



# Diavik Diamond Mine

## Socio-Economic Monitoring Agreement Report 2025

**RioTinto** | **Diavik**

Closing responsibly, Closing with care



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## Closing responsibly, Closing with care



Over the last 26 years (which includes construction and operation), Diavik has built a legacy of significant benefits for the surrounding communities. Our well-planned, careful transition to closure in 2026 will continue that legacy.

Over our mine life, Diavik's story has included thousands of team members; billions of dollars in business spend; millions of dollars invested in communities through scholarships and donations; and industry-leading environmental and renewable energy practices.

Diavik's transition to closure includes support for employees and communities and careful, environmentally responsible reclamation informed by Traditional Knowledge.

### DISCLAIMER

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### CURRENCY

Dollar figures in this report are in Canadian dollars.

# COO's message



**Matthew Breen**  
Chief Operating Officer

As we look back on 2025, we have a lot to be proud of. We produced over 4.4 million carats, bringing Diavik's total diamond production to approximately 152 million carats. Despite a multi-year market downturn, Diavik streamlined our operations and ended 2025 in a strong financial position.

Most importantly, we did this while upholding our commitment to safety. Our All Injury Frequency Rate of 0.10 stands among the best safety achievements in our history. This is thanks to all our employees and contracting partners, who ensured safe production to the end.

### **Leaving a legacy**

I am proud of the legacy we are leaving. Over 26 years, we have contributed \$8 billion to the Northern economy, including \$4.1 billion with Northern Indigenous-owned businesses.

Through scholarships, apprenticeships and skilled training programs, meaningful careers were built. We provided an average of 1,100 jobs each year, of which 47% were Northern – stable jobs that supported families, improved quality of life and increased spending power.

We supported communities through \$8.5 million in donations and sponsorships, and over \$100 million in direct payments to Participant Agreement communities. Our partnerships with Indigenous Development Corporations will drive sustainable growth beyond the life of the mine and we will maintain these partnerships through active closure.

As I wrap up my time later in 2026, I know the mine is in capable hands with Gord Stephenson, who will lead Diavik through closure and reclamation.

# GM's message



**Gord Stephenson**  
General Manager

With the completion of operations in March 2026, Diavik is now focused on the next phase: responsible closure and reclamation. This transition reflects our long-standing commitment to returning the land for traditional and cultural use.

### **Progressive reclamation**

Throughout 2025 and into early 2026, our progressive reclamation work continued. These activities, which started in 2017, have positioned us well as we move into decommissioning from April until October, followed by active closure and remediation to about 2030.

### **Transitioning to closure**

A thoughtful and well-supported transition for our employees and Northern communities has been a key priority. Our MyPath employee transition program provided over \$1.5 million in training and more than 500

coaching sessions for employees and contractors, with an engagement rate of 95%. We hosted 6 job fairs at site which resulted in over 800 conversations between employees and prospective employers.

In parallel, Diavik supported the creation of the Yellowknife Community Foundation's Northern Legacy Fund, which will offer enduring benefits for Northern communities.

We have also maintained open, transparent communication with communities and governments as we moved through the final stages of production and into closure planning.

As we build on Diavik's legacy, our values of care, courage, and curiosity will continue to guide every step of the closure process. I look forward to leading Diavik through this important final chapter.

# Northern commitments

## Highlights

### 4 ore bodies

Active

- A154 North underground
- A21 underground

Complete

- A418
- A154 South (completed during 2025)

### \$327M in spend

2025 (\$241 million Northern)

### \$11.1B in spend

2000-2025 (\$8 billion Northern)

### 4.4M carats

in total rough diamond production 2025

### 151.4M carats

2003-2025 total rough diamond production

### 1,109 workforce

FTE in 2025 (35% Northerners)

Diavik is located 300 kilometres northeast of Yellowknife in the Northwest Territories (NWT) and is committed to ensuring that local communities benefit socially and economically from the operation of the mine.

The mine operates under the Socio-Economic Monitoring Agreement (SEMA) with the Government of the Northwest Territories (GNWT) and individual Participation Agreements with the Tłı̨chǫ Government, Yellowknives Dené First Nation, North Slave Métis Alliance, Kitikmeot Inuit Association, and Łutsël K'é Dené First Nation.

Diavik's commitment to environmental protection is formalized under regulatory requirements and an environmental agreement between Diavik, Indigenous parties, and federal and territorial governments.

Diavik's corporate office remains in Yellowknife, and this will continue into closure. Our senior leadership live in Yellowknife or other communities in the NWT.

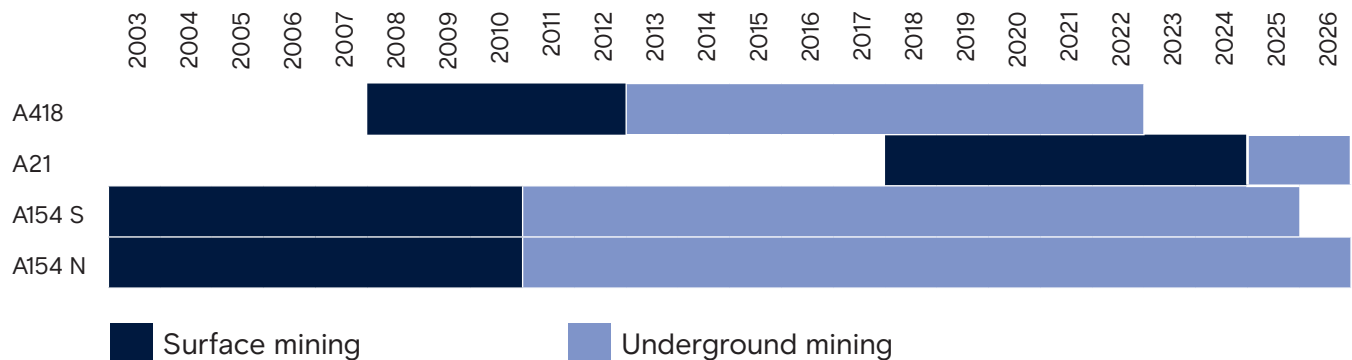
### Diavik's legacy

Since the beginning, Diavik's vision has been to operate and close Diavik mine responsibly, leaving behind a positive community and environmental legacy.

We remain committed to our Northern stakeholders and partner communities and, as our attention turns increasingly toward closure, our focus is on closing responsibly, and closing with care.

Diavik has delivered a generation of Northern benefits, including employment, training, business spend and capacity building, and has contributed to a stronger North through community investment.

## Mine life



# Safety

## Safety is our primary focus at Diavik

Diavik had an exceptional year with our overall health and safety performance in 2025. This is even more impressive as it was the last full year of operations. Our people stayed focused on safety and did not allow distractions to impact their commitment to their own wellbeing and that of their colleagues.

We saw a decrease in our All Injury Frequency Rate (AIFR) for the fifth year in a row, achieving our lowest to date, at 0.10.

We saw a decrease in Potential Fatal Incidents (PFIs), with one in 2025 compared to three in 2024.

Diavik's focus on health and safety continued through 2025, with new leadership and safety training focused on quality safety interactions and a continued focus on critical risk management and in-field leadership.

Safety remains our primary focus as we begin closure and reclamation work.

Safety Performance Indicators	2018	2019	2020	2021	2022	2023	2024	2025
Lost time injuries	8	5	5	1	3	3	2	0
Lost time injury frequency rate <sup>1</sup>	0.62	0.38	0.39	0.14	0.24	0.23	0.16	0
Medical treatments	10	4	3	4	5	5	4	1
All injury frequency rate <sup>2</sup>	1.39	0.69	0.62	0.71	0.63	0.62	0.48	0.10
Potential fatal incidents	7	6	3	1	4	2	3	1

<sup>1</sup> Lost time injury frequency rate (injuries x 200,000 hours ÷ total hours worked).

<sup>2</sup> All injury frequency rate (lost time injuries + medical treatments x 200,000 hours ÷ total hours worked).



# Employment

Even as Diavik ends operations, we continue to be one of the North's largest employers, providing opportunities to residents of the NWT and the West Kitikmeot region of Nunavut.

These opportunities include full-time employment as well as seasonal term employment.

As expected, employment continued to decrease slightly year on year as the mine approached the end of commercial production. Diavik is committed to providing opportunities for Northern residents through the end of our mine life.

Detailed employment tables are included at the end of this report starting on page 22.

## 2025 employees and contractors (FTE)

Northern Indigenous (NWT residents)	158	14%
Other Northern	234	21%
<b>Total Northern</b>	<b>392</b>	<b>35%</b>
Southern	718	65%
<b>Total</b>	<b>1,109</b>	<b>100%</b>
Women	155	14%
Men	954	86%
<b>Total</b>	<b>1,109</b>	<b>100%</b>

### Notes

- The above numbers include both direct employees, at 738 Full-Time Equivalent (FTE) and contractors at 371 FTE.
- Northern Indigenous numbers above are based on residence in the NWT. Northern Indigenous individuals who live outside the NWT are included in the Southern category.
- Due to rounding, numbers may not add up precisely to the totals provided
- As the majority of people working at Diavik are on a 2-week rotation, an FTE for those individuals equals 2,184 hours (12 hours per day x 14 days per rotation x 13 rotations per year).



# MyPath

In 2022, Diavik began a closure transition program for employees. Known as MyPath, this program was designed to successfully transition our workforce to their desired career outcome after the planned closure of Diavik.

The MyPath team, which included a coordinator and two career coaches, was based at site to assist employees and contractors as they proceeded along their chosen path, ensuring that services including career counselling, resume updating, and employment workshops were available.

Over 95% of Diavik employees engaged in the MyPath program as of the end of 2025.

Over 250 employees are utilizing funding from the program for new business support, training, or to complete their development goals.

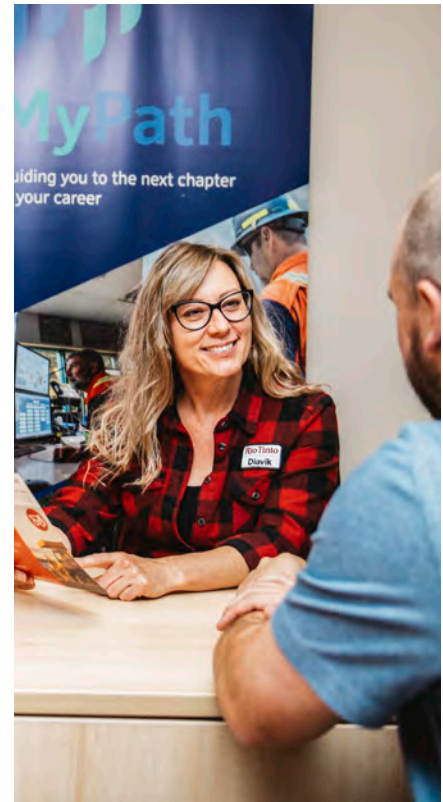
MyPath hosted over 500 individual coaching sessions at site and held over 150 workshops, on topics such as networking, interview skills, ChatGPT, and LinkedIn.

## Job Fairs

As part of the MyPath program, Diavik held a series of job fairs on site in November 2024, April/May 2025, and January 2026.

These job fairs included employers from across the North and the Canadian mining industry, directly engaging with our employees and contractors about available opportunities.

Over 800 conversations took place between Diavik team members and prospective employers during the job fairs.



# Employee MyPath spotlight

## Aaron Campbell

As Diavik continues to move toward closure, many team members are taking steps into their next career. Aaron Campbell is no exception.

Campbell, a member of the Yellowknives Dene First Nation who lives in Hay River, works as a Lead Hand in Diavik's process plant, overseeing the extraction of diamonds from kimberlite ore.

Starting at Diavik in 2005 after completing a mineral processing technician program at Aurora College, Aaron has made the most of his career at Diavik, working his way up from a plant trainee position and even meeting his wife at site, where she achieved her Red Seal as a chef.

Knowing closure was on the horizon, Aaron decided to take proactive steps.

In 2023, he began working as a commercial fisher in Hay River on his time away from site, learning through friends and taking training.

That path led him to launch his own business, MAG Fisheries and Cannery, using the support of territorial government funding and the MyPath program, which assisted with legal fees, business licensing, and advertising.

While Aaron currently sells his product locally, he's got big plans, recently obtaining a building in Hay River that he is turning into a cannery and storefront.

Eventually, he plans to sell his product across the country - an impressive goal - but given his successes at Diavik, we wouldn't bet against him!

“Morale is good around here. People are sad that it's closing, but we knew it couldn't last forever.”



# Training

Diavik provides extensive health and safety training for all employees and contractors, including:

- Hazard assessment and risk control
- Workplace hazardous materials information system
- Fire extinguisher use
- Work area orientations
- Isolation and arc flash isolation
- Confined spaces
- Overhead cranes
- Rigging and hand signals
- Fall protection\*
- Auxiliary equipment\*

*\* This training is certified and nationally recognized*

The training often totals over 40 hours per person each year, in addition to any operating time necessary to become qualified to operate a piece of equipment.

Diavik also provides training for the safe operation of 200 pieces of equipment, including underground haul trucks and scoops, surface haul trucks, graders, dozers, loaders, and excavators.

## Skilled trades

Diavik's apprenticeship program increases technical and hands-on skills development and provides opportunities for employees to grow in their careers.

## Apprentices

In 2025, Diavik trained six apprentice employees. Four of those were Northerners, of which three were Northern Indigenous.

One individual completed his apprenticeship in 2025 as a Parts Technician journeyman.

Since 2003, 73 apprentices (employees) have successfully completed their apprenticeships at Diavik and achieved journeyman certifications from the GNWT.

Note: Diavik also had two contractor apprentices in 2025, not included in the above numbers.

Apprenticeship training by priority group	
Northern Indigenous	3
Northern non-Indigenous	1
<b>Total Northern</b>	<b>4</b>
Southern	2
<b>Total</b>	<b>6</b>

# Scholarships

Diavik is pleased to provide financial assistance to Northerners and children of employees who are pursuing their educational goals.

In 2025, the total value of our scholarships was over \$226,000, bringing our overall scholarship contribution to approximately \$5 million.

## Post-secondary scholarships

Diavik scholarships are available to children of employees and contractors in post-secondary studies, with 27 students receiving scholarships in 2025.

## Partner-administered scholarships

Scholarships are awarded to graduating high school students who are continuing their studies in post-secondary programs. These scholarships are administered through local high schools. Four graduates received Diavik scholarships in 2025 through this program.

In addition, the Yellowknife Community Foundation administers four scholarships, and NWT Tourism and the Environmental Monitoring Advisory Board (EMAB) administer one scholarship each.

Scholarships by value 2025	
Administered by Participation Agreement groups	\$165,700
Administered by Diavik	\$40,500
Administered by partners (high schools, Yellowknife Community Foundation, NWT Tourism, EMAB)	\$20,000
<b>Total</b>	<b>\$226,200</b>

# Scholarship spotlights

## Morgan Schauerte

A senior project development lead at mining environmental firm Ensero Solutions, Morgan Schauerte has enjoyed a successful 20-plus year career in the mining industry – one that he attributes to a Diavik scholarship earned over 20 years ago.

Living in Hay River, NWT at the time, and accepted to an engineering program at Queen's University, Morgan needed to make an early payment or his spot would be forfeited. Out of options and without time to earn the money needed, the Diavik scholarship gave him the financial footing to pursue his passion.

“I was at the cusp of saying no to the program,” he wrote, years later. “Small contributions like the scholarship Diavik gave me can be life changing.”

After his first year of university, Morgan spent time working on the Diavik project on the final commissioning of the A154 dike, an experience he also attributes to his career path. The next year, he switched to Civil/Environmental engineering. The rest, as they say, is history.

“Without that spark of having financial assistance at the right time, who knows what could have happened. Same person, same brain, same drive, very different place.”



## Sabrina Lakhani

As a social performance superintendent at Brucejack Corporation, Sabrina Lakhani isn't shy about how her upbringing in Yellowknife influenced her outlook on her work in mining.

“I work in BC's Golden Triangle, supporting critical mineral objectives alongside key Indigenous Nations in the region,” she said. “It wouldn't be possible without the experience and networks of the North.”

A Rio Tinto scholarship helped Sabrina pursue her Masters in Corporate Social Responsibility through the University of Queensland.

That education, combined with her experience living and working in the NWT, gave her a strong foundation to transition into BC's mining

industry and lead social performance priorities that guide responsible operations in northern communities.

Sabrina leads Brucejack's Social Performance department, working closely with First Nations partners to implement agreements and advance community development and capacity building initiatives.

Her work has included supporting capital projects that enable community based learning and co-designing scholarship programs.

She encourages Northerners to look to the mining industry as an opportunity to expand their horizons, even in ways they may not expect.

“The money Rio Tinto provided me allowed me to pursue my education and thrive in mining.”



# Community contributions

“As Diavik moves toward closure, their support demonstrates their dedication to leaving a lasting, positive legacy in the North.”

Yellowknife Community Foundation

Diavik provides annual support through our Community Contribution Program, which is aimed at serving and strengthening communities in the NWT and West Kitikmeot region of Nunavut. Through one-time or multi-year agreements, financial support is offered in the form of both donations and sponsorships.

The key priority areas of the program include:

- Health, safety and wellness
- Culture, arts and community pride
- Education and business capacity building

Our contributions build on existing programs, all of which are focused on improving the quality of life for local residents.

Diavik also contributes to local communities, including our five local Participation Agreement groups, through in-kind donations, volunteering and participating in community events.

In 2025, our community contributions came to over **\$228,000**, along with a number of in-kind donations, and scholarships valued at over **\$226,000**, for a total of more than **\$454,000**.

Since we began operation, in addition to \$5 million in scholarships for Northern youth, we have also contributed about \$8.5 million in other donations and community sponsorships. Added together, this is a contribution of over **\$13 million**.



Mouraine performs at the inaugural Still Dark Music Festival in Yellowknife. Diavik was proud to support the festival, which highlighted talent from across the North at downtown venues over a chilly winter weekend.



Dog mushers at the 2025 YKDFN Spring Carnival. Diavik has been a proud sponsor of the carnival for years. In 2026, an ice rink donated from the Diavik site was set up in Dettah for the carnival.

<b>Community Group</b>	<b>Community</b>	<b>Activity or Event</b>	<b>Amount</b>
Det'on Cho Management	North Slave region	YKDFN Summer Gathering	\$1,500
Folk on the Rocks	Yellowknife	Accessibility upgrades	\$15,000
KidSport NWT	Across NWT	Youth sport programming, In-kind diamond donation for fundraiser	\$3,000 + In-kind
Łutsël K'é Dene First Nation	Łutsël K'é	Hide tanning camp	\$5,000
Makerspace YK	Yellowknife	Laptop donation	In-kind
Mezi Community School	Wha Ti	Graduation ceremony	\$500
Mildred Hall School	Yellowknife	Literacy program	\$2,500
Northern Mining Health and Safety Forum	Across NWT	In-kind diamond donation for raffle fundraiser	In-kind
North Slave Métis Alliance	Yellowknife	Revitalization of Old Fort Rae cultural site, National Indigenous Peoples Day fish fry	\$27,500
NWT/Nunavut Chamber of Mines	Across NWT	In-kind diamond donation for gala fundraiser	In-kind
NWT Literacy Council	Across NWT	Dolly Parton Imagination Library	\$24,750
NWT On The Land Collaborative	Across NWT	Land-based youth programming	\$30,000
NWT Snowboard Association	Across NWT	Coach development	\$10,000
Range Lake North School	Yellowknife	Technology program	\$7,500
Sir John Franklin High School	Yellowknife	Robotics/STEM programs	\$30,500
Snowkings' Winter Festival	Yellowknife	Safety gear for snow castle construction	\$10,000
Stanton Territorial Hospital Foundation	Across NWT	In-kind diamond donation for auction, funds to purchase medical equipment	\$37,000 + In-kind
Tłıchq Government	Tłıchq region	Tłıchq Ekwo Gathering	\$5,000
Women in Mining & Energy NWT	Across NWT	Programming	\$5,000
Yellowknives Dene First Nation	North Slave region	Spring carnival, culture and heritage programming, hockey rink and ice skates	\$7,000 + In-kind
Yellowknife Speed Skating Club	Yellowknife	Replacement of safety mats/padding	\$6,500

# Communities and Social Performance

## Closure agreements

Diavik's relationship with five Participation Agreement (PA) groups — the Tłı̨chǫ Government, Yellowknives Dené First Nation, North Slave Métis Alliance, Kitikmeot Inuit Association, and Łutsël K'é Dené First Nation — has been immensely important to our success.

With an eye towards keeping those relationships strong through closure, Diavik and each PA partner began

negotiating agreements specific to the closure operation, a first for Rio Tinto in Canada.

The agreements are unique to each PA partner, with the goal of supporting positive socio-economic outcomes and the transition through closure and reclamation. Each agreement supports these outcomes in communities.

Diavik and the North Slave Métis Alliance signed the first Closure Agreement in December 2025. The agreement transferred Diavik's Copper Recycling project to the North Slave Métis, who are expanding its scope and turning it into a business.

The Tłı̨chǫ Government and Diavik signed their Closure Agreement in March 2026. Negotiations with the other PA partners are ongoing.



## Support for Stanton

One of Diavik's longest-standing community relationships has been with the Stanton Territorial Hospital Foundation.

The Foundation's mandate touches families across the NWT and West Kitikmeot, raising money to support patient care, equipment, and other needs at Stanton Territorial Hospital in Yellowknife, which services the entire NWT.

For over two decades, Diavik has worked with the Foundation to support its mission, primarily through cash and in-kind donations for its

flagship events: Run For Our Lives (now the Run for Our Lives Mud Run), and their annual gala. In 2025, Diavik raised money for the mud run and entered a team to participate, and donated a diamond pendant to the gala auction. Diavik was recognized as a Diamond Legacy Sponsor at this year's gala.

All told, Diavik's contributions to the Stanton Foundation have totalled over \$400,000 — contributions that directly support health care in the North.



## Taking closure on the road

Over the past year, Diavik representatives have travelled across the North, presenting our plans for closure and taking questions from members of the public.

The series of information sessions are an important part of our plan to engage communities on closure, allowing community members to ask questions directly to Diavik leadership.

Diavik aims for community members and leadership to be well-informed and prepared for our end of operations, and what comes next.

Beginning with a summer session in Kugluktuk, presentations were also delivered in Dettah, Yellowknife, Łutsek'e, and Whati.

More sessions are expected to take place in additional communities in 2026.



## STEM in action

As part of our support for Science, Technology, Engineering, and Math (STEM) education across the NWT, Diavik has been a long-time contributor to Sir John Franklin High School's robotics program in Yellowknife.

The funding, put to use by teacher Nikita Morozov, who founded the program, has significantly expanded opportunities for students.

"We've been able to have a good student-to-robot ratio, which gives every single child more time to code and test," he said.

He added that robotics offers students hands-on experience that mirrors real world problem solving, including challenges similar to those found in the mining industry.

"Robotics is running into a problem and figuring out a solution. This program gives students real-life access to things you can do in mining. It's a great opportunity to see that engineering is not just one thing."

Diavik's funding support, totalling over \$20,000, has allowed the program to expand, offering

opportunities to more students, including the possibility of competing in national competitions.

Lucas Pedersen, a Grade 12 student who has participated in the program for the past two years, says he is grateful for the experience.

"It's been a lot of fun. I'm sad it's my last year being involved," he said. "It's helped me figure out what I'm going to do after school, and I hope to continue to build more complex things."



## Giving Personal Protective Equipment (PPE) a second life

A unique partnership with the NWT Native Women's Association has kept some Diavik fabric PPE (work gear) out of the landfill, and created economic opportunities in the process.

The ReMade project worked with local artisans to turn discarded PPE into bags, giving it a second life.

This summer, under the leadership of the NWT Native Women's Association, a group of seamstresses from across the territory began working on ReMade accessories, which will be used as giveaways and mementos of Diavik.

ReMade has already been recognized for its innovative approach to PPE

recycling. In November, the Native Women's Association of the NWT accepted the Environmental and Social Responsibility Award at the NWT MAX Awards ceremony.



## Contributing to Closure

Diavik was pleased to host visitors at site throughout 2025, strengthening partnerships and incorporating Northern communities' views on closure planning.

In July, a Traditional Knowledge monitoring workshop was held with Participation Agreement community representatives to discuss the development of a Traditional Knowledge monitoring program for Diavik's closure.

Diavik also hosted a group of Tłıchǫ Elders to discuss the monitoring program, North Inlet closure design, and reconnecting collection ponds to Lac de Gras.

As part of the requirements from the environmental assessment for the Processed Kimberlite to Mine Workings project, Diavik hosted the Northwest Territory Métis Nation and Deninu K'ue First Nation.

Both groups had the opportunity to go inside the A418 pit to see firsthand how processed kimberlite is deposited and water quality is managed.

Finally, over 30 community and government partners toured Diavik in

August as part of an asset disposal tour. The visit was an important chance to discuss how equipment and infrastructure at Diavik can be reused and repurposed across the North post-closure.



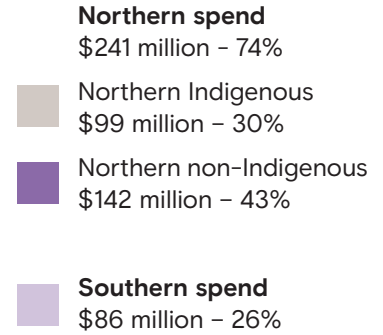
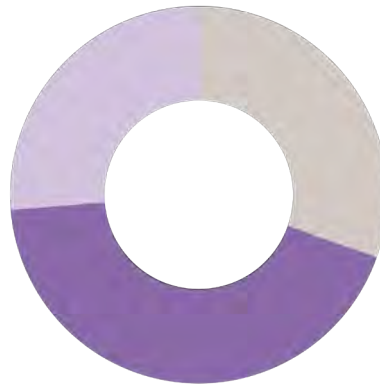
# Procurement

In 2025, Diavik continued to provide opportunities to Northern businesses, with over \$241 million spent in the North of our total \$328 million spend.

Seventy-four per cent of Diavik's 2025 spend was with Northern businesses. Of this, \$99 million, or 30%, was with Northern Indigenous businesses. Diavik's total spend continued to decrease year over year as expected as the mine approached its 2026 closure.

Since 2000, Diavik has spent \$8 billion with Northern businesses, or over 72% of the total business spend of \$11.1 billion. Of this, approximately \$4 billion has been spent with Northern Indigenous businesses and their joint ventures.

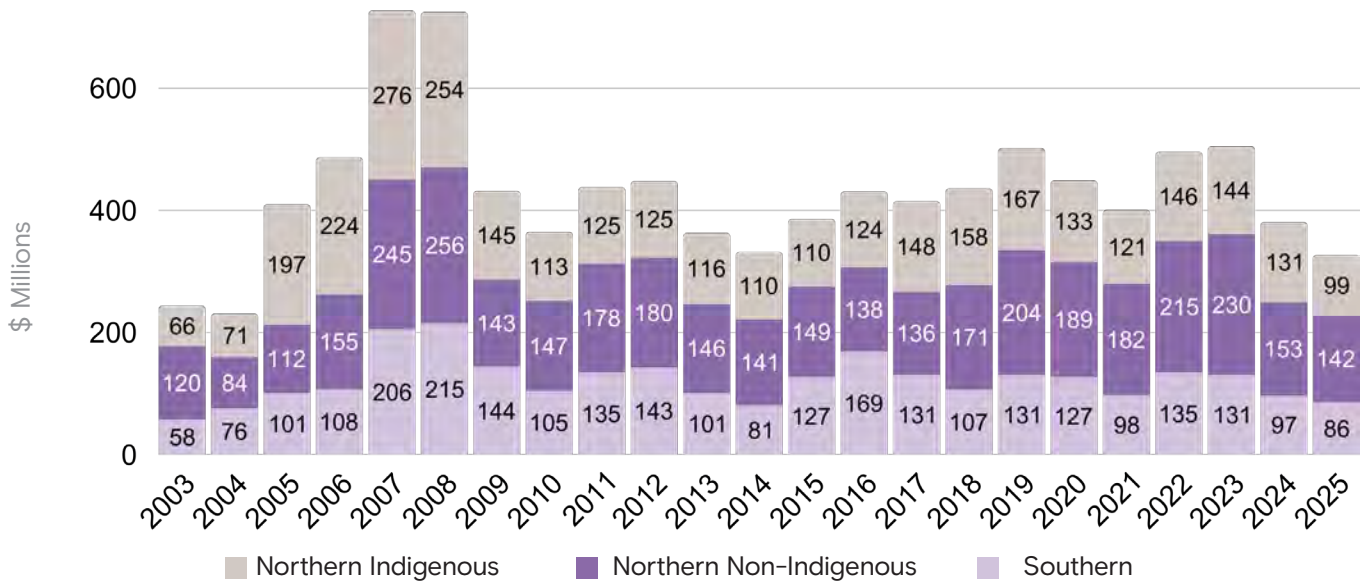
## 2025 Business Spend



**Total spend**  
\$328 million - 100%

Due to rounding, numbers may not add up precisely to the totals provided.

## 2003-2025 Business spend



## 2025 Business spend

Category	Northern Indigenous	Northern non-Indigenous	Total Northern	Southern	Total
Consumables	\$6,213,000	\$111,839,000	\$118,052,000	\$40,366,000	\$158,418,000
Professional services <sup>1</sup>	\$63,815,000	\$11,417,000	\$75,232,000	\$24,521,000	\$99,753,000
Freight and cargo <sup>2</sup>	\$24,130,000	\$8,903,000	\$33,033,000	\$722,000	\$33,754,000
Financial <sup>3</sup>	\$86,000	\$9,662,000	\$9,748,000	\$20,429,000	\$30,177,000
Communities <sup>4</sup>	\$5,060,000	\$316,000	\$5,376,000	\$28,000	\$5,404,000
<b>Total</b>	<b>\$99,304,000</b>	<b>\$142,137,000</b>	<b>\$241,440,000</b>	<b>\$86,065,000</b>	<b>\$327,506,000</b>

Due to rounding, numbers may not add up precisely to the totals provided.

<sup>1</sup> Includes outsourced labour, passenger transport, telecommunications, and MyPath training

<sup>2</sup> Includes winter road costs

<sup>3</sup> Includes fees, taxes, audits and insurance

<sup>4</sup> Includes community payments, donations, and scholarships

## Demolition contract awarded

One of the most significant pieces of Diavik's closure puzzle was put into place in 2025, as Priestly Demolition and the DJRM First Nations Construction Corporation were chosen to provide demolition services.

Demolition work involves controlled dismantling of Diavik's infrastructure after the mine ceases operations, ensuring that our buildings are decommissioned and disposed of in a safe and environmentally responsible manner.

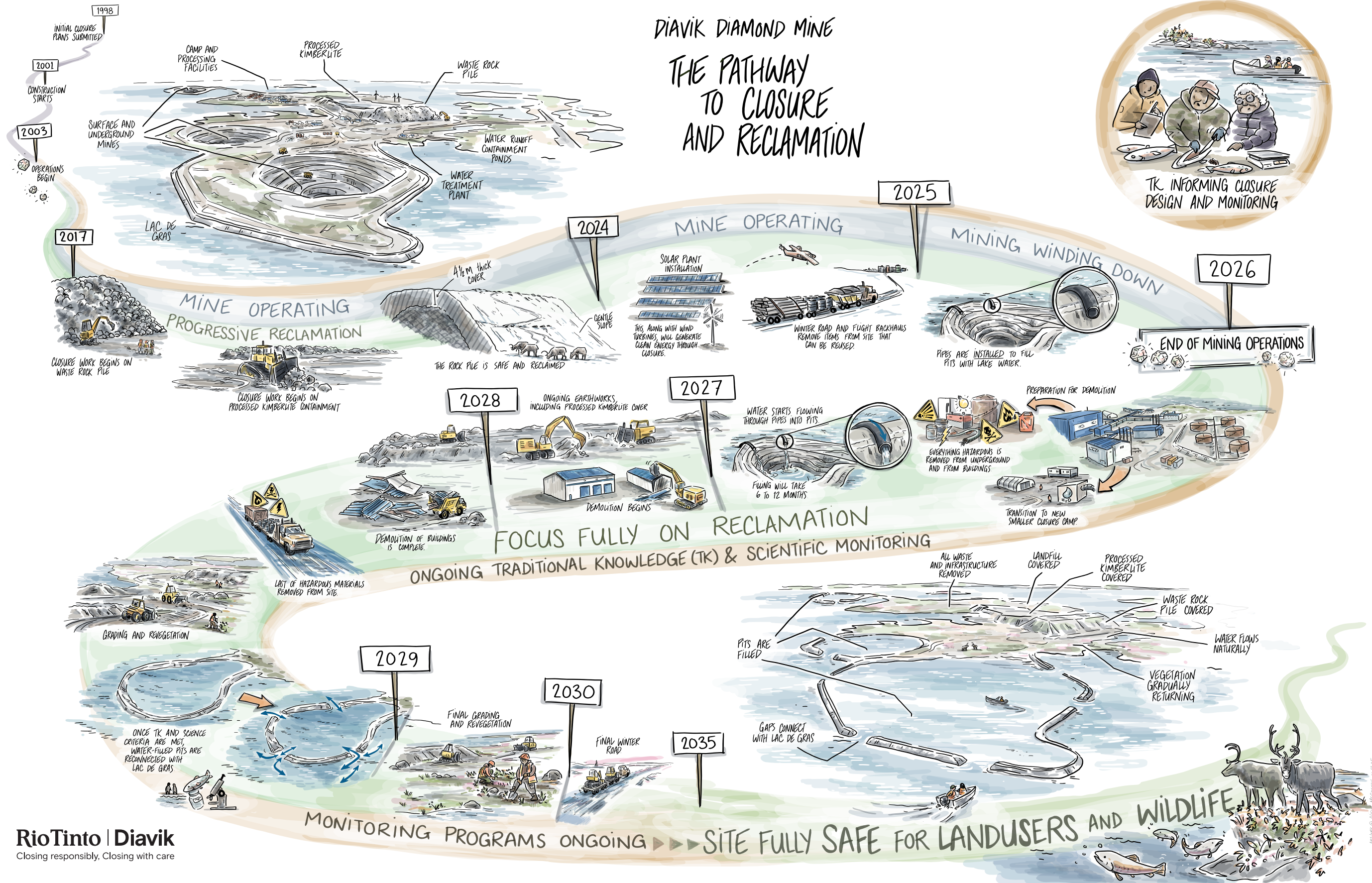
DJRM includes Denesoline Corporation, the business arm of the Łutsël K'é Dene First Nation, one of Diavik's Participation Agreement partners. Their involvement in this key closure activity will ensure direct benefits from closure work, as well as an additional opportunity to provide input into closure activities.

Priestly has a long track record in carrying out complex demolition projects in challenging landscapes and has committed to contribute positively to Diavik's legacy in the North. Representatives from Priestly attended our on-site job fairs, discussing opportunities to continue work at the mine site with Diavik employees whose roles are coming to an end.

Demolition activity is scheduled to begin in earnest in summer 2026, with equipment being brought up on the winter road.



# DIAVIK DIAMOND MINE THE PATHWAY TO CLOSURE AND RECLAMATION



**RioTinto | Diavik**  
Closing responsibly. Closing with care

FROM CONSTRUCTION

# DIAVIK'S LEGACY

TO CLOSURE... AND BEYOND!

## LASTING BENEFITS FOR NORTHERNERS

### BUSINESS DEVELOPMENT

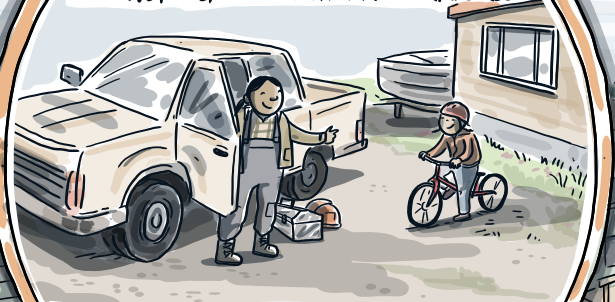
CONTRIBUTING TO THE GROWTH OF NORTHERN AND INDIGENOUS BUSINESSES



- OUT OF C\$11 BILLION TOTAL SPEND
- C\$8 BILLION WITH NORTHERN BUSINESSES
- OF WHICH, C\$4 BILLION WITH INDIGENOUS OWNED BUSINESSES

### EMPLOYMENT

EMPOWERING A NORTHERN WORKFORCE



- AVERAGE OF 530 NORTHERN JOBS PER YEAR SINCE 2003
- OVER C\$1.27 BILLION IN SALARIES AND BENEFITS

### TRAINING

PROVIDING TRAINING PROGRAMS TAILORED TO NORTHERN NEEDS



- CREATION OF THE NORTHERN LEADERSHIP DEVELOPMENT PROGRAM
- SUPPORT FOR THE MINE TRAINING SOCIETY
- OVER 70 CERTIFIED APPRENTICES

### SOCIAL INVESTMENT

STRENGTHENING AND EMPOWERING NORTHERN COMMUNITIES



- C\$5 MILLION IN SCHOLARSHIPS
- C\$9 MILLION IN DONATIONS AND SPONSORSHIPS
- C\$100 MILLION IN DIRECT PAYMENTS TO PARTICIPATION AGREEMENT COMMUNITIES AND INDIGENOUS GOVERNMENTS

### ENVIRONMENTAL STEWARDSHIP

CARING FOR THE LAND TO SUPPORT TRADITIONAL USE AFTER CLOSURE



- TRADITIONAL KNOWLEDGE FISH AND WATER CAMPS DURING OPERATIONS
- TK PANEL INFORMED CLOSURE PLANNING AND DESIGN
- COLLABORATIVE TK MONITORING PROGRAM FOR CLOSURE
- SITE WILL BE RECLAIMED: LAND & WATER SAFE FOR PEOPLE & WILDLIFE



A JOURNEY GUIDED BY OUR AGREEMENTS

- ✓ PROTECT THE LAND WE OPERATE ON
- ✓ PROVIDE SOCIO-ECONOMIC BENEFITS TO IMPACTED COMMUNITIES

\* NOTE: BENEFITS NUMBERS INCLUDE THE CONSTRUCTION PHASE, OPERATIONS AND THE PROJECTED CONTRIBUTIONS UNTIL CLOSURE.

# Employment tables

**Table 1: Indigenous Employment**

Indigenous employees and contractors	FTE <sup>1</sup>	Percent
Participation Agreement	128.6	58.6%
Other Northern Indigenous	65.5	29.8%
Other Canadian Indigenous	25.4	11.6%
<b>Total Indigenous <sup>2</sup></b>	<b>219.5</b>	<b>100%</b>

By Participation Agreement	FTE <sup>1</sup>	Percent
Kitikmeot Inuit Association	2.6	2.0%
Łutsël K'é Dené First Nation	8.6	6.7%
North Slave Métis Alliance	10.8	8.4%
Tłıchǫ Government	88.9	69.1%
Yellowknives Dene First Nation	17.7	13.8%
<b>Total Participation Agreement individuals <sup>2</sup></b>	<b>128.6</b>	<b>100%</b>

Employment data contained in this report is provided as of 31 December 2025. Additional information on annual training, employment, business benefits, and community initiatives is included on the preceding pages.

The detailed tables in this section, required under the SEMA, provide Diavik employee and contractor data.

## Explanatory Notes

- Throughout the report, some figures may not add up due to rounding.
- The numbers in these charts refer to FTEs.
- The numbers of Northern Indigenous individuals above include those who live both in the NWT and outside the NWT.

<sup>1</sup> As the majority of people working at Diavik are on a 2-week rotation, an FTE for those individuals equals 2,184 hours (12 hours per day x 14 days per rotation x 13 rotations per year).

<sup>2</sup> Declaration is voluntary.

**Table 2: Employment by Job Category - Diavik Northern**

Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
<b>Behchokò</b>	<b>2.6</b>	<b>19.4</b>	<b>2.5</b>			<b>24.5</b>
Tłıchq	2.6	19.4	2.5			24.5
<b>Déłıne</b>		<b>0.8</b>				<b>0.8</b>
Northern Indigenous		0.8				0.8
<b>Fort Liard</b>		<b>2.0</b>				<b>2.0</b>
Northern Indigenous		2.0				2.0
<b>Fort Providence</b>		<b>1.1</b>				<b>1.1</b>
Northern Indigenous		1.1				1.1
<b>Fort Simpson</b>		<b>1.9</b>	<b>0.1</b>			<b>2.0</b>
Łutsël K'é Dené		0.4				0.4
Northern Indigenous		1.5	0.1			1.6
<b>Fort Smith</b>		<b>4.2</b>	<b>4.7</b>			<b>8.9</b>
Tłıchq			0.7			0.7
Northern Indigenous		1.0	3.0			4.0
Canadian non-Indigenous		2.0	1.0			3.0
Did not declare		1.2				1.2
<b>Gamèti</b>	<b>0.1</b>					<b>0.1</b>
Tłıchq	0.1					0.1
<b>Hay River</b>	<b>3.5</b>	<b>9.7</b>	<b>19.4</b>	<b>3.0</b>		<b>35.6</b>
North Slave Métis	1.0		1.1			2.1
Tłıchq			1.3			1.3
Yellowknives Dene			1.3			1.3
Northern Indigenous	1.0	5.7	4.8			11.5
Canadian Indigenous		1.0				1.0
Canadian non-Indigenous	1.5	3.0	10.9	2.0		17.4
Did not declare				1.0		1.0

Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
<b>Jean Marie River</b>		<b>2.1</b>				<b>2.1</b>
Northern Indigenous		2.1				2.1
<b>Kakisa</b>		<b>1.0</b>				<b>1.0</b>
Northern Indigenous		1.0				1.0
<b>Łutselk'e</b>		<b>2.2</b>				<b>2.2</b>
Łutsël K'é Dené		2.2				2.2
<b>Norman Wells</b>	<b>1.2</b>					<b>1.2</b>
Northern Indigenous	1.2					1.2
<b>Whati</b>	<b>1.2</b>	<b>4.2</b>				<b>5.4</b>
Tłı̨chǫ	1.2	4.2				5.4
<b>Yellowknife</b>	<b>31.9</b>	<b>58.0</b>	<b>62.9</b>	<b>41.3</b>	<b>14.0</b>	<b>208.1</b>
Kitikmeot Inuit	1.0	1.0				2.0
Łutsël K'é Dené	0.9	2.6				3.5
North Slave Métis		2.6	1.8			4.4
Tłı̨chǫ	1.9	10.0	1.4		0.2	13.5
Yellowknives Dene	2.7	6.4	1.7			10.8
Northern Indigenous	3.2	8.1	4.5	1.0		16.8
Canadian Indigenous		1.1	2.6	1.6		5.3
Canadian non-Indigenous	20.2	24.2	38.1	27.7	10.9	121.1
Other nationality	2.0	1.0	11.3	10.0	2.9	27.2
Did not declare		1.0	1.5	1.0		3.5
<b>Grand Total</b>	<b>40.5</b>	<b>106.6</b>	<b>89.6</b>	<b>44.3</b>	<b>14.0</b>	<b>295.0</b>



**Table 3: Employment by Job Category - Diavik Southern**

	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Łutsël K'è Dené		2.0				2.0
North Slave Métis			3.3	1.0		4.3
Tłı̄chǫ	0.4	3.7	2.7			6.8
Yellowknives Dene		1.8	3.8			5.6
Northern Indigenous	1.8	9.4	3.4	1.8		16.4
Canadian Indigenous		7.5	8.0	2.1		17.6
Canadian non-Indigenous	8.4	60.7	181.9	53.0	1.0	305.0
Other nationality	5.3	10.9	27.0	24.3		67.5
Did not declare		3.5	9.9	4.8		18.2
<b>Grand Total</b>	<b>15.9</b>	<b>99.5</b>	<b>240.0</b>	<b>87.0</b>	<b>1.0</b>	<b>443.4</b>



**Table 4: Employment by Job Category – Contractor Northern**

Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
<b>Behchokò</b>	<b>0.8</b>	<b>2.7</b>	<b>8.0</b>			<b>11.5</b>
Tłıchò	0.8	2.7	8.0			11.5
<b>Fort Providence</b>	<b>1.8</b>	<b>1.1</b>				<b>2.9</b>
Northern Indigenous	1.8	1.1				2.9
<b>Fort Smith</b>		<b>0.3</b>				<b>0.3</b>
Did not declare		0.3				0.3
<b>Gameti</b>		<b>0.9</b>	<b>0.9</b>			<b>1.8</b>
Tłıchò		0.9	0.9			1.8
<b>Gjoa Haven</b>			<b>0.5</b>			<b>0.5</b>
Kitikmeot Inuit			0.5			0.5
<b>Hay River</b>		<b>1.3</b>	<b>2.9</b>			<b>4.2</b>
Tłıchò		0.8				0.8
Northern Indigenous		0.5	0.8			1.3
Canadian non-Indigenous			2.1			2.1
<b>Łutselk'e</b>			<b>0.1</b>			<b>0.1</b>
Łutsël K'é Dené			0.1			0.1
<b>Wekweeti</b>		<b>0.9</b>	<b>0.4</b>			<b>1.3</b>
Tłıchò		0.9	0.4			1.3
<b>Whati</b>	<b>1.7</b>	<b>1.5</b>	<b>2.8</b>	<b>0.2</b>		<b>6.2</b>
Tłıchò	1.7	1.5	2.8	0.2		6.2
<b>Yellowknife</b>	<b>25.4</b>	<b>13.7</b>	<b>24.1</b>	<b>3.3</b>	<b>1.7</b>	<b>68.2</b>
Łutsël K'é Dené		0.3				0.3
Tłıchò	1.0	7.7	5.1	0.1		13.9
Northern Indigenous	1.7	1.4				3.1
Canadian non-Indigenous	22.7	4.3	19.0	3.2	1.7	50.9
<b>Grand Total</b>	<b>29.7</b>	<b>19.0</b>	<b>34.9</b>	<b>3.5</b>	<b>1.7</b>	<b>97.0</b>

**Table 5: Employment by Job Category - Contractor Southern**

	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Tłıchq			1.0			1.0
Northern Indigenous			0.3			0.3
Canadian Indigenous		0.6	0.9			1.5
Canadian non-Indigenous	22.9	34.7	175.1	37.2	1.4	271.3
<b>Grand Total</b>	<b>22.9</b>	<b>35.3</b>	<b>177.3</b>	<b>37.2</b>	<b>1.4</b>	<b>274.1</b>



**Table 6: New Hires by Job Category – Diavik Northern**

Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
<b>Fort Smith</b>		<b>1.0</b>				<b>1.0</b>
Canadian non-Indigenous		1.0				1.0
<b>Hay River</b>	<b>0.5</b>					<b>0.5</b>
Canadian non-Indigenous	0.5					0.5
<b>Yellowknife</b>	<b>4.6</b>	<b>0.3</b>	<b>1.6</b>			<b>6.5</b>
Tłıchǫ	0.9					0.9
Yellowknives Dene	1.7					1.7
Canadian non-Indigenous	2.0	0.3	1.6			3.9
<b>Grand Total</b>	<b>5.1</b>	<b>1.3</b>	<b>1.6</b>			<b>8.0</b>



**Table 7: New Hires by Job Category - Diavik Southern**

	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Canadian non-Indigenous	2.3	4.9	8.5	0.9		16.6
<b>Grand Total</b>	<b>2.3</b>	<b>4.9</b>	<b>8.5</b>	<b>0.9</b>		<b>16.6</b>



**Table 8: New Hires by Job Category - Contractor Northern**

Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
<b>Behchokò</b>	<b>0.8</b>	<b>1.2</b>	<b>2.4</b>			<b>4.4</b>
Tłıchq	0.8	1.2	2.4			4.4
<b>Wekweeti</b>			<b>0.4</b>			<b>2.7</b>
Tłıchq			0.4			2.7
<b>Whati</b>	<b>0.8</b>	<b>0.7</b>	<b>1.0</b>	<b>0.2</b>		<b>0.4</b>
Tłıchq	0.8	0.7	1.0	0.2		0.4
<b>Yellowknife</b>	<b>1.7</b>	<b>3.7</b>	<b>2.3</b>	<b>0.9</b>	<b>0.3</b>	<b>9.5</b>
łutsël K'é Dené		0.4				0.4
Tłıchq		2.1	0.5	0.1		2.7
Northern Indigenous	0.3	0.5				0.8
Other nationality	1.4	0.7	2.3	0.9	0.3	5.6
<b>Grand Total</b>	<b>3.3</b>	<b>5.6</b>	<b>6.1</b>	<b>1.1</b>	<b>0.3</b>	<b>17.0</b>



**Table 9: New Hires by Job Category - Contractor Southern**

	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Northern Indigenous			0.3			0.3
Canadian non-Indigenous	2.7	10.4	19.6	0.4	8.8	41.9
<b>Grand Total</b>	<b>2.7</b>	<b>10.4</b>	<b>19.9</b>	<b>0.4</b>	<b>8.8</b>	<b>42.2</b>



Diavik's end of operations commemoration event

March 25, 2026



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