



# Inclusion, Diversity and Environmental Stewardship

ESG PRESENTATION | October 2021



# TRIOLOGY CORE VALUES TRUST, RESPECT, INTEGRITY



**Our corporate social responsibility** is realized through business practices that adhere to our core values of safety, community, communication, teamwork, respect, and integrity.

In implementing our values in all aspects of our operations, we strive to deliver exceptional results to shareholders by developing projects that will bring benefits to all stakeholders.

# TRILOGY CORE VALUES

## Integrity

We strive to conduct ourselves honestly and ethically, including being respectful of timelines and budgets, and taking ownership of everything we do.

## Respect

Our activities will be conducted in a way that mutually respects cultures, customs, social values, laws, and human rights. We also respect the environment by minimizing our environmental impact, conducting our operations in an environmentally responsible manner, and seeking ways to maximize sustainable development.

## Teamwork

The strength of our team does not only lie in our combined experience but our ability to trust each other. We encourage open collaboration and support to produce our best work not as individuals, but as a team.



## Safety

We will provide a work environment where the health, safety and human rights of people are strongly prioritized.

## Community

Through Ambler Metals LLC ("Ambler Metals") (our 50-50 joint venture partnership with South32 Ltd.), we will actively participate in activities and initiatives that promote community growth and well-being. We will develop our community relationships by sharing resources and human talent.

## Communication

Through Ambler Metals, we will actively engage with our host country and communities by understanding and contributing to their vision for a sustainable future.

# FOSTERING INCLUSION, DIVERSITY AND EQUITY IN OUR WORKPLACE

Our people are key to our success. We value and strive to build inclusion, diversity, and equity in our workplace where everyone is valued and can be empowered to achieve their full potential.

## Together, we build trust and are all responsible for:

- Being inclusive and co-operating with one another.
- Knowing what is required to do our job.
- Considering the implications of our conduct.
- Treating others fairly, with respect and dignity, and without discrimination based on race, gender, age, nationality, marital status, ethnic origin, social class, religion, political views, sexual orientation, or disability.



# TRILOGY BELIEVES IN THE VALUE OF A DIVERSE MANAGEMENT TEAM AND BOARD OF DIRECTORS

## Trilogy Metals & Ambler Metals management teams

### Supporting diversity leads to:

- 🌐 The generation of unique points of view, experiences and ideas that add value to the company.
- 🌐 The richness of experience from our diverse management team and board.
- 🌐 These qualities are what makes the company truly unique and gives Trilogy the ability to address issues and challenges in a thoughtful, creative, and respectful way.



**Tony Giardini**  
TRILOGY  
PRESIDENT &  
CEO



**Elaine Sanders**  
TRILOGY CFO &  
CORP.  
SECRETARY



**Richard Gosse**  
TRILOGY VP,  
EXPLORATION



**Patrick Donnelly**  
TRILOGY VP  
CORP. COMMS &  
DEVELOPMENT



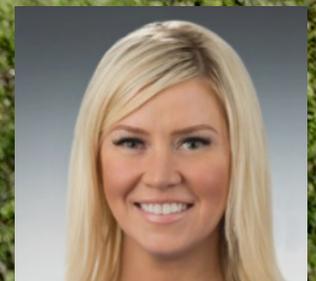
**Ramzi Fawaz**  
AMBLER  
PRESIDENT &  
CEO



**Rebecca Donald**  
AMBLER VP,  
FINANCE



**Kevin Torpy**  
AMBLER  
VP, OPERATIONS



**Shalon Harrington**  
AMBLER EXTERNAL  
AFFAIRS DIRECTOR

# NANA/AMBLER METALS AGREEMENT

**NANA Regional Corporation, Inc.** is an Alaska Native regional corporation created pursuant to the Alaska Native Claims Settlement Act of 1971

NANA Regional Corporation, Inc. owns and manages the surface and subsurface rights of approximately 2.2 million acres of land in Northwest Alaska, including portions of the Upper Kobuk Mineral Projects. NANA shareholders consist of 14,000 Iñupiat people.

- Our team has been working closely with NANA since work on the project was initiated in 2004.
- A cooperative and long-term agreement was signed in 2011, creating a major district for polymetallic exploration and development.
- The agreement consolidates the land holdings of NANA and Ambler Metals into an approximately 427,690-acre land package.



- The agreement provides a framework for the exploration and development of this high-grade and prospective polymetallic belt.
- The agreement is underlain by a mutual commitment to sustainable development.

# NANA/AMBLER METALS AGREEMENT

**Highlights of the agreement** (which considers exploration and potentially development, operations, reclamation, and closure), include:

- An Oversight Committee with equal representation from each party, to regularly review plans and activities on the project;
- The option for NANA to participate as a joint-venture partner or receive a net proceeds royalty upon establishment of any mining operation;
- Commitment from us to promote employment for local hires by fulfilling NANA shareholder hiring and contracting preferences;
- Rights to lease lands for mining operations;
- Payments and net smelter return royalties to NANA for mineral rights and surface use for mine-related infrastructure and facilities;
- A scholarship fund to promote education for youth in the region;
- A Subsistence Committee to protect subsistence and the Iñupiaq way of life; and
- An area of interest within which land acquired by either party will form part of the Agreement.



**In October 2021, we celebrate the 10-year anniversary of our alliance with NANA.**

# COMMUNITY OUTREACH



Given that we operate within the Northwest Arctic Borough (“NWAB”) of Alaska and that the inhabitants of this region have a deep and intimate relationship with the land and the environment, we are committed to community outreach where we visit the home villages of our stakeholders.

Ambler Metals hosts meetings, open houses, and other events to give our stakeholders the opportunity to understand what we are attempting to accomplish at the Ambler Mining District.

During our community visits, we reiterate our commitment to our core values and provide NANA shareholders opportunities to discuss any concerns they may have about the project.

# COMMUNITY OUTREACH

Prior to the COVID-19 pandemic, Ambler Metals was incredibly active in community engagement with visits to the villages of Kobuk, Shungnak, Ambler, Selawik, Kiana, Noorvik and the borough capital Kotzebue. Ambler Metals also visited some of the communities within the Doyon region which could be affected by the proposed Ambler Road that will connect the Upper Kobuk Mineral Projects to the Dalton Highway.

Visits were halted in 2020 due to the COVID-19 pandemic, but they have resumed in 2021 with safety protocols in place.

Summary of 2019 Engagements			
Village Visits – Open House		Community Picnics	
April 8	Kobuk	August 3	Shungnak
April 9	Shungnak	August 10	Ambler
April 10	Ambler	August 12	Kobuk
October 25	Kobuk		
October 26	Shungnak cancelled due to weather		
October 26	Ambler cancelled due to weather		



# SUMMARY OF 2021 ENGAGEMENTS

By Telephone	
COUNCIL / COMMUNITY	DATE 2021
Shungnak Tribal Council	March 2
Kobuk Tribal Council	March 9
Ambler Tribal Council	March 9
Kobuk City Council	March 11
Noorvik Tribal Council	April 8
Noatak Tribal Council	April 13
Kiana Tribal Council	April 27
Kotzebue Tribal Council	May 26
Selawik Tribal Council	June 8



Community meeting in Noorvik, August 11, 2021



Community meeting in Kiana, August 10, 2021

In-Person Village Visits	
COUNCIL / COMMUNITY	DATE 2021
Shungnak Tribal Council & City Council	August 9
Shungnak Community – Public Meeting	August 9
Kiana Tribal Council	August 10
Kiana Community – Public Meeting	August 10
Noorvik Tribal Council & City Council	August 11
Noorvik Community – Public Meeting	August 11
Hughes Community – Public Meeting	August 19
Kobuk Community – Public Meeting	September 22

# AIDEA AND ALASKA ENGAGING WITH NATIVE COMMUNITIES

## Subsistence Advisory Committee Group formed for continued engagement with Alaskan Natives

- In October 2021, the Alaska Industrial Development and Export Authority (“AIDEA”) announced the formation of the Subsistence Advisory Committee (“SAC”) Working Group for the Ambler Access Project, a proposed controlled industrial access road that would provide access to the Ambler Mining District.
- The seven-member SAC Working Group is comprised of five Alaska Native Elders and two representatives from the two Alaska Native landowner regions along the approved route – NANA and Doyon, Limited.

“ Active and continuous collaboration with Alaska Native landowners, tribal leaders, and Elders through this working group and the SAC **will ensure that the Ambler Access Project responsibly co-exists with the subsistence requirements of families and communities** in the region.”

– Alan Weitzner, Executive Director for the Alaska Industrial Development and Export Authority (AIDEA)

“ The announcement of a Subsistence Advisory Committee is a success of collaboration between Alaska Native Elders, landowners, tribal leaders, private sectors and AIDEA...Our state’s success on responsible resource development, as evidenced by the Red Dog Mine project in the Northwest Arctic, depends on Alaskans pulling in the same direction. This important step in **working to build prosperity and opportunity for Alaskans** is welcomed.”

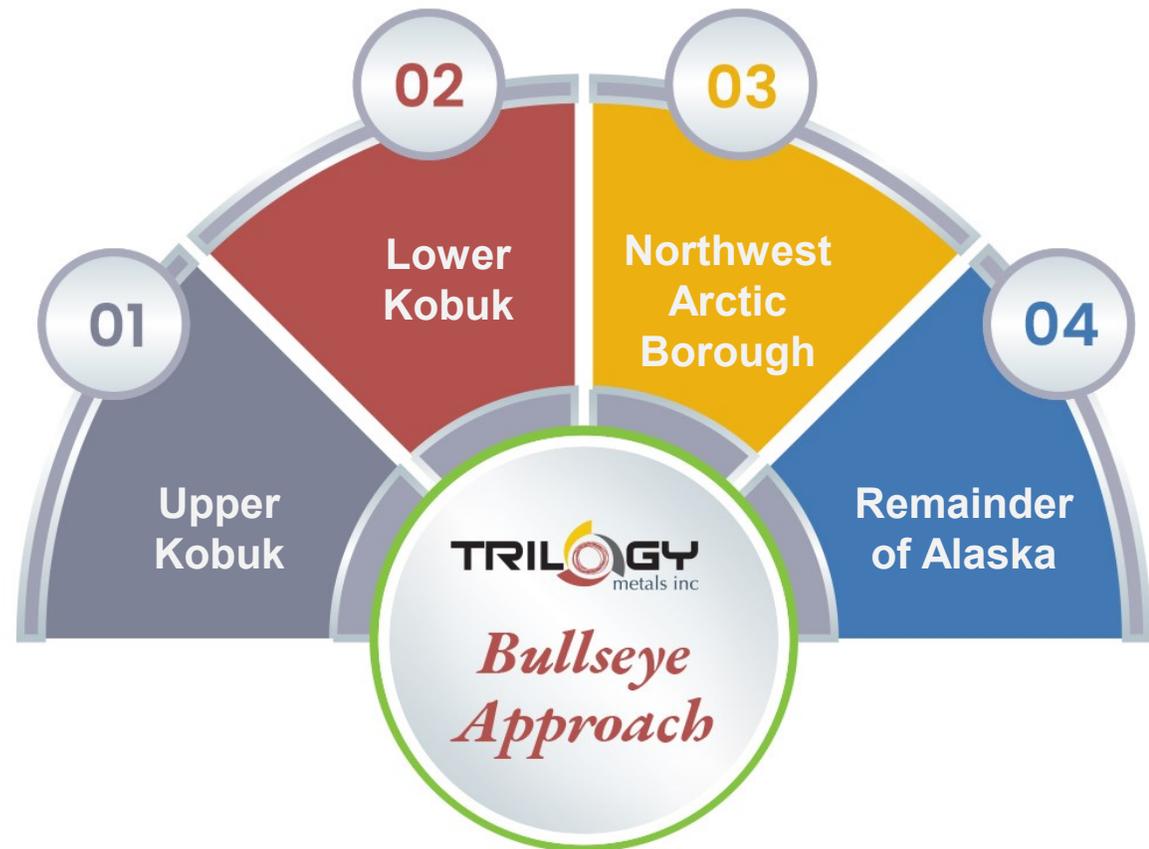
– Mike Dunleavy, Governor of Alaska

# EMPLOYMENT DIVERSITY

Ambler Metals, the joint venture company managing the Upper Kobuk Mineral Projects, implements a bullseye approach to hiring practices focusing on hiring residents from the local villages.

Since we first commenced work in 2004 within the NWAB, we have prioritized local hiring, and we take pride in the number of local hires during our tenure in the region.

**The Bullseye Approach** identifies the following hierarchy for hiring within the various regions within Alaska:



# EMPLOYMENT: LOCAL HIRE JOB TYPES

Ambler Metals offers a wide variety of **employment opportunities** such as:



# EMPLOYMENT: LOCAL HIRING RATES BY YEAR

## Historic Alaska Native Hire Percentages<sup>1</sup>

	2013	2014	2015	2016	2017	2018	2019	2020 <sup>2</sup>
# of personnel	120	13	75	66	161	145	165	13
% of local hires	58	54	56	44	50	58	44	31

1. Includes direct hires by Trilogy US, Ambler Metals and hires by major contractors.

2. No field season in 2020 – resulted in decrease in number of hires compared to previous year.

**Alaska Native hires during the 2021 field season to date is 55%.**

## Field Season Gross Wage Comparison<sup>2</sup>

Measurement	2012	2013	2015	2016	2017	2018	2019	2020
Total Wages Paid to Shareholders	\$686,751	\$425,769	\$154,539	\$186,443	\$642,455	\$680,592	\$633,434	\$20,558
% of Wages Paid to Shareholders	47	46	44	46	57	63	55	23
Total Wages Paid to Non-Shareholders	\$767,872	\$509,235	\$199,901	\$219,402	\$480,773	\$400,433	\$526,048	\$68,841
% of Wages Paid to Non-Shareholders	53	54	56	54	43	37	45	77

2. Wage information relates to hires by Trilogy US and Ambler Metals.

# SCHOLARSHIPS

In addition to prioritizing local hiring, the Kuuvangmiut Scholarship **provides funding for career development opportunities** for NANA shareholders.

- This can be used for vocational training as well as **certificates, undergraduate or graduate degrees**. The field of study must relate to natural resource development.
- Applications are reviewed and awarded by a committee consisting of both Ambler Metals and NANA Regional Corporation members.



- The Kuuvangmiut Scholarship was launched in the spring of 2013 as part of the cooperative and long-term agreement with NANA.
- Since the start of the scholarship, a total of **\$187,517** has been awarded.
- In 2020 alone, **\$21,450** was awarded.
- Ambler Metals contributed **\$40,000** to the Kuuvangmiut Scholarship Fund in 2020, bringing total program funding to **\$300,000**.

# SCHOLARSHIPS

Ambler Metals funded an **additional \$40,000 to the Kuvvangmiut Scholarship in 2021**. 20 awards to 19 individuals were made in 2021, totalling \$31,900.



Resident Location	# of Recipients	Awarded Amount
Ambler, AK	4	\$10,000
Anchorage, AK	5	\$6,700
Palmer, AK	2	\$5,500
Kotzebue, AK	2	\$3,500
Wasilla, AK	1	\$2,000
Honolulu, HI	1	\$1,500
Unalakleet, AK	1	\$1,000
Buckland, AK	1	\$700
Fairbanks, AK	1	\$500
Shungnak, AK	1	\$500
<b>Total</b>	<b>19</b>	<b>\$31,900</b>

The successful applicants are engaged in the following fields of study:

- Business & Office Technology
- Business Administration
- Civil Engineering
- Construction Management
- Electrical Engineering
- Elementary Education
- Environmental Engineering & Psychology
- Geosciences
- Heavy Equipment / Diesel Maintenance
- Heavy Equipment Operator
- MBA (Finance)
- Mining Engineering
- Molecular Biosciences & Biotechnology
- Nursing
- Process Technology
- Rural Development

## SCHOLARSHIP SPOTLIGHT: LYNN COMMACK



**Q | How did you hear about the Kuuvangmiut Scholarship program?**

**A |** In my very first rural development course, I did a case study on Trilogy Metals. As I was researching information for the paper, I stumbled upon the scholarship application on the website. This was in 2017, so it was before Ambler Metals was formed.

**Q | What advice do you have for new students or prospective students that qualify for this scholarship?**

**A |** Just go for it. I think a lot more can be said – if you don't know about what it is like in college, all we have to compare it to is what we see in the movies, and college (at least, in my experience) was far from what was conveyed on television. We can get a degree from home, we can get funded, we can get fully funded, it really can be done. You just have to apply yourself!

**Q | You're working for Ambler Metals now. Tell us about the job and how your education helps you in the position?**

**A |** I am the COVID and Records Coordinator, making sure that no person shows up to camp with the virus. A very important lesson I took away from my studies in rural development is that people need to decide for themselves, and what makes sense to only them, even if other people wouldn't understand. Super vague, I know, but very helpful in life. Other ways my education helps me is my familiarity with deadlines, being organized, and also being flexible as well.

# HEALTH AND SAFETY

Our number one priority is **everyone going home safe and well.**

Nothing is more important to us than making sure everyone goes home safe and well every day.

**Together, we build trust and are all responsible for:**

Working safely and preventing workplace injuries and illnesses.

- All our employees, suppliers, contractors, and visitors must be aware of and comply with our health and safety standards, procedures, and practices.
- All work must be well designed before commencing it. Risks must be assessed, and controls implemented and verified before high-risk work commences.
- Demonstrate care through displaying safety leadership.



## COVID SAFETY

To limit the spread of COVID-19 in the camp and neighbouring communities, Ambler Metals has implemented a strict set of COVID-19 protocols that include strict sanitation practices, requiring negative COVID-19 tests prior to travelling to site and prior to departing site. A medical service provider has been contracted to administer rapid COVID-19 tests at site and in Fairbanks.

# SAFETY RECORD

- 2017-2020: 0 lost-time incidents
- 2021 (YTD to September): 1 lost-time incident

Lost time incidents are accidents that occur when a worker sustains a lost time injury (LTI) that results in time off from work, or loss of productive work (absenteeism or delays).

## COVID testing (employees and contractors)

Testing Location	Year to Date (Sep 2021)		
	Negative	Positive	Total
Bornite	426	0	426
Fairbanks	240	4	244
Regional Clinics	137	2	139
Other Locations	13	0	13
<b>Total</b>	<b>816</b>	<b>6</b>	<b>822</b>



# ENVIRONMENTAL STEWARDSHIP

We are an environmentally responsible business. We work hard to treat natural resources with care, so they are available for future generations.

**Together, we build trust and are all responsible for:**

- Being environmentally aware;
- Complying with applicable environmental laws and regulations;
- Understanding the potential environmental risks and impacts of our work and minimizing our footprint, including in relation to biodiversity, waste, water, tailings and emissions;
- Reporting actual or potential environmental incidents; and
- Making sure our relevant suppliers (which includes contractors) respect and work in accordance with our environmental requirements and commitments.

We meet these responsibilities by considering environmental factors through all phases of our work – from exploration to development, operation, rehabilitation, and closure.





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