

PRIORITY ESG TOPICS

Priority ESG topics are those that may represent a risk to Paramount, are opportunities for us to excel, or are areas where Paramount can contribute to the industry or societal needs.

RISK	RESPONSIBILITY	CONTRIBUTION
<p>Permitting and Compliance</p>	<p>Board Governance</p> <p>Ethics</p> <p>Community Relations</p> <p>Community Development</p> <p>Disclosure, Monitoring, and Reporting</p>	<p>Leadership and Culture</p> <p>Sustainable Innovation</p> <p>Diversity, Equity, and Inclusion</p> <p>Climate Change</p>

DOES THE TOPIC PRESENT A SIGNIFICANT FINANCIAL, OPERATIONAL, OR REPUTATIONAL RISK TO OURSELVES OR OUR STAKEHOLDERS IF LEFT UNMANAGED?

DO OUR VALUES AND ANY COMMUNITY OR PROFESSIONAL OBLIGATIONS REQUIRE US TO ACT? DO OUR STAKEHOLDERS EXPECT US TO MANAGE THIS TOPIC?

IS THERE AN URGENT SOCIAL OR ENVIRONMENTAL NEED BEING FACED BY SOCIETY? CAN WE POSITIVELY INFLUENCE THE MINING INDUSTRY THROUGH OUR ACTIONS?