

Biodiversity Improvement Plan

Tacora's Scully Mine facility did not satisfy the requirements to achieve Level A for Indicators 1, 2, and 3 of the Biodiversity Conservation Management Protocol. Tacora is committed to using the Towards Sustainable Mining (TSM) results as an opportunity to identify and improve operations to better support biodiversity conservation. Tacora plans to take action to address gaps as outlined in Tables 1, 2 and 3 below.

Table 1 Indicator 1 – Corporate Biodiversity Conservation Commitment, Accountability, and Communications.

Level	Requirement Description	Achieved? (Y/N)	Action Plan	Schedule
Indicator 1 Level B	1. Is there a demonstrated senior management biodiversity commitment in place (consistent or not with the intent of the TSM Mining and Biodiversity Conservation Framework)?	N	Tacora is currently developing a senior management commitment.	Q1 2025
	1. Is there a demonstrated senior management commitment, consistent with the intent of the TSM Mining and Biodiversity Conservation Framework and to the application of the mitigation hierarchy to achieve stated biodiversity outcomes?	N	Tacora will develop a senior management commitment consistent with the TSM framework and will outline methods to achieve biodiversity outcomes.	Q1 2025
Indicator 1 Level A	2. Has the commitment to biodiversity conservation been communicated to relevant employees, contractors, and facility-level COI?	N	Commitment to the TSM Mining and Biodiversity Conservation Framework will be communicated upon completion.	Q2 2025

	3. Are roles, responsibilities, and accountabilities for implementation of the commitment clear and have resources been assigned to support implementation of the commitment?	N	Roles, responsibilities, and accountabilities will be clearly defined. Tacora has committed resources in 2025 that will support its implementation once developed.	Q2 2025
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Table 2 Indicator 2 – Biodiversity Conservation Planning and Implementation.

Level	Requirement Description	Achieved? (Y/N)	Action Plan	Schedule
Indicator 2 Level B	1. Has a facility-level biodiversity conservation plan or management system been developed that includes:			
	a. Assessment of facility-level baseline data and, where available, local ecological knowledge?	N	Tacora has engaged an environmental consulting company that is currently collecting, compiling and analyzing baseline data to populate a database. Tacora has relationships with local ecological knowledge holders and regularly engages in consultation efforts.	Q1 2025
	b. Facility-level monitoring of biodiversity?	N	Tacora will include a monitoring and mitigation component to ensure that objectives are being met and biodiversity conservation efforts are successful.	Q1 2025

	c. Identification of significant biodiversity aspects?	N	Significant biodiversity aspects (SBAs) will be identified through data analysis and incorporation of cultural values.	Q1 2025
	d. Identification of key COI?	N	Key COI are being identified and will be included.	Q1 2025
	2. Has the plan been approved by facility-level senior management and is it under implementation?	N	Senior management will approve and implement the plan once completed.	Q2 2025
Indicator 2 Level A	1. Is the facility-level plan or management system to manage significant biodiversity aspects implemented and does the facility-level plan or management system include, at a minimum, the following elements:			
	a. An assessment of potential impacts/risks to biodiversity?	N	Potential impacts/risks to biodiversity and SBAs are being assessed and will be outlined in the plan.	Q1 2025
	b. Specific objectives for significant biodiversity aspects?	N	Each SBA is being carefully identified and specific, measurable objectives for their conservation will be outlined.	Q1 2025
	c. Action plans are developed and implemented to specifically address biodiversity objectives?	N	A Biodiversity Action Plan (BAP) will be developed and include a five-year plan to address biodiversity objectives.	Q3 2025

d. Responsibility assigned to facility-level personnel for biodiversity conservation management?	N	Roles and responsibilities for Tacora personnel will be defined in the BAP.	Q2 2025
e. Biodiversity conservation awareness included in facility training programs for relevant personnel?	N	The BAP and other materials will be distributed to relevant personnel. Biodiversity awareness training will be implemented.	Q2 2025
f. Consultation with and/or engaged key COI (e.g., governments, Indigenous communities, and conservation organizations) regarding biodiversity conservation management and implementation of the facility-level biodiversity conservation plan and progress towards biodiversity objectives regularly tracked and reported to facility-level senior management?	N	Tacora is committed to consulting and engaging with local communities, Indigenous groups, and other stakeholders. Consultation efforts, both past and present, will be used to inform the BAP.	Q3 2025

Table 3 Indicator 3 – Biodiversity Conservation Reporting

Level	Requirement Description	Achieved? (Y/N)	Action Plan	Schedule
Indicator 3 Level B	1. Does the facility report on biodiversity conservation to facility-level senior management on a regular basis?	N	The BAP will include regular reporting requirements.	Q4 2025
Indicator 3 Level A	1. Does reporting on biodiversity conservation occur, including:			
	a. Internal reporting on biodiversity conservation which supports management decision-making processes at the facility?	N	The BAP will be regularly updated, and progress will be reported to support the advancement of biodiversity objectives.	Q4 2025
	b. Routine public reporting on biodiversity conservation performance?	N	Tacora is a proud member of local communities and will continue to keep the public informed as to its efforts towards environmental stewardship and biodiversity conservation.	Q4 2025