SOCIAL AND ENVIRONMENTAL RESPONSIBILITY REPORT

Nunavik Nickel Project

2025

NUNAVIKNICKEL

CANADIAN ROYALTIES INC.

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INTRODUCTION NOTE

We are pleased to present our 2025 **Social and Environmental Responsibility Report.**

Focusing on four central themes, this report outlines **the results attained in 2025** regarding our commitments and illustrates Canadian Royalties' (CRI) dedication to conducting operations ethically by harmonizing mining performance, environmental stewardship, and sustainable community relationships.

Here is an overview of the programs and policies addressed in this report :

Initially, an **Environmental Monitoring Program (EMP)** and a series of mitigation measures were established and have been in effect for several years, subsequent to the **environmental and social impact assessment** conducted in 2007.

For water management, we implement a **water stewardship policy** that guarantees meticulous oversight of water designated for operations and watershed planning.

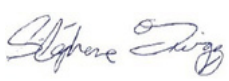
Moreover, we safeguard northern biodiversity through the implementation of a **Fauna and Flora Protection Plan (FFPP)** and by conducting environmental monitoring informed by biological inventories completed during the impact assessment.

In addressing climate change, we have implemented a **climate strategy** that guides our efforts toward a systematic reduction in greenhouse gas emissions.

Finally, we engage in an ongoing dialogue with Inuit communities, particularly through the **Nunavik Nickel Agreement** and various social, cultural, and educational initiatives designed to enhance the positive impact of the project for the communities of Kangiqsujuaq, Salluit, and Puvirnituq.

CRI's **Nunavik Nickel Project** (NNiP) focuses on the extraction of nickel and copper, and is situated approximately 80 km west of Kangiqsujuaq, and around 140 km southeast of Salluit, in Northern Quebec. The NNiP began in 2008 with the discovery of the Mesamax, Expo, Méquillon, and Ivakkak deposits. The Allammaq and Puimajuq deposits were later incorporated into Global Certificate of Authorization No. 3215-14-007, granted by the Government of Quebec.

As a member of the Quebec Mining Association, we are committed to the **Towards Sustainable Mining** (TSM) standard.



Stéphane Twigg
Director of Environment

WATER STEWARDSHIP

2025 RESULTS

Target 1 : Water Consumption Rate per Ton of Ore Processed

The water supplying the NNiP ore processing plant, which converts ore into copper and nickel concentrates, is sourced from **Bombardier Lake**. CRI has set a target utilization rate per ton of processed ore, predicated on the optimal recirculation of mine water based on technical and economic feasibility. The target in m^3/t pertains to the water entering the ore processing plant process, rather than the total volume of water extracted from Bombardier Lake.

The total water withdrawal from Bombardier Lake is incorporated into the EMP (monitoring #1) of the NNiP; the results are communicated to the MELCCFP and the Inuit communities in the annual EMP report. CRI remits the required royalties to the Quebec government annually, as stipulated by the Regulation respecting the declaration of water withdrawals.

Table 1 : Performance of the Target Water Usage Rate per Ton of Ore Processed

MONTH	TARGET 2025 (M^3/T ORE)	RESULT (M^3/T ORE)
January	0.39	0.28
February	0.20	0.17
March	0.20	0.12
April	0.10	0.07
May	0.10	0.11
June	0.10	0.11
July	0.20	0.21
August	0.20	0.15
September	0.10	0.10
October	0.10	0.03
November	0.10	0.04
December	0.10	0.05

The target was met for most months of 2025 due to the strong performance of the new pit water treatment plant using softening.

As a result, the amount of water withdrawn from the tailings pond for reuse at the concentrator exceeded the planned amount, leading to a lower freshwater utilization rate.

For 2025, the amount of water withdrawn from Bombardier Lake and sent to the concentrator was **206,960 m^3**. In total, for the entire site, withdrawals from Bombardier Lake amounted to **315,172 m^3**.

Target 2 : Volume of Water Processed by Mine Water Treatment Plants (WTP)

For each mining site within the NNiP, runoff water is collected in one or more basins and subsequently treated by a WTP prior to its release into the environment. The NNiP is equipped with four WTPs, with the Mesamax facility treating water from two other mining sites (Allammaq and Puimajuq). Based on the annual volumes of water requiring treatment at each mining site, specific targets have been established for each location.

Table 2 : Performance for the Treated Water Volume Target for Each WTP

WTP	TARGET 2025 (M^3)	RESULT (M^3)
Expo	1,300,000	1,986,253
Mesamax	400,000	406,518
Méquillon	200,000	201,994
Ivakkak	130,000	223,325

Each of the targets was met or **exceeded**.

Target 3 : Adherence to Regulations Regarding Discharged Mining Effluents

The quality of the water treated and subsequently discharged (effluent) into the environment by the NNiP mining water treatment units is incorporated in the EMP (monitoring #3). This quality monitoring is conducted at varying frequencies:

- Continuous monitoring of pH and flow rate.
- Analyses conducted in an accredited laboratory three times per week, once per week, and once per month for various groups of physicochemical parameters (metals, suspended solids, nitrates, sulfates, etc.).
- Monthly bioassays for acute lethality on Oncorhynchus mykiss and Daphnia magna conducted in an accredited laboratory.

CRI strives for complete compliance with all requirements applicable to each of the WTPs, including Metal and Diamond Mining Effluent Regulations, Directive 019, Depollution attestation, and authorizations issued for WTP operations.

Table 3 : Compliance Rate for Applicable Requirements for Each WTP

WTP	TARGET	RESULT
Expo	0	0
Mesamax	0	0
Méquillon	0	0
Ivakkak	0	1

The final effluent from Ivakkak showed one non-compliance over the entire treatment period, from June to October 2025. Continuous pH monitoring indicated a pH more alkaline than the discharge standard for 10 minutes on September 26. The results and the corrective action plan were communicated to government authorities.

A Look Back at the 2025 Goals

Table 4 illustrates the progress of the primary water management objectives established for 2025.

Table 4 : Progress Toward the Objectives Established for 2025

OBJECTIVE	PROGRESS REPORT
Conduct an analysis aimed at increasing the volume of water pumped from the Expo pit by treating it at the Expo site's water treatment plant.	**Completed** - This enabled the installation of a new pumping line and the treatment of a significant volume of water from the Expo pit at the Expo treatment plant during the summer.
Conduct a feasibility assessment of introducing treated sanitary effluent from the future WTP into the process water of the ore treatment plant.	**Partially completed and put on hold.**
Establish a tracking log for freshwater usage in the mines as well as the volume of water discharged, if applicable, which will increase understanding of water usage at satellite sites	**Completed.**
Conduct pilot tests on the use of water from mining site collection ponds for underground drilling to replace fresh water from Bombardier Lake, with the goal of achieving 100% reuse of mine water during the summer for this type of water consumption.	**Completed** - A network was established at the Mequillon site, which reduced the amount of fresh water transported by truck during the summer.

2026 OBJECTIVES

In addition to maintaining current targets, here are the main water management objectives for 2026:

1. Reduce the freshwater usage rate per ton of processed ore to 0.08 m^3/t.
2. Analyze the freshwater consumption rate at the Deception Bay camp to identify potential reductions.
3. Identify the technology to be tested in 2027 to further reduce nickel in the effluent from a water treatment plant to move closer to the Environmental Discharge Objectives.
4. Improve the quality of freshwater transport records at mining sites.
5. Increase the rate of mine water reuse in underground mines.



BIODIVERSITY CONSERVATION

Theme 1: Improving the Knowledge Base

Action 1: Continuing flora inventories



Additional inventories of species with vulnerable status were conducted in 2025, specifically for plant species of the genus Draba.

The 2024 results were submitted to the MELCCFP in 2025, and the 2025 results will be submitted in 2026.

In addition, visual markers will be installed near identified plants with a vulnerable status to protect them from trampling, as provided for in the Fauna and Flora Protection Plan (FFPP).

Status: Completed ✓

Action 2: Continuation of the caribou observation log in the Mequillon sector and inclusion of workers' observations

The Department of Environment continued to maintain a caribou sighting log from June through the end of August, covering their migration period. The number of individuals, their description (male, female, calf), and the direction of their movement are recorded. In 2025, workers from other departments were encouraged to also record their sightings to get a more complete picture of the caribou population.

This monitoring is included in the NNiP's EMP (monitoring 18); the results are shared with the MELCCFP and Inuit communities in the annual EMP report.

Status: Completed ✓

Theme 2: Biodiversity Prevention and Protection Actions

Action 3: Monitoring the free movement of fish through the NNiP culverts

Monitoring of fish passage in the NNiP culverts was conducted in 2025 by CRI environmental technicians on three occasions between June and September. To do so, various measurements were taken upstream and downstream of the culvert, including water depth and flow velocity, and general observations were made to identify potential obstacles to fish passage (e.g., rocks that may have fallen from the road).

The depth and velocity measurements are compared with reference values to ensure that fish can pass through the culvert from downstream to upstream, and thus move freely between the water bodies surrounding the NNiP roads.

This monitoring is included in the NNiP EMP (Monitoring Action 12); the results are reported to the MELCCFP and Inuit communities in the annual NNiP report.

Status: Completed



Action 4: Conduct spawning ground monitoring

Monitoring of the Arctic char spawning ground located near the Puimajuq road crossing was conducted by CRI environmental technicians in the summer of 2025. To do so, stations (ten 1 m x 1 m quadrats) were characterized to assess the substrate, current velocity and depth, thereby confirming that the site remains suitable for fish spawning despite the construction of the crossing. Weekly samples for suspended solids concentration in the water are also collected.



This monitoring is included in the NNiP's EMP (monitoring 14); the results are reported to the MELCCFP and Inuit communities in the annual EMP report.

Status: Completed

Action 5: Awareness-raising activities

In 2025, the Department of Environment conducted 110 toolbox-style workshops for employees across various departments, reaching 1,175 workers. This represents more than double the number of workshops held and workers reached compared to 2024. Email updates and posters about biodiversity conservation were also distributed. Topics covered included driving guidelines when caribou are near roads, as well as the importance of not feeding wildlife.

The daily radio reminder during the caribou migration period, introduced in 2024, continued in 2025. This message, broadcast by the CRI dispatcher via the in-vehicle radio channels, aims to raise workers' awareness of best practices to follow when caribou are present on the road to prevent collisions.

Additionally, road signs were installed to remind drivers to be vigilant for caribou during the migration period.

Status: Completed





Action 6: Reduction of road traffic during the peak period of caribou presence

A traffic reduction measure was implemented in late July to make the Expo-Ivakkak road safer for caribou crossing during a potentially sensitive period. This measure consisted of a suspension of ore transport by double-trailer trucks from July 28 to August 1, with operations resuming on August 2.

Status: Completed

Action 7: Shoreline cleanup at Deception Bay

The resumption of the annual debris cleanup in the tundra scheduled for 2025 could not be carried out. However, a cleanup of the shoreline at Deception Bay, outside CRI's facilities, was carried out in 2025 by staff from CRI's Department of Environment.

Status: Partially completed

Action 8: Development of an autonomous power supply for bird scarers at the Ivakkak and Puimajuq sites

The NNiP mitigation measures call for the installation of bird deterrent devices near the mine water ponds. The location of some of these devices, which are not near a power source, requires a self-powered system that operates continuously throughout the summer season. In 2025, an autonomous power solution was implemented at the affected sites, namely Puimajuq and Ivakkak. The devices were also reinstalled at the Expo, Mequillon, and Mesamax sites.

Status: Completed

Action 9: Nest inventory prior to the installation of two wind turbines

A specific nest inventory was conducted on June 1, as part of the planned work for the installation of two wind turbines, carried out within five days prior to the start of construction, in accordance with the requirements of the FFPP. The inventory covered the area directly affected by excavation work and the construction of the access road. Listening and transect methods were used.

Several bird species were heard or observed. However, no nests or evidence of nesting were identified in the surveyed area. No specific nest protection measures were required prior to the start of construction.

Status: Completed



Theme 3: Mitigation and Compensation Measures

Action 10: Continued development of the Program for Environmental Improvement in Inuit Communities (PEIIC)

CRI offsets the encroachment on wetlands associated with NNiP activities through the Program for Environmental Improvement in Inuit Communities (PEIIC), in partnership with the Kativik Regional Government (KRG) and the Peatland Ecology Research Group (PERG) at Laval University. In 2025, planting and seeding were carried out on restored sand pit sites in Puvirnituq and Kangiqsujuaq; a follow-up on revegetation will be conducted in 2026. An additional sand pit was also restored in Puvirnituq.

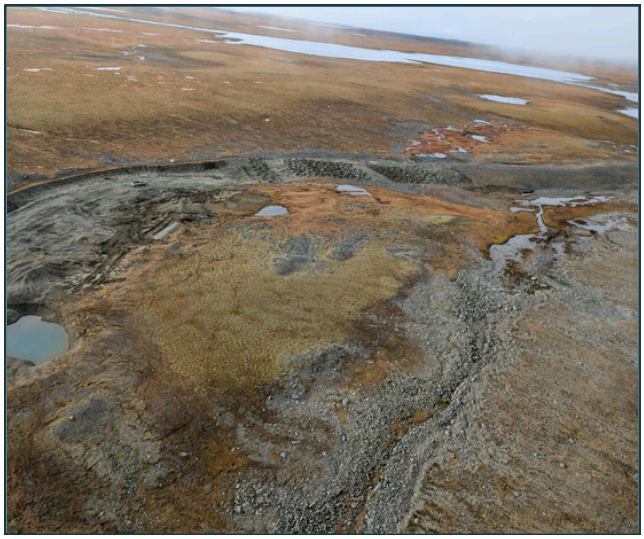
Thus, CRI provides financial support for these projects, which are led by and for the communities. KRG is continuing discussions with the villages of Kangiqsujuaq, Puvirnituq, and Salluit regarding the next steps for these projects and the development of new ones.

This monitoring is included in the NNiP's EMP (monitoring 19); the results are reported to the MELCCFP and the Inuit communities in the annual EMP report.

Status: In progress

Action 11: Implementation of vegetation restoration methods at one of the NNiP sand pits

A PERG expert visited the NNiP facilities in September. Rough-and-loose soil preparation, which aims to facilitate revegetation, as well as the installation of bio-crusts collected from undisturbed sites adjacent to the esker, were carried out at one of the NNiP sand pits (named Esker 9).



This area is not included in the PEIIC compensation program, as it involves the restoration of the CRI facilities themselves, but it is included in the PERG research project to provide additional context for revegetation methods. Monitoring of the revegetation will be conducted in 2026 and subsequent years.

Status: In progress

Theme 4: Consultation, Information, and Stakeholder Engagement

Action 12: Information program in Inuit communities

Two representatives from CRI's Department of Environment visited the three Inuit villages that are signatories to the Nunavik Nickel Agreement in April and May 2025 (Kangiqsujuaq, Salluit, and Puvirnituq) to present the department's activities and the results of the environmental monitoring program, as well as to gather any environmental concerns.

This monitoring is included in the NNiP's EMP (monitoring 35); the results are reported to the MELCCFP and the Inuit communities in the annual EMP report.

Status: Completed

Action 13: Consultations on mining projects – wildlife component

In 2025, consultations continued with stakeholders through the committees established under the Nunavik Nickel Agreement (Impact and Benefit Agreement) and the distribution of a quarterly newsletter regarding various CRI projects. Stakeholders are invited to express their concerns during these meetings, particularly regarding flora and fauna.

Public consultations were also held in the three villages that signed the Agreement in April and May regarding the operation of the Inukshuk mine site and the establishment of a new tailings storage facility. Emphasis was placed on the communities' areas of interest they might wish to include in the impact assessment or the development of specific mitigation measures.

Status: In progress

Action 14: Participation of CRI Inuit employees in environmental monitoring

In 2025, CRI Inuit employees participated in several environmental monitoring activities, including monitoring fish passage at river crossings, monitoring water quality in receiving water bodies, and supporting PERG research conducted at NNiP sites.

Status: Completed

Theme 5: Support for Development Research

Action 15: Contribution to Caribou Ungava

With a view to continuously improving practices, CRI has entered into a partnership with Caribou Ungava, a research program focusing on the ecology of migratory caribou populations. As part of this partnership, CRI is participating in a research project examining the impact of linear structures, such as mining roads, on caribou behavior, through financial contributions and logistical support for the research activities.



A team of researchers was hosted by CRI and was present in the NNiP and Deception Bay areas for several weeks during the summers of 2023, 2024, and 2025.

Status: In progress

Action 16: Contribution to the Peatland Ecology Research Group (PERG)

CRI supports PERG's research through both financial contributions and logistical support regarding vegetation in the lower Arctic.

2026 OBJECTIVES

Theme 1: Improving the Knowledge Base
Continuation of floristic inventories
Maintenance of the caribou observation registry
Environmental Impact Monitoring Study (EIMS) – 5th cycle and monitoring of metal concentrations in the flesh of fish from the Puvirnituq River
Monitoring of the population and mercury concentration in the flesh in fish from Bombardier Lake

2026 OBJECTIVES (CONTINUED)

Theme 2: Biodiversity Prevention and Protection Actions
Monitoring the free movement of fish through the NNiP culverts
Continuation of the awareness-raising initiatives implemented in 2025 and wider distribution of a short video on the biodiversity of the NNiP, with the aim of raising workers' awareness of its importance and fragility despite its low visibility in the northern environment
Maintenance of a traffic reduction period during the peak caribou migration season
Continuation of debris cleanup activities into natural environment
Monitoring of draba herds
Update the Faune and Flora Protection Plan to reflect the findings of the Caribou Ungava research
Theme 3: Mitigation and Compensation Measures
Continuation of the development of the Program for Environmental Improvement in Inuit Communities (PEIIC) and development of a water environment compensation project
Monitoring of revegetation at the Esker 9 sandpit site
Theme 4: Consultation, Information, and Stakeholder Engagement
Continuation of the information program in Inuit communities and consultations regarding mining projects, including wildlife and flora components
Continuation of invitations to Inuit community representatives to participate in environmental monitoring
Preparation of summaries for stakeholders regarding the environmental monitoring of fish in the Puvirnituq River and Bombardier Lake to be conducted in 2026
Theme 5: Support for Development Research
Continuation of the partnership with Caribou Ungava
Continuation of the partnership with PERG
Sharing additional data with the Quebec Biodiversity Project

GHG EMISSIONS MANAGEMENT AND CLIMATE CHANGE

Summary of GHG Emissions

The GHG emissions of NNiP are reported in compliance with the Regulation respecting mandatory reporting of certain emissions of contaminants into the atmosphere (RRMRECA) and are subject to external verification by an accredited firm. CRI also participates in the cap-and-trade emissions system (SPEDE)[1] administered by MELCCFP.

Table 1 presents the emissions reported under the RRMRECA and calculated in accordance with the methodologies established by the latter. These emissions also encompass the total emissions for scopes 1 and 2. The intensity of emissions, based on the ore processed at the concentrator, has been selected as the indicator for 2025. Emissions in 2025 are slightly lower than those in 2024, which were 124,115 t CO_2 eq.

Table 1: Emissions Reported Under the RDOCECA in 2025

EMISSIONS CATEGORIES	EMISSIONS (T CO_2 EQ)	% OF TOTAL EMISSIONS
Electricity generation	86,703	70.6
Combustion in stationary equipment	11,826	10.1
Combustion using mobile equipment	23,070	18.8
Non-specific protocol - Explosive	216	0.2
Non-specific protocol – Incineration of residual materials at LEMN	378	0.3
Non-specific protocol – Refrigerant gas	65	0.1
TOTAL	**122,817**	100
Intensité de production pour le traitement du minerai		0.0739 t CO_2 eq/t ore

*Note: This data is currently undergoing external verification; it may differ slightly depending on the completion of the external verification.

[1] SPEDE (Système de plafonnement et d'échange) is Québec's cap-and-trade program for greenhouse gas emissions, part of the Western Climate Initiative (WCI) linked with California's system.

Table 2 : Carbon Footprint According to the Nickel Institute Methodology

Table 2 illustrates the carbon footprint associated with NNiP copper and nickel production, following the methodology outlined by the Nickel Institute[1]. This footprint is derived from data collected in 2021, the year during which a Scope 3 emissions inventory and life cycle analysis were performed.

The carbon footprint is anticipated to remain comparable in 2025 to that of 2021, because of the consistency of activities between these two years.

EMISSION CATEGORIES	EMISSIONS (T CO_2 EQ)
Scope 1 – direct on-site emissions for diesel[1]	112,879
Scope 1 – Direct on-site emissions for other sources (propane, refrigerant gas, acetylene)	420
Scope 3 – raw materials (including explosives)	40,900
Scope 3 – diesel production	16,104
TOTAL	**170,303**

Energy Management and GHG Emissions Targets and Objectives

Targets and objectives have been established for energy management with a view to avoiding energy waste and limiting GHG emissions.

Energy consumption target for the ore crushing sector

The established energy consumption target is 22.5 kWh/t of crushed ore. The average consumption for 2025 is 21.6 kWh/t of ore. The target was **met** for the year 2025.

Progress on 2025 Objectives

Table 3 presents the progress of the main energy management objectives that were set for 2025 in the previous year's (2024) SER report. Feasibility studies for the installation of an energy storage unit at the Expo site demonstrated that the initiative would have a limited benefit on the NNiP's energy/GHG profile relative to its estimated cost. Consequently, this initiative was abandoned.

[1] Emissions from the Expo site are excluded according to the methodology of the Guide.

Table 3: Progress on the Objectives Set for 2025

OBJECTIVE	PROGRESS
Establish energy efficiency and/or GHG emission targets for key sectors of the NNiP.	Completed
Continue the feasibility study for the installation of an energy storage unit at the Expo site.	Project abandoned
Enhance training for power plant operators to raise awareness and improve understanding of factors influencing energy performance, with the aim of optimizing performance for significant energy uses or emission sources.	Completed
Implement an energy, GHG, and climate change management system aligned with the Mining Association of Canada (MAC) guidelines.	Completed

Table 4 presents the progress made on specific objectives and projects identified during 2025. These objectives are directly part of the process to implement the energy, GHG, and climate change management system aligned with the Mining Association of Canada (MAC) guidelines.

Table 4: Progress on Objectives Set During 2025

OBJECTIVE	PROGRESS
Establish a multidisciplinary committee to oversee decarbonization and energy efficiency initiatives (Energy Committee).	Completed
Implement quarterly awareness activities for employees regarding energy efficiency, GHG emissions, and climate change.	Completed
Establish a baseline year (2023) for monitoring energy and GHG performance.	Completed
Replace two diesel auxiliary heaters with two hot glycol air heaters.	Completed
Install a hot water preheating system for the industrial dishwasher in the cafeteria.	Completed
Install a second plate heat exchanger to preheat water for the dishwashers, reducing diesel consumption.	Completed
Begin construction of two wind turbines at the Expo complex.	Started (see 2026 objectives)

Table 5 presents the energy efficiency and/or GHG emission targets established for the NNiP. Performance against these targets is measured based on data from the 2023 baseline year.

Table 5: Key Performance Indicators for Energy Efficiency and GHG for 2025

KEY PERFORMANCE INDICATORS (KPIS)	ANNUAL TARGET*	PERFORMANCE
Diesel consumption (L)	$\leq$ 48,000,000	✓ (45,825,984 L)
Total GHG emissions (scope 1, 2)	$\leq$ 130,475 tCO_2eq	✓
Progress on the Energy Committee's Action Plan	$\geq$ 80 %	✓
Decarbonization and energy efficiency initiatives completed	$\geq$ 2	✓
Energy Committee Meetings	$\geq$ 3	✓
Training activities on energy, GHG, and climate change	$\geq$ 1	✓
Posters, meetings, and awareness campaigns related to energy efficiency, GHG emissions, and climate change resilience	$\geq$ 3	✓

*The base year 2023 was selected to establish trends for tracking GHG performance. The diesel consumption target is set to aim for a minimum reduction of approximately 1% in total consumption compared to the base year.

2026 OBJECTIVES

The main objective for 2026 is to continue improving performance against the energy efficiency and GHG emission targets set out in Table 5. CRI also aims to complete the following initiatives:

1. Continue the construction of wind turbines at the Expo complex.
2. Expand the glycol-based heat recovery network to other sectors of the NNiP.
3. Quantify all projects monitored by the Energy Committee.
4. Replace the "CAIN" exhaust heat recovery systems associated with the boilers.
5. Install a recycled oil heating system in a section of the plant.

6. Connect the main water tank in the mobile equipment garage to the wash bay to limit unnecessary travel and avoid installing an additional tank.

7. Conduct a technical analysis of an automated ventilation system for the underground portion of the mine.

Climate Change Management

CRI conducted a vulnerability and risk analysis related to climate change for the NNiP facilities and those of future mining projects.

The analysis was based on the MAC's Climate Change Adaptation Guide.

The two main climate hazards for the NNiP are:

- Permafrost thaw
- Heavier precipitation

These hazards are currently being integrated into operational planning



ENGAGEMENT WITH COMMUNITIES OF INTEREST

Inuit Community Information Program and NNiP Perception Assessment Plan

Two representatives from the Department of Environment met with the communities of Puvirnituq, Kangiqsujuaq, and Salluit on April 16, May 5, and May 21, respectively. The topics discussed included:

- Follow-up on comments and concerns raised over the past year
- Management of environmental incidents
- The results of the environmental monitoring program (water sampling, dust sampling, noise and visual impacts at Pingualuit Park, maritime navigation in Deception Bay, caribou observation, etc.)
- Environmental initiatives by various CRI departments and efforts toward the gradual rehabilitation of sites
- Overview of current and planned mining activities

These meetings were designed to be interactive; many questions were asked and answered. The comments and concerns raised were recorded to be considered in the context of the NNiP's activities.

Public consultations were also held during these visits. Their focus was to consult with communities regarding two future CRI projects: the development of the Inukshuk deposit and the establishment of a new tailings storage facility. Information on the NNiP's activities in general was also available, and attendees could share any questions, comments, or concerns regarding the NNiP. The report is available on the CRI website.

A meeting was also held in February with Inuit employees to inform them and discuss about environmental monitoring. A survey on various environmental aspects of the NNiP (importance attributed to and concerns regarding biodiversity, water quality, waste materials, mine site restoration, air quality, climate change, etc.) was completed by the employees present.



Committees Established Under the Nunavik Nickel Agreement

A meeting of the Agreement's signatories was held on June 19, including a tour of the mining facilities. Topics discussed included Inuit employability statistics, environmental incidents, profit sharing, and the mining schedule for the coming years.

Two meetings of the Nunavik Nickel Committee were held on May 12 and October 30. Topics discussed included:

- Occupational health and safety statistics, Inuit employability statistics, and environmental incident statistics
- Discussions regarding the CRI wetland compensation plan and participation in the Caribou Ungava research project to gather feedback and suggestions
- An invitation to participate in the subcommittee for restoration
- The mining schedule for the coming years and future mining projects



Kautapikkut Strategic Roundtable

CRI actively participates in this roundtable, which brings together the Kativik Regional Government, Makivik Corporation, the Nunavik Mining Exploration Fund, Kativik Ilisarniliriniq, the Nunavik Landholding Corporation Association (NLHCA), and Glencore, along with Nunavik organizations.

The mission of this roundtable is to increase the Inuit workforce in Nunavik's mining sector, with a focus on increasing the number of Inuit women and youth,. It meets two to four times a year. Through this participation, CRI seeks to promote and sustain Inuit employment in the mining sector.

Kautapikkut Strategic Roundtable (continued)

Key suppliers to CRI and Glencore participate in one of these meetings to ensure that issues raised by the communities are addressed.

In 2025, CRI participated in the Strategic Roundtable meetings held on January 29 and 30, June 4, and October 28 and 29. The following topics were discussed:

- Sharing and discussing progress on Inuit employability, including updates to the action plan
- Meeting with major suppliers, review of their statistics, and discussion of the challenges faced
- Review of the current pathway for the Inuit workforce in Nunavik, as well as emerging needs and opportunities for support
- Solicitation of feedback on the funding model between the KRG and the mines





Participation in the Nunavik Mining Workshop

Representatives from various CRI departments participated in the Nunavik Mining Workshop, organized annually by the Nunavik Mining Association, which took place April 1–3 in Kuujjuaq. This event allows CRI to present projects and engage with communities on topics such as:

- The environment
- Exploration and mining
- Hiring and training Inuit

Quarterly Newsletter

The quarterly newsletter is emailed to representatives of Inuit communities. It includes, but is not limited to, the following topics:

- Mining production and tailings production data
- Statistics on environmental incidents, including maps of these incidents
- Statistics on the number of Inuit employees
- Environmental monitoring conducted during the period, including photos and other environmental improvement initiatives
- Invitations to participate in meetings, surveys, etc.
- Environmental studies conducted for future mining projects

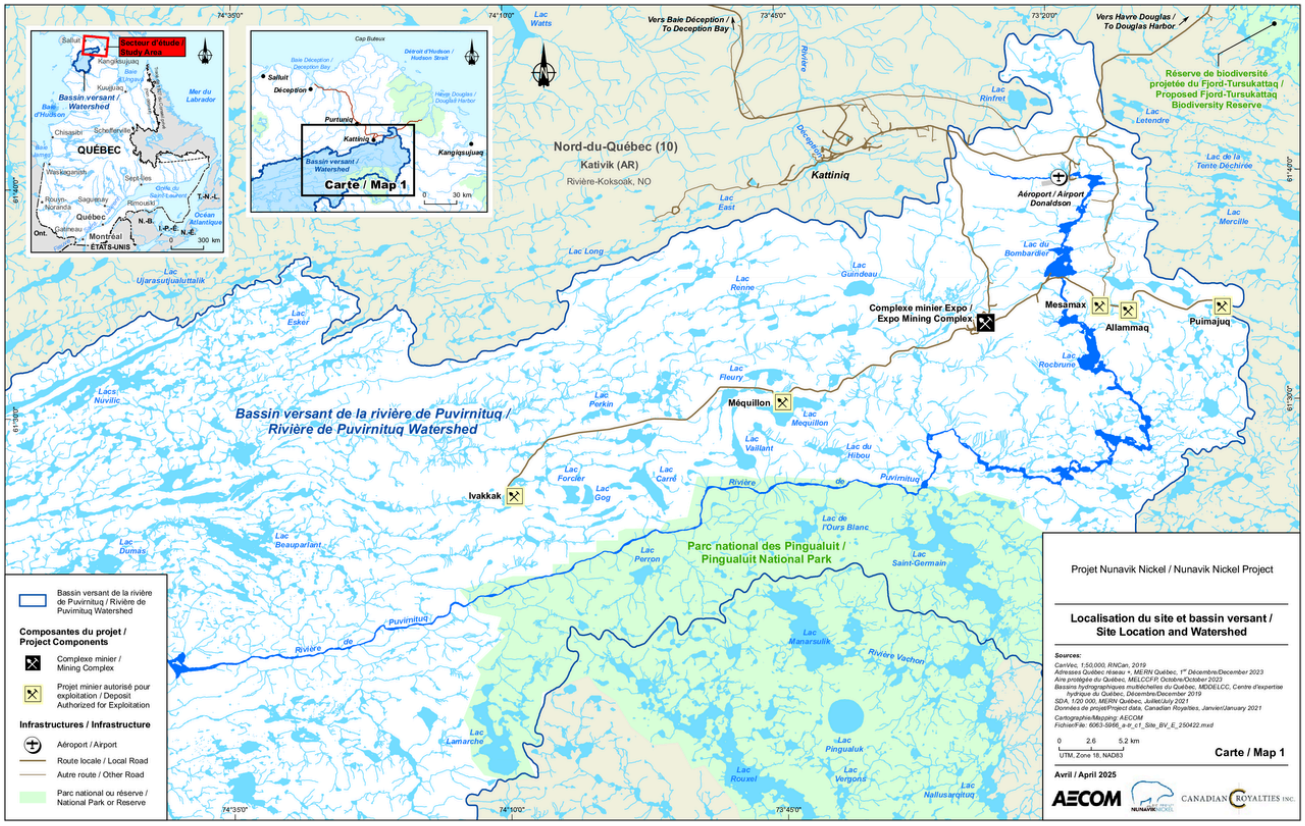
An email address for questions and comments is provided in the newsletter, facilitating communication with the communities.

Ice fishing activity with the elders of Salluit

CRI organizes an annual ice fishing event in collaboration with the village of Salluit, a few kilometers from the facilities in Deception Bay. The event took place on May 26. The theme of this event is to promote intercultural exchange between CRI employees and Salluit residents, particularly the elders.



OUR INFRASTRUCTURES



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