

2023 Engagement Report



RAGLAN MINE

Our Commitment

This Engagement Report is the culmination of the efforts we deployed in 2023 to uphold our commitments towards the environment, social engagement, human rights, health and safety, biodiversity conservation, and local community engagement. It is intended for our stakeholders, including our employees, contractors, communities of interest, and partners in Nunavik.

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In this document, the words Inuk (singular), Inuit (plural), Nunavimmiuq (singular), and Nunavimmiut (plural) are used in accordance with the grammatical rules of Inuktitut. They are also used as adjectives.



Cover → Every year, we hold a race at the mine site, with proceeds going to an organization selected by our employees. In 2023, they have chosen to support the Isuarsivik Regional Recovery Centre, who received a \$10,000 donation.

A Word From the Vice-President



With 2024 already well underway, I wanted to take a moment to look back on last year's highlights, which this Engagement Report showcases. Completion of Phase II of the Sivumut Project, which means "moving forward" in Inuktitut, was a key moment for us in 2023.

The finalization of the project in 2024 should enable us to continue our operations for at least twenty years and to support our business objectives and the socioeconomic development of Nunavik.

Before going any further, however, I'd like to pay tribute to our former vice-president, Pierre Barrette, who left for a well-earned retirement. During his six years at the head of the company, Pierre embodied the values of leadership and commitment that continue to inspire our work. We are very grateful for his dedication and the legacy he leaves behind.

This report, now in its eighth edition, continues to shine a light on our recent prevention efforts and social, community and environmental engagement. It also includes an important new feature: **the integration of some of the United Nations (UN) Sustainable Development Goals**. These indicators reinforce our commitment towards responsible operations that strive to maximize benefits for our local communities while minimizing environmental and social impacts.

Happy reading!

A handwritten signature in black ink, appearing to read 'Jean-François Verret'.

Jean-François Verret

Vice-President, Glencore—Raglan Mine



Raglan Mine's Executive Team → From left to right, and top to bottom:

→ Amélie Rouleau, Christian Simard, Pierre Barrette, Amélie Trépanier, Tristan Plaisance, Jean-François Verret, Jean-François Leroux, Isabelle Lapierre, Laurent Vivier.

Absent: Pierre Clément and Richard Sévigny.

Strategic Goals

We take our responsibilities to our staff, host communities, society and the environment seriously.

We recognize that health, safety, environment, community (HSEC) and human rights practices play a vital role in achieving Raglan Mine's goals. Consequently, this report includes goals for each of our six business pillars.

An ambitious goal has been set for each pillar.



Prevention

Ensure our workforce's safety by creating workplaces that are free from fatalities and injuries.



Environment

Responsibly reduce and mitigate our impacts on the environment and seek opportunities to avoid any net loss of biodiversity, as well as protect and restore the ecosystems in which we operate.



Energy Management and Climate Change

Support the transition by supplying the metals needed for tomorrow's energy system, while continuing to meet today's energy needs responsibly.



Mine Closure Planning

Integrate closure planning throughout the mine's active life to achieve the creation of safe, stable territories and obtain sustainable results in line with Glencore's *Just Transition Principles*.



Social Performance

Be a trusted partner and support socioeconomic development.



Human Rights

Respect the dignity and fundamental rights of our employees and business partners, and the communities in which we live and work, and ground our approach in cultural heritage awareness.

The Raglan Agreement, A Foundational Pact

Signed in 1995—two years before our mining operations even began—the Raglan Agreement was established under the James Bay and Northern Quebec Agreement.

It summarizes the mutual agreement of Makivvik Corporation, the northern villages of Salluit and Kangiqsujaq—supported by their respective landholding corporations (Qaqqalik LHC and Nunaturlik LHC)—and Société minière Raglan du Québec Itée (Raglan Mine).



Commitments Recorded in the Raglan Agreement

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

Facilitate the fair and meaningful participation of Inuit beneficiaries, particularly those from Salluit and Kangiqsujaq with respect to the mine

Ensure that Inuit beneficiaries, particularly those from Salluit and Kangiqsujaq, derive indirect social and/or economic benefits from the mine

Include discussions on the mine's environmental impacts

Monitor and remedy the mine's unforeseen impacts

Obtain the support of Inuit stakeholders for the development and operation of the mine

Establish an ongoing working relationship among the parties to the agreement



Prevention

Health and safety is a priority for Raglan Mine. We consider any workplace loss of life to be unacceptable and believe that all injuries are preventable. Our goal is to identify and assess the risks associated with each task, approve critical inspections, reward safe behavior, and invest in prevention.

Fostering a reporting culture is key for prevention

It encourages all employees to immediately report incidents, near misses and hazards, enabling rapid intervention and continuous improvement of our safety practices. Transparency enhances everyone's trust and safety.

In 2023, our employees carried out

61,745
prevention actions

Performance Dashboard

Overall goal Ensure our workforce's safety by creating workplaces that are free from fatalities and injuries

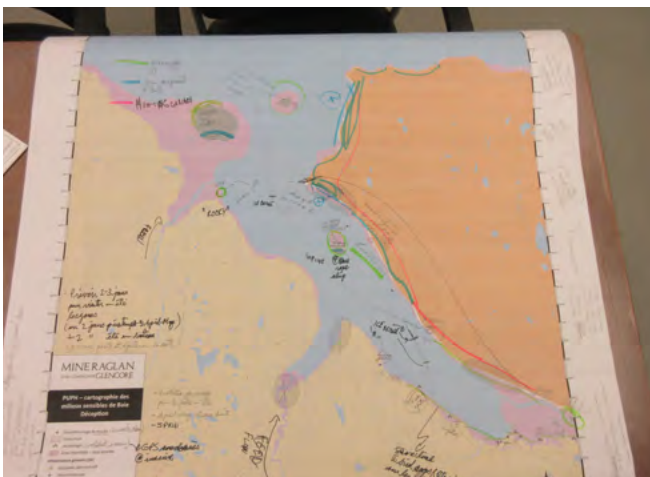
Performance Indicators	2023 Goal	2023 Results
Prevention of events with minor or major consequences	1,500 ¹	1,511 ¹
Prevention of events with hands and fingers	500 ^{1,2}	281 ¹
Situations where a risk is corrected by an employee before an incident occurs (hazard conditions)	2,500 ¹	7,442 ¹
Stoppage of work that could pose a risk of injury or property damage	400	1,949

1 Data represent frequency rates per million hours worked

2 Incidents without consequence are situations where a worker could have get hurt, but happily, there was no injury. In our declaration culture, we want our workers to feel comfortable to report these situations, so we can improve our work techniques to make them as safe as possible. The greater the number of incidents without consequence reported, the better we can understand the hazards and prevent them. We want to increase the prevention of events with hands and fingers, because the are the site of injury in over 50% of our reportable accidents.

Collaborative Mapping of Sensitive Areas

On March 10, 2023, our emergency measures coordinator, Inuit partners and land users joined forces to conduct a preliminary exercise aimed at improving conversations about sensitive Salluit Aippangat (Deception Bay) environments, such as unidentified bird nesting areas and campsites. As a result of the productive exchanges, we are planning a field visit to integrate photos into the map and improve how we protect the area.



Celebrating Aboard the MV Arvik I

Inaugurated two years ago, the MV Arvik I organized a special celebration for the *Ice Bridge Guys*. The team manages the construction and maintenance of the ice bridges, ensuring safe travels between Salluit and Salluit Aippangat (Deception Bay) and the safety of all land users. Their work reaffirms our ongoing commitment to the safety and value of every land user.



Environment

Three times a year, monitoring campaigns are organized, using helicopters, to collect surface water and dust samples, in accordance with standards imposed by the Ministère de l'Environnement, de la Lutte contre les changements climatiques, de la Faune et des Parcs (MELCCFP). These operations enable us to better assess and control the potential effects of our mining activities on nearby waterways and the atmosphere.



We also launched a project with technical experts to improve the quality of the water treatment that our operations require.

Performance Dashboard

Overall goals

Responsibly reduce and mitigate our impacts on the environment
 Seek opportunities to avoid any net loss of biodiversity
 Protect and restore the ecosystems in which we operate

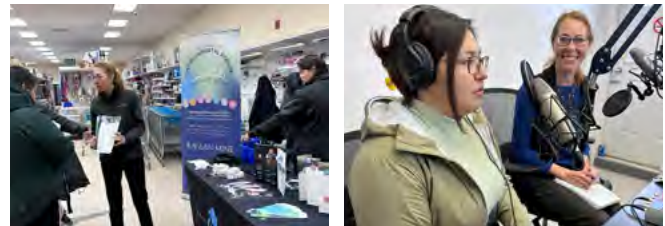
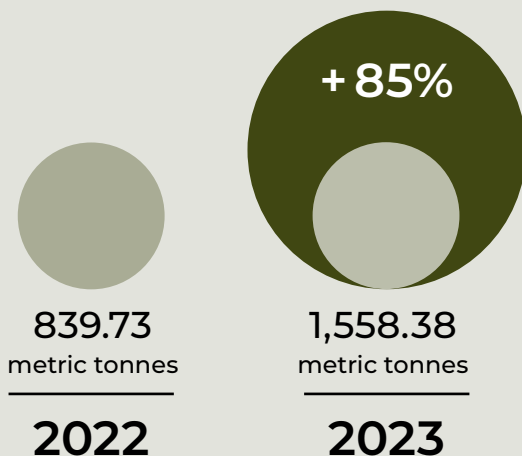
Raglan Agreement goals

Facilitate the development and operation of Raglan Mine in an efficient and environmentally conscious way
 Include discussions on the mine's environmental impacts
 Monitor and remedy the mine's unforeseen impacts

Performance Indicators	2023 Results	Compared to 2022
Number of Inuit participating in environmental monitoring activities	1 environmental monitoring officer from Salluit	=
Number of dust complaints in the Katinniġ/Donaldson areas	0	=
Number of participants at the Environmental Forum	200 participants (including Salluit and Kangiqsujuaq)	↑
Number of locations where community members can safely and properly dispose of their waste	3	=

Metal Recovery

In 2023, our teams launched several initiatives focused on recovering the metals that our activities, equipment and industrial waste produce. Through these efforts, which included cleaning up storage sites and recovering hydraulic hoses, we collected 1,558.38 metric tonnes of metals, an increase of 85% compared to 2022.



Environmental Forum

Every year, Raglan Mine organizes meetings in Salluit and Kangiqsujuaq to converse with community members and land users.

These forums cover a wide range of topics, including biodiversity, water and air quality, waste management and energy. Participants raise ideas and concerns that are crucial for the continuous improvement of our environmental practices.



Raglan Mine is proud to take part in **Towards Sustainable Mining (TSM)** initiatives and to have renewed its ISO 14001 certification for another year.



Energy Management and Climate Change

A worldwide energy transition process is required to reach our climate goals. Raglan Mine supports the move towards a low-carbon economy.

Technological evolution and favourable government policies are needed, however, to make this transition possible.

Our ambition hinges on having such a supportive framework in place and is focused on competitively and efficiently reducing industrial emissions.



A Burst of Energy

A while back, we submitted preliminary information for a wind turbine addition project to the provincial administrator of the James Bay and Northern Quebec Agreement as well as to the *Direction de l'évaluation environnementale des projets industriels, miniers, énergétiques et nordiques*. As a result, we have been instructed to prepare an impact study in 2024,

paving the way for a potential expansion of wind power at Raglan Mine for years to come.

Performance Dashboard

Overall goal Support the transition by supplying the metals needed for tomorrow's energy system, while continuing to meet today's energy needs responsibly

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

Performance Indicators	2023 Results	Compared to 2022
Tonnes of greenhouse gas (GHG) saved through our two wind turbines	10,728 tonnes	↑
Number of litres of diesel saved through our two wind turbines	3,845,000 litres	↑

* This figure is calculated using the Quebec provincial emission and conversion factors guideline.

In 2023, our two wind turbines saved the equivalent, in GHG and diesel, of taking off the road:

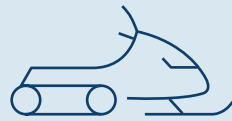


or



2,795

cars



10,680

snowmobiles





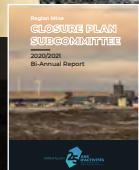
Mine Closure Planning

We plan to continue our operations for at least another twenty years. However, mine closure is a crucially important step that requires rigorous planning to minimize environmental and social impacts once operations end.

At Raglan Mine, this process is governed by strict regulation and done in close collaboration with local communities, and Inuit partners in particular.

Mine Closure Plan

Raglan Mine's Closure Plan Subcommittee has made significant progress towards its four main goals for 2022–2023. The subcommittee established clear governance structures and review guidelines for the mine.



Performance Dashboard

Overall goal

Integrate closure planning throughout the mine's active life to achieve the creation of safe, stable territories and obtain sustainable results in line with Glencore's *Just Transition Principles*

Raglan Agreement goals

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

Include discussions on the mine's environmental impacts

Monitor and remedy the mine's unforeseen impacts

Establish an ongoing working relationship among the parties to the agreement.

Performance Indicators

2023 Results

Compared to 2022

Number of informational events
organized with community members

1 participation and 1 presentation

↓

Number of official Closure Plan Subcommittee meetings held

5

=



Abitibi Welcomes the Closure Plan Subcommittee

The Closure Plan Subcommittee travelled to Abitibi to visit several key sites. In Rouyn-Noranda, committee members explored the Université du Québec en Abitibi-Témiscamingue (UQAT)'s research laboratory, where tests are being conducted on membranes designed to cover tailings facilities, a technology that could be adopted in our closure plan. They also visited the First Peoples Pavilion at the Val-d'Or campus as well as Goldex Manitou's former mine site.

UQAT Climate Research for Raglan Mine

UQAT is working with organizations such as TERRE-NET, Ouranos, the Ministère des Ressources naturelles et des Forêts du Québec, and Natural Resources Canada to determine the future climatic conditions (normal and extreme) at Raglan Mine.

The research aims to prevent and mitigate long-term impacts of climate change on site restoration systems.



The fishing trip with Salluit elders, which takes place at Lake Pangaligiak, allows Sallumiut to reconnect with this traditional place and is a rich learning experience for our employees.

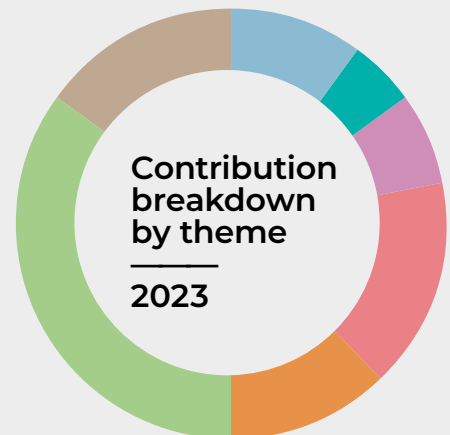


Social Performance

Making a Difference

In 2023, initiatives benefiting Nunavik and southern communities were valued at **\$1,106,000 CAD.**

Education	10%
Entrepreneurial development and economic diversification	5%
Health	7%
Culture	16%
Social issues	12%
Environment/research and development	35%
Other	15%



Performance Dashboard

Overall goal

Be a trusted partner and support socioeconomic development

Raglan Agreement goals

Ensure that Inuit beneficiaries, particularly those from Salluit and Kangiqsujuaq, derive direct and indirect social and/or economic benefits

Establish an ongoing working relationship among the parties to the agreement

Performance Indicators	2023 Results	Compared to 2022
Number of meetings with the Raglan Committee and its subcommittees		
Raglan Committee	6	↑
Mine Closure Subcommittee (Rouyn-Noranda/Laval/Salluit/Mine site)	5	↑
Akkivik Subcommittee	1	=
Community visits to the mine site	1	↑
Percentage of tenders to which an Inuit company was invited to bid		
	26.7%	↑
Share of contracts awarded to Inuit companies in 2023		
	60%	↓
Number of Facebook posts addressed to Inuit communities		
	366	↑

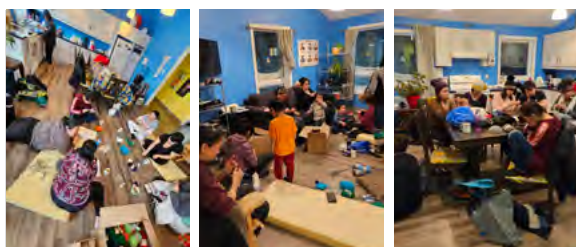


Akkivik

Fostering Development

Launched in 2018, Akkivik, which means “to give a leg up” in Inuktitut, is a community service program involving representatives from Salluit and Kangiqsujuaq, as well as Raglan Mine. It supports projects that foster long-term social and economic development in our two host communities.

In 2023, alongside our partners, we helped finance the launch of 16 new projects to be completed in 2024. Here are a few of them:



Mianirsivik

At Mianirsivik Family House, located in Kangiqsujuaq, women learned to make traditional Inuit hats called nasaqs.



Nirivik

Thanks to Nirivik, students from Kangiqsujuaq learned to manage kitchen tasks while preparing healthy snacks for their 200 fellow Arsaniq school students.

This program, which has been in place for several years, has been growing steadily.



Exceeding our Commitments

Every year, we provide our host communities with more than just financial contributions. We provide support and additional resources including, for example, rescue and recovery services for snowmobile accidents or hunters on their way to Salluit Aippangat (Deception Bay).



Equipment Transport Aboard the MV Arvik I

Raglan Mine offers residents of Salluit and Kangiqsujaq free transport of materials on the MV Arvik I on trips heading north, subject to space availability. This service is intended for projects that benefit the community as a whole rather than personal interests.



Proud Finalists!

Thanks to our successful collaboration with the communities of Salluit and Kangiqsujaq, our trail marketing project was a finalist for the Towards Sustainable Mining (TSM) award.

The project aims to make the trails used daily for hunting and fishing safer by marking them with flags.

Over the last five years, our financial support for this initiative has contributed to the safety, livelihoods and autonomy of local communities.



→ To acknowledge our partners' important contribution to this award nomination, we presented them with a souvenir plaque.

Right of First Refusal Clause

The right of first refusal clause included in the Raglan Agreement gives the Inuit parties priority access to Raglan Mine's occasional surplus.



A Wonderful Visit!



On October 1, we were delighted to welcome members of the Salluit and Kangiqsujuaq communities to the mine site.

Provided for in the Raglan Agreement, this visit enabled our guests to learn more about our activities, the Stope School and our decarbonization plan.

In the fall of 2023, we also welcomed Grade 12 students from Salluit's Ikusik School. It was an opportunity to talk to young Inuit, share with them about life at the mine and hear how they see the world.



Engaged Up North and Down South

In addition to our main activities that take place in Nunavik, we also supported a number of initiatives in the southern part of Quebec this year, including:

Northern Lights Conference



Salluit Music Festival



Kangiqsujuaq Music Festival



Abitibi Tour (via Glencore)



Rouyn-Noranda Huskies



Festival des guitares du monde



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Our Supervisors Immersed in Inuit Communities

In 2023, Raglan Mine started offering new supervisors intensive one-week training programs in Salluit or Kangiqsujuaq rather than at the mine site.

Supervisors get a chance to immerse themselves in Inuit culture and experience daily life alongside local communities.

- One of the cohorts based in Kangiqsujuaq was treated to the sounds of a choir of young Inuit performing traditional songs and joined in a dogsledding activity.

A Direct Line

The call box was installed in 2023 at km 25 to let users in the area reach Raglan Mine’s dispatch service directly if needed.



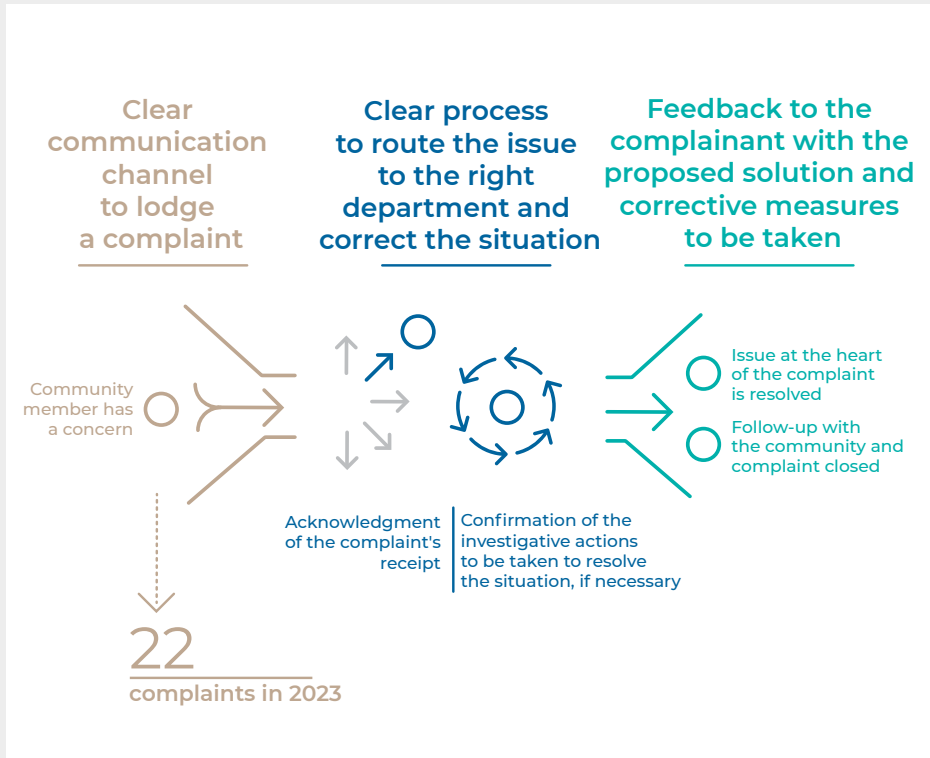
Giving Back

Aimed at our employees and their families, the *Giving Back* sponsorship program is designed to encourage people to get involved, on their own or as a team, in sports, arts, culture and social causes. In 2023, \$25,000 was donated through the program.



Unniluk

Complaints Management Procedure



We have introduced an improved complaints management process, developed in collaboration with the Raglan Committee's Inuit partners. The process, called "Unniluk" in Inuktitut, covers all stages of a complaint, from its receipt and investigation until its conclusion.

Liaison officers in Salluit and Kangiqsujuaq now act as the process main contact points. Third-party intervention, assessed on a case-by-case basis, will be requested only if necessary.

This process is based on the UN's internationally recognized Guiding Principles on Business and Human Rights (UNGPs).



→ Raglan Committee members

A Wind of Change

In the fall of 2023, more than 60 Raglan Mine employees took part in a contest to name Mining Project 14. In December, the Raglan Committee unanimously selected the name Anuri, which means “wind” in Inuktitut, as a symbol of the change, vigour and evolution that the new mine brings.





Human Rights

Raglan Education Fund

In accordance with the Raglan Agreement, in 2023, the Raglan Education Fund distributed \$35,000 in scholarships to Nunavik students who are pursuing post-secondary, college, or university studies.

* Under the Raglan Agreement, Raglan Mine must contribute a minimum of \$50,000 annually to the Fund. Residual funds of \$15,000 for 2023 will be distributed in 2024 to education-related community projects.

41
Nunavimmiut
students received
a scholarship
in 2023.

Performance Dashboard

Overall goal

Respect the dignity and fundamental rights of our employees and business partners, and the communities in which we live and work, and ground our approach in cultural heritage awareness

Raglan Agreement goals

Facilitate the fair and meaningful participation of Inuit beneficiaries, particularly those from Salluit and Kangiqsujuaq with respect to the mine
Ensure that Inuit beneficiaries, particularly those from Salluit and Kangiqsujuaq, derive indirect social and/or economic benefits from the mine

Performance Indicators	2023 Results	Compared to 2022
Value of traditional foods purchased by Raglan Mine to support tangible and intangible cultural heritage efforts	\$9,265	↑
Retention rate for Inuit involved in training programs	86%	↓
Proportion of the mine site's workforce who are Nunavimmiut	17%	=
Number of Inuit employees who completed a training program in 2023 (Stope School, RIDE, etc.)	13 employees	↑
Number of initiatives and services implemented to support Inuit employees and their families (free phone calls, affordable internet, etc.)	12	=
Number of Inuit employees in supervisory positions or in career development paths	74	↓

Equality, Diversity and Inclusion

39%

of women employees are **Nunavimmiut**

243

women employees are **based in Nunavik**

22%

of our Raglan Mine's total workforce are **women**

63

women employees are **based in the south of Quebec**

306

women are **working for Raglan Mine** (and directly employed by the company).

3

women hold **executive positions with Raglan Mine**



The number of women working at Raglan Mine has steadily increased over the years.



What is Tamatumani?

Created in 2008, Raglan Mine’s Tamatumani program (which means “new start” in Inuktitut) aims to attract and retain as many Inuit workers as possible.

It oversees the entire hiring process for the Nunavimmiut, provides basic and technical training, and supports the onboarding of new local employees.

Amounts invested in the Tamatumani program

\$3.8M in 2023

\$43M since its creation in 2008

Programs Offered

Stope School Training program intended for Inuit individuals with no mining experience who wish to become underground miners.

Apprenticeship Service adapted to a vast array of trades that consists of helping Inuit employees in their apprenticeship by matching them with experienced employees.

RIDE Program Program that aims to accelerate the progression of qualified and motivated Inuit employees to higher-responsibility positions.

Personalized Training Customized training program for heavy equipment mechanics, operators, welders and more to give Nunavimmiut the tools they need to achieve their goals.

Core Skills Development Service providing support to Inuit employees in their professional skills development efforts, in accordance with their specific needs: reading, writing, maths, computer tools, etc.





A Few Employees Who Graduated in 2023

Leena Yates | Kangirsuk
Miner

Sarah Puxley | Salluit
Miner

Richard Weetaltuk | Chisasibi
Heavy Equipment Operator
Surface Services

Joanasi Genes | Salluit
Heavy Equipment Operator
Surface Services

Gary Annatok is our latest employee to benefit from our RIDE program.

Upon completion of his individualized training journey, Gary will become a Class 1 Development Miner.





Family Days

Raglan Mine held its 2023 Family Days in Salluit, Kangiqsujuaq, Rouyn-Noranda, Montréal and Québec City. Over 1,200 people took part in the events, organized to celebrate the contribution that our teams and their families make to our success.



National Day of Truth and Reconciliation

On September 30, we commemorate the history of residential schools and honour the survivors and their families. In 2023, to create our employees' shirts, we collaborated with Inuit artist Olivia Ikey and children from Tasiutigiiit, a non-governmental organization that helps adopted Indigenous children. Olivia donated her entire fees to Tasiutigiiit.

For more information, visit tasiutigiiit.org.

Nursuti Inuit Business Development Hub

Run by local Inuit leaders with financial support from Raglan Mine, the Hub supports Inuit businesses in the villages of Salluit and Kangiqsujuaq with the tools, know-how and network to help them flourish.

Nursuti, an Inuit Business Development Hub, was launched in July 2023 to:

Increase the value of contracts that Raglan Mine awards to Inuit businesses.

Stimulate the development of Inuit entrepreneurship, independent of the mine.





This material does not purport to contain all of the information you may wish to consider. Certain descriptions in this material are oriented towards future events and therefore contains statements that are, or may be deemed to be, “forward-looking statements” which are prospective in nature. By their nature, forward-looking statements involve known and unknown risks, uncertainties and other factors which may cause actual results, performance or achievements to differ materially from any future event, results, performance, achievements or other outcomes expressed or implied by such forward-looking statements. No statement in this material is intended as any kind of forecast, guarantee or prediction of future events or performance and past performance cannot be relied on as a guide to future performance. Except as required by applicable regulations or by law, Glencore and its affiliates are not under any obligation, and expressly disclaim any intention, obligation or undertaking, to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise.

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QUESTIONS OR COMMENTS → inforaglan@glencore.ca

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