



2023
ESG REPORT
ISSUED JULY 2024



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EXECUTIVE SUMMARY & INTRODUCTION

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LETTER FROM THE CEO

Dear Stakeholders:

It is a pleasure to share with you our 2023 ESG report. We have historically viewed our sustainability initiatives through the lens of continuous improvement. During the year, we continued to operationalize our ESG program deeper into the organization and are pleased with our results.

To measure our progress, in 2023 we adopted 14 key performance indicators (KPIs) to direct our actions for the year. The metrics and our performance are outlined in this report. I am happy to say we successfully achieved our targets for the year.

Our customers include many of the world’s leading mining companies, with a primary focus on gold and copper mining. In 2023, Drilling Services generated almost 35% of its revenue from copper-related drilling. In a world where electrification is a significant building block to decarbonization, copper is a critical metal. Copper is a key component of electric vehicle batteries as well as anything involving the transmission of electricity. We are proud to assist our customers with both copper exploration and production, and ultimately helping reduce the world’s carbon footprint.

In April 2024, Boart Longyear was acquired by American Industrial Partners (AIP) and we ceased to be a publicly traded company, resulting in changes to our Board of Directors. Our shareholders realized attractive value per share, while customers and employees will benefit from AIP’s investment in our core business to drive sustainable growth and long-term value. Our commitment to sustainability remains unchanged. We are evaluating and implementing our future governance structure and continue our pledge to a strong governance framework and practice.

MAKE IT SAFE, MAKE IT PERSONAL, MAKE IT HOME

Safety is a Boart Longyear core value and the cornerstone of our ESG program. For 2023, we set an aggressive Total Case Incident Rate (TCIR) target of 1.25 for the year and I am thrilled to report our employees met that goal. The outcome was our best TCIR performance ever, which demonstrates our employees live our safety mantra: Make it safe, make it personal, make it home.

SCOPE 1 & SCOPE 2 EMISSIONS

Following a baseline project to measure Scope 1 & Scope 2 emissions at all our manufacturing facilities in 2022, in 2023 we achieved our commitment to reduce Scope 1 and 2 emissions, across our six manufacturing plants.

JEFF OLSEN



Additionally, during 2023 we developed a baseline study for Scope 1 emissions on Drilling Services’ surface combustion rigs. The baseline study led to the development of a guidance document for the management of surface combustion rigs, outlining how that data will be captured, formulated, calculated, and audited. The process is a critical component of our overarching ESG strategy and reaffirms our commitment to sustainability and responsible business practices.

DIVERSITY

We recognize the value of diversity in driving innovation, creativity, and business success. One of our key priorities is progress toward gender equality with a strategic objective of increasing the representation of women to 15% by 2025 (15 x 25). During 2023, we continued to move toward our 15 x 25 goal, ending the year with almost 11% women across the company. In the US, we established [our first] all-women underground drill crew. I am very proud of Boart Longyear women breaking gender barriers in traditionally male-dominated fields.



BUSINESS ETHICS & COMPLIANCE

Driving ethical behavior through compliance training and communications is another key focus for Boart Longyear. To support that focal point, employees complete annual compliance training to refresh and reaffirm their commitment to our Code of Conduct.

During 2023, we increased live training to improve connecting with employees, to enhance understanding of our compliance program and strengthen relationships. Throughout the year, more than 65 live training sessions were conducted for almost 1,900 employees - an increase of 260% over 2022 across more than ten countries. We continue to cultivate a culture where speaking up is not only encouraged, but actively supported to uphold our values and principles.

In support of ethics and compliance, we also took a significant step last year starting the implementation of an improved vendor assessment and onboarding process. The program aimed to strength our due diligence and transparency through proactively managing third parties, allowing us to assess potential vendors in a more robust fashion while screening for risks such as human rights, operational integrity, and financial health.

DRIVING INNOVATION

Technology and innovation are part of the Boart Longyear DNA. Throughout our 134-year history, we created many of the sector’s key innovations that are widely used across the mining industry. Technology plays a pivotal role in enhancing safety, efficiency, and overall performance of mining organizations.

Our orebody knowledge technology platform, Veracio, is a leading player in leveraging artificial intelligence (AI) and advanced analytics to accelerate real-time decision making and significantly lower the cost of mineral exploration. Veracio’s award-winning platform also enhances safety and minimizes customer’s environmental footprint.

Throughout this report, readers will encounter imagery encapsulating the spirit of Boart Longyear’s stakeholder engagement program, which is a testament to our ongoing commitment to sustainability, value creation and living our corporate values.

I want to thank our employees across the globe who make our ESG results possible and live our values each day. Together we strive to build a sustainable future as we make it safe, make it personal, and make it home.

Sincerely,

A handwritten signature in black ink, likely belonging to the CEO, is placed here.



COMPANY OVERVIEW

Established in 1890, Boart Longyear is in its 134th year as the world’s leading provider of drilling services, orebody-data-collection technology, and innovative, safe and productivity-driven drilling equipment. We conduct our business activities through three divisions: **Drilling Services, Global Products, and Veracio**, aiming to create value for customers through a comprehensive portfolio of technologically advanced and innovative drilling services and products. We **operates in 15 countries across five continents with almost 6,000 employees** and products sold in more than 90 countries.

Partnering with many of the world’s major mining companies and junior explorers in the most prospective jurisdictions, Drilling Services offers the full range of drilling disciplines spanning a wide variety of commodities, including copper, gold, nickel, zinc, uranium, and other metals and minerals. **Extensive drilling experience** is combined with rigorous safety and training programs, ensuring the division continues to develop and retain safe, knowledgeable, and productive drilling teams. Results are delivered with modern, efficient rigs suited to the specific environments and geographies in which Drilling Services operates.



Global Products is an innovative pioneering manufacturer of high-quality performance tooling and drilling equipment supported by sophisticated research and development and more than 400 patents. The division’s consumables and rigs serve multiple drilling markets, including exploration, production, underground, sonic, environmental and infrastructure.

Veracio, a wholly owned Boart Longyear subsidiary, offers clients a range of solutions to improve, automate, and digitally transform their orebody sciences through a diverse product portfolio that fuses 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.

Our market leading positions in the mineral drilling industry are driven by the performance, expertise and high safety standards of Drilling Services, the advanced technology, engineering excellence and global manufacturing capabilities of Global Products, and the innovation and emerging technologies of Veracio.



GLOBAL OPERATIONS

Each country’s operating context is unique and comes with its own set of challenges and opportunities to manage. Informed by each country’s operating context and guided by our overarching sustainability principles, we tailor and implement our on-the-ground approach to deliver value for all stakeholders.

KEY METRICS

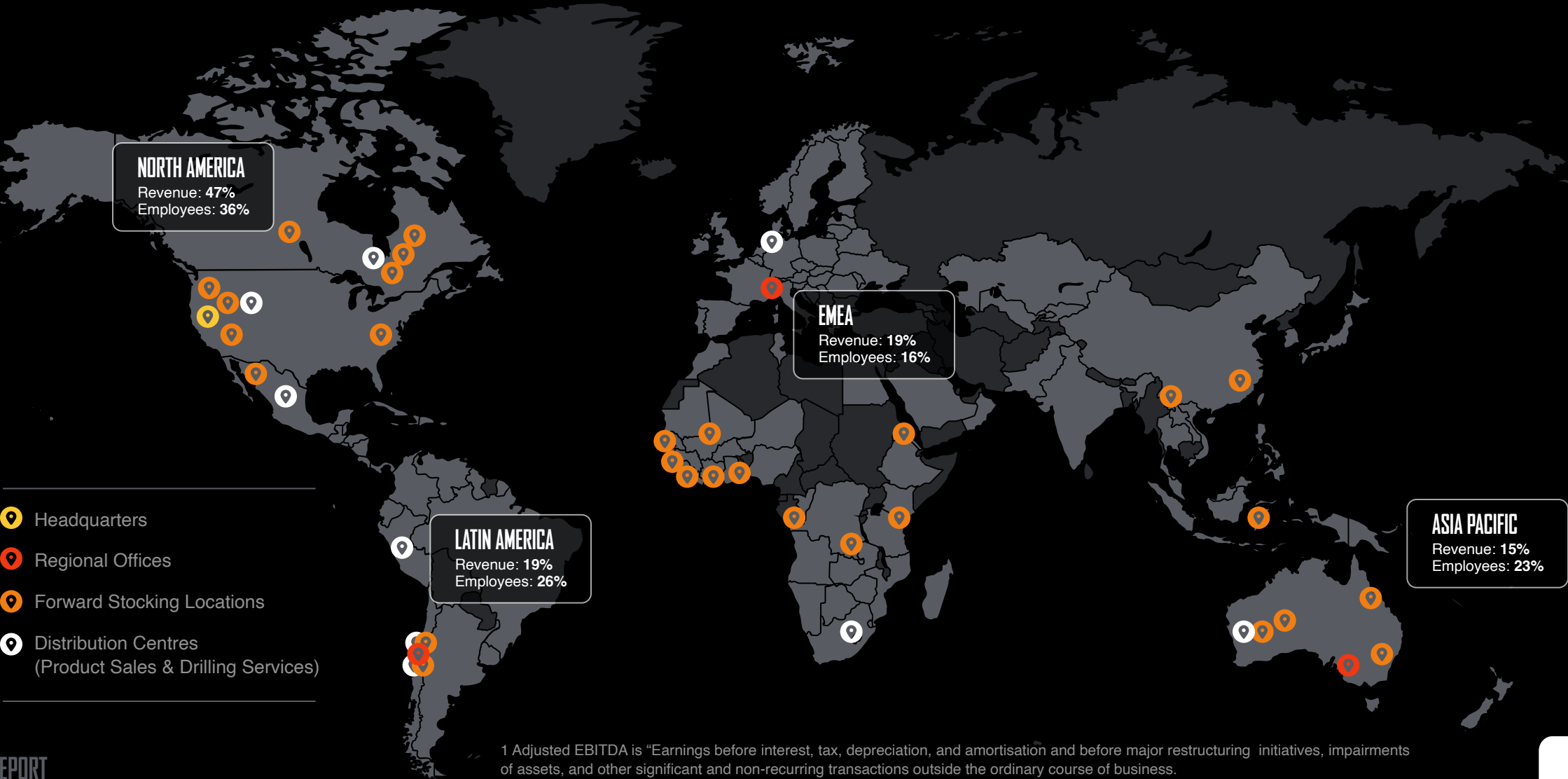
\$1.1 BILLION
Total Revenue

\$128.4 MILLION
Adjusted EBITDA¹

5762
Employees

15 COUNTRIES
Drilling Services Operates

96 COUNTRIES
Global Products Sold





VISION, MISSION, AND VALUES



Boart Longyear’s Vision is to be the global industry leader in safety, drilling innovation and productivity. Our values define what matters most for our continued success and are a guide for decisions and business operations to best serve shareholders, customers, suppliers, and fellow employees. We achieve our vision by embracing our values.

We are dedicated to delivering exceptional value to our clients and fostering strong partnerships to achieve shared goals. We understand that meeting and exceeding customers’ expectations is paramount to being their partner of choice.

Moreover, we recognize the significance of making a positive impact on the communities in which we operate. We firmly believe that cultivating robust community relationships is fundamental to success. Through active engagement and support for local initiatives, we endeavor to be an exemplary corporate citizen, driving success while simultaneously making a meaningful difference and leaving a positive legacy.





YEAR IN REVIEW

Despite the challenges posed by a dynamic business landscape, its unwavering commitment to excellence and innovation has propelled Boart Longyear forward, driving success across all facets of operations. Below are highlights of our 2023.



Relentless focus on safety:
0 FATALITIES, TCIR OF 1.25 RECORDABLE INCIDENTS (lowest rate ever), and Lost Time Incident Rate of 0.05 recordable incidents (lowest in four years).



0 REPORTABLE ENVIRONMENTAL SPILLS FOR THE YEAR.



REVENUE OF \$1.1 BILLION INCREASED 1.2% OVER 2022; *adjusted EBITDA grew 3.4% over 2022*; company's growth resulted from mining clients' ongoing expansions from long-term demand for metals.



Chief Operating Officer **DENIS DESPRES** was named **CHIEF EXECUTIVE OFFICER, DRILLING SERVICES;** Denis began his career with Boart Longyear in 1981 and has held leadership positions with progressive responsibility across Drilling Services and Global Products.



Mining industry veteran **ERMANNO SIMONUTTI** was appointed to the newly created position of **PRESIDENT, DRILLING PRODUCTS** where he will lead the company's drilling products portfolio, manufacturing, and supply chain management.



In September, Veracio solidified its leadership position in the core scanning space with the **ACQUISITION OF MINALYZE.**



DRILLING SERVICES SUCCESSFULLY MOBILIZED A MODULAR ROBOTIC UNDERGROUND drill rig prototype in **Western Australia**, advancing the Company's strategy of developing equipment to deliver higher productivity while mitigating the risk of manual handling injuries.



Drilling Products **LAUNCHED IMPAKT, A NEW ROCK** tool drill bit designed to improve penetration rates **by an average of 18%.**



Veracio continued to position itself for growth through further **DEPLOYMENT OF TRUSCAN, WHICH FEATURES A WORLD-LEADING,** automated digital scanning platform for core or chip samples.



ACQUISITION BY AMERICAN INDUSTRIAL PARTNERS was announced; shareholders approved transaction in February 2024 with closing in April 2024.



2023 ESG HIGHLIGHTS

Boart Longyear is dedicated to advancing ESG practices that align with the United Nations SDGs.

Throughout 2023, 14 KPIs were pursued, achieving strong performance against all targets. Our achievements reflect ongoing efforts to integrate sustainability into operations while upholding the highest standards of corporate citizenship:



ENVIRONMENT

0 reportable environmental spills.

10% increase in renewable energy consumption and 2 renewable energy sources identified across the 6 manufacturing plants.

100% Scope 1 & 2 emissions measured in manufacturing facilities and baseline Drilling Service surface combustion rigs emissions.



SOCIAL, OUR PEOPLE

10.8% women in the company and **118 women in the Drilling Services** crew.

70% participation in the employee engagement survey.



HEALTH & SAFETY

Exceeded Health & Safety leading and lagging indicators marking a **Total Case Incident Rate (TCIR) of 1.25 – the best ever TCIR result, and Lost Time Injury Rate (LTIR) of 0.05 lost time incidents - the best since 2019.**

97% Performance excellence rate.

Reduced hand injuries by 10% compared to 2022



CUSTOMER, SUPPLIERS & COMMUNITY ENGAGEMENT

Successfully **identified 100% of stakeholder** and material topics.

100% implementation completion and global tracking of social engagement initiatives.

Secure the implementation of a **Third Party Due diligence & risk assessment platform.**



GOVERNANCE & BUSINESS INTEGRITY

100 % implementation of ESG **communication plan.**

99% completion rate for online governance training, surpassing the **97% target and 304% increase in Live training participation compared to 2022.**

78% of code of conduct reports received directly from/ managers.

ESG achievements in 2023 stand as a testament to the cohesive teamwork and commitment to sustainability embedded at every level of the organization. Moving forward, we remain steadfast in our dedication to drive positive change and create value for all stakeholders.



SUSTAINABILITY STRATEGY & APPROACH

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MATERIALITY-BASED APPROACH

In 2023, we undertook a detailed review of our ERM program, a process led by the Global Director of Audit, Risk & Insurance Management along with members of the Audit and Risk Committee, Board representatives, key management personnel and other stakeholders who serve as a cornerstone for:

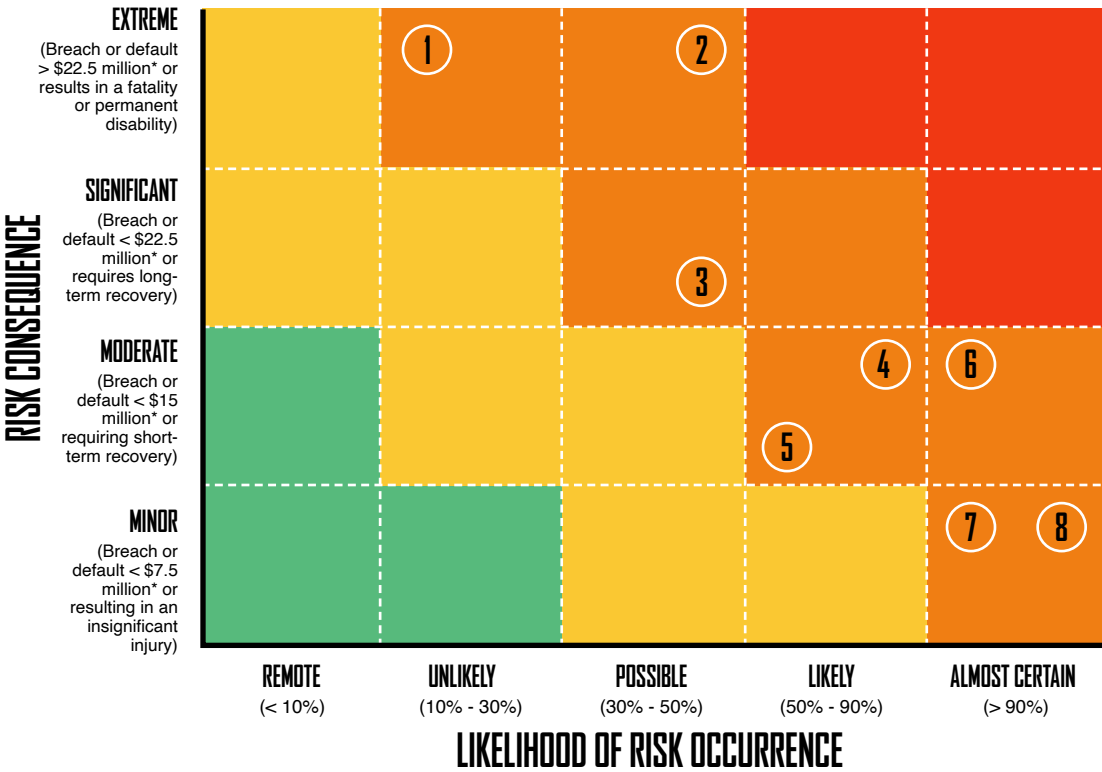
- Reviewing current performance results and identifying areas of improvement;
- Evaluating existing risk management processes against industry standards;
- Engaging in focused discussions on key risks and potential sustainability impact;
- Identifying potential weaknesses in risk assessment methodologies and proposing possible changes; and,
- Developing next steps and timelines to drive sustainability initiatives.

Discussions with internal and external stakeholders, including customers, employees, and industry peers, focused on a range of sustainability issues and priorities. We benchmarked sustainability efforts across the industry, key customers, considering applicable regulations.

The results of the ERM assessment, along with employee engagement and customer

surveys, were consolidated and combined to identify its most material topics.

Through this process, we identified the following material ESG topics to drive our sustainability initiatives, which link to specific priorities, actions, and targets. By prioritizing material topics, we commit to addressing critical sustainability risks and driving positive change within the organization and broader community.



*Consequence scales are measured in loss of EBITDA, cash flow or injury.

Risk	Grouping
1	Fatality Risks
2	Corruption
3	Data Privacy
4	Talent Retention / Attraction
5	Cyber Rest of the World
6	Cyber China
7	Non-Critical Injury & Illness
8	Fraud & Theft



STAKEHOLDER ENGAGEMENT

Boat Longyear’s ESG program is rooted in its commitment to safety, integrity, diversity, and inclusion, ensuring value delivery to stakeholders. At the core of this program lies a stakeholder engagement approach, fostering meaningful relationships across diverse groups and various demographics. By understanding perspectives, identifying concerns, incorporating feedback into sustainability strategies, and leveraging our initiatives, we aim to build trust, enhance relationships, and promote collaboration with stakeholders to partner to achieve the goals.

Boat Longyear’s commitment to stakeholders and the communities in which we operate is threefold – limiting disruption, minimizing environmental impact surrounding our operations, and delivering stakeholder value. We acknowledge an aspect of our operational success hinges upon developing sustainable, mutually beneficial partnerships with our stakeholders and local communities.

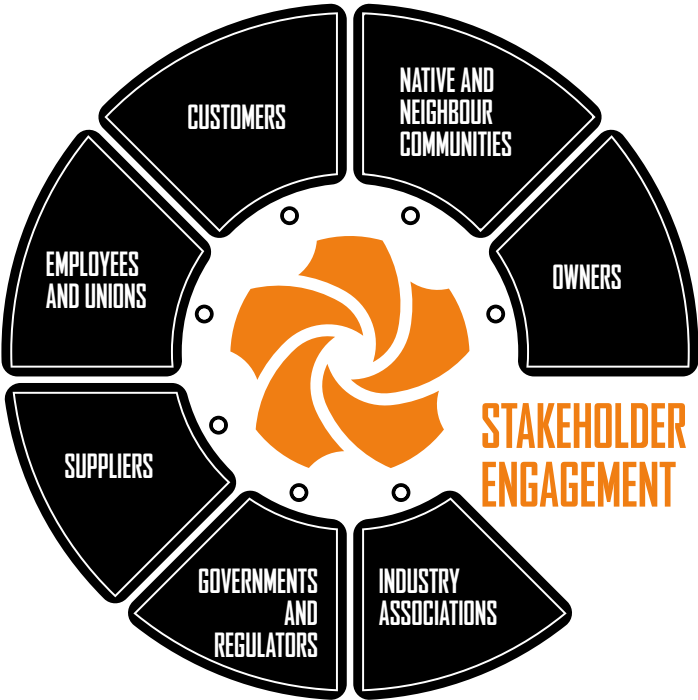
Through this process, we leverage our initiatives to build trust, enhance relationships, and promote collaboration among stakeholders. Stakeholder interactions are captured in our management system, which facilitates informed decision-making.



In 2023, we conducted an engagement assessment to identify key stakeholders based on relationship, interest, and influence, including clients, suppliers, communities, civil society, and government entities. The process will enable us to manage business impacts, identify risks and opportunities, and foster constructive relationships. The following chart presents our stakeholder analysis.

Our 2023 ESG program yielded significant engagements, demonstrating our commitment to responsible business practices and sustainable development.

For 2024, our focus is enhancing stakeholder value creation through proactive management of essential sustainability topics and a strategic plan centered on advancing customer-centric engagement and further operationalizing our overall ESG program.





SUSTAINABILITY FRAMEWORK

Sustainability is core to our operations and the Company’s commitment to ESG principles forms the foundation of our efforts to positively impact our entire value chain. By prioritizing compliance, safety, and operational excellence, we safeguard the long-term viability of our business while contributing to a more sustainable future for stakeholders and ensuring each employee returns home safely.

Boart Longyear’s Sustainability Framework integrates its Environmental, Social, and Governance (ESG) program into every facet of its global operations. We manage material ESG topics while managing stakeholders’ expectations and alignment with its sustainability targets to deliver value. The Global ESG Manager supported by the gatekeeper functions and the global and regional ESG committees, strengthen our capacity to develop and execute comprehensive ESG strategies.

United Nations Sustainable Development Goals (SDGs) supported by our program



SUSTAINABILITY EFFORTS ARE DRIVEN BY FIVE CORE PRINCIPLES:

- 1. **Environment & Climate Change:** Limiting our environmental footprint through responsible resource management and emissions reduction efforts.
- 2. **People:** Creating a diverse, inclusive, and equitable workplace that fosters employee engagement and professional growth.
- 3. **Health & Safety:** Advancing a culture of health and safety to protect employees, contractors, and communities.
- 4. **Customers, Suppliers & Community Engagement:** Engaging openly and transparently with stakeholders to build strong partnerships and contribute to the well-being of local communities.
- 5. **Governance & Business Integrity:** Upholding the highest ethical standards and integrity in all aspects of our business operations.

ALIGNED WITH THESE PRINCIPLES, ITS THREE ESG TARGETS FOCUS ON:

- 1. **Innovation:** Investing in cutting-edge drilling technologies to minimize environmental impact and prioritize safety.
- 2. **Diversity:** Increasing the representation of women in our workforce to 15% by 2025 as well as the development of women into key leadership roles.
- 3. **Compliance:** Strengthening governance processes and conducting comprehensive compliance training to ensure adherence to regulatory requirements and ethical standards.

Moreover, our endeavors align with the United Nations’ Sustainable Development Goals (SDGs), prioritizing six specific goals that align with the Company’s mission and values. By supporting SDGs 3, 5, 8, 9, 13, and 17, we aim to maximize a positive impact while contributing to the global sustainability agenda.

Boart Longyear’s Global ESG Committee establishes annual priorities and program



KPIs cascading them to dedicated ESG Regional Committees. Driving ESG priorities and completion of the annual plan is a collaborative effort.

In 2024, Boart Longyear’s ESG priorities will center around fostering a culture of safety, promoting diversity, environmental best practices and enhancing governance and compliance practices. The Company’s commitment to safety remains unwavering as we strive to eliminate job-related injuries and safety risks, while ensuring the well-being of our employees and stakeholders. We see these priorities as a strategic approach to sustainably enhance stakeholder value creation.



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GOVERNANCE FRAMEWORK



A strong corporate governance framework is defined by actions, which come from clear expectations and understanding. We place a high priority on corporate governance through an established structure and best practices. Our Board of Directors (Board) conducts the Company’s business in accordance with high governance standards and is responsible for approving the organization’s strategic goals as well as providing oversight of management and the Company’s global business strategy, including ESG.

GOVERNANCE STRUCTURE

In April 2024, Boart Longyear was acquired by American Industrial Products (AIP), delisted from the Australian Stock Exchange, and is now a private entity. At the close of the transaction, changes were made to the Board and its committee structure. Our commitment to sustainability remains unchanged. We are reviewing our governance structure to align it with the next chapter of our company’s business.

Boart Longyear has implemented a system of internal controls, risk management framework, and corporate governance policies and practices. The Company’s corporate governance policies may be found on the Company’s website at <https://www.boartlongyear.com/company/corporate-governance/>.



BOARD OF DIRECTORS

Board members through April 11, 2024, were:

Rubin McDougal, Non-Executive Chairman	Michelle Ash, Non-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	Conor Tochilin, Non-Executive Director
Bao Truong, Non-Executive Director	Jeffrey Olsen, Executive Director.

Following the AIP acquisition, the new Board members include:

Zac Carson, Director	Alex Menkhaus, Director
Jeffrey Olsen, Executive Director.	



ETHICS & COMPLIANCE

We prioritize integrity as a fundamental corporate value, guiding decisions and actions at every level of the organization. Our corporate governance and compliance framework is designed to uphold the highest standards of ethical conduct, ensuring that we operate with integrity in all aspects of our business.

Central to our governance practices are robust policies and procedures that govern and guide employee behavior. These include our Code of Conduct, Anti-Bribery and Anti-Corruption Policy, Human Rights Policy, Whistleblower Policy, Environmental, Health & Safety (EHS) Policy, and Conflict Minerals Policy, among others that are available at <https://www.boartlongyear.com/company/corporate-governance/>. These policies outline expected behaviors, provide mechanisms for reporting misconduct, and uphold our commitment to integrity.

The Code of Conduct establishes high standards of ethical and legal behavior in

all facets of the business, serving to (1) emphasize Boart Longyear’s commitment to integrity, ethics, and compliance with the law; (2) set forth basic standards of ethical and lawful behavior; (3) provide reporting mechanisms for known or suspected ethical or legal violations; and (4) help prevent and detect wrongdoing.

Furthermore, its governance structure emphasizes accountability and transparency. The executive management team oversees the direction of strategy and ensures alignment with our values and objectives. Additionally, we regularly review and update our governance practices to reflect evolving regulatory business needs requirements and best practices.





COMPLIANCE & BUSINESS ETHICS

Boart Longyear’s Legal and Compliance team has undertaken key initiatives designed to promote integrity, ethics and compliance in adherence to Company governance policies, procedures, and guidances.

The establishment of a Governance Documents Committee in 2023 marked a proactive and structured approach to enhancing the Company’s governance framework, providing a mechanism for the coordination, review, and implementation of new and updated governance documents. Throughout 2023, a series of new and updated procedures and guidance documents were produced, supported by online and live training courses, which reinforced our culture of transparency and accountability.

During 2023, Boart Longyear launched an action plan aimed to further improve third party due diligence & risk assessment, with a new standard and platform to certify new third parties, with an integrated ESG approach, including the implementation of enhanced due diligence for vendors. As part of this effort, Boart Longyear amended its Third Party Questionnaire by

including additional questions relating to human rights and modern slavery risks and mitigation efforts.

In 2023, we improved understanding of the control environment through updates to Enterprise Risk Management (ERM), implementation of the first live anti-corruption risk assessment, updated IT governance measures, and completion of an internal audit action plan, as we exceed all Key Performance Indicators (KPIs) set for the Compliance Program as part of our ESG initiatives.

Efforts to enhance and promote mechanisms for Code of Conduct reporting and encourage employees and contractors to raise concerns without fear of retaliation, are aimed at fostering trust, accountability and confidence by identifying, correcting and or preventing misconduct.

A compliance communications program implemented during the year and, which spanned multiple distribution platforms, played a pivotal role reinforcing transparency and understanding.



COMPLIANCE LIVE TRAINING

Driving ethical behavior through education and communication is an essential element of the compliance program. Each year our employees complete annual compliance training to refresh and reaffirm their commitment to Boart Longyear’s Code of Conduct.

In 2023, we focused on live training complemented with individual online learning, to improve workforce connection, enhance compliance understanding, strengthen relationships, and empower employees with the knowledge and skills necessary to navigate complex compliance issues. For 2023, we saw a 260% increase in the number of employees who participated in live training sessions. Live training complemented our online learning, which covered topics including conflict of interest, politically exposed persons, Code of Conduct, human rights and anti-corruption.



SPEAK UP CULTURE

Boart Longyear fosters an inclusive and compliant workplace culture where speaking up is actively promoted as a means to uphold the Company’s values and principles. Confidential reporting of unethical or unlawful conduct is encouraged through multiple reporting channels, including an independent helpline available 24/7, which allows for the submission of anonymous reports.



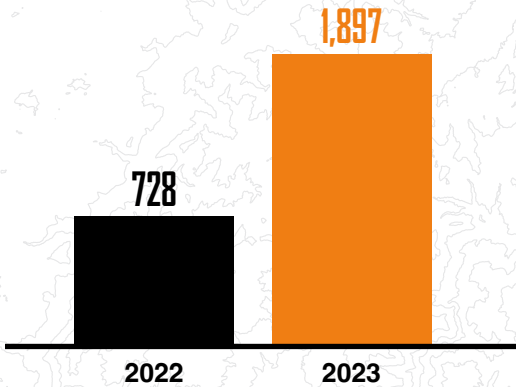
Held 67 live training sessions covering 1,897 employees (vs 728 in 2022) in more than ten countries.



Employees completed 6,535 online training assignments; 1,863 individuals completed at least one assignment.

Compliance training was integrated into existing programs, such as the US Mining Safety and Health Administration refresher training, ensuring that ethical standards were discussed with field employees encouraging awareness and engagement.

LIVE TRAINING PARTICIPATION 2022 VS 2023



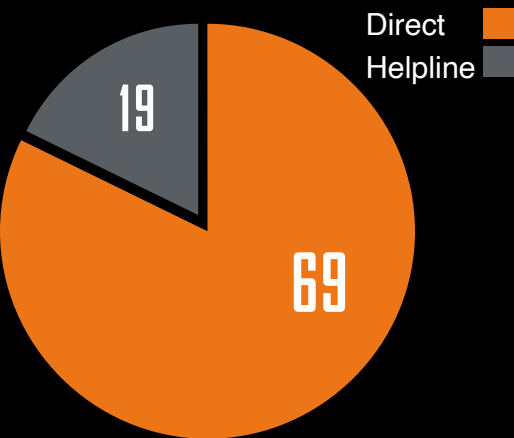
67 SESSIONS HELD;
of individuals trained at 260% of 2022 total.
Note: employee is counted once even if they participated in multiple training sessions.



2023 CODE OF CONDUCT REPORTING

The Code of Conduct reporting results below indicate increased trust in reporting mechanisms as well as greater confidence on raising concerns directly to managers and supervisors. The results of our reports by Type and by Region, further reveal encouraging statistics regarding commitment to the company’s values and the effectiveness of its Code of Conduct training and communication plan.

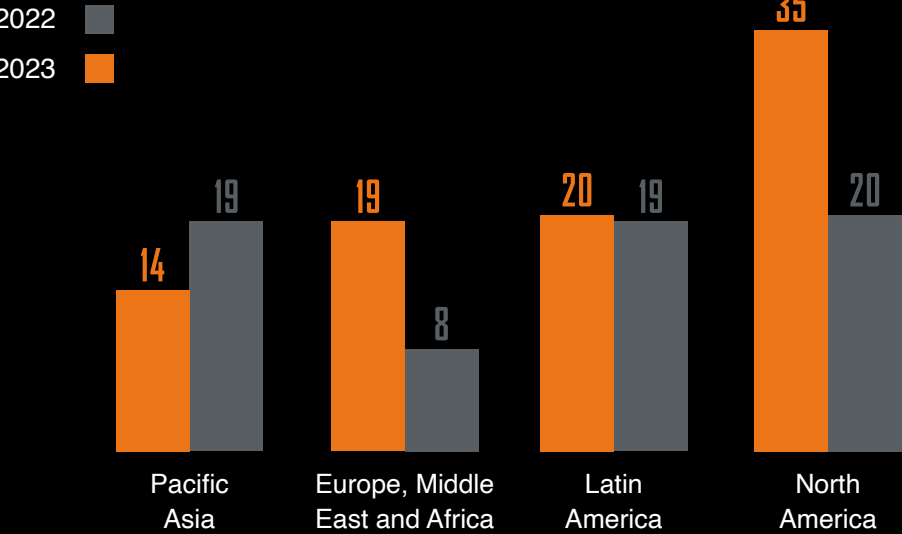
REPORTING METHOD



78% of reports made directly to managers, HR or Legal in 2023

REPORTING BY REGION

Increased reports in all regions except APAC 2023 vs. 2022.



REPORTING BY TYPE



54 reports substantiated
30 reports unsubstantiated
4 reports open



IT & CYBERSECURITY

In 2023, we strengthened management of IT and cybersecurity, designed to enhance our resilience to potential operational disruptions while minimizing cybersecurity risks. All initiatives reinforced our commitment to operational excellence and empowering our workforce to adeptly recognize and mitigate evolving cyber threats. Boart Longyear remains committed to proactive risk management, continuous improvement, and resilience in an ever-changing digital landscape.

INITIATIVES FOR 2023 INCLUDE THE FOLLOWING ITEMS.

ENHANCED COMPLIANCE EFFORTS

Updated General Data Protection Regulation documentation to incorporate latest regulatory updates.

Expanded compliance frameworks for new operating markets.

Conducted business impact analyses to develop comprehensive BCP.

BUSINESS CONTINUITY & DISASTER RECOVERY

Completed IT Business Continuance Plans for each department.

Integrated Disaster Recovery plan with BCP, crisis management, and cybersecurity incident response plans.

CYBERSECURITY AWARENESS & TRAINING

Continued monthly cybersecurity awareness email messages for all employees and contractors.

Conducted quarterly phishing simulation tests to assess employee susceptibility.

Assigned online training to all company computer users, focusing on data protection.

ENHANCED SECURITY CONTROLS

Integrated new security tools which provide for tools rationalization, data loss prevention, and endpoint management to bolster risk mitigation efforts.

Facilitated annual financial systems and IT effective controls audits.

Completed annual penetration testing to identify and address potential vulnerabilities.



INTELLECTUAL PROPERTY

Boart Longyear relies on a combination of patents, trademarks, trade secrets and similar intellectual property rights to protect the proprietary technology and intellectual property that are instrumental to our Global Products and Veracio businesses.

At December 31, 2023, Global Products had 405 issued patents, 344 registered trademarks, 82 pending patent applications and three pending trademark applications.

At December 31, 2023, Veracio had 86 issued patents, 35 registered trademarks, 111 pending patent applications and 14 pending trademark applications.

We do not consider Global Products, Veracio, or our business as a whole, to be materially dependent upon any particular patent, trademark, trade secret or other intellectual property.





GOVERNANCE RISK MANAGEMENT & INTERNAL AUDIT

Boart Longyear prioritizes management of business risks, compliance, and regulations maintaining a comprehensive Enterprise Risk Management (ERM) system to systematically assess risks across various areas, including market dynamics, health and safety, environmental impacts, financial considerations, legal compliance, and reputation management. This structured approach ensures a comprehensive understanding of risks with the identification and tracking of appropriate mitigation.

As of December 31, 2023, the Company’s risk management framework consisted of numerous controls, including:

- Documented systems, procedures, authorities, and delegations for the orderly management of the business;
- Policies and ethical standards, accompanied by communications ensuring employees understand their obligations;
- Risk-based internal audits to test the Company’s controls and assist management with the enforcement of corporate policies;
- Certification from management and process owners regarding the design and operation of risk management systems, internal controls and compliance;
- A formal risk management system, overseen by the Board’s Audit and Risk Committee, based on a written risk management policy; and,
- Regular corporate risk identification and mitigation reviews.

Throughout 2023, the Audit and Risk Committee assisted 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; and,
- Certain legal and regulatory compliance matters.



INTERNAL AUDIT

Boart Longyear fosters an inclusive and compliant workplace culture where speaking up is actively promoted as a means to uphold the Company’s values and principles. Confidential reporting of unethical or unlawful conduct is encouraged through multiple reporting channels, including an independent helpline available 24/7, which allows for the submission of anonymous reports.



ENVIRONMENTAL STEWARDSHIP

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APPROACH

Boart Longyear’s approach to environmental management is anchored in our Environment, Health and Safety (EHS) policy, which governs the conduct of all employees, officers, and directors. 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. Our EHS program includes environmental management practices targeted at preventing pollution, conserving resources, and promoting sustainable drilling techniques.

To effectively manage climate-related risks and opportunities, we conduct annual ERM analysis that guides strategic decisions to identify areas where we can make meaningful contributions to environmental sustainability.

The Company’s environmental goals are carefully scoped and evaluated based on key criteria, including emissions management, energy consumption, water management, and waste management. By setting clear objectives, we aim to reduce our environmental footprint and enhance the company’s overall sustainability performance.



As of December 2023, Boart Longyear maintained ISO certifications across our global facilities through re-certifications and audits, including:

Quality Management System

Canada, China, Germany and Poland



Environmental Management System

China, Germany and Poland



H&S

Canada, China, Germany and Poland





CLIMATE CHANGE, DECARBONIZATION & LOW-IMPACT SOLUTIONS

Minimizing energy consumption is a primary means of reducing our carbon footprint and a priority across our global operations. A range of measures are employed to reduce energy usage at permanent facilities and job sites, including:

- Tracking and managing power use
- Evaluating energy efficiency opportunities
- Analyzing opportunities for alternate energy use
- Replacing older HVAC systems with newer, more efficient models
- Installing LED shop lighting and energy-efficient systems at facilities, where possible

We are pleased with our 2023 environmental results, which culminated in recording zero reportable environmental spills for the year. We have developed a Scope 1 baseline emissions project for surface combustion rigs and are in our third year of measuring Scope 1 and Scope 2 emissions for our manufacturing plants.

We embrace green energy and utilize solar power at our Poland and Germany plants. We have introduced LED lighting on numerous machines and are upgrading to energy-efficient Tier 4 engines where possible.



Measured Scope 1 emissions of Drilling Services surface combustion rigs which was estimated at 86 metric tons of CO2



Developed Scope 1 emissions management guidance document for surface combustion rigs



0 Recordable Spills



Scope 1: Through strategic initiatives and operational enhancements, we've managed to streamline our energy usage remarkably, 3,827 metrics tons is the total CO2 for our six manufacturing plants.

Looking forward into 2024, an optimization initiative is to have engine hour meters installed on all surface combustion rigs in DS by the end of Q2.



We continue to invest in global fleet modernization, purchasing and producing leading-edge, high-efficiency engines and retiring older, less efficient engines. Going forward, we plan to increase and diversify our investment in new drilling technologies to advance the Company's environmental goals, which is expected to reduce the surface footprint of our drilling operations while minimizing water use and waste production. Additionally, we are currently installing meters on all surface combustion rigs to measure engine hours.



HAZARDOUS MATERIALS, WATER & WASTE MANAGEMENT

Boart Longyear recognizes the critical importance of managing hazardous materials, water, and waste effectively in our operations. Our commitment to sustainability extends beyond compliance, emphasizing proactive measures and continuous improvement. We are particularly cognizant of how the environment plays an important part in the lives of our local communities.

Waste Management

We adhere to a comprehensive waste management plan that prioritizes safety, responsibility, and environmental stewardship. This approach follows the waste hierarchy model, emphasizing elimination, reduction, re-use, recycling, and responsible disposal. By adhering to this model, we minimize our environmental footprint and promote resource efficiency. The Company meticulously identifies various types of waste generated in operations, including scrap metal, household garbage, waste oil, recyclables (plastics, paper/cardboard, glass), tires, bricks/concrete, and wood. Each type of waste is managed according to specific protocols and regulations to ensure safe and responsible handling, which is reported to clients following their reporting needs and requirements.

Scrap Metal Plan

Procedures for scrap metal disposal adhere to strict policies and standards, ensuring compliance with ISO 14001 disposal standards. Established protocols are followed for scrap metal and fixed asset disposal, ensuring proper handling and documentation throughout the process.

Waste Oil Management

Waste oil is managed with utmost care, with proper marking, secondary containment, and storage in well-ventilated areas. Disposal is carefully planned in coordination with relevant teams, ensuring compliance with regulatory requirements and environmental standards.

General Waste Management

General waste, including household garbage, recyclables, tires, bricks/concrete, and wood, is managed in partnership with local waste management companies, ensuring compliant disposal while supporting local communities and economies.

Storm Water Prevention Practices Plan (SWPPP)

Robust storm water prevention practices are maintained, as outlined in the Company's SWPPP. Proper drainage systems and oil separators are implemented to prevent water pollution and ensure compliance with ISO 14001 standards.

Regional ESG Committees drove multiple environmental initiatives throughout 2023 investing more than 350,530.00 USD in environmental initiatives with more than 830 employees participating.



C. HAZARDOUS MATERIALS, WATER & WASTE MANAGEMENT



Waste Management & Recycling

In Latin America, Drilling Services implemented a waste segregation campaign leading to a 70% reduction in waste reorganization.

In EMEA Drilling Services achieved safe and ecological disposal of outdated electronic items by using a specialized recycling company.

In Canada, our North Bay manufacturing facility established an active recycling program to divert waste from disposal, contributing to environmental sustainability.

In Poland, our Wroclaw manufacturing plant installed a 50kWp solar photovoltaic (PV) carport providing renewable energy and reducing environmental impact while protecting employee vehicles.



Energy Efficiency & Renewable Energy

In the Netherlands, our Supply Chain team reduced emissions by transitioning to electric rolling materials.

In Germany, our Eiterfeld manufacturing plant replaced all light bulbs with energy-efficient LED lights, resulting in reduced energy consumption.

In Canada, our Global Products team in Mississauga implemented a sales meeting carpooling initiative that reduced fuel consumption and emissions.

In Poland, our Wroclaw manufacturing plant installed a solar-powered charging station promoting renewable energy usage and promoted employee bike commuting during the summer to reduce air emissions and support eco-friendly transportation.

In Canada, our North Bay manufacturing plant replaced a direct drive compressor with a variable frequency compressor, reducing energy consumption and costs.



Community Engagement & Environmental Awareness

In Indonesia, the Jakarta Drilling Services team collaborated with the government to address air pollution concerns, advocating for work-from-home policies and participating in pollution reduction initiatives.

In Laos and Poland, our local teams participated in tree-planting initiatives, contributing to local biodiversity and environmental conservation efforts.

In Canada, our North Bay manufacturing facility conducted emissions tests for propane-powered equipment to evaluate compliance and minimize environmental impact.



SOCIAL COMMITMENT

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APPROACH

Our approach to social encompasses safety, diversity and inclusion, and stakeholder engagement. **At Boart Longyear, safety is a core company value, and we expect all employees to work together to make it safe, make it personal, make it home.** Our industry-leading safety standards, programs, and processes are designed to protect the health and safety of employees, contractors and visitors at all sites and facilities, as well as the communities in which we operate.

We believe in the power of inclusion and diversity for safer, more efficient and innovation-stimulating workplaces and teams. Our diversity objectives are embedded into the overall goals of all Executive Committee and senior leadership team members. We believe in the power of inclusion and diversity for safer, more efficient and innovation stimulating workplaces and teams. We have set company-wide objectives which are embedded into the overall goals of all Executive Committee and senior leadership team members.

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 and provide opportunity for collaboration and dialogue with our varied stakeholder groups.



OUR PEOPLE

Teamwork & Diversity is a Boart Longyear value, with over



6000+ EMPLOYEES ACROSS THE 5 CONTINENTS

Boart Longyear is geared toward innovation and positive change.

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.



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



Our performance improves as we focus on consistency in training, process, equipment and delivery in every region, mine site and operating environment. We believe in rewarding excellence and performance while maintaining fairness and transparency in our remuneration practices and 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. Base salaries are reviewed annually and may be adjusted as appropriate to maintain market competitiveness and/or to adjust based on merit in accordance with the CEO’s recommendation. Base salaries are benchmarked against external data.

As a high-performance organization, we maintain a remuneration philosophy designed to reward achievement of annual operating objectives. **The main principles of Boart Longyear’s remuneration policy is to:**



Attract, motivate, reward and retain key talent



Recognize achievement of the organization’s strategic objectives, within Boart Longyear’s risk profile



Promote an ethical culture and behaviors consistent with our values encouraging responsible corporate citizenship



SOCIAL COMMITMENT

In 2023, we conducted an employee engagement survey, which had a strong 71% participation rate, with employee’s participation from over 3500 employees across 26 countries. The survey results, analyzed by third-party data specialists, identified areas for improvement and highlighted organizational strengths:



SAFETY

91% of respondents believe the organization is committed to the safety of our employees.



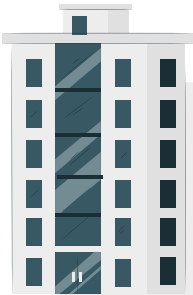
**COMMITMENT
TO TEAMWORK &
DIVERSITY**

82% feel respected no matter who they are (age, gender, race, religion, etc.)

**CORPORATE
RESPONSIBILITY
& ETHICS**



84% believe BLY shows commitment to ethical business decisions and actions. We live our Values.



**JOB
ENABLEMENT**

More than 78% of employees agree they are well equipped with resources and authority to do their job effectively.

OUR PEOPLE

Senior management incorporated the feedback into an action plan to address concerns raised in the survey. As we look forward, in 2024, we will organize focus groups to foster open dialogue and collaboration, allowing employees to contribute to targeted action plans to enhance their experience.

As we align our organizational structure with business strategy, we empower employees to deliver sustainable success and long-term growth. We remained committed to investments that promote employee engagement, diversity and inclusion, and ultimately ensuring Boart Longyear remains a great place to work. Together, all will continue to build a workplace where every individual feels valued, supported, and inspired to achieve our employee’s full potential.

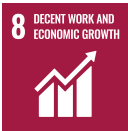




DIVERSITY, EQUITY, & INCLUSION

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 diversity, equity, and inclusion (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. Our workforce is composed of 47 different nationalities across five continents.

The Company’s 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.



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.

During 2023, we launched Boart Longyear People, an internal and external campaign featuring profiles of our diverse employees highlighting an individual’s Company role, background, and respective culture. The campaign was designed to share our employee stories – particularly Boart Longyear women – and their diverse contributions to our organizational success.



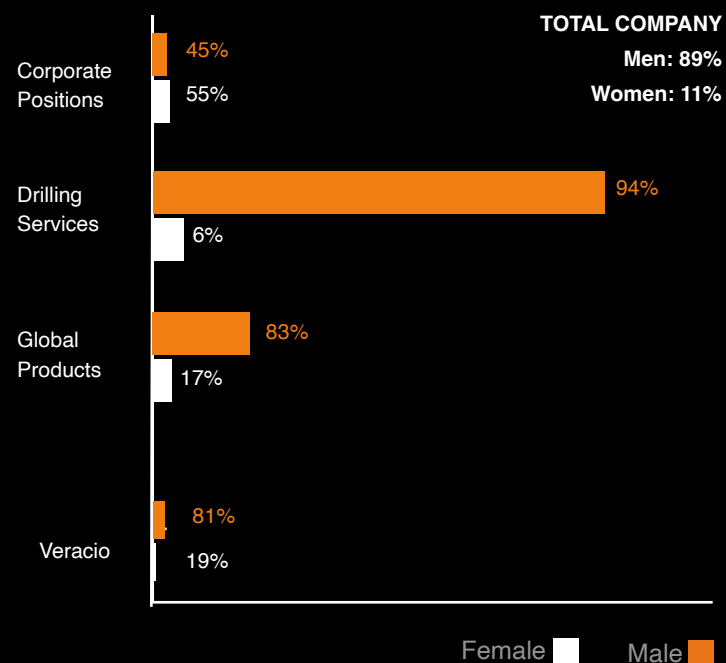
DEI achievements for 2023 include the following initiatives.

- ♀ Formed [the Company’s first] all-women US underground drill crew, breaking gender barriers in a male-dominated industry.
- ♀ Welcomed the first woman to our Latin American floor warehouse team.
- ♀ Produced an International Women’s Day video showcasing inspirational stories of the women of Boart Longyear.
- ♀ Hosted job fairs and recruitment drives to attract diverse talent.
- ♀ Developed personal care packages for the women of Drilling Services focusing on the specific needs of women crew members.
- ♀ Participated in Women in Mining events celebrating diversity and fostering inclusivity.





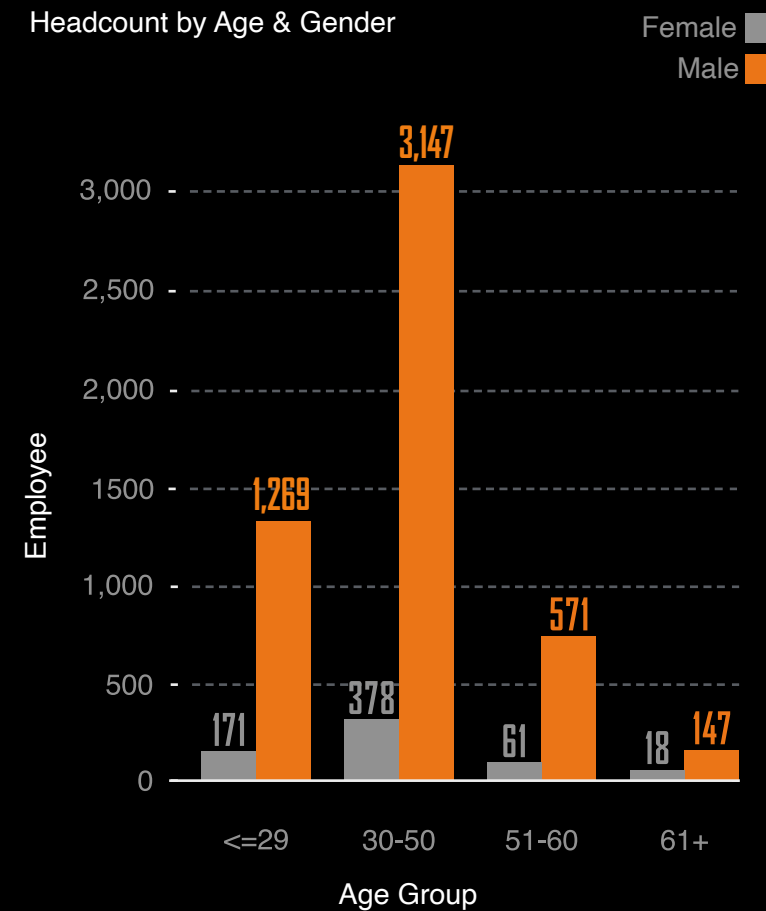
DIVERSITY ACROSS OUR WORKFORCE



Topic	Men	Women	Total	Women%	Men %
Executive Committee	8	3	11	27%	73%
Directors and VP	39	5	44	11%	89%

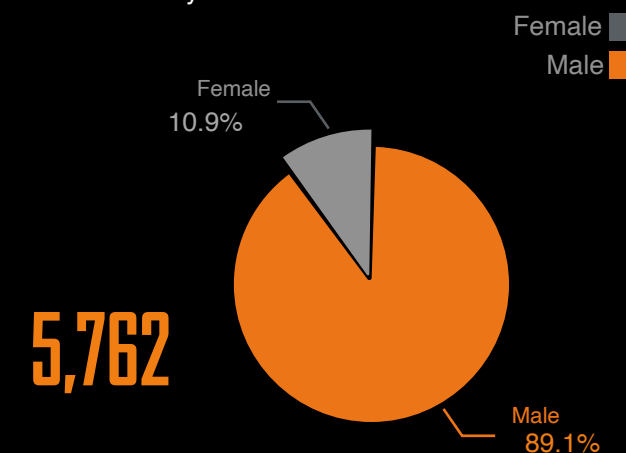
HR DASHBOARD 2023

Headcount by Age & Gender



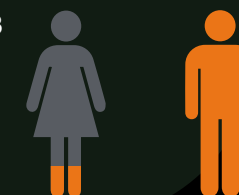
HEADCOUNT

Headcount by Gender



Hires in 2023 by gender

1,518
Hires in 2023



0.2k

1.4k



CUSTOMERS, SUPPLIERS & COMMUNITY ENGAGEMENT

We create value for customers through a comprehensive portfolio of technologically advanced and innovative drilling services and products. As a market leader, customers benefit from our unwavering commitment to safety, the renowned expertise of Drilling Services, engineering excellence of Global Products, and the award-winning technologies of Veracio. We remain committed to supporting customers as they pursue exploration opportunities in new areas.

Boart Longyear conducts business with integrity, honesty, and fairness and utilizes suppliers who are safe, efficient, and innovative. The Company expects its business partners to maintain high standards, will cease relationships with non-compliant suppliers and requires vendor compliance with Boart Longyear’s corporate and supply chain policies. We comply with efforts ensuring fair and legal pay as well as safe working conditions. We support free and fair competition, prohibits bribery or improper payments or gifts, and seek to avoid conflicts of interest. We avoid third-party arrangements that potentially violate human rights and expect suppliers to share the same commitment. New suppliers must comply with the Company’s Code of Conduct and Human

Rights Policy. New, potentially high-risk suppliers must complete a questionnaire covering modern slavery, human rights, bribery, and corruption risks.

Aligned with UN SDG 17 Partnerships for the Goals, we actively engage with customers to support community initiatives that prioritize basic needs, health and safety education, workforce development, and promoting women in mining. Through continuous dialogue and mutual support, we strive to create shared value, build resilient communities, and contribute to the realization of Sustainable Development Goals. During 2023, we undertook almost 200 engagements. Initiatives, focused on supporting projects that have clear objectives and outcomes in promoting the following:

- **EDUCATION & DEVELOPMENT** opportunities for young population and women in vulnerable areas and/or native communities.
- **HEALTH & SAFETY** training and awareness programs with special attention in illness and disease prevention.
- **DONATIONS AND VOLUNTEER PROGRAMS** to support underrepresented demographics and local communities in need.





SOCIAL COMMITMENT



During 2023, we implemented a centralized reporting tool to capture and manage stakeholder engagement initiatives. The following metrics highlight our global stakeholder engagement program.

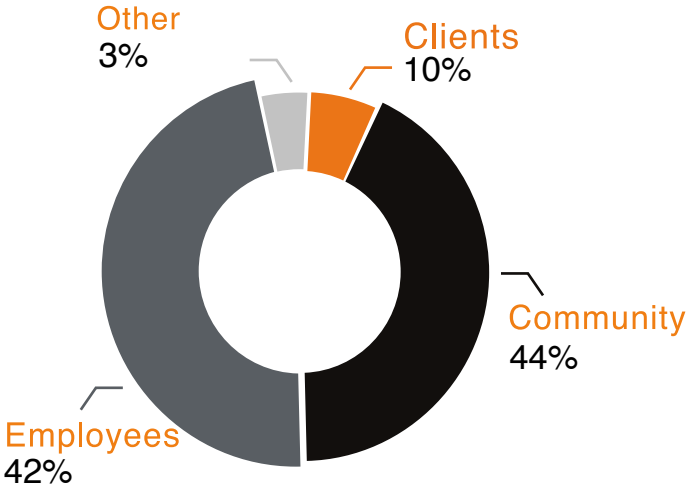
Total Expenses (USD)

\$51,904

Social engagements

198

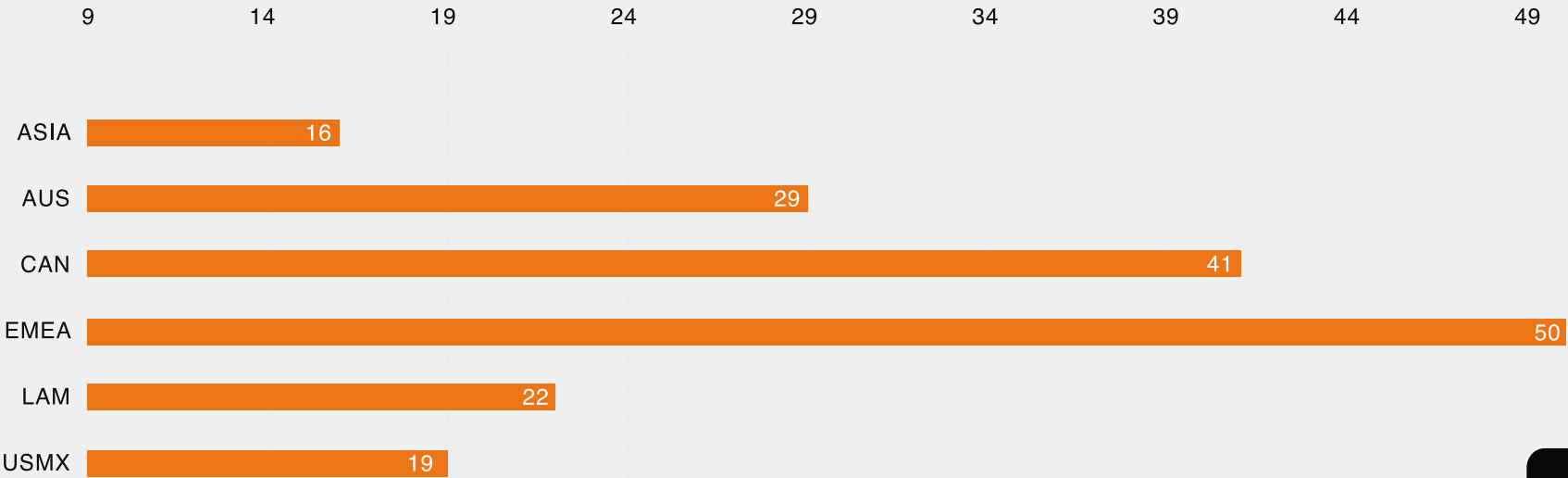
STAKEHOLDER TYPES



TOPICS COVERED



SOCIAL ENGAGEMENTS BY REGION





RESEARCH & DEVELOPMENT

Boart Longyear's rich history of innovation is the driving force behind the Company's commitment to sustainability and operational excellence enabling us to deliver value to customers as well as other stakeholders. Continuous improvement is central to our pursuit of innovation.

Veracio's award-winning technology assists mining companies derive enhance value from their orebody data while mitigating the environmental impact of their decisions. Veracio's platform leverages AI and advanced analytics to accelerate real-time decision making and significantly lower the cost of mineral exploration.

Global Products focuses intently on developing, designing, and testing new and improved products. The division collaborates with customers, suppliers, and Drilling Services to identify opportunities to address performance challenges and develop solutions. With a steadfast focus on driving increased safety and productivity, an excellent example of this integrated approach is the LF160 surface coring rig that is paired with the Freedom Loader, which has set a new benchmark in productivity and hands-free rod handling, exemplify a commitment to delivering tangible value to our customers. As we look forward, we aim to continue to build partnership with our communities, employees, and customers around the world to join efforts towards achieving a sustainable mining industry.

HUMAN RIGHTS & MODERN SLAVERY

Boart Longyear is committed to respecting and observing all human rights, as articulated in the Universal Declaration of Human Rights, and the International Labour Organization Core Conventions. Boart Longyear's Human Rights Policy approved in August 2022, reflects the Company's commitment to act ethically and responsibly in all business activities and to respect the human rights of all stakeholders that may be impacted by the Company's operations. We seek to avoid causing, contributing to, or being directly linked to any actions that adversely impact human rights, and provide for or cooperate in their remediation when they do occur. Wherever the Company operates, we comply with and support efforts to ensure fair and legal pay as well as safe working conditions. Boart Longyear is also updating its own template contracts to include corresponding warranties and obligations, enabling Boart Longyear to summarily terminate contracts for any violations.

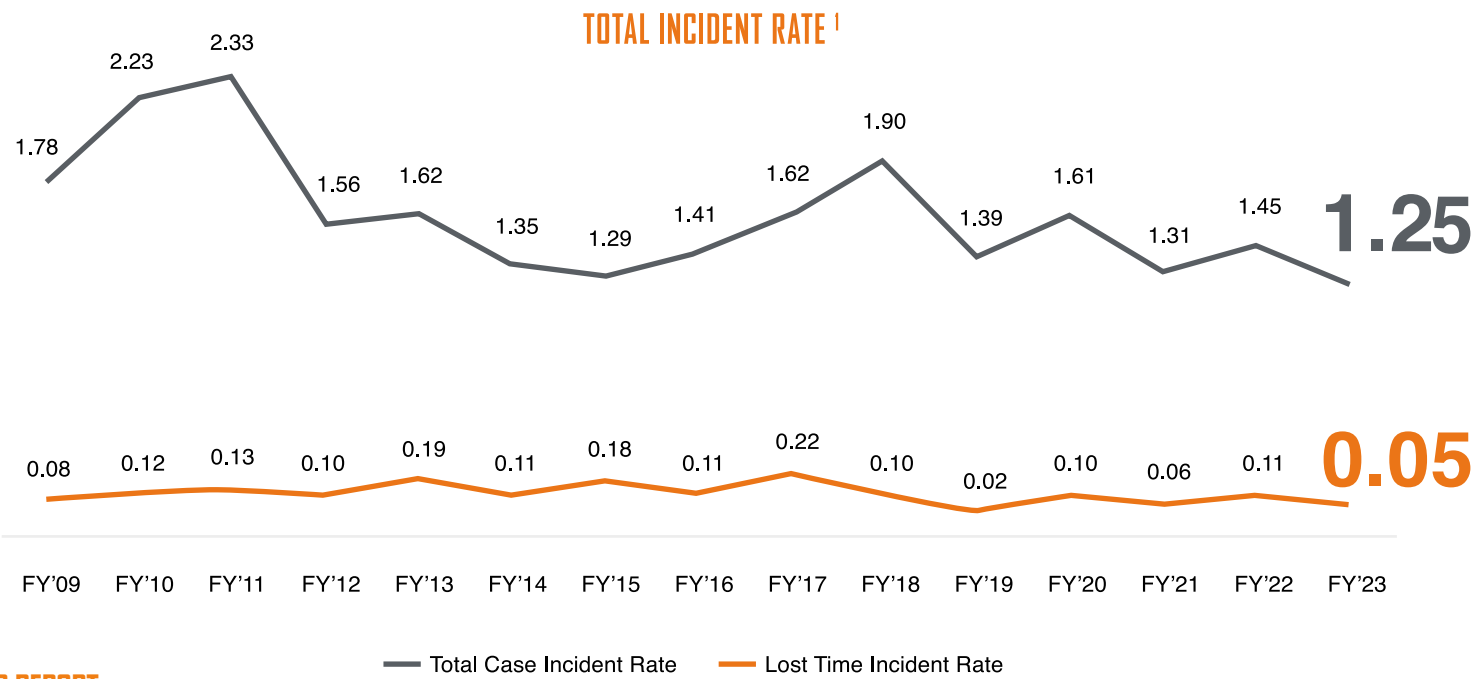
In 2023, the Company did not receive a report or identify any evidence of slave or forced labour, child labour, or human trafficking in any of its operating entities. As part of our commitment to assess and address modern slavery risks in our supply chain and operations through FY 2024, we will focus on continuing the implementation of the action plan aimed to enhance our third-party due diligence practices, and to automate the Vendor Assessment and Onboarding process, for improved tracking and measuring of modern slavery and human trafficking risks and related indicators. With this implementation, the Company will be able to improve vendor management in relation to KPIs associated with Human Rights and Modern Slavery.



HEALTH & SAFETY

Health and safety is one of our company values and a top priority. Our industry-leading safety standards, programs, and processes are designed to protect the health and safety of employees, contractors and visitors at all sites and facilities as well as the communities in which we operate. We build trust with employee and customers through robust health and safety programs, which drives value for all stakeholders. Each year we strive to continuously improve our safety performance through reinforcing our Environmental, Health, and Safety (EHS) management system, verifying critical controls, applying corrective actions, increasing employee competency training, reinforcing hazard assessments, and inspecting drill rigs.

We are proud of our 2023 safety performance. Our employees delivered the lowest TCIR ever and a Lost Time Injury Rate (LTIR), which was the lowest in four years. We also experienced a 10% reduction in hand injuries compared to 2022.



AWARDS & RECOGNITION



During 2023, we received the following health and safety recognitions and awards.

- Boart Longyear Canada received the Safe Day Every Day Gold Award for safety performance and leadership from two Candian industry associations for the third consecutive year.
- Our Ghanaian Drilling Services team delivered their fourth year of injury-free operations at Newmont mine sites.
- Our North Bay manufacturing plant celebrated 2.5million operating hours with no lost time incidents.



OUR SAFETY PROGRAM

We set the industry standard for health and safety excellence. Through our EHS policy, we are committed to protecting the health and safety, and physical well-being of employees, contractors, and visitors at our facilities, and surrounding communities. Our goal is to deliver continuous improvement in the pursuit of EHS performance excellence.



Safety First Culture

A robust safety-first culture is at the heart of our operations. Safety is not simply a priority, but a fundamental value that guides our every action and decision. Throughout the organization, safety is paramount, and every employee is empowered to put safety above all else.

Continuous Improvement

We regularly review and refine safety protocols, leveraging data-driven insights and workforce feedback to enhance safety performance and prevent incidents. We utilize LEAN and Six Sigma to reduce waste and create value for customers. We also employ ergonomics in improving processes and decreasing injury rates.

Comprehensive Training & Education

We invest heavily in comprehensive training and education programs to equip employees with the skills and knowledge needed to work safely with confidence. From new employee orientation to specialized safety training, we ensure every colleague is prepared to navigate potential risks with competence and professionalism. In August 2023, we rolled out a two-day frontline leader course in Tanzania where 16 senior employees completed a seven-module course designed to assist participants with demonstrating operational leadership skills.

Proactive Risk Management

Our proactive approach to risk management sets us apart from our peers. We utilize cutting-edge technology, comprehensive training programs, and rigorous risk assessments to identify and mitigate potential hazards before they escalate. By fostering a proactive safety mindset, we create a safer employee work environment while upholding exacting standards of operational excellence.

Industry Leadership & Collaboration

As an industry leader, we recognize the importance of collaboration and knowledge sharing to drive improved health and safety performance. The Company actively engages with industry partners, regulatory agencies, and professional associations to exchange best practices, share lessons learned, and collectively raise the bar on sector-wide safety excellence. At the Prospectors & Developers Association of Canada (PDAC) convention, an annual industry gathering, our Global EHS Director delivered presentations in the Short Safety Course where participants state expanded their knowledge of key safety principles in the drilling industry.

EHS management system

Our EHS Management System (EHSMS) is designed to mitigate or eliminate risk across our operations. The EHSMS 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 rigorous EHS standards and comply with all local controls appropriate to the business. The EHSMS applies to all employees, contractors, and visitors.



SOCIAL COMMITMENT



For the year ending December 31, 2023, Boart Longyear is pleased to announce that the Company achieved all of its Environmental, Health and Safety (“EHS”) targets for 2023:

The Company’s world class performance on key indicators includes a **TOTAL CASE INCIDENT RATE (“TCIR”) OF 1.25** recordable incidents, and **LOST-TIME INJURY RATE (“LTIR”) OF 0.05** recordable incidents. Both TCIR and LTIR rates are calculated based on 200,000 hours worked.

TCIR DECREASED FROM 1.45 IN 2022 TO 1.25 and was the best on record and the LTIR was the best since 2019.

Employees experienced 83 injuries that required some medical treatment or job restriction; three of those injuries resulted in lost work time. This compares to 97 recordable injuries in 2022.

THE GLOBAL DRILLING SERVICES division’s **TCIR** for 2023 was **1.38** recordable incidents, compared to 1.66 recordable incidents for 2022.

The **LTIR** for 2023 was **0.05 RECORDABLE INCIDENTS** compared to 0.11 recordable incidents for 2022.

Despite working approximately 100,000 more hours in 2023 compared to 2022, we remained vigilant about safety and, saw more team members stepping forward to report near miss incidents. In 2023, recorded 154 **NEAR MISS INCIDENTS**, resulting in a **NEAR MISS FREQUENCY RATE (NMFR) OF 2.32**.

In 2023, the **TCIR FOR GLOBAL PRODUCTS**, including manufacturing and supply chain, was **0.66** recordable incidents per 200,000 hours worked compared to 0.65 recordable incidents in 2022. The LTIR was 0.00 recordable incidents, compared to 0.11 recordable incidents for 2022.

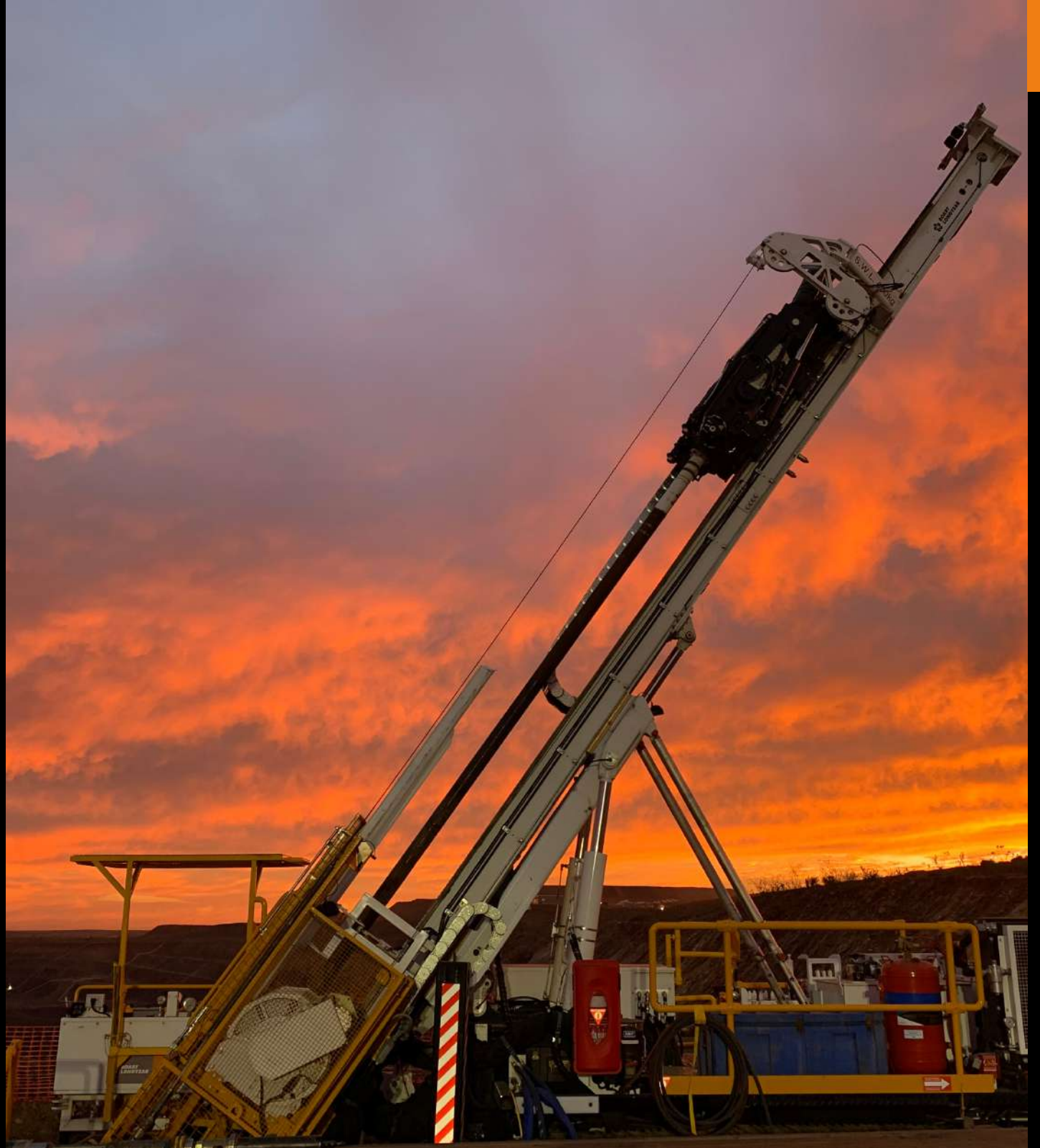
KEY FOCAL POINTS in 2023 have been on **FIELD FOCUS TIME INTERACTIONS** and **HAND SAFETY INITIATIVES**.

HEALTH & SAFETY



FINANCIAL PERFORMANCE & VALUE SHARING

- Key Financial Figures 41
- Value Sharing 43





KEY FINANCIAL FIGURES

“Our business grew during 2023 as mining clients continued to benefit from long-term demand for metals. We accomplished this growth in the face of some regional softness in exploration spending, predominately in Canada and Australia, largely the result of a weak financing environment for junior and intermediate firms.” **Jeff Olsen, CEO**



Revenue: \$1.1 BILLION, A 1.2% INCREASE OVER 2022 driven by Drilling Services’ strong growth in Latin America and the US.



Organic revenue growth:
DRILLING SERVICES +3.1% | DRILLING PRODUCTS +2.2% | VERACIO +20.4%



Adjusted EBITDA: \$128.4 MILLION, EXPANDED 3.4% OVER 2022 primarily from Global Products’ improved costs as well as price and volume gains within Drilling Services.



Cash provided by operations: \$91.1 MILLION, A 5.7% DECREASE OVER 2022 due to lower trade and other payables, higher finance costs, and negative foreign exchange impact.



Capital expenditures: \$50.6, A 15.5% DECREASE OVER 2022; includes the acquisition of 23 drill rigs for Drilling Services’ global fleet.



Veracio CONTINUED TO POSITION ITSELF FOR GROWTH DURING 2023, which included solidifying its leadership in the core scanning space with the acquisition of Minalyze AB.



MACROECONOMIC ENVIRONMENT

The mining industry outlook remains positive with steady exploration activity and strong commodity prices for metals – particularly gold and copper. However, monetary tightening by central banks during 2023 restrained the flow of new capital, directly impacting junior explorers, which rely heavily on capital raising to finance their exploration programs. As a result, many junior and intermediate mining firms, particularly in Canada and Australia, reduced their exploration programs during 2023 due to limited funding options.

Looking ahead, the sector faces challenges and opportunities. Increased demand for metals in renewable energy technologies is expected, driving exploration in battery minerals. ESG practices are gaining importance, and companies focusing on sustainability and responsible mining are poised for success. Technological advancements like automation and AI are transforming the sector, enhancing efficiency and safety.

In conclusion, while funding constraints and regulations pose challenges, the mining industry offers growth potential to companies embracing sustainability, technology and innovation.

ACQUISITION BY AMERICAN INDUSTRIAL PARTNERS

On December 27, 2023, Boart Longyear announced a binding agreement with American Industrial Partners (AIP) for the acquisition of the company. The transaction closed on April 11, 2024. The AIP acquisition offered attractive value to shareholders and will benefit customers and employees from AIP's planned investment in the organization's core business driving sustainable growth and long-term value.





VALUE SHARING

(In US\$ millions)

Economic Value Generated	2023	2022
Net sales ¹	1,051.7	1,038.9
Revenues from financial investments ²	8.0	-
Sale of Assets	3.0	4.9
Total	1,062.6	1,043.8

Economic Value Distributed	2023	2022
Total operating costs ¹	588.9	593.1
Employee wages and benefits	372.8	368.8
Payments to providers of capital ³	24.0	19.0
Payments to governments ⁴	34.4	33.8
Community investments ⁵	0.1	0.1
Total	1,020.2	1,014.8

(1) Operating costs comprise costs applicable to sales of \$866.3 million (\$862.1 million for 2022), research and development of \$10.8 million (\$11.2 million for 2022), sales and marketing of \$23.5 million (\$22.3 million for 2022), and general and administrative expenses of \$92.6 million (\$98.0 million for 2022) on an accrued basis. Operating costs omit employee wages and benefits of \$372.8 million (\$368.8 million for 2022), included in the employee wages and benefits column; \$34.4 million (\$33.8 million for 2022) in payments to governments for employer taxes, property taxes and sales included in the payments to governments column; and \$0.1 million (\$0.1 million for 2022) of community investments included in the community investments column.

(2) Revenues from financial investments include cash receipts from the settlement and termination of an interest rates swap.

(3) Payments to providers of capital includes interest expense on loans and bank overdrafts of \$19.3 million (\$15.6 million for 2022) and interest on lease liabilities of \$4.6 million (\$3.4 million for 2022).

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

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



TAX & FINANCIAL OBLIGATIONS

Boart Longyear remains committed to upholding the highest standards of tax compliance. It fulfills all tax obligations diligently, including timely filing of tax returns and payments, in accordance with statutory requirements. Inter-subsidiary transactions adhere strictly to arm's length principles, ensuring compliance with relevant tax laws, international guidelines, and best practices set forth by the Organization for Economic Co-operation and Development (OECD). Unequivocally condemn any form of tax evasion and prohibit facilitation thereof by any parties acting on behalf of Boart Longyear.

In assessing tax risks, we consider not only legal requirements but also our Code of Conduct, reputation, and relationships with tax authorities, prioritizing accuracy and transparency in financial reporting.

To mitigate tax compliance risks, we have established robust internal processes. Financial statements undergo an annual audit by a certified audit firm, providing an additional layer of assurance. Team members are highly qualified, experienced, and receive ongoing training to stay abreast of evolving tax regulations. When necessary, it engages third-party consultants with specialized expertise to ensure comprehensive tax compliance and risk management. Boart Longyear, remains steadfast in its commitment to ethical tax practices, transparency, and accountability, thereby contributing to the sustainability of operations and fostering trust with stakeholders.



PERFORMANCE DATA & TARGETS

- Reporting Frameworks & Standards: 45
GRI Standards, SASB Index reference
& Un Guiding Principles
- Sustainability Performance Data 46





REPORTING FRAMEWORKS & STANDARDS: GRI STANDARDS, SASB INDEX REFERENCE & UN GUIDING PRINCIPLES

SCOPE

This Environmental Social and Governance (ESG) Report details performance on ESG topics and contains non-financial disclosures covering the period of January 1, 2023, through December 31, 2023, unless otherwise stated. Financial disclosures and company full year 2023 results can be found at our corporate website. This report covers all Boart Longyear Group Ltd.'s (Boart Longyear or the Company) and its affiliated companies' (Group) included within the 2023 financial statements, unless otherwise stated.

The 2023 Annual & Sustainability Report for BLY is crafted in accordance with the latest version of the Sustainability Accounting Standards Board (SASB) Metals & Mining Sustainability Accounting Standard (version 2021-12). It has been prepared with reference to the Global Reporting Initiative (GRI) Standards. Furthermore, we integrate our material sustainability topics, commitments, and relevant metrics with the United Nations Sustainable Development Goals (UN SDGs) to align our efforts with global sustainability initiatives.



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 ESG 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.



SUSTAINABILITY PERFORMANCE DATA

Focus	SASB Code	Accounting Metric	Boart Longyear Metrics
Greenhouse Gas Emissions Scope 1	SASB EM-MM-110a.1	Gross global Scope 1 emissions / amount of greenhouse gas emissions (Mtons).	3,827 metric tons is the total CO2e for our six manufacturing plants in 2023.
		Percentage covered under emissions limiting regulations.	Information not yet available
Greenhouse Gas Emissions Scope 1	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 baseline Scope 1 and Scope 2 emissions for all our 6 manufacturing plants and surface combustion engine rigs for Drilling Services. By 2024, we will finalize our carbon footprint, identifying opportunities to improve and reduce our footprint.
Energy Management Scope 2	SASB EM-MM-130a.1	(1) Total energy consumed - (TWh)	0.023-Terawatt hour (TWh) for six manufacturing plants in 2023 (22,764,533-kilowatt hour (kWh))
		(2) Percentage grid electricity - % in total energy consumption	89% grid electricity consumption at six manufacturing plants in 2023.
		(3) Percentage renewable	11% renewable energy consumption at six manufacturing plants in 2023.
Water Management	SASB EM-MM-140a.1	(1) Water withdrawn from public inlet (1,000 cubic meters) and surface water.	Not applicable
		(2) Total fresh water consumed - Thousand cubic meters (m3).	Global metric, not yet available
		(3) percentage of water usage in regions with high or extremely high baseline water stress.	Global metric not yet available
Water Management	SASB EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations.	0. The company is not aware of any business unit operating in material breach of any environmental regulations during 2023.
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



PERFORMANCE DATA & TARGETS

Focus	SASB Code	Accounting Metric	Boart Longyear Metrics
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
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 17 - 19
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
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



PERFORMANCE DATA & TARGETS

Focus	SASB Code	Accounting Metric	Boart Longyear Metrics
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 24 - 25
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 (or #) of active workforce covered under collective bargaining agreements, categorised by US and foreign employees.	U.S. – 0%
Labour Relations	SASB EM-MM-310a.2	Number and duration of strikes and lockouts - number, days	0 (no 1 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: 1.25 (2) Fatality Rate: 0.00 (3) Near miss frequency rate (NMFR): 2.32 (4) Full Time Employee: 256 hours/employee on average Contractor: 109 hours/contractor on average **Online training only, does not include instructor-led training hours
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 17 - 19 Code of Conduct
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



PERFORMANCE DATA & TARGETS

Focus	SASB Code	Accounting Metric	Boart Longyear Metrics
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
Activity Metrics	SASB EM-MM-000.B and SASB RT-IG-000.B	Total number of employees Percentage of contractors which comprise our global workforce	Contractors represent less than 1% of our global workforce.
Activity Metrics	SASB RT-IG-000.A	Number of units produced by product category	In 2023, Boart Longyear produced more than 1.85 million parts and components and manufactured 74 drill rigs.





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