JETTI

2022 Sustainability Report

Table of Contents

Letter from the CEO

Jetti's objective is to become the world's leading green copper company by unlocking the vast stranded resources needed for the electrified future. Our technology both enables and benefits from the shift to net zero emissions.

During 2022, we achieved several important milestones in establishing Jetti as both a meaningful new source of green copper as well as a responsible partner for some of the world's largest mining companies.

In late 2022, we completed a $100m Series D financing led by funds and accounts advised by T Rowe Price Associates, Inc., including an investment by BMW i Ventures, the venture capital fund of the BMW Group. This capital raise will enable Jetti to progress through our next growth stage required to meet the significant growth in demand for our technology.

During the year, we substantially deepened our relationships with major shareholders. Following the launch of operations at Freeport-McMoRan's Bagdad Mine in Arizona, we announced in 2023 an agreement to deploy our technology at the El Abra mine in Chile, also operated by Freeport-McMoRan.

Reflecting our commitment to operating responsibly, we continued to enhance our sustainability framework, in line with our Sustainability Guiding Principles and delivering on the action plan that we set out in 2021's Sustainability Report. We have instituted a Sustainability Steering Committee with formalized, regular sustainability updates to the Board, including the review of this Sustainability Report.

Looking at our own operations, we have undertaken important work to increase our understanding of our carbon footprint and have improved the way we measure the use of water in our operations. We are also pleased to announce we have published our policies covering Health, Safety and Environment and Labor and Human Rights, and await the publication of a Supplier Code of Conduct.

Securing and ensuring the health and safety of our people is of critical importance, and I'm pleased to report that we again recorded no safety incidents or accidents in 2022. Nevertheless, we have expanded our safety management system with new standard operating procedures and Job Hazard Analyses to ensure continued safe performance as we operate and roll out our technology.

I am convinced that Jetti is uniquely positioned to capture the opportunity presented by the transition to clean energy. Existing mine capacity is struggling to meet growing demand for copper, with a supply gap forecast to open up to as much as 10.9Mt annually by 2050, which is approximately 50% of current mine supply. The expected pipeline of production from new mines cannot meet the gap, so it is critical to maximize the use of existing resources and infrastructure by deploying technology such as Jetti's. Our decade of testing with 27 companies, covering 35 mines, 48 ore samples, and 5 pilots gives us a unique perspective and this pipeline is beginning to bear fruit, with numerous testing programs now maturing to commercial status.

In addition to the the financial and technical resources we have assembled, we are also focused on attracting and retaining top talent to deliver on the partnerships we establish with major mining companies. That is why, in 2022, we implemented a number of policies to make Jetti a great place to work, such as a wellness program and a generous parental leave policy.

I am optimistic about the year ahead, and I believe that Jetti will continue to grow and deliver on its promise of helping our partners maximize their production efficiency and meet their sustainability goals. My thanks to our award-winning team and to all our stakeholders. Without you, none of our progress would be possible.

Mike Outwin
Chief Executive Officer

Sustainability Summary

Jetti at a Glance

Jetti Resources (together with its affiliates, "Jetti" or the "Company") is a technology-driven natural resources company. We make it possible to extract copper from low-grade primary sulfides, such as chalcopyrite, the world's most abundant copper mineral ore.

Jetti's commercially proven and proprietary catalytic technology addresses the key technical problem preventing recovery of trillions of dollars of trapped resources. We currently apply our catalysts to hundreds of millions of tons of ore and significantly increase copper yields in a cost effective and environmentally responsible manner.

Our Operations

Jetti's technology is the only commercially proven primary sulfide leach technology currently in operation, dramatically increasing copper extraction and supporting the delivery of thousands of tons of additional copper in just the last two years. At the end of 2022, we had three commercial contracts in place for deployment of our technology, including two operations in Arizona and a third that is currently under construction in Chile.

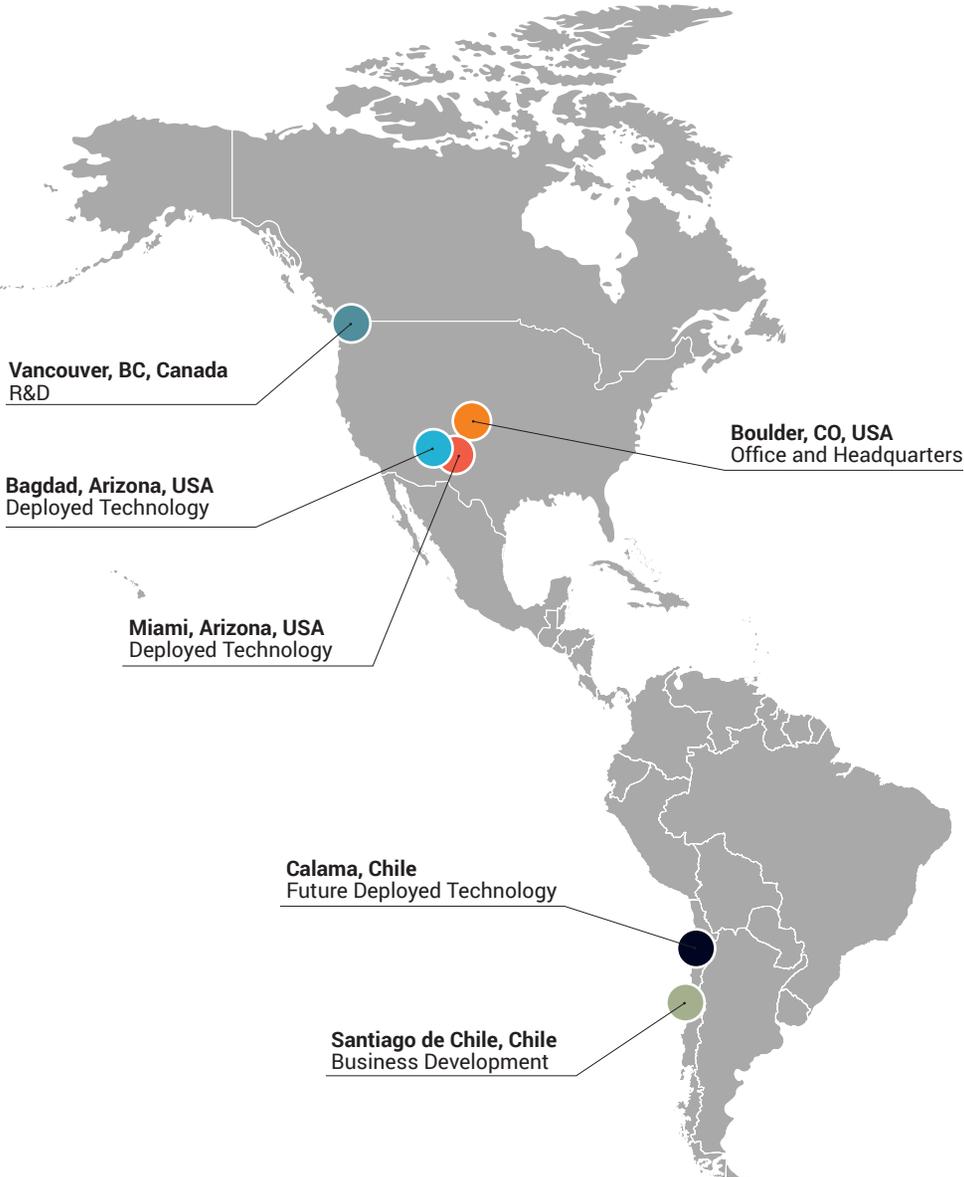| Mine	Pinto Valley	Bagdad	El Abra
Location	Arizona, USA	Arizona, USA	El Loa, Chile
Mine Owner	Capstone Copper	Freeport-McMoRan	Freeport-McMoRan and Codelco
Year Commissioned	2019	2022	2023 (anticipated)
Details	Jetti doubled copper cathode production per area irrigated at Pinto Valley's historic dump leach operation in less than one year.	Jetti implemented its technology at its first Freeport site, Bagdad, in late 2022. Jetti's catalyst is being added to one of the existing dump leach stockpiles under a commercial contract.	Jetti's catalytic technology will be deployed on the existing leach stockpiles at El Abra and will target over 20 million pounds of incremental copper cathode production per year after an initial ramp-up period.

"A three-megawatt wind turbine can contain up to 4.7 tons of copper. Onshore wind farms use approximately 7,766 lbs. of copper per MW."

— Copper Development Association, Inc.

In addition, Jetti has around 20 projects in active testing and development. We are poised for high growth, scaling our capabilities in close collaboration with leading mining companies around the world.

Locations

Vancouver, BC, Canada
R&D

Bagdad, Arizona, USA
Deployed Technology

Miami, Arizona, USA
Deployed Technology

Boulder, CO, USA
Office and Headquarters

Calama, Chile
Future Deployed Technology

Santiago de Chile, Chile
Business Development

Our Partners and Investors

BHP

FREEPORT-McMoRan

UBC

Teck

Mitsubishi Corporation

DNS CAPITAL

BMW GROUP
BMW / MINI

ZOMA

Our Awards

BLOOMBERG NEW ENERGY FINANCE PIONEER 2023
Winner: Sustainable metals and materials for an electrified future

S&P'S PLATTS GLOBAL METALS AWARDS 2022
Winner: New Tech for the Metals & Mining Industry
Winner: Rising Star Individual (Hugo Schumann)

METSOC 2022
Winner: MetSoc 2022 Innovation Award

2022 Achievements at a Glance

Sustainability Achievements

- Inaugural carbon footprint, covering Scope 1, 2 and 3 emissions
- New water withdrawal and water risk tracking
- Publication of new sustainability policies: Health, Safety and Environment Policy, Labor and Human Rights Policy
- Introduced a generous parental leave policy
- Expanded safety management system with new standard operating procedures (SOPs) and Job Hazard Analyses (JHAs)

Commercial Achievements

- January 2022 - Jetti and Teck Resources Limited announce an agreement for the evaluation of Jetti's technology at Teck's copper assets
- October 2022 - Jetti completes a $100 million Series D financing, led by funds and accounts advised by T. Rowe Price Associates, Inc.
- December 2022 - Through its venture capital fund BMW i Ventures, the BMW Group takes a stake in Jetti
- December 2022 - Jetti reaches an agreement with Sociedad Contractual Minera El Abra (El Abra) and Freeport-McMoRan Inc. to deploy Jetti's leaching technology at the El Abra copper mine in Chile

Scientific Achievements

In 2022, Jetti and the University of British Columbia ("UBC") published groundbreaking scientific research in the paper "The overlooked mechanism of chalcopyrite passivation" in Acta Materialia. This peer-reviewed paper analyzes how chalcopyrite behaves when subject to leaching and provides a better understanding of the nature of the passivation layer, which has been the topic of debate and dispute for several decades. Jetti is proud to contribute to primary research that is advancing the industry and paving the way for dramatically increased copper production efficiencies.

"As the world moves from fuel-intensive systems to more material-intensive systems, companies that produce minerals and metals provide an essential bridge between resources in the ground and the energy technologies that consumers need."

– International Energy Agency

Data and Performance Tables

We align our sustainability performance disclosures with the Sustainability Accounting Standards Board (SASB) Chemical Industry Standard.

Greenhouse Gas (GHG) Emissions

Indicator	Unit	2021	2022
Global Scope 1 Emissions (RT-CH-110a.1)	Metric tons (t) CO2e	Not tracked	0
Percent covered under emissions-limiting regulations (RT-CH-110a.1)	Percent (%)		N/A
Strategy to manage Scope 1 emissions (RT-CH-110a.2)	Discussion and analysis		N/A
Scope 2 Total	Metric tons (t) CO2e	Not tracked	6.73
Electricity	Metric tons (t) CO2e		6.73
Scope 3 Total	Metric tons (t) CO2e	Not tracked	64,816.41
Category 1: Purchased Goods and Services	Metric tons (t) CO2e		61,227.48
Category 2: Capital Goods	Metric tons (t) CO2e		123.79
Category 4: Upstream Transportation and Distribution	Metric tons (t) CO2e		2,683.29
Category 6: Business Travel	Metric tons (t) CO2e		97.49
Category 7: Employee Commuting	Metric tons (t) CO2e		44.19
Commuting	Metric tons (t) CO2e		29.07
Remote Work	Metric tons (t) CO2e		15.12
Category 8: Upstream Leased Assets	Metric tons (t) CO2e		371.49
Category 9: Downstream Transportation and Distribution	Metric tons (t) CO2e		241.30
Category 11: Use of Sold Products	Metric tons (t) CO2e		27.38

Air Quality

Indicator	Unit	2021	2022
Air emissions: NOx (excluding N2O) (RT-CH-120a.1)	Metric tons (t)	Not applicable – any air emissions created during product development are tracked under the University of British Columbia, where our lab spaces are housed. Similarly, any air emissions associated with our catalytic technology at the mine site are tracked by the mining operation.	
Air emissions: SOx (RT-CH-120a.1)	Metric tons (t)		
Air emissions: Volatile organic compounds (VOCs) (RT-CH-120a.1)	Metric tons (t)		
Air emissions: Hazardous air pollutants (HAPs) (RT-CH-120a.1)	Metric tons (t)		

Energy Management

Indicator	Unit	2021	2022
Total energy consumed (RT-CH-130a.1)	Gigajoules (GJ)	Not tracked	56.96
Percentage grid electricity (RT-CH-130a.1)	Percent (%)		100
Percentage renewable[1] (RT-CH-130a.1)	Percent (%)		0
Total self-generated energy (RT-CH-130a.1)	Gigajoules (GJ)		0

[1] Refers only to renewable energy acquired above and beyond what is already in the grid. For more information about energy use, see page 17 of this report.

Water Management

Indicator	Unit	2021	2022
Total water withdrawn (RT-CH-140a.1)	Thousand cubic meters (m3)	Not tracked	144.36
Percentage in regions with high baseline water stress (RT-CH-140a.1)	Percent (%)		0
Total water consumed[2] (RT-CH-140a.1)			0
Percentage in regions with high baseline water stress (RT-CH-140a.1)	Percent (%)		0
Incidents of non-compliance associated with water quality permits, standards and regulations	Number	0	0
Water management risks and strategies	Discussion and analysis	See page 19	

Hazardous Waste Management

Indicator	Unit	2021	2022
Hazardous waste generated (RT-CH-150a.1)	Metric tons (t)	Not tracked	0
Percent recycled (RT-CH-150a.1)	Percent (%)		N/A

Community Relations

Indicator	Unit	2021	2022
Discussion of engagement processes to manage risks and opportunities associated with community interests (RT-CH-210a.1)	Discussion and analysis	See page 11	

Workforce Health & Safety

Indicator	Unit	2021	2022
Total recordable incident rate: employees (RT-CH-320a.1)	Rate	0.0	0.0
Total recordable incident rate: contractors (RT-CH-320a.1)	Rate	0.0	0.0
Fatality rate: employees (RT-CH-320a.1)	Rate	0.0	0.0
Fatality rate: contractors (RT-CH-320a.1)	Rate	0.0	0.0

Operational Safety and Emergency Preparedness

Indicator	Unit	2021	2022
Process Safety Incidents Count (PSIC) (RT-CH-540a.1)	Number	0.0	0.0
Process Safety Total Incident Rate (PSTIR) (RT-CH-540a.1)	Rate	0.0	0.0
Process Safety Incident Severity Rate (PSISR) (RT-CH-540a.1)	Rate	0.0	0.0
Number of transport incidents RT-CH-540a.2	Number	0.0	0.0

Product Lifecycle Management

Indicator	Unit	2021	2022
Revenue from products designed for use-phase resource efficiency (RT-CH-410a.1)	$ USD		100% of Jetti's revenue is from products designed to improve copper mining's resource efficiency. As a privately-held company, we do not disclose revenue.
Products containing genetically modified organisms (GMOs) (RT-CH-410c.1)	Percent (%) by revenue	0.0	0.0

[2] De minimis amounts of water consumed by staff for drinking and food preparation is excluded.

Materials Management

Indicator	Unit	2021	2022
Products that contain GHS Category 1 and 2 Health and Environmental Hazardous Substances (RT-CH-410b.1)	Percent (%) by revenue	We do not publicly disclose information on our proprietary formulations. However, every Jetti product undergoes a hazard assessment and industrial hygiene testing.	
Percentage of such products that have undergone a hazard assessment (RT-CH-410b.1)	Percent (%)	100	100
Strategy to manage chemicals of concern and develop alternatives with reduced human and/or environmental impact (RT-CH-410b.2)	Discussion and analysis	See page 12	

Governance and Business Ethics

Indicator	Unit	2021	2022
Corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry (RT-CH-530a.1)	Discussion and analysis	See page 13	

Activity Metrics

Indicator	Unit	2021	2022
Production	Metric tons (t)	We do not publicly disclose production values.	

"Solar power systems can contain approximately 5.5 tons of copper per MW. It is projected that 262 GW of new solar installations between 2018 and 2027 in North America will require 1.9 billion lbs. of copper."

— Copper Alliance

Our Approach to Sustainability

Jetti's Contribution to Sustainability

Copper is the strongest, most efficient, and most versatile metal conductor available today. It is used in almost all electrical devices and is a critical component of technologies vital to the clean energy transition.

This shift away from fossil fuels is expected to drive a huge increase in copper demand, from roughly 28 million metric tons (M mt) today to over 50 M mt by 2040.[3] To meet this demand and deliver global net-zero emissions goals, massive new supplies of copper are required.

Finding ways to meet the increased demand for copper is going to be a major challenge for the world. That's where Jetti comes in.

Benefits of Our Technology

70 percent of the world's remaining copper resources are tied up in primary sulfide ores.[4] Most of this ore is too low-grade to justify traditional processing, and the alternative low-cost method of leaching does not work well on primary sulfides, despite decades of industry efforts. Jetti has developed and commercially deployed a catalytic technology that allows for the efficient and effective heap and stockpile leach extraction of copper trapped in these challenging mineral ores.

Jetti's catalysts enable the disruption of the sulfur metal bond of the mineral, allowing copper extraction to take place unimpeded. As a result, Jetti is now increasing profitability at existing operations and extending the life of copper mines, while also converting uneconomic deposits into valuable assets. Jetti's technology can be implemented without significant changes to the mines' existing process flow sheets and, by leveraging existing infrastructure, the capital cost to deploy Jetti's technology is very low.
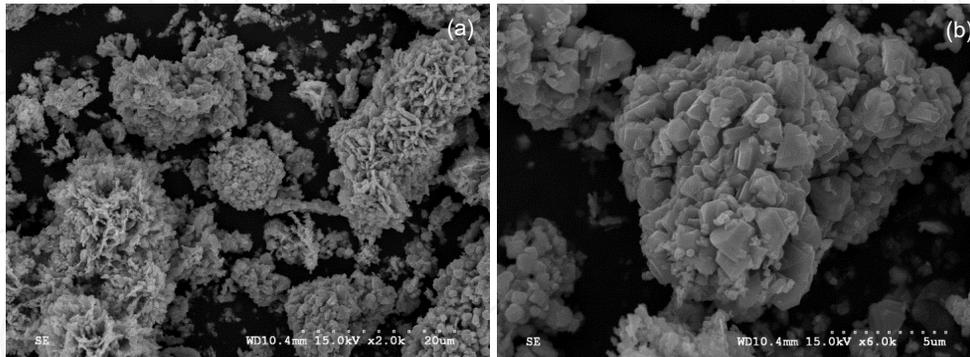
SEM images of synthetic chalcopyrite used as "head ore".
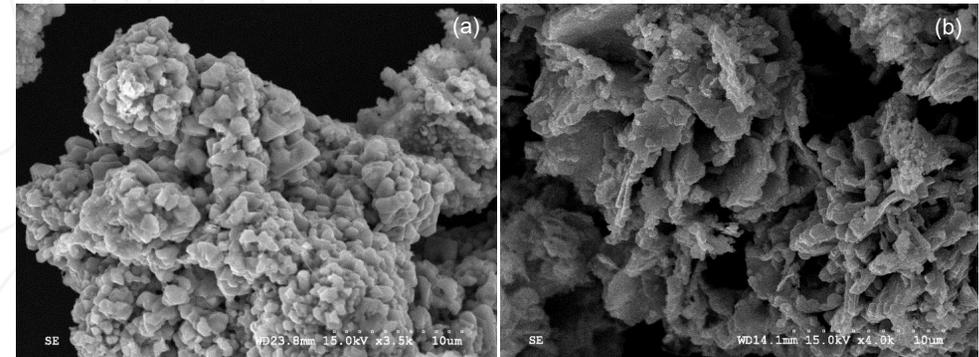
SEM images of the leaching residues: (a) Without Jetti catalyst after 24 h and (b) with Jetti catalyst after 24 h.

[3] Source: Wood Mackenzie, Q2 2022

[4] Singer, D.A., 2017. Future copper resources. Ore Geology Reviews 86, 271–279.

Creating Value in the Communities We Serve

The mining industry relies on strong community relationships to succeed. This implicit "license to operate" in local communities also impacts companies like Jetti, who supply mining operations with products and services. Our sustainability efforts help mitigate risk to the community and ensure we are good partners and stakeholders in the wider mining value chain.

- Our catalytic technology allows mining operations to extract more value from their existing developments, reducing the need to disturb more land.
- Our focus on the safe transportation of our catalytic technology to the mining operations keeps other drivers on the road safe and secure.
- Our engineering and design processes ensure a system that is secure-looped and does not negatively impact local waterways or water tables within the mining operations, helping to protect local communities and natural resources.
- Through the implementation of Jetti's technology, we can change a loss-making operation into a profitable one, creating new jobs, protecting existing jobs, and securing taxes that would have been lost by local communities.

Jetti Green Copper Alliance

The transition to a low-carbon economy will take an enormous effort across industry, government, and society. Jetti is actively engaged in initiatives that bring multiple stakeholders together to drive sustainability improvements in the copper value chain. The "Jetti Green Copper Alliance" is a new initiative led by Jetti and Mitsubishi Corporation (a Jetti investor and key global copper trader) and other OEMs to provide fully traceable copper with lower CO2 emissions and freshwater consumption, compared with traditional milling and refining methods.

> "Jetti's Green Copper Alliance will deliver fully traceable low-carbon copper from Jetti's operations to end-users of copper."
>
> — Mike Outwin, CEO, Jetti Resources

ESG Management

In 2021, Jetti built on its initial efforts and formalized an approach to environmental, social and governance ("ESG") issues. These efforts included:

- Creating a Sustainability Steering Committee, comprised of cross-functional senior leaders, to provide oversight and sponsorship of sustainability priorities
- Hiring outside advisors to assess current sustainability practices and guide the development of a sustainability roadmap
- Compiling a materiality assessment to determine Jetti's most salient ESG issues
- Conducting a peer benchmark and gap assessment to identify current ESG strengths and opportunities and prioritize future initiatives.

In 2022, we continued our ESG journey by developing a 3-year sustainability action plan, with tasks, timelines and goals for each material topic. This approach allows us to balance short-term priorities with longer-term strategies, tie sustainability into our business goals and objectives, and ensure that we allocate appropriate resources to upcoming initiatives.

Our Sustainability Guiding Principles

1. Integrate sustainability considerations into key decision-making including financial decisions.
2. Reduce the environmental impact of our operations by minimizing our carbon footprint, as well as energy, waste, and water usage.
3. Provide a safe and healthy workplace that is equitable, fair and inclusive for all.
4. Help our partners meet their sustainability goals.
5. Extend sustainability through our supply chain.
6. Be transparent and authentic about our sustainability progress.

Materiality

In 2021, we completed our first materiality assessment to determine Jetti's most salient ESG opportunities, working with an outside sustainability consultant and using the Sustainability Accounting Standards Board's ("SASB") Five Factor Test. While Jetti is a technology company working in the mining sector, our primary business is developing proprietary catalysts to support more efficient leaching extraction. That makes the SASB Chemical Industry Standard the most appropriate disclosure framework for Jetti.

After reviewing the results of the materiality assessment, we developed a framework that organizes six material topics into three workstreams, grounded by good governance and oversight. These topics are integrated across key areas of the Company.

Environmental Responsibility	Product Sustainability	Great Place to Work
Carbon and Climate	Product Lifecycle Management	Health and Safety
Natural Resource Management	Safety and Emergency Preparedness	Equity and Inclusion

ESG Roles and Responsibilities

Overall oversight of our sustainability strategy and performance rests with the Board. In 2022, we formalized regular sustainability updates to the Board, including review of this sustainability report, approval of relevant sustainability-related policies and a discussion on ESG at quarterly Board meetings. In addition, ESG continues to be a frequent topic at Audit Committee meetings, where Board members and management review ESG efforts in light of business goals and financial objectives.

In 2021, Jetti created a Sustainability Steering Committee, which is a group of cross-functional senior leaders chaired by the Chief Financial Officer, who are responsible for the development and implementation of Jetti's sustainability strategy. This Sustainability Steering Committee meets regularly to review the sustainability action plan, identify and allocate resources to specific ESG initiatives and determine forward-looking sustainability goals. In 2022, topics discussed by the Sustainability Steering Committee included:

- Undertaking our first Life Cycle Assessment ("LCA") to quantify the environmental benefits of using Jetti's technology to improve copper extraction
- Calculating our baseline carbon footprint in order to better understand how and where we have the most significant greenhouse gas ("GHG") emissions, and to identify our best opportunities to reduce our carbon footprint over time
- Guiding the development and publication of our first Sustainability Report, published in August 2022.

The Sustainability Taskforce, an ad-hoc group of individual employees across the Company, is responsible for the day-to-day sustainability work, including program development, employee training, and data tracking and reporting. In 2022, this group's major focus areas were formalizing sustainability-related policies, collecting data for the LCA and carbon footprint calculations, and expanding our engagement with suppliers and customers on sustainability topics.

Our Sustainability Roadmap

One of the biggest sustainability initiatives in 2022 was the development of a three-year sustainability action plan to guide Jetti's investments and efforts on ESG issues. The action plan is mapped against our material topics, and the action items generally fall into the following five categories:

- **Integrating sustainability into governance and oversight mechanisms:** Looking ahead, we will consider opportunities to incorporate sustainability principles and targets into company goals that are one component of performance evaluations
- **Understanding sustainability-related risk:** We are integrating ESG into our risk management processes and plan to continue to develop our approaches to mitigating risks, particularly those associated with climate change and risks within our supply chain
- **Developing management systems:** Building on our 2022 progress with an expanded safety management system, we are also planning to formalize an environmental management system to ensure that we consider and respond to environmental issues in a thoughtful, measured process
- **Setting goals:** While our first priority was getting a comprehensive baseline of our impacts, we are now in a position to set quantitative sustainability targets, including carbon reduction goals
- **Expanding disclosure:** Over the next few years, we expect to begin disclosing against additional sustainability frameworks, including the CDP Climate questionnaire, expanded Taskforce on Climate-related Financial Disclosures (TCFD) analysis, and others.

Material Topics

Corporate Governance and Business Ethics

Jetti is committed to complying with applicable laws and regulations, promoting integrity and the highest standards of ethical conduct and avoiding impropriety, and even the appearance of impropriety, in connection with our business activities.

As a privately-held company, we are not subject to the same corporate governance requirements as public companies. Nonetheless, we have implemented a number of policies and programs designed to establish clear rules and standards for accountability. And we continue to evolve our Board of Directors' ("Board") oversight practices to more explicitly integrate environmental, social and governance issues into their regular review process.

Leadership

Jetti's team includes some of the world's most prominent executives and experts in natural resource extraction, copper mining, hydrometallurgy and project development.

Board of Directors and Advisors

Danny Malchuk
Chairman

Former BHP President Operations, Minerals Americas, leading BHP's operations in the Americas. During his career, he has led operations and commercial transactions across 10 different commodities.

Mike Outwin
Co-Founder and CEO, Board Member

Member of the founding team at GreatPoint Ventures, a leading early-stage venture capital firm based in San Francisco with $1 billion under management.
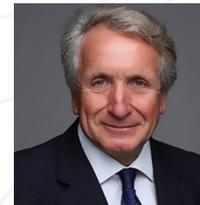
Charles (Chip) Goodyear
Board Member

Former Chief Executive Officer of BHP Billiton, the world's largest diversified resources company, and former Chief Financial Officer of Freeport-McMoRan, Inc.

Ken Pickering
Board Member

Former President of BHP Copper, Vice President of BHP South America and President of Escondida, the largest copper mine in the world.

Trevor Reid
Board Member

Former CFO of Xstrata, which grew from $500 million to $50 billion during his tenure. Former Global Head of Resource Banking at the Standard Bank Group and a co-founding partner of X2 Resources, a $5.5 billion private equity vehicle.

Scott Hairston
Board Member

General Counsel and Managing Director at DNS Capital, a merchant bank and family investment office that represent the business interests of Gigi Pritzker, Michael Pucker and their immediate family.

Andrew Perlman
Board Member And Co-Founder

Founding Managing Partner of GreatPoint Ventures, a leading early-stage venture capital firm based in San Francisco with $1 billion under management.

Jonathan Leslie
Advisory Board Member

Former CEO of Rio Tinto Copper and Rio Tinto Diamonds & Gold product groups, former Director of Rio Tinto and Freeport-McMoRan.

The lists of the Board of Directors and Advisors and Management are current as of September 2023.

Management

Nelson Mora, Ph.D
Chief Technology Officer

Chemical engineer and expert in heap leaching with over 15 years of experience in improving and expanding base metal extraction processes. Before joining Jetti, Nelson held leadership roles spanning technology, projects, and operations at Vale, Xstrata Copper and BHP Billiton. Nelson is a member of the Australasian Institute of Mining and Metallurgy and the Canadian Institute of Mining, Metallurgy and Petroleum.

Hugo Schumann, CFA
Chief Financial Officer

Founded and led the London office of Apollo Group (Pty)Ltd, a leading global natural resources investment firm.

Hugo recently won the Rising Star award at the S&P 2022 Global Metals Awards. Hugo holds an MBA from INSEAD and is a CFA Charterholder.

Rose Stella
General Counsel

Formerly served as General Counsel of Sandow, as well as General Counsel and Board Member of Material Bank. Rose previously served as Senior Vice President and Associate General Counsel of Sotheby's, Inc. Rose graduated from Cornell Law School magna cum laude and began her career at Cravath, Swaine & Moore, LLP.

David LaBean
VP Capital Projects

David has over 30 years' experience in project management. He most recently held the position of Senior Project Manager at LyondellBasell, a leader in the global chemical industry, responsible for managing multiple projects at different stages across multiple operating units. Prior to LyondellBasell, David spent over 25 years at Dow Chemical Company in a range of senior positions, most recently as Project Manager for a new $200 million chemical manufacturing facility developing from concept to construction. He holds a BSc in Chemical Engineering from Michigan State University.

Alvaro Perez
VP of Business Development

Experienced business development and sales executive with a 15 year track record of leading successful teams in the industrial and mining sectors. Alvaro began his career at Indura/Air Products, where he held various positions in engineering and mining services before joining ME Elecmetal. While there he oversaw sales for the North of Chile, Mexico, Central America the Caribbean and Spain. Alvaro qualified as a Mechanical Civil Engineer from the University of Santiago and has an MBA from the Adolfo Ibáñez School of Management, Chile.

Dan Klinglesmith
Director of Operations & HSEC

Dan brings 12 years of diversified global leadership experience to Jetti Resources. Before joining Jetti, Dan was leading a division of Solvay Oil & Gas and has spent his career focused on creating a culture of leadership, safety, and efficiency within organizations, operations and supply chains. Dan holds an MLS degree from the University of Oklahoma.

> "Electricity networks need a huge amount of copper and aluminium, with copper being a cornerstone for all electricity-related technologies."
>
> —International Energy Agency

Stephen Beckwith
Director of Project Generation

Formerly held operations and commercial roles for BHP and BP North America, where he delivered large-scale M&A deals, implemented high-value capital projects and managed process improvement initiatives. He has extensive experience in operational mining environments, including mine planning, resource and reserve reporting, and drill program design. Stephen holds an MS in Exploration and Resource Geology from Cardiff University and is an MBA candidate at the Australian Graduate School of Management, University NSW.

Rodrigo Brücher
Director of Project Development

Worked at BHP for 14 years in different roles and gained significant experience in technology, hydrometallurgy, sulfide heap leaching, project studies, project management and asset planning and development.During his time in the technology group of BHP, Rodrigo also gained experience in intellectual property administration, project portfolio administration, budget control and reporting. He holds a BSc. Engineering in Biotechnology and an MBA, both from the University of Chile.

Nora Brandon
Director of Human Resources

Brings almost two decades of experience in human resources and demonstrated success in aligning HR strategy with broader business goals. Nora's recent experience includes working in multi-state health care communities as well as global operations in hospitality and commercial real estate. Nora holds a Master's degree in Organizational Leadership from the University of Denver and a B.A. in Political Science from Randolph College.

Matt Warner, CPA
Director of Accounting

Extensive accounting and finance experience in mining, entertainment and automotive parts manufacturing industries in both publicly traded and privately held companies. Prior to transitioning to industry, Matt spent seven years in the Assurance Practice of PricewaterhouseCoopers in Silicon Valley and Denver serving technology and mining clients. Matt holds a BS in Business- Accounting from California Polytechnic State University and holds an active CPA License in Colorado.

The lists of the Board of Directors and Advisors and Management are current as of September 2023.

Ethics and Integrity

Jetti is committed to operating in compliance with applicable laws and regulations and the highest standards of ethical conduct in our work and in our interactions with third parties.

Code of Conduct and Business Ethics

Jetti requires each Jetti employee and Board member sign an acknowledgement that they will abide by our Code of Business Conduct and Ethics, which defines expectations and requirements regarding:

- Conflicts of interest
- Accounting, auditing and financial practices
- Fair dealing, anti-bribery and anti-corruption
- Compliance with laws and regulations, including antitrust, competition, and trade restrictions
- Discrimination and harassment
- Health, safety and environment
- Employment practices, including fair labor and freedom of association
- Human rights.

In 2022, we had no allegations, lawsuits, investigations or settlements related to Code of Conduct issues.

Reporting Complaints and Whistleblower Protection

Jetti's Whistleblower Policy designates our General Counsel as the Company's Compliance Officer, responsible for the investigation of accounting and ethical complaints. Complaints under this policy may be made by Jetti employees, vendors, suppliers, customers, business partners and other external parties through multiple channels, including an independent, third-party Compliance and Ethics Hotline, which is available by phone or online 24/7.

Regardless of the method by which a person reports a complaint, a person submitting information does not need to provide their name or other personal information, and we will make reasonable efforts to conduct the resulting investigation in a manner that protects the confidentiality and anonymity of the person submitting the complaint, consistent with the need to conduct an adequate review.

Jetti does not tolerate any form of retaliation against employees for raising a good faith belief of suspected misconduct, refusing to obey illegal orders or participating in an internal investigation. Anyone found to have engaged in retaliation against a Jetti employee who reports misconduct in any of these circumstances is in violation of the Company's Code of Business Conduct and Ethics and the Whistleblower Policy, and will face disciplinary action, up to and including termination of employment.

Lobbying and Public Policy

Jetti does not make political contributions, and our Code of Business Conduct and Ethics prohibits any Jetti employee or director from directly or indirectly promising, authorizing, approving or making a payment to any official or employee of a government, state-owned or affiliated entity or political party (including political candidates) to obtain or retain business for Jetti, or to acquire any improper or unlawful advantage.

From time to time, we may lobby or take public positions in support of or against any laws or regulations that affect us or our mining partners. As a key part of the copper value chain, which is an essential component in the transition to a net-zero emissions economy, we believe it is our responsibility to be actively involved in public policy – especially when it has a sustainability impact. For example, in 2022, we provided a comment on the United States Geological Survey's draft list of critical minerals and its methodology for designating critical minerals.

Some of our employees and executives are individual members in industry associations, like the Foundation for Natural Resources and Energy Law (formerly known as the Rocky Mountain Mineral Law Foundation), that take positions on issues of public interest. While Jetti does not have corporate memberships in industry organizations that engage on public policy issues, outside of our local Chamber of Commerce, we may do so in the future.

As Jetti continues to grow in size and expand into new jurisdictions, we expect to continue our public policy involvement along the same lines. As we evolve our public policy approach, we are committed to sharing those actions transparently in our sustainability disclosures.

Supply Chain Sustainability

We expect all our contractors, consultants, suppliers and others who may perform work or services for us to share our commitment to safe working conditions, a fair workplace free of harassment and discrimination, environmentally conscious operations, and compliance with applicable laws and regulations. In 2022, we began working on a Supplier Code of Conduct, which will be published in 2023. Applicable to all contractors, consultants, suppliers and others who may be temporarily assigned to perform work or services for or on behalf of Jetti and its subsidiaries, it will formalize our expectations regarding:

- Conflicts of interest
- Accounting, auditing and financial practices
- Fair dealing, anti-bribery and corruption
- Compliance with laws, rules and regulations, including antitrust, competition and trade restrictions
- Discrimination and harassment
- Healthy, safety and environment
- Labor and human rights
- Anti-retaliation.

All suppliers will receive a copy of the Supplier Code of Conduct and be informed of our expectation that they will comply with all provisions.

Suppliers are expected to report suspected violations to a primary point of contact within Jetti, to Jetti's General Counsel, or through our Compliance and Ethics Hotline, which provides 24/7 support and an ability to report confidentially and anonymously.

Onsite Visits with Key Suppliers

In 2022, we conducted quarterly visits with key suppliers, including visits to 100% of the warehousing and manufacturing locations that support Jetti. These visits, and the meetings and business reviews in between, are intended to ensure that our suppliers meet our needs and understand our sustainability expectations. In 2022, we conducted more than 15 onsite visits that included walk-throughs of the facility, to evaluate environmental, health and safety practices. In addition, Jetti has also instituted onsite visits for prospective suppliers, to ensure alignment on business and sustainability practices before a contractual relationship begins.

Vendor Qualification System

In 2023, we are focused on developing a vendor qualification program to more formally assess prospective suppliers on a variety of issues, including sustainability. This system is anticipated to include formal documentation, including evidence from suppliers of their policies, programs and key performance indicators.

Partnering with Suppliers at New Operations

In 2022, Jetti constructed and commissioned a new operation in Arizona, our second commercial operation. Over the course of eight months, we worked closely with our partners, materials suppliers and service providers to ensure that the entire process met our sustainability standards. From constructing the buildings to obtaining permits and installing equipment, we used job hazard analysis, weekly site walkthroughs, and compliance training to create a culture and expectation of environmental and social responsibility. We are proud that the new operation launched with zero health and safety incidents and zero environmental spills or discharges.

Data Protection and Security

Jetti has strong cybersecurity and privacy systems in place. Our Privacy Policy sets out the information we collect, how we use personal information and our data retention and security practices. Employees complete annual cybersecurity training provided by an external consultant, and we have a robust data protection program including file management protocols, antivirus procedures and threat analysis.

Environmental Responsibility

Jetti recognizes that climate change is an urgent and complex challenge and that we have a role to play. We are committed to reducing our carbon footprint throughout our value chain and implementing decarbonization strategies into our product design processes.

We carefully manage our impact on the natural environment. That means optimizing water use and reducing waste, including efforts to divert waste from landfill through reuse and recovery.

Because most of our impact happens onsite at our partners' mining operations, we work in close partnership to ensure that we are both meeting their stringent environmental management standards, and finding ways to engineer process enhancements and improve our formulations for maximum efficacy.

Carbon and Climate

Climate change is a severe global threat that will require new ways of thinking, new technologies and new business models. Jetti is committed to being part of the global transition to a low-carbon economy, doing our fair share in a science-based pathway to net zero emissions.

We have adopted a lean business model that minimizes the environmental impact of our facilities and operations. Examples include:

- A hybrid occupational model that allows office-based employees to work from home one day per week. This reduces our indirect emissions from employee commuting.
- Rather than build and operate our own laboratory space, we have partnered with the University of British Columbia ("UBC") to use its shared facilities. This approach minimizes the amount of equipment and machinery needed and allows us to be flexible as we grow.
- Our operations with mining partners are situated within the existing footprint of the mine site without need for further expansion or land disruption.

Energy Use

In 2022, we began tracking energy consumption across our value chain to better inform our energy strategy. Overall, we found that the biggest driver of energy use is electricity at our leased warehouse, which is an opportunity for improvement we will explore in the coming year.

The results show that electricity from renewable sources within the grid comprised of:

- 26.06% at our offices (Scope 2)
- 25.08% at our leased warehouse (Scope 3, Category 8)
- 18.4% at our operations facilities (Scope 3, Category 11).

Energy Consumption Data (Gigajoules)		
	2021	**2022**
Electricity - Offices (Scope 2)		56.96
Canada		8.7%
Chile	Not tracked	29.9%
United States		61.4%
Electricity - Leased Warehouse (Scope 3)		3,448.27
Electricity - Jetti Plants (Scope 3)		166.19

Greenhouse Gas (GHG) Emissions

In 2022, we conducted our first baseline carbon footprint to understand the scope of our GHG emissions across our value chain. We began by identifying the scope and boundaries of our GHG emissions inventory, using an operational control approach. Then, we conducted an emissions identification process to evaluate the relevance and materiality of Scope 1, 2 and 3 categories to Jetti's business model. When necessary, we completed a screening to check for materiality, prioritizing the categories that have the most significant contribution to our overall carbon footprint.

We found that 99.99% of Jetti's carbon footprint is in our Scope 3 value chain. This speaks to our lean operating model, with efficient facilities that are completely electrified.

Of note: 94.46% of our emissions fall into Scope 3, Category 1 (Purchased Goods and Services), which is overwhelmingly driven by the upstream impacts of our catalyst ingredients. This finding points to the critical importance of engaging with our suppliers to find smart decarbonization pathways.

GHG Emissions Data (tCO2e)		
	2021	**2022**
Scope 1 Total		0.00
Stationary		0.00
Mobile		0.00
Refrigerants		0.00
Industrial Gasses		0.00
Scope 2 Total		6.73
Electricity		6.73
Scope 3 Total		64,816.41
Category 1: Purchased Goods and Services		61,227.48
Category 2: Capital Goods	Not tracked	123.79
Category 4: Upstream Transportation and Distribution		2,683.29
Category 6: Business Travel		97.49
Category 7: Employee Commuting		44.19
Commuting		29.07
Remote Work		15.12
Category 8: Upstream Leased Assets		371.49
Category 9: Downstream Transportation and Distribution		241.30
Category 11: Use of Sold Products		27.38

TCFD Disclosures

The Task Force on Climate-Related Financial Disclosures ("TCFD") provides consistent climate-related financial risk disclosures. While Jetti's climate strategy is evolving, we are committed to aligning our disclosures with the TCFD framework.

Oversight and Governance

- Jetti's Board has responsibility for oversight and governance of our climate strategy.
- Our Sustainability Steering Committee, a cross-functional team of senior leaders chaired by the Chief Financial Officer, is responsible for the development and implementation of our climate strategy.

Risk and Opportunity

- We intend to complete a formal climate risk assessment in the near future, evaluating:
  - Acute and chronic physical impacts and how they may affect our ability to operate productively and without undue disruption.
  - Transition risks that may impact our business model through new laws and regulations, new technology and evolving stakeholder requirements on climate issues.

Strategy and Financial Impact

- Now that Jetti's carbon footprint baseline is calculated and our product Life Cycle Assessment is progressing, we will use the information to develop a formal climate strategy.
- In particular, we will look at:
  - How to reduce our own carbon and climate impacts and
  - The potential for Jetti's technology to reduce greenhouse gas (GHG) emissions at our partners' copper mining operations.

Metrics and Targets

- Baseline data from our 2022 baseline carbon footprint is disclosed in the table to the left.
- We expect to set science-based carbon reduction targets within the next few years.

Natural Resource Management

Our environmental management systems are designed to identify and minimize our impact on the surrounding environment.

- In our office facilities, we have waste and recycling options to divert materials from landfills.
- In our contracted laboratory space with UBC, we follow the environmental management system requirements of the University regarding chemical management, waste disposal and water conservation.
- At our partners' copper mining operations, we follow each site's environmental management system requirements for waste management, water quality and conservation, spill prevention and biodiversity protection.

Water

Our offices use only small quantities of water for kitchen and hygiene purposes. Our offices in Chile and the United States are located in areas with "medium-high water stress," so we are especially cognizant of water impacts at those sites.

Water Withdrawal Data (cubic meters)		
	2021	**2022 Data**
Water Consumption/Withdrawal		144.36
Canada	Not tracked	Not available
Chile		53.51
United States		90.85

Most of our water impact is onsite at copper mining operations, where our proprietary catalysts are added to the mine's existing leaching solution to enhance the copper extraction from primary sulfide ores. Leaching requires less than half the water than traditional pyrometallurgical (i.e., copper concentrate) approaches require to produce the same amount of copper.

Water withdrawals are tightly monitored by the mine operators, and Jetti's contributions to overall water use is minimal (but not separately metered and thus not reported in the table above). In addition, because Jetti's technology makes leaching more effective, we believe that we have an overall net positive impact on water across our value chain.

Waste

Our offices generate modest amounts of non-hazardous waste that is managed through the property managers' waste and recycling programs. Waste generated through laboratory and testing processes at our contracted laboratory space with UBC is managed by the university and includes special treatment for chemical disposal. In 2022, data for waste generated at our offices and lab space was not available but is believed to be minimal.

At our partners' copper mining sites, our main waste streams are related to the containers in which our proprietary catalysts are transported and stored, and the containers generally are not reused and are disposed of as non-hazardous waste. In addition, we are exploring ways to capture the impact of waste byproducts at copper mining sites.

Biodiversity

Mining can have a significant impact on biodiversity through land disturbance, air pollution and water impacts. Jetti's catalytic technology allows more copper to be extracted from existing reserves, reducing the need to expand new operations into untouched land. Jetti's catalysts do not add any waste streams to a mining site because the catalysts dilute through the application process and leave no harmful environmental footprint behind.

Product Sustainability

Copper is a critical component of a cleaner and greener future. From electric cars free of fossil fuels to wind turbines generating clean electricity, the transition cannot happen without lots of copper.

Jetti makes it possible to produce copper with a lower environmental impact than traditional methods. Our technology allows for the use of leaching systems on primary sulfides, which have a far superior environmental profile compared to traditional extraction methods that use pyrometallurgy to produce copper concentrate.

Heap leach & concentration explained
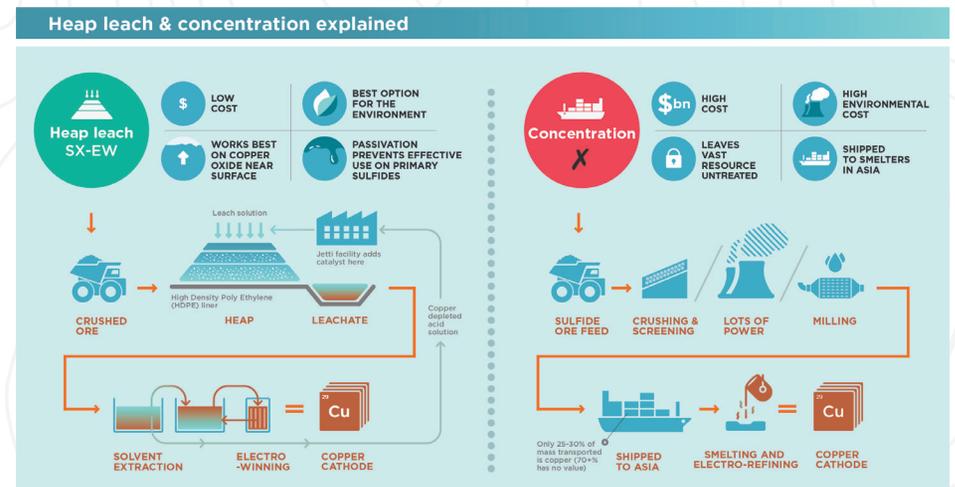
Traditional pyrometallurgical extraction methods use around twice the amount of water and considerably more power than leaching systems, given the requirement to finely crush the run-of-mine ore for the processing mill. Furthermore, traditional methods generate low-grade copper concentrate on the mine site that must be shipped to smelters, mostly in Asia. The transportation of low-grade material and subsequent smelting steps generate high levels of carbon emissions and release noxious gasses compared with heap leaching. Heap and stockpile leaching (known as hydrometallurgy) leverages the power of a natural microbial system that has existed for billions of years. Bioleaching microbes called lithotrophs (rock eaters) do much of the work and naturally break down mineral ore so there is no need for the large amounts of energy and chemicals used in traditional copper extraction processes.

In 2022, we commissioned a Life Cycle Assessment (LCA) to quantify the incremental emissions impact of Jetti's technology at our Pinto Valley operations. Those preliminary results are being critically reviewed by an independent third party to ensure the highest confidence in the results.

Jetti's technology does not use, or rely on, "conflict minerals" in its supply chain. "Conflict minerals" include gold, wolframite, casserite, cobalt, columbite-tantalite, or their derivative metals, which include tin, tungsten and tantalum. These so-called "conflict minerals" are frequently mined or extracted in conflict zone areas and sold to perpetuate wars, fighting, or military conflicts.
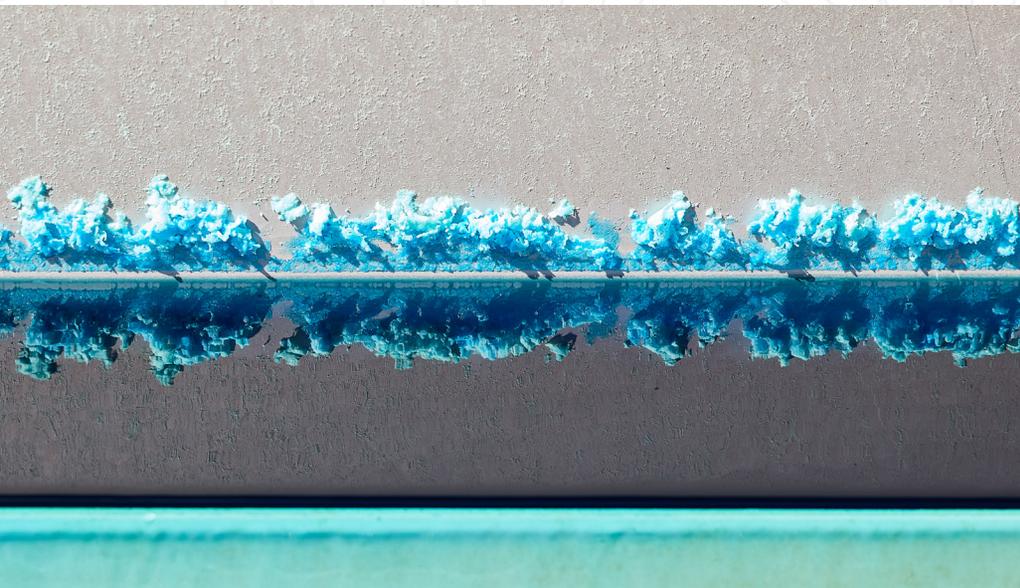
Safety and Emergency Preparedness

From chemicals management to road safety, we pay careful attention to the safety risks associated with designing, testing, delivering and deploying our solutions. Our safety approach includes:

- Ensuring product safety is built into the entire lifecycle, from design to end-of-life
- Enabling our partners to use our catalytic technology safely through training and education
- Implementing systems to protect data privacy and security.

In 2022, we conducted our first hands on fire extinguisher training as a part of an emergency preparedness program for our corporate headquarters. This event provided training and practice about how to put out a live fire with a fire extinguisher, to experience a real-life scenario of do's and don'ts with a fire. To emphasize Jetti's commitment to our Environment, Health, Safety & Emergency Response programs, this training was attended by our CEO and executive management team.

Chemical Handling

Jetti's catalytic technology uses a variety of chemical formulations, tailored to each mining operations' unique geological and mineral needs. To ensure we operate safely with these materials, we have the following procedures in place:

- Bulk chemicals are stored in labeled containers in dry, covered locations
- Safety data sheets, which contain information about each chemical and its risks and hazards, are maintained in central and accessible locations
- Employees and contractors undergo training on chemical handling and spill recovery
- Lab tests are performed to check for chemical interactions, including industrial hygiene studies for human and environmental health and safety.

Road Safety

Employees who drive on company business must abide by all state and local traffic laws. Further, Jetti prohibits texting and emailing while driving.

In addition, we contract with independent logistics providers to transport Jetti's catalysts from third-party warehouses to our partners' mining sites. Road safety is especially important when transporting chemicals, and we only work with logistics providers whose drivers have strict licensing and training criteria for catalyst transportation. In the unlikely event of a spill during transportation, we have a spill policy that outlines specific steps to contain and treat the area, as well as how to report the spill to appropriate authorities.

Great Place to Work

Health and Safety

Our approach to employee health and safety is focused on practices that ensure employees and contractors go home safe and healthy at the end of each working day. One of our key corporate goals is to have zero workplace injuries and occupational diseases, and our strategies for success include:

- Implementing health and safety systems to identify and mitigate job hazards

- Equipping employees with the tools needed to be safe at work, through training and education, personal protective equipment and sharing of best practices

- Tracking and reporting safety incidents, including near misses, to understand and improve our safety performance.

Safety Management Systems

Our environment, health and safety ("EHS") management system is constantly evolving as we continue to emphasize safety as a core value of our workforce. In 2022, we formalized our safety tracking processes and updated our safety management systems at our office facilities and onsite at our partners' mining operations.

Our approach to safety is outlined in our Health, Safety and Environment Policy, created in 2021, which includes the following commitments:

- Ensuring our facilities are built, operated and maintained to protect the health and safety of our employees and contractors

- Maintaining appropriate procedures and training programs to promote a safe, healthy and secure workplace

- Providing a culture in which our employees and contractors are encouraged to stop a job or refuse to perform it if it cannot be done safely

- Operating our facilities in compliance with all applicable health and safety laws and regulations, as well as our internal safety and health standards

- Creating a culture where all health and safety incidents are reported, investigated and remediated to prevent similar future incidents

- Maintaining procedures that promote the safe storage and transportation of our raw materials, products and waste.

Our comprehensive safety management system includes both structured programs and a focus on day-to-day activities at our facilities that creates a culture of safety consciousness. We look at every activity through a safety lens, by having Standard Operating Procedures (SOPs) for day-to-day tasks, regular safety meetings, and Job Safety Analysis (JSA) performed for new tasks.

Jetti also partners with our mining partners to ensure that the strictest safety standards are upheld and to facilitate open communication to help further safety management systems for both Jetti and our mining partners. EHS personnel continuously review these programs for applicability and improvement, and we encourage all Jetti personnel to provide feedback on our safety programs. We are always eager to improve our safety management system based on feedback from others and information gathered as Jetti continues to grow.

Safety Data		
	2021	**2022**
Fatalities	0	0
Recordable Incident Rate	0.0	0.0

Wellness

Jetti takes a holistic approach to worker health and safety, including physical, mental and emotional well-being. When employees are located in places where the government does not provide a robust social support system, we make sure that our benefits plans step in to fill the gap. For example, in the United States, our benefits package includes:

- Retirement programs and financial planning consultation to employees

- Employee Assistance Program, to support employees and their household members with issues ranging from emotional well-being (e.g., stress management, work/life balance, depression, anxiety) to help with daily life (e.g., care for children, older adults and pets), and even legal and health support

- Enhanced health care features, including telehealth options for both physical and behavioral health, a 24/7 nurse call line, and a maternity management program

- Discounts on health products and services; e.g., eyewear, hearing exams, healthy lifestyle services and natural health offerings

- HealthAdvocate to assist employees in understanding bills and finding health providers

- Financial counseling, including resources for how to buy a home, how to save for college, budget calculators and student loan services

- Monthly credits for group fitness classes.

We continue to explore ways to support our employees' wellness. For example, in 2023 we introduced a wellness reimbursement program, worth up to $150 per employee each quarter of the year.

Equity and Inclusion

We are committed to making Jetti a safe, equitable and inclusive workplace. This commitment includes a focus on equity, inclusion and diversity in recruitment and retention practices, and in our policies and benefits designed to attract and retain top talent. Our efforts in supporting this commitment include:

- Enacting policies and programs that create a welcoming workplace, based on respect and inclusion
- Supporting efforts to attract candidates from underrepresented groups
- Encouraging communication between managers and reports regarding performance, career advancement and skills development
- Using feedback mechanisms to understand and improve employee satisfaction and engagement.

We are proud of our efforts to attract top talent. In 2022, we:

- Established recruitment practices designed to attract top talent including from diverse recruiting pools of eligible candidates
- Engaged with existing and new recruiting firms to align on our commitment to attracting candidates from underrepresented groups
- Encouraged staff and recruiters to engage in professional social networking – particularly those networks with strong participation by underrepresented groups.

At the end of 2022, our workforce was comprised of 71% men and 29% women, a ratio that is largely consistent across different categories of job function and seniority. [5]

Gender Data[6]

Executives

Women	20.00%
Men	80.00%

Directors/Managers

Women	33.33%
Men	66.67%

Office/Professional

Women	29.41%
Men	70.59%

Field/Operators

Women	25.00%
Men	75.00%

Local Workforce Data[7]

Workforce by Location – Americas

Canada	13%
Chile	26%
US	61%
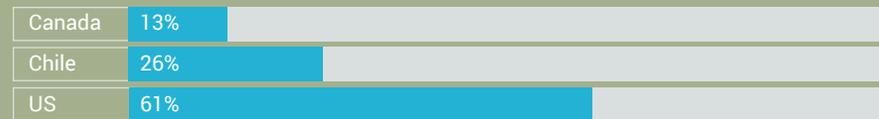
Local Nationals as a Percentage of Workforce

Canada	80%
Chile	100%

[5] Demographic information is based on self-identification data collected at the time of hire as part of the new employee onboarding process and/or as required by local law. Response is voluntary to the extent permitted by local law. No employees identified as "other" or "non-binary".

[6] Employee data shown is accurate as of December 31, 2022. Executives are members of our C-Suite (CEO, CCO, CFO, CTO and General Counsel). Directors/Managers are employees who have supervisory and budget responsibilities, and make decisions of significance. Office/Professional are employees who primarily perform seated desk work in office environments. Field/Operators are employees who primarily perform field work or manual labor.

[7] A local national is defined as an employee hired to perform work in the country of citizenship or permanent residence.

Labor and Human Rights

In 2023, Jetti formalized its commitment to human rights and fair employment practices in a Labor and Human Rights Policy. This policy is informed by international laws, conventions and frameworks, and outlines our commitments, expectations and requirements regarding the following issues:

- Diversity and inclusion
- Discrimination and harassment
- Working hours, wages and benefits
- Professional growth and development
- Employee privacy
- Safe and healthy workplace
- Workplace security
- Forced labor and human trafficking
- Child labor
- Freedom of association
- Land rights and water resources.

In 2022, we began a major update to the Employee Handbook for our employees located in the United States. Rolled out in 2023 along with employee training, the Employee Handbook provides new or expanded guidance on topics including:

- Jetti's commitment to diversity
- Compliance and ethics, including our Ethics Hotline
- Employee privacy practices
- Holidays and paid time off, including a new parental leave policy, non-FMLA Family and Medical Leave program and expanded bereavement leave
- A new Education Reimbursement Program.

In addition, US employees are now required to review and sign their acknowledgment of Jetti's Harassment and Discrimination policy.

A Family-Friendly Workplace

We believe that global and inclusive parental leave is an important benefit to attract and retain motivated employees. Our employees in Chile and Canada are statutorily entitled to generous parental leave, and in 2022, Jetti began exploring paid parental leave for our US employees. We are proud to announce that in 2023, Jetti established a parental leave policy for US employees. US employees who give birth to a child will be provided a total of up to 20 weeks of paid leave (combined childbirth recovery leave and bonding leave). Parents who do not give birth to their child (including adoptive and foster parents) will be provided up to 12 weeks of paid bonding leave.

Discrimination and Harassment

Jetti is an equal opportunity employer and makes employment decisions on the basis of merit and business needs, with the goal of recruiting and retaining top talent. Jetti does not discriminate on the basis of actual or perceived race, color, military service or veteran status, religion (including religious dress and grooming practices), gender (including gender identity, gender expression, transgender status or sexual stereotypes), sex (including pregnancy, childbirth or breastfeeding), sexual orientation, age, mental or physical disability, medical condition (including genetic information or characteristics, or those of a family member), ancestry, immigration status or citizenship, ethnic or national origin, marital status, political views or activity, status as a victim of domestic violence, sexual assault or stalking or any other characteristic protected by applicable federal, state or local laws. We expressly prohibit harassment and discrimination, as well as any form of retaliation toward or by any Jetti employee, and any employee engaging in such conduct is subject to disciplinary action, up to and including termination of employment.

About This Report

This is Jetti's second sustainability report, covering the 2022 calendar year unless otherwise specified. It is aligned with the SASB Chemicals Industry Standard.

Scope and Boundaries

This report covers 100% of Jetti's operationally-controlled facilities and workforce. It also contains information about policies and practices that apply at third-party contracted facilities, including warehouses, laboratory and testing facilities and partner mining operations. Unless otherwise indicated, data coverage applies only to Jetti employees and Jetti-operated facilities.

Verification and Assurance

The content of this report has been reviewed by the Jetti Sustainability Steering Committee, in conjunction with the respective subject matter experts. We believe that it is an accurate, fair and balanced representation of our sustainability performance. The report has not been externally verified or assured.

Restatements

There are no restatements from prior reports.

For More Information

We welcome your questions and feedback. Please contact:

Hugo Schumann, Chief Financial Officer

sustainability@jettiresources.com, 303-945-4738

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