



FOLLOW-UP TABLE OF COMMITMENTS

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Since the submission of the Environmental Impact Assessment (EIA) in 2021, some mitigation measures have been amended to address questions or comments from provincial authorities. The measures set out in the table below are the most up-to-date measures to which Galaxy Lithium (Canada) Inc. (hereinafter referred to as Galaxy) is committed. This table was prepared to address condition No. 3 of the certificate of authorization issued on December 27, 2023.

Table 1 Follow-up of Commitments

| Code | Description | Phase | | | Reference |
|--|--|--------------|-----------|-------------------------|--|
| | | Construction | Operation | Closure Post-closure | |
| Project | | | | | |
| ENG-1 | <p>The extraction rates are as follows:</p> <ul style="list-style-type: none">- Average daily ore extraction rate: 5,500 tonnes;- Maximum daily ore extraction rate: 8,500 tonnes;- Average daily total mining rate (ore and waste rock): 30,000 tonnes;- Maximum daily total extraction rate (ore and waste rock): 35,000 tonnes. <p>The mine life is estimated at 18.5 years.</p> | | X | | Demande d'engagements (COMEX, juin 2023) |
| Filing of document with the Provincial Administrator | | | | | |
| ENG-7 | Submit the Emergency Management Plan (EMP) to the Administrator, for information, when filing the first application for ministerial authorization under Section 22 of the Environment Quality Act for the construction of the mine site. | X | | | Demande d'engagements (COMEX, juin 2023) |
| ENG-8 | Submit the infrastructure monitoring program for the mining operation phase no later than when filing the application for authorization under Section 22 of the EQA for the operation of the mine site. | | X | | Demande d'engagements (COMEX, juin 2023) |
| Soil Profile and Surface | | | | | |
| SUR 01 | Mark out the boundaries of the planned earthworks, restrict the areas of deforestation and soil stripping as well as cutting areas to the footprint of the required infrastructure (road, pits, stockpiles, basin, etc.). | X | | X | ÉIE (2021) |

| Code | Description | Phase | | | Reference |
|---|--|--------------|-----------|-------------------------|---|
| | | Construction | Operation | Closure Post-closure | |
| SUR 02 | Mark out access, paths and work areas before undertaking work, and prohibit parking and movement of machinery and vehicles outside of those areas. | X | | X | ÉIE (2021) |
| SUR 03 | Rehabilitate creek banks disturbed by the work as early as possible to minimize erosion and sedimentation. If it is not possible to permanently stabilize disturbed surfaces before winter, implement temporary protection measures. | X | | | ÉIE (2021) |
| SUR 04 | In watercourse crossing areas, perform deforestation work immediately before construction to minimize erosion. | X | | | ÉIE (2021) |
| SUR 05 | Install a geomembrane on haul roads built with waste rock that are not located on waste rock piles. | X | | | Note technique (COMEX) Solution de rechange [...] |
| SUR 06 | Implement a QA/QC program during construction of the haul road, including the installation of the geomembrane, as well as during operations and restoration work. | X | | | Note technique (COMEX) Information supplémentaire [...] |
| ENG-9 | Do not use leachable waste rock for the construction of industrial areas, camps, explosive storage, mine roads other than haul roads, or any other use on the mine site. ¹ The materials (aggregates, stones, rocks, etc.) will come from the <i>Société de Développement de la Baie James</i> quarry at km 394 and the quantities required for the construction of the mine site are estimated at 30,000 m ³ . | X | | | Demande d'engagements (COMEX, juin 2023) |
| NOR 01 | Restore work areas and stockpiles by levelling surfaces, covering them with natural soils, scarifying or seeding them to support revegetation. Stabilize reworked areas, embankment slopes, overburden stockpiles, etc., as work progresses. Reference: D019 for rehabilitation phase. | X | | X | ÉIE (2021) |
| Soil, Water and Sediment Quality | | | | | |
| QUA 01 | Ensure that emergency kits for the recovery of petroleum products and chemicals are available in sensitive locations. | X | X | X | ÉIE (2021) |

¹ Commitment ENG-9 does not apply to the following infrastructure: waste rock and tailings storage facilities as well as roads, ditches and basins covered by the Minister of Environment and Climate Change's decision statement of January 13, 2023. <https://iaac-aeic.gc.ca/050/evaluations/document/146228>

| Code | Description | Phase | | | Reference |
|--------|--|--------------|-----------|-------------------------|------------|
| | | Construction | Operation | Closure Post-closure | |
| QUA 02 | Through frequent inspections, ensure that machinery is in good working order (clean with no contaminant leaks), and that fuel and lubricant tanks are sealed. Any discovered leaks require immediate repairs to the tank in question. | X | X | X | ÉIE (2021) |
| QUA 03 | Standard precautions should be taken during maintenance (draining, greasing, etc.) and refuelling of machinery on site to avoid any accidental spills. | X | X | X | ÉIE (2021) |
| QUA 04 | In the case of temporary storage of contaminated excavated material, take all the necessary actions to preserve the integrity of the surrounding soil and water and ensure the safety of workers (put piles on a sealed or impermeable surface, cover piles, restrict access to these piles, etc.). | X | X | X | ÉIE (2021) |
| QUA 05 | Continuously stabilize or protect exposed surfaces (revegetation) as soon as possible to reduce the transport of TSS and to limit the leaching of materials. | X | | X | ÉIE (2021) |
| QUA 06 | Establish a well system on the periphery of the mining infrastructure to measure the drawdown and the rise of the water table in the sector of the pit. | X | X | | ÉIE (2021) |
| QUA 07 | Carry out development work likely to alter the hydraulicity of watercourses outside the snowmelt period (April 15 th to June 15 th). | X | | | ÉIE (2021) |
| QUA 08 | Limit the transport of fine particles in the water environment beyond the immediate work area by effective means (sediment traps, sediment barriers, turbidity curtain, etc.). | X | X | X | ÉIE (2021) |
| QUA 09 | Build a temporary bridge for machinery if crossing a watercourse is required. Set up bridging or an ice-bridge when building a trail across a watercourse or fish habitat (ref. NOR 05). | X | | | ÉIE (2021) |
| QUA 10 | Equip all fixed equipment containing oils and/or fuel (e.g., lighting tower, generator, crusher, sifter, etc.) located less than 60 m from a watercourse or body of water with a leakproof recovery system. Equipment must be equipped with absorbents for quick and effective response in the event of an accidental spill. | X | X | X | ÉIE (2021) |

| Code | Description | Phase | | | Reference |
|---------------------|---|--------------|-----------|-------------------------|-------------------------|
| | | Construction | Operation | Closure Post-closure | |
| QUA 11 | Temporary facilities (e.g. construction site trailer, access road, storage areas, waste site) must be located more than 60 m from a watercourse. | X | | X | ÉIE (2021) |
| QUA 12 | Any vehicle and machinery maintenance is prohibited outside the designated areas. | X | X | X | ÉIE (2021) |
| QUA 13 | Refuel vehicles and machinery at designated locations in accordance with good practices. | X | X | X | ÉIE (2021) |
| QUA 14 ² | Monitoring of water quantity and quality at the truck stop drinking water well and drilling a new drinking water well in case drawdown of the groundwater makes the truck stop drinking water well unserviceable. | | X | | ÉIE (2021) |
| QUA 15 | Managing the explosive plant to be zero waste: <ul style="list-style-type: none"> Sanitary discharges will be stored in a sealed tank and disposed of outside the site; Waste oil and other non-recyclable discharges will be disposed of outside the site by an authorized company for reclamation or disposal; Trucks with ANFO will be cleaned inside the building and wash water will be sent to the oil-water separator and then filtered and reused. | | X | | ÉIE (2021) |
| QUA 16 | Implement a groundwater monitoring program along haul roads. | | X | | COMEX 4e série, QC4-14 |
| QUA 17 | Implement a monitoring program for phosphorus in the final effluent discharge in the CE2 as well in groundwater. | | X | | COMEX, 4e série, QC4-45 |

² Despite the proponent's commitment to monitor the drinking water supply at the km 381 truck stop, it appears the operation of this truck stop, including any questions related to drinking water management, is the responsibility of its owner, the SDBJ. The latter holds authorizations issued by the MELCCFP for water management at the km 381 truck stop, for which monitoring, and reports are notably transmitted to the MELCCFP. The proponent will therefore not be in position to respect this commitment, as it has no right or capacity to intervene directly on the management of water, or any other element whatsoever, at the km 381 truck stop. The proponent shall ensure that it works closely with the SDBJ to ensure the quality/quantity of the drinking water at the km 381 truck stop.

| Code | Description | Phase | | | Reference |
|--------|---|--------------|-----------|-------------------------|--|
| | | Construction | Operation | Closure Post-closure | |
| QUA 19 | Implement a surface water quality monitoring, including phosphorus, in which water quality results will be compared to the 2021 Environmental Discharge Objectives (EDOs), beginning in the construction phase. | X | X | X | COMEX, 4e série, QC4-11, QC4-14 |
| QUA 20 | Implement a geochemical monitoring program for waste rock and tailings during operation, based on criteria of the Directive 019 (D019) as well as the material characterization procedure contained in the new <i>Guide de caractérisation des résidus miniers et du minerai</i> (Characterization Guide) issued by the MELCC in 2020. | | X | | COMEX, 4e série, QC4-5 |
| QUA 21 | Meet remediation criteria for soils potentially contaminated with lithium, vanadium, or titanium. The criteria for lithium are 16 mg/kg for residential land use soils and 230 mg/kg for commercial/industrial land use soils. The criteria for vanadium are 39 mg/kg for residential land use soils and 86 mg/kg for commercial/industrial land use soils. For soils containing titanium and other contaminants covered by the Land Protection and Rehabilitation Regulation (LPRR) or the lithium or vanadium response guide, it is recommended that they be managed according to the criteria or standards applicable to those other contaminants. In the case of soils containing only titanium, they can be managed according to the site-specific background levels after validation with the Ministry. | | | X | COMEX, 4e série, QC4-51 |
| ENG-2 | Recover all contact water from the overburden pile by the sites water management system and treat it before it is discharged to the environment | X | X | | Demande d'engagements (COMEX, juin 2023) |
| NOR 02 | Manage excavation waste according to their degree of contamination and in accordance with the requirements of the Soil Protection and Rehabilitation of Contaminated Sites Policy. Reference: Q-2, r. 37 – Land Protection and Rehabilitation Regulation: Schedules I and II and Response Guide – Soil Protection and Contaminated Sites Rehabilitation: Table 5 – Soil recovery methods authorized in Québec. | X | X | X | ÉIE (2021) |

| Code | Description | Phase | | | Reference |
|--------|--|--------------|-----------|-------------------------|------------|
| | | Construction | Operation | Closure Post-closure | |
| NOR 03 | Dispose of contaminated excavation in accordance with the Contaminated Soil Management Grid set out in the <i>Guide d'intervention</i> . If disposal in the stockpile turns out to be a possible option, Galaxy will submit an application for authorization to the Ministry and only take action after issuance of said authorization. Reference: Q-2, r. 18 – Regulation respecting the burial of contaminated soils: Schedule I and Guide – Soil Protection and Contaminated Sites Rehabilitation: Schedule 5 – Excavated soil management grid; Section 6.4.3.1 List of authorized treatment facilities. | X | X | X | ÉIE (2021) |
| NOR 04 | Dispose of surplus or unusable excavation waste (clay, silt, gravel, rock) with due care and in accordance with the Protection Policy for Lakeshores, Riverbanks, Littoral Zones and Floodplains and D019 to ensure adequate separation from water environments. | X | X | X | ÉIE (2021) |
| NOR 05 | Install culverts or crossing structures designed to maintain the free flow of water (and the free passage of fish). The construction of bridges or the installation of culverts shall not reduce the width of the watercourse by more than 20%, as measured from the natural high-water mark. The base of the lower culvert shall be driven below the natural bed of the watercourse at a depth of not less than 15 cm or 10% of the height of the structure and its ends shall extend beyond the base of the embankment by not more than 30 cm and be adequately stabilized. Reference: Regulation respecting standards of forest management for forests in the domain of the State. | X | | | ÉIE (2021) |
| NOR 06 | Install a minimum of three observation wells in the selected locations around the stockpile to verify groundwater quality upstream and downstream. Reference: D019, Section 2.3.2.1. | | X | | ÉIE (2021) |

| Code | Description | Phase | | | Reference |
|-------------------|--|--------------|-----------|-------------------------|---|
| | | Construction | Operation | Closure Post-closure | |
| NOR 07 | Surround mining infrastructure with ditches so that drainage and runoff water is directed towards a basin and then treated as needed before being discharged into the environment. In addition, runoff water from outside activity areas shall be directed into drainage ditches, built around mine infrastructure to prevent these waters from sources of contamination (dilution prohibited). Reference: D019, Section 2.1.5. | X | X | | ÉIE (2021) |
| NOR 08 | Ensure, before discharging the effluent water, that it complies with the standards. Reference: Metal and Diamond Mining Effluent Regulations, Section 4 and Schedule 4 and D019, Section 2.1.1.1. | X | X | X | ÉIE (2021) |
| NOR 09 | In the event of an accidental spill, stop the leak as soon as it is identified, contain the product, and recover it using suitable equipment (absorbent sheets, flanges, drain covers, etc.). Immediately notify the Ministry. Excavate contaminated soil, place it in sealed containers and dispose of it in accordance with the hazardous materials management program. Advocate for quicker interventions to prevent deep infiltration. Reference: Environment Quality Act, Section 21 and Regulation respecting hazardous materials, Section 9. | X | X | X | ÉIE (2021) |
| NOR 10 | Set aside overburden and segregate the topsoil for reuse when redeveloping disturbed areas. Reference: D019, Section 2.6. | X | | X | ÉIE (2021) |
| Atmosphere | | | | | |
| AIR 01 ENG-3 | Regularly water roads, work areas, and stockpiles by moistening them to prevent resuspension and dust emission and keep a watering and BNQ certified dust control agent spraying logbook during the site construction and operation. The frequency and intensity of road watering will be combined to meteorological conditions and to the air quality monitoring. Present a summary demonstrating the effectiveness of this measure in the annual environmental monitoring report. | X | X | | ÉIE (2021), COMEX, 4e série, QC4-21 et Demande d'engagements (COMEX, juin 2023) |

| Code | Description | Phase | | | Reference |
|--------|---|--------------|-----------|-------------------------|-------------------------|
| | | Construction | Operation | Closure Post-closure | |
| AIR 02 | Avoid unnecessary engine idling to reduce noise and disturbances from exhaust gas, smoke, dust, or any other contaminants likely to come from the machinery. | X | X | X | ÉIE (2021) |
| AIR 03 | Limit the vehicle speed on the various sites, including mine operations. | X | X | X | ÉIE (2021) |
| AIR 04 | Instead of burning, proceed as much as possible with chipping tree removal residue and clear brush at the work site and then spread. | X | | | ÉIE (2021) |
| AIR 05 | Optimize stripping according to the actual needs of the operation so as not to overexpose unused stripped surfaces to wind erosion and/or restrict, if necessary, access to these surfaces if they are not used for long enough periods. | X | X | | ÉIE (2021) |
| AIR 06 | Monitor total particulate matter (TPM), breathable particulate matter (PM10), fine particulate matter (PM2.5) and crystalline silica, especially close to the truck stop, from the start of operations. | | X | | ÉIE (2021) |
| AIR 07 | Ensure regular maintenance of the dust collectors to ensure cleaning efficiency at all times. | | X | | ÉIE (2021) |
| AIR 08 | Submit to MELCC for approval, detailed air quality sampling specification prior to the start of the construction phase. | X | | | COMEX, 4e série, QC4-32 |
| AIR 09 | Implement a dust emission management plan in which the ambient air quality monitoring program proposed for the project will include ambient air quality monitoring of total particulate matter, PM10, PM2.5, crystalline silica, NO2 and selected metals. | X | X | | COMEX, 4e série, QC4-32 |
| AIR 10 | Update the air dispersion modeling in the operation phase. If modelled concentration at sensitive receptors still exceeds applicable limit values, additional mitigation measures will be evaluated and their impacts on concentrations determined through modelling. | | X | | COMEX, 4e série, QC4-32 |
| AIR 11 | Complete monitoring of GHG emissions by mobile sources by compiling fuel consumption of vehicles and machinery throughout the life of the project. | X | X | X | COMEX, 4e série, QC4-85 |

| Code | Description | Phase | | | Reference |
|------------------------------------|--|--------------|-----------|-------------------------|------------|
| | | Construction | Operation | Closure Post-closure | |
| NOR 11 | Ensure that vehicle and machinery exhaust systems are in good condition and function optimally to minimize contaminant emissions into the air and ensure that the same is true for dust control systems for equipment and machines that are equipped. Reference: Clean Air Regulation, Section 6. | X | X | X | ÉIE (2021) |
| Artificial Light at Night | | | | | |
| LUM 01 | Restrict the emission of light toward the sky using fixtures that produce moderate and uniform lighting that meets the real lighting needs with a luminous flux that would be directed toward the surface to be illuminated. | | X | | ÉIE (2021) |
| LUM 02 | Limit the period and duration of the use of the lights at night. | | X | | ÉIE (2021) |
| LUM 03 | Install fixed lights to avoid light spilling out of the areas that need to be illuminated and pay attention to the orientation of portable lights and lighting from mobile sources. | X | X | | ÉIE (2021) |
| Ambient Noise | | | | | |
| SON 01 | Ensure that motorized equipment (trucks, loaders, bulldozers, backhoes, etc.) are equipped with efficient silencers and are in good condition. | X | X | X | ÉIE (2021) |
| SON 02 | Inspect regularly machinery to make sure exhaust systems are in good condition to minimize noise emissions. | X | X | X | ÉIE (2021) |
| SON 03 | Develop a mound with waste rock at the south perimeter of the east waste rock and tailings storage facility (WRTSF) to have a shielding effect between mobile equipment circulating at the top of the WRTSF and ruck stop at km381. This mound will evolve with the elevation of the WRTSF. | | X | | ÉIE (2021) |
| NOR 12 | The reference noise level of a fixed source associated with a mining activity shall be assessed in accordance with the requirements of Instruction Note 98-01. Reference: D019, Section 2.4.1. | X | X | | ÉIE (2021) |
| Vibrations and Overpressure | | | | | |
| VIB 01 | Notify all employees and the public in the vicinity about the blasting schedule. | X | X | | ÉIE (2021) |

| Code | Description | Phase | | | Reference |
|--------------------------------|--|--------------|-----------|-------------------------|------------|
| | | Construction | Operation | Closure Post-closure | |
| VIB 02 | For blasting activities, maintain a maximum of 4 holes exploding in 8 ms to ensure compliance with the vibration criteria of D019. | X | X | | ÉIE (2021) |
| VIB 03 | To limit air overpressure, perform blasting activities in the absence of thermal inversion and carrier wind, when activities will be carried out within 800 m of the km 381 truck stop. | X | X | | ÉIE (2021) |
| VIB 04 | Use blasting mats and a collar height of at least 5 m when the blasting will be carried out within 500 m of the km 381 truck stop and the Billy-Diamond Highway, to limit rock projections. | X | X | | ÉIE (2021) |
| VIB 05 | Implement a self-noise and vibration monitoring system during blasting operations. | X | X | | ÉIE (2021) |
| NOR 13 | Comply with the maximum distances and loads during blasting to adhere to the criteria of D019 and the threshold guidelines regarding the use of explosives in or near Canadian fisheries waters. Reference: D019, Section 2.4.2 and Fisheries Act, para. 35(2) and Guidelines for the use of explosives in or near Canadian fisheries waters, p. 6, paragraphs 8 and 9. | X | X | | ÉIE (2021) |
| Vegetation and Wetlands | | | | | |
| VEG 01 | Carry out tree clearing to direct their fall into the areas to be cleared. Do not leave any logging residues in watercourses and areas not affected by the work. | X | | | ÉIE (2021) |
| VEG 02 | Choose native plant species suitable for mine site rehabilitation and appropriate to the hardiness zone. | X | | X | ÉIE (2021) |
| VEG 03 | To prevent the introduction of invasive alien plant species (IAPS), clean the excavation machinery or vessels before using them on site. | X | X | X | ÉIE (2021) |
| VEG 04 | Recover tree species with commercial value, recover other types of wood by chipping them and using them to condition soil. | X | | | ÉIE (2021) |
| VEG 06 | Annually validate potential introduction or non-introduction of IAPS up to two years after completion of work and one year after restoration, and promptly eradicate, to the extent possible, any new IAPS occurrence observed. | | X | X | ÉIE (2021) |

| Code | Description | Phase | | | Reference |
|-----------------|---|--------------|-----------|-------------------------|--|
| | | Construction | Operation | Closure Post-closure | |
| ENG- 6 | When restoring the site, maximize the areas converted to wetlands and seed or plant a greater diversity of plant species, taking into account species valued by the Cree and climate change. Include this measure in the first update of the restoration plan. | | X | | Demande d'engagements (COMEX, juin 2023) |
| NOR 14 | Maintain a riparian protection area of 10 to 15 m, depending on the side slope, around wetlands, watercourses, and waterbodies. Reference: Protection Policy for Lakeshores, Riverbanks, Littoral Zones and Floodplains, Sections 3.1 and 3.2. | X | | | ÉIE (2021) |
| NOR 15 | Develop a compensation plan for the loss of wetlands. Reference: Act respecting compensation measures for the carrying out of projects affecting wetlands or bodies of water, Section 2. | X | | | ÉIE (2021) |
| Fauna | | | | | |
| FAU 01 | Perform work in the water during the low-risk period, from July 1 st to August 31 st for brook trout, and from July 15 th to April 15 th for northern pike. | X | | | ÉIE (2021) |
| FAU 02 ENG-4 | Prohibit deforestation activities between May 1 st and August 15 th to minimise impacts on fauna during key nesting periods. | X | X | | Demande d'engagements (COMEX, juin 2023) |
| FAU 03 | Identify and report areas with the highest risk of collision with large mammals through adequate signage. | X | X | | ÉIE (2021) |
| FAU 04 | Prior to the demolishing a building or other facility, carry out an inspection (concealed spaces) to verify its possible use as maternity or dwelling place by bats. Where appropriate, protective measures will be taken to ensure the survival of bats. | | | X | ÉIE (2021) |
| FAU 05 | Ensure workers are aware that it is important not to feed animals and not to leave food out, as not to attract wildlife near work areas. | X | X | X | ÉIE (2021) |

| Code | Description | Phase | | | Reference |
|---|---|--------------|-----------|-------------------------|---|
| | | Construction | Operation | Closure Post-closure | |
| FAU 06 ³ | Provide scare measures in the event of bird use of water management ponds. Implement measures to prevent the use of water management basins by migratory birds or bird species at risk. | | X | | ÉIE (2021) Amendment following discussions with federal authorities |
| FAU 07 | Limit use of borrow pits as nesting site for birds by smoothing the slope and using scare tactics. If nesting does occur, create an area prohibited for operation until nesting is complete. | X | X | | ÉIE (2021) |
| FAU 10 | Limit wildlife access to food waste by the implementation of a composter, and by installing lids on garbage cans. | X | X | | ÉIE (2021) |
| ENG-5 | Physically restrict bear access to the waste management area and the composter as soon as they are put into operation. | | X | | Demande d'engagements (COMEX, juin 2023) |
| NOR 16 | Develop a compensation project for the loss of fish habitat. Reference: Act respecting the conservation and development of wildlife, Chapter IV.1; Lignes directrices pour la conservation des habitats fauniques; Fisheries Act, Section 35(2)b and Metal and Diamond Mining Effluent Regulations, Section 27.1 (if deposit of deleterious substances into fish habitat). | X | | | ÉIE (2021) |
| Use of land for traditional purposes | | | | | |
| UTT 01 | Ensure workers are aware of traditional practices of Indigenous communities and activities of Indigenous users of the territory. Make drivers aware of the presence of land users near the Billy-Diamond Highway through training, awareness campaigns and warnings. | X | X | X | ÉIE (2021) Addition following discussions with federal authorities and First Nations |
| UTT 02 | Establish and maintain a communication plan to inform the public, users, and municipal authorities about the start and progress of work. | X | | | ÉIE (2021) |

³ According to ECCC's preliminary notice, it is specified not to scare birds, even before the start of the nesting season, as this could result in a risk of adverse effects on migratory birds and birds at risk. Thus, the measure has been modified while keeping the objective of the measure, which is not to allow birds to use water management ponds.

| Code | Description | Phase | | | Reference |
|-----------------------------------|--|--------------|-----------|-------------------------|--|
| | | Construction | Operation | Closure Post-closure | |
| UTT 03 | Conduct beaver dam inspections at regular intervals to identify any changes to the CE2 water level and flow and notify the community of these changes. | | X | | ÉIE (2021) |
| UTT 04 | Prohibit hunting, recreational fishing and trapping for workers at the mine site, with a clause in their contract, and appropriate disciplinary measures. | X | X | X | ÉIE (2021) |
| UTT 05 | Provide a fund in the IBA with the Cree community of Eastmain to finance intergenerational traditional knowledge initiatives. | | X | | ÉIE (2021) |
| UTT 06 | <p>Encourage activities, such as stopping production and doing care and maintenance for roughly 10 days, that limit wildlife disturbance and road traffic during goose hunting season, as well as facilitating the practice of traditional activities for Cree workers.</p> <ul style="list-style-type: none"> – Reduce waste rock handling on site by 30% for 2 weeks during the goose and moose hunting seasons. – Reduce the number of blasts of 3 per week to 1 per 5 days, for 3 weeks during the goose hunting period. – Do the blasting between 1 PM and 3 PM during the day to avoid hunting hours. – Schedule the blasting, when possible, on a day in the week when forecasted weather conditions are not conducive to goose hunting (i.e., when the wind is coming from the north). – Reduce the transport of concentrate on the Billy-Diamond Road to 8 trucks per day (16 round trips) for 2 weeks during the goose hunting period and 2 weeks during the moose hunting period. | | X | | ÉIE (2021) Modification following discussion with federal authorities and First Nations |
| UTT 07 | Work in partnership with SDBJ, and impacted communities, to identify camps/trails along the Billy-Diamond Road between Matagami and km 382 by the installation of signs marking their presence and therefore sensitize truckers to the use of the road. | X | X | X | Addition of this measure following discussions with federal authorities and First Nations |
| Traffic and Infrastructure | | | | | |
| CIR 01 | Establish a traffic management plan, including the addition of appropriate signage in specific areas, indicating speed limits to follow, and snowmobile and ATV crossings. | X | X | X | ÉIE (2021) |

| Code | Description | Phase | | | Reference |
|--------|---|--------------|-----------|-------------------------|------------|
| | | Construction | Operation | Closure Post-closure | |
| CIR 02 | Secure mine infrastructure at risk for land users by adding fencing. | X | X | | ÉIE (2021) |
| CIR 03 | Ensure that public routes are free of any obstruction of debris, waste, dirt, sediment, etc. | X | X | X | ÉIE (2021) |
| CIR 04 | With the Tallyman, establish an area closed to traditional activities for security purposes. | X | X | | ÉIE (2021) |
| CIR 05 | Limit traffic of machinery to work areas. | X | | X | ÉIE (2021) |
| CIR 06 | Prohibit access to the mine site if mining operations are temporarily suspended. | X | X | | ÉIE (2021) |
| CIR 07 | Install a protection berm around the pit to ensure the safety of land users at the end of the project, in accordance with the Section 4.5.2 of the Guide for the Preparation of a Mine Site Rehabilitation and Restoration Plan in Quebec (MERN, 2017). | | | X | ÉIE (2021) |
| CIR 08 | Train truck drivers appropriately and confirm that they have a valid license, and are qualified and have followed the required training programs. Train drivers assigned to the transport of hazardous materials (THM), on the transport of such materials. All drivers will also be warned about the risks of using the Billy Diamond Road, Cree territory use in the vicinity of the road, and the risk associated with winter driving and night driving. Drivers will have to comply with the applicable limit regarding hours spent driving, and conduct quarterly driver training and meetings to discuss driver safety, awareness, and sensitive areas. | X | X | X | ÉIE (2021) |
| CIR 09 | Install tachograph in the trucks carrying the concentrate. | X | X | X | ÉIE (2021) |
| CIR 10 | Keep a register of drivers' training records. | X | X | X | ÉIE (2021) |
| CIR 11 | Complete routine inspection for validation of the state of the vehicle before driving on the road. Trucks must have adequate lighting and clean windows and mirrors, and be maintained in such a way that they allow unobstructed vision. Inspection records will be kept. | X | X | X | ÉIE (2021) |
| CIR 12 | Consider weather conditions before leaving or going to project site. | X | X | X | ÉIE (2021) |

| Code | Description | Phase | | | Reference |
|---------|---|--------------|-----------|-------------------------|--|
| | | Construction | Operation | Closure Post-closure | |
| CIR 13 | Develop procedures for the proper management of truck breakdown on the road. | X | X | X | ÉIE (2021) |
| CIR 14 | Establish a protocol for radio communication between drivers, site and shipment yard. | | X | | ÉIE (2021) |
| CIR 15 | Monitor any accidents along the highway to see if there is a recurrence, to validate and determine problems. If any, propose corrective measures. Record all problems encountered on the road in the mine's global incident management log. | X | X | X | ÉIE (2021) |
| CIR 16 | Avoid animal intrusion into the container space for RM (residual materials) management. The container itself will not allow access to animals and access to the container's storage area will also be controlled by wire mesh or fencing. The container will be equipped with a bear-proof skip. | | X | | ÉIE (2021) Modification following internal discussion |
| CIR 17 | Widen the Billy-Diamond Road to include a turn lane to ensure safe entry and exit from the site. | X | | | COMEX, 4e série, QC4-76 |
| CIR 18 | Raise awareness to all subcontractors, suppliers, contractors, and employees to drive safely and to follow traffic law. | X | X | X | COMEX, 4e série, QC4-76 |
| CIR 19 | Prohibit night traffic except for emergencies. | | X | | COMEX, 4e série, QC4-76 |
| CIR 20 | Maintain a record of wildlife sightings along Billy-Diamond Road (km 0 to 382) and of wildlife incidents. Propose corrective measures in the event of recurrence of wildlife incidents. | | X | | COMEX, 4e série, QC4-81 |
| INFR 01 | Develop a monitoring program for the mine pit walls, waste rock and tailing storage facilities (WRTSFs), the overburden and peat storage facility (OPSF) and the water management ponds. This program is planned for the operation phase and will include monitoring by visual inspections and instrumentation. | | X | | COMEX, 4e série, QC4-82 |

| Code | Description | Phase | | | Reference |
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| INFR 02 | Implement a geotechnical monitoring program for the waste rock and tailings storage facilities for the period of mining operations, as per Section 2.9.3.3 of Directive 019. This monitoring program will be submitted no later than the first application for environmental authorization under Section 22 of the Environmental Quality Act for the construction of the mine site. The results of this monitoring will be presented as part of the annual environmental monitoring report. | X | X | | COMEX, 4e série, QC4-83 |
| Perception of the Physical Environment | | | | | |
| PER 01 | Have monitoring and environmental quality monitoring reports available annually on a website dedicated to this purpose and present them to the tallymen if requested. | X | X | | ÉIE (2021) |
| Quality of Life | | | | | |
| VIE 01 | Establish an ongoing dialogue with the public through an internal community relations group and communication program. | | X | | ÉIE (2021) |
| VIE 02 | Establish and implement a code of ethics and ensure that all workers are well informed of its content. | X | X | X | ÉIE (2021) |
| VIE 03 | Prohibit alcohol and drug consumption in the worker camp at the site. | X | X | X | ÉIE (2021) |
| VIE 04 | Offer healthy and balanced menus (low in sugar and trans fat) in the worker camp's cafeteria. | X | X | X | ÉIE (2021) |
| VIE 05 | With the Cree community establish an annual calendar of the main traditional activities and set time slots for production stoppages based on their participation in these activities. Review days off requests and comply with agreed upon protocols during traditional activity periods. | | X | | ÉIE (2021) |
| VIE 06 | Prohibit all forms of video lottery and money game at the site. | X | X | X | ÉIE (2021) |
| VIE 07 | In collaboration with the Community Liaison Officer and the CBHSSJB, implement Galaxy's human resources departments social issue awareness program for workers, including sexual harassment, prostitution, alcohol and drug use, gambling, financial management, violence and any other issue that may arise during mine operation. | X | X | | ÉIE (2021) |

| Code | Description | Phase | | | Reference |
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| | | Construction | Operation | Closure Post-closure | |
| VIE 08 | Offer suitable working conditions for pregnant women by complying with the Commission de la santé et de la sécurité du travail's (CNESTT) "For a Safe Maternity Experience" program. | X | X | | ÉIE (2021) |
| VIE 09 | Provide STBBI testing services to workers and their families, in collaboration with the CBHSSJB. | X | X | | ÉIE (2021) |
| VIE 10 | Ensure that telephone and/or Internet services are available at the camp to encourage workers to contact their families. | X | X | | ÉIE (2021) |
| VIE 11 | Authorize family visits for workers staying on the mine site during special holidays. | X | X | | ÉIE (2021) |
| VIE 12 | Have zero tolerance for violence at the workers camp and on site, with disciplinary measures imposed if found guilty of harassment or violence. | X | X | | ÉIE (2021) |
| VIE 13 | Reserve a section of the workers' camp for women for privacy purposes. | X | X | | ÉIE (2021) |
| VIE 14 | Have at least one woman present at the camp on Galaxy's human resources team to facilitate discussions with Cree and non-Cree female workers. | X | X | | ÉIE (2021) |
| VIE 15 | Develop a system for the reception and handling of complaints prior to the commencement of construction work and maintain this program through to mine closure. A report on the nature of the complaints received by Galaxy and how they were handled will be presented to the members of the monitoring committee at each of its meetings. | X | X | X | ÉIE (2021) |
| VIE 16 | Maintain good relations between Galaxy and local Cree communities. | X | X | X | ÉIE (2021) |
| VIE 17 | Avoid wasting food and materials at the mine and propose the excess, if any, to local Cree aid groups through the Environment Committee. | X | X | X | ÉIE (2021) |
| VIE 18 | At the request of and in collaboration with the Council of the Eastmain Nation, a recognition ceremony will be held at the future mine site before construction begins. | X | | | ÉIE (2021) |

| Code | Description | Phase | | | Reference |
|-----------------------------------|---|--------------|-----------|-------------------------|--|
| | | Construction | Operation | Closure Post-closure | |
| VIE 19 | Per the rules and regulations of the km 381 Truck stop and Galaxy's policies, there will be no tolerance for prostitution; the truck stop will request police intervention if a case is reported. | X | X | | ÉIE (2021) |
| VIE 20 | Record cases involving calls to police on Galaxy employees and subcontractors' files by Galaxy's human resources department. | X | X | | ÉIE (2021) |
| VIE 21 | Inclusion of terms and conditions regarding hours and benefits of Cree workers in the Impact and Benefit Agreement (IBA) with the Cree Nation of Eastmain. | X | X | | ÉIE (2021) |
| VIE 22 | Form a monitoring committee, with invitations being offered to representatives of the communities of Eastmain and Waskaganish, Waswanipi, the Eeyou Istchee James Bay government and RE1, RE2, RE3, VC33, VC35 and R08 tallymen. Tallymen holding traplines north of Eastmain River will be invited to sit at the monitoring committee and other committees if they deem it relevant. This committee will be created in response to the Mining Act, Section V, art. 101.0.3. | X | X | | ÉIE (2021) Addition in response to email from Guillaume Clément-Mathieu (JAC) |
| VIE 23 | Ensure that a health clinic will be available on SDBJ's camp site as soon as construction begins. Develop and update as needed-adapt accordingly to project activities, including the emergency and crisis response plan. | X | X | X | COMEX, 4e série, QC4-66 |
| Local and Regional Economy | | | | | |
| ELR 01 | Establish a regional purchasing policy that would prioritize local and regional companies in the competitive bidding process where the skill and price are competitive. | X | X | X | ÉIE (2021) |
| ELR 02 | Offer training programs to local workers, when possible, to fill positions at the mine. Organize training programs in partnership with HRDC so that Cree workers can have access to jobs at the mine. | X | X | | ÉIE (2021) |
| ELR 03 | Prioritize the Cree workers, then the regional workforce, of equal skills, for job positions. | X | X | | ÉIE (2021) |

| Code | Description | Phase | | | Reference |
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| | | Construction | Operation | Closure Post-closure | |
| ELR 04 | Develop a memorandum of understanding and partnership agreement for Indigenous participation in the project (Impact and Benefit Agreement). | X | | | ÉIE (2021) |
| ELR 05 | Implement mechanisms to integrate workers, particularly for members of Indigenous communities (information sessions, human resources representatives, employee assistance program, etc.). | X | X | | ÉIE (2021) |
| ELR 06 | A communication committee and Galaxy's human resources department will communicate with local stakeholders and visit schools to inform them on the positions to be filled at the mine. | X | X | | ÉIE (2021) |
| ELR 07 | Perform regular project updates and communicate mine closure plans when they are being made. | | X | | ÉIE (2021) |
| ELR 08 | Develop a Workforce Adjustment Committee and an Employee Assistance Program to provide closure transition support (e.g., reclassification assistance committee for workers). | | X | X | ÉIE (2021) |
| ELR 09 | Participate in a Spinoff Optimization Committee (COMAX). | X | X | | ÉIE (2021) |
| ELR 10 | Working with the Cree Nation of Eastmain to ensure the greatest number of Cree hires. | X | X | | ÉIE (2021) |
| ELR 11 | Train recruiters and managers to recognize stereotypes and unconscious bias about the type of work women can do, namely in non-traditional roles. | X | X | | ÉIE (2021) |
| ELR 12 | Adhere to a process focused on meritocracy from the CV screening phase through selection process and to final offers. | X | X | | ÉIE (2021) |
| ELR 13 | When possible, offer flexibility in the time and location of training offered to access a job. | X | X | | ÉIE (2021) |
| ELR 14 | Provide development for women focusing on specific skills such as influencing and networking. Provide specialized on-site training and development sessions. Offer opportunities for women to network for information sharing and support. | X | X | | ÉIE (2021) |
| ELR 15 | In addition to the mine, there will be supporting positions offered in the community of Eastmain, in an effort to keep women closer to their families. | X | X | | ÉIE (2021) |

| Code | Description | Phase | | | Reference |
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| | | Construction | Operation | Closure Post-closure | |
| ELR 16 | Submit to the MELCC a detailed program for monitoring the impacts on the human environment, which will include monitoring the impact on training, employment and the economy of regional communities. | X | | | ÉIE (2021) |
| ELR 17 | Encourage training and employment for young people by presenting in schools (high schools and CEGEP) in the region, in collaboration with the schools and the relevant school boards. Galaxy will inform students of all the job opportunities in the mining sector available with a diploma. To do this, posters presenting job opportunities at the Galaxy mine will be hung in schools and public buildings, and career days will be organized in schools with different types of workers in the mining sector. Guided tours of the mine will also be offered to local students. | X | X | | ÉIE (2021) |
| ELR 18 | Cree population of jobs and contracts offered by the company, to ensure Cree workers are successfully integrated with other mine site workers, share the concerns of the Cree population with the company, including territory users, and help resolve conflicts. | X | X | X | ÉIE (2021) |
| Heritage and Archaeology | | | | | |
| ARC 01 | Ensure workers are aware of the obligations regarding fortuitous archaeological discoveries. | X | X | | ÉIE (2021) |
| ARC 02 | Notify the RE2 trapline tallyman, the Eastmain Nation council, and the Cree Nation Government's Culture and Language Department upon discovery of artefacts. | X | X | | ÉIE (2021) |
| NOR 17 | Report to the officials of the various building sites any fortuitous discovery and halt work at the location of the discovery until it can be fully assessed. Officials must notify the Minister immediately. Obtain formal authorization from these officials before resuming work. Reference: Cultural Heritage Act, Section 74. | X | X | | ÉIE (2021) |
| NOR 18 | Have any archaeological site discovered assessed, by a professional, to determine the extent of work required (e.g., excavation) to protect archaeological discoveries. Reference: Cultural Heritage Act, Section 76. | X | X | | ÉIE (2021) |

| Code | Description | Phase | | | Reference |
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| | | Construction | Operation | Closure Post-closure | |
| NOR 19 | Obtain an archaeological research permit to conduct any excavations or surveys of the property or archaeological sites. Reference: Cultural Heritage Act, Section 68. | X | | | ÉIE (2021) |
| Landscape | | | | | |
| PAY 01 | Model the top of the waste rock stockpile to round it and integrate it into the landscape. | | | X | ÉIE (2021) |
| Consultation with Communities | | | | | |
| ENG-10 | Inform the communities and concerned land users of the relocation of the West stockpile from the project definition and the resulting implications by using the most appropriate communication channels. Submit a written document to the Administrator, reporting the comments provided and assessments received. | X | | | Demande d'engagements (COMEX, juin 2023) |

Note: Shaded cells are completed commitments.

References

- ALLKEM/Galaxy Lithium (Canada) Inc. 2023. Demande de consultation et d'engagements. N/Réf : 3214-14-055. 28 juin 2023. 4 pages et annexes.
- WSP. 2022. Mine de lithium Baie-James. Réponses à la 4e demande d'information reçue du ministère de l'Environnement et de la Lutte contre les Changements climatiques dans le cadre de l'évaluation environnementale du projet (COMEX, 4e série). Rapport produit pour Galaxy Lithium (Canada) INC. 138 pages et annexes.
- WSP. 2022. Note technique (COMEX) – Information supplémentaire à la suite des réponses à la 4e série de questions et commentaires. Projet mine de lithium Baie-James. 24 mai 2022. 6 pages et annexes.
- WSP. 2022. Note technique (COMEX) – Solution de rechange pour la construction des routes. Projet mine de lithium Baie-James. 7 mars 2022. 7 pages et annexes.