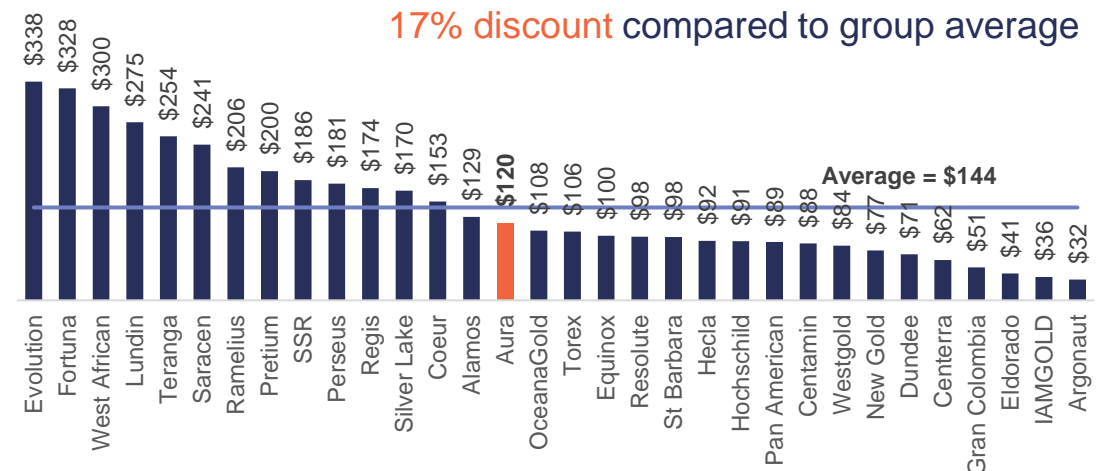
P/NAV Multiples of Mid-Tier Gold Producers



P/CF (2021E) Multiples of Mid-Tier Gold Producers



EV/Resource of Mid-Tier Gold Producers (US\$/oz AuEq)



Source: Capital IQ. Market prices are shown as of January 13, 2021

**Four cash flow generating mines in multi jurisdiction
(Brazil, Mexico, Honduras and USA)**



**Pipeline in execution expected to grow annual
gold production by 40%-60% until 2022 and more
than double it until 2024**



Growth will come combined with Cost Reduction



**Strong Balance Sheet and cash generation will
combine Growth with dividend yield**



**Attractively valued with potential for a material
re-rating as we execute our sector-leading
production growth plans**





Appendix

NI 43-101 Compliant Mineral Reserves

Gold

Mine/Project	Proven			Probable			Total P&P Reserves		
	Tonnes	Grade (g/t)	Contained (oz)	Tonnes	Grade (g/t)	Contained (oz)	Tonnes	Grade (g/t)	Contained (oz)
Aranzazu ¹	1,494,000	0.82	40,000	2,887,000	0.90	83,000	4,381,000	0.87	123,000
San Andrés ¹	25,373,000	0.54	442,000	34,297,000	0.50	549,000	59,670,000	0.52	991,000
EPP ¹	175,850	1.57	8,874	5,814,998	1.45	271,044	5,951,040	1.45	277,444
Almas ²	1,275,233	0.90	36,900	14,353,179	0.92	422,915	15,628,412	0.92	459,815
São Francisco ¹	11,600	1.45	167	41,400	0.76	1,010	53,000	0.69	1,177
Total Gold	31,774,951	0.65	667,341	54,334,990	0.72	1,259,460	86,107,941	0.70	1,926,801

Copper

Mine/Project	Proven			Probable			Total P&P Reserves		
	Tonnes	Grade (%)	Contained (lbs)	Tonnes	Grade (%)	Contained (lbs)	Tonnes	Grade (%)	Contained (lbs)
Aranzazu ¹	1,494,000	1.60	52,796,000	2,887,000	1.62	102,820,000	4,381,000	1.61	155,616,000

Silver

Mine/Project	Proven			Probable			Total P&P Reserves		
	Tonnes	Grade (g/t)	Contained (oz)	Tonnes	Grade (g/t)	Contained (oz)	Tonnes	Grade (g/t)	Contained (oz)
Aranzazu ³	1,494,000	17.18	825,000	2,887,000	18.23	1,692,000	4,381,000	17.87	2,518,000

Notes: (1) See March 3, 2020 news release for additional details. (2) See February 3, 2021 news release for additional details. (3) The Mineral Reserve estimates were prepared in accordance with the CIM Definition Standards for Mineral Resources and Mineral Reserves, adopted by the CIM Council on May 10, 2014, and the CIM Estimation of Mineral Resources and Mineral Reserves Best Practice Guidelines, adopted by CIM Council on November 23, 2003, using geostatistical and/or classical methods, plus economic and mining parameters appropriate to the deposit. Mineral Reserves are the economic portion of the Measured and Indicated Mineral Resources. Mineral Reserve estimates include mining dilution and mining recovery. Mining dilution and recovery factors vary with specific reserve sources and are influenced by several factors including deposit type, deposit shape and mining methods. The estimate of Mineral Reserves may be materially affected by environmental, permitting, legal, marketing, or other relevant issues. Please see the technical report with an effective date of January 31, 2018, and entitled "Feasibility Study of the Re-Opening of the Aranzazu Mine, Zacatecas, Mexico," prepared for Aura Minerals by F. Ghazanfari, P.Geo. (Farshid Ghazanfari Consulting), A. Wheeler, C.Eng. (Independent Mining Consultant), C. Connors, RM-SME (Aura Minerals Inc.), B. Dowdell, C.Eng. (Dowdell Mining Limited), P. Cicchini P.E. (Call & Nicholas, Inc.), G. Holmes, P.Eng. (Jacobs Engineering), B. Byler, P.E. (Wood Environment and Infrastructure Solutions), C. Scott, P.Eng. (SRK Canada), D. Lister, P.Eng. (Altura Environmental Consulting), F. Cornejo, P.Eng. (Aura Minerals Inc.). The effective date of the Mineral Reserves presented is December 31, 2019, with exception of Gold Road, with effective date May 3, 2018.

NI 43-101 Compliant Mineral Resources

Gold

Mine/Project	Measured & Indicated			Inferred		
	Tonnes	Grade (g/t)	Contained (oz)	Tonnes	Grade (g/t)	Contained (oz)
Aranzazu ^{1,2}	11,016,000	1.09	388,000	5,674,000	1.28	234,000
San Andrés ^{1,2}	81,627,000	0.51	1,338,000	7,752,000	0.78	196,000
EPP ^{1,2}	5,030,580	2.21	357,300	1,919,500	2.04	125,730
Almas ^{1,2,3}	23,250,920	1.00	745,445	6,084,330	2.08	406,370
São Francisco ^{1,2}	878,000	0.81	22,910	119,100	0.68	26,000
Gold Road ^{2,3,5}				887,227	6.84	214,000
Matupa ^{1,2}	9,678,370	1.07	332,400	62,400	0.80	1,600
Tolda Fria ^{1,2}	40,000	3.89	5,000	12,370,000	2.38	947,000
Total Gold	132,200,534	0.92	3,205,730	34,868,557	1.92	2,150,700

Copper

Mine/Project	Measured & Indicated			Inferred		
	Tonnes	Grade (%)	Contained (lbs)	Tonnes	Grade (g/t)	Contained (lbs)
Aranzazu ^{1,2}	11,016,000	1.61	390,117,000	5,674,000	1.77	221,081,000

Silver

Mine/Project	Measured & Indicated			Inferred		
	Tonnes	Grade (g/t)	Contained (oz)	Tonnes	Grade (g/t)	Contained (oz)
Aranzazu ^{2,3,6}	11,016,000	20.11	7,124,000	5,674,000	23.11	4,211,000

Notes: (1) See March 3, 2020 news release for additional details. (2) Mineral Resources are inclusive of Mineral Reserves. Mineral Resources that are not Mineral Reserves do not have demonstrated economic viability. (3) See February 3, 2021 news release for additional details. (4) The Mineral Resource estimates were prepared in accordance with the CIM Definition Standards for Mineral Resources and Mineral Reserves, adopted by the CIM Council on May 10, 2014, and the CIM Estimation of Mineral Resources and Mineral Reserves Best Practice Guidelines, adopted by CIM Council on November 23, 2003, using geostatistical and/or classical methods, plus economic and mining parameters appropriate to the deposit. The estimate of Mineral Resources may be materially affected by environmental, permitting, legal, marketing, or other relevant issues. Contained metal figures may not add due to rounding. (5) Please see the technical report dated May 3, 2018, titled "NI 43-101 Technical Report, Preliminary Economic Assessment of the Gold Road Mine, Arizona, USA" prepared for Soma Gold Corp. (formerly Para Resources Inc., the vendor of the Gold Road Project, or Para Resources) by RPM Global. The effective date of the Mineral Resources presented is December 31, 2019, with exception of Gold Road, with effective date May 3, 2018. (6) Please see the technical report with an effective date of January 31, 2018, and entitled "Feasibility Study of the Re-Opening of the Aranzazú Mine, Zacatecas, Mexico," prepared for Aura Minerals by F. Ghazanfari, P.Geo. (Farshid Ghazanfari Consulting), A. Wheeler, C.Eng. (Independent Mining Consultant), C. Connors, RM-SME (Aura Minerals Inc.), B. Dowdell, C.Eng. (Dowdell Mining Limited), P. Cicchini P.E. (Call & Nicholas, Inc.), G. Holmes, P.Eng. (Jacobs Engineering), B. Byler, P.E. (Wood Environment and Infrastructure Solutions), C. Scott, P.Eng. (SRK Canada), D. Lister, P.Eng. (Altura Environmental Consulting), F. Cornejo, P.Eng. (Aura Minerals Inc.). The effective date of the Mineral Resources presented is December 31, 2019, with exception of Gold Road, with effective date May 3, 2018.

- The technical report with an effective date of January 31, 2018, and entitled “Feasibility Study of the Re-Opening of the Aranzazú Mine, Zacatecas, Mexico,” prepared for Aura Minerals by F. Ghazanfari, P.Geo. (Farshid Ghazanfari Consulting), A. Wheeler, C.Eng. (Independent Mining Consultant), C. Connors, RM-SME (Aura Minerals Inc.), B. Dowdell, C.Eng. (Dowdell Mining Limited), P. Cicchini P.E. (Call & Nicholas, Inc.), G. Holmes, P.Eng. (Jacobs Engineering), B. Byler, P.E. (Wood Environment and Infrastructure Solutions), C. Scott, P.Eng. (SRK Canada), D. Lister, P.Eng. (Altura Environmental Consulting), F. Cornejo, P.Eng. (Aura Minerals Inc.);
- The technical report dated July 2, 2014, with an effective date of December 31, 2013, and entitled “Mineral Resource and Mineral Reserve Estimates on the San Andrés Mine in the Municipality of La Union, in the Department of Copan, Honduras” prepared for Aura Minerals by Bruce Butcher, P.Eng., former Vice President, Technical Services, Ben Bartlett, FAusiMM, former Manager Mineral Resources and Persio Rosario, P. Eng., former Principal Metallurgist;
- The technical report dated January 13, 2017, with an effective date of July 31, 2016, and entitled “Feasibility Study and Technical Report on the EPP Project, Mato Grosso, Brazil” prepared for Aura Minerals by a group of third-party consultants, including P&E Mining Consultants Inc., MCB Brazil and Knight Piesold Ltd.; and
- The technical report dated August 9, 2016, authored by Richard Kehmeier, C.P.G. and Paul Gates, P.E. of RPM and titled “Updated Feasibility Study Technical Report for the Almas Gold Project, Almas Municipality, Tocantins, Brazil”.
- The technical report dated May 3, 2018, titled “NI 43-101 Technical Report, Preliminary Economic Assessment of the Gold Road Mine, Arizona, USA” prepared for Soma Gold Corp. (formerly Para Resources Inc., the vendor of the Gold Road Project, or Para Resources) by RPM Global;
- The technical report dated September 30, 2011, authored by J.Britt Reid, P.Eng, Bruce Butcher, P.Eng, Chris Keech, P.Geo and titled “Resource and Reserve Estimates on The São Francisco Mine, in the municipality of Vila Bella De Santissima Trindade, State of Mato Grosso Brazil”;
- The technical report dated February 12, 2010, authored by Ronlad Simpson, P.Geo (GeoSim Service Inc.), Susan Poos, P.E and Micheal Ward C.P.G (Marston & Marston, Inc.) and Kathy Altman P.E, PhD, (Samuel Engineering Inc.) and titled Technical Report and Preliminary Resource Estimate on the Guaranta Gold Project, State of Mato Grosso, Brazil”; and
- The technical report dated May 31, 2011, authored by W.J.Crowl, R.G, and Donald Hulse, P.Eng, and titled “NI 43-101 Report on The Tolda Fria Project, Manizales, Colombia”.

There is no certainty that the mine plans and economic models contained in any of the reports will be realized. Readers are further cautioned that mineral resources that are not mineral reserves do not have demonstrated economic viability. Readers are also advised to refer to the latest annual information form and technical reports of the Company as well as other continuous disclosure documents filed by the Company available at www.sedar.com, for detailed information (including qualifications, assumptions and notes set out accordingly) regarding the mineral reserve and mineral resource information contained in this document.

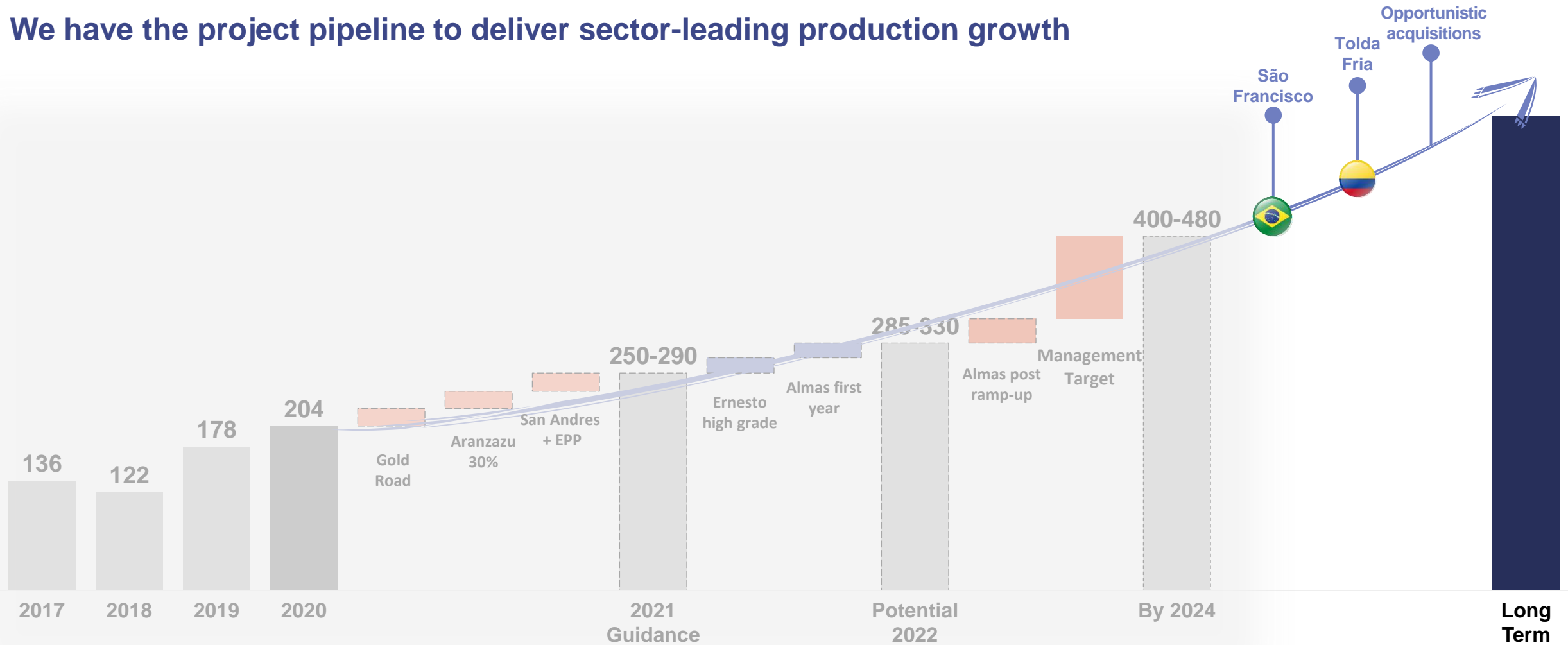
Leading Gold Production Growth Profile



High Quality
Assets and Projects



We have the project pipeline to deliver sector-leading production growth



1. Gold equivalent conversion calculated as copper concentrate revenues divided by gold prices net of taxes

Ramping Up Exploration at Many Projects

Aranzazu: Glory Hole Skarn⁽¹⁾

- Airborne magnetics indicates it may be open a further 500 to 700 m down-dip of inferred resources
- Recent step-out 220 m down dip of inferred resource intersected 10.0 m at 1.70% Cu, 0.93 g/t Au and 35.7 m g/t Ag
- Infill drill result with good grades and thickness, was elected Top 3 drill hole on Opaxe World Ranking in August 2020

EPP: Bananal Target⁽²⁾

- Excellent drill results released early this year. Results include 61.65 m at 1.11 g/t Au (including 9.75 m at 3.81 g/t Au), 7 m at 16.27 g/t Au, 31 m at 3.24 g/t Au and 9 m at 10.94 g/t Au
- Conducting an aggressive infill drill program aimed at expanding resources and upgrading to reserves

San Andrés

- Conducting a 4,500 m, 80-shallow hole drill program aimed at upgrading inferred resources to reserves
- Conducting an extensive regional exploration program across five large targets (initial results are promising)

Gold Road⁽³⁾

- Conducting a 33-hole, 4,300 m infill drill program to updated inferred resources to the M&I category
- Highlights from first four holes include 3.7 m at 6.26 g/t Au, 2.3 m at 10.6 g/t Au, 3.0 m at 5.79 g/t Au and 2.7 m at 11.25 g/t Au

Other Projects

- **Almas:** conducting feasibility studies for a potential construction decision in early 2021
- **Matupá:** strategy is to advance on metallurgy and mine plan in early 2021 to convert ~330K oz Au of M&I resources to reserves
- **São Francisco:** conducting early-stage exploration activities to discover new deposits for a future potential restart

Notes: (1) See August 22, 2020 news release for additional details. (2) See February 12, 2020 news release for additional details. (3) See July 14, 2020 news release for additional details.

Strong Management Culture



Business-Building
Culture



Guiding Principles



Talent &
Performance



Focus on
Results



Planning

Management Tools

- 1. Talent Management**
 - 9-BOX; 360 assessment
- 2. Variable compensation**
 - Few targets aggressive compensation
- 3. PMO for Improvement Initiatives**
 - Focus on 10-15 initiatives that will make the difference
- 4. Process improvement/design**
 - PDCA
- 5. Operational and Financial bridges**
 - Action plans from results
- 6. Control Tower for Capital Projects**
 - Minimum cash flow
- 7. Business and People Cycle**
 - Stretch Targets cascaded down

Sample Dashboards & Reports

87 leaders evaluated last cycle in 4 geographies

