



2022

Raglan Committee
Annual Report

MINE RAGLAN



25 ANS
D'ACTIVITÉS

YEARS OF OPERATIONS
4596 Δ'ΑΝΩΝ Δ'ΑΡΧΕΣ Δ'ΕΡΓΑΣΙΑΣ

Contents

| | |
|--|-----------|
| ABOUT THE COMMITTEE | 3 |
| About the Raglan Agreement | 3 |
| About the Raglan Committee | 3 |
| History of the Committee | 6 |
| Working Together | 8 |
| RAGLAN AGREEMENT IMPLEMENTATION | 10 |
| Priorities Identified for 2022 | 12 |
| 2022 Raglan Committee Activities | 13 |
| 2022 Raglan Subcommittee Activities | 16 |
| PRIORITIES FOR 2023 | 20 |
| APPENDIX | 21 |
| Summary of Meetings | 22 |
| Regular Raglan Committee meetings | 22 |
| Concerns and Feedback | 25 |
| Closure Plan Terminology Glossary | 26 |

About the Committee

About the Raglan Agreement

Raglan Mine, a Glencore property, is a world-class mining company located in Nunavik in Northern Quebec. It operates underground nickel mines considered to be among the richest base metal deposits in the world.

To support the operation of the mines, the Raglan Agreement was signed in 1995 by Raglan Mine and five Inuit partners: the Makivik Corporation, the two Inuit communities of Salluit and Kangiqsujuaq, and their respective landholding corporations. It was the first Impact and Benefit Agreement signed in Canada between a mining company and an Indigenous population. The Agreement includes a number of considerations on environmental protection, financial provisions, local businesses, local training and employment and conflict resolution.

The Raglan Committee, which consists of representatives of the signatory parties, was established to support the implementation of the Agreement. In January 2017, the five signatories reinforced the initial agreement with additional measures aimed at fostering the implementation of winning conditions for the future of both the communities of Nunavik and Raglan Mine.

The Raglan Agreement has been, and continues to be, used as a reference for other agreements between Indigenous groups, the mining industry and other industrial sectors.

About the Raglan Committee

The purpose of the Raglan Committee, as described by the Raglan Agreement, is:

- To serve as the formal forum for communication between the Raglan Mine team and the Inuit parties
- To provide an efficient framework for cooperation regarding Raglan Mine's activities and for the implementation of the Raglan Agreement
- To carry out the functions vested in it by the Raglan Agreement.

Beyond what is required in the Raglan Agreement, the Committee may also support the implementation of the Raglan Agreement by:

- Receiving feedback from the Raglan Mine team on the mine's performance and on issues raised by the Inuit parties, including through community-level engagement processes
- Providing a place for rich and well-informed dialogue and a forum for the Raglan Mine team to test mine policies and approaches, and to bring issues for advice
- Advising and encouraging the Raglan Mine team to improve and raise the bar for environmental, social and economic performance at the mine.

Raglan Committee Members

AS OF DECEMBER 2022



- Samwillie Grey Scott** → Assistant Superintendent–Tamatumani and Training, Raglan Mine
- Amélie Rouleau** → Director–Public Affairs, Communications and Community Relations (and Chair), Raglan Mine
- Andy Moorhouse** → Vice President Economic Development–Makivik Corporation
- Isabelle Lapierre** → Director–Environment and Risk Management, Raglan Mine
- Annie O. Kenuayuak** → (Retired–was working at Raglan Mine)
- Matthew Arngak** → Uumajuit Warden for Kangiqsujuaq–Kativik Regional Government (KRG)

Missing in the pictures (previously official members until Dec 2022):

Laurent Vivier, Director – Human Resources, replaced in December 2022 by **Samwillie Grey Scott**

Jean Drolet, Director – Prevention and Emergency Measures, Health Service and Continuous Improvement (previously in the role of Director - Environment, Health and Safety/Risk and Continuous Improvement), replaced in December 2022 by **Isabelle Lapierre**

Quick Facts

ON HOW THE RAGLAN COMMITTEE FUNCTIONS

According to the Agreement, the Raglan Committee must meet twice a year. To demonstrate even greater diligence and to ensure a regular and transparent exchange of information,

the Raglan Committee holds meetings four times a year.

The Committee Chairperson is elected for a one-year term

and is appointed by the Inuit parties and Raglan Mine. The chairperson is responsible for ensuring that each representative has a chance to participate in and be heard at the Committee meetings.

Raglan Committee members are appointed by their respective parties

and may be replaced at each party's discretion.

All Raglan Committee members are expected to be available

for all meetings to ensure all parties are represented and can provide input.

The Raglan Committee collaboratively established a set of ground rules that allow the Committee to function effectively and support working in collaboration towards our common objectives.

Some of those ground rules include transparency, trust, and respect.

Any member of the Raglan Committee can ask that an item be added to an agenda.

Meeting minutes are recorded for every meeting

and all members have the opportunity to approve the draft meeting minutes before they are finalized.

The Raglan Agreement and the Raglan Committee celebrated their 25th year anniversary on February 28, 2020.

History of the Committee



1995

Raglan Agreement Ratification

Raglan Mine and five Inuit partners signed the Raglan Agreement, which established the Raglan Committee.



2013

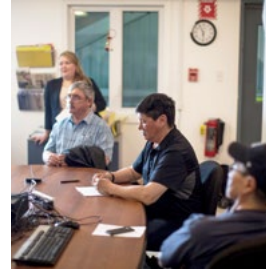
Katinniq wind turbine Environmental and Social Impact Assessment (ESIA)



2014

Preliminary Consultation and Open Dialogue

In collaboration with local and regional stakeholders, discussions were organized to determine how consultations would be conducted for the Sivumut Project's ESIA. This dialogue launched several initiatives, including the yearly environmental forum.



2014 - 2015

Consultation for the Sivumut Project

Following consultations, ESIA results were presented and mitigation measures were proposed for the Sivumut project to receive feedback and to ensure that concerns were had been addressed.



2016 - 2017

Sivumut Subcommittee

The Sivumut Subcommittee was formed by the Raglan Committee in April 2016 to ensure that Inuit parties and Raglan Mine could work together to review the Sivumut Project. This Subcommittee existed until the Raglan Agreement's review in 2017.



2016

Yearly Community Visits and Environmental Forums

Raglan Mine began offering yearly community visits to the mine, along with annual environmental forums in the communities of Salluit and Kangiqsujuaq (this is now embedded in the Raglan Agreement).



2017

Raglan Agreement Review for the Sivumut Project

In January 2017, a review of the Raglan Agreement by the five signatories resulted in additional measures being included and Raglan Mine's processing capacity being increased to 1,5M tons.



2017 - 2018

Subcommittees

Several sub-committees were established, including the Closure Plan Subcommittee, the Akkivik Subcommittee, and the Inuit Businesses and Tamatumani review working groups. Raglan Mine also created positions for Community Mining Liaison Officers and Environmental Monitoring Officers from Salluit and Kangiqsujuaq.



2018

Business Networking Activities

Raglan Mine and Makivik Corporation organized networking activities with businesses from Salluit and Kangiqsujuaq to support business development and entrepreneurship with the goal of increasing the number of Inuit businesses and promoting socioeconomic well-being.



2020 - 2021

Perception Survey

The first third-party perception survey was conducted in Salluit and Kangiqsujuaq.

Working Together

Raglan Agreement Governance

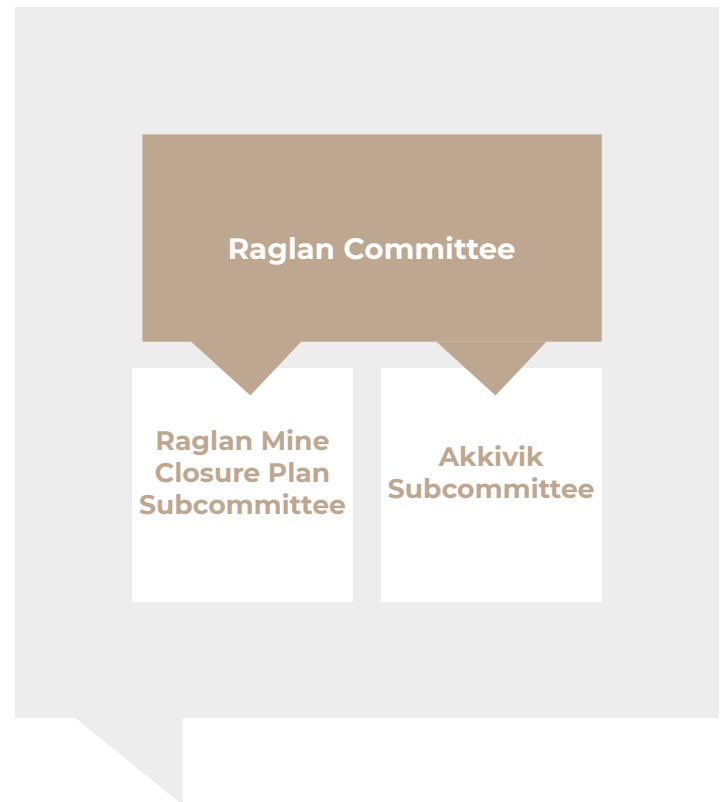
The Raglan Agreement established a governance model that is, a structure of doing things for how we do things—that supports the implementation of the Agreement and decision-making.

The Raglan Committee is the main collaborative body that oversees the Raglan Agreement and is responsible for its implementation.

Raglan Mine's vice-president¹ and the Makivik's president provide oversight and guidance to the Raglan Committee, in the event of a dispute.

The Raglan Committee can establish subcommittees to which report to the Raglan Committee to focus on specific issues.

In 2022, there were two (2) sub-committees, as shown in the figure on the right.



More information on the Subcommittees can be found in the [Subcommittee Accomplishments](#) section.

¹ In the current structure, the vice-president is considered the President or General Manager.

Roles and Responsibilities

The composition of the Raglan Committee is set out by the Raglan Agreement and is represented by its signatories.

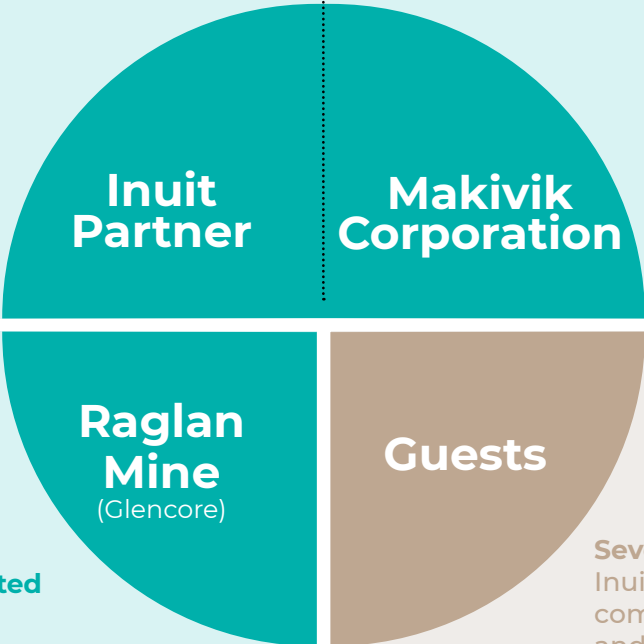
Two representatives, one from each community, are appointed jointly by their respective landholding corporations and the northern villages to:

- Ensure compliance with the Raglan Agreement
- Ensure that Inuit voices are heard and taken into account in the discussions and decision-making processes of the Raglan Committee
- Attend and actively participate in meetings, workshops, and visits to mine sites
- Report back to the communities to ensure they are informed and have up-to-date information on mine operations and implementation of the Raglan Agreement
- Chair annual meetings alternatively with a Raglan Mine representative (one year is chaired by Raglan, the next by an Inuit partner)
- Act as a mining representative in the community during relevant community events
- Share traditional knowledge to support the Committee's mandate
- Report information on the Raglan Committee to the landholdings' boards and northern villages.



One representative is appointed by Makivik to:

- Ensure compliance with the Raglan Agreement
- Attend and actively participate in meetings, workshops, and visits to mine sites
- Chair annual meetings alternatively with a Raglan Mine representative (one year is chaired by Raglan, the next by an Inuit partner)
- Raise awareness about the Raglan Committee and communicate relevant proceedings and findings to Nunavimmiut
- In accordance with its mandate, see to the socioeconomic development of the region, particularly in Salluit and Kangiqsujuaq, the protection of the Inuit language and culture, as well as the natural environment
- In a regional role, speak on behalf of the Nunavimmiut to uphold their constitutionally protected rights.



A team of three representatives is appointed by Raglan Mine to:

- Ensure compliance with the Quebec government regulations and the Raglan Agreement
- Manage logistics for Committee members and guests' meetings and activities (travel, lodging, meals, etc.)
- Record minutes of meetings
- Chair annual meetings alternatively with our Inuit partners (one year is chaired by Raglan, the next by an Inuit partner)

Guests

Several members including Inuit representatives, community members, and Raglan Mine employees are invited as observers to participate in issue-specific discussions.

Recurrent guests include the landholding presidents and the mayors of both communities, in addition to representatives from the Makivik Corporation.

Raglan Agreement Implementation

The Raglan Agreement implementation is guided by the spirit and objectives of the Raglan Agreement, which rely on a relationship of trust and stipulate contributions to the social, economic and cultural wellbeing of Inuit beneficiaries, in particular those residing in Salluit and Kangiqsujaq, who are geographically closest to the mine site.

Main Objectives

Deep dive into the spirit of the Raglan Agreement



Facilitate the development and operation of Raglan Mine in an efficient and environmentally conscious way

Mikiagiarniavik is the name given to the land on which we operate. Protecting the land and resources used by community members for hunting and trapping is at the core of the Raglan Agreement. There is no such thing as zero impact. That is why we have measures in place to mitigate the impacts of our operation on the land.

The mine is exactly where we our harvest our land: geese, caribou, etc. In the long run, we will have to continue to work together. It is important for us. The land is where we get our country food, for ourselves, like we always did in the past before the mine arrived.

- Putulik Papigatuk,
Salluit partner and community member



I am from Kuujjuarapik and have been working at Raglan since July 2012. I started as an apprentice miner then worked as a development miner, and now I am a jumbo operator, the first Inuit jumbo operator!

- Daniel Roussel,
Jumbo Operator at Raglan Mine



Promote the employment of Inuit beneficiaries

Training and employment are key for the development of Inuit beneficiaries, giving them access to jobs close to their communities and enhancing their financial well-being. Benefits of this agreement are tangible: for younger generations, it has created more jobs and training opportunities which have a direct impact on economic development. All jobs at Raglan Mine are offered to Inuit beneficiaries before anyone else. Our intention is to continuously increase the number of Inuit people employed in all positions and departments.



Raglan Mine gave us the chance to develop other kinds of businesses, not related to mining, which allowed us to contribute to the development of the local economy.

- Inuit entrepreneur



Ensure entrepreneurial capacity and increase the number of Inuit businesses

The Agreement provides for arrangements to be made directly with Inuit businesses for several categories of products and services such as air transportation, power generation during development, trucking of concentrate, diamond drilling, etc. We also have the duty to target any business opportunity that could launch new Inuit businesses. We encourage our contractors and their subcontractors to recruit Inuit beneficiaries as well as look for opportunities to hire those who successfully completed our internal training programs.



Ensure that Inuit beneficiaries derive direct economic benefits

The signatories of the Raglan Agreement receive financial compensation, known as profit sharing. We also contribute to the host communities by providing sponsorships and donations, which support different projects.



In the beginning, when they started to fund for the communities, we had a church built in Salluit. The landholding was also able to build the school gym and a new office building that came after the agreement from the profit sharing we receive.

- Inuit resident from Salluit



When we have a meeting, we do not agree on everything, but there is always love in the process, so at the end, we end up having a sustainable and healthy relationship.

- Charlie Arngak, signatory of the Raglan Agreement



Ensure an efficient governance structure

The Raglan Committee is the key governance structure that ensures that all parties comply with the Raglan Agreement and maintain a relationship of trust, openness, and respect throughout the Raglan Mine's operation. The committee is also the formal instance identified to receive any comments, concerns or opportunities in connection with the Raglan Agreement.

Priorities Identified for 2022

Due to the labour dispute from May to September 2022, many activities that we had planned needed to be altered or cancelled. In particular, community engagement and communication became increasingly difficult as we were not able to hold in-person meetings, participate in community forums or host site tours.

During the labour dispute, five additional teleconference meetings were held with Committee members. The purpose of these meetings was to keep Raglan Committee members informed of any developments or information relevant to their position as trusted partners.

In total, we held eight meetings with the Raglan Committee members in 2022. We were also able to hold four meetings with the Closure Plan Subcommittee, one meeting with the Akkivik Subcommittee and one Environmental Forum in Salluit.

In 2022, the Raglan Committee prioritized the following six activities, in line with the Raglan Agreement's core objectives.

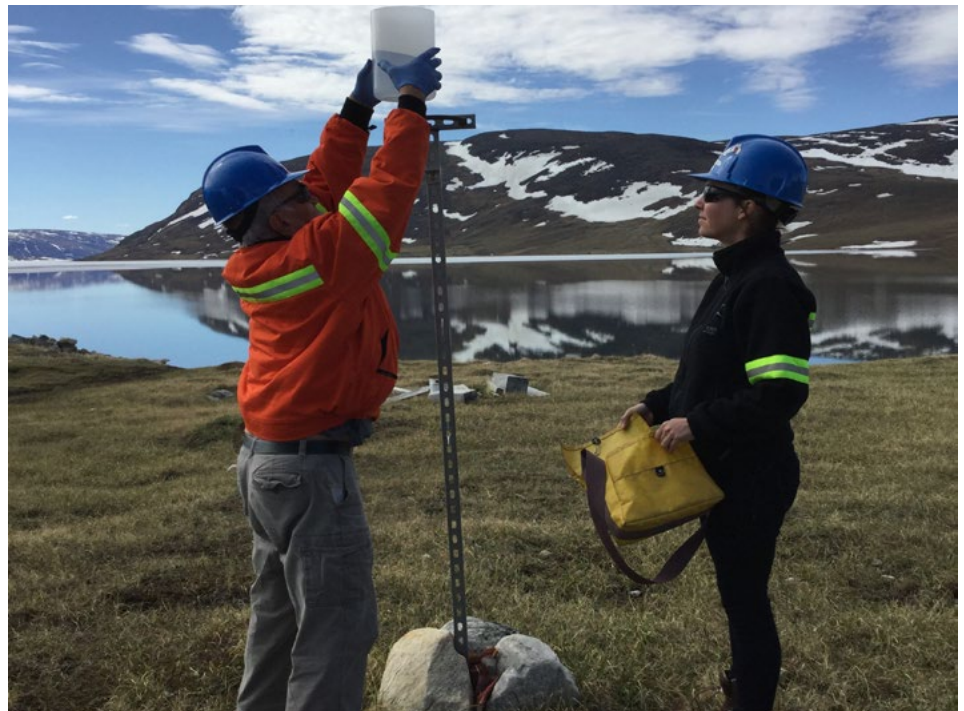
| Raglan Agreement Objectives | 2022 Raglan Committee Priorities | | | | | |
|---|----------------------------------|--|--|------------------------------------|--|------------------------------------|
| | 1. Dust sampling | 2. Improve communications, including issue/complaint mechanism | 3. Optimize the Right of First Refusal process | 4. Develop the first annual report | 5. Site Visit for Raglan Committee Members | 6. Coordinate Inuit party meetings |
| Facilitate the development and operation of Raglan Mine in an efficient and environmentally conscious way | ✓ | ✓ | ✓ | | ✓ | ✓ |
| Promote employment of Inuit beneficiaries | | ✓ | | | | |
| Ensure entrepreneurial capacity and increase the number of Inuit businesses | | ✓ | ✓ | | | |
| Ensure that Inuit beneficiaries derive direct economic benefits | | ✓ | ✓ | ✓ | | |
| Ensure an efficient governance structure | | ✓ | | ✓ | ✓ | ✓ |
| Ensure safety of all land users and employees | ✓ | ✓ | | | ✓ | |

2022 Raglan Committee Activities

In late 2022, in response to community concerns about dust, the Raglan Mine team held a discussion with Raglan Committee members to better understand the dust monitoring program used at the mine site. The discussion included explanations of how the two types of monitoring equipment (snow core and jar sampling) are used, and at various locations of where monitoring is done. Raglan Mine provided an update on the dust mitigation measures that have been implemented since 2015, which include reducing speed limits for road users and applying dust suppressant.

The Raglan Committee members were able to ask questions on the dust monitoring methodology. While the Raglan Committee will continue to discuss this topic at future meetings, partners and land-users are invited to submit any complaint they may have related to environmental protection. This will help us to continue improving our environmental practices.

Dust sampling



Improve communications, including issue/complaint mechanism

In 2021, Raglan Mine engaged a third party to conduct a Perception Survey in the communities of Kangiqsujuaq and Salluit. The survey revealed that communities perceived a lack of information around three topics:

- Environmental monitoring carried out at Raglan Mine
- Raglan Mine plans and activities
- Information shared with each community by the Raglan Committee

The Raglan Committee held a working session in March 2022 to better understand current communication challenges. Some of the key findings from the workshop included the need to adapt communication methods to reach the younger generation, the importance of increasing communication and information sharing in Inuktitut and to increase people's interest in information coming from the Raglan Committee.

In 2020 and 2021, the pandemic resulted in less interactions between Raglan Mine's team and the communities. As such, a key priority in 2022 was to resume face-to-face meetings and events. Some opportunities to improve communications included the following:

- Relaunching presentations, events and face to face meetings, in compliance with safety measures in place
- Paying attention to what we communicate on the radio to ensure it is strategic and timely
- Providing as many tools and presentations in Inuktitut as possible

Other areas of improvement to focus on in 2023 and in 2024:

- Reaching youth through activities such as workshops. This will give us insights on how to best reach them and what is important to them
- Leveraging our Inuit ambassadors by creating visibility that will inspire future candidates and generations

Issues and complaints

An issue/complaint mechanism or complaint management system is a system of procedures, roles, and rules for systematically addressing complaints. In 2022, Raglan Mine retained a third party to support the development of Raglan Mine's issue/complaint mechanism. This is done to ensure that any issue or complaint submitted to Raglan Mine is managed using an established and predictable process.

In 2022, the third party conducted interviews with community representatives and Raglan Committee members, as well as Raglan Mine team members, to understand the issue/complaint mechanism. In 2023, the proposed issue/complaint mechanism process will be presented to the Raglan Committee for input.

Optimize the Right of First Refusal process

As per the Raglan Agreement, Inuit Parties have priority for the purchase of surplus mine equipment prior to its removal or demolition (referred to as the Right of First Refusal process). In its discussions, the Closure Plan Subcommittee raised questions related to this requirement, specifically around what types of equipment Inuit parties might be interested in purchasing. Additionally, the Raglan Committee identified some areas for improvement in the implementing this requirement, including the communication of information and overall logistics. The Raglan Committee agreed to continue discussing which equipment and infrastructure might be of most interest to the communities, to find ways to optimize the process and to enhance how we communicate opportunities to community members.

In 2022, the Raglan Committee planned to conduct a workshop to discuss the right of first refusal requirement. Unfortunately, due to scheduling and logistics challenges, this workshop was postponed to 2023.

Develop the first annual report

This 2022 report is the Raglan Committee's first annual report. All committee members had a chance, in early 2023, to review it and give feedback.

Organize a site visit for Raglan Committee members

Yearly site visits allow Committee members to better understand the project's facilities, mine operations and ongoing changes. Site visits also provide an opportunity to see job sites and characteristics and hold further discussions with key managers and employees. Through such visits, Raglan Committee members can better communicate what they learn from site visits to Inuit beneficiaries.

The 2022 site visit had initially been planned for late spring or early summer. However, due to the ongoing labour dispute, travel to the site was restricted. As a result, it was agreed that the 2022 site visit would be postponed until 2023.

Coordinate Inuit party Meetings

In 2022, Inuit parties implemented Inuit party meetings to help prepare for Raglan Committee meetings. They are meetings organized 1 or 2 days before each Raglan Committee meeting to follow-up on action items, discuss agenda items, and share issues to be brought forward to the Raglan Committee. This provides a useful forum for discussion across the Inuit party. Inuit party meetings were held prior to all four Raglan Committee meetings in 2022.

2022 Raglan Subcommittee Activities

Closure Plan Subcommittee

The Closure Plan Subcommittee identified three key objectives for 2022.

For each objective, the Subcommittee has developed an action plan that includes responsibilities and timelines.

- **Finishing the Closure Plan review**
Due to delays in 2019 and the ongoing COVID-19 pandemic in 2020/2021, the Subcommittee was unable to finish its in-depth review of the Closure Plan. The final deliverable of this review will consist of complete list of concerns, comments, questions and directives to be submitted to the contractor who developing the next Closure Plan.
- **Participation in Université du Québec en Abitibi-Témiscamingue's (UQAT) first Mine Closure and Reclamation Micro-Program**
In 2022, the Subcommittee members completed the first iteration of the micro-program, which focused on the Quebec government's guidelines for preparing mine closure plans.
- **Continued TERRE-Net research**
TERRE-Net continued to support the Subcommittee's work. In particular, they supported us in our communication with the communities and other audiences, and assisted with the Closure Plan review.

Other activities

→ Terminology workshops

To support the Closure Plan Review, the Closure Plan Subcommittee held a workshop to find appropriate terms and descriptions in Inuktitut for key terms used in the closure planning process. The workshop was held in September 2022 with the Mine Closure Subcommittee and members of the Raglan Committee and included a third-party facilitator and support from two professional interpreters, as well as representatives of other relevant parties². Following this workshop, similar workshops were conducted in both Salluit and Kangiqsujuaq with Elders and interested community members to validate and/or refine the terms developed in the first workshop. The results of these workshops included 24 Inuktitut phrases and descriptions for mining and closure terms. The glossary developed during these workshops can be found in this report's appendix.

To consult the past 2018-2019 and 2020-2021 Closure Plan Subcommittee Bi-Annual Reports, please visit Raglan Mine Closure Plan Subcommittee (glencore.ca)

The Closure Plan Subcommittee won Memorial University's Dean's Research Partner Award in 2022, a prize that recognizes individuals and corporations that have made a significant contribution to research and which supports graduate students.



→ **Closure Plan Subcommittee : From left to right:** Adamie Saviakjuk (assumed the role on an interim basis pending the formal appointment of the two vacant seats for Salluit members), Lukasi Pilurtoot, Alasie Arngak, Charles Levac, George Pilurtoot, Arn Keeling, Amélie Rouleau, Bruno Bussière, Belinda Ikey.

Akkivik Subcommittee

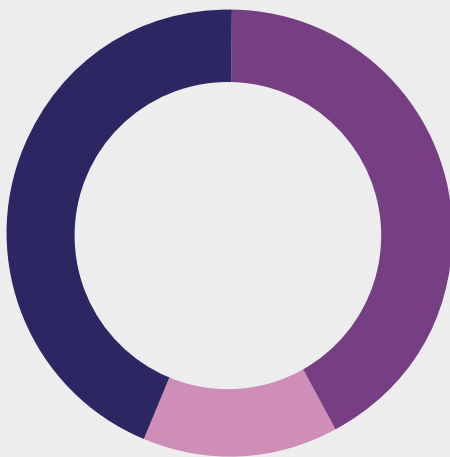
The focus of the Akkivik program is to actively support initiatives by providing some “seed-money” and/or in-kind support to help community projects in Kangiqsujaq and Salluit. The overarching concepts of advancement, self-sufficiency and working together locally inform all aspects of this process.



The Akkivik program aims to support projects focused on the following themes:

- Culture
- Community health and well-being
- Education, training and leadership development
- Entrepreneurial capacity development and job creation
- Food security
- Energy security

2022 Akkivik contributions by theme



44% Entrepreneurial capacity development and job creation

42% Culture (intergenerational transfer of knowledge, preservation of the Inuktitut language)



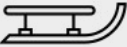


14% Education, training and leadership development

Raglan Education Fund

46 recipients received a total of \$35,050 in scholarships in 2021.

In 2022, a total of \$14,490 remains in funds from 2021. It could be divided between the communities of Salluit and Kangiqsujaq before the end of 2022 to support educational projects or initiatives.

In 2022, the Akkivik program supported the following initiatives:

| | | | |
|---|--|------------------|---|
|  | <p>Nirivik: Made with Love Kangiqsujuaq</p> | \$16,000 | <p>Nirivik is the canteen at Arsaniq School in Kangiqsujuaq. The Made with Love program lets students prepare snacks for the canteen as well as for other students. Through the program, students learn how to run a small business. The program also contributes to the community's health, well-being, and food security.</p> |
|  | <p>Inuktitut singing group Kangiqsujuaq</p> | \$10,000 | <p>Inuktitut singing, throat singing and drum dancing lessons are organized and taught in the Pingualuit office. The initiative also supports purchasing sealskin locally, when possible, so local seamstresses can make seal skin slippers for the youth dancers and singers.</p> |
|  | <p>(Sherp Ark) All Terrain Kangiqsujuaq</p> | \$50,000 | <p>This initiative is meant to support the community in their purchase of an all-terrain vehicle to ease transportation and help pick up materials on the land, around Raglan Lake, and throughout the community of Kangiqsujuaq. This will also improve the safety of land users travelling in the area. This vehicle can be used all year long and has the potential to support mining exploration needs, as well as local programs and projects.</p> |
|  | <p>Silapaak and net making for elders and youth Salluit</p> | \$8,000 | <p>This project involves hiring local seamstresses to make traditional Silapaak for >100 Elders from Salluit who come together for the annual Elders gathering more than event. In addition, this initiative provides cultural training to youth and teaches them to make traditional fish, seal and beluga nets.</p> |
|  | <p>Kammiuniq Salluit</p> | \$29,000 | <p>Through the Kammiuniq program, local seamstresses teach traditional techniques for making kamiks to youth from Salluit.</p> |
| Total approved in 2022* | | \$113,000 | |

Additionally, in 2019 and 2020, a total of three initiatives approved for support by the Akkivik program were subsequently cancelled due to a lack of capacity for program implementation. These projects represented a total financial commitment of \$30,000, which is now slated for projects starting in 2023.

* Amounts are distributed pending agreed-upon deliverables.

Priorities for 2023

For 2023, the Raglan Committee has identified the following priorities:

1. **Presentation and workshop on Our Purpose, Values, Strategy and Code of Conduct that define our principles in regard to conflicts of interest**

This priority was established in response to a comment made in October 2022. Partners requested more information on Inuit enterprises and how to manage a potential conflict of interest related to contracts. Raglan Mine has a process for handling conflicts of interest that includes filling a form once the contract is awarded. Further clarifications is needed regarding the participation of individuals with potential conflicts of interest in the Raglan Committee or in other committee meetings with Raglan Mine.

2. **Follow up on dust management in Deception Bay**

Following a discussion held in December 2022 with the Raglan Committee on dust management.

3. **Continuation of communication improvement mechanisms, including creating a transition document for new Raglan Committee members**

This responds to a strategic priority identified following the presentation of the perception survey results from 2022.

4. **Site visit for the Raglan Committee members**

The 2022 site visit was postponed due to unforeseen circumstances (on-site travel was restricted during the labour dispute).

5. **Comment on the revised Issue/Complaint Mechanism**

Aligned with continuous improvement efforts in our communications (as discussed in a March 2022 workshop) and is in line with Glencore's values of openness and accountability.

Appendix

MINE RAGLAN



**ANS
D'ACTIVITÉS**

YEARS OF OPERATIONS
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Summary of Meetings

Regular Raglan Committee Meetings

Regular Raglan Committee meetings typically consist of:

- Operational updates from Raglan Mine and discussion about emerging issues.
- Deep dives into specific themes and agreed-upon subjects of interest to the Committee, according to the top priorities of the Raglan Committee, which can also include:
 - Environment and land (e.g., dust management, decarbonization)
 - Employment and training (e.g., implementation of our Tamatumani ("second start" in Inuktitut) program, which outlines several initiatives intended for all employees and contractors to help them attract and retain the largest possible number of Inuit employees).
 - Inuit Enterprises (e.g., local procurement performance, including amounts spent with Inuit enterprises, upcoming opportunities, evaluation and award processes)
 - Etc.
- Time for Inuit parties to bring up for discussion any concern or question they may have.

Some of the highlights from the regular Raglan Committee meetings held in 2023 are summarized below.

Meeting Summaries

MARCH 9, 2022

The Raglan Committee's first meeting of the year included an update on production, the progress and development of the Sivumut project, and an overview of key milestones, such as the Raglan Mine's 25 years of operation anniversary and the installation of fiber-optic cable. The Raglan Committee received a refresher on Raglan's procurement and contract evaluation process and Makivik provided an update on the Inuit Business Development Hub (which is under development). During the meeting, the Raglan Committee conducted a workshop to identify opportunities to improve communication.

Inuit enterprise/businesses and activities:

- Contract spending at the Sivumut project has likely reached its peak. Looking forward, there will be less value awarded in contracts overall. However, the goal is still to increase the number of contracts with Inuit enterprises.

Other:

- Inuit partners were informed that the maritime calendar for the 2022/23 season would be communicated in March or April, with the first vessel scheduled to arrive on June 1, 2022, as per previous years.
- The Raglan team provided an update on the intermittent fire at the landfill. Raglan is working with an external expert to manage the situation, and the area is secured, in compliance with all applicable regulations.
- Two environmental monitoring officers were hired, one in each community.

JUNE 7, 2022

Due to the ongoing labour dispute at the time, the regular Raglan Committee meeting originally scheduled on June 7, 2022 was cancelled. However, while the operational employees were on strike, five additional meetings were held with Committee members in June and July 2022. The purpose of these meetings was to keep Raglan Committee members informed of any development and information relevant to their position as trusted partners. This helped maintain lines of communication between the Raglan Committee during this time and helped resume regular meetings efficiently once the labour dispute ended.

OCTOBER 5, 2022

The second regular meeting of the year was held in person in Salluit. The Raglan Committee discussed the impacts of the labour dispute. The operational update included an update on the development of the Sivumut project, environmental management, and safety management, with Raglan Mine providing an overview of key safety performance indicators (KPIs). Raglan Committee members raised their communities' interest in in-kind donations (specifically related to vehicles and freezers for land users).

Post-labour dispute update:

- The labour dispute has had an impact on production, which will impact profit-sharing amounts. However, the mood has been good at the site following the employees' return post-labour dispute.

Land user safety:

- Raglan Mine is planning to improve parking lot visibility by adding signage at KM25.
- With the easing of regional COVID-19 measures, the Raglan Mine team is in the process of reopening the Deception Bay camp to land users.

DECEMBER 8-9, 2022

The Raglan Committee's third and final meeting of the year was held in Kangiqsujuaq and by conference call. During this meeting, two Raglan Mine team representatives were introduced as new members of the Raglan Committee. On the first day of the meeting, the Raglan Committee participated in a dust monitoring workshop. Unfortunately, due to a tragedy in the community on December 9th, the Raglan Committee decided to cancel the remainder of the meeting and agreed to postpone topics not covered until the new year.

Tamatumani:

- The team has faced unique challenges over the course of 2022 due to COVID-19 and the labour dispute; however, they have been able to adapt. In 2023, the focus will be on recruiting and retaining workers.
- With regards to contractors, there is an employee now in place who is dedicated to working with Inuit businesses to support them in recruiting Inuit workers.
- Avataa Rouillier Drilling has received a drill rig supplied by Kativik Ilisarniliriniq. There will be a full-time drilling school on site starting in 2023. Students will be trained in the same type of environment in which they will be working once they graduate.

Health and safety:

- The Committee discussed the new callbox, which is not yet operational. The callbox was installed to ensure an effective response in case of an emergency. Instructions on how to use it will be made available in Inuktitut.

Concerns and Feedback

In 2022, the Raglan Committee received and discussed one specific concern brought forward through official channels (for example, through a Raglan Committee member).

The complaint was categorized as related to "poor conduct of employees/contractors". A Raglan team member to follow up on the concern with the team involved and report back to the Raglan Committee.

We are here to listen

If you have any concerns or complaints about the Raglan Mine operations and activities, we want to hear from you. You can reach us by:

Visiting or contacting your Community Mining Liaison Officer:

Alasie Arngak (Kangiqsujuaq) Alasie.Arngak@glencore.ca / 819-338-0515

Belinda Ikey (Salluit) Belinda.Ikey@glencore.ca / 819-255-8953

Leaving a voice message

1-844-280-8110

Sending an email

inforaglan@glencore.ca

Sending a direct message through the Raglan Mine  page.

Be assured that your concern will be treated seriously and will remain confidential. If you would like us to follow up with you on the concern or complaint, please include your name and contact information in your message. You may also submit your concern or complaint anonymously.

Concerns and complaints can be submitted in Inuktitut, French or English.

Closure Plan Terminology Glossary

Results from the 2022 terminology workshops

RAGLAN MINE

Glossary of Mining Terms in Inuktitut

Tukisiniarutiit ujararnianirmuulingajut uqartaugusingit Inuktitut

ᑕᑭᑭᑦᑎᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ
ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ



In 2022, Raglan Mine facilitated a multi-stakeholder workshops to translate or find appropriate terms and descriptions in Inuktitut for key terms used in mining. The overall objective of these workshops was for participants to reach a common understanding of how to describe common mining terms in both plain language English and Inuktitut. The three Terminology workshops produced and validated Inuktitut terms and descriptions for twenty-four (24) mining terms. Please note that the words are not yet formalized by Inuktitut linguists, our intent to share is to help gaining a common understanding about our communications.

| English term | Inuktitut translation | Inuktitut translation (in syllabic) | Description of the Inuktitut translation |
|-----------------------------|---|-------------------------------------|---|
| Acid Mining Drainage | Kinaanirluku Tuqannatu Ujararmi Piju | ᑭᑎᑎᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ | Waste poison leaching from rock |
| Closure | Isulittuq | ᑕᑭᑭᑦᑎᑦ | Closure |
| Closure Plan | Isulinnisanganut Parnasimauti | ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ | The plan to close |
| Concentrate | Pissaq | ᑕᑭᑭᑦᑎᑦ | Useful material |
| Dry Stack Tailings | Ujararnianirlukunik Saluanganirsanik Qaliariitisiq | ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ | Mining waste that is as dry as possible, layer by layer |
| | <i>Elder's variation:</i> Qaliariitisiq | ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ | |
| | <i>Youth's variation:</i> Ujararnianirlukimit saluanganirsunit | ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ | |
| Dust Emissions | Qaurtinirlukuit Pujuranga | ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ | Dust emissions |
| Exploration | Ujarniaratsasiurniit | ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ | Hunting for minerals, exploring for minerals |
| Geomembrane | Nunamut Asipagikkuti | ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ | To contain |
| | <i>Variation:</i> Irpariikuti | ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ ᑕᑭᑭᑦᑎᑦ | <i>Variation:</i> To contain |

Suite →→→

