

2024 SUSTAINABILITY REPORT

A Comprehensive
Environmental, Social and
Governance Report



DAKOTA GOLD



www.dakotagoldcorp.com

Revitalizing one of America’s greatest gold camps: The Homestake District of South Dakota

About this Report

We are pleased to present the Dakota Gold Corp.’s 2024 Sustainability Report. This report provides an overview of Dakota Gold’s strategy, practices, risk management, and oversight in key areas such as health & safety, environmental stewardship, community relations, and leadership & governance. Additionally, the report aims to transparently communicate our performance results to stakeholders, including shareholders, government representatives at the state and federal levels, and our neighbors in the communities where we operate.

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SUSTAINABILITY HIGHLIGHTS

In our fourth annual Sustainability Report, we are proud to share that 2024 was a pivotal year for Dakota Gold. Our leadership team's steadfast focus on health and safety, environmental stewardship, community relations, and governance has helped us meet and exceed our commitments. This progress positions us well for the future, ensuring that sustainability is at the core of our ongoing and long-term operations.

Throughout the year, we continued to advance our exploration drilling efforts at both the Richmond Hill and Maitland Gold Projects. A key milestone was reached on April 30, 2024, when we announced our multi-million-ounce maiden resource for our Richmond Hill Gold Project. The maiden resource was completed less than twenty months from the first hole in March 2022 and highlighted the efficiency and competence of our exploration and operations team. Upon completion of the maiden resource, Dakota Gold immediately began its expansion drill program and successfully delivered an updated measured and indicated resource for Richmond Hill by the first quarter of 2025. Importantly, these accomplishments were all achieved safely, with zero lost time incidents or environmental incidents, which highlights Dakota Gold's ability to set high standards in our operations without compromising our strong Environmental, Social, and Governance (ESG) values. For more details on these accomplishments, please visit our website at [Dakota Gold News](#).

With the exciting resource announcement, Dakota Gold is now pivoting from exploration toward the development phase, laying the foundation for future growth while maintaining a firm commitment to responsible practices. As we move forward, Dakota Gold remains focused on building sustainable value for our stakeholders and preparing for the next chapter of our journey.

Sustainability Highlights



HEALTH AND SAFETY

- Achieved **4 YEARS with ZERO Lost Time Incidents** (2021 to 2024)
- Voluntarily provided full Mine Safety & Health Administration training to our workforce



ENVIRONMENT

- **ZERO Reportable Environmental Incidents** since commencing drill programs (2022-2024)
- Strong environmental team with deep permitting experience
- Demonstrated commitment to concurrent reclamation, with more than 17 acres of exploration pads reclaimed through year end 2024



COMMUNITY

- **More than \$24.1 Million Invested in South Dakota** through payroll, payments to vendors and contractors and purchases on land and buildings
- Engaged in 77 community meetings, stakeholder presentations, and public events to foster relationships, gather feedback, and promote community involvement.



GOVERNANCE

- ESG Committee oversees strong policies including:
 - Code of Ethics
 - Community Relations Policy
 - Environmental Policy
 - Anticorruption Policy
- Expert Board and Management team with extensive experience advancing exploration projects through to production, including direct technical experience working in the Homestake District with open pit Wharf and underground Homestake Mines.



Message from the Co-Chairs

As Co-Chairs of Dakota Gold, we are proud to share our 2024 Sustainability Report—a reflection of a pivotal year defined by growth, transition, and preparation for the future. As we move from the exploration phase toward the development of our Richmond Hill Gold Project, we remain committed to ensuring that every step forward is guided by our core values: sustainability, responsibility, and ethical leadership.

In the past year, we have achieved several significant milestones across our operations. This progress positions us well for the future, ensuring that sustainability is at the core of our ongoing development. We advanced exploration efforts, deepened community relationships, and are laying the groundwork for responsible mine development. These accomplishments represent more than progress—they are the foundation of a mining operation designed to generate long-term value while safeguarding the environment and supporting the communities where we live and work.

Sustainability has been embedded into our strategy from the beginning. In the development phase, we will not be simply building a mine, we are preparing for a future that demands resilience, innovation, and accountability. Our work is shaped by the belief that economic growth must go hand in hand with environmental stewardship and social responsibility. Our team has worked tirelessly to ensure that our development approach honors this balance. From environmental assessments and stakeholder engagement, to the implementation of sustainable resource management practices, we are setting a high standard for what responsible development should look like.

Our future-focused mindset extends beyond operations. At the heart of our progress is a talented and dedicated team committed to doing things the right way. Their commitment to safety, transparency, and continuous improvement has been essential to our success and will remain the driving force as we enter this next phase of growth.

We are preparing our organization for the future by fostering strong partnerships with local communities, Native American leaders, government agencies, and our shareholders. Through active engagement and collaboration, we aim not only to meet expectations but to exceed them, building trust and shared value along the way.

Looking ahead, our goal is clear: to build a gold mine that delivers long-term benefits for all stakeholders, contributes to a more sustainable mining industry, and stands as a model for responsible development. We are proud of the work we've done, and even more excited about what's to come.

To our employees, community partners, shareholders, and all those who support us—thank you. Your trust and collaboration are the foundation of our success. Together, we are preparing for the future with purpose, integrity, and a shared commitment to sustainability.



Robert Quartermain
Co-Chairman, Director, President and CEO



Stephen O'Rourke
Co-Chairman, Director and Managing Director



COMPANY OVERVIEW AND OUR APPROACH TO SUSTAINABILITY

At Dakota Gold, preparing for the future means more than advancing gold projects—it means doing so responsibly, with care for the environment, the communities we serve, and the people who make our work possible. As a South Dakota-based gold exploration and development company, we are proud to build on the 145-year legacy of the Homestake District (the “District”). Our current focus is on advancing the Richmond Hill Oxide Heap Leach Gold Project (Richmond Hill Gold Project) toward commercial production and defining a high-grade underground resource at the Maitland Gold Project, both located on private land within this historic District.

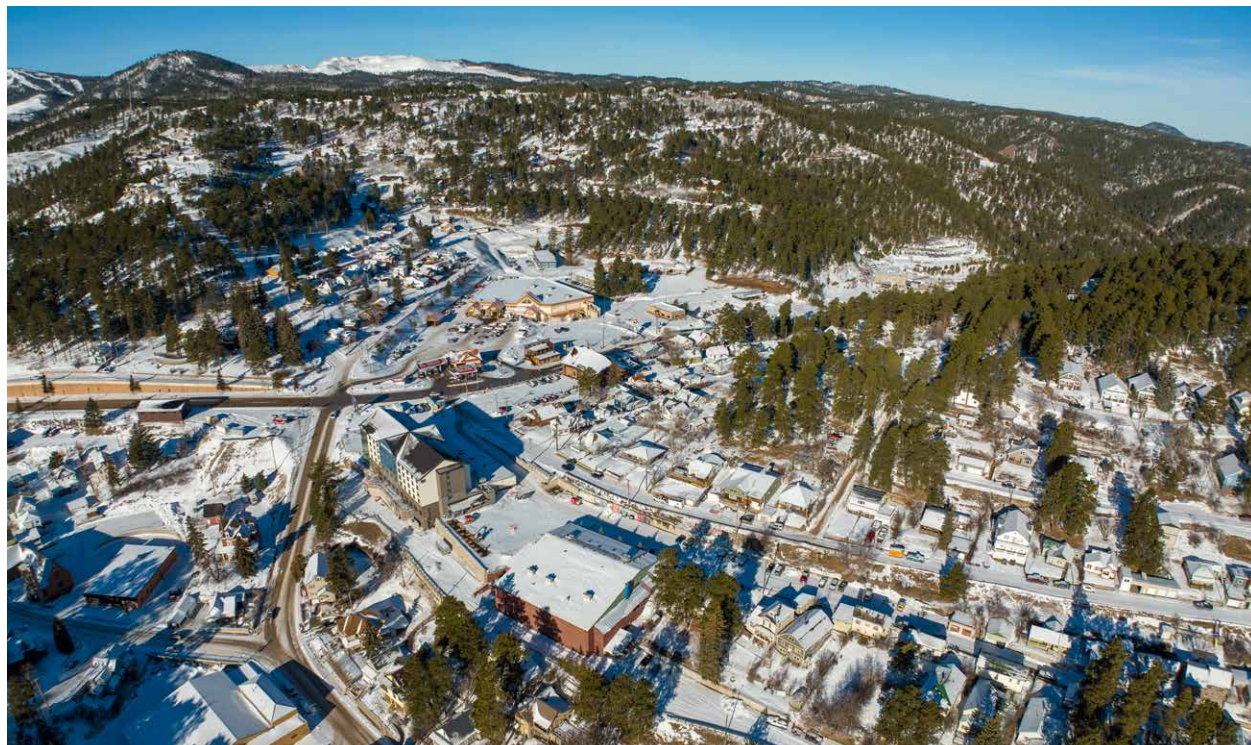
Sustainability is not a checklist. It is core to our identity. We are committed to responsible exploration and development, guided by industry-leading practices and an unwavering focus on the health and safety of our people and the communities where we operate. Every decision we make is grounded in respect for land, water, air, and the ecosystems that depend on them.

To ensure a positive and lasting legacy for the State of South Dakota, our local stakeholders, and our shareholders, we are investing in the long-term resilience of the Homestake District. To accomplish this goal includes building meaningful partnerships, supporting economic development, and contributing to community-led social and environmental initiatives.

As the Richmond Hill Gold Project transitions from exploration to development and the Maitland Gold Project continues to be explored, we are embracing innovation and continuous improvement. We are proactively identifying ways to reduce energy use, lower emissions, conserve water, and minimize our environmental footprint—aligning our operations with future-ready, sustainable solutions.

Equally essential is our investment in people. Preparing for the future means preparing future leaders. Our management team brings over 200 years of combined experience in the District and across global mining projects. We are intentionally mentoring and empowering the next generation of professionals to carry forward the knowledge, values, and innovative spirit that define Dakota Gold. This strategic approach ensures continuity, nurtures leadership, and reinforces our long-term foundation.

At Dakota Gold, delivering on our commitments is a matter of principle. Whether meeting development milestones, complying with regulations, or honoring our obligations to communities and stakeholders, we act with integrity, diligence, and purpose. Our track record reflects this dedication—and the trust we earn fuels our continued success.



Building on the groundwork described in our 2023 Sustainability Report, we continued our efforts in 2024 to gather baseline data on key ESG topics. We remain committed to aligning our internal tracking with the Sustainability Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI) frameworks. In addition, we initiated the process to integrate the Towards Sustainable Mining (TSM) program and began aligning our risk management practices with the Equator Principles 4 (EP4). While not all ESG indicators are yet applicable at our stage of operations, we are integrating them into our forward-looking development plans to support greater transparency and accountability as we grow.

At Dakota Gold, we view sustainability as an ongoing journey that is integral to how we explore, develop, and operate. It is essential to building a future where mining creates enduring value for our people, our communities, and the generations to come.



OUR CORPORATE VALUES

Our values reflect who we are as a company, form the basis for all our practices and policies, and drive how we make decisions.



People First

We know that people are our greatest asset and we act accordingly: the safety, health and wellness of our team, our contractors and all those around us is our top priority.



Environmental Stewardship

We live here too and we are committed to protecting our environment and using resources wisely.



Integrity & Transparency

We say what we will do, and we do what we say to help foster relationships based on trust.



Intentional Engagement

We take pride in being an integral part of our community and contributing to local resilience.



Sustainable Legacy

We strive for excellence and are committed to sustainable, responsible, and innovative business practices that help create local value where we operate.



Dignity & Respect

We value people and believe that all individuals deserve to be treated with dignity, respect, and fairness.



WHERE WE OPERATE



The Homestake Advantage

Home Of The
+40m Oz Gold
Producing Historic
Homestake Mine

Leadership Team
With Homestake
Experience and
Track Record Success

+\$47
Million Cash
Balance¹

~48 Thousand
Mineral Acres in
a Tier 1 Jurisdiction

BARRICK

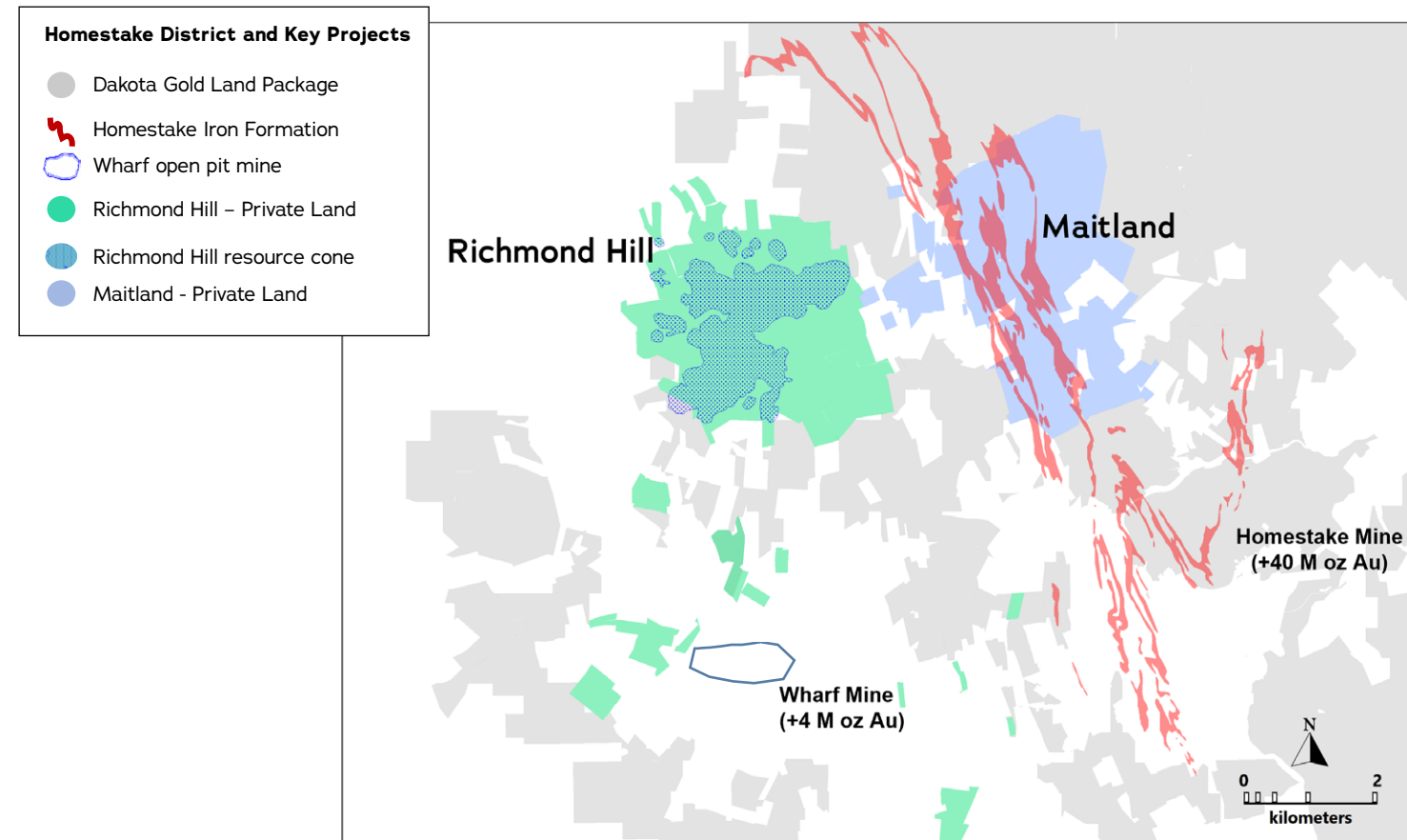
Option Agreements
With Exclusive
Access To Historical
Homestake Data

~13 Thousand
Acres of Private
Land



¹. Cash as at March 31, 2025

Homestake District: New Opportunities



Richmond Hill Gold Project

- Private Land
Over 3,000 mineral acres
 - Development stage oxide heap leach gold project
 - S-K 1300 Mineral Resource
- | | |
|--|--|
| <p>Heap Leachable:
3.65 M oz M&I Gold
2.61 M oz Inferred Gold</p> <p>38.1 M oz M&I Silver
22.8 M oz Inferred Silver</p> | <p>Combined Heap Leach & Milled:
4.64 M oz M&I Gold
5.06 M oz Inferred Gold</p> <p>47.8 M oz M&I Silver
52.1 M oz Inferred Silver</p> |
|--|--|

Maitland Gold Project

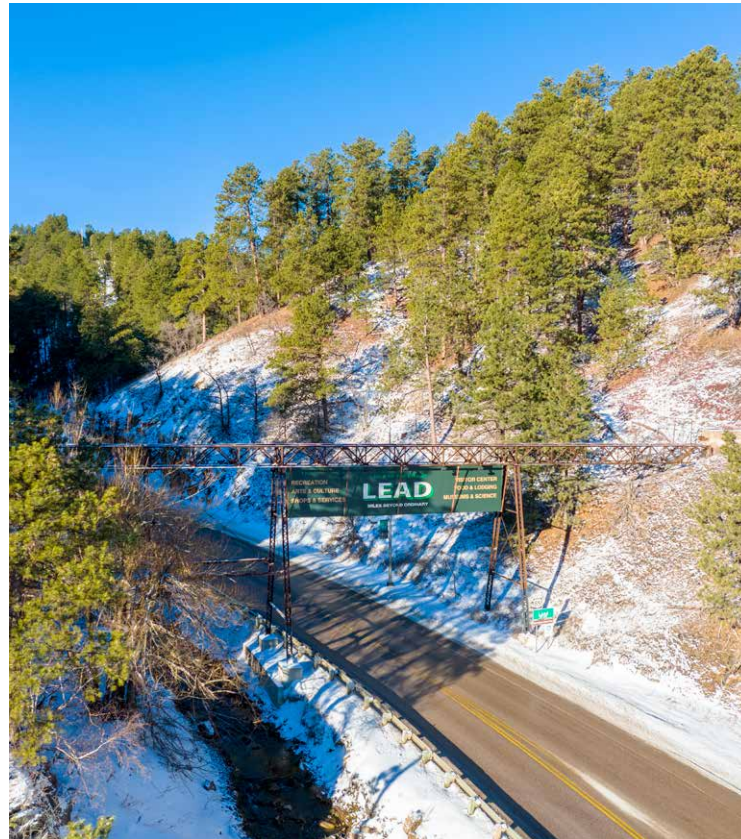
- Private Land
2,364 mineral acres
 - Contiguous with Homestake Mine
 - Two Discoveries:
- | | |
|--|--|
| <p>JB Gold Zone
Homestake Mine-style
gold mineralization:
Average Grade: 10.76 g/t Au
over 4.0 meters</p> | <p>Unionville Zone
shallow Tertiary epithermal
gold mineralization:
Average Grade: 4 g/t Au
over 6.4 meters</p> |
|--|--|

OUR HOST COMMUNITY & STATE

State of South Dakota

Mining is woven into the fabric of South Dakota's history. Long before it achieved statehood, gold exploration and mining helped shape the identity of the Black Hills region. Gold mining was South Dakota's first major industry, and today, the state continues to foster a pro-mining culture built on nearly 150 years of heritage.

This commitment to mining is even enshrined in the South Dakota State Constitution, which mandates the instruction of mining and metallurgy in at least one state-sponsored educational institution. South Dakota remains a safe, stable, and low-cost jurisdiction with a government that supports responsible exploration and mine development. Mining continues to be a significant contributor to the state's economy—and a key component of its future growth.



Lead & Deadwood

The City of Lead was established in the summer of 1876, sparked by the discovery of gold in the surrounding hills. Its name, pronounced "Leed," comes from a miner's term for an outcropping of gold-bearing ore, symbolizing the community's deep-rooted connection to mining.

One of the earliest successes of the 1876 Gold Rush was the Homestake Gold Mine, staked by Fred and Moses Manuel and later acquired by George Hearst in 1877. The Homestake Mine became one of America's most iconic and productive gold mines, yielding over 40 million ounces of gold during more than 125 years of continuous operation.

When Homestake closed in 2002, the impact on the community was profound. Lead, which had flourished alongside the mine for more than a century, faced the challenge of economic transition. Over the past two decades, the community has worked to reinvent itself, leveraging both recreation and research, particularly through the development of the Sanford Underground Research Facility (SURF), located within the historic mine. Today, SURF is a globally respected center for scientific innovation and deep underground physics research.¹

At Dakota Gold, we're honored to be part of Lead's next chapter. Our Maitland Gold Project is located just a few miles north of SURF, and we've taken great care to ensure that any future mining activities will not interfere with its important research. Through independent third-party assessments and ongoing collaboration, Dakota Gold and SURF have built a strong, mutually respectful relationship, focused on finding synergies that benefit both science and sustainable mining.

As Lead looks toward the future, the community has welcomed Dakota Gold and our long-term vision for revitalizing the Homestake District. We are committed to being a responsible partner in this next phase of growth—one that honors the past, contributes to the present, and helps build a resilient, opportunity-rich future for the region.

As someone born and raised in Lead, I carry a deep personal responsibility to ensure that our work honors the legacy of this community and helps shape a brighter future for the next generation. At Dakota Gold, we are not just developing projects—we are investing in people, partnerships, and the long-term health of the region that has given so much to the history of mining and to me personally."



Jerry Aberle
Chief Operating Officer and Director²



¹ Paraphrased from Lead Historic Preservation

² Jerry Aberle retired from his role as Chief Operating Officer in May 2025 but continues to serve as a Director. Jack Henris assumed the position of President and Chief Operating Officer at that time.

HEALTH, SAFETY, AND OUR PEOPLE

At Dakota Gold, our commitment to the health and safety of our team is unwavering. Throughout 2024, we continued to build on a strong foundation of policies and practices that prioritize safety in every aspect of our operations. From the outset, we have proactively implemented systems and procedures to manage and minimize risks, ensuring our employees and contractors have the training, knowledge, and equipment needed to perform their work safely and effectively.

In 2024, our team consisted of 37 full-time employees, 1 part-time employee, and 50 contractors. With a stable workforce, we were able to focus on strengthening our existing health and safety culture while preparing for future operational growth.

2024 Health & Safety Highlights:

Training:

Conducted 3,500 hours of health, safety, and emergency response training, including MSHA 24-hour New Miner and 8-hour Refresher courses; daily line-out safety talks, weekly safety meetings, and an annual Hazard Communication Review. Several employees became certified MSHA instructors and took CPR training.

Compliance Monitoring:

Launched a site-wide inspection and compliance tracking program, including contractor oversight.

Programs Implemented:

Implemented Lockout, Tagout, Tryout Procedure, Fall Protection, Hearing Conservation, Hot Work, and Respiratory Protection Programs.

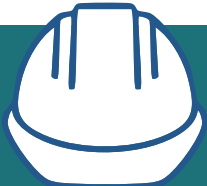
Leadership:

Established the employee-led Health & Safety Committee to strengthen employee engagement and oversight of safety practices.

A key milestone this year was the formation of our employee-led Health & Safety Committee, which has played a central role in advancing safety initiatives across all operations. This committee facilitates weekly safety meetings, investigates near-miss incidents, and provides actionable recommendations for continuous improvement. Additionally, through our “new eyes, new places” initiative, the committee conducts quarterly site visits, encouraging team members to tour unfamiliar work sites and identify potential safety improvements from a fresh perspective.

Additionally, Mine Safety and Health Administration (MSHA) standards are reviewed during the weekly meetings, further supporting our safety culture. As Dakota Gold pivots from exploration to a development company, we voluntarily adopted MSHA regulations in 2022, a proactive move that has enabled us to enhance our training, monitoring, and safety programs. Since then, we have implemented mock inspections and follow-up task lists to address any identified issues, ensuring we remain ahead of potential risks.

In 2024, we also strengthened our near miss and incident reporting system. We refined our procedures to make reporting easier, faster, and more accessible across all work sites, encouraging employees and contractors to speak up without hesitation. Incident reports are now reviewed weekly by the Health & Safety Committee, to identify trends and to develop actionable recommendations based on the data. By capturing and learning from near misses, we are taking a proactive approach to incident prevention, helping us to address potential hazards before they lead to injury or equipment damage. Regular feedback loops and targeted training sessions ensure that lessons learned from each report are shared widely and applied effectively.



As of December 31, 2024, we are proud to report four consecutive years with Zero Lost-Time Incidents (LTI), a testament to our commitment to safety.

In 2024, we expanded our regular training initiatives to ensure that our team is well prepared for any Health and Safety situation, as well as introduced several practical systems and safety protocols including:

- Weekly Safety Trainings on a range of topics, from MSHA-related themes to specific work tasks like fall protection and weather safety.
- Daily Line-Out Safety Talks at the Core Processing facility to identify potential hazards and reinforce safety practices before each task.
- Annual Hazard Communication Review to ensure all team members are up-to-date on chemical hazards and related protocols.
- Lockout, Tagout, Tryout Procedures to prevent accidental equipment startups during maintenance.
- Fall Protection Program to safeguard work at height.
- Hearing Conservation Program to reduce noise exposure in the workplace.
- Hot Work Program to manage risks associated with welding, grinding and cutting.
- Respiratory Protection Program to control airborne hazards.
- GPS Units installed on our fleet vehicles to monitor speed, hard braking, and other key indicators, helping promote safer driving habits.
- Vehicle Inspection forms were upgraded to digital checklists using the HVI App to enable efficient and consistent pre-shift inspections on all vehicles and equipment.
- Daily worksite inspections conducted at both the Core Processing and Core Storage facilities to ensure constant oversight and hazard identification.

Our 5-Point Safety Program, first introduced in 2022, remains central to our daily operations. Every team member completes a 5-point safety card at the start of each shift, which promotes routine risk assessments and open communication about safety. The Health & Safety Committee reviews all completed cards to identify and address any risks promptly.

We continue to emphasize Courageous Safety Leadership (CSL), a philosophy that empowers every individual to take responsibility for their own safety and the safety of their colleagues. CSL encourages everyone to speak up and stop work if safety is compromised. This message is reinforced in our safety presentation to all visitors and guests at Dakota Gold.

Safety is the foundation of everything we do at Dakota Gold, and I'm incredibly proud of our team for achieving four consecutive years without any lost-time incidents. This accomplishment reflects our ongoing commitment to creating a safe, secure work environment where our people can thrive. By investing in continuous training, proactive safety measures, and fostering a culture of accountability, we are not only protecting our team today but also preparing for a future where safety remains at the heart of our operations."



Mark Rantapaa
Vice President Operations

We are equally proud to support our team members who serve beyond the workplace. Two employees, trained as Emergency Response Technicians, volunteer as firefighters and search and rescue responders in their communities. Dakota Gold is honored to support their service by providing workday leave to respond to emergency calls.

By continually investing in health, safety, and training programs, Dakota Gold is not only preparing for the future of mining in the region but also ensuring that our team is equipped to thrive in a safe, secure, and supportive environment.

Lost Time Injury Frequency Rate (LTIFR) (Fatalities, Lost Time) Recorded Incidents X 200,000 / Total Hours Worked						
Total Recordable Injury Frequency Rate (TRIFR) (Fatalities, Lost Time, Medical Reportable) Recorded Incidents X 200,000 / Total Hours Worked						
2024	Hours Worked	Reportable Incidents	Lost Time Incidents	Reportable Incident TRIFR	Reportable Incident LTIFR	Days without Lost Time Incident
DGC Personnel	68,883	0	0	0	0	366
DGC Consultants	1,798	0	0	0	0	366
Hytech Drilling	68,752	0	0	0	0	366
Eaton Contractor	3,168	0	0	0	0	366
Other Contractor	2,120	0	0	0	0	366
Total	144,671	0	0	0	0	366

Health and Safety Objectives and Results

Topic	2022 Objective	2022 Status	2023 Objective	2023 Status	2024 Objective	2024 Status	2024 Objective
Mitigation Protocols	Create Job Safety Analysis (JSA's) procedures	✓	Refine and implement JSA's that were created in 2022	✓	Continue to update and refine JSA's	✓	Continue to update and improve existing JSA's, and develop new JSA's for emerging tasks and work activities
Sustainability Management Processes	Create Standard Operating Procedures (SOP's)	In progress	Finalize and implement initial SOP's that were created in 2022	✓	Continue to develop and improve SOP's	✓	Regularly review, update, and align SOP's with evolving operational needs and regulatory requirements
Employee Training	Develop Training Plan in the form that will meet Mine Safety and Health Administration (MSHA) requirements	✓ MSHA training completed for all current employees in Feb 2022 and again in Feb 2023	Improve documentation and record keeping for Training Plan that meets MSHA requirements with self-audit protocol for compliance	✓ MSHA training completed. MSHA mock inspections completed - record keeping in line with MSHA requirements Dakota Gold team members completed 3,250 hours of health, safety, and emergency response trainings	Continue to maintain record keeping in line with MSHA requirements	✓ MSHA training completed. MSHA mock inspections completed - record keeping in line with MSHA requirements Dakota Gold team members completed 3,500 hours of health, safety, and emergency response trainings	Continue to provide MSHA-related training for all employees while strengthening record-keeping practices, including enhanced tracking of near-misses and safety observations, to support continuous improvement and regulatory compliance
Code of Conduct	Develop and implement the health and safety expectations and Code of Conduct for our contractors and vendors	In progress	Roll out health and safety expectations and Code of Conduct to contractors and vendors	Health and Safety Manual completed at end of 2023 Hy-Tech team members completed over 1,700 hours of health and safety trainings	Continue to work with our contractors and vendors to implement the requirements from the Health and Safety Manual	✓ Hy-Tech team members completed over 1,780 hours of onsite safety training	Strengthen collaboration with contractors and vendors to reinforce compliance with the Health and Safety Manual through regular engagement, training, and performance monitoring

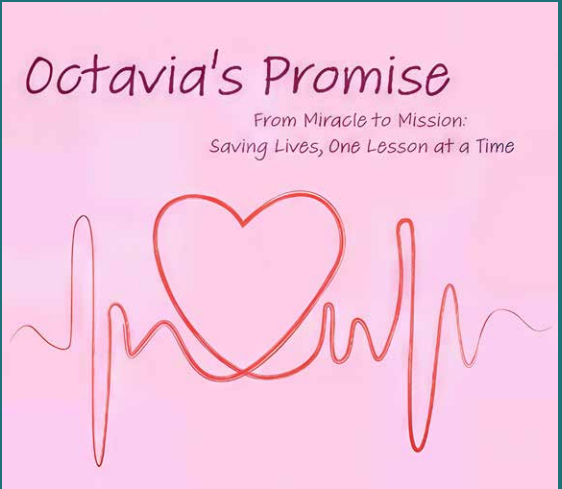
OUR WORKFORCE AT A GLANCE*

38	28%	92%	43
employees	female	local	average age
\$6.45M	50	\$14.05M	
payroll in SD	contractors	payments to vendors & contractors	

* as of December 31, 2024



TURNING A MIRACLE INTO A MISSION:
THE BALLERT FAMILY'S LIFESAVING INITIATIVE



What began as a terrifying moment for Taylor Ballert* and his family has inspired a mission to help others. After Taylor saved his 2-year-old daughter from drowning using pediatric CPR, a skill he learned through his roles with the Lead Volunteer Fire Department and Dakota Gold Corp., he and his wife, Asia, are now turning that life-changing experience into action.

Motivated by gratitude and a desire to prevent similar near-tragedies, the Ballerts have launched a non-profit, Octavia's Promise, whose mission is "To provide honest, high-quality Swimming, First-Aid, and CPR education to everyone by raising awareness, training, and promoting life-saving skills in our community." Taylor completed his American Heart Association CPR Instructor Certification with plans to offer affordable classes to the community through the Lead Volunteer Fire Department.

As part of their mission, they plan to also provide bright-colored swimsuits to every elementary-aged child in the Lead-Deadwood School District — a simple, effective way to improve visibility and safety in the water.

Their story is a powerful reminder of the difference knowledge and preparedness can make — and now, they're making sure other families are equipped with both.

More information about Octavia's Promise can be found at <https://octaviaspromise.org>.

*Taylor Ballert and his family have been highlighted in Dakota Gold's 2022 and 2023 Sustainability Reports.

ENVIRONMENTAL STEWARDSHIP

In 2024, Dakota Gold successfully completed our third year of exploration drilling, conducting 107 drill holes totaling 146,691 feet (44,711 meters) across our Richmond Hill and Maitland Gold Projects. Since the start of our drilling program in 2022, we have completed a total of 231 drill holes, amounting to 397,599 feet (121,188 meters) of exploration drilling. We are proud to report that for the third consecutive year, we achieved zero reportable environmental incidents.

Dakota Gold's consistent track record of strong environmental performance underscores our commitment to responsible land stewardship and sustainable resource development. Led by our Environmental Director and guided by our management team, ESG Committee, and Board of Directors, we implement best practices that align with our Environmental Policy. This policy is focused on minimizing the environmental impacts of our activities and ensuring that we responsibly manage the natural resources entrusted to us.

We are guided by two key principles outlined in our Environmental Policy, in that:

- South Dakota is better off with our operations as part of the community.
- We will operate in a way that prioritizes previously disturbed areas, protects clean water, and minimizes carbon emissions.

You can view the full Environmental Policy on our website at [Dakota Gold Environmental Policy](#).

As part of this commitment, Dakota Gold maintains a strategic partnership with Homestake Mining Company, a subsidiary of Barrick Gold Corporation, in which we secured the majority of surface and residual interests within the district. This partnership enables us to prioritize previously disturbed lands in future development phases, helping to minimize additional environmental disturbance. We also continue to repurpose existing infrastructure, including two former buildings that now house our core processing facilities, as well as using the historic train roundhouse building as our office headquarters. This not only reduces our environmental footprint but also extends the lifecycle of valuable structures.

Throughout 2024, Hy-Tech Drilling Ltd., a licensed, insured, and bonded contractor, led our drilling activities. Our longstanding relationship with Hy-Tech is built on shared values and a proven record of adhering to the highest environmental standards. During the year, we operated four drills, all of which followed environmental best practices and met permit requirements.



2024 Environmental Stewardship Highlights:

Inspection & Compliance:

We further strengthened our partnership with the South Dakota Department of Agriculture and Natural Resources (DANR) field representatives through a cooperative inspection program. We met or exceeded all conditions under our active Exploration Notice of Intent (EXNI) permits. Since operations began in 2022, we have maintained a record of Zero Reportable Environmental Incidents.

Concurrent Reclamation:

Our exploration activities disturbed 20.8 acres of land, of which 17.3 acres were concurrently reclaimed. All reclamation efforts adhered to state regulations and were aligned with leading industry practices, further demonstrating our commitment to minimizing long-term impact.

Stewardship Programs:

Protecting cultural and environmental resources remains a core part of our exploration process. As part of our EXNI permitting process, we completed cultural resource evaluations for each permitted area, following our Chance Find Procedure to protect significant archaeological, historical, or biological resources discovered during fieldwork. Additionally, we continued to implement a weed management plan and timber management program as part of our broader fire management strategy, helping to support ecological health and reduce wildfire risk.

Looking forward, we remain committed to maintaining high environmental standards while continuously improving our practices. Our goal is to support long-term sustainability, enhance community well-being, and strengthen environmental resilience in the regions where we operate.



Our third consecutive year of exploration drilling without a single reportable environmental incident is a reflection of our unwavering commitment to responsible land stewardship. At Dakota Gold, we believe that mining and environmental protection are not mutually exclusive — they are complementary goals. By prioritizing previously disturbed lands, implementing concurrent reclamation, and working closely with regulatory partners and local communities, we are setting a standard for sustainable exploration. We're proud that our operations continue to support South Dakota's environmental and cultural heritage while responsibly unlocking its mineral potential."



Timm Comer
Environmental Director

KEY 2024 ENVIRONMENTAL RESULTS

Reportable environmental incidents	0
Non-reportable environmental incidents	0
Notices of violation	0
Total land disturbances (acres)	20.8
Total reclamation completed (acres)	17.3
Total drill holes completed or underway	117
Total drill holes plugged	117

Following through on our commitment to begin internal tracking against Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI), additional baseline Environmental Data can be found in the Appendix.

Environmental Stewardship Objectives and Results

Topic	2022 Objective	2022 Status	2023 Objective	2023 Status	2024 Objective	2024 Status
Reportable Environmental Incidents	Zero reportable incidents	✓	Zero reportable incidents	✓	Zero reportable incidents	✓
Reporting of Key Environmental Data			Begin tracking water use, fuel consumption/ GHG emissions, and reclamation for inclusion in 2023 Sustainability Report	✓	Continue to monitor and track water use, fuel consumption/ GHG emissions, and rehabilitation to establish trends of usage and emissions Continue to track against SASB and GRI	✓ Updated data can be found in the Appendix of this report
Environmental Stewardship	Develop an Environmental Policy to govern our approach to environmental management	✓	Fully implement Environmental Policy in all operations	✓ Baseline data collected in 2023	Continue to incorporate Environmental Policy in all operations as we continue to grow	✓
Permitting Requirements	Ensure drilling activities meet or exceed all established requirements	✓	Continue concurrent reclamation of drill holes; complete drill pad reclamation within 12 months after pad is no longer needed	✓	Ensure drilling activities meet or exceed all established requirements and continue concurrent reclamation of drill holes; complete drill pad reclamation within 12 months after pad is no longer needed	✓
Internal Sustainability Efforts	Conduct internal assessment of office practices to reduce waste and unnecessary product and energy consumption and to improve resource efficiency	✓	Evaluate solar project for feasibility to achieve net zero emissions for core shed	✓ Completed solar feasibility study and energy baseline audit in 2023	Continue to conduct internal assessments to reduce waste and energy consumption, as well as improve resource efficiency Implement office sustainability efforts such as paper, plastic, and aluminum recycling Seek ways to implement opportunities identified in the energy audit	✓



COMMUNITY RELATIONS

In 2024, Dakota Gold reinforced its commitment to responsible and sustainable gold exploration by strengthening the foundation of trust, transparency, and meaningful community relationships. Our engagement efforts focused on deepening connections across the Black Hills region and beyond, supporting community well-being, and promoting shared values. Through collaborative, strategic partnerships, we are working to shape a future that reflects the priorities of the communities we serve.

We continued to advance our Community Relations Policy, which was developed and fully approved by the Board of Directors in 2023. This policy reflects our commitment to:

“Fostering a community relations approach based on transparent, respectful dialogue that builds trusting and mutually beneficial relationships, enhances our contributions to local socio-economic resilience, supports the management of potential negative impacts associated with our business activities, and builds and maintains our social license to operate.”

The full policy is available on our website at [Dakota Gold Community Relations Policy](#).

We remained focused on cultivating strong relationships with community members, local leaders, and elected officials across the region. Throughout the year, our team participated in 77 meetings, presentations, and community events, including youth outreach, partnerships with area universities, as well as engagement with the Governor’s office, members of the federal delegation, state legislators, county commissioners, and mayors. These engagements have further strengthened our visibility, transparency and approachability in our area communities.

Dakota Gold purchased the historic Roundhouse in Lead, to repurpose as its office headquarters and the building includes a large gathering space and theater room. Dakota Gold is pleased to share this beautiful historic space with the community and last year, we welcomed 11 local organizations to use our gathering spaces for meetings, fundraisers and community events. We are very happy to be able to support these organizations in their efforts by providing the space at no charge and therefore allowing more money to go towards the efforts of the organizations. These interactions, alongside frequent one-on-one conversations with community members, have also helped us build stronger relationships and foster mutual respect and trust. If at any time Dakota Gold receives a concern raised, we promptly address them through our Community Feedback and Grievance Program (CFGP), which ensures we are prepared to respond to evolving community needs. We are proud to report that we received 9 questions and concerns by community members, and all grievances were resolved within our target response time of 30 days, with favorable outcomes.



Another key development was the continued work of our Native American Advisory Committee, which played an active role in strengthening cultural connections and mutual understanding. In 2024, committee members took part in a tour of Dakota Gold’s operations and collaborated with our leadership team to coordinate a half-day multicultural awareness training for all employees. This initiative marked an important step in preparing our workforce for the diverse, inclusive, and culturally sensitive environment we’re working to foster, ensuring we’re ready for the future with respect for all communities.

Dakota Gold’s Community Investment Committee also continued to identify both short- and long-term strategic goals. While there are limitless opportunities to support our community, we recognize that to maximize our impact, we must prioritize where our resources can do the most good, both now and for the future.

Looking ahead, Dakota Gold remains deeply committed to listening, learning, and contributing meaningfully to the communities in which we live and operate. We understand that the strength of our community relationships directly contributes to our long-term success, and we are proud to be growing our presence in South Dakota with care, respect, and purpose, all while preparing for a future where both the company and the communities thrive together.



“At Dakota Gold, our commitment to building meaningful relationships with the communities where we operate is at the heart of everything we do. By listening, engaging, and partnering with local leaders, stakeholders, and Native American community leaders, we are not only strengthening our presence today but laying the foundation for a sustainable and prosperous future. As we move forward, we will continue to invest in trust, transparency, and respect, ensuring that our growth benefits both the company and the communities we call home.”



Elizabeth Sailer
Vice President External Relations

Local Investment & Community Partnerships

In 2024, we directly invested more than \$24.1 million, including:

- Payroll in the state of South Dakota of \$6.45 million
- Payments to South Dakota vendors and contractors of \$14.05 million
- Purchases of land, buildings and other fixed assets of \$3.51 million
- Charitable donations and organizational support of \$40,000

We also directly donated more than \$40,000 in charitable donations and organizational support through our Community Investment funds. Specifically, we supported the following entities in 2024:

American Exploration & Mining Association
Black Hills Mining Museum
Deadwood Chamber of Commerce
Deadwood Lead Economic Development Corporation
Elevate Rapid City
Homestake Adams Research & Cultural Center
Kiwanis Club of Lead
International Society of Explosive Engineers
Lead Chamber of Commerce
Lead Deadwood AAU Wrestling Club
Lead Deadwood Arts Center

Lead Deadwood Baseball Association
Lead Deadwood Student Council
Monument Health – Foundation for Health
Sanford Underground Research Facility – Neutrino Day
South Dakota Committee for Sustainability
South Dakota Law Enforcement Charities
South Dakota Mineral Industries Association
South Dakota School of Mines – Mining Hub
Spearfish Economic Development Corporation
Society for Mining, Metallurgy & Exploration

Community Relations Objectives and Results

Topic	2022 Objectives	2022 Status	2023 Objectives	2023 Status	2024 Objectives	2024 Status
Community Relations	Identify and support social and economic development opportunities, in line with community aspirations	In 2022, we contributed more than \$70,000 to local charities and organizations	Support social and economic development opportunities in alignment of our corporate values and community goals	We contributed more than \$59,000 to local charities and organizations	Continue to support social and economic development opportunities in alignment of our corporate values and community goals	We contributed more than \$40,000 to local charities and organizations
	Engage with communities to understand local priorities and aspirations	In 2022, we held 17 local meetings with local community stakeholders	Continue to refine and execute our stakeholder engagement strategy	We participated in 45 meetings, presentations, and community events with local community stakeholders	Continue to engage with communities to understand local priorities and aspirations and continue to refine and execute our stakeholder engagement strategy	Participated in 77 community meetings, stakeholder presentations, and public events to foster relationships, gather feedback, and promote community involvement
	Develop a Community Relations Policy to govern our approach to engagement with communities	A draft Community Relations Policy is under consideration by the Board in 2023	Finalize and implement Community Relations Policy	Community Relations Policy was adopted in May 2023	Continue to incorporate the Community Relations Policy in all operations as we continue to grow	✓
	Develop a Community Feedback Mechanism to enable communities to share concerns and other feedback and to enable Dakota Gold to take action	✓	Document all significant community interactions and continue to address 100% of community grievances within 30-day target	✓	Continue to utilize the Community Feedback Mechanism to, enable communities to share concerns and feedback, document all significant community interactions, and continue to address 100% of community grievances within 30-day target	✓ Team members received 9 questions and concerns by community members. All grievances were resolved with positive outcomes within our target response time of 30 days, with favorable outcomes
Tribal Engagement	Develop a strategic and intentional roadmap to engage in meaningful and respectful dialogue with tribal elders and community leaders	In progress	Explore opportunities to collaborate on tribal needs and priorities	Core members of the Native American Advisory Committee were recruited	Dakota Gold team members will facilitate the efforts of the Native American Advisory Committee, with leadership and guidance from the committee members	✓ Advisory committee members toured Dakota Gold's operations. Half-day multicultural awareness training was conducted for all employees
Cultural Heritage Protection	Develop a Chance Find Procedure to ensure protection of any cultural heritage finds during exploration activities	✓	Mitigate or avoid adverse impacts to any identified cultural heritage features	✓	Continue to implement the Chance Find Procedure to mitigate or avoid adverse impacts to any identified cultural heritage features	✓

EMPLOYEE HIGHLIGHT

Born and raised in Lead, Sky has deep roots in the region he now serves professionally and personally. After graduating in 2018 with a degree in Mining Engineering from the South Dakota School of Mines, he set his sights on staying close to home—but with a purpose. He was specifically looking for a company that shared his values, prioritized sustainability, and demonstrated a real commitment to the community. That search led him to Dakota Gold, where he began his career in February 2022 as a Geotech.

During his first year and a half, Sky took every opportunity to immerse himself in the world of mineral exploration. He embraced the chance to learn the ins and outs of what it takes to responsibly advance a modern exploration-stage company. Now, in his current role, Sky applies his engineering experience to prepare mine plans that will help guide Dakota Gold's future mining operations.

What sets Sky apart is not just his technical skill, but his unwavering dedication to doing things the right way. He values Dakota Gold's focus on responsible development, ethical practices, and career growth. "I love that Dakota Gold is committed to doing things right," he says, "and that I have the opportunity to grow alongside a company that is actively making a difference—both in the industry and in our community."

Sky doesn't just talk about community involvement—he leads by example. He volunteers with CASA (Court Appointed Special Advocates) a national association in the United States that supports and promotes court-appointed advocates for abused or neglected children, and has spearheaded Dakota Gold's participation in supporting CASA's half marathon and Super 6 bike race events. He also launched Dakota Gold's Adopt-A-Highway program in Spearfish Canyon, reinforcing his belief in stewardship and giving back to the land.

In addition to his work with Dakota Gold, Sky serves as a Fire Engineer and firefighter with the Spearfish Fire Department (SFD). He is the Committee Chairman and Project Manager for the city's Public Safety Training Facility, and his extraordinary community service was recently recognized with Spearfish's Firefighter on the Year Award and the VFW's National Public Servant Citation.

Sky and his wife Amy, a clinical doctor in occupational therapy, are raising their two children, Nolan and Sadie. They share the love for the outdoors, and, as a family, they enjoy hiking, biking, and camping throughout the Black Hills. And when they're not on the trails, they're often in the air as Sky is a licensed pilot who enjoys flying with his family on weekend adventures.

For Sky, being part of Dakota Gold represents the realization of a long-held goal: to contribute to positive change in the mining industry by applying a comprehensive, life-of-mine perspective—from exploration to reclamation and closure. He's equally proud to work alongside teammates who share that vision and who, like him, are actively engaged in the communities where they live and work.



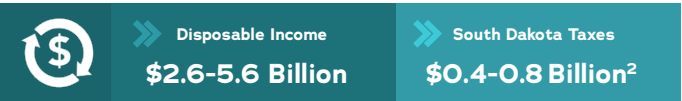
WHAT WOULD A NEW MINE IN THE HOMESTAKE MINING DISTRICT MEAN FOR THE STATE OF SOUTH DAKOTA?

HIGHLIGHTS FROM THE ECONOMIC ANALYSIS REPORT PREPARED BY ECONOMISTS AT THE UNIVERSITY OF SOUTH DAKOTA

With our comprehensive sustainability vision and the strategic land package that we have put together, Dakota Gold firmly believes that we have the ingredients for making our goal of revitalizing the Homestake District a reality. We believe we can do this in a way that will ensure proper stewardship of our natural resources that we all rely on, create educational opportunities, as well as meaningful and well-paying career opportunities; all while bolstering our local and state economies and creating value for our shareholders.

To this end, Dakota Gold was interested in what the potential economic impact could have on the State of South Dakota if we are to discover an economic gold deposit. In the Fall of 2022, our team engaged with economists from the University of South Dakota's Beacom School of Business to conduct an economic impact study of the potential future development of Dakota Gold's Maitland Project into an operating mine. In the Spring of 2025, Dakota Gold had the economic impact study updated to reflect higher gold prices. These updated numbers are reflected below.

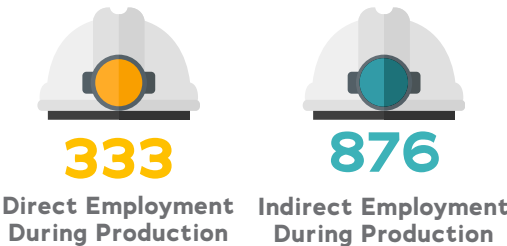
Real wealth for South Dakota families¹



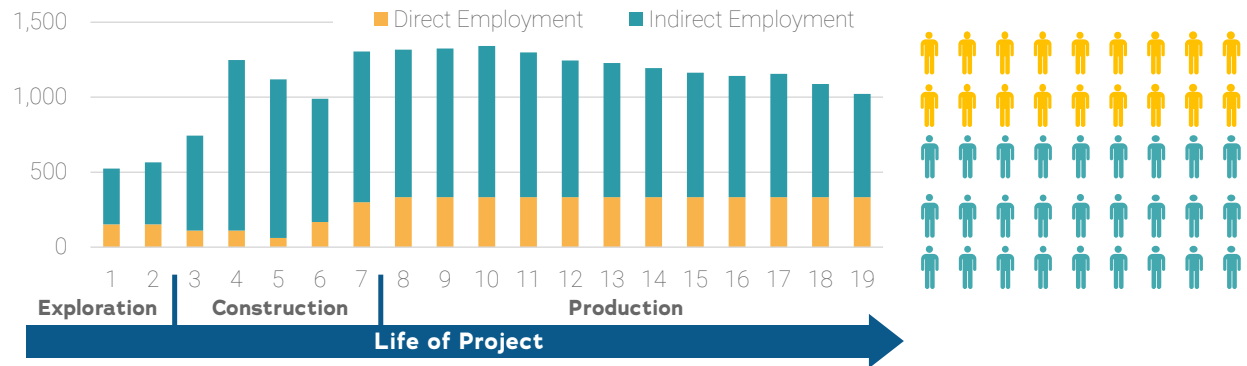
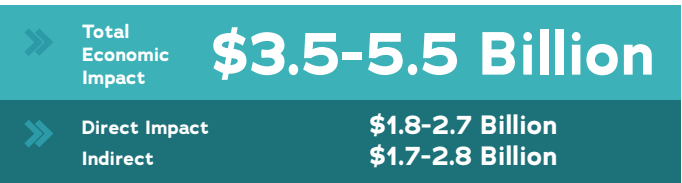
1. Based on 2.4 - 4 million ounces over 17-year project life at \$1,800 - \$2,200 per ounce gold price
2. Does not include payroll taxes

Hundreds of high-paying jobs

Average Annual Employment During Production of 1,200 Jobs



Billions of dollars of impact within the State of South Dakota



High-Paying Direct Employment Jobs During Production:

36 Professional Jobs
Average compensation of \$143k

273 Jobs Would Not Require a 4-Year Degree
Approximately half would receive total compensation greater than \$100k



LEADERSHIP & GOVERNANCE

In 2024, Dakota Gold continued to strengthen its leadership and governance framework, reinforcing the world-class team of professionals that set us apart among junior mining companies. Our Board of Directors and Management Team remain unwavering in their commitment to lead by example and fostering a culture grounded in ethical business practices, transparency, and responsible stewardship. As we look toward the future, we are focused on building a sustainable and resilient organization, one that not only excels today but is fully prepared to face the challenges of tomorrow.

Sustainability oversight remains a central focus of the Board of Director's ESG Committee, which includes both of our Co-Chairs. This Committee sets the strategic vision for sustainability across the organization, with its implementation led Dr. Stephen O'Rourke, Co-Chairman, Director and Managing Director; Dr. Robert Quartermain, Co-Chairman, Director, President and Chief Executive Officer; and Jennifer Grafton, Director. The day-to-day integration of sustainability into operations is guided by members of our management team, including Shawn Campbell, Chief Financial Officer; Timm Comer, Environmental Director; Elizabeth Sailer, Vice President External Relations; and Mark Rantapaa, Vice President Operations. Our team is supported by several external consultants with extensive, hands-on experience in exploration and mining, both in the Homestake District and globally.

This collective leadership, with individuals who have spent the majority of their careers in and around the Homestake District, ensures our values are reflected in everything we do. As Dakota Gold grows, we continue to embed sustainability across all levels of the organization—integrating ESG principles into our policies, decision-making processes, and operational practices to build resilience for both the ecosystems and communities where we operate.

In 2024, our governance priorities focused on deepening the integration of best practices and formalizing internal systems for greater accountability and transparency. Our Board of Directors routinely reviews our policies to ensure they are progressive and reinforce our commitment to ethical operations and responsible leadership as we prepare for future challenges and opportunities.

We also made significant strides in ESG data management and reporting processes. Building on the groundwork laid in 2023, we continued tracking performance against material topics aligned with the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI) frameworks. In addition, we initiated the process to integrate the Towards Sustainable Mining (TSM) program and began aligning our risk management practices with the Equator Principles 4 (EP4),

ensuring we are not only prepared for current challenges but are also setting ourselves up for sustainable long-term success.

Our 2024 ESG Performance Metrics, aligned with these standards, are available in the Appendix of this report.

As a publicly traded company on the NYSE American (NYSE American: DC), Dakota Gold complies with all U.S. Securities and Exchange Commission (SEC) requirements, including the publication of audited financial statements prepared according to both Generally Accepted Accounting Principles (GAAP) and International Financial Reporting Standards (IFRS). In line with emerging global expectations, we have continued to advance our reporting on climate-related risks and opportunities. In 2024, we made significant progress in aligning our climate disclosures with the IFRS Climate-related Disclosures (formerly the Task Force on Climate-related Financial Disclosures, or TCFD), reinforcing our commitment to transparent, long-term risk management and the sustainable creation of value for our stakeholders.



SUSTAINABILITY GOVERNANCE

BOARD OF DIRECTORS
Sets sustainability strategy and policies



ESG COMMITTEE OF BOARD
Provides oversight and guidance



SENIOR MANAGEMENT
Implements strategy and policy
Prepares plans and standard operating procedures
Reports on quarterly basis to Board



OPERATIONAL LEADERSHIP
Executes plans

"As we continue to evolve and prepare for the future, our leadership and governance practices remain central to our success. By fostering a culture of transparency, ethical decision-making, and long-term sustainability, we are not only positioning Dakota Gold for growth today but also ensuring that we build a resilient foundation for the future. Our commitment to robust governance and sustainability initiatives is key to maintaining stakeholder trust and creating enduring value for all those we serve."



Shawn Campbell
Chief Financial Officer

Leadership and Governance Objectives and Results

Topic	2022 Objective	2022 Status	2023 Objective	2023 Status	2024 Objective	2024 Status
Social & Environmental Risk	Conduct an enterprise-wide Social and Environmental Risk Assessment	✓	Update Risk Register on quarterly basis and develop risk mitigation plan	✓	Continue to update Social & Environmental Risk Register and risk mitigation plan on a regular basis	✓ The management team reviewed and updated the Environmental Risk Register and risk mitigation plan Jan 24, Aug 1 and Dec 19
	Ensure all relevant policies are publicly available on our website	✓	Update website with any changes	✓	Continue to ensure that all relevant policies are updated on our website	✓
Sustainability	Establish a sustainability roadmap, goals, and interim targets	✓	Incorporate goals and targets into plans; fill data gaps; continue to refine plan as new data is obtained	✓	Continue to incorporate sustainability goals and targets into plans; fill data gaps; continue to refine plan as new data is obtained	✓
Corporate Sustainability Reporting	Develop ESG reporting toward alignment with globally recognized standards for corporate sustainability reporting	In progress	Begin collecting data to track against the Global Reporting Index (GRI) and Sustainability Accounting Standards Board (SASB) and supports the Task Force on Climate-related Financial Disclosures (TCFD)	✓ Material baseline data collection to track against SASB & GRI completed The TCFD was disbanded in 2023 and requested the International Financial Reporting Standards (IFRS) monitor companies' climate-related disclosures	Continue to track, monitor and update material data to track against SASB and GRI. Dakota Gold will shift to the IFRS Foundation climate-related disclosures	✓ ESG team continued to track, monitor and update material data. Began process to integrate Towards Sustainable Mining (TSM) and Equator Principles 4 (EP4)



Disclaimer

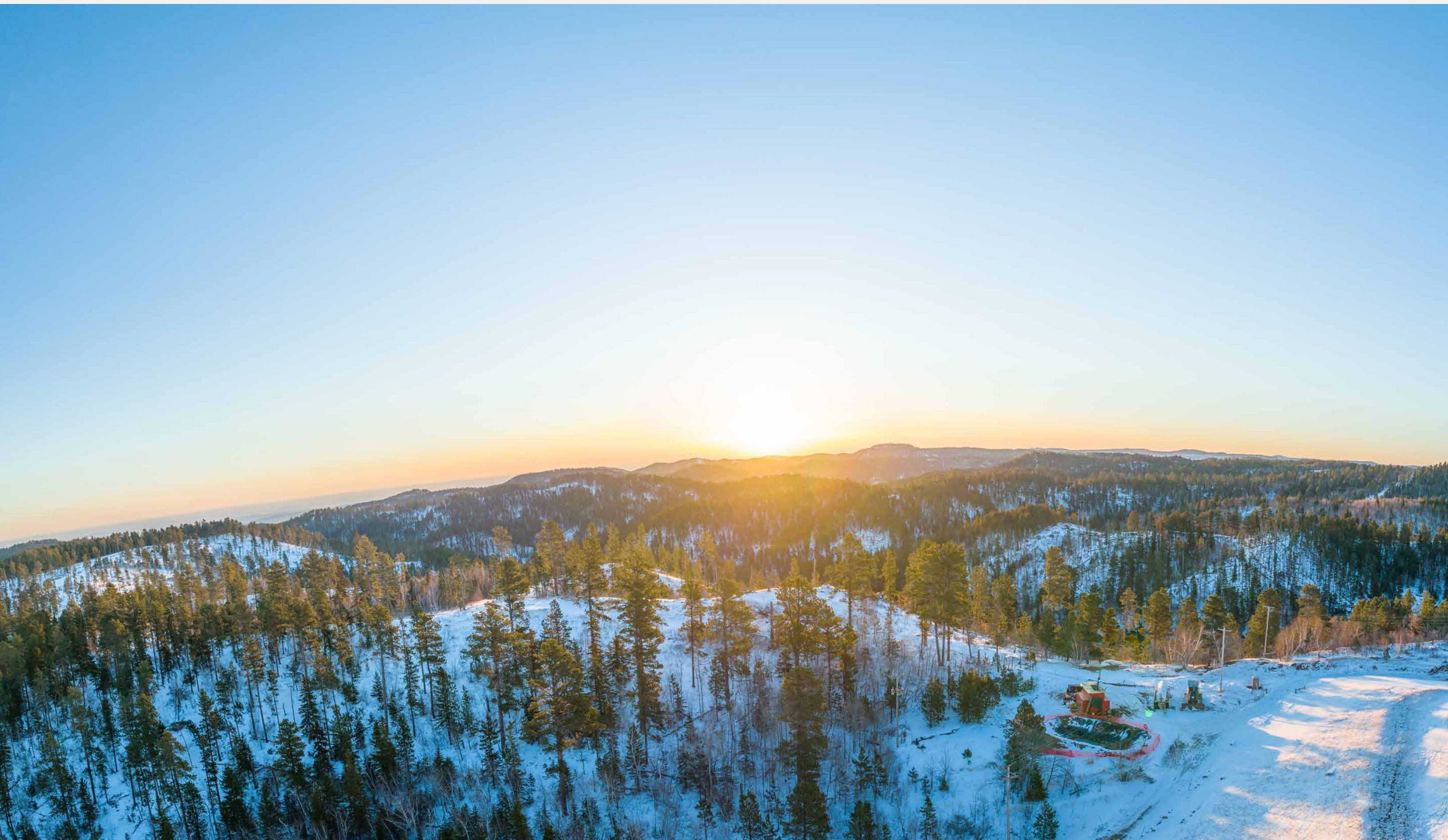
Forward-Looking Statements

This communication contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. When used in this communication, the words “plan,” “target,” “anticipate,” “believe,” “estimate,” “intend,” “potential,” “will” and “expect” and similar expressions are intended to identify such forward-looking statements. Any express or implied statements contained in this communication that are not statements of historical fact may be deemed to be forward-looking statements, including, without limitation: our expectations regarding additional drilling and modeling; our expectations for the improvement and growth of the mineral resources and potential for conversion of mineral resources into reserves; the timing for the S-K 1300 Initial Assessment with cash flow analysis, completion of a feasibility study, and/or permitting; our ability to build an operating mine, our ability to achieve our environmental objectives, our expectations regarding free cash flow and future financing, and our overall expectation for the possibility of near-term production at the Richmond Hill project. These forward-looking statements are based on assumptions and expectations that may not be realized and are inherently subject to numerous risks and uncertainties, which could cause actual results to differ materially from these statements. These risks and uncertainties include, among others: the execution and timing of our planned exploration activities; our use and evaluation of historic data; our ability to achieve our strategic goals; our ability to achieve our sustainability goals, the state of the economy and financial markets generally and the effect on our industry; and the market for our common stock. The foregoing list is not exhaustive. For additional information regarding factors that may cause actual results to differ materially from those indicated in our forward-looking statements, we refer you to the risk factors included in Item 1A of the Company’s Annual Report on Form 10-K for the fiscal year ended December 31, 2024, as updated by annual, quarterly and current reports that we file with the SEC, which are available at www.sec.gov. We caution investors not to place undue reliance on the forward-looking statements contained in this communication. These statements speak only as of the date of this communication, and we undertake no obligation to update or revise these statements, whether as a result of new information, future events or otherwise, except as may be required by law. We do not give any assurance that we will achieve our expectations.

All references to “\$” in this communication are to U.S. dollars unless otherwise stated.

APPENDIX

ESG PERFORMANCE DATA		2023	2024
Health, Safety & Our People	Number of hours worked	72,004 Dakota Gold Hours 73,307 Contractor Hours 145,311 Total Hours	68,883 Dakota Gold Hours 75,838 Contractor Hours 144,571 Total Hours
	Number of employees	40 Full-time 2 Part-time 42 Total	37 Full-time 1 Part-time 38 Total
	Reportable Frequency Rate (TRFR)	4.1 (3 reportable injuries)	0
	Lost Time Frequency Rate (LTFR)	0	0
	Gender diversity within our employees	31% female / 69% male	28% female / 72% male
	Percentage of full-time employees who live in South Dakota	88%	92%
	Hours of health, safety and emergency response training for employees	3,250	3,500 Dakota Gold + 1780 Hy-Tech
Environmental Stewardship	Scope 1 greenhouse gas emissions	2,072 metric tonnes CO2e - includes fuel for drill rigs, light duty vehicles, contractors, etc as well as natural gas	2,091 metric tonnes CO2e – includes fuel for drill rigs, light duty vehicles, contractors, etc as well as natural gas
	Scope 2 greenhouse gas emissions	65 metric tonnes CO2e - electricity purchased off grid	140 metric tonnes CO2e – electricity purchased off grid
	Total energy consumed	<ul style="list-style-type: none">200,225 kWh (electricity)305,114 kWh (natural gas)7876,578 kWh (diesel and gasoline)	<ul style="list-style-type: none">356,524 kWh (electricity)439,039 kWh (natural gas)5,312,134 kWh (diesel and gasoline)
	Estimated water usage (gallons)	3,032,000 from private sources 8,864,000 from local municipalities 11,896,000 Total used from all sources	7987801 from private sources 305,000 from local municipalities 8,292,801 Total used from all sources
	Reportable environmental incidents	0	0
	Non-reportable environmental incidents	0	0
	Notices of violation	0	0
	Total land disturbances (acres) in 2023	9.9	15.8
	Total reclamation completed (acres) in 2023	4.0	17.3
	Total drill holes completed or underway	89	117
Community Relations	Total drill holes plugged	89	117
	Direct Investments in South Dakota	Total: \$28.1 million <ul style="list-style-type: none">\$5.2 million in payroll in the state of South Dakota\$21.1 million in payments to South Dakota vendors and contractors\$1.7 million in capitol investments (land, buildings, etc.)\$59,000 in charitable donations and organizational support	Total: \$24.1 million <ul style="list-style-type: none">\$6.45 million in payroll in the state of South Dakota\$14.05 million in payments to SD vendors and contractors\$3.51 million in land, buildings and other fixed assets\$40,000 in charitable donations and organizational support
	Number of meetings, presentations and community events attended by Dakota Gold team members or events hosted	45	77
	Number of inquiries or complaints received related to questions about our drilling program and water usage	15	9
Leadership & Governance	Percentage of inquiries or complaints that were addressed and resolved within 30 days	100%	100%
	Gender diversity with our Board of Directors	43% female / 57% male	50% female / 50% male
	Percentage of publicly traded shares that are Director and Senior Management Owned	~25%	~15%
	Policies and guidelines approved by our Board of Directors	<ul style="list-style-type: none">Anticorruption PolicyClawback PolicyCode of EthicsCommunity Relations PolicyCorporate Governance Guidelines <ul style="list-style-type: none">Disclosure PolicyEnvironmental PolicyInsider Trading PolicyShare Ownership PolicyWhistleblower Policy	<ul style="list-style-type: none">Anticorruption PolicyClawback PolicyCode of EthicsCommunity Relations PolicyCorporate Governance Guidelines <ul style="list-style-type: none">Disclosure PolicyEnvironmental PolicyInsider Trading PolicyShare Ownership PolicyWhistleblower Policy



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