

ASX ANNOUNCEMENT (ASX:BLY)

26 April 2023

BOART LONGYEAR PUBLISHES 2022 ESG REPORT

Boart Longyear Group Ltd (ASX:BLY) (the Company or Boart Longyear), the world's leading provider of drilling services, an expert in providing valuable orebody knowledge, and a pioneer in innovative drilling equipment and performance tooling, announces the publishing of the organisation's 2022 environmental, social, and governance (ESG) report. The document is available on the Company's [website](#).

Jeff Olsen, Boart Longyear's Chief Executive Officer, commenting on the Company's report, said, "2022 was a year of considerable ESG progress at Boart Longyear as we sought to continuously improve health and safety, environmental management, diversity, governance and compliance as well as community engagement. As a pioneering drilling services company, we are also focused on enhancing and innovating our products and technologies for improved safety, greater efficiency, and sustainability by delivering complex drilling in challenging operating environments."

Highlights of the Company's ESG accomplishments during 2022 include:

- Maintained a nine-year track record of being fatality free;
- Finalised our Scope 1 and 2 emissions baseline project for six manufacturing facilities and developed a system to capture Drilling Services' emissions, which will commence implementation in 2023;
- Achieved 10.67% women in our global workforce toward our goal of 15% by the end of 2025;
- Delivered 142% increase in live compliance training sessions compared to 2021;
- Completed 63,000 training sessions resulting in high employee participation and certification; and
- Appointed a Global ESG Manager to lead and manage Boart Longyear's program and measure progress.

Publication of the Company's 2022 ESG Report showcases Boart Longyear's work to advance its environmental, social and governance strategy. In the coming year, the organisation will continue to monitor, measure, and report progress in support of Boart Longyear's decades-long approach to safe, ethical, and sustainable business.

Authorised for lodgement by:

Nicholas R. Nash
Company Secretary

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About Boart Longyear

Established in 1890, Boart Longyear is in its 133rd year as the world's leading provider of drilling services, orebody-knowledge technology, and innovative, safe and productivity-driven drilling equipment. With its main focus in mining and exploration activities spanning a wide range of commodities, including copper, gold, nickel, zinc, uranium, and other metals and minerals, the Company also holds a substantial presence in the energy, oil sands exploration, and environmental sectors.

The Global Drilling Services division operates for a diverse mining customer base with drilling methods including diamond coring exploration, reverse circulation, large diameter rotary, mine dewatering, water supply drilling, pump services, production, and sonic drilling services.

The Global Products division offers sophisticated research and development and holds hundreds of patented designs to manufacture, market, and service reliable drill rigs, innovative drill string products, rugged performance tooling, durable drilling consumables, and quality parts for customers worldwide.

Veracio, a wholly owned Boart Longyear subsidiary, offers mining clients a range of solutions that improve, automate, and digitally transform their orebody sciences by championing a modern approach through a diverse product portfolio by fusing science and technology together with digital accessibility. Veracio leverages AI and advanced analytics to accelerate real-time decision making and significantly lower the cost of mineral exploration.

Boart Longyear is headquartered in Salt Lake City, Utah, USA, and listed on the Australian Securities Exchange in Sydney, Australia (ASX:BLY). More information about Boart Longyear can be found at www.boartlongyear.com. To get Boart Longyear news direct, follow us on [Twitter](#), [LinkedIn](#) and [Facebook](#).

Investor Relations:**Tony Shaffer**

Head of Investor Relations

Australia: +61 8 8375 8300

USA: +1 801 243 5216

ir@boartlongyear.com**Media:****Michael Weir**

Citadel-MAGNUS

Australia: +61 8 6160 4903

Mobile: +61 402 347 032

mweir@citadelmagnus.com



2022 ESG REPORT

ABOUT THIS REPORT

SCOPE

This Environmental Social and Governance (ESG) report details our performance on ESG topics and contains non-financial disclosures covering the period of January 1, 2022, through December 31, 2022, unless otherwise stated. Our financial disclosures and full year 2022 results can be found on our corporate [website](#). This report covers Boart Longyear Group Ltd. (the “Parent” or “Boart Longyear”) and its controlled entities (collectively the “Company”), affiliated entities and subsidiaries, unless otherwise stated.

The process for determining the content of this ESG report involved a comprehensive assessment and alignment to our program principles, considering both internal and external factors. This assessment included stakeholder engagement, identification of relevant sustainability issues, and prioritisation and alignment with recognised frameworks and standards. The final selection of report content was based on the results of this assessment and the status of our program, ensuring the report covers material ESG topics that are relevant to our business and stakeholders.

BOUNDARIES

Our 2022 ESG report references the following internationally recognised guidelines:

- Sustainability Accounting Standards Board (SASB) Metals & Mining Sustainability Accounting Standard (version 2021-12)
- Global Reporting Initiative Universal Standards (GRI) Core option
- The United Nations’ Sustainable Development Goals (UN SDG’s)

All three guidelines are considered the benchmark for our sustainability reporting globally and an important measure of our progress, taking into consideration the current stage of our ESG Program.

FORWARD LOOKING STATEMENTS

This document contains forward-looking statements, based on management’s current expectations and beliefs concerning future developments, plans, and potential effects upon Boart Longyear and its subsidiaries. All statements other than statements of historical fact could be forward-looking statements, which speak only as of the date they are made; are not guarantees of future performance and are subject to certain risks, uncertainties and other factors, many of which are beyond our control and are difficult to predict.

When used herein, the words: “anticipate”, “believe”, “could”, “estimate”, “expect”, “going forward”, “intend”, “may”, “plan”, “project”, “seek”, “should”, “will”, “would” and similar expressions, as they relate to the Company, are intended to identify forward-looking statements, and are based upon certain assumptions and information available to the Company as of the date of this document. References to “sustainable investing”, “sustainable investments”, “ESG” or similar terms used throughout this report are intended as references to the internally defined criteria of the Company or our businesses only, as applicable, and not to any jurisdiction-specific regulatory definition. This document and all of the information contained in it, including without limitation all text, data, graphs, and charts (collectively, the “Information”) is the property of Boart Longyear.

This report was developed with direction and contributions by our ESG Manager, global and regional ESG Steering Committees, members of Boart Longyear’s Executive Committee, with oversight provided by the Board of Directors including the Governance, Safety and Sustainability Committee. We intend to continually evaluate our performance reporting and enhance our related data collection processes and controls.

Except as indicated on this page, the information in this report has not been audited, verified or attested to by any third party.

All references to dollars are to United States currency unless otherwise stated.

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This report has been prepared taking into consideration GRI Standards, as applicable to the current stage of Boart Longyear's ESG Program. Specifically, the table of contents has been cross-referenced with GRI Standards to ensure all relevant disclosures have been made based on the topics addressed in our ESG Program for the January to December 2022 reporting period.

BOART LONGYEAR AT A GLANCE

Founded in 1890, Boart Longyear is a recognised mining services leader with a distinct reputation for drilling innovation. Our organisation is comprised of three divisions that drive long-term growth.

DRILLING SERVICES

Industry-leading provider of drilling services and the largest, specialised and diversified global driller.

More than 4,500 employees operating approximately 650 drill rigs worldwide.

GLOBAL PRODUCTS

Offers the most advanced technology tooling and drill rigs, specifically engineered for long life and high performance while boasting world-class safety features. Division includes manufacturing and supply chain.

Almost 1,100 employees and six global manufacturing sites.

VERACIO

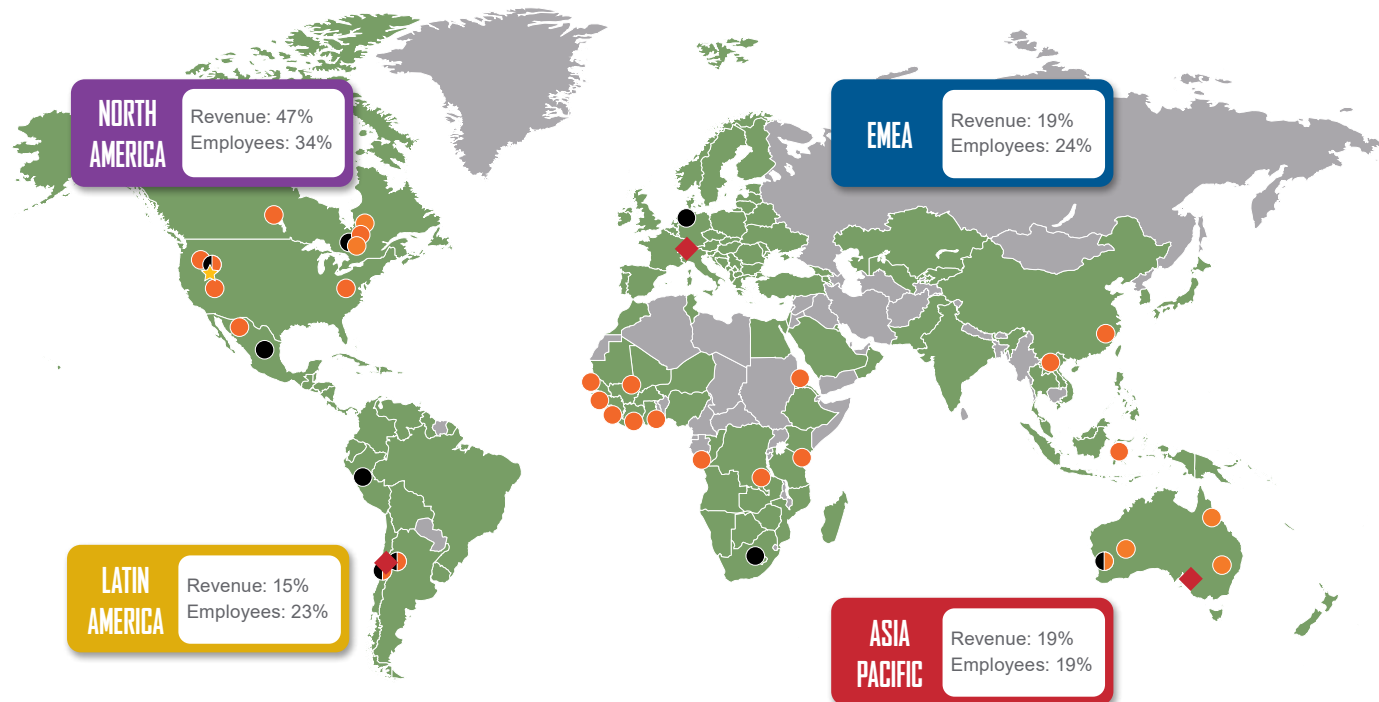
Leveraging artificial intelligence and advanced analytics to accelerate real-time decision-making and significantly lower the cost of mineral exploration.

More than 75 employees worldwide.

KEY METRICS

Total Revenue: \$1.039 Million
Adjusted EBITDA¹: \$124 Million
Employees: 5,894
Drilling Services operates in 15 countries
Global Products sold in 96 countries

- ★ Headquarters
- ◆ Regional Offices
- Forward Stocking Locations
- Distribution Centres (Product Sales & Drilling Services)



¹ Adjusted EBITDA is "Earnings before interest, tax, depreciation, and amortisation and before major restructuring initiatives, impairments of assets, and other significant and non-recurring transactions outside the ordinary course of business." Adjusted EBITDA at 31 December 2021 has been restated from the prior year figure to make it comparable to the current year calculation.

OUR VISION AND VALUES



WE ACHIEVE OUR VISION BY EMBRACING OUR VALUES.

Boart Longyear's Vision is to be the global industry leader in safety, drilling innovation and productivity.

Our values define what matters most in our continued success and serve as a guide for our decisions and business operations so that we may best serve our shareholders, customers, suppliers and fellow employees. During 2022, we updated our values to better reflect who we are. This process included adding a sustainability value and broadening our teamwork value to include diversity.



OUR APPROACH TO ESG

“At Boart Longyear, we strive to set the standard for drilling in the mining industry by delivering safe and sustainable services to our customers. Our global sustainability program, which is based on continuous improvement and best practice, was launched over a decade ago. Founded on our principles of safety, integrity, diversity and inclusion, our sustainability program is designed to deliver value to all stakeholders. Our core principle of “make it safe, make it personal, make it home” guides our actions and investment decisions, in all areas of our business. These investments have led to advancements in hands-free systems, which are safer to operate by the women and men in our field operations and in our factories.”

– Denis Despres, Chief Operating Officer



BUILDING A SUSTAINABLE FUTURE

Our ESG strategy is key to reinforcing our industry leading position and building a sustainable future.

Managing ESG initiatives globally requires that we cement our actions within a robust and consistent framework to maximise the positive impact we have on our employees, customers, local communities, host governments, regulators, natural environments, business partners, shareholders and other stakeholders. We seek to embed our ESG culture at all levels of the organisation.

ESG PRINCIPLES AND TARGETS

We operate in a challenging, ever-changing industry reinforcing our reliance on the following five key ESG principles to guide us through decision-making while maintaining alignment with our business strategy.

- **Environment & Climate Change** – Limiting our environmental impact.
- **Our People** – Offering a diverse, inclusive and equitable workplace with increasing employee engagement.
- **Health & Safety** – Advancing a culture of health and safety.
- **Customers, Suppliers & Community Engagement** – Openly engaging with our stakeholders.
- **Governance & Business Integrity** – Acting ethically with integrity.

Our five principles, which form a foundation for our three ESG targets, focus on:

- **Innovation** – Expanding investment in new drilling technologies to mitigate environmental impacts and innovate for a safety-first culture;
- **Diversity** – Increasing women employed by Boart Longyear to 15% by the end of 2025, through the attraction and retention of key talent as well as the development of women into key leadership roles;
- **Compliance** – Reviewing, developing and implementing revised and new governance documents and processes, conducting live training to support enhanced understanding of expected behaviour and key compliance controls such as due diligence for high-risk transactions with government, vendors and employee onboarding.



EMBEDDING ESG IN OUR GLOBAL OPERATIONS



A consistent framework is key to managing and ensuring the positive impact of our ESG initiatives to our stakeholders. Success depends on adopting and integrating ESG across all organisational levels, and into business decisions leading to responsible partnerships which, reinforce Boart Longyear as an employer, partner and investment of choice.

In 2021, the board enhanced oversight of the Company's ESG-related functions through the establishment of the Governance, Safety and Sustainability Committee (GSSC). The GSSC underpins the Company's ongoing commitment to improvement and strategic management of its various practices related to governance, health, safety, diversity and inclusion, and sustainability; key in ensuring we adopt and integrate ESG considerations across all business decisions.

In September 2022, we appointed our first Global ESG Manager to lead and support development and execution of the Company's comprehensive approach. We have further operationalised functions through the establishment of global and regional ESG committees. The ESG Oversight Committee is a senior management-level committee, which meets weekly to review the Company's ESG program and performance and aims to drive program implementation, identify early-stage opportunities and concerns, and foster continual improvement. Our ESG Oversight Committee adopts a risk-tiered approach to program implementation and future enhancements.

Boart Longyear's program strives to integrate necessary elements and best practice – crucial to regulatory authorities and stakeholders when assessing the credibility and effectiveness of our program. As regulatory authorities and stakeholder expectations evolve and our program matures, we will continue identifying, adjusting, streamlining and strengthening areas for improvement.

In 2022, we developed and initiated a three-year implementation plan that includes a third-party risk management platform with a risk rating system for enhanced vendor onboarding process. The new platform will be rolled out in 2023.

Our evolving ESG program is key to building a sustainable future for Boart Longyear and our stakeholders. In 2023, our program will focus on maximising and upholding the positive impact we have on our employees, customers, local communities, host governments, natural environments, and shareholders through the delivery of our business strategy guided by our five ESG principles – environment and climate change, our people, health and safety, customer, suppliers and community engagement and, governance and business integrity – and, our targeted initiatives on compliance, workforce diversity, and innovation.

SUPPORTING UNITED NATION'S SUSTAINABLE DEVELOPMENT GOALS

In addition to our program principles and targets, we have selected and prioritised six United Nations' Sustainable Development Goals to ensure we make the greatest impact by focusing our efforts on advancing the specific goals while aligning with the UN's 2030 agenda.

BOART LONGYEAR'S CONTRIBUTION TO THE UNITED NATION'S 2030 AGENDA

3 GOOD HEALTH AND WELL-BEING



Our safety standards, programs, and processes enable drillers to maximise productivity. We employ progressive and effective safety programs, with field-designed innovations, cultivating an interdependent culture where every employee is aware safety is our core value.

5 GENDER EQUALITY



We believe in the power of inclusion and diversity for safer, more efficient and innovative workplaces and teams. Since 2021, our diversity objectives have been embedded into our Executive Committee and senior leadership goals, leading to establishing a Diversity Equity and Inclusion (DEI) committee to develop our diversity vision and set company-wide objectives.

8 DECENT WORK AND ECONOMIC GROWTH



Progress with automation in surface and underground drilling presents a tremendous opportunity to advance our diversity and inclusion goals. An example of technological development enables drillers to operate equipment from remote locations significantly increasing the pool of diverse talent from which we can draw.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



A safety-first mindset combined with a conscious effort to continuously improve and innovate guides our engineering team to design, manufacture and refresh Boart Longyear's diverse array of rigs and products to enhance productivity while reducing environmental impact.

13 CLIMATE ACTION



Minimising energy consumption is a primary means of reducing our carbon footprint and a priority at all our global facilities and operations. We employ a range of measures to reduce our environmental impact and energy usage at our permanent facilities and job sites. At remote greenfield exploration sites, we mitigate impact to flora and fauna by sometimes utilising heliportable rigs.

17 PARTNERSHIPS FOR THE GOALS



Engaging with and listening to our stakeholders has long been a cornerstone of Boart Longyear's operations. We are committed to consulting with host governments and local communities to deliver timely operational information, inviting collaboration and dialogue with our diverse stakeholder groups.

2022 HIGHLIGHTS

**ZERO
FATALITIES**

ADVANCED A NINE YEAR
TREND OF ZERO FATALITIES.

**10.67%
WOMEN**



ACHIEVED 10.67% WOMEN IN OUR
GLOBAL WORKFORCE.



**63,000
TRAINING MODULES**

COMPLETED 63,000 TRAINING SESSIONS
RESULTING IN HIGH EMPLOYEE
PARTICIPATION AND CERTIFICATION.

**↑ 142%
LIVE COMPLIANCE TRAINING**

DELIVERED 142% INCREASE IN
LIVE COMPLIANCE TRAINING
SESSIONS VS. 2021.



FINALISED A BASELINE PROJECT
MEASURING SCOPE 1 & 2 EMISSIONS AT
OUR SIX MANUFACTURING PLANTS.

A LETTER FROM OUR CEO

To our Stakeholders:

2022 was a year of many positive ESG changes at Boart Longyear as we sought to continuously improve health and safety, environmental management, diversity, and community engagement.

As a pioneering drilling services company, we are focused on enhancing and innovating our products and technology for improved safety, greater efficiency, and sustainability by delivering solutions to complex drilling in challenging operating environments. Electrification continues to drive long-term demand for metals and mining, and our customers turn to us for specialised drilling programs, products and equipment to help build their reserves to meet long-term demand for base metals such as copper and nickel – fundamental to electric vehicles and the many technologies which add to the green economy.

Our drill rigs and equipment are designed and manufactured to protect people and assets while enhancing greater resource recovery via environmentally friendly practices – using less water and energy to reduce greenhouse gas emissions. Veracio, our technology platform, helps miners leverage mineral opportunities while mitigating the social and environmental impact of their decisions. This includes unlocking the value and utility of scarce resources through improved safety and lowered emissions, fewer people onsite, and reducing the need for core handling and transportation.

As we operationalised our ESG program during 2022, our decisions were guided by five key principles focused on the environment, our people, health and safety, stakeholders, and corporate governance.

Each principle complements our vision to be the global industry leader in safety, drilling innovation, and productivity. In late-2022, we appointed a Global ESG Manager to lead and manage our program and measure progress.

We contribute to local communities in which we live and operate by minimising our business' environmental impact, focusing on improving our air and carbon footprint, energy and water consumption, and waste minimisation. In 2022, we finalised our Scope 1 and 2 emissions baseline project for six manufacturing facilities and developed a system to capture Drilling Services' emissions, which will commence implementation in 2023.

The health and safety of our employees is a cornerstone of our ESG program. We are proud that for 2022 we maintained a nine-year track record of being fatality free. For the third consecutive year, we received Canada's 'Safe Day Everyday' award for safety record and leadership – attaining the highest number of hours worked in Canada without a lost-time injury the preceding year. The award was presented by Canada's Association for Mineral Exploration, Prospectors and Developers Association of Canada, and Canadian Diamond Drilling Association.

Our commitment to equity, diversity and inclusion reflects our technology and strategy. Applying automation and remote operation to certain drilling equipment deems tasks easier, safer and more appealing to a broader talent pool, while our '15 x 25' goal focuses on increasing the percentage of women in our global workforce to 15% by the end of 2025. At

the end of 2022, almost 11% of our global workforce were women who occupied roles such as fleet mechanic, driller and drilling supervisor.

As we celebrated our 132nd year of providing beneficial products and services to our customers, our legal team focused on enhancing our culture of integrity and trust, ensuring our ESG plan and strategy aligned with and supported six of the United Nations' Sustainable Development Goals and revised corporate governance policies. Their review led to an increase in live and online global training, and new and revised policies and compliance processes.

Our ESG progress would not be possible without our people – our greatest asset – upholding our values at work and life every day, while our Board of Directors is committed to ensuring ethical behaviour and compliance through our Code of Conduct. Together, we make it safe, make it personal, make it home as well as building a sustainable future.

Sincerely,



Jeff Olsen
CEO and President



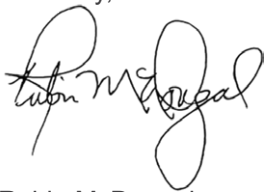
A NOTE FROM OUR CHAIR

We are pleased to publish our 2022 ESG Report highlighting the many successes and improvements after the implementation of a comprehensive systematisation to our ESG program during the year. Boart Longyear is committed to excellence and being best in class through the integration of our ESG program through every aspect of our global operations.

In this report, we will share examples of how we live our values of (i) Health & Safety: ensuring our teams and those we work with make it safe, make it personal, and make it home; (ii) Sustainability: caring for our communities and the environment to build a sustainable future; (iii) Customer Focus: providing solutions and innovations that contribute to customers' success; (iv) Teamwork & Diversity: working together in diverse teams, respecting and caring for everyone; and (v) Integrity: doing what is right, and upholding our values in all behaviours and actions.

Boart Longyear's Board of Directors will continue to oversee the ESG program via the GSSC to ensure added value to our shareholders and stakeholders across the globe. Our Board of Directors holds management accountable to support and realise the ESG program goals and objectives while attributing it the same importance as our other vital and integral business objectives.

Sincerely,



Rubin McDougal
Chair



GOVERNANCE

“At Boart Longyear, good governance is critical to establishing trust across our internal and external stakeholders. It is vital to the sustainable growth of our business. We uphold our Company’s values by creating a culture which promotes the highest standards for conduct and integrity across all geographies and levels of our organisation. We strive to develop, maintain and update policies, processes and practices that outline our requirements and expectations for the way we do business, taking into consideration our own business requirements and risks.”

– Giovanna Bee Moscoso, Chief
Legal Officer



CORPORATE GOVERNANCE

Above all else, a strong governance structure and framework is defined by actions, which come from clear expectations and understanding. During 2022, we emphasised our training efforts to support action, with a top-down approach, to ensure those representing our Company know what is expected and are well-supported to live by our values. Since Boart Longyear places a high priority on corporate governance through an established structure that fosters stakeholder confidence, our efforts were also dedicated to improving our governance framework by reviewing and updating key Company policies and, enhancing key compliance processes and controls.

BOART LONGYEAR BOARD OF DIRECTORS



RUBIN MCDOUGAL
Chair



JEFFREY OLSEN
Executive Director



TYE BURT
Non-Executive Director



LARS ENGSTRÖM
Non-Executive Director



SHANNON MCCRAE
Non-Executive Director



PAUL MCDONNELL
Non-Executive Director



THOMAS SCHULZ
Non-Executive Director



CONDR TOCHILIN
Non-Executive Director



BAO TRUONG
Non-Executive Director

BOARD COMPOSITION AND DIVERSITY

The Board is comprised of eight non-executive directors and one executive director, with a diverse range of skills and experiences to act effectively and in the best interests of the Company.

In addition to our Board, Boart Longyear's executive leadership team includes respected industry professionals to lead our Company's future growth and development.

BOARD DEMOGRAPHICS

Demographic statistics as of 2022

Total Directors	9
Independent Directors	6
Independent Directors (%)	67%
Directors >5 years tenure (%)	89%
Directors <5 years tenure (%)	11%

GENDER	
Women	11%
Men	89%

AGE	
Under 30	0%
30-50	22%
Over 50	78%

ETHNICITY	
White	89%
Black	0%
Hispanic	0%
Asian	11%
Other	0%
Not disclosed	0%

BOARD OF DIRECTORS

At the top, Boart Longyear's Board of Directors is responsible for overseeing governance of the Company, including our global commitment to ESG.

The Board, in conjunction with Board committees, discharges their duties to protect the Company and act in the best interests of stakeholders in accordance with best practice, and pursuant to the Board charter. The charter sets forth key functions and responsibilities of the Board, in relation to ESG which include:

- Defining and providing strategic direction to management, and approving global business strategies and objectives;
- Approving the Company's statement of values, Code of Business Conduct (Code of Conduct) and related policies;
- Monitoring the operational and financial position and performance of the Company, including approving budgets and business plans;
- Reviewing Board and management's composition, diversity, performance and compensation, including planning for executive succession;
- Overseeing the Company's risk and related risk management framework – financial and non-financial, including those related to ESG;
- Overseeing the Audit and Risk Committee (ARC), GSSC, and the Remuneration, Nomination, and Human Resources Committee (RNHRC), and delegating authority and oversight to such committees as necessary.

The GSSC (Messrs. McDonnell, Chair, and Schulz) assists the Board through regular meetings, in the effective discharge of its responsibilities in relation to the ESG program, ensuring appropriate governance, sustainability, social and environmental practices are in place, and being adhered to by management and the Board. While the GSSC has delegated oversight, these items are monitored and discussed regularly by the full Board as a top priority. The ARC evaluates and remediates risks as necessary, while the RNHRC leads initiatives related to the social aspects of the ESG program.

Further detail regarding our governance efforts are outlined on our [website](#).

BOARD OF DIRECTORS TRAINING

Our Board regularly assesses the group's skills and diversity to consider whether the composition and mix of skills are sufficient to competently discharge their responsibilities and meet their objectives. The Board has determined its members have a broad range of skills, extensive experience and knowledge, and sufficient diversity necessary to oversee Boart Longyear's business. The induction process for new directors informs them of the nature of our business, strategies, risks and issues, and expectations about director performance, including awareness of continuous disclosure principles. Induction also includes meetings with senior management and leaders of our business units and administrative functions. As of December 2022, all current directors have completed their induction process.

In 2022 we conducted live training to our Board including disclosure obligations, anti-corruption and director duties. The training was supplemented with additional global policies which provided detailed guidance on substantive legal requirements and other principles.

The Board regularly considers the skills and knowledge relevant to the Company, the industry in which we operate, and the obligations of a listed Company director and ensures that directors engage in continuing education in respect of these skills where gaps are identified. In addition, throughout the year, Boart Longyear engaged professional advisors and other third parties to assist with director awareness of regulatory developments and matters impacting on the discharge of their duties.

OPERATING WITH BUSINESS ETHICS, INTEGRITY AND SUSTAINABILITY

Our corporate values drive and guide our daily interactions and operations.

We are proud of our reputation as an ethical company and operate in accordance with local, regional, and national laws and regulations and strive to follow both the letter and the spirit of the law.

We further define our values through our Code of Conduct, which is the framework for our own success and of our stakeholders. We believe continual improvement is vital to our ongoing success. Throughout 2022, we reviewed our compliance and governance framework and developed a three-year action plan with a focus on initiatives to best operationalise our values, including an emphasis on training and compliance processes and controls.

The graphic summarises our focus and significant outcomes of our efforts during 2022.



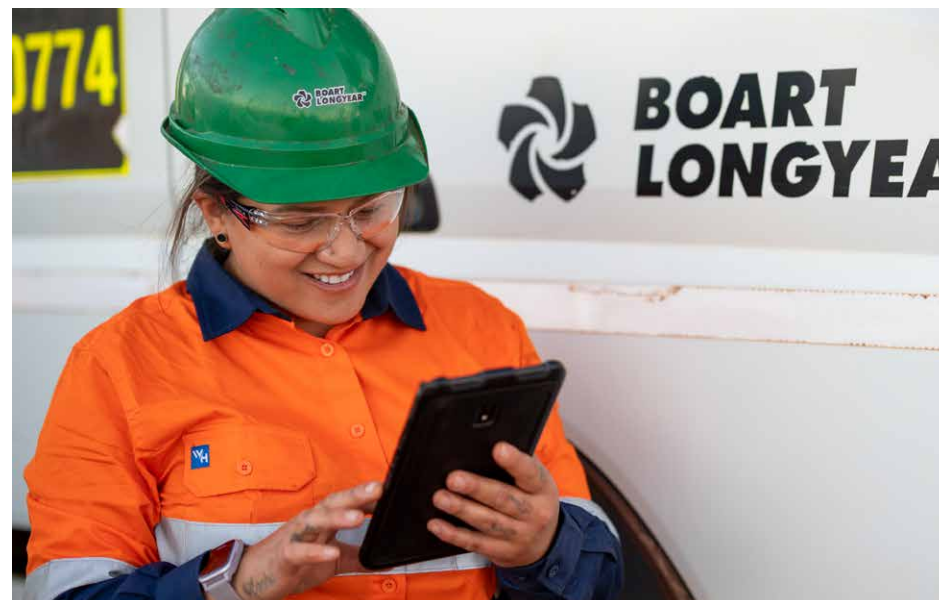
- Focus on in-person training
- Corporate governance documents reviewed and updated
- Helpline improvements to facilitate reporting, including a new investigation and escalation procedure
- Corporate values reviewed and updated
- Enhance due diligence practices

SHAPING A CULTURE OF COMPLIANCE

Integrity is one of our values and the foundation of our compliance program. Driving and guiding ethical behaviour through education, visible felt leadership and communication are essential elements of our compliance program. Each year, our employees undertake compliance training to refresh and reaffirm their commitment to Boart Longyear's Code of Conduct.

Our 2022 focus was on live training as opposed to individual online learning, to improve connection with our workforce after COVID-related limitations during 2021 while enhancing integrity leadership, understanding of our compliance program and strengthening relationships. Highlights for the year include the following:

- Increased live training sessions by 142% over 2021 with 625 employees participating;
- Introduced human rights training with more than 1,100 employees completing compliance-related certifications;
- Implemented diversity, equity and inclusion (DEI) training with more than 1,100 employees completing the online course;
- Experienced a 20% increase over 2021 in direct reporting (through management) of compliance concerns following a targeting campaign to improve employee trust of our non-retaliatory 'speak up' culture and steps to escalate concerns;
- Over 1,000 employees with access to sensitive Company information completed online courses on Insider Trading and Giving and Receiving Gifts; and
- Online governance and compliance training was conducted for 250 newly hired employees in high-risk positions, including sections on insider trading, bribery, prevention of money laundering and fraud, and reporting concerns.



During 2022, we published eight new or revised policies including:

- Human Rights;
 - Collective Bargaining;
 - Conflict Minerals;
 - Disclosure;
 - Diversity, Equity and Inclusion;
 - Environmental, Health and Safety;
 - Retaliation and Whistleblower; and
 - Procedures for Escalating and Investigating of Code of Conduct Reports.
- During the year, our new multidisciplinary Corporate Training Committee developed a 2023 master training plan, which is organized by audience and subject matter.

OUR SPEAK UP CULTURE

Boart Longyear is an inclusive workplace, and we strongly believe in a culture of compliance at all levels of the Company, supported by our values; we encourage our employees to provide their feedback and raise concerns without fear of retaliation. We are committed to maintaining an open working environment whereby people do not fear intimidation or retaliation should they report suspected or actual instances of unethical or unlawful conduct or behaviour not consistent with our values. We encourage employees and third-party partners to speak up and share their concerns and questions with either their supervisor, a member of Human Resources or the legal department or through our helpline. The helpline is administered by an independent third-party company and is available 24 hours per day, seven days per week. Helpline reports can be made either by phone or via the Internet, and translation assistance is available as needed. Colleagues reporting concerns directly through management or the helpline may remain anonymous if they wish.

2022 REPORTING METHODS



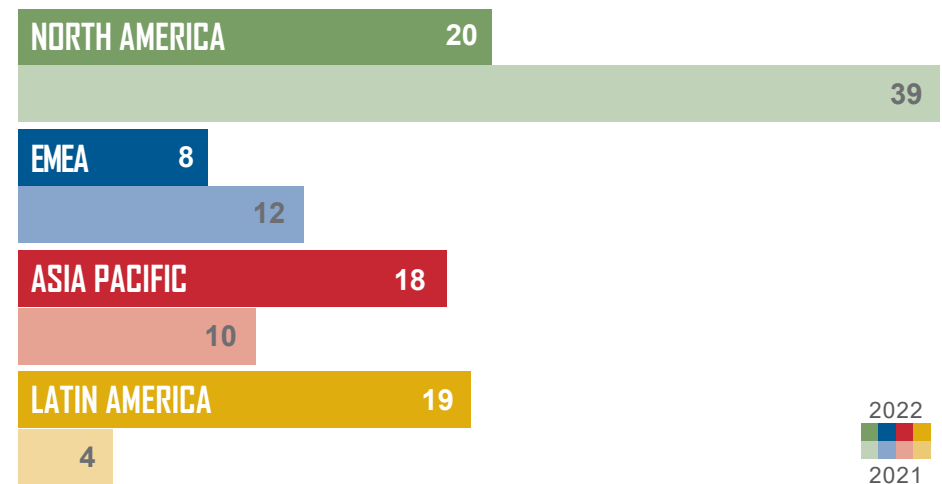
As established in the updated Retaliation and Whistleblower Policy and the new Procedure for Escalating and Investigating Code of Conduct reports – both approved during 2022 – concerns can also be brought to the Board’s ARC by filing a report to a designated outside legal counsel (refer to the [Corporate Governance](#) section of our website).

Our 2022 efforts correlate to a 20% increase in direct reporting of compliance concerns received by supervisors, the legal and Human Resources departments. The increase in reporting suggests greater confidence in our process as highlighted in the graphic below and attributed to:

- Streamlining the helpline intake process;
- Conducting live training to address concerns with a targeted educational campaign in multiple languages;
- Improving our Code of Conduct case management by implementing a consistent and credible investigation process which strives to reduce the investigation period to 90 days;
- Providing feedback to reporting colleagues; and
- Creating a new procedure for escalation and investigating Code of Conduct reports.

The following graphic segments the number of reports made by region and year.

2022 REPORTING METHODS



Boart Longyear was not subject to any fines or litigation relating to business ethics in 2022.

ANTI-COMPETITIVE BEHAVIOUR

Throughout 2022, no legal action was taken against Boart Longyear for anti-competitive behaviour, anti-trust or monopolistic practices. In accordance with our governance and compliance policies, we do not support or permit any Company political contributions (unless approved by the Board), therefore there are none to report.

TAX GOVERNANCE AND CONTROL

Boart Longyear fulfills all its obligations relating to tax compliance matters, such as filing tax returns and making tax payments in accordance with statutory timelines. Where our subsidiaries transact with each other, those transactions are undertaken at arm's length, in compliance with relevant tax legislation, international guidance and best practice, outlined by the Organisation for Economic Co-operation and Development (OECD).

Boart Longyear does not tolerate the facilitation of tax evasion by parties who act for or on behalf of Boart Longyear.

When determining tax risk, consideration is given to Boart Longyear's Code of Conduct, reputation and relationship with taxing authorities, and the accuracy of our financial statements.

Boart Longyear has developed and follows internal processes to ensure the level of risk associated with tax compliance and obligations are mitigated. Additionally, financial statements are audited by a certified audit firm annually. Our people are appropriately qualified, experienced and continually trained, while third party consultants are engaged with additional expertise when required.



OUR REGIONAL GOVERNANCE EFFORTS

As part of our global commitment, during 2022 our regions had a strong focus on live (in-person) training to ensure understanding of Boart Longyear's Code of Conduct and compliance helpline, including topics such as harassment and bullying, anti-competition, respectful workplace, and compliance investigations in addition to the various online ESG, Compliance and EHS training modules completed. As well as live training, we also delivered compliance flash alerts – translated into French and Spanish – to remind employees of appropriate conduct regarding unlawful payments to government officials.

The following highlights recognise our business leaders, regional legal counsels, and all employees who participated.

CANADA

More than 100 Canadian employees participated in live training sessions focused on anti-bribery, anti-corruption, gifts, and third-party relationships.

USA

Conducted live anti-trust training for 35 US/Canadian employees within our global products division.

CHILE & ARGENTINA

Conducted 38 hours of live compliance training.

SOUTH AFRICA

Two live trainings on compliance and ESG were presented by our corporate and regional legal team as well as the Regional EHS Director in South Africa.

INDONESIA

Held 90 hours of live compliance training in English and Bahasa.

AUSTRALIA

- Conducted five live training sessions at operational mine sites, as well as several live training sessions on compliance.
- Held live anti-trust training for 19 APAC employees within our Global Products division.

RISK MANAGEMENT

Boart Longyear places a high priority on the management of operational risks, compliance, and regulations. The Board recognises the ability to deliver on our vision, strategic objectives and operating guidance depends on our capacity to understand and appropriately respond to the uncertainties or risks we face which may prevent us from achieving our objectives. We also recognise disciplined risk management and sound internal controls are fundamental to good corporate governance.

Boart Longyear maintains an enterprise risk management (ERM) system to systematically assess the consequences of risk in areas such as market, health and safety, environment, finance, legal compliance, and reputation, and monitors appropriate mitigation actions for identified risks. As of 2022, our current program includes 116 top risks ranked on a standard '5 by 5' heat map based on risk consequence and likelihood of occurrence. Risk consequence is determined based on an EBITDA/cash and/or safety impact.

In 2022, we began the process of updating our risk matrix and related controls with special attention to ESG-related risk to proactively manage and align with our global standards. The Board annually reviews the risk registers prepared by corporate management, the risk management framework and the steps taken by management to implement appropriate controls and mitigate risk.

In 2022, individual risk assessments were performed as necessary, such as the impact from the war in Ukraine and global supply chain disruptions. In 2023, a country anti-corruption risk assessment will be implemented in three high-risk jurisdictions.

The ERM program is supported by a robust audit and insurance program also led and administered by the corporate risk and insurance department.

The GSSC directly supports the Board in overseeing our activity on environmental management, health and safety, and human rights risk management programs, policies, and performance. This includes reviewing and assessing the effectiveness of Boart Longyear's ESG program as well as related policies and standards.

THE AUDIT AND RISK COMMITTEE ASSISTS THE BOARD IN THE EFFECTIVE DISCHARGE OF ITS RESPONSIBILITIES IN RELATION TO:

- External and internal audit functions
- Accounting policies
- Financial reporting
- Financial matters including treasury risks and practices including hedging and risk management
- Corporate insurance requirements
- Cyber risk management
- Business risk monitoring
- Certain legal and regulatory compliance matters



INTERNAL AUDIT

In addition to our overall risk management program, we have a strong global internal audit function independent from the external auditor, staffed by four professional auditors and led by Boart Longyear's Director of Global Audit and Risk, who reports to the RC for purposes of internal audit and risk. Internal audit provides annual independent assurance over the effectiveness of our global risk management, internal controls, and governance processes.

As of 31 December 2022, management and the directors were unaware of any business unit operating in material breach of any environmental regulations, including under any applicable national, state or territorial laws. The Company is unaware of any material ESG fines, citations or other significant regulatory enforcement action taken against the Company in any operating jurisdiction during the calendar year.

We actively support our stakeholders in following ESG management best practices, leverage trainings, and participate in internal and external forums to build programmatic capacity. We collaborate and share best practices with stakeholders, suppliers and clients. We seek to reduce risk and create value for all stakeholders, while recognising areas most likely to have an impact on financial condition and operating performance.

KEY 2022 HIGHLIGHTS



COMPLIANCE AND INTERNAL CONTROL AUDITS

Performed 15 compliance and internal control audits across all regions and business units, as per 2022 Audit Plan.



GOVERNANCE, RISK AND COMPLIANCE SOFTWARE

Utilised governance, risk and compliance software to perform audits, monitor risk, administer compliance questionnaires, manage audit findings and track remediation.



FORMAL UPDATES

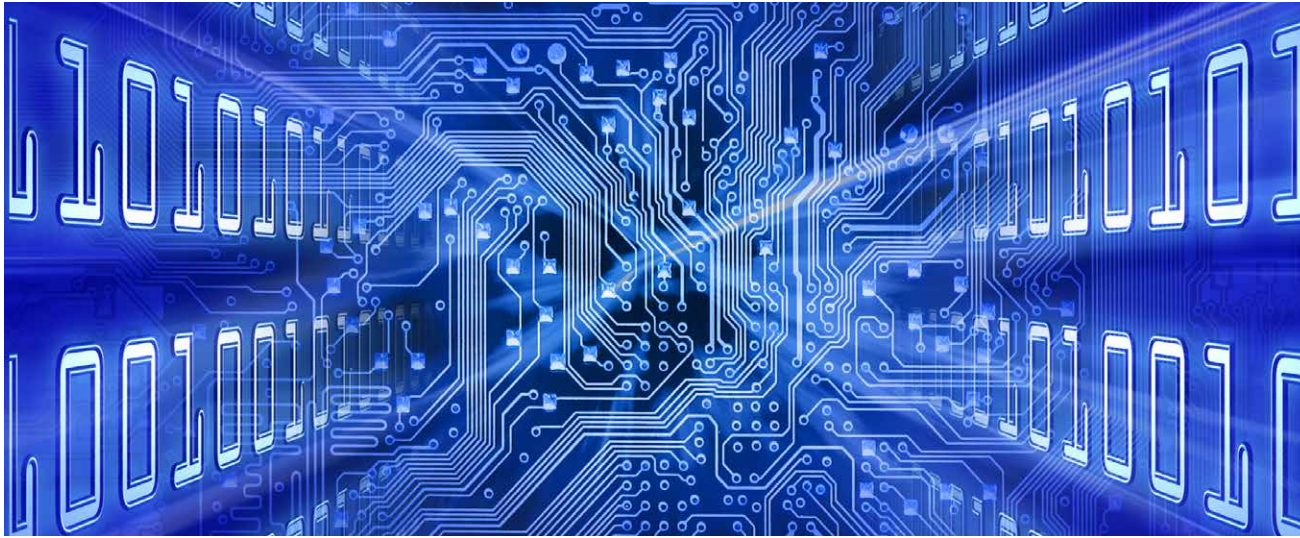
Provided formal updates to the ARC on a quarterly basis and on a monthly basis to the Executive Committee.



EFFECTIVE CONTROL ENVIRONMENT

Continued implementation of an effective control environment based on the Committee of Sponsoring Organisation's framework in conjunction with the finance department.

CYBERSECURITY AND DATA PROTECTION



IN 2022, THE CYBERSECURITY TEAM PROGRESSED THE FOLLOWING:

- Addressed and mitigated scalability issues related to technology and cybersecurity successfully, resulting in an improved and secure operating environment.
- Initiated a comprehensive review of all relevant policies and procedures to ensure they account for new risks, regulatory requirements, and the annual cybersecurity audit.
- Conducted a thorough assessment of our Business Continuity, Incident Response, and Disaster Recovery Plans and began the process of updating them to ensure they align with the latest industry standards and best practices.

Boart Longyear's Board of Directors regularly oversees the company's cybersecurity and data protection risks, while the Executive Committee works with both the Cybersecurity and Information Technology (IT) teams to mitigate and/or transfer risk and ensure compliance with local regulations. The Cybersecurity team collaborates closely with the IT department to implement a security program that prioritizes confidentiality, integrity, and availability of our IT systems. This program is based on the National Institute of Standards and Technology frameworks and includes well-defined policies, procedures, and standards for employee safety, technology systems, and data protection.

The Cybersecurity team is also involved in several high-level initiatives to manage and mitigate risks across the organization. These initiatives include testing and mitigating vulnerabilities, ongoing employee training and educational campaigns, incident management, and awareness-raising sessions. The team adheres to industry-standard best practices to effectively manage incidents and eliminate threats, and continuously strives to improve employee skill sets to reduce the risk of cyber threats.



SOCIAL

“Our people are our difference. We strive to be an inclusive and diverse organisation that creates a sense of belonging for all on our team. Together we drive levels of engagement and performance that best serves our team.”

– Daniel Goldblatt, Chief Human Resources Officer



“Boart Longyear has manufacturing and distribution operations in more than two dozen countries in Asia, Australia, Europe, Africa and the Americas. Everywhere we operate, we commit to contributing to the well-being of the local communities. We do this by hiring and professionally growing a diverse workforce, and by supporting our local communities in their meaningful causes. Our manufacturing plants are working on innovative solutions such as solar power source to reduce their environmental impact. Boart Longyear provides business opportunities for hundreds of local and global suppliers. We are implementing a vendor vetting and onboarding platform to ensure ethical and sustainable procurement through all our suppliers.”

– Haitao Liu, VP of Manufacturing and Supply Chain



OUR PEOPLE



'Teamwork & Diversity' is a Boart Longyear value. Our people are our most important asset, and we understand the best ideas develop from collaborative efforts between individuals with diverse backgrounds, opinions and perspectives. Recruiting, developing and retaining a talented, diverse and motivated workforce that embody our values and is representative of the communities in which we work is fundamental to our continued success.

Our performance improves as we focus on consistency in training, process, equipment and delivery in every region, mine site and operating environment. We strive to provide competitive benefits packages in every country we work – assuming a country-based approach to salaries, compensation, and benefits, offering competitive, locally appropriate benefits.

Transparent two-way communication is at the heart of our approach to labour relations and working conditions, ensuring our people are kept informed on important Company information through all employee meetings, corporate announcements, and our internal online newsletter, *The Feed* launched in 2022.

During 2022, our Human Resources structure was enhanced to focus on 'centers of excellence' and cross-divisional HR business partners.

The following table shows the global distribution of our workforce.

	LATIN AMERICA	ASIA PACIFIC	EMEA	NORTH AMERICA
Total Employees	1,358	1,082	1,435	2,019

DIVERSITY, EQUITY AND INCLUSION

Boart Longyear is committed to creating a fair and inclusive work environment built on equity, respect and merit to ensure employees' diverse perspectives are valued and considered. Managing DEI requires a comprehensive strategy and continual effort to ensure all reasonable expectations and interests are met. Our DEI approach is to remove any and all systemic biases and barriers and provide opportunities based on merit.

During 2022, we reassessed our recruiting practices to identify and utilise alternative recruiting sources focused on women and minority candidates to ensure employees in all divisions are selected from a diverse pool of candidates. A steering committee with seven regional/functional teams was established to deliver our DEI vision. Our current strategic objectives are focused on increasing the representation of women in Boart Longyear. The '15 x 25' goal is to increase the total representation of women to 15% by the year 2025. This will be supported by the '5 x 25' goal, which is to increase by five times the representation of women with drilling titles within our Drilling Services Group – a division that has primarily been male-dominated – by the end of 2025.

WOMEN IN LEADERSHIP	
Executive Committee	12.50%
Includes Vice Presidents & Directors	8.11%

Our focus continues on promoting women to senior management positions.

At Boart Longyear, we celebrate the unique and diverse attributes every individual brings to the workplace irrespective of age, gender, nationality, race, and sexual orientation.

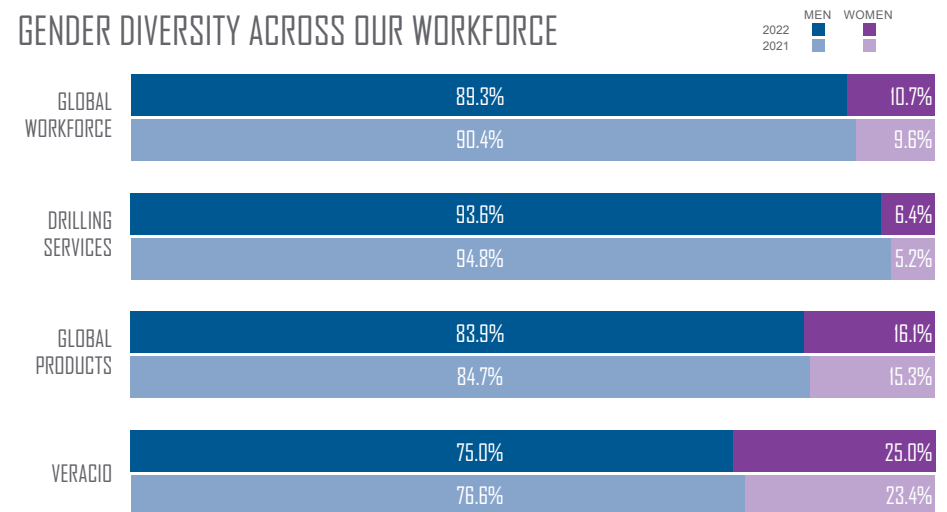
Our automation and remote capability technologies appeal to and attract a new generation of mining talent – a gender-diverse workforce unlike we've known – enabling and retaining employees. Innovation and automation, particularly remote operation of our surface and underground drilling equipment, has significantly increased the pool of interested talent from which we can draw.

At our manufacturing operations, we have been improving working methods and ergonomics for greater suitability to women. For example, at our Salt Lake



City plant, batch sizing was reduced to decrease the weight of work-in-process requiring cart transportation, specific training was developed for women machine operators. As a result, women employees accounted for 40% of our Salt Lake City plant workforce on 31 December 2022.

GENDER DIVERSITY ACROSS OUR WORKFORCE



HUMAN RIGHTS



Boart Longyear is committed to effectively assessing and addressing modern slavery and human trafficking risks within our operations and supply chain. Our 2022 Human Rights Policy reflects our commitment to act ethically and responsibly in all business activities. We are committed to respecting and observing all human rights, as articulated in the Universal Declaration of Human Rights, and the International Labour Organization Core Conventions. In 2023 we will focus on enhancing our third-party due diligence procedures, including an automated process for improved monitoring and prevention of modern slavery and human trafficking risks.

In 2022, we did not identify any evidence of slave or forced labour, child labour, or human trafficking in any of our operating countries.

NON-DISCRIMINATION AND HARASSMENT

We are committed to being an equal opportunity employer. Our policy is to appoint the best person to the job irrespective of gender, race, disability, ethnicity, religious belief or sexual orientation. We recognise the majority of our workforce are men, yet we advocate for greater gender diversity, offering equal pay opportunities to employees and contractors for roles with comparable education and experience. We make our workplace welcoming and positive for everyone by preventing abusive conduct, bullying and harassment. Boart Longyear expects every employee to be courteous and treat others with respect.

TRAINING AND DEVELOPMENT

We are committed to developing our people – providing them with necessary skills and knowledge to safely, effectively and ethically perform work to the highest standards with a focus on leadership development, knowledge transfer and training (safety, new-hire, cross-functional and refresher).

OCCUPATIONAL HEALTH AND SAFETY TRAINING

Competency and training are crucial to our success, and outlined within our global EHS Standards and 'Golden Rules of Safety'. We have developed and continue to refine our in-house training and tools delivered via a mix of live, online and competency-based training modules to address specific learning, tasks and necessary assessments as outlined below.

- Employee learner books and Standard Work Procedures (SWP) are primary tools to determine employee knowledge of safe work practices.
- SWP assessment forms test our peoples' knowledge and skills.
- Boart Longyear Integrated Training System (BITS) is an in-house online learning management system offering theoretical and practical training, which monitors employee skills and training progression, which are linked to our corporate leading indicator KPIs focused on training completion.



We highlight two specific training and development programs delivered throughout 2022 below.

COMPETENCY-BASED TRAINING PROGRAM

Our global program focused on providing universal safety and technical drilling training to uphold World-class standards and add value.

FRONTLINE AND ADVANCED LEADERSHIP TRAINING UNIVERSITY OF UTAH (ON CAMPUS AND ONLINE)

Our partnership with the University of Utah (USA) has resulted in various leadership courses offered to employees in leading roles, as well as discounted access to the University's MBA program, irrespective of location.

REGIONAL PEOPLE EFFORTS

A united global approach has contributed to improved recruitment processes and a safer work environment for employee well-being and satisfaction. Regional leaders have advocated their support for more women in the workforce by championing working conditions for women in our business, including specific health campaigns such as mental health and breast cancer awareness. Below are highlights of our regional efforts.

CANADA

- Worked with Canadian Training Institute to recruit women participating in skills training to enter/re-enter the workforce.
- A customisable presentation entitled 'Critical Conversations' was shared with all field employees addressing retirement, mental health, policy changes and any employment-related topic of note.

CHINA

- Identified and promoted roles targeting women from China's competitive labour market.
- Resolved a heavy loading/unloading issue by introducing a gantry crane to significantly reduce risk of injury and hazards.

USA

Boart Longyear's Salt Lake City manufacturing plant achieved a workforce comprised of 40% women.

ARGENTINA & CHILE

- Argentina and Chile celebrated the first two women drillers - both working for Boart Longyear.
- Established 'Eliminating Violence Against Women' program with regular meetings addressing women's issues and concerns through safe forums.
- Introduced a leadership training program for field supervisors called 'Boots on the Ground' to promote teamwork and a growth mindset.

GHANA

Local DEI initiatives resulted in two women driller assistants being trained to progress to drillers in 2023.

INDONESIA

One woman was promoted from driller assistant to driller and one woman was hired as a mechanic.

LAOS

A targeted women's driller program resulted in the recruitment of eight women including a mechanic.



SOCIAL: HEALTH & SAFETY

OUR APPROACH TO HEALTH AND SAFETY

Health and Safety is one of our values, and we expect all employees to work together to **make it safe, make it personal, make it home**. Through our industry-leading safety standards, programs, and processes, we commit to protecting the health and well-being of our employees, contractors, and visitors at all our sites, facilities, and surrounding communities in which we operate.

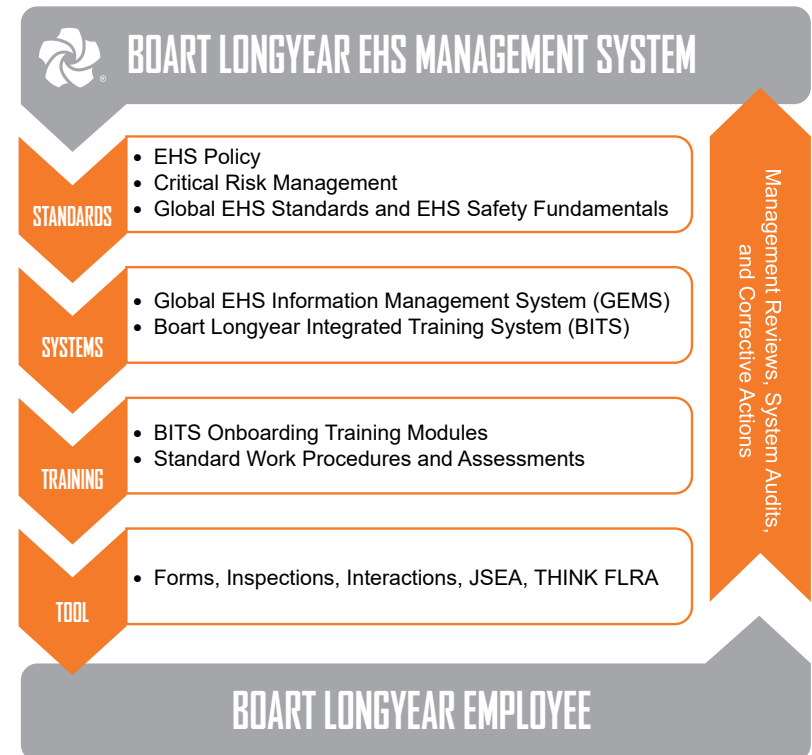
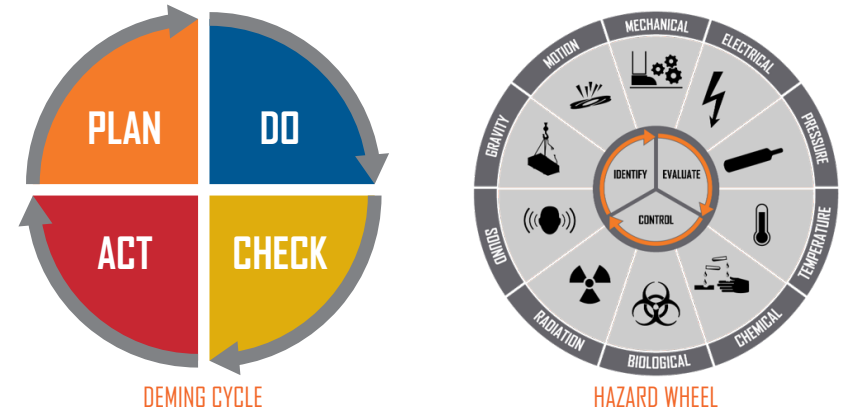
We observe and refer to the Deming Cycle model with four stages of continuous quality improvement: Plan, Do, Check and Act as well as the Hazard Wheel promoting the three important steps: Identify, Evaluate and Control.

Our Global Environmental, Health and Safety Management System (EHSMS) is designed to mitigate or eliminate risk in our operations. The management system requires a comprehensive, ongoing review of business activity risk in the context of both legal requirements and the Corporate EHS Policy. This ensures that we implement both our own rigorous EHS standards and comply with all local controls appropriate to the business. This EHSMS applies to all Boart Longyear employees, as well as visitors and contractors working on Company sites or facilities.

Our standards, programs, and processes enable drillers to safely maximise productivity while employing progressive and effective field-designed innovations.

At Boart Longyear, we are proud of our safety innovations, and strive to exceed our client's operational expectations.

We recognise and highlight our global health and safety performance throughout 2022, noting achievements in Asia, EMEA and Latin America Drilling Services' combined total case incident rate (TCIR) for operations across all three regions was 0.66 with over six million hours worked – an outstanding result in the drilling industry.





HAZARD IDENTIFICATION, RISK ASSESSMENT AND INCIDENT INVESTIGATION

The ability to monitor, evaluate and identify trends among all EHS-recorded incidents across our global operations is a critical component of our management system. Boart Longyear collects hundreds of incident data points to identify who, what, where, when, and most importantly – why an incident occurred – tracking trends to identify improvement opportunities to enhance safety and set targets and goals for continuous improvement. We focus on collecting data in relation to our most material health and safety topics, which include the following critical risks:



VEHICLES & DRIVING



DISEASE



PERSONNEL FALLS



**UNCONTROLLED
RELEASE
OF ENERGY**



**THERMAL
ENERGY**



**FALLING
OBJECTS**

2022 WORKFORCE HEALTH AND SAFETY METRICS

	TOTAL COMPANY	DRILLING SERVICES	GLOBAL PRODUCTS AND VERACIO
Hours worked	13,187,087	10,865,985	2,195,992
Total Recordable Incident Rate (TCIR)	1.45	1.66	0.54
Lost Time Incident Rate (LTIR)	0.12	0.13	0.09
Fatalities	0	0	0

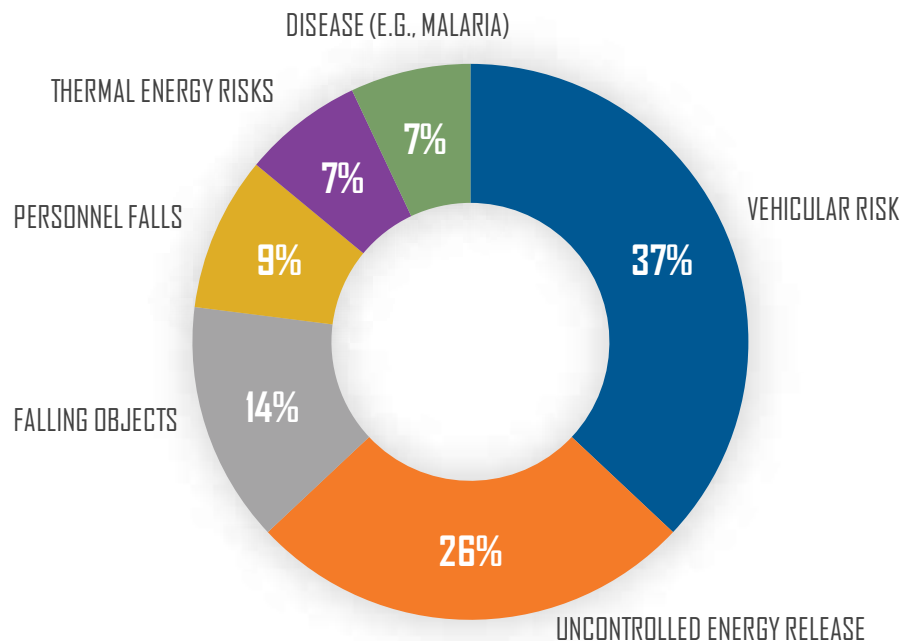
Note: TCIR and LTIR are per 200,000 hours worked and both metrics encompass employees, contractors and workers.

% MANUFACTURING FACILITIES ISO 45001 CERTIFIED	50% (CHINA, GERMANY AND POLAND SELF-CERTIFIED)
Recordable Injuries	96
Lost Time Injuries	7
Leading Indicator Score	98%

CRITICAL RISK MANAGEMENT

Boart Longyear defines critical risk as potentially fatal or with permanent damage, identifying risk through a systematic approach via the Company's Critical Risk Management (CRM) program. It assists employees by detailing and mitigating the most severe incidents, including EHS standards outlining critical controls, critical risk training modules, and critical control verification inspections. Actions are tracked through GEMS, complemented by an accompanying mobile application.

Based on Boart Longyear's 2022 'injury experience', our critical risk exposure has been segmented into the following percentages of total critical risk incidents.



In addition to incident collection, we use critical control verification tools, considered necessary to prevent previous incidents or lessons learned. Hazard and risk assessments undertaken correctly the first time ensure people stay safe, and:

- Build trust with our employees, contractors, and clients;
- Reduce injury rates;
- Save resources by reducing injury claims (insurance), employee modified work programs, and worker replacements; and
- Reduce machine, equipment, and process downtime.

All supervisors and management are expected to conduct critical control verifications and inspections. For 2022, more than 10,000 critical control verifications and inspections were completed.

As part of our CRM program, Flash and Hazard Alerts follow recordable or incidents rated significant or higher. The relevant regional team compiles the alert, which is then shared globally during pre-start meetings to review factors that led to the incident. The alert reiterates the importance and necessity to follow procedures in the event of a similar situation. Alerts are available in Spanish, English and French for accessibility.

WORKPLACE MONITORING ACTIVITIES

Our GEMS reporting tool provides data accuracy and reliability, assisting with the compilation of targeted KPIs and scorecards to track rig inspections – specifically those which have or have not been inspected, as well as the type of inspection performed.

We monitor our activities to foster health and safety best practice. Examples of such efforts in 2022 include:

- Germany: 227 inspections resulted in 79 actions with 100% corrective action scoring.
- Poland: A certified laboratory conducts regular testing of work environment factors including noise and respiratory hazards.
- EMEA: Updated regional malaria prevention plan for deployment indicating individual and Company responsibilities including preventive measures. An awareness document was distributed to all employees and prominently displayed at pre-start meetings.
- Globally: Random alcohol and/or drug tests are conducted pre-shift to ensure crews are 'fit for work'.

OCCUPATIONAL HEALTH SERVICES

Our EHS program includes processes to identify, manage and prevent occupational health-related injuries, including a robust training program and set of standards covering:

- Occupational Health Overview
- Chemical Toxins
- Physical Stress and Heat Stress Management
- Ergonomics
- Disease and Biological Risks
- Hydration and Nourishment
- Ventilation and Respiratory Protection
- Hearing Conservation
- Medical Surveillance
- Fatigue, Shift Work and Fitness for Duty

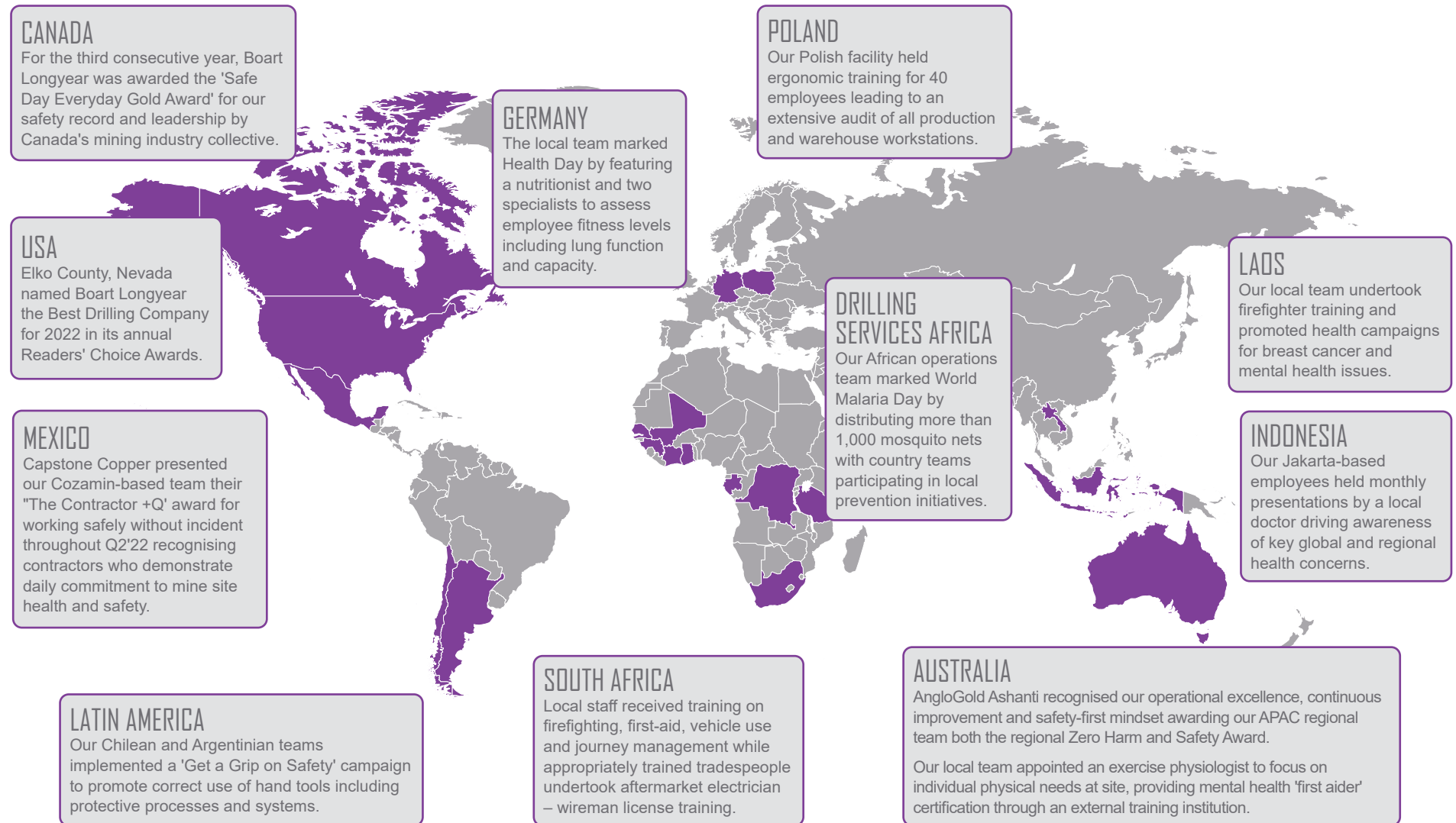
OPERATING DURING AND POST-PANDEMIC

The health and safety of our people and surrounding communities is our top priority while ensuring operational sustainability, particularly during the COVID-19 pandemic. Boart Longyear continues to monitor information released by the World Health Organization and governments where we operate – adjusting our operating procedures to comply with government guidelines. The pandemic impacted our business, resulting in over 1,400 missed shifts across Drilling Services globally – an improvement from 2021, while our manufacturing facilities incurred minor impacts to scheduling and production.



OUR HEALTH & SAFETY REGIONAL EFFORTS

Listed below are our most notable 2022 health and safety initiatives implemented across the world.





SOCIAL: CUSTOMERS, SUPPLIERS AND COMMUNITY ENGAGEMENT

Engaging and listening to stakeholders has long been a cornerstone of Boart Longyear's operations. We are committed to consulting with host governments and local communities, delivering timely information regarding operations and providing opportunity for good collaboration and dialogue with our many stakeholder groups.

By employing a transparent and efficient process, we strive to address stakeholder concerns early, while continuing to demonstrate our commitment to operational integrity. This begins with a focus on safety and protecting the environment and communities in which we operate, utilising the most progressive and effective safety programs and innovations available.

We believe the most effective stakeholder and community engagement is delivered and managed at the regional and local levels to provide unique understanding of cultural and socio-economic considerations.

FIRST NATIONS AGREEMENTS

Boart Longyear has 11 joint venture agreements with Canada's First Nations. Some agreements have been in place for over six years and vary in scope from revenue sharing to First Nation-owned drills that are operated by Boart Longyear. The majority of our First Nation partners are based in Ontario, while the remainder are in Saskatchewan, British Columbia, Newfoundland, Labrador, Northwest Territories and Yukon. Recruitment and training is our strongest initiative with our First Nation partners providing long-lasting impact on communities.

THIRD-PARTY ASSESSMENT

Operating with our values in mind, we look to drive our ESG momentum through our suppliers by ensuring best practice across environment, governance and compliance, local sourcing, innovation, health and safety, and diversity. To obtain a complete understanding of sustainability performance and path to decarbonisation, we must first assess and measure what our suppliers are undertaking within their own supply base. One way we achieve this is through accelerated investment in supply chain sustainability monitoring, including carbon reduction efforts to build long-term viability.

Our global sourcing approach involves strategically sourcing goods and services for uniform and reliable procurement processes across all operations. We value safe, efficient and innovative

suppliers and we expect fair and competitive evaluation and selection processes. We expect our business partners to maintain high standards and we are prepared to withdraw from agreements and cease relationships with non-compliant suppliers.

We structure our procurement practices to prioritise goods and services from local suppliers to develop mutually beneficial partnerships. Each region is responsible for local procurement, with regional managers and suppliers working together throughout the life of an operation and services. Given the remote locations where we operate, local suppliers are often unable to satisfy our procurement needs, in which case we then target regional or national service providers.



RESPONSIBLE VALUE CHAIN MANAGEMENT

Wherever we operate, we comply with and support efforts to ensure fair and legal pay as well as safe working conditions. Boart Longyear avoids entering into third-party arrangements which could potentially violate human rights and expects all third parties to share the same commitment. Throughout 2022, our supply chain was not negatively impacted given our proactive assessment process of potential suppliers before entering into agreement. Our global supply chain team leads and upholds responsible value chain management best practice focused on global procurement, inventory management, warehousing and distribution, transportation and logistics.

Our cost-effective procurement policies and processes ensure Boart Longyear obtains fair value while complying with all applicable laws and Company policies, while acquiring goods and services under approved terms and conditions. Part of our 2022 efforts included planning for a third-party risk management tool and updating our global vendor onboarding process (to be implemented in 2023).

PRODUCT DEVELOPMENT AND ENHANCEMENTS

Prior to introduction into the market, new products are subjected to extensive testing across various environments. Our new product development and enhancements are focused on improving safety and productivity, adding real value for our customers.

In line with our ESG principles, we remain committed to providing environmentally friendly, reusable/recyclable packaging to reduce our impact and footprint. As an example, the following are several initiatives implemented during 2022 at our Mississauga, Canada plant.

- Sourced locally produced recycled boxes and corrugated products to support the environment and the neighbouring community.
- Utilised technology (QR codes) to alert and share important safety and marketing information while eliminating printing costs and assembly time while fostering collaboration between our marketing and products groups.
- Replaced steel strapping used to package and transport our products with composite strapping providing environmental, safety and economic advantages through reduced cost to produce, recycle and the lighter weight poses less of a safety risk.

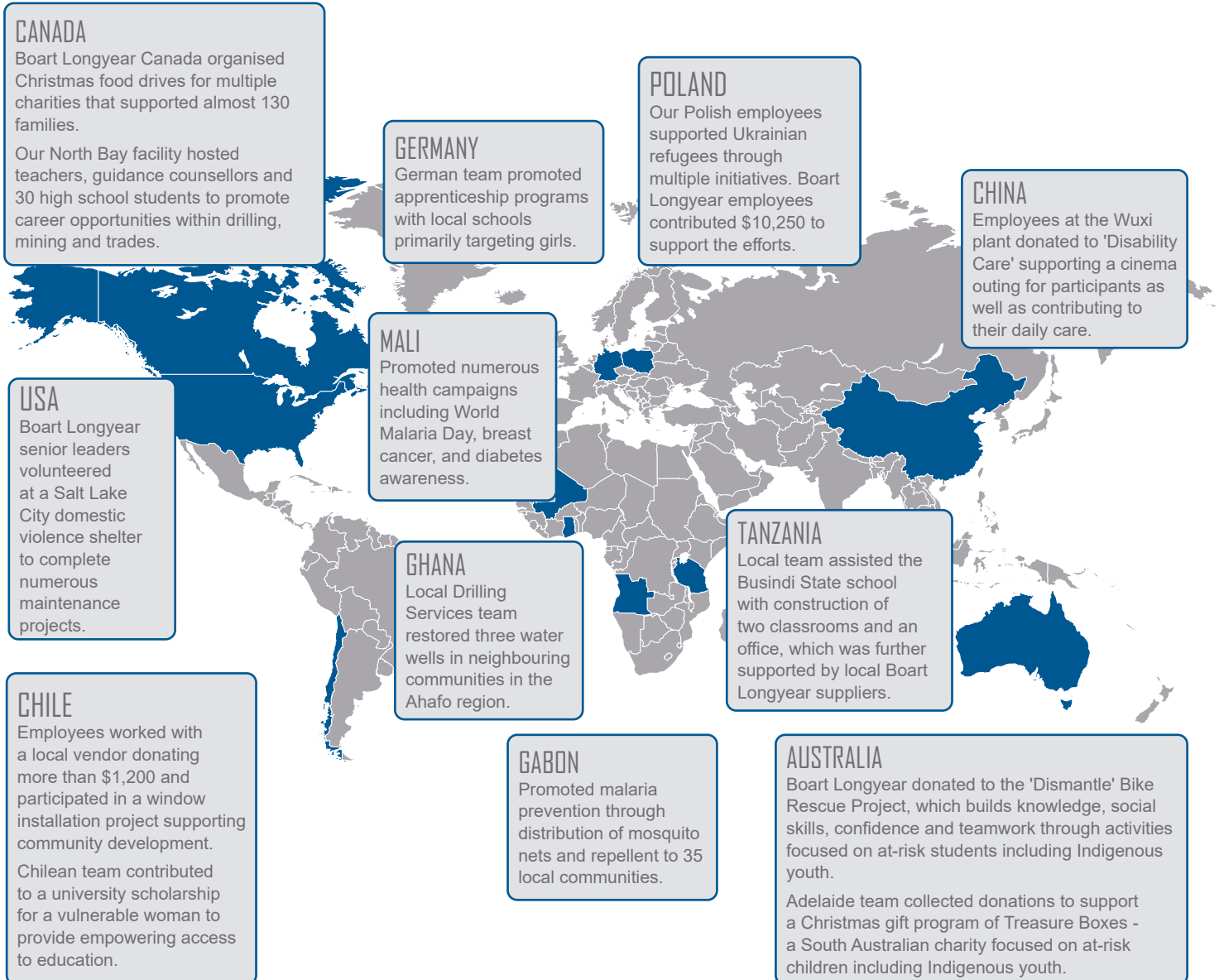


STAKEHOLDER ENGAGEMENT

Boart Longyear's commitment to the communities in which we operate is twofold – limiting disruption and minimising environmental impact at and around our operations while also acknowledging an aspect of our 'operational success' hinges upon developing sustainable, mutually beneficial partnerships with those communities.

Collaboration and education are vital to achieve sustainable relationships and long-term economic development. We strive to promote education and training within our operating ecosystems for our workforce and nearby communities by partnering with First Nations communities, local schools and universities to develop local skills, foster knowledge transfer and potential future recruitment of community members while utilising and promoting local vendors for beneficial partnerships which enrich and strengthen the local economy.

As we progress our ESG program, we expect to adopt an appropriate tracker to comprehensively record and monitor our global social initiatives and engagement metrics during 2023. We share the following key 2022 community engagement activities.



ECONOMIC VALUE SHARING

Stakeholders expect businesses to support and contribute to overall social wellbeing, especially in communities where companies operate. Within the mining and drilling services sectors, the value of the business can be fairly shared through employment, local procurement, investment in infrastructure and community development, and the payment of taxes supporting economic development. We seek to have a positive impact on the socio-economic development where we operate. The following table presents the economic value generated by our business in 2022 as well as the economic value distributed.

(In US\$ millions)

ECONOMIC VALUE GENERATED		2022
Net Sales ¹	\$	1,038.9
Revenues from Financial Investments		-
Sale of Assets		4,900.0
Total	\$	1,043.8

ECONOMIC VALUE DISTRIBUTED		2022
Total Operating Costs ¹	\$	593.1
Employee Wages and Benefits		368.8
Payments to Providers of Capital ²		19.0
Payments to Government ³		33.8
Community Investments ⁴		0.1
Total	\$	1,014.8

(1) Operating costs comprise costs applicable to sales of \$862.1 million, research and development of \$11.2 million, sales and marketing of \$22.3 million, and general and administrative expenses of \$98.0 million on an accrued basis. Operating costs omit employee wages and benefits of \$368.8 million, included in the employee wages and benefits column; \$33.5 million in payments to governments for employer taxes, property taxes and sales included in the payments to governments column; and \$0.1 million of community investments included in the community investments column.

(2) Payments to providers of capital includes interest expense on loans and bank overdrafts of \$15.6 million and interest on lease liabilities of \$3.4 million.

(3) Taxes included in payments to governments include current year cash payments for income taxes, accrued employer, property, sales and withholding taxes.

(4) Community investments data includes direct spending for community benefit.

MEMBERSHIPS

Boart Longyear is proud to collaborate with and support notable, ethically operated industry associations and groups to foster positive working relationships and to promote continuous improvement. Our 2022 corporate associations and memberships are outlined below.





ENVIRONMENTAL

Our approach to environmental management is anchored in our Environment, Health and Safety (EHS) policy, which governs the conduct of all employees, officers and directors of Boart Longyear. We have an individual and collective responsibility to protect the environment and the communities in which we operate with the goal of delivering continuous improvement in the pursuit of EHS excellence.

We recognise and understand the environmental footprint associated with our activities by demonstrating responsible management and compliance with relevant regulations and laws. Environmental health and safety is a top priority, and our EHS Policy commits us to responsibly address our environmental challenges while considering our stakeholders' interests. To understand and manage our climate risks and opportunities, an annual enterprise risk management (ERM) analysis is conducted by our audit and risk team.

We evaluate potential partnerships or opportunities against our environmental assessment criteria which includes:

- Use of renewable energy sources, such as solar, wind, hydropower, and geothermal energy;
- Implementation of a waste management program: recycling materials, proper disposal of hazardous waste and waste reduction; and
- Appropriate management of operational air or water pollution through effective monitoring according to and following client requirements and standards, pollution control technologies and measures, and compliance with environmental regulations and standards.

We uphold the following International Organization for Standardization (ISO) certification at our various global manufacturing facilities and plants and in 2022, we either re-certified or conducted audits to maintain our various certifications.

- **ISO 9001: 2015** (quality management system): Canada, China, Germany and Poland.
- **ISO 14001: 2015** (environmental management system): China, Germany and Poland.
- **ISO 45001: 2018** (OH&S): Canada, China, Germany and Poland.

ENVIRONMENTAL FOCUS

The following initiatives and standards are in place to operationalise EHS improvements and better manage our environmental impact.

ENVIRONMENTAL STANDARDS			
AIR & NOISE	ENERGY & FUELS	WASTE	WATER
Reduce our impact to air quality and noise levels to sensitive receptors such as the work force, the general public or wildlife.	Reduce our impact to air quality through conservation strategies to limit energy and fuel consumption.	Reduce our impact to environmental resources through waste management and minimisation strategies.	Reduce our impact to environmental resources via conservation (reduce consumption; maintain or improve water quality).
KEY REQUIREMENTS	KEY REQUIREMENTS	KEY REQUIREMENTS	KEY REQUIREMENTS
<ul style="list-style-type: none"> Minimisation strategies to reduce engine idling. Summarise fleet engine inventory: engine types, horsepower (hp or kW) engine class (Tier I, II or III) and emission factors. Compliance program elements to document and detail process stack, vehicle, and equipment emissions. Reduction or elimination of noise impacts to sensitive receptors where applicable and incorporated in EHS Management Plans. 	<ul style="list-style-type: none"> Energy and fuel consumption. Vehicle mileage (km). Energy conservation strategy and performance. Air travel reduction where possible. 	<ul style="list-style-type: none"> Waste minimisation strategy and performance. Waste generation documentation. Aerosol container minimisation, management and disposal. Hazardous waste compliance. 	<ul style="list-style-type: none"> Water use and minimisation strategies. Reduce impact to surface and groundwater quality. Water conservation strategy and performance. Stormwater management.

Boart Longyear's potential impacts are deemed 'non-material' and best described as local, non-reportable environmental releases of hydrocarbons or drilling fluid. Prevention and countermeasure procedures are in place including remediation, as or if required.

EMISSIONS MANAGEMENT

We strive to improve our environmental performance, regularly assessing financial implication, risk, and opportunity associated with our operations. While our emissions footprint is considered 'negligible' by comparison to other industries, we remain committed to measuring, monitoring and identifying opportunities to further reduce our impact on the environment.

Boart Longyear is committed to limiting the environmental impact of our global operations, and we are focused on first benchmarking and then improving air impact, energy and water consumption, and generation of waste and hazardous materials.

Our many services can be tailored to complement and assist with biodiversity, ecosystem services, water management, drill waste/tailings, air, noise, energy, climate change (carbon footprint, greenhouse gases), hazardous substances, and drill site closures. Our goal is to not only ensure compliance with host country regulations, but to exceed expectation of our clients, host governments, and other stakeholders, while setting the industry standard. Our facilities and business operations develop and implement processes to manage our environmental impact through more efficient recycling and reducing waste.

SCOPE 1 & 2

In 2022, we completed a baseline emissions project to measure CO₂e at all six manufacturing plants, totaling 5,305.13 metric tons or CO₂e of Scope 1 and 11,405.72 metric tons or CO₂e of Scope 2. Total metric tons or CO₂e = 16,710.85.

Baselining emissions is ongoing. At this time, significant air emissions cannot be attributed to our operations. Baselining emission of our rig fleet will provide more opportunities to improve.

In 2022, we upgraded our GEMS software to track environmental metrics. In the future, we expect to track and measure our air impact as a result of our continuous improvement journey.

SCOPE 3

Boart Longyear's emissions are not all-inclusive, yet a majority representation of our Scope 3 business-related travel emissions from known air travel booked via our corporate travel agent include:

- 14,900,000 pounds or 6,759 metric tons of CO₂.
- 25,100,000 miles or 40,394,534 kilometres travelled.

Our Scope 3 emissions reporting is currently focused on highly transient operations and associated business travel.



ENERGY CONSUMPTION

We strive to reduce energy consumption and our environmental impact by complying with local environmental laws, abiding by industry regulations and adopting and promoting recycling and other measures to operate more efficiently.

Below are examples of our environmental efforts and highlights in relation to reduced energy consumption throughout 2022.

POLAND

- Maintained 2022 electricity consumption at 2019 levels, despite a significant workforce increase and the introduction of a second shift.
- Decreased 2022 energy consumption per work hour by 13% compared to 2021.
- Reduced gas consumption by 11% over 2021.
- Began implementation of photovoltaic solar panel program, which is expected to be completed in 2023.

GERMANY

- Implemented an additional air pressure ring line with larger diameter, (from one inch to 2.5 inches) reducing line loss and pressure by 0.5 bar, resulting in an annual approximate saving of 15k kWh.
- Established two cording rod production lines sourced with a French steel supplier resulting in significantly lower transportation costs – both inbound raw material and delivery to products to customers.
- Reduction of key production inputs: 23% less natural gas, 23% less oxygen, and 12% less propane.

CHINA

Reduced plant's electrical output to 0.75 million kWh through the installation of solar panels.

INDONESIA & LAOS

Our teams in Indonesia and Laos replaced mercury bulbs with solar-powered LED lighting to realise a significant reduction in consumption and cost.

SOUTH AFRICA

Implemented carbon footprint reduction program incorporating air-conditioning management, motion sensor lighting, and utilising video conferencing instead of air travel.

WATER MANAGEMENT

At Boart Longyear, we adhere to our clients' Stormwater Pollution Prevention Plans and other protocols in associated jurisdictions, requiring containment facilities to capture significant runoff to protect against damage to stormwater runways. All impacted stormwater which comes into contact with process activities is contained and is not discharged from the property. It is either reused or managed accordingly. Most non-impacted stormwater is diverted around operations. Stormwater best management practices are designed to minimise the impacted sediment leaving the property.

Water is integral to drilling and completion projects, and our supply and demand for water varies across operations. In 2022 and many years prior, we implemented measures to reduce the volume of water used at our drilling operations, with efforts to reduce usage and minimise impact on local resources, through in-house recycling programs and water basins.

In Chile, mud recirculation systems were fitted on all diamond drill rigs to optimise mud consumption and minimise environmental impact saving approximately 30% water consumption or an average of 120,000 litres per day. While in our manufacturing plant in China, water tanks were installed achieving annual conservation of 140,000 litres of water.

In our Salt Lake City manufacturing plant, the local team transformed disposed carbon into positive cash flow by sourcing a buyer for the facility's carbon waste. The proceeds were then used to upgrade our plant's dust handling system – improving and controlling the discharge into dust-proof transportable bags.

In Mali, our Drilling Services team introduced a potable water program after establishing two new water sources at mining deposits, Gounkoto and Yalea, removing the need to purchase and consume bottled water totaling approximately 213,000 bottles per year. The program significantly reduced our environmental impact by eliminating plastic use, reducing emissions by no longer requiring transportation of the bottled water to the mine site while realising cost savings.

We remain focused on ensuring compliance with relevant regulations and client requirements as we move forward with our approach, monitoring both our efforts to conserve water resources and our strategies for managing wastewater.



WASTE MANAGEMENT



Boart Longyear generates the following types of waste:

- Electronic
- General (food- and non-food-related)
- Hazardous
- Non-hazardous
- Special universal

In addition to our standards and best practices, all business units, facilities and operations incorporate hazard communications and comply with applicable regulations within their respective EHS management plans. Mandatory elements of hazard communications applied to all chemicals and hazardous materials include:

- Listing all chemicals, hazardous materials or dangerous goods;
- Appropriate labeling and storage of all hazardous material containers;
- Ready access to Safety Data Sheets and/or Material Safety Data Sheets; and
- Training for the safe storage, handling and use of all chemicals and hazardous materials.

PREVENTING SPILLS

Given the size and scale of our operations, we have in place a six-step environmental spill prevention and response protocol outlining the steps which must be taken to mitigate and manage spills. In line with our EHS Standard, Boart Longyear conducts environmental assessments to ensure our properties are environmentally secure upon entry and exit.

APPENDIX – PERFORMANCE METRICS

FOCUS	SASB CODE	ACCOUNTING METRIC	BOART LONGYEAR METRICS
Greenhouse Gas Emissions	SASB EM-MM-110a.1	Gross global Scope 1 emissions / amount of greenhouse gas emissions (Mtons).	5,305.13 metric tons is the total CO2e for our six manufacturing plants in 2022.
		Percentage covered under emissions limiting regulations.	Information not yet available
Greenhouse Gas Emissions	SASB EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and analysis of performance against those targets.	By 2023, we will baseline Scope 1 and Scope 2 emissions for Drilling Services and manufacturing. By 2024, we will finalise our carbon footprint, identifying opportunities to improve and reduce our footprint.
Air Quality	SASB EM-MM-120a.1	Air emissions of the following pollutants: (1) CO (2) NOx (excluding N2O) (3) Sulphur Oxides (SOx) (4) Particulate matter (PM10) (5) Mercury (Hg) (6) Lead (Pb) (7) Volatile organic compounds (VOCs).	Not applicable
Energy Management	SASB EM-MM-130a.1	(1) Total energy consumed - (TWh)	0.041-Terawatt hour (TWh) for six manufacturing plants in 2022.
		(2) Percentage grid electricity - % in total energy consumption	44% grid electricity consumption at six manufacturing plants in 2022.
		(3) Percentage renewable	1% renewable energy consumption at six manufacturing plants in 2022.

FOCUS	SASB CODE	ACCOUNTING METRIC	BOART LONGYEAR METRICS
Water Management	SASB EM-MM-140a.1	(1) Water withdrawn from public inlet (1,000 cubic metres) and surface water.	Not applicable
		(2) Total fresh water consumed - Thousand cubic metres (m3).	Global metrics not yet available
		(3) Percentage of water usage in regions with high or extremely high baseline water stress.	Global metrics not yet available
Water Management	SASB EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations.	The Company is not aware of any business unit operating in material breach of any environmental regulations during 2022.
Waste and Hazardous Materials Management	SASB EM-MM-150a.4	Total weight of non-mineral waste generated - metric tons (t).	Not applicable
Waste and Hazardous Materials Management	SASB EM-MM-150a.5	Total weight of tailings produced - metric tons (t).	Not applicable
Waste and Hazardous Materials Management	SASB EM-MM-150a.6	Total weight of waste rock generated.	Not applicable
Waste and Hazardous Materials Management	SASB EM-MM-150a.7	Total weight of hazardous waste generated - metric tons (t).	Information not yet available
Waste and Hazardous Materials Management	SASB EM-MM-150a.8	Total weight of hazardous waste recycled – metric tons (t).	Information not yet available
Waste and Hazardous Materials Management	SASB EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management.	Zero incidents

FOCUS	SASB CODE	ACCOUNTING METRIC	BOART LONGYEAR METRICS
Waste and Hazardous Materials Management	SASB EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations.	Report pages 42 – 47
Biodiversity Impacts	SASB EM-MM-160a.1	Description of environmental management policies and practices for active sites.	Our approach to environmental management is anchored in our Environmental Health and Safety (EHS) policy, governing the conduct of all Boart Longyear employees, officers and directors. Our people have an individual and collective responsibility to protect the environment and the communities in which we operate, with the goal of delivering continuous improvement in the pursuit of EHS excellence.
Biodiversity Impacts	SASB EM-MM-160a.2	Percentage of mines sites where acid rock drainage is: (1) predicted to occur (2) actively mitigated (3) under treatment or remediation.	Not applicable
Biodiversity Impacts	SASB EM-MM-160a.3	Percentage of: (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habit.	Not applicable
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.	Not applicable

FOCUS	SASB CODE	ACCOUNTING METRIC	BOART LONGYEAR METRICS
Security, Human Rights and Rights of Indigenous Peoples	SASB EM-MM-210a.2	Percentage of: (1) proved and (2) probable reserves in or near Indigenous land.	Not applicable
Security, Human Rights and Rights of Indigenous Peoples	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.	Modern slavery statement
Community Relations	SASB EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests.	Report pages 36 – 40
Community Relations	SASB EM-MM-210b.2	Number and duration of non-technical delays - number, days.	Information not yet available
Labour Relations	SASB EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, categorised by US and foreign employees.	U.S. – 0% Foreign – Information not yet available
Labour Relations	SASB EM-MM-310a.2	Number and duration of strikes and lockouts - number, days	No one single location with 1,000 or more employees.
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) All-incidence rate: 1.45 (2) Fatality Rate: 0.00 (3) Near miss frequency rate (NMFR): 1.97 (4) Information not yet available
Business Ethics and Transparency	SASB EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain.	Report pages 16 – 22 Code of Conduct

FOCUS	SASB CODE	ACCOUNTING METRIC	BOART LONGYEAR METRICS
Business Ethics and Transparency	SASB EM-MM-510a.2	Production in countries that have the 20 lowest rankings in transparency International Corruption Perception Index (ICPI).	Not applicable
Tailings Storage Facilities Management	SASB EM-MM-540a.1	Tailings storage facility inventory table: (1) Facility name (2) Location (3) Ownership (4) Operational status (5) Construction method (6) Maximum permitted storage capacity (7) Current number of tailings stored (8) Consequence classification (9) Date of most recent independent technical review (10) Material findings (11) Mitigation measures (12) Site-specific EPRP	Not applicable
Tailings Storage Facilities Management	SASB EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities.	Not applicable
Tailings Storage Facilities Management	SASB EM-MM-540a.3	Approach to development of emergency preparedness and response plans (EPRPs) for tailings storage facilities.	Not applicable
Activity Metrics	SASB EM-MM-000.A	Production of: (1) metal ores and (2) finished metal products.	Not applicable

FOCUS	SASB CODE	ACCOUNTING METRIC	BOART LONGYEAR METRICS
Activity Metric	SASB EM-MM-000.B	Total number of employees	5,894
		Percentage of contractors which comprise our global workforce	Contractors represent less than 1% of our global workforce.
Activity Metric	SASB RT-IG-000.A	Number of units produced by product category	In 2022, Boart Longyear produced 1.89 million parts and components and manufactured 68 drill rigs.
Activity Metric	SASB RT-IG-000.B	Number of employees	5,894

GLOBAL HEADQUARTERS

2455 South 3600 West
West Valley, City, UT 84119
United States of America
Tel: +1 801 972 6430
Fax: +1 801 477 3374

REGISTERED OFFICE

2442 South Sheridan Way
Mississauga, Ontario L5J 2M7
Canada
Tel: 1 905 822 7922



boartlongyear.com