



TSXV:LME OTC:PINK: LMEFF

The background of the slide is a wide-angle aerial photograph of a calm lake. Several islands and peninsulas, covered in dense forest with trees showing early autumn colors of yellow and green, are scattered across the water. The sky is filled with dramatic, dark clouds, with a bright sunset or sunrise glow on the right side, casting a golden light across the scene. The water reflects the sky and the surrounding forest.

2024 ESG REPORT

About this report

Unless otherwise noted, all data contained in this report covers the following period from 2024-01-01 to 2024-12-31

The organization has reported with reference to the GRI Standards for the period of January 2024 to December 2024 and is reporting on the following guidelines:

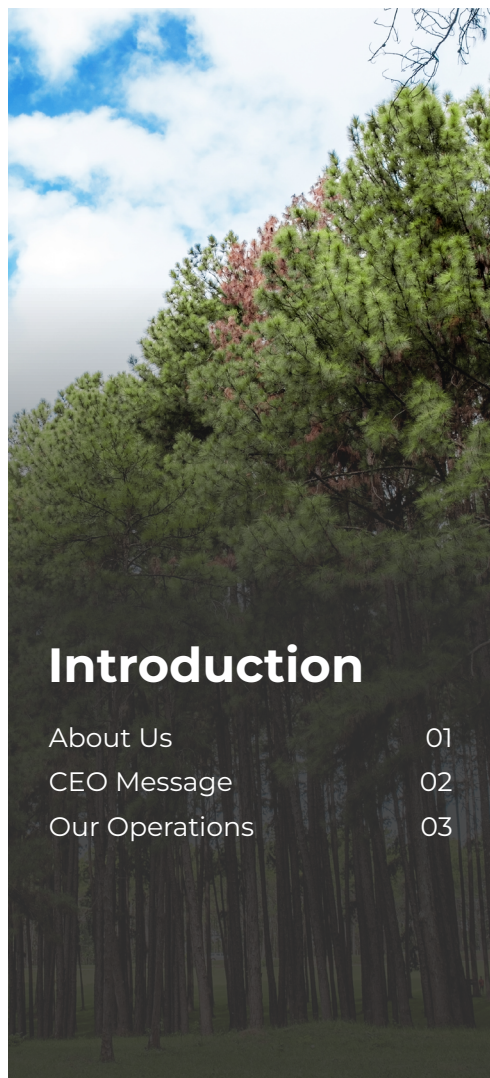
- **CDP** - Carbon Disclosure Project
- **GRI** - Global Reporting Initiative
- **GRI MM** - Global Reporting Initiative - Mining and Metals Supplement
- **SASB** - Sustainability Accounting Standards Board

For the purposes of this report, LAURION is disclosing ESG information related to the following active project:

- **Ishkoday Project**

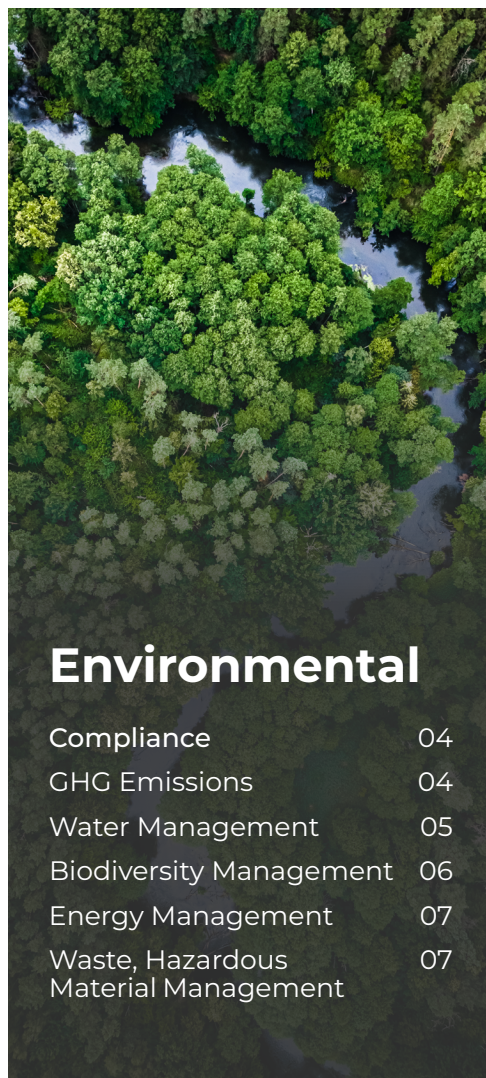


Table of Contents



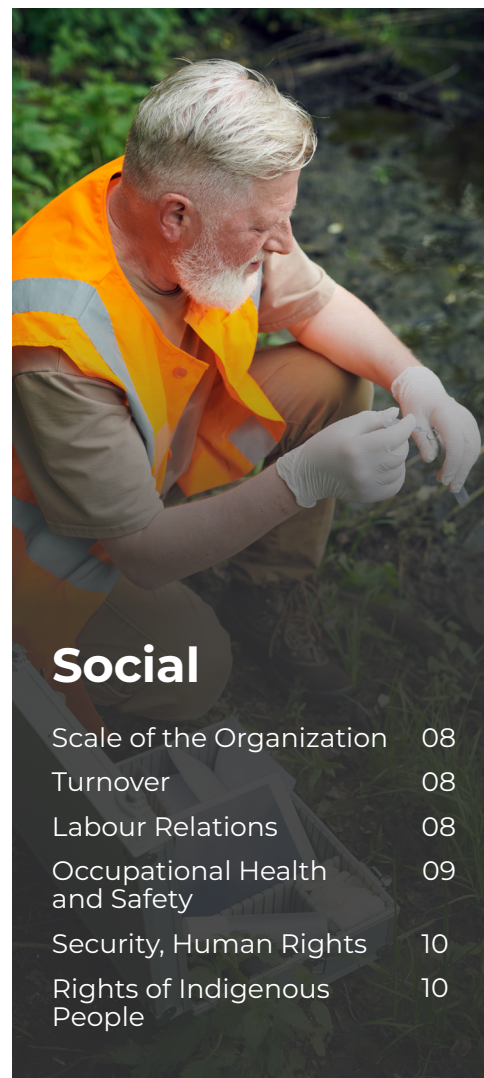
Introduction

About Us	01
CEO Message	02
Our Operations	03



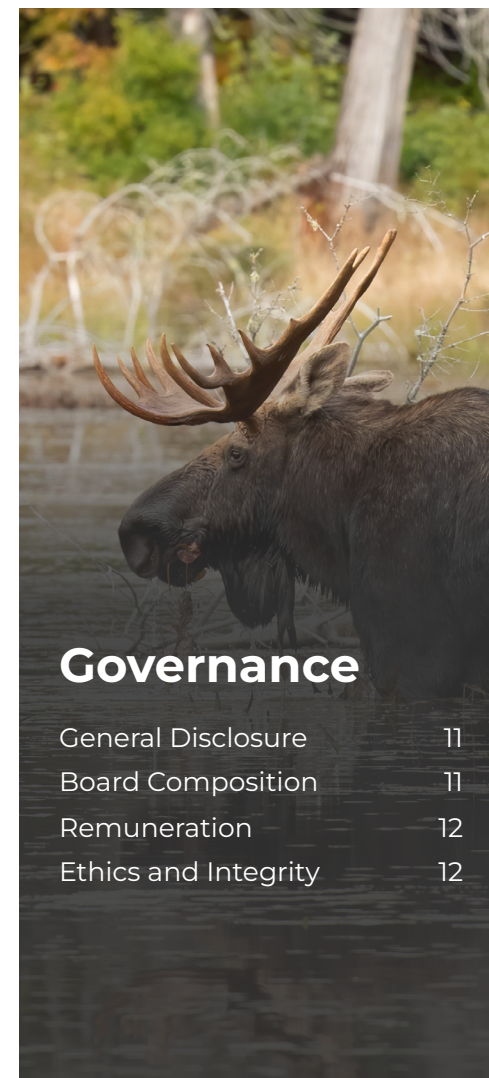
Environmental

Compliance	04
GHG Emissions	04
Water Management	05
Biodiversity Management	06
Energy Management	07
Waste, Hazardous Material Management	07



Social

Scale of the Organization	08
Turnover	08
Labour Relations	08
Occupational Health and Safety	09
Security, Human Rights	10
Rights of Indigenous People	10



Governance

General Disclosure	11
Board Composition	11
Remuneration	12
Ethics and Integrity	12

About Us

LAURION is focused on validating the existence of near surface bulk gold and polymetallic mineralization which extends over a 6 km strike within a 2.5 km corridor.

LAURION's chief priority remains maximizing shareholder value by continuing to advance its Ishkoday Project, while employing best practices of environmental, social, and corporate governance (ESG) issues. A large portion of the Corporation's focus in this regard falls within the ambit of its mineral exploration activities and more specifically, the advancement of the Ishkoday Project. LAURION is also diligently maintaining its focus on pursuing strategic opportunities while successfully meeting exploration and development milestones, further solidifying its favorable position as a potential target or partner.

LAURION Mineral Exploration Inc. defines its "Operation" as the exploration and development of mineral resources, with a particular focus on its flagship project, the Ishkoday Property in Northern Ontario. The operation involves comprehensive geological work aimed at identifying, mapping, and confirming mineral deposits. LAURION's activities

include extensive drilling, geophysical surveys, trenching, and channel sampling within its 57.43 km² property, where occurrences of gold and polymetallic base metal-silver-gold mineralization have been identified. These efforts are fundamental in advancing the project toward resource delineation and potential future mining.

LAURION operates within the mining and exploration sector, specifically in precious and base metals exploration. Its work spans several areas of geological and geophysical analysis, including gold, silver, zinc, and other polymetallic base metals, positioning LAURION in both the precious metals and base metals sub-sectors of mining. For LAURION's Ishkoday Project, the mine site encompasses the specific zones within the 57.43 km² property where detailed drilling, sampling, and trenching are performed to assess occurrences of gold and base metals and advance them toward potential resource classification and extraction.



Letter from the CEO



Driving ESG Excellence at LAURION

At LAURION, we understand that our long-term success is intrinsically linked to our commitment to environmental, social, and governance (ESG) principles. As a responsible exploration company, we recognize the importance of protecting the environment, respecting the communities in which we operate, and upholding the highest standards of governance and transparency.

Our approach to ESG is guided by a simple principle: to leave a positive and lasting legacy. On the environmental front, we are dedicated to minimizing our footprint by employing sustainable exploration practices and leveraging innovative technologies.

Socially, we strive to foster meaningful partnerships with Indigenous communities and local stakeholders, ensuring mutual respect, collaboration, and shared benefits. On governance, we maintain rigorous standards of integrity, accountability, and inclusivity at all levels of our organization.

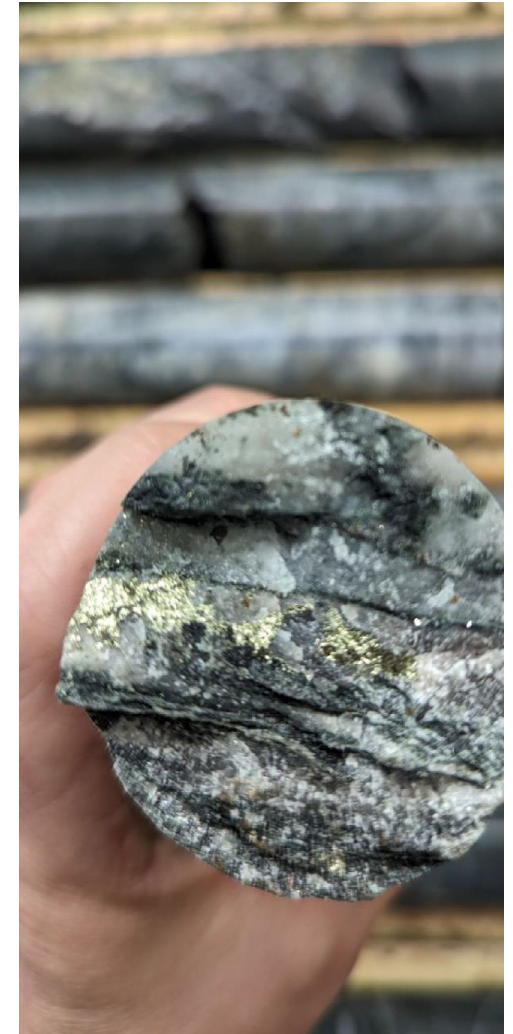
As we advance the Ishkōday Project, we are committed to embedding ESG values into every aspect of our operations. This commitment not only reflects our corporate responsibility but also positions us as a forward-thinking leader in our exploration industry.

Together with our employees, stakeholders, and partners, we

aim to create value that extends beyond the drill bit, building trust and delivering results that benefit all. LAURION's ESG strategy is not just a promise; it is our own roadmap for sustainable growth and shared prosperity.

Cynthia Le Sueur-Aquin

Cynthia Le Sueur-Aquin
CEO, LAURION



Environmental Performance

Compliance

FINES AND NON-MONETARY SANCTIONS FOR NON- COMPLIANCE WITH ENVIRONMENTAL LAWS AND/OR REGULATIONS IN TERMS OF (GRI 307-1)

Number of instances for which fines were incurred	0
---	---

Number of instances non-monetary sanctions	0
--	---

Total monetary value of fines (\$Millions)	0
--	---

LAURION currently holds all necessary permits required to conduct exploration on the project.

LAURION has carried out environmental baseline studies, including surface water, groundwater and biological studies on the Ishkoday Project.



GHG Emissions

Gross global Scope 1 greenhouse gas (GHG) emissions to the atmosphere of the seven GHGs covered under the Kyoto Protocol (SASB EM-MM-110a.1.1)

0.00

Gross Scope 1 emissions
(tonne CO₂-e)

LAURION is currently an exploratory mining company and most of its activities are carried out by consultants and specialists who own and operate their equipment. Furthermore, LAURION does not own nor operate any machinery to report emissions.

Water Management

AMOUNT OF WATER THAT WAS WITHDRAWN FROM FRESHWATER SOURCES (IN THOUSANDS OF CUBIC METERS) (SASB EM-MM-140A.1.1)	0.000
---	-------

FRESHWATER WITHDRAWN IN LOCATIONS WITH HIGH OR EXTREMELY HIGH BASELINE WATER STRESS AS A PERCENTAGE OF THE TOTAL WATER WITHDRAWN (SASB EM-MM-140A.1.4)	0.000%
--	--------

LAURION's Ishkoday project is not located in an area with high or extremely high baseline water stress.

LAURION employs a proactive approach to water management during drilling operations, emphasizing the containment and control of potential contaminants to protect water resources. Drill sumps are strategically designed to capture and hold drill cuttings and fluids, preventing their release into surrounding watercourses and sensitive ecosystems. These sumps are regularly monitored to ensure structural integrity, particularly during high-risk conditions such as heavy rainfall. The dual sump system provides additional safeguards, ensuring continuous containment while facilitating maintenance. Residual materials within the sumps are treated and disposed of in compliance with environmental regulations, and post-operations rehabilitation restores the site to its natural state. All the water used in drilling is stored in a containment where it goes back into nature after being treated.



Biodiversity Management

Environmental and biodiversity management plan(s) implemented at active sites **(SASB EM-MM-160a.1)**:

LAURION has carried out environmental baseline studies, including surface water, groundwater and biological studies on the Ishkoday Project. LAURION currently holds all necessary permits required to conduct exploration on the project.

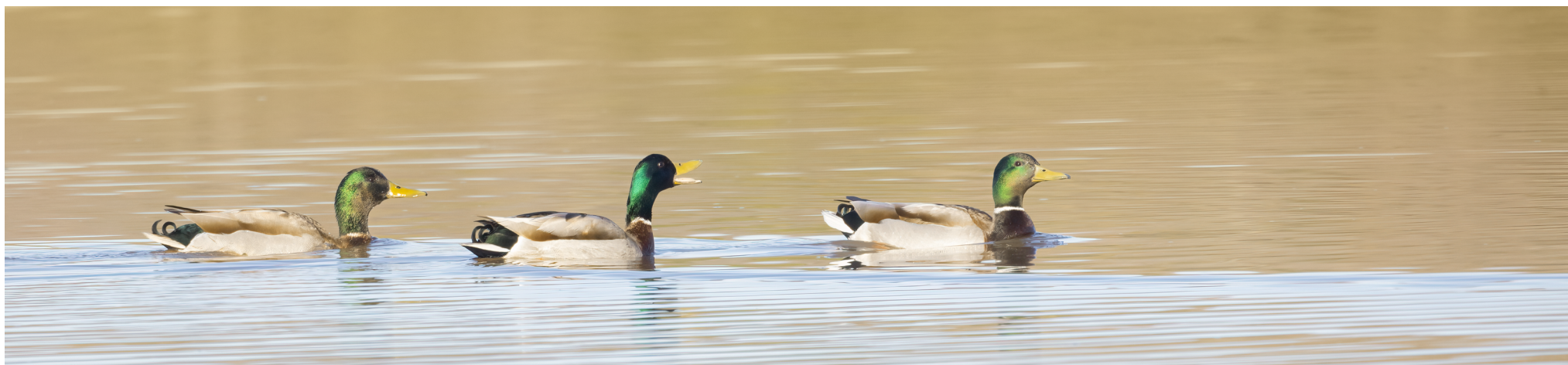
LAURION complies with all environmental laws and regulations in our exploration properties located in Ontario, Canada. During the 2024 reporting period, LAURION was in full compliance with these laws and regulations. Though LAURION is currently in the mid-stage exploration stage, we are vigilantly monitoring and assessing the risks of the Ishkoday project and developing mitigation strategies to deal with any potential future incidents.

As a junior exploration company, within the broader context of the mining industry, our environmental impacts are relatively minimal but the opportunities for improving the lives of the communities where we are working are substantial. We evaluate opportunities and initiatives for continuous improvement as they arise. The Company maintains strong relationships in the local communities where it operates.

DOES ACCESS TO THE SITE INVOLVE TRAVERSING A PROTECTED AREA (ONYEN)

NO

THIS DISCLOSURE INCLUDES ALL RELEVANT NATIONAL CATEGORIES AND DESIGNATIONS AS WELL AS INTERNATIONALLY RECOGNIZED PROTECTED AREAS, I.E. AREAS DESIGNATED UNDER THE WORLD CONSERVATION UNION (IUCN) DESIGNATION I-IV, UNESCO NATURAL WORLD HERITAGE SITES, UNESCO MAN, AND THE BIOSPHERE RESERVES, AND WETLANDS DESIGNATED UNDER THE CONVENTION ON WETLANDS OF INTERNATIONAL IMPORTANCE (THE RAMSAR CONVENTION).



Energy Management

Total energy consumed in aggregate, in gigajoules (GJ) (hydrocarbons and electricity) (SASB EM-MM-130a.1.1)	0.000
--	-------

LAURION's Ishkoday project is still in exploratory phase. The use of heavy equipment and other related services are provided by subcontractors who report this energy use.



Waste and Hazardous Materials

Total amount of tailings waste generated from mining activities by the entity during the reporting period (tonne) (SASB EM-MM-150a.1)	0.000
--	-------

Percentage of tailings waste that was recycled during the reporting period (SASB EM-MM-150a.1)	0
---	---

LAURION does not currently manage any Tailings Storage Facilities and therefore does not require an Emergency Preparedness and Response Plans (EPRPs) at this stage of the project.



Social Performance

Scale of the Organization

Report the total number of operations (GRI 102-7)	1
Report the total number of direct employees worldwide (exclude contractors) (GRI 102-7)	0
Report the total number of contract employees worldwide (GRI 102-7)	10
Total percentage of female employees and contractors worldwide (GRI 102-7)	40
Total percentage of male employees and contractors worldwide (GRI 102-7)	60

LAURION contractual duties are majorly geoscience related duties comprising geological mapping, data collection, seismic studies and resource assessment. These duties can include analyzing geological data, conducting fieldwork to collect rock or soil samples, interpreting seismic or satellite data, creating geological maps, assessing natural resources, evaluating environmental impacts, and supporting mineral exploration or oil and gas extraction. The work is generally aimed at understanding the earth's processes, structures, and resources to support the exploration activity.

Labour Relations

Does not apply

Percentage of total direct employees covered by collective bargaining agreements (GRI 102-41-a)



LAURION is committed to providing a safe and respectful workplace and environment for our employees, contractors, and visitors to our sites. This includes making concrete commitments to:

- Fair Dealing
- Contractor Privacy
- Discrimination and Harassment Prevention

Turnover

Total number of turnover (the number that left during the period) **(GRI 401-1-b)**

8



Occupational Health and Safety

INJURIES- FOR ALL EMPLOYEES, CALCULATING PER 200,000 HOURS (GRI-403-9-A)

Rate of fatalities resulting from work-related injuries	0
Rate of high-consequence work-related injuries (excluding fatalities)	0
Rate of recordable work-related injuries	0.000
Lost Time Injuries Rate (LTIR)	0.000%

INJURIES - WORKERS WHO ARE NOT EMPLOYEES BUT WORK AND/OR WHOSE WORKPLACE IS CONTROLLED BY THE ORGANIZATION

Rate of fatalities resulting from work-related injuries	0
Rate of high-consequence work-related injuries (excluding fatalities)	0

Safety and Health in the workplace is a joint responsibility of LAURION and its contractors. LAURION places the safety of those who work on our projects as our highest priority and will continually strive to improve our practices in order to better protect our employees and contractors.

There were no work-related injuries in the reporting period across all our locations.

Health and Safety Trainings are conducted by the drilling and geoscience company contracted on site and is carried out every other day with contract employees.

AVERAGE HOURS OF HEALTH, SAFETY, AND EMERGENCY RESPONSE TRAINING FOR,

Full-time direct employees (SASB EM-MM-000.B EM-MM-320a.1.3)	0
Contract Employees (SASB EM-MM-000.B EM-MM-320a.1.3)	0



Security, Human Rights, and Rights of Indigenous People

Detailed evaluations of social risks have not been conducted for LAURION's Ishkoday project.

However, based on general practices in similar mining projects, social risks that could materially impact operations typically include: Land Use and Indigenous Rights, Potential disputes with local communities over resource usage, environmental degradation, or insufficient community consultation. Environmental Liabilities relating to concerns around stockpiles and other mining impacts is managed under regulatory requirements of the mining act.



Does Not Apply

Percentage of inferred, indicated and measured resources that are located in or near areas that are considered to be indigenous peoples' land

Discuss practices and list procedures while operating in areas of conflict **(SASB EM-MM- 210a.3.3):**

LAURION's Ishkoday project is not in an area of conflict.

Number of company operating sites where artisanal and small-scale mining **(ASM)** takes place on, or adjacent to, the site (not controlled by company/unauthorized) **(GRI MM Supplement MM8-2.2)**

0

LAURION acknowledges that the Ishkoday project is located on the traditional territories of the Animbiigoo Zaagi'igan Anishinaabek - AZA - (Lake Nipigon Ojibway), Biinjitiwaabik Zaaging Anishinaabek – BZA - (Rocky Bay) and Bingwi Neyaashi Anishinaabek- BNA - (Sandpoint) First Nations.

LAURION is committed to working with local Aboriginal communities to address concerns, maximize social and economic opportunities, and remain environmentally responsible.

LAURION is committed to strengthening its relationships with Indigenous people based on the principles of trust, mutual respect, fairness, transparency, and reconciliation. We are committed to enhancing our understanding of Indigenous perspectives, traditions, and knowledge to develop, and undertake, sustainable business practices. In addition to supporting consultation, LAURION has agreed to support the promotion of employment opportunities for First Nations members.

Disclose the total number of site shutdowns or project delays due to non-technical factors **(SASB EM- MM- 210b.2.1)**

0

Disclose the total aggregate duration (in days) of site shutdowns or project delays due to non-technical factors **(SASB EM-MM- 210b.2.1)**

0



Governance

General Disclosure

There is a Board Committee with oversight to all Health, Safety and Sustainability issues.

- Audit Committee;
- Compensation Committee;
- Technical Committee

LAURION's highest governance body is its board of directors. Collectively, they have over 100 years of experience in the mining industry and they provide LAURION's executives with the best guidance.

Board Composition

The board members collectively have expertise in financial, legal and technical aspects as it relates to environmental and social topics.

The highest governance body recognizes the importance of staying informed on sustainable development. Actions taken include board training, workshops and facilitation of peer exchanges and cross-sector learning for board members.

3

Number of executive members

0

Number of non-executive members

0

Number of independent members



Ethics and Integrity

LAURION has no business activities in countries with low rankings and low business ethics risks.

There were no cases of non-compliance in the reporting year. LAURION has a zero tolerance for corruption and bribery risks. LAURION's Code of Conduct and Business Ethics details the organizations approach to managing corruption and bribery risks internally and with its business partners.

0.00%

Total percentage of employees that received training on anti-corruption in 2024

LAURION did not employ any direct employees during the reporting period.

Remuneration

The Corporation is governed by the TSX policies regarding compensation and are required to report annually to the TSX and to stakeholders.

The Corporation does not currently have any remuneration policy as all workers are contractors.





LAURION Mineral Exploration Inc

King Street West, Suite 6600
Scotia Plaza
Toronto, Ontario, Canada
M5H 3S1

Contact

Tel: +1.705.788.9086
Fax: +1.705.805.9256
Email: clesueuraquin@laurion.ca

[Visit our ESG Scorecard](#)

[Review our Disclaimer](#)

laurion.ca

