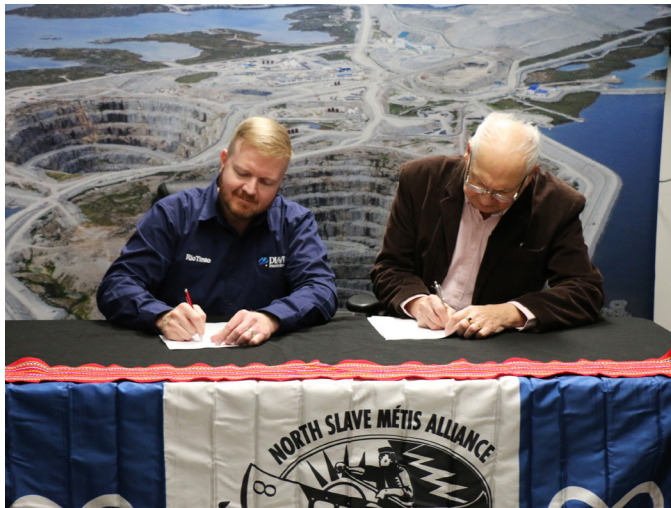


First Closure Agreement signed

In December, the **North Slave Métis Alliance (NSMA)** and Diavik made history by signing a Closure Agreement, the first of its kind signed by Rio Tinto in Canada.

This Agreement reflects decades of successful Indigenous partnership with industry and shows our commitment to supporting socio-economic outcomes of NSMA members through our remaining years in Closure and Reclamation.



As a key part of this Agreement, Diavik has transferred ownership of the Copper Recycling project to support NSMA's economic development. We will continue to support NSMA through Diavik's Closure and Reclamation phase.

Diavik is actively negotiating Closure Agreements with the remaining four Participation Agreement partners and we look forward to celebrating additional signings!



To receive these community newsletters directly via email, please sign up for our mailing list using the QR code or email DiavikCommunities@riotinto.com.



Worthy of recognition

In November, Diavik was proud to be recognized at two separate industry awards ceremonies in Yellowknife.

At the NWT MAX Awards, the **Native Women's Association of the NWT** was awarded the Environmental and Social Responsibility Award for ReMade, a program developed in partnership with Diavik.

ReMade aims to turn textile waste from Diavik into unique accessories, giving used PPE a second life. You can see an example of the tote bag in the photo.



In parallel with the Yellowknife Geoscience Forum, Diavik was recognized at the **NWT/Nunavut Chamber of Mines' Hearts of Gold** mining awards. Diavik was awarded the Industry Award for our proactive work and industry-leading closure planning.

Support for Sutherland House

As part of the 16 Days of Activism Against Gender-Based Violence, Rio Tinto and Diavik were proud to support Sutherland House in Fort Smith with a \$25,000 donation.

Each year, Rio Tinto partners with organizations that provide shelter, counselling, and resources to help women, children, and 2SLGBTQ+ community members rebuild their lives.

The **Fort Smith Métis Council's Sutherland House**, a safe place for women and children fleeing violence, was selected to strengthen community resilience, and ensure no one faces violence alone.



Taking closure on the road

Over the last several months, Diavik representatives have travelled across the North, explaining 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. Our goal is for community members and leadership to be well-informed and prepared for our end of operations and what comes after.

Beginning with a summer session in **Kugluktuk**, presentations were also delivered in the fall in **Dettah**, **Yellowknife**, **Lutselk'e**, and **Whati**.

More sessions are expected to take place in additional communities this year. Thank you to everyone who has hosted us for your hospitality and interest in our closure!



Whati: COO Matt Breen with Chief Charles Nitsiza



Kugluktuk



Lutselk'e



Dettah



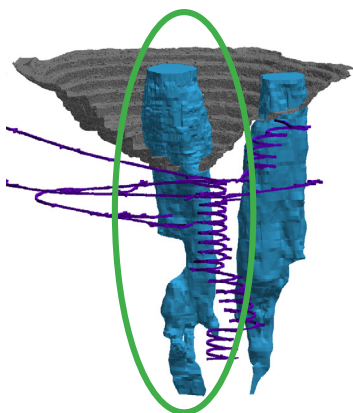
Yellowknife

A154: South Side Story

A major milestone was reached at Diavik at the end of October when mining was completed in our A154 South pipe. This marked the end of an era that started with surface mining in 2003, moving underground in 2010. Diavik's future was established because of this pipe, making it the true foundation of our operation over the years!

With just a few months left until our planned end of production, this leaves Diavik with two underground pipes currently being mined: A154 North and A21.

In total, more than **118 kilometres** of underground tunnels were built in both A154 North and South!



Scenes from site

This fall, Diavik invited Yellowknife photographer Angela Gzowski to site to shoot our crews as they continue to work towards closure. While at site, Angela was able to snap some beautiful shots of the animals and plant life around the island.



Scholarship spotlight

Diavik is proud to recognize the recipients of this year's Rio Tinto Diavik Diamond Mine Community Scholarship Funds.

The \$3,000 awards, administered by the Yellowknife Community Foundation, recognize outstanding students across the North pursuing post-secondary education in the resource industry, STEM, or leadership.

This year's recipients are:

- NWT Indigenous and Kitikmeot Inuit Leaders Scholarship: **Faith Gaudet** (Bachelor of Arts with a major in Political Science, University of British Columbia)
- Trades Scholarship: **Jayden Kochon** (Pre-employment Welding Program, Lakeland College)
- Women in STEM and Trades Scholarship: **Sokhna Asta Mbacké** (Chemical Engineering, University of Ottawa)
- Resource and Community Development Scholarship: **Jonathan Gillingham** (Master of Wildlife Biology, University of Guelph)

Congratulations to this year's recipients!

As part of our plan to Close Responsibly and Close with Care, Diavik will continue funding scholarships through the Yellowknife Community Foundation until 2050.

For more information on these awards, visit <https://www.ykcf.ca/student-awards-scholarships/>



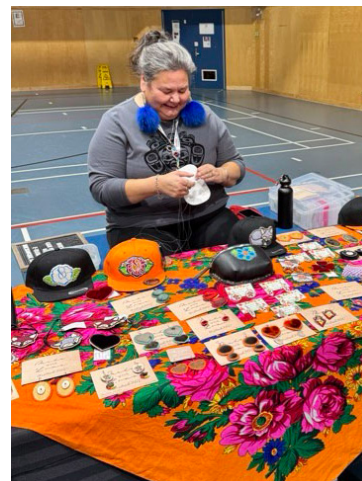
Getting crafty with it

The holiday season brought what has quickly become a popular annual tradition on site: Diavik's annual Holiday Craft Market!

In November, artisans from across the North travelled to site so that Diavik staff members could purchase authentic Northern gifts for their friends and family directly from creators.

The Northern artists included:

- Darrell Chocolate Art – Visual art (painting)
- James Wedzin, True North Art – Visual art (painting)
- Lila Fraser Erasmus, Naturally Dene– Natural body care and wellness products
- John Rombough – Visual art (painting)
- Inuk – Natural Arctic jeweller
- Wendy Stephenson – Pottery (plates, bowls, mugs)



FROM CONSTRUCTION

DIAVIK'S LEGACY

TO CLOSURE... AND BEYOND!

LASTING BENEFITS FOR NORTHERNERS

BUSINESS DEVELOPMENT

CONTRIBUTING TO THE GROWTH OF NORTHERN AND INDIGENOUS BUSINESSES

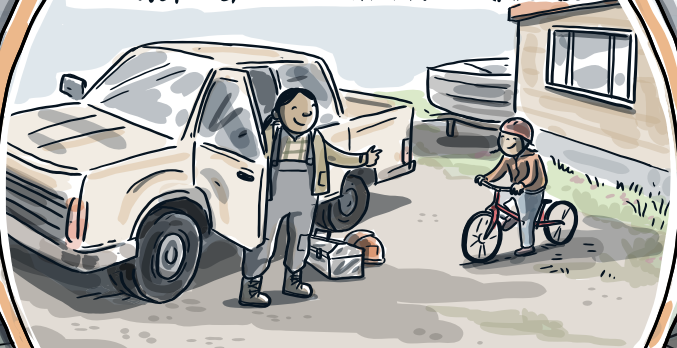


OUT OF C\$11 BILLION TOTAL SPEND

- 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.

End of an era for the Backfill Plant

In October, the last load of rock went through the backfill plant crusher, marking the end of an important part of our underground work. The crusher helped make cement for backfill and crushed rock for the A21 dike, roads, and other island projects.

The backfill plant is the first major building that is being taken down. Crews are now making it safe for demolition, which is planned for 2027.

Below is the backfill plant crew on the day the final load was processed. They are focused on decommissioning the building, which is almost complete.



Skilled trades standout

This fall, Diavik was proud to be a sponsor for the **Yellowknife Chamber of Commerce** Business Awards Gala. The annual event recognizes business success in Yellowknife and the surrounding area.

At the event, our General Manager of Closure, **Gord Stephenson**, presented the Skilled Trades award to J&R Mechanical, a worthy winner who has been operating in the North since 1976!

Diavik has prided itself on support for local business since the start of operations. Since 2000, we have spent over \$7.7 billion with Northern businesses.



Live from Diavik

In November Diavik had a unique experience, when we hosted the team from **CBC North's Trailbreaker** for two days of live radio broadcasts from the Indigenous Cultural Centre at site.

The show focused on daily life at Diavik, how the site operates, and how we are planning for closure.



Some highlights included peeks into the process plant and emergency response bay, tours of the cafeteria and dorm rooms, and a music room jam session.

We were thrilled to give listeners across the NWT a close look into life at the mine!

If you missed the programs, they can be found in full on the Trailbreaker's program page at <https://cbc.ca/listen> or on the CBC Listen app.



Northern arts and culture

Diavik team members got a chance to learn to paint from one of the North's finest, as Tłı̨chʔ artist **James Wedzin** returned to site by popular demand.

Wedzin led two painting workshops in November, giving employees a chance to learn, unwind, and appreciate Northern art and culture.

We are grateful for James sharing his knowledge and expertise with our team!



Holiday magic

Diavik commissioned Tłı̨chʔ artist **Darrell Chocolate** to create a one-of-a-kind painting to commemorate our upcoming Closure. It features our world class operations, the surrounding landscape and the menagerie of Northern wildlife found in the area.

Darrell, a former Diavik employee, was inspired by his experiences at site: "As a former fuel truck driver, I had the privilege of driving the whole mine and seeing the wildlife on the island." Darrell's unique painting made its debut as Diavik's holiday card.



Did you know?

Diavik has its own shop at the mine site called the Commissary, where employees and contractors can buy some of the essentials they need for staying at site for 2 weeks at a time.

The store also has items like clothing, hats and water bottles branded with our logo.

Some new exciting items appeared in January – new polo shirts and long-sleeved shirts featuring a design from Łutsël K'É Chipewyan Dene artist **John Rombough**. John's inspiration was the Great Ancestors watching people enjoying the land along the treeline and making tea in their teepees.



Beyond Rare: One last time

This fall, Rio Tinto held its final sale in the *Art Series*, featuring rare diamonds from our Canadian and Australian mines.

Diavik was proud to shine at the show with two D-color Flawless white diamonds: a 5.11-carat emerald cut and 3.02-carat pear shape, which were both cut from the same rough diamond.

There was also a 6.12-carat Fancy Vivid Yellow. The pink and purple diamonds in the photo are from the Argyle mine in Australia.



MyPath Spotlight: Sweet success

Inspired by their experiences in the kitchen at home, Diavik Product Splitting Facility (PSF) staff **Yassine Riahi** and **Hamza El Ghazlani** knew that their next step after Diavik would be in the kitchen.

With that in mind and help from the Diavik MyPath program, the co-workers and friends founded **North Chocolate**, an artisan chocolate business based in Yellowknife.

With the closure of Diavik on the horizon, Yassine and Hamza used funds from the MyPath program for digital marketing and website design. They also received assistance with insurance and registering their business.

MyPath funding is available to assist with Diavik employees looking to start their own business, along with training programs and other supports for those looking towards their next path post-closure.



Job fairs return to Diavik

As we near closure, another round of job fairs are set to return to the Diavik site. These job fairs, taking place the weeks of January 12 and January 26, are aimed to help our staff members whose work will wrap up with the ending of production find their next employer.

Nearly 30 companies and organizations are attending the job fairs, with specific days set aside for Northern employers and employment opportunities.



Events and activities

Job Fairs at Diavik	January 12-14, January 26-28
AME Roundup (Vancouver)	January 26-28
Stanton Territorial Hospital Foundation Gala (Yellowknife)	February 21
Prospectors & Developers Association of Canada Convention (Toronto)	March 1-4
Snowking's Winter Festival (Yellowknife)	March 1-28
End of Diavik production	Late March

Mike's MyPath journey

After a career spent in the mining industry, **Mike Funk** knew that Diavik's upcoming closure meant it was time for a new journey to begin: for him it was retirement, with help from the MyPath team.

Watch Mike's story at the QR code or at <https://bit.ly/MikeMyPath>.



We want to hear from you!

To share your feedback with us, email
DiavikCommunities@riotinto.com

Natural beauty

How's this for a natural stunner? This diamond, a 10.38 carat elongated octahedron, is likely destined to be polished into an emerald cut, and find its way into an heirloom piece of jewelry.

