

2024 STAKEHOLDER
ACCOUNTABILITY
& SOCIO-ECONOMIC REPORT
GAHCHO KUÉ MINE & SNAP LAKE MINE

DE BEERS GROUP



MOUNTAIN
PROVINCE DIAMONDS

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ON THE COVER

The Northern Lights shine in the night sky over Gahcho Kué mine in October 2024. The photo was taken by mine employee Tyson MacKeen.



CULTURAL HERITAGE WORKSHOPS

Employees take part in one of two cultural heritage workshops held at Gahcho Kué mine during 2024. One event in early October gave employees an opportunity to make beaded key chain lanyards and beaded earrings. The second event, in November, was to make beaded bank card holders and mini key chain slippers.

ABOUT THIS REPORT

Under the terms of the Socio-Economic Agreement (SEA) between the Government of the Northwest Territories (GNWT) and Gahcho Kué mine, a joint venture between De Beers Group and Mountain Province Diamonds, a report is issued each year to outline the mine's performance against the targets and requirements set out under the SEA. In addition, as a requirement under the Social Way Framework initiated by De Beers Group's parent company Anglo American

plc group, a Stakeholder Accountability Report (SAR) is included in this report to provide an overview of steps taken and progress made by the operation in terms of social performance management and to highlight long-term social performance objectives and priorities. This report also includes a section on Snap Lake mine, which is expected to achieve substantial completion of active closure during the second quarter of 2025, followed by long-term monitoring.



Aerial view of Gahcho Kué mine from June 2024.

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2024 PERFORMANCE AT GLANCE

OPERATIONAL	PEOPLE	COMMUNITIES
<p>4.66m</p> <p>Carats recovered 2023: 5.6m</p>	<p>649</p> <p>Full-time equivalent (FTE) positions² 2023: 663</p>	<p>\$657k</p> <p>Corporate Social Investment 2023: \$1.73m</p>
<p>33.4m</p> <p>Tonnes mined 2023: 37m</p>	<p>233</p> <p>NWT employment in FTE positions 2023: 245</p>	<p>21</p> <p>Organizations and communities supported through corporate social investment</p>
<p>\$116m</p> <p>Spent with Indigenous companies 2022:\$91m</p>	<p>35</p> <p>Number of NWT residents hired in 2024</p>	<p>10</p> <p>New homes delivered to Lutsel K'e with help from Gahcho Kué</p>
<p>2,073</p> <p>Total Loads on 2024 Winter Road 2023:1,719</p>	<p>18</p> <p>Training positions at the mine</p>	<p>67%</p> <p>Percentage of mine procurement with NWT companies in 2024</p>
<p>2.25</p> <p>Rate of recordable injuries¹ 2023: 5.52</p>	<p>46%</p> <p>Percentage of contractor partner employees who reside in the NWT</p>	<p>14</p> <p>Number of NWT communities home to Gahcho Kué employees</p>

1. Total recordable injury frequency rate (TRIFR) is the number of fatal injuries, lost time injuries and medical treatment cases for both employees and contractors per 1,000,000 hours worked
 2. Full-time equivalent positions equals person years of employment. Definition on page 14.



INTRODUCTION TO OUR 2024 REPORT

MINE ACHIEVES IMPORTANT SAFETY, PRODUCTION AND PROCUREMENT MILESTONES AGAINST A BACKDROP OF GLOBAL DIAMOND MARKET UNCERTAINTY

As we look back, 2024 saw a number of important accomplishments at Gahcho Kué mine, achieved against a backdrop of a global diamond market experiencing an unprecedented extended downturn.

Most importantly, Gahcho Kué returned to its historic high performing safety culture, achieving the lowest rate for recordable injuries since operations commenced in 2016 and exceeding 3.4 million hours worked since the last lost time injury. This is a reflection of the commitment from all employees and contractor employees to Put Safety First.

Going into last year, we set critical operational targets for Gahcho Kué as part of a company-wide effort to reposition the company and reinvigorate natural diamond markets – the ‘Origins’ strategy - and we were pleased to deliver upon almost all of these goals.

The mine surpassed 3.6 million tonnes of ore treated for the first time and exceeded planned maintenance levels while keeping costs under control. Late in the year, the mine concluded mining of the Hearne and 5034 kimberlites, allowing us to focus on the Northeast Extension and Tuzo for the remaining life of mine.

We are pleased that despite the challenging global economic environment, Gahcho Kué continues to meet its obligations to Indigenous communities and use best efforts to work toward achievement of socio-economic commitments.

The mine has again exceeded its 60% Northern spend benchmark with 67% of all spending at the mine going

to NWT and Indigenous businesses.

A significant milestone for the year was the \$116m spent with NWT Indigenous businesses. This was a record amount for a single year and surpassed the amount spent with non-Indigenous NWT businesses during one year for the first time.

The mine also welcomed new leadership, with the appointment of Kevin Gostlin as the Mine General Manager in May, as well as new managers for the Mining, Engineering and Site Services, and Technical Services departments. Kevin is a longtime resident of Yellowknife and a De Beers employee since 2007.

This overall positive performance at the mine is contrasted against the extended global downturn in natural diamond demand that began in 2023. Sales during the past year were affected by higher-than-normal midstream inventory levels and the prolonged period of depressed consumer demand, especially in China.

Gahcho Kué is a joint venture between De Beers Group and Mountain Province Diamonds. The property was discovered in 1995 and the joint venture was formed in 1997. The joint venture received permits to build and operate the mine in 2014, which was officially opened in 2016. The operation achieved commercial production in March 2017 and it has a life of mine to 2031

It is located at Kennady Lake, approximately 280 km northeast of Yellowknife.

LAND ACKNOWLEDGMENT

In the spirit of respect and partnership, we acknowledge that Gahcho Kué mine is located on the traditional territories of many peoples, including the Yellowknives Dene First Nation, **Tłı̨chǫ** Government, Łútsel K'édene First Nation, Deninu **Kué** First Nation, North Slave Métis Alliance and the NWT Métis Nation.



WINTER WATER SAMPLE

Environmental monitoring continues year round at Gahcho Kué mine and it can sometimes take considerable work to get through the snow in order to collect a water sample.



Elders and staff from Gahcho Kué mine and Ni Hadi Xa gather at the monitoring cabin on Fletcher Lake for the 2024 fish tasting event. The 2023 fish tasting was cancelled due to the wildfires in the Northwest Territories.

2024 STAKEHOLDER ENGAGEMENT: PRIORITIZING RELATIONSHIPS

Gahcho Kué is committed to establishing and maintaining positive, respectful, and meaningful relationships with Indigenous organizations and other stakeholders in communities close to the mine.

Identification of stakeholders is a continuous process that began long before the mine commenced operation. New stakeholders are identified as operations evolve and the business progresses through the various transitions.

The mine develops an annual stakeholder engagement strategy to map out how to maintain and build relationships with existing and new stakeholder groups.

The mine’s primary stakeholders

are Indigenous communities who have demonstrated that the mine is located on their traditional territories.

PRIMARY STAKEHOLDERS

Łútsel K’é Dene First Nation – This First Nation is located on the eastern shore of Great Slave Lake, approximately 140km south of the mine. It is home to about 300 people. IBA signed in 2014. The community also signed an IBA with De Beers for Snap Lake mine in 2007.

Yellowknives Dene First Nation – Members of the First Nation are centred around two communities, N’Dilo and Dettah, approximately 280 km southeast of the mine. The

YKDFN has approximately 1,600 members, of whom about half live in the two home communities. IBA signed in 2014. The YKDFN signed an IBA with De Beers for Snap Lake in 2006.

Tłı̨chǫ Government – The IBA between the Tlı̨chǫ and Gahcho Kué was signed in 2014. The First Nation has about 2,700 members, mainly residing in four North Slave communities; Behchoko (pop. 1,700), Whati (pop. 550); Gameti (pop. 250); and, Wekweeti (pop. 100). Wekweeti is the closest Tlı̨chǫ community to the mine, approximately 260km northwest of Gahcho Kué. The Tlı̨chǫ signed an IBA with De Beers for Snap Lake in 2006.

Deninu Kúę’ First Nation – The

DKFN has approximately 1,000 members, of whom nearly half reside in the home community of Fort Resolution, on the southwestern shore of Great Slave Lake, approximately 340km southwest of the mine. The mine signed an IBA with the First Nation in 2014.

North Slave Métis Alliance

– Members of the NSMA primarily reside in Yellowknife. The organization was the first Indigenous community to sign an IBA with Gahcho Kué, in 2013. The NSMA signed an IBA with De Beers for Snap Lake in 2006.

NWT Métis Nation – The NWT Métis is comprised of three locals located in Hay River, Fort Resolution and Fort Smith, and it has approximately 5,000 beneficiaries. The IBA between Gahcho Kué and the NWT Métis Nation was signed in December 2014.

Ni Hadi Xa – This is a collaborate environmental monitoring organization between Gahcho Kué mine and the six Indigenous communities who hold IBAs for the mine. It was founded in 2014 to provide a framework for how the operation and communities would work together to monitor the mine’s environmental performance. The NHX agreement will continue until one year after the mine closes.

The following stakeholders are integrated into the engagement plan.

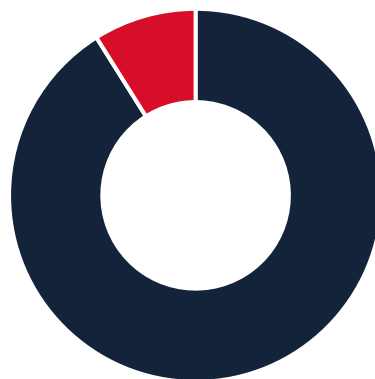
Key Stakeholders

- Local leadership (Chiefs and band council members)
- Indigenous Community Development Corporations
- Community governments and elected leadership

91% OF PLANNED ENGAGEMENTS COMPLETED IN 2024

Stakeholder engagement is mapped annual with an extensive plan that identifies key stakeholders, scope and frequency of meetings and other activities, and the individual or team within Gahcho Kué is responsible for the relationship.

The engagement schedule identifies whether a meeting should quarterly or annually and what the purpose for these activities, and special considerations. In 2024, the Gahcho Kué completed 102 of 112 planned engagements, a 91% success rate.












■ Completed ■ Not completed

- Community government Senior Administrative Officers (or equivalent)
- Government of the Northwest Territories and its departments
- NWT Premier and Cabinet Ministers
- Regular Members of the Legislative Assembly (MLAs)
- Deputy Ministers of various departments and their staff
- NWT-Nunavut Chamber of Mines
- NWT Mine Training Society
- Yellowknife Chamber of Commerce
- Canadian Northern Economic Development Association (CanNor)
- NWT Native Women’s Association
- Status of Women Council of the NWT
- NWT Housing Corporation
- NWT Teachers Association
- Community Employment Development Officers
- School Districts
- Mackenzie Valley Land and Water Board
- NWT Health and Social Services Authority
- Aurora College
- NWT Council for Persons with Disabilities
- Salvation Army
- YWCA of the NWT
- RCMP

STATUS OF COMMITMENTS

Under the Socio-Economic Agreement with the Government of the Northwest Territories, Gahcho Kué mine has committed to meeting the objectives of the agreement and undertaking the following activities. Here is a summary of the status of the commitments for 2024.

-  Commitment achieved
-  Commitment in progress
-  Commitment not achieved

EMPLOYMENT	
	Hiring Priorities: Make best efforts to apply the hiring priorities across the entire spectrum of employment, including managerial, professional, skilled, semi-skilled and unskilled job categories.
	Employment Objectives: Achieve at least 55% employment on average of NWT Residents, including contractors.
	Employment Objectives with Contractors: Through the tendering and contracting process, influence contractors to establish the same hiring priorities.
	Employment Incentives: Offer incentives to assist employees who live in the NWT, including Northern benefits and relocation packages. Accommodate traditional pursuits of Indigenous employees. Establish pickup points in the NWT; provide travel allowance to NWT employees who do not reside at a pickup point.
	Employment Requirements and Standards: Establish Grade 10 as a minimum standard for trainable positions, consider equivalencies on a case-by-case basis to encourage recruitment and employment of NWT residents. Where employees are required to have specific skills to operate equipment at the mine, training will be provided.
TRAINING	
	Recruitment and Training Strategies: Make best efforts to hire as many Indigenous persons and NWT residents as possible. <ul style="list-style-type: none"> · Require all contractors to outline in their bids a plan to hire, train and develop Indigenous persons and NWT resident employees. · Work with contractors to maximize the training of Indigenous persons and NWT residents. · Establish a mine orientation program for all new employees. · Establish a strategy for school students that encourages and promotes completion of secondary school. · Offer a summer student employment program and aim to have at least half of summer placements filled by women.

	Training and Apprenticeships: Develop apprentice positions for Indigenous persons and NWT residents. Establish a trades training, apprenticeship and professional training sponsorship program and provide a minimum of 30 positions for Indigenous persons and NWT residents.
	Literacy Programs: <ul style="list-style-type: none"> · In the communities, collaborate with agencies that deliver literacy programs so that participants may further improve their qualifications towards employment. · Establish and maintain a learning centre at the mine with equipment and resources with suitable computers and a resource library.
	Promoting Equal Opportunity: Support and encourage the participation of women on an equal basis with men in all aspects of work related to Gahcho Kué mine.
PROCUREMENT	
	Purchasing Objectives: Purchase at least 60% of goods and services through or from NWT businesses.
	Purchasing Priority: Develop business opportunities with businesses in the following order and ensure contractors do the same: <ol style="list-style-type: none"> 1. Indigenous businesses in the local area 2. NWT businesses 3. Other Canadian businesses
CULTURAL WELLBEING	
	Working Together: Work with local communities and the GNWT to promote cultural preservation, sustainability and to address cultural issues.
	Promoting Cultural Preservation: <ul style="list-style-type: none"> · Support the traditional cultural practices of the communities · Promote use of resources in local schools regarding the culture and traditions of local communities. · Provide cross-cultural training to all staff on site.

SOCIAL WELLBEING	
G	<p>Health System: Ensure that all non-NWT employees carry health care insurance from their home province or territory.</p> <ul style="list-style-type: none"> Reimburse the GNWT for any medical costs, including inter-community medical transportation costs.
G	<p>Wellness Initiatives: To promote a healthy and stable workforce, assist employees living in the NWT to perform well in their jobs and help them address potential effects and issues of individual and family wellness.</p> <ul style="list-style-type: none"> Provide an employee assistance program (EAP), maintain a list of alternative services and programs to enable the inclusion of culturally sensitive services. Provide recreation activities, facilities and equipment at the mine. Maintain a harassment policy and an alcohol-free and drug-free workplace policy.
REPORTING	
	Reporting: Prepare an annual report outlining efforts to fulfill the commitments under this agreement
G	Employee Survey: Provide the GNWT access to employees to conduct a survey for the purpose of measuring socio-economic impacts.
ENGAGEMENT	
G	Engagement Between Parties: The GNWT and De Beers Group shall meet regularly to review the results of activities and programs and to identify challenges and opportunities for collaboration to improve socio-economic performance.
G	Community Engagement: After providing this SEA report to the IBA communities, invite comments, concerns and recommendations respecting the socio-economic impacts of the mine. Provide the opportunity to meet at least once per year with representatives of each community.

EVENT FOCUSED ON EMPLOYEE HEALTH

About one-third of the Gahcho Kué mine workforce took advantage of a health fair hosted at the mine site.

The 2024 Gahcho Kué Health Fair was held Sept. 30-Oct. 1 and again Oct. 14-15 with six vendors taking part. They offered information about the employee assistance program, free eye exams, custom hearing protection, nutrition advice, and retirement planning. Monica Phillips, Health and Wellness Superintendent, said the event was a success, enabling 189 employees to order prescription safety glasses and another 254 individuals having custom hearing protection made.

“(Mine catering contractor) Bouwa Whee had a nutritionist available for one-on-one consultation with individuals looking to optimize their health and nutrition while working here. There were also group presentations scheduled on how to make healthy choices with the menus provided at the mine site.”

One of the vendors was TelusHealth, which provides Employee Assistance Program services to De Beers Canada employees and is also contracted to staff the mine’s medical clinic. They also offer Telemedicine services to De Beers team members, allowing online access to physicians from anywhere in Canada.

“This was a little known service that is provided free of charge to any full-time De Beers employee and their family and is a way De Beers is working to help improve access to doctors, especially for employees living in the Northwest Territories.”

This was the fourth time such an event has been held at the mine and the second since the end of the pandemic.



SUPPORTING THE COMMUNITY

De Beers Group entered a team and sponsored a hole in the Women in Mining Golf Tournament hosted at the Yellowknife Golf Club in 2024.

SOCIO-ECONOMIC DEVELOPMENT STRATEGY

Gahcho Kué mine is required to follow the Social Way framework established by the Anglo American plc group to identify and mitigate social impacts resulting from the operation throughout the life cycle of operations, from exploration to mine closure.

These impacts are analyzed regularly with consideration given to a number of categories, including economic, community health and safety, infrastructure and services, personal and political security, socio-cultural networks, and cultural heritage. Note that not all Social Way categories are relevant for the Canadian context, but the applicable impacts are considered.

Through the Social Way framework a socio-economic development (SED) strategy has been established to support stakeholders to bring about sustainable improvements in wellbeing at the individual, household and community level.

The SED Strategy encompasses programs to maximize value for the communities, address risks to the

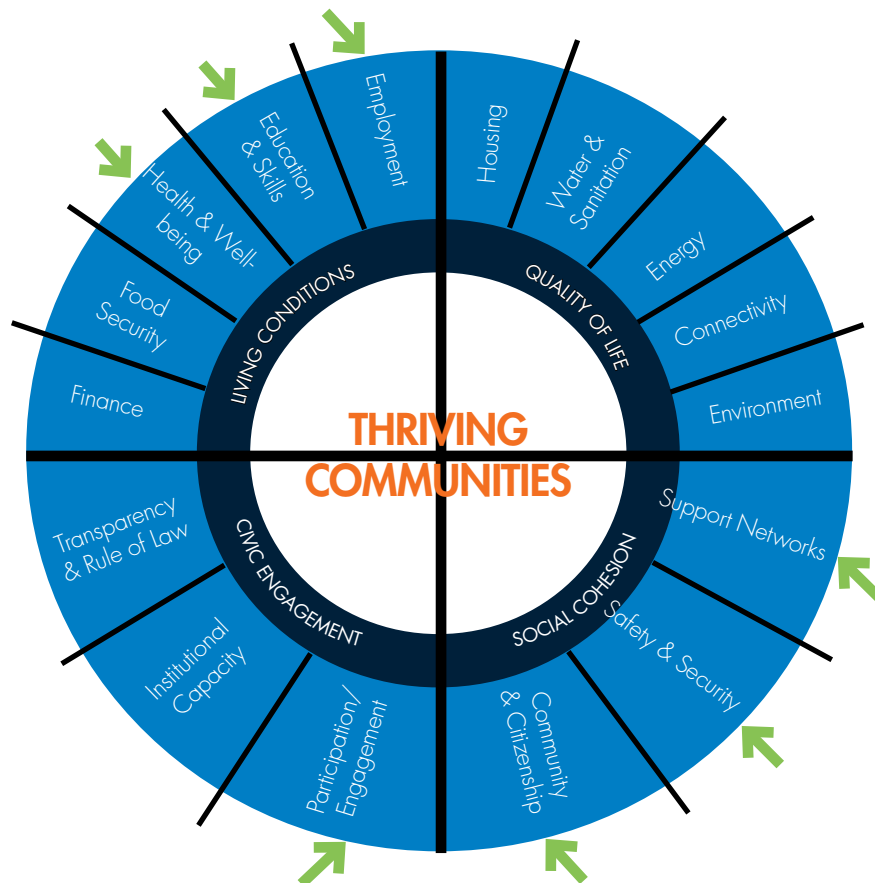
business, and analyze the impacts on the community.

Sixteen elements have been identified through the Social Way as being determinants of a ‘good’ life. These elements have been grouped into four broad themes (see the wheel below).

The seven elements marked with green arrows are the focus areas for Gahcho Kué to address the impacts that have been identified through the SIA.

These seven elements are covered under the following SED pillars, which outline the commitments and achievements for each area:

- Local Procurement (Business Spend)
- Local Employment
- Community Investment (Corporate Social Investment)
- Enterprise Development
- Employee Volunteering



SAFETY

EMPLOYEES DRIVE BEST EVER SAFETY PERFORMANCE

The Gahcho Kué mine team continued to build a resilient safety culture during 2024, especially during the last half of the year.

The team finished the year with a Total Recordable Injury Frequency Rate (TRIFR) of 2.25, a 41% improvement over 2023, and the best annual rate since the mine commenced operations.

During the second half of the year, the mine recorded zero reportable injuries (medical aids/lost-time injuries [LTI]) and just four medical aids between January and June. By the end of the year, the mine had surpassed 3.4 million hours worked since the last LTI.

MINE SAFETY PERFORMANCE: 2019-2024						
	2019	2020	2021	2022	2023	2024
First Aids	27	43	38	70	68	68
Medical Aids	10	8	12	12	9	4
Lost Time Injury	0	0	0	3	1	0
Property Damage	115	121	92	93	116	121
Near-hit ¹	6,601	5,446	7,110	8,097	10,003	10,603
TRIFR ²	6.51	4.79	7.5	9.64	5.52	2.25

The remarkable safety record is being driven by active engagement by all employees, with 126 high potential hazard reports and 10,603 near hits. It is also worth

noting that mine leadership was very active during the year, with a record level of Visible Felt Leadership (VFL) interactions: 5,361, an increase of 28%.

1. A Near Hit is a proactive report of a potential hazard that could, if not addressed, result in an incident or injury.
2. Total recordable injury frequency rate (TRIFR) is the number of fatal injuries, lost time injuries and medical treatment cases for both employees and contractors per 1,000,000 hours worked



FOURTH NORTHERN MINE RESCUE CHAMPIONSHIP FOR TEAM GK

In June, the Gahcho Kué mine emergency response competition team won its fourth overall Northern Surface Mine Rescue Championship since 2017. The team won three events during the competition in Yellowknife (Rope Rescue, Smoke, and Firefighting) and placed well in the other tasks (First Aid, Practical, Obstacle and Written).

GAHCHO KUÉ MINE EMPLOYMENT REPORT

Gahcho Kué mine generated 649 person years of employment during 2024, a slight decrease from the previous year when the mine reported 663 person years of employment.

The decline is likely due to higher-than-expected employee turnover as well as the number of vacancies at the mine.

There was an average of 32 unfilled positions during the year, with a high of 40 vacant positions in January 2024 and a low of 27 in December. The mine also recorded 76 resignations during the year, with most of these employees leaving to work at a new mine in British Columbia or a mine closer to home in eastern Canada.



Continued on Page 18

Table 1: EMPLOYMENT BY HIRING PRIORITY, to the end of 2024

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
PERSON YEARS/FULL-TIME EQUIVALENT POSITIONS										
NWT Indigenous	47	70	119	135	151	168	142	136	138	123
Other NWT Residents	94	102	117	131	133	128	103	96	107	111
Subtotal NWT Residents	142	172	236	265	284	296	244	232	245	233
Non-NWT	762	455	247	262	290	301	339	357	418	415
Grand Total	903	628	483	527	574	597	583	589	663	649
PERCENT OF TOTAL										
NWT Indigenous	5%	11%	25%	26%	26%	28%	24%	23%	21%	19%
Other NWT Residents	10%	16%	24%	25%	23%	21%	18%	16%	16%	17%
Subtotal NWT Residents	16%	27%	49%	50%	49%	50%	42%	39%	37%	36%
Non-NWT	84%	73%	51%	50%	51%	50%	58%	61%	63%	64%
Grand Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: NWT Indigenous employees who were identified as residing outside the NWT are recorded as Non-NWT Residents in this table. Any employee whose Indigenous status could not be established was identified as non-Indigenous in this table. Figures may not add up due to rounding.

EMPLOYEE SUPPORT

EMPLOYEE ASSISTANCE PROGRAM

De Beers Group employees at Gahcho Kué mine have access to an Employee Assistance Program (EAP) that offers a range of counselling and support services.

The program is available for use by spouses and dependents, providing valuable resources to the whole family.

The company regularly promotes the program to raise employee awareness, particularly during significant events at the mine or in the local community, and provides information on how to access the program in regular internal communications.

Employees also have access to telemedicine providers, provided by TelusHealth. In 2024, there were 87 participants of the EAP program which represents an annualized utilization rate of 12.66% among employees.

Counselling remains to be the most accessed service.

HARASSMENT POLICY

Gahcho Kué mine has a zero-tolerance policy against workplace bullying and harassment which stems from the understanding that all employees should feel valued and respected.

The consequences for those found guilty of harassment or bullying range from a warning to termination of employment, depending on the seriousness of

Table 2: EMPLOYMENT BY HIRING PRIORITY, 2024

	DE BEERS	CONTRACTOR	TOTAL
PERSON YEARS			
NWT Indigenous	81	42	123
Other NWT Residents	67	44	111
Subtotal NWT Residents	147	86	233
Non-NWT Indigenous	35	7	41
Other Non-NWT Residents	281	93	374
Subtotal Non-NWT Residents	315	100	415
TOTAL	463	186	649
NWT Indigenous	17%	23%	19%
Other NWT Residents	14%	24%	17%
Subtotal NWT Residents	32%	46%	36%
Non-NWT Indigenous	7%	4%	6%
Other Non-NWT Residents	61%	50%	58%
Subtotal Non-NWT Residents	68%	54%	64%
TOTAL	100%	100%	100%

Note: Figures may not add up due to rounding.

the offence.

Facilitator-led harassment and bullying training has been rolled out to frontline staff to equip them to deal with cases as they arise. Employees and contractors can raise concerns about bullying and harassment by:

- Speaking with a manager or the Human Resources department, without fear of retaliation
- Call the YourVoice Whistleblowing Service: An independent, secure, anonymous reporting facility available 24 hours a day, 7 days a week / 1-855-303-7713 / www.yourvoice.debeersgroup.com

HOW WE CALCULATE PERSON YEARS

All employment figures presented in this report are in person years or Full-Time Equivalent (FTE) terms. The majority of people working at the Gahcho Kué mine are on a two-week rotation, meaning they are at the mine site for 14 days and are then away for 14 days. A full-time equivalent job is equal to 13 rotations of 14 days, working 12 hours each day. This represents 2,184 hours of work, which is used to calculate the number of FTE jobs. De Beers Group employees who work in either the Yellowknife or Calgary office work eight-hour shifts, Monday to Friday. The FTE for these jobs is 2,080 hours.

Table 3a: EMPLOYMENT BY HIRING PRIORITY AND JOB CLASSIFICATION, 2024

	NWT Indigenous	Other NWT Residents	Subtotal NWT Residents	Non-NWT Residents	GRAND TOTAL
PERSON YEARS					
Management	0.0	9.7	9.7	20.7	30.3
Professional	1.8	3.8	5.7	19.6	25.3
Skilled	18.1	21.9	40.0	187.1	227.1
Subtotal	19.9	35.4	55.3	227.4	282.8
Semi-skilled	72.3	38.3	110.6	177.0	287.6
Unskilled	30.7	36.8	67.5	10.7	78.2
Subtotal	102.9	75.1	178.1	187.8	365.8
Total	122.9	110.5	233.4	415.2	648.6
PERCENT OF TOTAL BY JOB CLASSIFICATION					
Management	0%	32%	32%	68%	100%
Professional	7%	15%	22%	78%	100%
Skilled	8%	10%	18%	82%	100%
Subtotal	7%	13%	20%	80%	100%
Semi-skilled	25%	13%	38%	62%	100%
Unskilled	39%	47%	86%	14%	100%
Subtotal	28%	21%	49%	51%	100%
Total	19%	17%	36%	64%	100%
PERCENT OF TOTAL BY HIRING PRIORITY					
Management	0%	9%	4%	5%	5%
Professional	1%	3%	2%	5%	4%
Skilled	15%	20%	17%	45%	35%
Subtotal	16%	32%	24%	55%	44%
Semi-skilled	59%	35%	47%	43%	44%
Unskilled	25%	33%	29%	3%	12%
Subtotal	84%	68%	76%	45%	56%
Total	100%	100%	100%	100%	100%
Note: NWT Indigenous employees who were identified as residing outside the NWT are recorded as Non-NWT residents on these tables. Any employee whose Indigenous status could not be established was identified as non-Indigenous in this table. Figures may not add up due to rounding.					

Table 3b: EMPLOYMENT BY HIRING PRIORITY AND JOB CLASSIFICATION (NWT AND NON-NWT INDIGENOUS), 2024

	NWT Indigenous	Non-NWT Indigenous	Total Indigenous	Other NWT Residents	Other Non-NWT Residents	GRAND TOTAL
PERSON YEARS						
Management	0.0	0.2	0.2	9.7	20.5	30.3
Professional	1.8	0.5	2.4	3.8	19.1	25.3
Skilled	18.1	15.9	34.0	21.9	171.2	227.1
Subtotal	19.9	16.7	36.6	35.4	210.7	282.8
Semi-skilled	72.3	24.0	96.2	38.3	153.0	287.6
Unskilled	30.7	0.7	31.4	36.8	10.0	78.2
Subtotal	102.9	24.7	127.6	75.1	163.1	365.8
Total	122.9	41.4	164.3	110.5	373.8	648.6
PERCENT OF TOTAL BY JOB CLASSIFICATION						
Management	0%	1%	1%	31%	67%	100%
Professional	7%	2%	9%	15%	76%	100%
Skilled	8%	7%	15%	10%	75%	100%
Subtotal	7%	6%	13%	13%	75%	100%
Semi-skilled	25%	8%	33%	13%	53%	100%
Unskilled	39%	1%	40%	47%	13%	100%
Subtotal	28%	7%	35%	21%	45%	100%
Total	19%	6%	25%	17%	58%	100%
PERCENT OF TOTAL BY HIRING PRIORITY						
Management	0%	1%	0%	9%	5%	5%
Professional	1%	1%	1%	3%	5%	4%
Skilled	15%	39%	21%	20%	46%	35%
Subtotal	16%	40%	22%	32%	56%	44%
Semi-skilled	59%	58%	59%	35%	41%	44%
Unskilled	25%	2%	19%	33%	3%	12%
Subtotal	84%	60%	78%	68%	44%	56%
Total	100%	100%	100%	100%	100%	100%

Note: NWT Indigenous employees who were identified as residing outside the NWT are recorded as Non-NWT residents on these tables. Any employee whose Indigenous status could not be established was identified as non-Indigenous in this table. Figures may not add up due to rounding.

PICKUP POINTS

Designated pick up points for the mine include Łútsel K'é, Gamèti, Whati, Wekweèti, Yellowknife (which includes Behchokò, Dettah,

Ndilo), Hay River, Fort Smith, Fort Simpson, Inuvik, and Norman Wells.

De Beers provides a travel allowance to its Gahcho Kué mine

employees who reside in an NWT community that is not a pick up point designated by the mine, with the aim of eliminating any travel barriers for Northerners who want to work at Gahcho Kué.

Table 4: EMPLOYMENT BY NWT COMMUNITY, 2024

	Person Years	% of Total Employment	% of NWT Employment
Yellowknife ¹	170.9	26.3%	73.2%
Hay River	18.5	2.9%	7.9%
Behchokò	8.3	1.3%	3.5%
Łútsel K'é	1.2	0.2%	0.5%
Whaítì	2.2	0.3%	1.0%
Wekweèítì	0.0	0.0%	0.0%
Fort Resolution	4.3	0.7%	1.9%
Fort Simpson	0.0	0.0%	0.0%
Fort Smith	18.7	3%	8.0%
Fort Good Hope	0.8	0.1%	0.3%
Fort Providence	2.1	0.3%	0.9%
Gamèítì	1.9	0.3%	0.8%
Inuvik	2.0	0.3%	0.9%
Enterprise	0.0	0.0%	0.0%
Déłı́ı̄ę	0.6	0.1%	0.3%
Fort Liard	0.8	0.1%	0.4%
Jean Marie River	0.9	0.1%	0.4%
Total NWT	233.4	36.0%	100.0%
Non-NWT	415.2	64.0%	n.a.
Total	663	100%	n/a

1. Yellowknife includes residents of the YKDFN communities of Ndilo and Dettah. Totals may not add up due to rounding error.

Table 5: EMPLOYMENT BY GENDER, 2024

	PERSON YEARS	PERCENT
Men	546	84%
Women	103	16%
Total	649	100%

Table 6: EMPLOYMENT BY JOB CLASSIFICATION FOR WOMEN, 2024

	PERSON YEARS	PERCENT
Management	2.4	8%
Professional	3.6	12%
Skilled	15.3	53%
Subtotal	21.3	21%
Semi-skilled	52.6	180%
Unskilled	29.2	100%
Subtotal	81.8	79%
Grand Total	103.1	100%

Table 7: NEW HIRES BY EMPLOYER, 2024

	DE BEERS	CONTRACTOR	TOTAL
NWT Indigenous	5.0	9.9	15.0
Other NWT Residents	5.3	15.9	21.2
Subtotal NWT Residents	10.4	25.8	36.2
Non-NWT Resident	26.7	23.8	50.5
Total	37.0	49.7	86.7

Note: The system of reporting does not distinguish between new hires and rehires; figures may not add up due to rounding.

Table 8: NEW HIRES BY SKILL CATEGORY, 2024

	PERSON YEARS	PERCENT
Management	0.3	2%
Professional	3.6	16%
Skilled	38.0	170%
Subtotal	42.0	48%
Semi-skilled	22.3	100%
Unskilled	22.4	100%
Subtotal	44.7	52%
Grand Total	86.7	100%

Note: Figures may not add up due to rounding.

Continued from Page 13

The number of NWT resident employees also declined year over year, with 233 positions held by NWT residents in 2024, accounting for 36% of total employment. The number of Indigenous NWT employees continues to represent the largest portion of NWT employment (53%), however the number of non-Indigenous NWT residents working at the mine increased to the highest level since 2020.

The declining number of NWT resident employment is a concern for Gahcho Kué and the team took part in several events during the year:



Representatives from Gahcho Kué mine participated in two job fairs hosted by Diavik Diamond Mine in November 2024.

- Aurora College event in Fort Smith in March
- Tlicho Gathering in Behchoko in March
- Aurora College HEO Grad/

Career event in Fort Smith, May

Two-day open house in Yellowknife in May

Participation in a GNWT-

sponsored career fair in December

An information booth at two job fairs hosted at Diavik Diamond Mine in November



THE POWER OF PULLING TOGETHER

After learning about a 20 percent increase in demand for Christmas hampers in December 2024, De Beers Group and Gahcho Kué mine pulled together with some of our business partners in the Northwest Territories to raise CAD\$30,000 for the Salvation Army Food Bank in Yellowknife in just three days. Thanks to Cabin Radio for the photo.

2024 NWT MAX AWARDS



The De Beers Group/Gahcho Kué team left the annual NWT Mining and Exploration (MAX) Awards with some hardware on Nov. 28.

Kelly Brenton (pictured at right, left photo), Manager of Social Performance and Stakeholder Engagement, received the Women in Mining MAX Award, for her industry leadership and contributions to the community.

Kelly, based in Yellowknife, has led De Beers' Social Performance Team for eight years and has been a driving force in delivering a multitude of contributions to NWT communities, helping to establish De Beers and Gahcho Kué as a trusted partner. As a leader within our business, she is a tireless advocate for colleagues and a champion for our 'Building Forever' sustainability approach, making investments that deliver lasting, positive benefits to the communities where we work.

Darcy Sinclair (pictured at left, centre photo), Mobile Maintenance Superintendent at Gahcho Kué Mine, received the Indigenous Achievement Award. He joined the GK team in 2017 and has been a trusted and valued leader in the mobile maintenance department and across the mine. Darcy is



a strong advocate for NWT employment and training and during his career has worked Ekati and Diavik diamond mines, in addition to Gahcho Kué.

Darcy lives in Fort Smith.

Michelle Peters (pictured at left, right photo), Closures Manager, accepted the Mining Reclamation Outstanding Achievement award on behalf of the Snap Lake mine closure project team. Michelle leads the Canadian Closures team from Yellowknife.

As Michelle noted in her acceptance comments, this recognition is not just a testament to the work that has been done, but a celebration of the power of collaboration, dedication and vision.

The MAX Awards were established in 2017 to recognize excellence



in mining and exploration in the Northwest Territories. Since the awards began, De Beers and its employees have received or shared five MAX awards:

2023 – Environmental, Social & Governance (with Ekati and Diavik diamond mines for NWT forest fire response);

2022 - Environmental, Social & Governance (with Ekati and Diavik diamond mines) for historic socio-economic contributions to the NWT;

2019 – Indigenous Achievement: Shayne Paul, former Sr. Mining Manager at Gahcho Kué mine; and,

2018 – Economic Leadership and Environment and Social Responsibility (with Ni Hadi Xa, Gahcho Kué mine environmental monitoring agency).

DIAMOND PENDANT RAISES \$17,500

Gahcho Kué collaborated with Rio Tinto Diavik Diamond Mine and Burgundy Diamonds Ekati Diamond Mine to create a one of a kind diamond pendant featuring a diamond from each mine that raised \$17,500 for Yellowknife Community Fundraising Club's Adopt-A-Family program during the MAX Awards auction.



TRAINING & DEVELOPMENT

Strong leadership is essential to a safe, high performing operation and at Gahcho Kué mine, considerable effort has been focused on supporting the operation’s leaders.

Since 2024, 50 supervisors from all departments completed the mine’s Frontline Supervisor Training Program.

This curriculum was developed in partnership between Gahcho Kué, Aurora College and the Mining Industry Human Resources Council and was aimed at improving the overall skills and abilities of frontline supervisors at the mine. A new program for the mine’s superintendents is being held in 2025.

Altogether during 2024, 1,851 individuals attended various training programs, accumulating more than 215,000 hours¹ in the classroom.

During 2024, new employees attended close to 50,000 hours of training as part of the Green Hand program.

Training notes

De Beers Group employs eight



Morin Neyelle, a Process Plant trainee during 2024, inspects one of the pumps in the process plant.

- apprentices at Gahcho Kué.
- The mine achieved its commitment to Trades training, with 16 employees having completed their training positions. One process plant trainee was hired during the year.
- Three summer student positions, all within the Environment Department were filled, all by NWT residents.
- A total of 37 employees

progressed to higher levels within their departments during the year, including 17 Indigenous employees, of whom eight self-identified as coming from one of six Impact Benefit Agreement communities.

Two employees, one from Mine Operations and one from Process Operations, completed the Aurora College Northern Leadership Development Program.

1. Gahcho Kué has changed how it counts training hours to align with other business units within the Anglo American group. The new method counts every hour of training accumulated by a single person. The former method only tracked total hours spent in the classroom.

2024 GAHCHO KUÉ MINE TRAINING				
	Life of Mine Commitment	# of 2024 Trainees ¹	Total Trainees to the end of 2024	Cumulative Program Graduates
Trades ¹	16	5	18	16
Apprenticeships	10	13 ²	17 ³	3
Professional Development Sponsorships	4	0	0	0
TOTAL	30	18	33	19

1. Trades trainees are positions eligible for trades certification as defined by the GNWT’s Apprenticeship, Trade and Occupation Certification Act. At Gahcho Kué this only includes Processing and Protective Services.
 2. Includes apprentices working for a site-based contractor
 3. One apprentice left the mine prior to completing their apprenticeship.



Evan Cottrell, from Fort Smith, uses an Aquatroll to test water quality from one of the monitoring sites at Gahcho Kué. He was one of three students hired to work in the Environment department during 2024.

BUSINESS OPPORTUNITIES

GAHCHO KUÉ ACHIEVES TWO MAJOR PROCUREMENT MILESTONES

Gahcho Kué achieved two significant procurement milestones during 2024: surpassing \$2 billion spent with NWT and Indigenous businesses since 2015 and record spending with Indigenous companies during the year.

The \$2bn milestone was achieved in May and represents 61% of the total \$3.2 billion spent on procurement for Gahcho Kué since 2015. This is in line with Gahcho Kué’s commitment to procure at least 60% of the goods and services required to build and operate the mine from companies located in the NWT.

The second milestone was the \$116 million worth of goods and services purchased from Indigenous companies during the year. This was the first time that procurement from Indigenous businesses was higher than non-Indigenous NWT businesses, which totaled \$107m for the year.

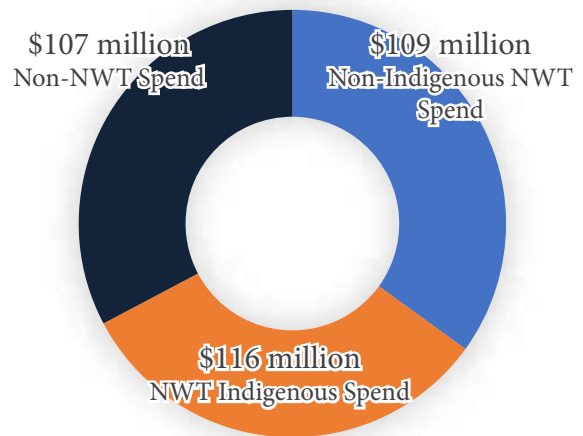
The mine also surpassed its 60% NWT procurement objective for the eighth consecutive year, with 67% of all spending going to NWT and Indigenous businesses. Total spending for the year was \$334m, of which \$224m was with NWT and Indigenous businesses.

Continued high northern spending is supported by two factors: tiered contracting priorities that give Indigenous and NWT businesses the ability to compete against larger national and multi-national firms; and, regular business summits with NWT businesses to provide a preview of upcoming contracting opportunities. During 2024, two business summits were held.

CATEGORIES FOR AWARDING CONTRACTS

A tiered ranking structure is used to evaluate proposals from companies seeking to do business at Gahcho Kué mine. This helps the operations work to meet its commitment to maximizing the value of goods and services purchased from NWT and Indigenous companies. Snap Lake closure manager Met/NUNA is responsible for managing contracts at Snap Lake.

2024 PROCUREMENT



TIER 1: A company that is 100% Indigenous owned/ equity and is associated with an Impact Benefit Agreement (IBA) partner.

TIER 2: A Joint Venture or Partnership company that has >70% Indigenous ownership/ equity contractor and is associated with an IBA partner or an NWT company that is a 100% Indigenous owned contractor.

TIER 3A: A Joint Venture or Partnership that has 51% or greater ownership/equity by an Indigenous contractor associated with an IBA partner and is 49% or less owned by another contractor.

TIER 3B: Non-Indigenous 100% owned/equity NWT contractor that works closely or partners with IBA related companies and/or other Indigenous or Northern companies.

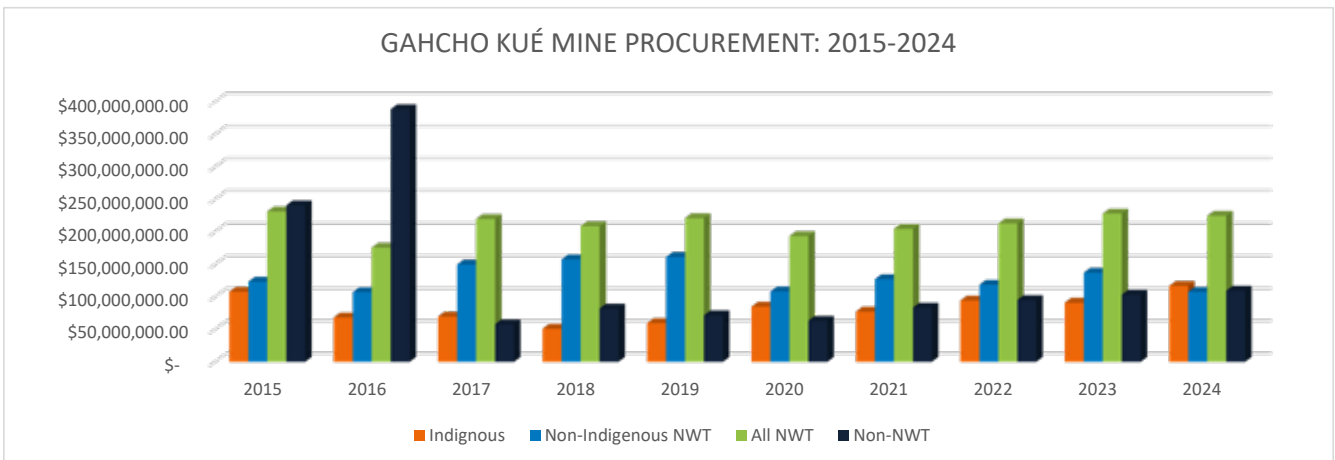
TIER 4: Non-Indigenous 100% owned/equity NWT contractor that operates in the area of the mine’s operations.

TIER 5: A specialized contractor that provides specialized services to the mine site that may not be based in the NWT or is not available in the NWT.

TIER 6: A southern contractor with <50% Indigenous ownership.



A fuel tanker drives toward Gahcho Kué mine during the 2024 winter road resupply program. The winter road opened to traffic on February 14 and continued through March 30. Gahcho Kué received 2,073 loads of fuel, equipment and other supplies during the winter road.



SUPPORTING COMMUNITIES AND CULTURE

More than 40 projects and organizations in the Northwest Territories received support from Gahcho Kué mine during 2024, totalling \$657,000.

The majority of the funds distributed during the year focused on community development, including annual implementation payments to the mine's six Indigenous Impact Benefit Agreement community partners.

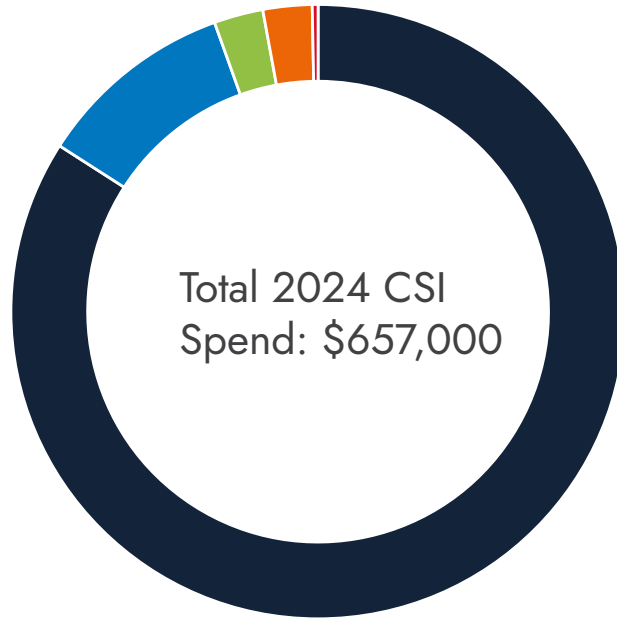
A significant amount was also focused on education and literacy, including \$67,000 in literacy projects, which included the 21st year for Books in Homes in the NWT and the second year funding to the NWT Literacy Council to support the Dolly Parton Imagination Library in the NWT. Books in Homes also continued to provide provide literacy kits and books to 10 daycare providers in Yellowknife.

In addition, three NWT residents received \$4,500 scholarships to support their enrollment in university Science, Technology, Engineering and Math programs.

Organizations who received funding during 2024:

- Tlicho Government
- Lutsel K'e Dene First Nation
- Deninu Kué First Nation
- Yellowknives Dene First Nation
- North Slave Métis Alliance
- NWT Métis Nation
- Food First Foundation NWT
- Hay River Centennial Library
- Deline Government
- Bushkids

2024 CORPORATE SOCIAL INVESTMENT



■ Community Development ■ Education and Training ■ Health and Safety ■ Heritage and Culture ■ Sports

- Multicultural Community of Yellowknife
- Women in Mining NWT
- JBT Elementary School (Fort Smith)
- NWT Tourism
- NWT Disabilities Council
- Stanton Territorial Hospital Foundation
- NWT Recreation and Parks Association
- NWT & Nunavut Chamber of Mines
- Tree of Peace
- YWCA NWT
- Hamlet of Enterprise
- Inclusion NWT



A \$48,000 contribution in late 2023 helped the NWT Disabilities Council replace windows in the Abe Miller Centre in Yellowknife during 2024.

FUNDING FOR LEARNING TOOLS MAKES A BIG DIFFERENCE IN SMALL SCHOOL

A \$3,000 contribution from De Beers Group helped Lutsel K'e Dene School purchase learning tools that have helped improved educational outcomes and attendance for special needs students.

Lutsel K'e, located on the eastern shore of Great Slave Lake in Canada's Northwest Territories, is home to around 300 people and the school has about 75 students enrolled in Junior Kindergarten to Grade 12.

Adelle MacCarthy, Program Support Teacher and Instructional Coach at the school, said: "With providing hands-on objects to students with special needs, I'm able to help them focus on tasks. Teachers at the school have benefited from the development tools, due to an increase in positive engagements between students and teachers."

The funding enabled the school to purchase educational puzzles, games, prompt cards, and other items that were used by all students.

Kelly Brenton, Social Performance Manager for De Beers Canada, said: "It is great that we can have such a large impact with such a relatively small investment."



BOOKS IN HOMES 2024

Even after two decades, De Beers' "Flying Bookstore" continues to fill home library shelves and inspire employees.

Launched in 2003, Books in Homes has never wavered from its original intent: to help build home libraries in Northwest Territories communities that are far from the nearest public library or commercial bookstore. The 2024 version of the program wrapped up with a road-trip to Whati, a Tlicho community located 250 km northwest of Yellowknife and home to approximately 550 people.

The program is coordinated by Selena Pukanich, Social Performance Administrator, who said they delivered 4,100 books to students in 11 schools this year. This brings the total number of books distributed free of charge to NWT youth since the program began to close to 70,000. "It is one of the most rewarding programs I have been involved in, knowing that we are improving literacy within the schools year by year and one student, one book at a time."

Social Performance specialist Taylor Brookson described her first time participating in the program as "an incredibly rewarding experience.

One of the highlights has been witnessing the children's excitement as we set up the books. It's truly heartwarming to know that these books are not only inspiring their imaginations but also nurturing a love for reading that will have a lasting impact on them."

Lisa Nitsiza lives in Whati and joined the Social Performance team in 2024. She took part in two Books in Homes community visits, including to her hometown Mezi Community School. "I truly enjoyed watching the children select a book and then realize that they can pick more than one — they were all smiles."

The program has also been extended to day homes in the Yellowknife area. During the past two years, 19 day homes have each received up to \$1,500 worth of literacy and science, technology engineering (STEM) kits.

In addition to the traditional Books in Homes campaign, De Beers funds the Dolly Parton Imagination Library through the NWT Literacy Council. Through that program, families can sign up to receive a book a month for children younger than five years of age. Over 1,000 books have been distributed through that partnership.



TEAMWORK HELPS DRIVE HOUSING PROJECT

Sometime in mid-2025, 10 new homes will welcome occupants in Lutsel K'e.

What began a request to help build two tiny homes to address community housing challenges in early 2022 has resulted in the delivery of the five duplex manufactured homes.

Most of the project was funded thanks to a grant from the Canadian Mortgage and Housing Corporation. In early 2024, however, a \$1.8 million funding shortfall threatened the project and that's where the Gahcho Kué team stepped up.

"We wanted to be a partner in the project. Unfortunately due to challenging global diamond markets, we knew that we wouldn't be able to provide a direct financial investment," said Kelly Brenton, Social Performance Manager.

Instead, the team rolled up their sleeves to rack up dozens of hours staff time to advance the project. This time in lieu could be worth as much as \$20,000.

The team has provided project management, engaged the territorial government, sent in a mechanic from the mine to assess the condition of address mechanical issues of heavy equipment needed for the project, and aligned numerous business partners who stepped in with in-kind support.

One example includes KAG Canada, which owns Westcan Bulk Transport that hauls the majority of fuel to the mine. It provided trucking services to move the homes 1,500 km from Lethbridge, Alberta to

the barge terminal in Hay River, NT. SMS Equipment provided heavy duty mechanics to repair equipment in the community.

Brenton stressed that this project is a true example of the collaborative regional development. Burgundy Diamond Ekati Mine and Rio Tinto Diavik Diamond Mine are also involved, providing helping pay for the parts and labour needed to repair the heavy equipment.

Haroon Bhatti, Social Performance Specialist, has spent well more than 100 hours of work time on the project since March. "This project has a lot of moving parts so it was important that we stayed on top of a lot of different things that were all happening at the same time."

The homes were delivered in September and work has begun to prepare the lots where the homes will be set up. A lack of gravel for the building pads has delayed the project, which should be complete by next summer, when the first residents are likely to move in.

"You see the houses in Lutsel K's and there is proof that the community is going to benefit. We're trying not to rush things. We want to do the job properly and make sure the homes go on lots that are the proper specifications," said Bhatti.

So far, the work done by Gahcho Kué, its partners and the Government of the NWT have erased more than half of the project funding shortfall and work continues to identify ways to eliminate it altogether.

"You see the houses in Lutsel K's and there is proof that the community is going to benefit."



EMPLOYEE VOLUNTEERING

Gahcho Kué mine employees get to work at the Yellowknife Playschool building as part of an Ambassadors for Good employee volunteering project. The team helped the Playschool prepare for the interior of the building to be repainted in 2024. Ambassadors for Good is an employee volunteer program sponsored by Anglo American plc Group. It provides funding to teams of employees who volunteer their time to support a local charity. A second Ambassadors project was also approved in Yellowknife in 2024, to assist Yellowknife Search and Rescue procure a new radio system and train its volunteers. That project will be completed in 2025.



VISIT TO THE MINE

In May 2024, six Yellowknife residents visited Gahcho Kué mine to fulfil an auction prize won at the Stanton Territorial Hospital Foundation Festival of Giving Gala in late 2019. Due to pandemic restrictions and other interruptions the trip wasn't possible until last year. Here, Mine General Manager Kevin Gostlin describes activities in Hearne pit during the one-day visit by the group.

Building Forever

Building Forever is De Beers Group's comprehensive sustainability framework, focused on creating a positive and sustainable impact in our partner countries and host communities.

To build forever we need to challenge ourselves to do better and push further.

In 2024, the Gahcho Kué team achieved 94% of their Building Forever deliverables.

LEADING ETHICAL PRACTICES ACROSS INDUSTRY

RESPONSIBLE SOURCING

100% complete

PROVENANCE

Not Applicable

ARTISINAL MINING

Not Applicable

- 67% of Gahcho Kué procurement was with NWT and Indigenous companies

- 2 supplier summits held during the year.

PROTECTING THE NATURAL WORLD

CLIMATE CHANGE

59% complete

WATER

100% complete

BIODIVERSITY

65% complete

- RFP issued for Redknife River bridge fish habitat restoration project
- Conceptual plan developed for recovery of Arctic Grayling in Kennady Lake following end of mining
- Updated Interim Closure & Reclamation Plan submitted to the Mackenzie Valley Land & Water Board

PARTNERING FOR THRIVING COMMUNITIES

HEALTH & WELLBEING

99% complete

SKILLS & EDUCATION

97% complete

LIVELIHOODS

94% complete

- Housing Project in Lutsel K'e
- 600 Baby Bundles distributed in the NWT
- Community Literacy program enhancements
- Early Childhood Education scholarship partnership with Aurora College

ACCELERATING EQUAL OPPORTUNITY

INCLUSIVE WORKPLACE

100% complete

WOMEN IN BUSINESS & TECH

100% complete

DIVERSE TALENT IN DIAMOND JEWELLERY

Not Applicable

- Three NWT women receive De Beers Group scholarships for women in STEM
- STEM camp for NWT teen girls planned. Cancelled due to lack of applications.

THREE NWT WOMEN RECEIVE SCHOLARSHIPS

De Beers Group awarded scholarships worth \$4,500 each to three NWT residents.

The scholarships are part of De Beers' commitment to advancing women in Science, Technology, Engineering and Math (STEM) fields in Canada.

Aubrey Sluggett, of Yellowknife, enrolled in her first year of honours health science at the University of Waterloo, hoping to become a doctor.

Madison Menacho-Melnyk, of Norman Wells, attended Yukon University in Whitehorse and was the first person in her family to pursue post-secondary education.

Symone Berube, originally from Fort Smith but was living in Yellowknife, attended York University, studying neuroscience.



SNAP LAKE MINE CLOSURE PROJECT 2024 UPDATE

A photo taken from a drone shows the reclaimed central infrastructure area of Snap Lake mine in October 2024, a few days prior to the site being closed for the winter. The temporary closure camp can be seen in the background.

SNAP LAKE SET TO MOVE INTO LONG-TERM MONITORING

On Nov. 3, 2024 the Snap Lake mine closure site was demobilized for the winter, ready for the final push to long-term monitoring.

By the end of 2024, the active closure project was 97% complete, leaving just a 2025 winter road backhaul program to complete and a small amount of seeding to be done during the spring of 2025.

Michelle Peters, Closures Manager for De Beers Canada, said: “De Beers’ goal for Snap Lake mine closure was to return the site to a functioning ecosystem that is safe for people, vegetation, aquatic life and wildlife and we are confident that we have been able to achieve this. Environmental monitoring indicates that the site is already meeting water quality criteria that need to be met by 2030.”

During 2024, final structures were demolished and earthworks and construction of water management structures were completed. The winter road program will see the removal of the temporary closure accommodations and remaining heavy equipment from site..

After the end of March 2025, all that will remain is a small post-closure monitoring camp and a few pieces of mobile equipment.

That will set the stage for a final walkthrough of the site with the closure contractor to enable the team to formally declare the project substantially complete

Long-term monitoring will continue for approximately 20 years.

Table 1: SNAP LAKE EMPLOYMENT BY HIRING PRIORITY, TO THE END OF 2024

	2021	2022	2023	2024
PERSON YEARS				
NWT Indigenous	1.8	19.5	21.7	11.5
Other NWT residents	1.6	9.6	9.1	3.8
Subtotal NWT residents	3.4	29.1	30.8	15.3
Non-NWT	9.2	87.5	126.3	81.9
Grand Total	12.6	116.6	157.1	97.1
PERCENT OF TOTAL				
NWT Indigenous	14%	17%	14%	12%
Other NWT residents	13%	8%	6%	4%
Subtotal NWT residents	27%	25%	20%	16%
Non-NWT	73%	75%	80%	84%
Grand Total	100%	100%	100%	100%
<small>Note: NWT Indigenous employees who were identified as residing outside the NWT are recorded as Non-NWT Residents in this table. Any employee whose Indigenous status could not be established was identified as non-Indigenous in this table. Figures may not add up due to rounding.</small>				

Table 2: SNAP LAKE EMPLOYMENT BY HIRING PRIORITY - DE BEERS GROUP AND CONTRACTORS, 2024

	DE BEERS	CONTRACTOR	TOTAL
PERSON YEARS			
NWT Indigenous	0.0	21.7	21.7
Other NWT residents	1.5	7.6	9.1
Subtotal NWT residents	1.5	29.3	30.8
Non-NWT Indigenous	0.0	12.2	12.2
Other Non-NWT residents	4.2	109.9	114.1
Subtotal Non-NWT residents	4.2	122.1	126.3
Total	5.8	151.3	157.1
percent of total			
NWT Indigenous	0%	14%	14%
Other NWT residents	27%	5%	6%
Subtotal NWT residents	27%	19%	20%
Non-NWT Indigenous	0%	8%	8%
Other Non-NWT residents	73%	73%	73%
Subtotal Non-NWT residents	73%	81%	80%
Total	100%	100%	100%

Note: NWT Indigenous employees who were identified as residing outside the NWT are recorded as non-NWT Residents in this table. Any employee whose Indigenous status could not be established was identified as non-Indigenous in this table. Figures may not add up due to rounding.

Table 3a: SNAP LAKE EMPLOYMENT BY HIRING PRIORITY AND JOB CLASSIFICATION, 2024

	NWT Indigenous	Other NWT Residents	Subtotal NWT Residents	Non-NWT Residents	GRAND TOTAL
PERSON YEARS					
Management	0.3	1.0	1.2	13.9	15.1
Professional	0.5	0.3	0.9	20.3	21.2
Skilled	0.0	2.3	2.3	37.6	39.9
Subtotal	0.8	3.6	4.4	71.7	76.2
Semi-skilled	4.1	0.1	4.3	9.9	14.1
Unskilled	6.5	0.0	6.6	0.3	6.9
Subtotal	10.7	0.2	10.9	10.1	21.0
Total	11.5	3.8	15.3	81.9	97.1
PERCENT OF TOTAL BY JOB CLASSIFICATION					
Management	2%	6%	8%	92%	100%
Professional	3%	2%	4%	96%	100%
Skilled	0%	6%	6%	94%	100%
Subtotal	1%	5%	6%	94%	100%
Semi-skilled	29%	1%	30%	70%	100%
Unskilled	95%	1%	96%	4%	100%
Subtotal	51%	1%	52%	48%	100%
Total	12%	4%	16%	84%	100%
PERCENT OF TOTAL BY HIRING PRIORITY					
Management	2%	25%	8%	17%	16%
Professional	5%	9%	6%	25%	22%
Skilled	0%	61%	15%	46%	41%
Subtotal	7%	95%	29%	88%	78%
Semi-skilled	36%	4%	28%	12%	15%
Unskilled	57%	1%	43%	0%	7%
Subtotal	93%	5%	71%	12%	22%
TOTAL	100%	100%	100%	100%	100%

Note: NWT Indigenous employees who were identified as residing outside the NWT are recorded as Non-NWT Residents in this table. Any employee whose Indigenous status could not be established was identified as non-Indigenous in this table. Figures may not add up due to rounding.

Table 3b: SNAP LAKE EMPLOYMENT BY HIRING PRIORITY AND JOB CLASSIFICATION (NWT AND NON-NWT INDIGENOUS), 2024

	NWT Indigenous	Non-NWT Indigenous	Total Indigenous	Other NWT Residents	Other Non-NWT Residents	GRAND TOTAL
PERSON YEARS						
Management	0.3	1.6	1.9	1.0	12.2	15.1
Professional	0.5	0.7	1.3	0.3	19.6	21.2
Skilled	0.0	2.9	2.9	2.3	34.7	39.9
Subtotal	0.8	5.2	6.0	3.6	66.5	76.2
Semi-skilled	4.1	2.0	6.1	0.1	7.8	14.1
Unskilled	6.5	0.1	6.6	0.0	0.2	6.9
Subtotal	10.7	2.1	12.8	0.2	8.0	21.0
Total	11.5	7.3	18.8	3.8	74.6	97.1
PERCENT OF TOTAL BY JOB CLASSIFICATION						
Management	2%	11%	13%	6%	81%	100%
Professional	3%	3%	6%	2%	92%	100%
Skilled	0%	7%	7%	6%	87%	100%
Subtotal	1%	7%	8%	5%	87%	100%
Semi-skilled	29%	14%	43%	1%	55%	100%
Unskilled	95%	1%	96%	1%	3%	100%
Subtotal	51%	10%	61%	1%	38%	100%
Total	12%	8%	19%	4%	77%	100%
PERCENT OF TOTAL BY HIRING PRIORITY						
Management	2%	22%	10%	25%	16%	16%
Professional	5%	10%	7%	9%	26%	22%
Skilled	0%	39%	15%	61%	47%	41%
Subtotal	7%	71%	32%	95%	89%	78%
Semi-skilled	36%	28%	33%	4%	11%	15%
Unskilled	57%	1%	35%	1%	0%	7%
Subtotal	93%	29%	68%	5%	11%	22%
Total	100%	100%	100%	100%	100%	100%

Employment calculations are based on a majority of people working at the mine on 2-week rotations. A Person Year of Employment is equal to 13 rotations of 14 days, working 12 hours each day. This represents 2,184 hours of work, which is used to calculate the number of Person Years of Employment.



READY FOR WINTER ROAD BACKHAUL

On October 30, 2024, rock trucks and a bus are lined up and ready for removal from the Snap Lake closure project site on the 2025 winter road. The closure project was 97% complete by the end of the year, with just the removal of equipment and other materials used during active closure remaining to be completed in early 2025.

Table 4: SNAP LAKE EMPLOYMENT BY NWT COMMUNITY, 2024

	Person Years	% of Total Employment	% of NWT Employment
Yellowknife	8.4	8.6%	54.9%
Behchokǫ	1.3	1.4%	8.7%
tutselk'e	2.6	2.6%	16.7%
Fort Providence	0.7	0.8%	4.8%
Wekweètì	0.9	0.9%	5.6%
Fort Smith	0.3	0%	1.7%
Dettah	0.6	0.7%	4.2%
Fort Simpson	0.3	0.3%	1.9%
Tulita	0.2	0.2%	1.5%
Total NWT	15.3	15.7%	100.0%
Non-NWT*	81.9	84.3%	n.a.
Total	97.1	100%	n.a.

Note: Figures may not add up due to rounding.

Table 5: SNAP LAKE EMPLOYMENT BY GENDER, 2024

	PERSON YEARS	PERCENT
Men	84.4	87%
Women	12.7	13%
Total	97.1	100%

Table 7: SNAP LAKE NEW HIRES BY EMPLOYER, 2024

	DE BEERS	CONTRACTOR	TOTAL
NWT Indigenous	0.0	5.2	5.2
Other NWT residents	0.0	2.3	2.3
Subtotal NWT residents	0.0	7.6	7.6
Non-NWT resident	0.7	56.5	57.2
Total	0.7	64.0	64.8

Table 6: SNAP LAKE EMPLOYMENT BY JOB CLASSIFICATION FOR WOMEN, 2024

	PERSON YEARS	PERCENT
Management	1.0	8%
Professional	2.4	19%
Skilled	1.8	14%
Subtotal	5.2	41%
Semi-skilled	5.3	42%
Unskilled	2.2	17%
Subtotal	7.5	59%
Grand Total	12.7	100%

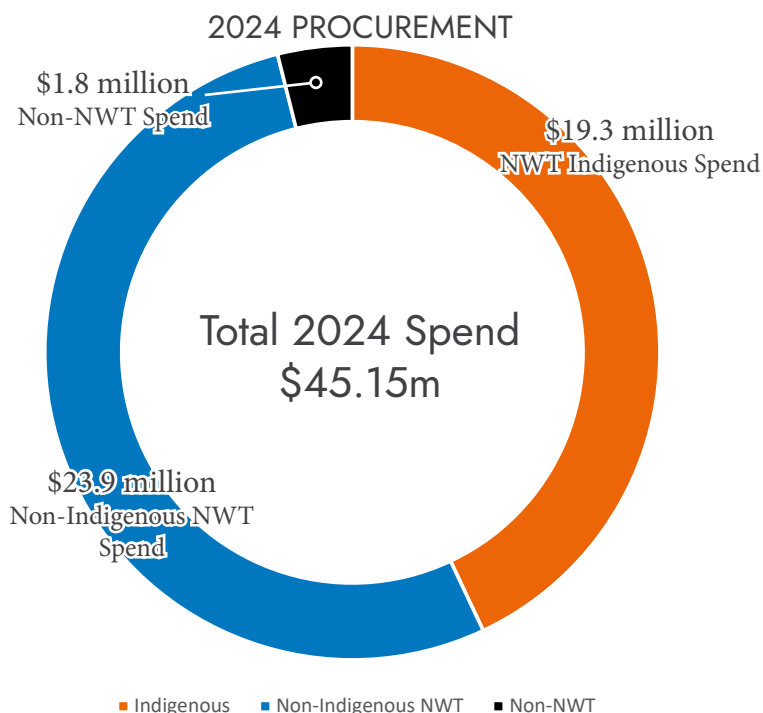
Note: The system of reporting does not distinguish between new hires and rehires; figures may not add up due to rounding.

TABLE 8: SNAP LAKE NEW HIRES BY SKILL CATEGORY, 2024

	PERSON YEARS	PERCENT
Management	2.6	7%
Professional	9.8	27%
Skilled	15.9	44%
Subtotal	28.4	78%
Semi-skilled	6.0	17%
Unskilled	1.8	5%
Subtotal	7.8	22%
Grand Total	36.2	100%

Note: Figures may not add up due to rounding.

Note: Figures may not add up due to rounding.





PROMOTING THE NWT’S NATURAL DIAMONDS

Gahcho Kué mine rolled out the welcome mat for actress Lily James and the Natural Diamond Council in February 2024 to help them capture video segments and interviews with NWT employees as part of a global marketing campaign. James spent a day at the mine, meeting members of the team and touring the winter road, observing water sampling and taking part in caribou monitoring. The videos created from the visit are available on YouTube and from the Natural Diamond Council: <https://youtu.be/PIaWKPQWlpQ>.

YOURVOICE - WHISTLEBLOWING SERVICE

Gahcho Kué mine provides a confidential and secure mechanism to encourage employees, suppliers, business partners and other stakeholders to raise concerns about any potentially unsafe, unethical or unlawful conduct. This includes, in particular, actions that are misaligned with our company values.

YourVoice is an independently managed program. Concerns can be raised about, but are not limited to, the following:

- Safety
- Bribery
- Fraud
- Violence
- Abuse
- Harassment
- Bullying

All complaints made in good faith will be fully investigated and actions taken to remedy any incidents and grievances where possible. People can raise complaints anonymously using enhanced technology to protect personal information.

Contact

Web: yourvoice.debeersgroup.com

Telephone: 1-855-303-7713

In addition, the company has a social incident and grievance policy with investigative procedures that align with the site incident management policy and procedures.

DE BEERS GROUP

DE BEERS GROUP

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MOUNTAIN PROVINCE DIAMONDS

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