

2022 Report ESG

— Highlights

Environmental, social and governance (ESG) practices are at the core of O3 Mining's strategy. The company firmly believes in developing its projects responsibly. In 2022 alone, the company invested more than \$2,3 million in ESG best practices above legislative obligations.

O3 Mining is the first exploration company to be fully certified UL 2723 d'ECOLOGO^{MD}. In 2022, the company's ESG practices were audited by an independent third party. The field audit confirmed the complete certification of the Company.



The 5 pillars that guide O3 Mining's actions



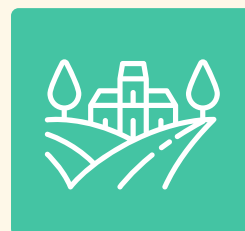
**HEALTH
AND SAFETY**



**THE
ENVIRONMENT**



**TALENT
AND CULTURE**



**COMMUNITY
RELATIONS**



**GOVERNANCE
AND ETHICS**

Health and Safety

- Reduced year-over-year recordable incident frequency by **39%** compared to 2021 ;
- **311 hours** of health and safety provided ;
- Organized **first** health and safety week for employees and contractors.

The Environment

- **32% reduction in water consumption** per metre drilled between 2021 and 2022 ;
- Overall reduction in GHG emissions :
 - **40%** reduction in intensity ;
 - **58%** reduction in absolute terms ;
- No significant spills reported in 2022 :
 - Reduction year-over-year **spills by 57%** compared to 2021 (89% biodegradable) ;
 - Obligation for all suppliers to use **biodegradable oils** ;
- **2,000 trees** planted in 2022 and **400 kg** of seeds used to rehabilitate an area of 85,000 m² ;
- **335 hours** of environmental training delivered in 2022 vs 125 hours in 2021 ;
- **Initial project description submitted** to the Impact Assessment Agency of Canada and project notice filed with the Ministère de l'Environnement, de la Lutte contre les changements climatiques, de la Faune et des Parcs du Québec.

Talent and Culture

- **46 employees** (21% increase) and **19 workers** on loan :
 - 81% of employees are located in Abitibi-Témiscamingue;
- Implementation of a **relocation policy** :
 - 7 employees relocated to Val-d'Or in 2022;
- O3 Mining provides a **diverse and inclusive** workplace :
 - Women represent 37% of O3 Mining employees;
- **2,835 hours** of training completed (up 12% from 2021).



Community Relations

- Over **140 one-on-one meetings** held in 2022;
- **Held specific consultation sessions** in spring 2022, an information session on the results of the pre-feasibility study in fall 2022 and a workshop with hunters with a view to cohabitation;
- **Stop** all work during hunting season;
- **Roll out** of a community engagement program to recognize the importance of maintaining respectful and transparent relationships with host Indigenous communities;
- **\$33,3M** invested in projects in 2022;
- **\$143,000** in charitable donations and sponsorships.



Governance and Ethics

- **50%** of diversity in senior management ;
- **6** management **policies**;
- A sustainable development **committee** on the Board of Directors.



Our path forward

Strong commitment to support the United Nations Sustainable Development Goals, in particular :



SUSTAINABLE
DEVELOPMENT
GOALS

TO CONSULT
THE FULL REPORT



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