

**SOCIOECONOMIC COMMITTEE**

**Canada Nickel Company —Crawford Nickel-Cobalt Sulphide Project**

**9<sup>th</sup> MEETING REPORT**

MEETING INFORMATION																																			
DATE	November 25 <sup>th</sup> , 2024																																		
TIME	14:00 – 16:30 EST																																		
LOCATION	Videoconference—MICROSOFT TEAMS																																		
PARTICIPANTS	<table border="1"> <thead> <tr> <th>Members</th> <th>Present</th> </tr> </thead> <tbody> <tr> <td>Monika Malherbe, Chief Administrative Officer, Town of Cochrane</td> <td></td> </tr> <tr> <td>Devon Prevost, Economic Development Officer, Town of Cochrane</td> <td>✓</td> </tr> <tr> <td>Phil Archambault, Timmins Chamber of Commerce Member- Owner of Fountain Tire Timmins</td> <td>✓</td> </tr> <tr> <td>Brenda Camirand, Timmins Economic Development Corporation</td> <td>✓</td> </tr> <tr> <td>Shannon Piper, Economic Development Officer, Town of Smooth Rock Falls</td> <td>✓</td> </tr> <tr> <td>Patrick Roberts, Mayor of Smooth Rock Falls</td> <td>✓</td> </tr> <tr> <td>Bill Greenway, Director of Economic Development at Town of Iroquois Falls</td> <td>✓</td> </tr> <tr> <td>Brian Marks, Chief Administrative Officer, Cochrane District Social Services Administration Board</td> <td>✓</td> </tr> <tr> <td>Lianne Catton, Medical Officer, Health and Chief Executive Officer at The Porcupine Health Unit</td> <td>✓</td> </tr> <tr> <td>Michelle Boileau, Mayor of Timmins</td> <td>✓</td> </tr> <tr> <td>Peter Politis - Mayor of Cochrane</td> <td></td> </tr> <tr> <td>Blaire Westberry - Executive Director - Aboriginal Peoples Alliance of Northern Ontario</td> <td></td> </tr> <tr> <td>Joel Ahrens - Chamber Treasurer - MNP</td> <td></td> </tr> <tr> <td>Richard Vallee - Director, Protective Services- Town of Cochrane</td> <td></td> </tr> <tr> <td>Tory Delaurier - Mayor of Iroquois Falls</td> <td></td> </tr> <tr> <td>Laurie Dagg-Labine - Manager of Healthy Families, Substance Use, and Mental Health - Porcupine Health Unit</td> <td></td> </tr> </tbody> </table>	Members	Present	Monika Malherbe, Chief Administrative Officer, Town of Cochrane		Devon Prevost, Economic Development Officer, Town of Cochrane	✓	Phil Archambault, Timmins Chamber of Commerce Member- Owner of Fountain Tire Timmins	✓	Brenda Camirand, Timmins Economic Development Corporation	✓	Shannon Piper, Economic Development Officer, Town of Smooth Rock Falls	✓	Patrick Roberts, Mayor of Smooth Rock Falls	✓	Bill Greenway, Director of Economic Development at Town of Iroquois Falls	✓	Brian Marks, Chief Administrative Officer, Cochrane District Social Services Administration Board	✓	Lianne Catton, Medical Officer, Health and Chief Executive Officer at The Porcupine Health Unit	✓	Michelle Boileau, Mayor of Timmins	✓	Peter Politis - Mayor of Cochrane		Blaire Westberry - Executive Director - Aboriginal Peoples Alliance of Northern Ontario		Joel Ahrens - Chamber Treasurer - MNP		Richard Vallee - Director, Protective Services- Town of Cochrane		Tory Delaurier - Mayor of Iroquois Falls		Laurie Dagg-Labine - Manager of Healthy Families, Substance Use, and Mental Health - Porcupine Health Unit	
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CANADA NICKEL	<ul style="list-style-type: none"> <li>✓ Lauri Corlett, Sustainable Communities Coordinator</li> <li>✓ Sydney Oakes, Oakes, Director of Indigenous Relations and Public Affairs</li> <li>✓ Pierre-Philippe Dupont, VP of Sustainability</li> </ul>																																		
FACILITATION	<ul style="list-style-type: none"> <li>✓ Isaac Gauthier – Facilitator – Transfer Environment and Society (TES)</li> <li>✓ Dominik Boudreault Lapierre – Note taker – Transfer Environment and Society (TES)</li> </ul>																																		
MEETING HOLDER	Canada Nickel Company																																		
AGENDA	<ol style="list-style-type: none"> <li>1. Welcome and Roll Call</li> <li>2. Crawford Project Update</li> </ol>																																		

## MEETING INFORMATION

3. Overview of Ongoing Engagement with Indigenous Nations
4. Overview of Ongoing Engagement with Local Communities
5. Discussion Related to the Impact Statement – Summary of Anticipated Impacts and Respective Mitigation Measures
6. Review of Successful 2024 Contribution Applications – Short-term Contribution Program and Legacy Program
7. Final Statements and Meeting Closure

## MEETING HIGHLIGHTS

### ISSUES AND CONCERNS

- |   |                                                                                                                                                                                 |
|---|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ✓ | <input type="checkbox"/> Concern from the committee related to the general management of the housing and childcare services (from CNC, communities and government authorities). |
|---|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

### GENERAL COMMENTS

- |   |                                                                                                                                                    |
|---|----------------------------------------------------------------------------------------------------------------------------------------------------|
| ✓ | <input type="checkbox"/> Suggestion from the committee to include specific safety measures on Highway 655 once the corridor is handed over to MTO. |
|---|----------------------------------------------------------------------------------------------------------------------------------------------------|

### ACTION ITEM

- |   |                                                                                                    |                  |
|---|----------------------------------------------------------------------------------------------------|------------------|
| ✓ | <input type="checkbox"/> CNC to share the meeting presentation and the meeting report, for review. | Action 25Nov24-1 |
|---|----------------------------------------------------------------------------------------------------|------------------|

## 1. WELCOME AND ROLL CALL

Isaac Gauthier, the meeting facilitator, opens the meeting and welcomes the committee members.

Gauthier invites all the participants to introduce themselves in a short roundtable.

Gauthier presents the meeting agenda and explains how the meeting will proceed. For further details, please refer to the presentation available in the Appendix.

## 2. CRAWFORD PROJECT UPDATE

Gauthier invites Pierre-Philippe Dupont to present an update on Crawford Project.

Dupont briefly introduces the different members of the CNC team working on the Project.

Dupont provides an update with regards to current and future nickel demand. He explains that there is an increase in demand due to battery and stainless-steel production. He also mentions that the mine's nickel would be used mainly to meet domestic demand.

Dupont presents the Project site layout, and mentions that it will be a major Project, covering 115 km<sup>2</sup>. He shares the development timeline, pointing out that while it is ambitious, the Project is currently on schedule, and that a construction decision can be expected by Q4 2025.

Dupont highlights relevant chapters of the Impact Statement (IS) that was recently submitted to the Impact Assessment Agency of Canada (hereafter IAAC or the Agency), notably those that will be the topic of discussion for this committee meeting.

Gauthier asks if the committee members have any comments or questions so far. None are raised.

### 3. OVERVIEW OF ONGOING ENGAGEMENT WITH INDIGENOUS NATIONS

Gauthier invites Sydney Oakes to present an overview of CNC’s ongoing 2024 engagement with Indigenous Nations.

Oakes mentions that it was important for CNC to involve and consult Indigenous Nations in the development of the IS, and to ensure that engagement and consultation was led per their preferred format. She shares several examples of actions taken in the preparation of the IS, and describes how the Indigenous Nations were involved in the process.

Oakes also presents a summary of Indigenous donations and sponsorships that have been provided on behalf of CNC.

Oakes concludes by reiterating how important it is for CNC to involve Indigenous Nations in the Project, particularly in the Impact Assessment (IA) process. This approach ensures that the Crawford Project matches the Nations’ expectations and allows for successful partnerships throughout the Life of Mine.

Gauthier asks if committee members have any comments or questions. None are raised.

### 4. OVERVIEW OF ONGOING ENGAGEMENT WITH LOCAL COMMUNITIES

Gauthier invites Lauri Corlett to present an overview of CNC’s ongoing 2024 engagement with local communities.

Corlett presents details about the three Open Houses that were held over the summer, mentioning the strong attendance at each event and how they were a success. Corlett highlights contributions made by Socioeconomic Committee members, Shannon Piper and Phil Archambault, at the Smooth Rock Falls and Timmins Open Houses, respectively.

Corlett also shares an overview of CNC’s ongoing community engagement efforts, including the various events the team has attended, organized and sponsored.

QUESTIONS AND INTERVENTIONS		ANSWERS
<b>Q &amp; I 1</b>	A member asks what were raised as the main issues, and whether CNC heard any issues that were different from those raised during previous engagements.	Dupont mentions that there have been a lot of recent discussions related to housing and the lack of accommodation, especially with Indigenous Nations. He adds that CNC’s engagement and consultations have helped to better understand this issue.  He also points out that other topics of discussion were not new and had already been identified as key issues, for example, employment and training opportunities.  Oakes adds that many people had questions about when the Project would start, and when it would be possible to apply for a job.

QUESTIONS AND INTERVENTIONS		ANSWERS
		She also mentions that CNC had received several detailed technical questions, for which they had to work with their consultants to provide answers.

## 5. DISCUSSION RELATED TO THE IMPACT STATEMENT – SUMMARY OF ANTICIPATED IMPACTS AND RESPECTIVE MITIGATION MEASURES

Gauthier explains that the meeting’s presentation summarizing anticipated residual impacts and corresponding mitigation measures, as outlined in the IS, is divided into three sections: social, economic and health conditions.

Dupont points out that the Crawford Project is the first project to undergo the new federal IA process under the revised Impact Assessment Act (2019). He describes how the IA process has evolved over the past 10 years, with an early focus on potential environmental impacts and associated mitigation measures, which have progressively expanded to include social and health components. He further explains the objectives of the federal IA process, and notes that completing the IS was a significant and challenging task. CNC is proud of the result.

Dupont explains that in terms of next steps, IAAC will look to obtain feedback from the public regarding the IS. He reiterates CNC’s wish to obtain feedback directly from rights holders and stakeholders with regards to the content of the IS, and throughout the IA process.

Dupont presents an overview of the topics included in the IS. He mentions that the presentation will focus on the Crawford Project’s potential residual social, economic and health impacts, as well as their respective mitigation measures.

Gauthier asks if the committee members have any comments or questions. None are raised. For further details, please refer to the presentation available in the Appendix.

### 5.1. Social Conditions

Dupont presents a summary of the Project’s anticipated residual social impacts and respective mitigation measures.

Regarding the planned workforce, Dupont says that CNC aims to employ up to 30% of the required workforce locally, with the rest coming from outside of the Cochrane District. He also points out that the workforce analysis is based on projections for the next 5-10 years.

Regarding the mitigation measures, Dupont mentions that CNC is committed to working with Indigenous Nations, local communities, and organizations to determine adaptive management measures to address the Project’s challenges.

QUESTIONS AND INTERVENTIONS		ANSWERS
<b>Q &amp; I 1</b>	A member asks what the current estimates are for peak employment, both in the construction and operations phases.	Dupont says the construction phase peak will be 2,000 employees, and between 1,300 and 1,500 during operations.
<b>Q &amp; I 2</b>	Considering the Canada Child Care Plan and the planned openings of childcare facilities in 2026, a member asks if CNC would have to consult and coordinate with local communities when developing mitigation measures related to housing and local employment.	Dupont mentions that Stantec technical consultants considered the Canada Child Care Plan when preparing the IS. He also mentions that CNC wants to ensure that all potential Project effects are addressed, and reiterates CNC's intention to collaborate with communities on the development of appropriate mitigation measures.
<b>Q &amp; I 3</b>	A member points out that, given current driving conditions (ongoing road closures) on Highway 655 and in the region, it would be interesting to include road safety measures in the mitigation measures.  The member also asks whether CNC would have the ability to expand road networks to accommodate travel during periods of road closure.	Dupont mentions that CNC will build the Highway 655 bypass, and then the Ministry of Transportation (MTO) will regain responsibility of the Highway following the completion of construction. Any inquiries related to highway safety, if any, should be directed to MTO.

## 5.1. Economic Conditions

Dupont presents a summary of the Project's anticipated residual economic impacts and respective mitigation measures, highlighting that this is where the Project would have the most positive impacts.

Regarding the workforce, Dupont mentions that the Project will be carried out in phases (construction, operations, closure), which will lead to fluctuations in the number of jobs.

Dupont also mentions that the transmission line that will be built to power the mine's facilities from the Porcupine substation is not included in the IS, as it is a separate Project.

QUESTIONS AND INTERVENTIONS		ANSWERS
<b>Q &amp; I 1</b>	A member asks if CNC may find a need for temporary housing to accommodate those workers given the shortage of trained workers and the mobile workforce that may be required.	Dupont mentions that, although there is no intention to build a workers camp at the mine site, CNC will work with local entrepreneurs to develop short and long-term accommodation solutions in the surrounding communities. He mentions that CNC is in discussions with third parties who are interested providing workers accommodation.

## 5.1. Health Conditions

Dupont presents a summary of the Project’s anticipated residual health impacts and their respective mitigation measures. He mentions that the IS considered several components related to health, including air, water, and noise. He also presents the Project’s Modelled Mine Boundary (MMB). The MMB is a delineated area in the immediate vicinity of the Project that corresponds with potential exceedances in relation to regulatory thresholds for air, water, and noise, inside which long term stay (overnight stay) wouldn’t be permitted

Dupont adds that it is possible that the Project could potentially impact local businesses, in terms of workforce, as workers could leave their jobs to work at the mine. He also mentions that CNC intends to collaborate and properly engage with rightsholders and stakeholders regarding the Closure Plan.

## 6. REVIEW OF SUCCESSFUL 2024 CONTRIBUTION APPLICATIONS

Gauthier invites Corlett to present a summary of the Short-term Contribution Program and the Legacy Program. For more details, please refer to the presentation available in the Appendix.

Corlett reminds the members that the Short-term Contribution Program targets applications under \$5,000, which are processed on a quarterly basis. She presents the eight applications that received funding in 2024.

Regarding the Legacy Program, Corlett mentions that it targets funding requests exceeding \$5,000 and that applications are processed on an annual basis for the following calendar year. The Timmins Learning Centre was selected for 2025, and was awarded \$30,000 over a 3-year period (2024-2026) to support the Homework Club, including the hiring of an Academic Support Specialist.

Corlett follows by presenting a community relations performance summary, including donations and sponsorships (Short-term Contribution Program, Legacy Program, and Indigenous Donations), as well as communications with the rightsholders and stakeholders (email, events, contact, etc.).

Gauthier asks if committee members have any comments or questions. None are raised.

## 7. FINAL STATEMENTS AND MEETING CLOSURE

Gauthier thanks the members for their participation and invites Dupont to share the next steps.

Dupont presents the next steps with respect to the Crawford Project and the Socioeconomic Committee. Dupont indicates that the IS was submitted on November 22<sup>nd</sup>, 2024, and that IAAC has a 10-day period to review the submission to confirm that all information required under the Tailored Impact Statement Guidelines (TISG) has been captured. Following IAAC's confirmation that the IS conforms with the TISG, a 60-day public commenting period will commence. Dupont states that CNC intends to host four Open Houses throughout 2025 in each of the four communities potentially affected by the Crawford Project (Cochrane, Iroquois Falls, Smooth Rock Falls, and Timmins).

QUESTIONS AND INTERVENTIONS		ANSWERS
<b>Q &amp; I 1</b>	A member asks if it's possible to get a copy of the presentation.	Dupont highlights that the presentation was circulated by CNC's Sustainable Communities Coordinator the previous week, and that it will be appended to the meeting report. (Action 25Nov24-1)

Dupont shares that the feedback provided during the Open Houses and other engagement activities were helpful in understanding the Project's potential effects, allowing for the development of appropriate mitigation measures. He shows the residual effects characterization tables that were included in the IS.

Gauthier asks if committee members have any final comments or questions. None are raised.

QUESTIONS AND INTERVENTIONS		ANSWERS
<b>Q &amp; I 1</b>	A member thanks CNC for the presentation and mentions that people are satisfied with CNC's work.	Dupont thanks the member for their comment.

Gauthier thanks the members for attending the meeting and reminds them to contact the CNC team if they have any further questions or comments. None are raised and the meeting ends.

# APPENDIX I PRESENTATION



# Canada Nickel - Crawford Nickel Project

Socioeconomic Committee Meeting  
November 25<sup>th</sup>, 2024



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# Agenda

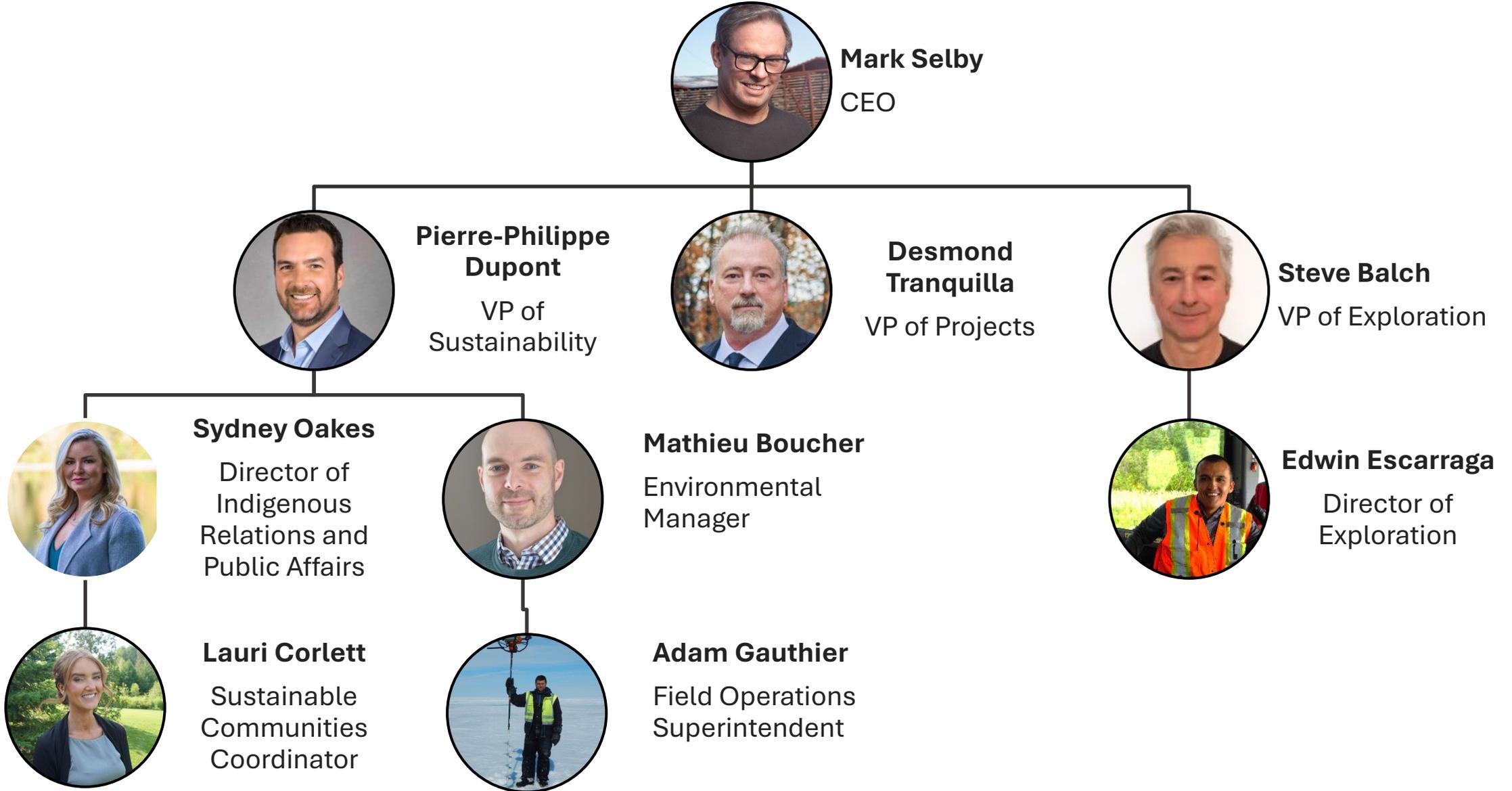
No.	Time	Topic	Lead
1	2:00 – 2:10 pm	Welcome and Roll Call	TES (Isaac Gauthier, External Consultant)
2	2:10 – 2:30 pm	Crawford Project Update	CNC (Pierre-Philippe Dupont, VP of Sustainability)
3	2:30 – 2:40 pm	Overview of Ongoing Engagement With Indigenous Nations	CNC (Sydney Oakes, Director of Indigenous Relations and Public Affairs)
4	2:40 – 2:50 pm	Overview of Ongoing Engagement With Local Communities	CNC (Lauri Corlett, Sustainable Communities Coordinator)
	2:50 – 3:00 pm	Health Break	
5	3:00 – 4:00 pm	Discussion Related to the Impact Statement – Summary of Anticipated Impacts and Respective Mitigation Measures <ul style="list-style-type: none"> <li>• Social Conditions</li> <li>• Economic Conditions</li> </ul>	CNC (Pierre-Philippe Dupont, VP of Sustainability)
6	4:00 – 4:15 pm	Review of Successful 2023 Q3 and Q4 Contribution Applications – Short-term Contributions Program and Legacy Program	CNC (Lauri Corlett, Sustainable Communities Coordinator)
7	4:15 – 4:30 pm	Final Statements and Meeting Closure	TES (Isaac Gauthier, External Consultant)

# Project Update



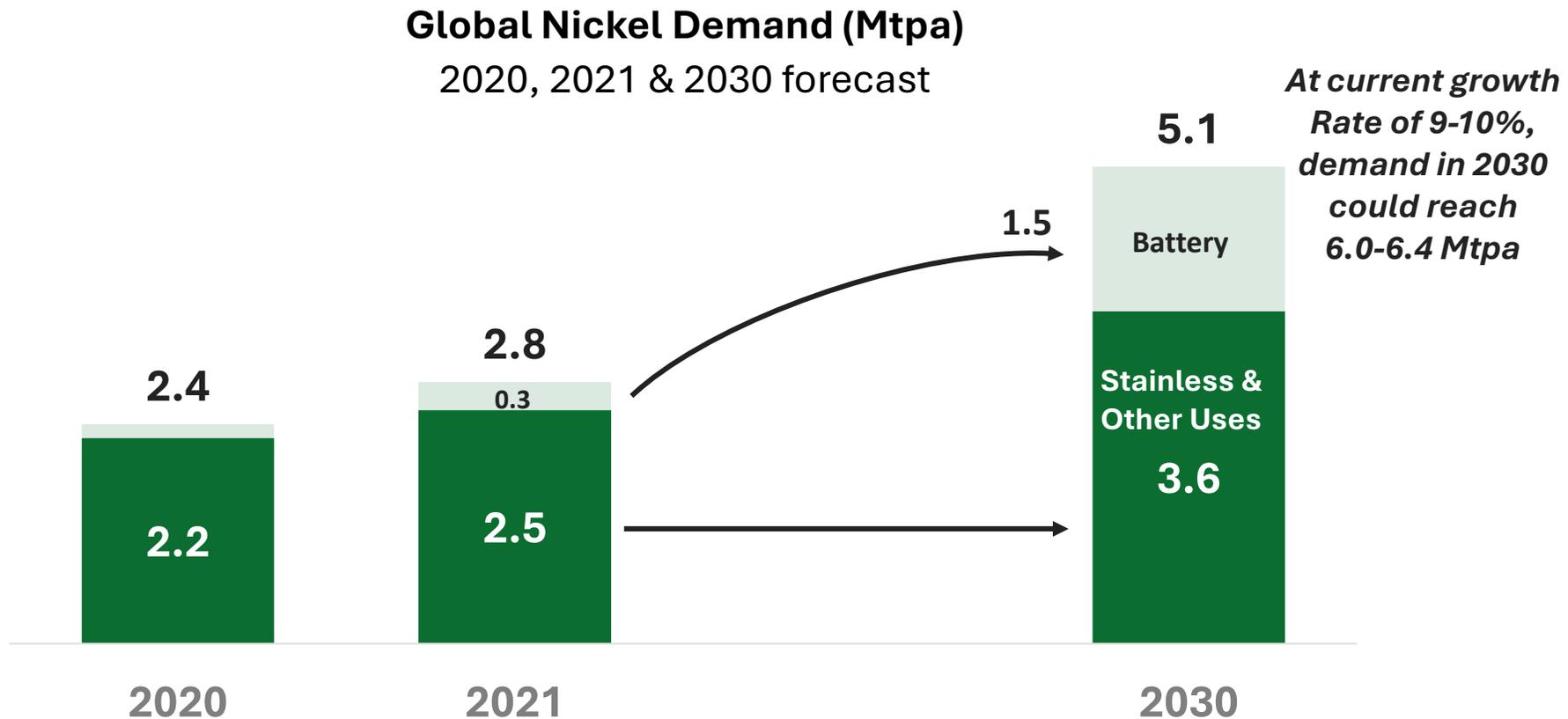
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# Who We Are



# Why Nickel?

Nickel demand growth continues to be underestimated – demand on track to be up 9-10% annually in first 3 years of decade (*3-4X other base metals*) and forecasted by CNC to double by 2030 to 5+ Mt and potentially > 6 Mt.



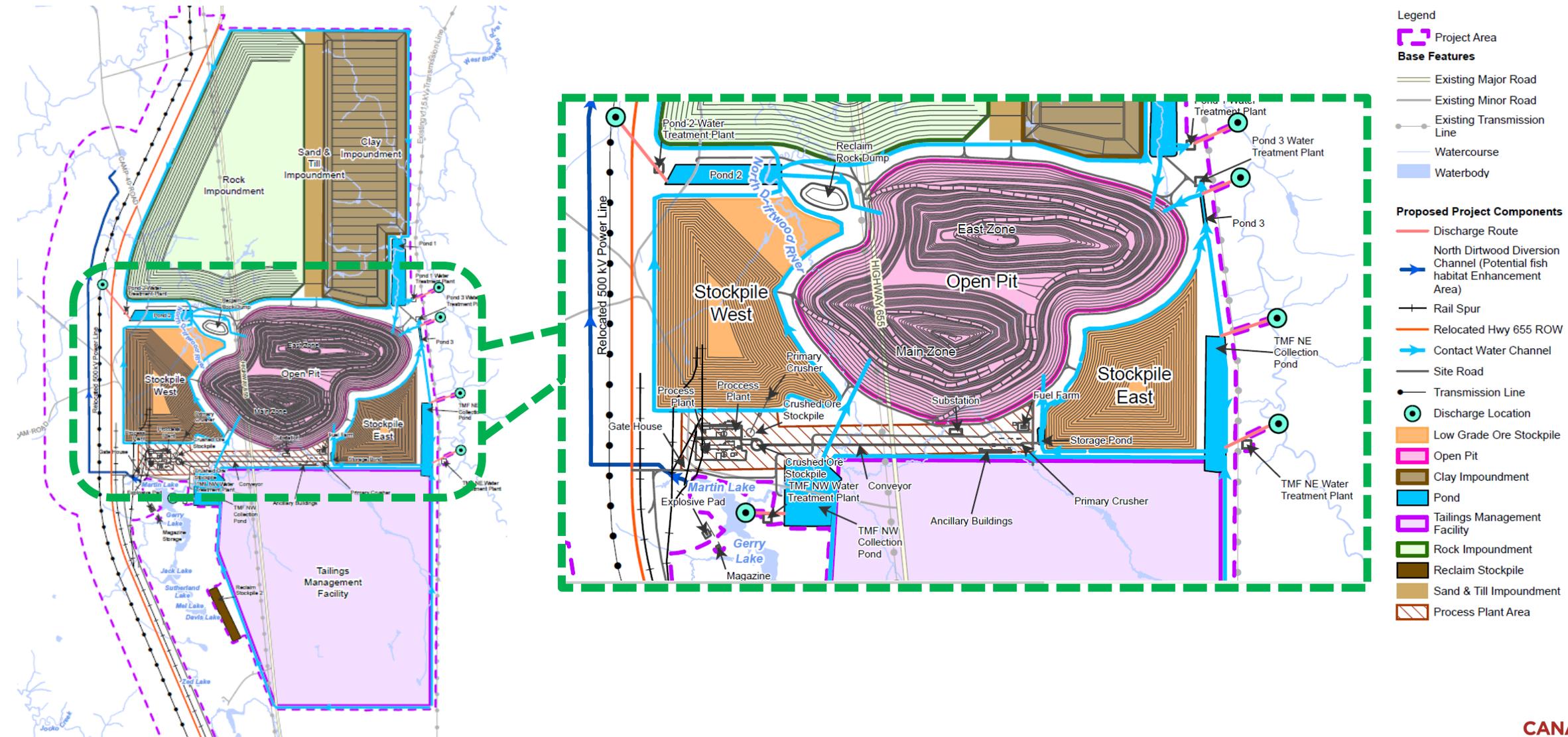
Source: INSG, CNC Analysis

Note: "f" denotes forecast

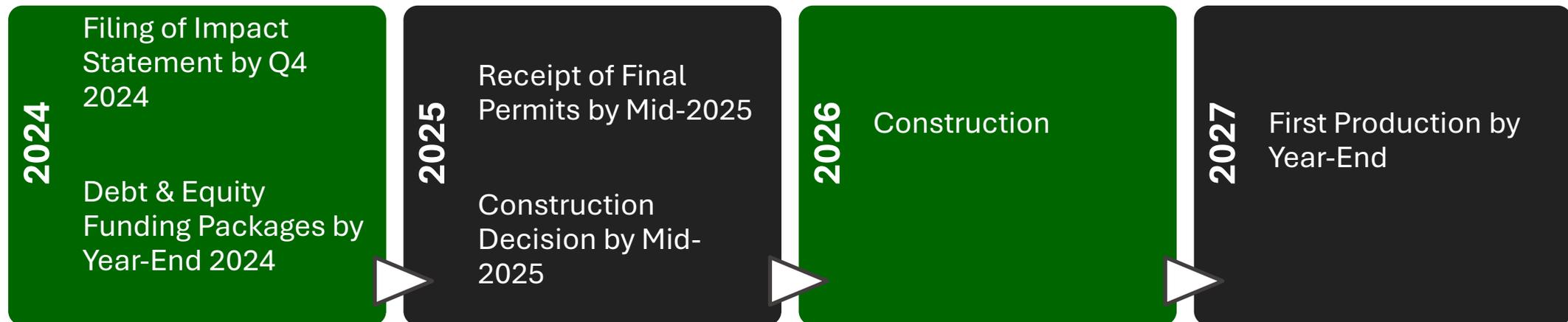


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# Project Site Plan



# Crawford Project Timeline



# Overview of Ongoing Engagement With Indigenous Nations



# Indigenous Involvement in Impact Assessment Process

- ✓ Establishment of Technical Working Group – Meetings in March and June 2024
- ✓ Bi-weekly Impact Assessment Coordinator Meetings
- ✓ Development of Valued Components for Indigenous Nations
- ✓ Development of Tailored Chapters Specific to Each Indigenous Nation (Mini Impact Statement)
- ✓ Tour of Crawford Project Site – June 2024
- ✓ Participation in Baseline Environmental Monitoring Programs
- ✓ Completion of Traditional Land Use Knowledge and Socio-economic Studies, Funded by CNC
- ✓ Community Updates by Invitation (TTN – June, MGFN – November)
- ✓ Public Information Centres – TTN Chief and Deputy Chief attended Cochrane PIC in June





# Overview of Ongoing Engagement With Local Communities



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# Community Relations – Open Houses

- Three in-person Open Houses held:
  - Timmins - June 19th, 52 attendees
  - Cochrane - June 20th, 145 attendees, including Chief Bruce Archibald, Deputy Chief Derek Archibald, Taykwa Tagamou Nation Council members, MPP John Vanthof, and Mayor Peter Politis
  - Smooth Rock Falls - July 26th, 100 attendees, including Mayor Patrick Roberts
- 129 verbal comments/questions documented during three in-person Open Houses
- Thank you to Socioeconomic Committee members Phil Archambault and Shannon Piper for their support!



# Community Relations

## Community Events

- June site tour - 27 attendees – representatives from Flying Post, Matachewan, and Mattagami First Nations, DFO, ECCC, MINES, MNRF.
  - Tour included: Lower Sturgeon Dam Road, process plant entrance, SW-9 hydrology station, former air quality station
- Canadian Institute of Mining Golf Tournament in June – 4 CNC participants; hole sponsorship
- Ongoing CNC participation in Women in Mining – Timmins and Toronto series
- CNC received a tour of the Timmins Youth Wellness Hub (YWH) and Timmins Learning Centre in October
- Ongoing consultations with local municipalities and government representatives:
  - Visit with Mayor of Iroquois Falls, Tory Delaurier
  - Site tour of Crawford Project with Minister of Mines George Pirie



# Community Relations

## Community Events

- CNC participation in the Timmins Santa Clause Parade in November
- CNC to host a personalized stocking workshop at Timmins YWH in December
- CNC to tour the Timmins and District Hospital in December to see program results for 2023 Legacy donation
- CNC scheduled to support with purchasing and packaging toys for North Eastern Ontario Family and Children's Services
- Potential December collaboration with Timmins Anti-hunger Coalition to pack and deliver holiday food boxes
- Samsung SDI Dinner in August – attendees from First Nations, City of Timmins, Town of Cochrane, Town of Iroquois Falls, Town of Smooth Rock Falls



**Health Break – 10 Minutes**



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# **Impact Statement – Summary of Anticipated Impacts and Respective Mitigation Measures (Social and Economic Conditions)**



# Why is an Impact Assessment Needed?

An impact assessment is a planning and decision-making tool used to **assess the potential positive and negative effects** of proposed projects. Impact assessments consider a wide range of factors and **propose measures to mitigate projects' adverse effects**.

It includes all phases of the Project: construction, operation, decommissioning and closure



# Impact Assessment Process

## Why:

- Creating opportunities for sustainable economic development by making sure that environment, and health and social components are protected from adverse effects potentially caused by projects;
- Ensuring respect for the rights of Indigenous peoples in the process, and during decision-making
- Promoting communication and cooperation with Indigenous peoples;
- Ensuring that assessments takes into account science, Indigenous knowledge and community knowledge; and, providing opportunities for meaningful public engagement.

## When:

- For mining, the threshold to begin the federal Impact Assessment process is **5000+ tonnes processed or mined per day – Crawford is 120,000 tpd**

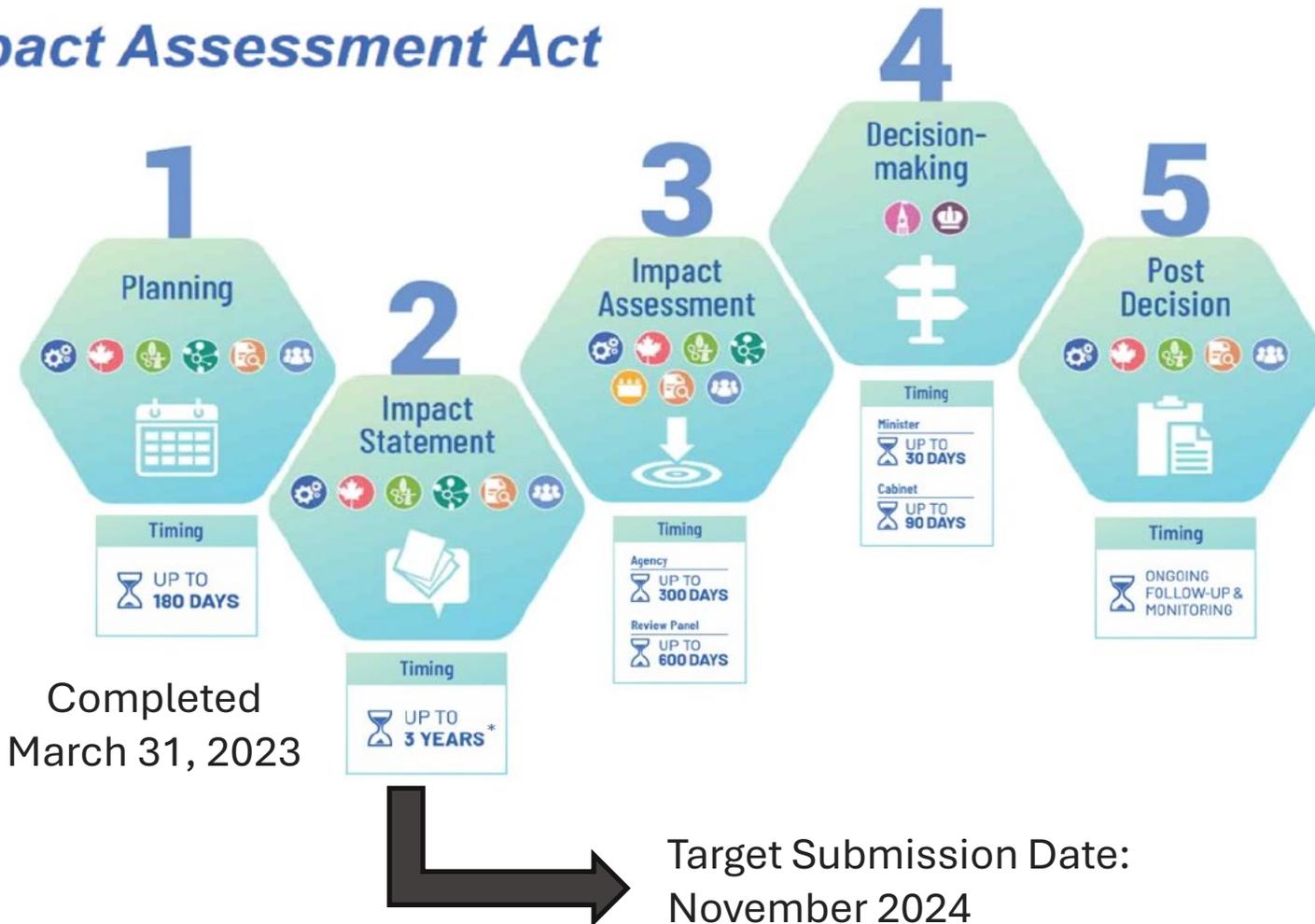
## Benefits:

- Impact Assessments ensure that **better decisions** about a project can be made **early on**, during a project's planning stage.



# Impact Assessment Process

## Impact Assessment Act



# Relevant Impact Statement Chapters

- Chapter 1 – Introduction
- Chapter 2 – Proponent Information
- Chapter 3 - Project Description
- **Chapter 6 – Public Participation**
- Chapter 8 – Assessment Methodology
- Chapter 9 – Existing Conditions
- **Chapter 21 – Health**
- **Chapter 22 – Social Conditions**
- **Chapter 23 – Economics**
- Chapter 33 – Sustainability



# Social Conditions – Summary of Anticipated Residual Impacts

The key potential effect addressed in the assessment on social conditions are the **change in demand for services and infrastructure, accommodation availability, demand for transportation infrastructure, land use designations and private property, recreation, and resource use** due to Project construction and operations.

Though Canada Nickel wishes to hire primarily from local and Indigenous Nations, workers from outside of the region may be required to meet the workforce demand of the Project. This increase in workers coming to the area will place increased demand on local services and infrastructure, including accommodations.



# Social Conditions – Summary of Anticipated Residual Impacts

- The presence of the Project may create positive effects such as an increase in permanent and temporary housing stock, contributions to the local economy, and the introduction or renewal of local services.
- A worker's camp is not proposed to be developed onsite as part of the Project due to the close proximity of local communities. Canada Nickel is engaging with third parties, including Indigenous Nations, which may result in an agreement for the provision of Project accommodations. Limited impacts on transportation infrastructure, including limited traffic disruptions and additional travel time associated with the realignment highway 655, are predicted.
- Demands on other local emergency services, including police and fire protection, will be managed through Project planning and management strategies.
- Effects on local utilities, including water, wastewater, landfills, and transmission infrastructure, are expected to be low in magnitude given the limited demand from the Project and available capacity in these systems.
- In the event that some families move to the area for this Project, the local school system has spare capacity to accommodate families of operations employees; however, childcare shortages (pre-school and daycare services) could present a barrier to residents with children, particularly women, seeking Project employment.



# Social Conditions – Summary of Anticipated Residual Impacts

- Despite mitigation and management measures, members of vulnerable groups may still experience differential effects on services and infrastructure.
  - Seniors, youth, women, members of Indigenous Nations, and low-income families comprise sub-populations in the LSA/RSA who may experience disproportionate effects on infrastructure and services.
  - These groups are particularly challenged when it comes to access to childcare and appropriate housing. Canada Nickel is committed to reducing these differential effects to the extent possible.
- The Project is proposed primarily on private lands, with some (450 ha) located on provincial Crown land (unpatented Crown land). Canada Nickel holds or is in the process of acquiring a 100% interest in the mining lands that comprise the Project.
- Direct effects associated with recreation and resource use include restrictions in access to the PA, including a snowmobile trail and removal of navigable waters; however, mitigations are proposed to reduce these effects. Sensory effects (e.g., noise and light) will also affect land users around the PA.



# Social Conditions – Summary of Key Mitigation Measures

- Canada Nickel is participating in the “Equal by 30” initiative aimed at increasing benefits to women and to accelerate gender equality and diversity to close the gender gap by 2030
- Contribute to social, economic, health, and other activities/programs in local communities through Canada Nickel’s Community Contributions Program
- Commit to hiring from the local region and work with third-parties to deliver relevant training, education, and scholarship programs that improve employment opportunities and are targeted at diverse groups such as Indigenous Nations, local youth, and various relevant subgroups
- Adapt work schedule and crew rotations to decrease the number of non-local workers to decrease the requirement for accommodations where possible
- Develop and implement policies and procedures related to health and safety, procurement, codes of conduct, diversity, harassment and cultural awareness
- Engage with local municipalities to inform the housing strategy for the area that encourages and provides opportunities for workers to move permanently into the area
- Undertake a detailed Project accommodation study based on workforce requirements and develop an Accommodations Management Plan
- Engage in discussions with third parties, including Indigenous Nations, to explore opportunities for the provision of accommodations in the region



# Social Conditions – Summary of Key Mitigation Measures

- Develop and implement a Traffic Management Plan to address traffic staging to reduce delays.
- Explore providing a shuttle bus service for employees to travel to site
- Progressively backfill portions of the mined-out Open Pit with tailings during operations to reduce the footprint of the TMF at surface.
- Use existing trails, roads and rights-of-way to access the PA to the extent practical
- Maintain access to Lower Sturgeon Dam Road and Camp 40 Road during all Project phases
- Implement traffic control measures that may include gating of Project access roads and/or gated fencing to restrict public access to the PA
- Install signage around PA warning land users of the presence of the mine and its facilities
- Engage with municipal authorities, provincial Crown land use permit holders, local recreational users, Ministry of Natural Resources (MNR) Regional Officials, and landowners about potential disturbances, access restrictions or other conflicts, as appropriate
- Communicate Project activities, locations and timing throughout construction, operations, and decommissioning and closure to affected land and recreational users, Indigenous Nations, interest groups, and local authorities via email, newsletter, or posting on Canada Nickels website or other appropriate means.



# Social Conditions – Summary of Key Mitigation Measures

- Prohibit Project personnel from hunting, fishing, and bringing firearms and fishing gear to the site, while working to limit competition for wildlife and fish species
- Rehabilitation of the PA in consideration of desired end land uses that are achievable in the preparation of the Mine Development Closure Plan
- In accessible areas, leave trees and other vegetation to buffer views
- Provide in-kind support to the snowmobile club and/or relocate the trail and warming hut or re-establish a snowmobile trail bypass around the PA.
- Maintain navigation within the North Driftwood River from a series of chain lakes west of the Tailings Management Facility to downstream of the PA
- Obtain necessary patent mining claims, mineral leases, and unpatented mining claims (provincial Crown lands) in areas that are overlapped by the Project
- Raise awareness and implement policies to support under-represented populations, such as implementation of a Code of Conduct and Ethics, and respectful workplace policies (i.e., Diversity and Inclusion) and cultural awareness training.
- Provide security at the site and implement several workplace policies that will discourage adverse behaviours in the community .
- Continue to engage local Indigenous Nations and implement agreements to support present and future engagement and participation in the Project.



# Economic Conditions – Summary of Anticipated Residual Impacts

The key potential effect addressed in the assessment on economic conditions are the **change in employment, business, and provincial economy** due to Project construction and operations.

- It is estimated that the Project would create an average of 708 jobs over the life of the mine, with a forecasted maximum of 1,998 Full-Time Equivalent (FTE) positions during construction and up to 1,371 FTEs during operations.
- Forecasted estimates indicate that there could be a shortfall in trained mining workers of 23% to 30% from the region and that mobile workers may be required. Canada Nickel continues to work with local schools and training centers to develop a regional workforce
- It is estimated that the Project will provide direct income in the range of \$1.2 billion, with an additional \$341 million in indirect labour income across Canada. The Project is projected to contribute up to \$18.4 billion across Ontario and \$21.5 billion across Canada in Gross Domestic Profit.
- It is acknowledged that the positive effects of the Project are expected to be unevenly distributed among the labour force, given that the current Indigenous population represents only 16% of the LSA total population and mining labour force in the area is comprised of a higher percentage of non-Indigenous men than other subpopulations. Canada Nickel is committed to reducing these differential effects to the extent possible.



# Economic Conditions – Summary of Key Mitigation Measures

- Canada Nickel is participating in the “Equal by 30” initiative aimed at increasing benefits to women and to accelerate gender equality and diversity to close the gender gap by 2030
- Commit to hire qualified applicants from the local communities and the region, and to work with third-parties to deliver relevant training, education, and scholarship programs that improve employment opportunities and are targeted at diverse groups such as Indigenous Nations, local youth, and various relevant subgroups.
- Develop a Diversity and Inclusion Policy and promote equality in hiring, operations, and procurement.
- Encourage contracting and procurement opportunities for Indigenous businesses through enhancement of supplier network development initiatives, including keeping a repository of local and Indigenous suppliers with potential to bid on the Project, and directly contacting Indigenous suppliers regarding procurement opportunities
- Develop long-term agreements with Indigenous Nations (e.g., Impact Benefit Agreement, Mutual Support Agreements), as appropriate
- Raise awareness and implement policies to support under-represented populations, such as implementation of a Code of Conduct and Ethics, and respectful workplace policies (i.e., Diversity and Inclusion) and cultural awareness training.



# Health Conditions – Summary of Anticipated Residual Impacts

The key potential effect addressed in the assessment on economic conditions are the **change in physical health, mental health and social wellbeing, and community safety** due to Project construction and operations.

- Project-related contaminants in air are not predicted to be greater than the applicable health-based exposure limits and toxicity reference values at locations where people are expected to be present for extended periods of time (including overnight stays or beyond).
  - For some contaminants, where any increase in exposure could result in increased risk of adverse health effects (e.g., PM2.5), mitigations will be implemented to reduce emissions and monitoring will be undertaken to evaluate exposures.
- For the North Driftwood River channel realignment, changes in methyl mercury concentration in angling fish compared to baseline conditions are expected to be low (approximately 4%).
  - This change in concentration is not expected to markedly increase potential exposures to methyl mercury through fish consumption.
  - Project-related activities, including the re-alignment of the North Driftwood River, are not expected to result in increased concentrations of mercury in the environment.



# Health Conditions – Summary of Anticipated Residual Impacts

- Actual or perceived changes in food quality, land use, and aesthetics could lead to reductions in country food availability and accessibility that may affect physical health through diet and nutritional changes. These changes could also lead to changes in physical health due to reduced recreational experiences.
- Project-related population growth and employment of temporary workers (mainly from the construction phase) from outside of the region may increase competition for Indigenous food harvesting, increase transmission of infectious diseases, and increase the cost of living.
- Increased housing rental rates could lead to the most vulnerable populations experiencing higher financial pressures, who may have to make difficult decisions about the quality and quantity of food they can afford, which puts them at risk for food insecurity.
  - It is expected that independent accommodation providers in the region will provide accommodations for temporary workers as they have for other large projects that will reduce such potential effects.



# Health Conditions – Summary of Anticipated Residual Impacts

- The Project is anticipated to result in positive effects on employment, business, and the economy.
  - Increased employment is expected to have positive effects on Indigenous unemployment rates by increasing income levels for Indigenous individuals (and families) who secure employment with the Project.
  - Employment through the Project will provide valuable employment experience that can be leveraged by Indigenous workers to secure employment with other projects/employers following completion of Project-related work.
  - Increased employment rates are linked to better states of health.
- Project-related employment may reduced financial-related pressures due to employment income, which may bring some families out of food and housing insecurity.
- The presence of the Project workforce during construction and operations may result in positive effects on services and infrastructure because the workforce will contribute economically to the LSA/RSA (through property and income taxes) representing a potential expansion of municipal tax bases. This in turn may help pay for service providers to re-size appropriately for the increased population.

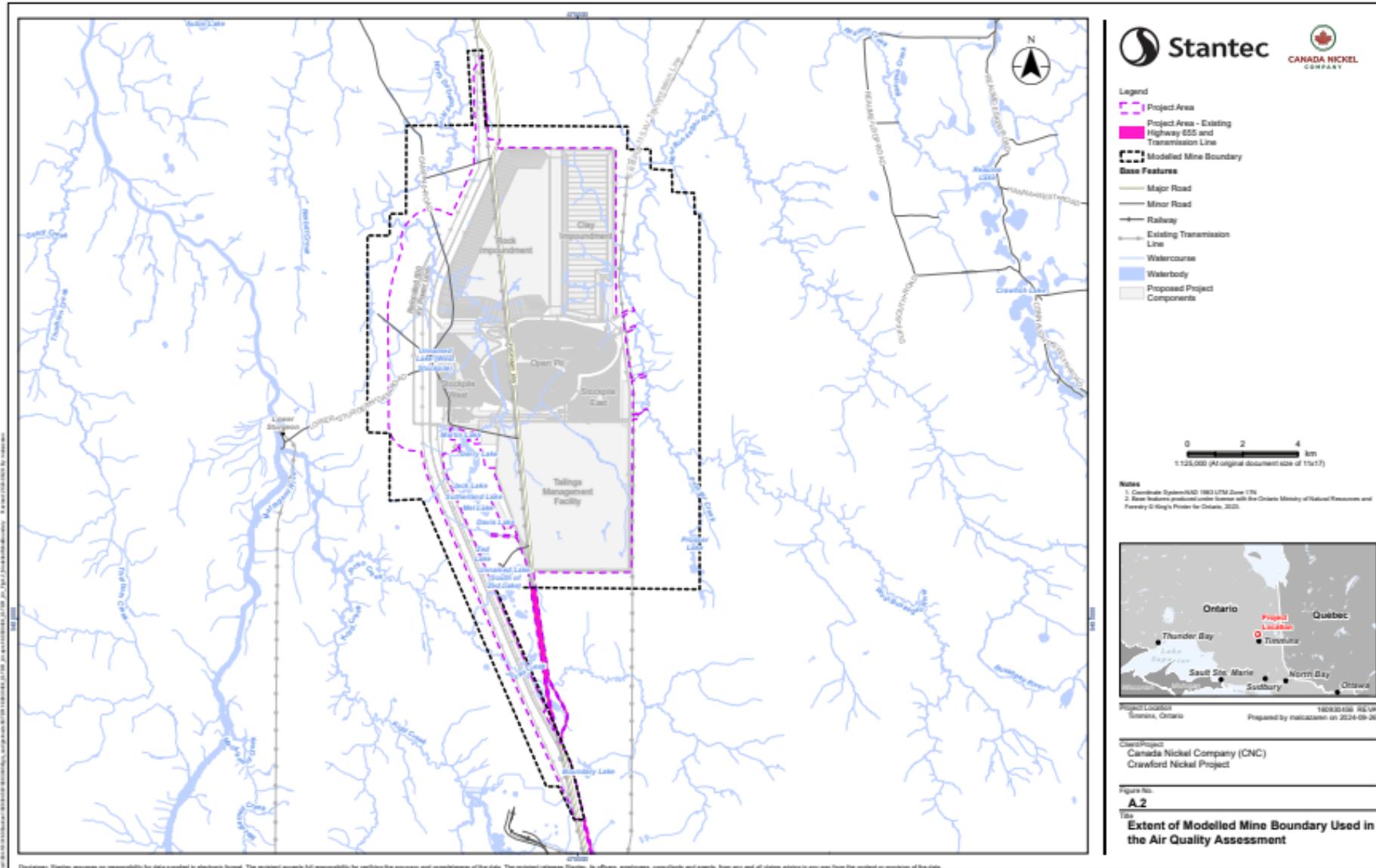


# Health Conditions – Summary of Key Mitigation Measures

- Limit the construction footprint (i.e., PA) to the extent possible to reduce the potential for reductions in groundwater recharge and limit the number of watersheds and subwatersheds overprinted by the PA
- Install contact water collection ditches around the Stockpiles, Impoundment Facility, and TMF to collect toe seepage and groundwater recharge from these Project components
- Treat water effluents prior to discharge to the receiving environment, as required, to meet regulatory criteria including an Environmental Compliance Approval issued by the MECP as well as criteria developed through the receiving watercourse Assimilative Capacity Study, in addition to the Metal and Diamond Mining Effluent Regulations
- Impose restrictions on overnight/prolonged stays within a buffer area surrounding the Project and at two nearby receptors. This buffer area is referred to as the **Modeled Mine Boundary** and is intended to reduce exposure to emissions, a practice that is often applied to mines and industrial areas.



# Modelled Mine Boundary



# Health Conditions – Summary of Key Mitigation Measures

- Design exterior lighting systems to limit light trespass and to avoid glare (i.e., lighting that targets specific areas, cut-off specifications)
- Prohibit Project personnel from hunting, fishing, and bringing firearms and fishing gear to the site, while working to limit competition for wildlife and fish species
- Undertaking rehabilitation activities in consideration of desired end land uses in the preparation of the Mine Development Closure Plan.
- Working with local municipalities on housing availability to inform a housing strategy for the area that encourages workers to move permanently to the area.
- Conducting a detailed Project accommodation study based on workforce requirements and developing an Accommodations Management Plan.
- Committing to on-going discussions with third parties, including Indigenous Nations, to explore opportunities for providing accommodations in the region to support housing needs during Project construction and operations phases.
- Hiring from local communities and the region, depending on the availability of qualified applicants.
- Providing security at the site and implementing several workplace policies that will limit adverse behaviours in the community.



# Review of Successful 2024 Contribution Applications



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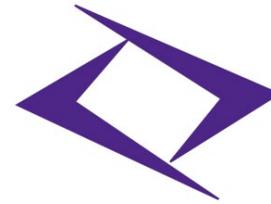
# Short-term Contributions Program

Congratulations to the Successful Short-term Contribution Applicants of 2024, to date!

- ✓ École Secondaire Catholique et Publique l'Alliance
- ✓ Hope Air
- ✓ Iroquois Falls Ringette Association
- ✓ Reg Lamy Cultural Centre in Smooth Rock Falls
- ✓ Timmins and District Hospital
- ✓ Timmins Festival and Events Committee
- ✓ Timmins Tigers Cricket Club
- ✓ Timmins Youth Wellness Hub

## Event Sponsorships:

- Canadian Institute of Mining (CIM) Golf Tournament
- 2024 NOVA Awards (Timmins Chamber of Commerce)



SMOOTH  
ROCK  
FALLS

*Near north,  
near perfect.*



youth  
wellness  
hubs  
ONTARIO

carrefours  
bien-être  
pour les jeunes  
DE L'ONTARIO



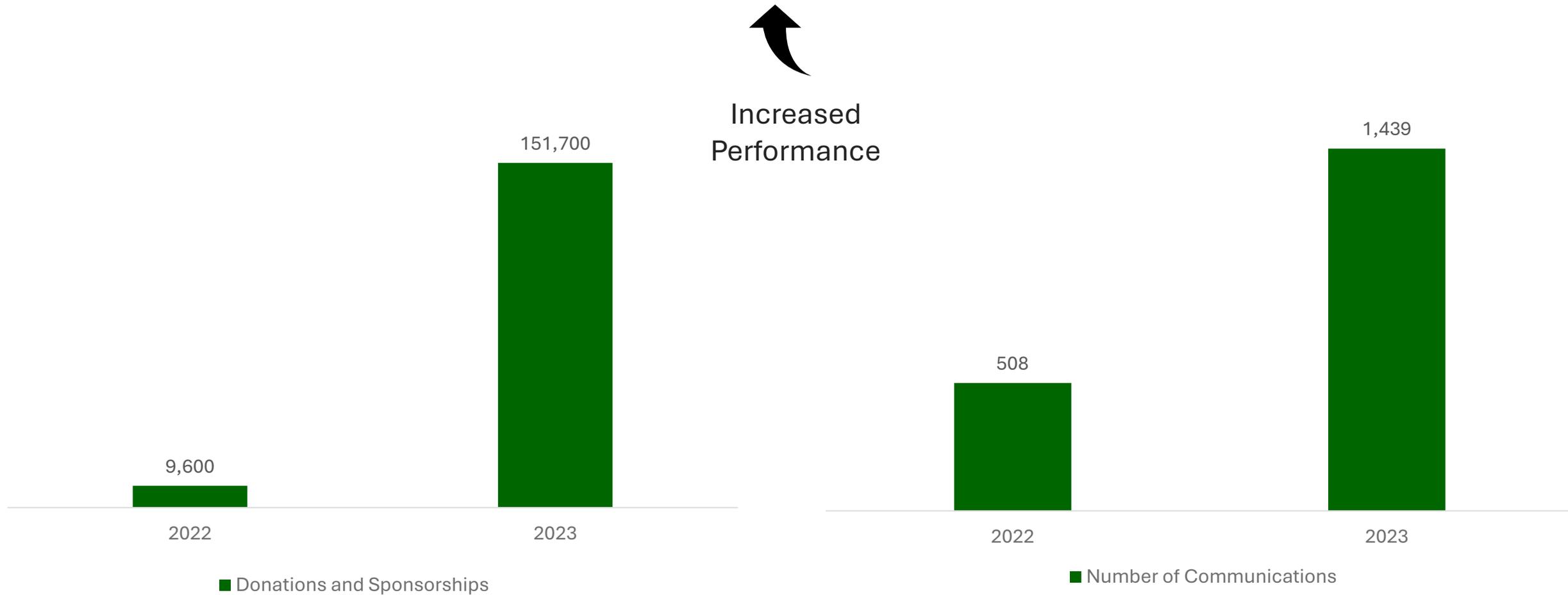
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# Legacy Program

- Timmins Learning Centre awarded with \$30,000.00 over 3-year period (2024-2026) to support the Homework Club, including the hiring of an Academic Support Specialist
- Program creates tailored plans for students grades 1-12 in reading, writing, math subjects based on report cards and individual education plans (IEPs) from school boards, feedback from parents, and the Timmins Learning Centre's own assessment tools.
- Tailored plans typically focus on foundational skills that were missed in earlier grades, or subjects that are not well understood due to limited learning during COVID-19 pandemic.
- Serve up to 50 students/term – 3, 10-week terms per year



# Performance Summary – Community Relations



# Next Steps

## Impact Statement:

- Impact Assessment Agency of Canada Review of Draft Impact Statement
- Indigenous / Public Review of Impact Statement
- Public review of MTO and Hydro One Class Environmental Assessment Notices (30-day period)

## 2025 Planned Engagements:

- Open House events in the four core communities: Cochrane, Iroquois Falls, Timmins, and Smooth Rock Falls – Targeting Q2 or Q3



# Next Steps

## Socioeconomic Committee Housekeeping Items

- **Contributions Program**

- Re-opening of Contributions Guidelines for review
- Addition of a separate mechanism for advertising requests
- Development of 60-day report template for successful applicants

- **Committee Charter and Membership**

- Verification of membership – ie. alignment with Committee Charter
- Option to revise charter and expand membership



# Questions or Comments?

Please Contact:



[community@canadanickel.com](mailto:community@canadanickel.com)



[lauricorlett@canadanickel.com](mailto:lauricorlett@canadanickel.com)

Looking for More Information?



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Project  
Website**



**Crawford  
Project**



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# Forward Looking Statements

This Presentation contains certain information that may constitute "forward-looking information" under applicable Canadian securities legislation about Canada Nickel Company Inc. ("CNC" or the "Company"). All statements, other than statements of historical fact, are forward-looking statements and based upon expectations, estimates and projections as at the date of this Presentation. Often, but not always, forward-looking statements can be identified by the use of words such as "may", "will", "expect", "believe", "anticipate", "illustrative", "potential" or the negative of these terms or variations of them or similar terminology. In this Presentation, forward looking information includes, but is not limited to, statements regarding the potential of the Company's Crawford project, including future zero carbon production; potential size of carbon storage facilities and ability to have a net negative carbon footprint; , timing and results of economic studies, including the bankable feasibility study ("BFS"); mineral resource estimates and mineral reserve estimates; ability to realize on projected economic estimates, including EBITDA, NPV, IRR, all-in sustaining costs, free cash flow and C1 cash costs; scale, capital costs, operating costs and life of mine projections; potential to commercialize the IPT Carbonation process; timing of receipt of permits and commencement of construction and initial production; eligibility for Canadian federal refundable tax credits; the ability to sell marketable materials; strategic plans, including future exploration and development results; and corporate and technical objectives; statements regarding the future of the nickel market, including supply and political risks; and exploration activities at the Company's regional properties. Forward-looking information is necessarily based upon several assumptions that, while considered reasonable, are subject to known and unknown risks, uncertainties, and other factors which may cause the actual results and future events to differ materially from those expressed or implied by such forward-looking information. Factors that could affect the outcome include, among others: future prices and the supply of metals, the future demand for metals, the results of drilling, the ability to accurately predict mineralization, inability to raise the money necessary to incur the expenditures required to retain and advance the property, environmental liabilities (known and unknown), general business, economic, competitive, political and social uncertainties, results of exploration programs, risks of the mining industry, delays in obtaining governmental approvals, changes in international, national and local government, legislation, controls, regulations and political or economic developments, failure to obtain regulatory or shareholder approvals, relationships with local stakeholders, and the impact public health related disruptions in relation to the Company's business operations including upon its employees, suppliers, facilities and other stakeholders. There can be no assurance that such information will prove to be accurate, as actual results and future events could differ materially from those anticipated in such information. Accordingly, readers should not place undue reliance on forward-looking information. All forward-looking information contained in this Presentation is given as of the date hereof and is based upon the opinions and estimates of management and information available to management as at the date hereof.

This Presentation has been completed by CNC. Certain corporate projects referred to herein are subject to agreements with third parties who have not prepared, reviewed or approved this Presentation. The Presentation is not intended to reflect the actual plans or exploration and development programs contemplated for such projects. Any forward-looking statement speaks only as of the date on which it is made and, except as may be required by applicable securities laws, CNC disclaims any intent or obligation to update any forward-looking statement, whether as a result of new information, future events or results or otherwise. Although CNC believes that the assumptions inherent in the forward-looking statements are reasonable, forward-looking statements are not guarantees of future performance and accordingly undue reliance should not be put on such statements due to the inherent uncertainty therein. For additional information with respect to these and other factors and assumptions underlying the forward-looking information contained herein concerning the Company, please refer to the public disclosure record of the Company, including the Company's annual information form for the year ended October 31, 2022 and the most recent annual and interim financial statements and related management's discussion and analysis of the Company, which are available on SEDAR+ ([www.sedarplus.ca](http://www.sedarplus.ca)) under the Company's issuer profile. The scientific and technical information contained in this Presentation has been reviewed by Steve Balch, P. Geo, (VP Exploration) who is a Qualified Person within the meaning of National Instrument 43-101

Foreign Exchange Assumptions

All amounts discussed herein are denominated in CAD dollars unless otherwise specified.



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# Social Conditions – Summary of Anticipated Residual Impacts

Table 22.6 Project Residual Effects on Social Conditions

Residual Effect	Residual Effects Characterization							
	Project Phase	Direction	Magnitude	Geographic Extent	Timing	Duration	Frequency	Reversibility
Change in demand for services and infrastructure	C/O	A	L	LSA/RSA	NS	ST-MT	C	R
Change in accommodation availability	C/O	A	M	LSA/RSA	NS	ST-MT	C	R
Change in demand for transportation infrastructure	C/O	A	L	LSA/RSA	NS	ST-MT	C	R
Change in land use designations and private property	C/O/D	A	L	LSA	NS	ST-LT	IR/C	R/I
Change in recreation	C/O/D	A	L-M	LSA	MS-HS	ST-LT	IR/C	R/I
Change in resource use	C/O/D	A	L-M	LSA	NS	ST-LT	IR/C	R/I
<p><b>Key:</b> See Table 22.3 for detailed definitions.</p> <p><b>Project Phase</b> C: Construction O: Operations D: Decommissioning and Closure</p> <p><b>Direction:</b> P: Positive A: Adverse N: Neutral</p> <p><b>Magnitude:</b> N: Negligible L: Low M: Moderate H: High</p> <p><b>Geographic Extent:</b> PA: Project Area LSA: Local Study Area RSA: Regional Study Area</p> <p><b>Timing:</b> NS: No sensitivity MS: Moderate sensitivity HS: High sensitivity</p> <p><b>Duration:</b> ST: Short-term MT: Medium-term LT: Long-term</p> <p><b>Frequency:</b> S: Single event IR: Irregular event R: Regular event C: Continuous</p> <p><b>Reversibility:</b> R: Reversible I: Irreversible</p> <p>N/A: Not applicable</p>								



# Economic Conditions – Summary of Anticipated Residual Impacts

Table 23.24 Project Residual Effects on Economic Conditions

Residual Effect	Residual Effects Characterization							
	Project Phase	Direction	Magnitude	Geographic Extent	Timing	Duration	Frequency	Reversibility
Change in Employment	C	P	H	LSA / RSA	NS	ST	C	R
	O	P	H	LSA / RSA	NS	MT	C	R
	D	A	M	LSA / RSA	NS	ST	C	IR
Change in Business	C	P / A	M	LSA / RSA	NS	ST	C	R
	O	P / A	H	LSA / RSA	NS	MT	C	R
	D	P / A	M	LSA / RSA	NS	ST	C	IR
Change in Provincial Economy	C	P	M	LSA / RSA	NS	ST	C	R
	O	P	M	LSA / RSA	NS	MT	C	R
	D	A	M	LSA / RSA	NS	ST	C	IR
<p>Key:</p> <p>See Table 23.3 for detailed definitions.</p> <p><i>N/A: Not applicable</i></p> <p><u>Project Phase:</u>  C: Construction  O: Operations  D: Decommissioning and Closure</p> <p><u>Direction:</u>  P: Positive  A: Adverse  N: Neutral</p> <p><u>Magnitude:</u>  N: Negligible  L: Low  M: Moderate  H: High</p> <p><u>Geographic Extent:</u>  PA: Project Area  LSA: Local Study Area  RSA: Regional Study Area</p> <p><u>Timing:</u>  NS: No sensitivity  MS: Moderate sensitivity  HS: High sensitivity</p> <p><u>Duration:</u>  ST: Short-term  MT: Medium-term  LT: Long-term</p> <p><u>Frequency:</u>  S: Single event  IR: Irregular event  R: Regular event  C: Continuous</p> <p><u>Reversibility:</u>  R: Reversible  I: Irreversible</p>								



# Health Conditions – Summary of Anticipated Residual Impacts

Table 15 Project Residual Effects on Health

Residual Effect	Residual Effects Characterization							
	Project Phase	Direction	Magnitude	Geographic Extent	Timing	Duration	Frequency	Reversibility
Change in physical health	C/O/D	P/A/N	L/M	LSA/RSA	N/A	ST/MT	IR/R	R
Change in mental health and social well-being	C/O/D	P/A/N	L/M	LSA/RSA	N/A	ST/MT	IR/R	R
Change in community safety	C/O/D	P/A/N	L/M	RSA	N/A	ST/MT	IR/R	R
<p><b>KEY</b></p> <p><b>Project Phase:</b>  C: Construction  O: Operation  D: Decommissioning and closure</p> <p><b>Direction:</b>  P: Positive  A: Adverse  N: Neutral</p> <p><b>Magnitude:</b>  N: Negligible  L: Low  M: Moderate  H: High</p> <p><b>Geographic Extent:</b>  PA: Project Area  LSA: Local Study Area  RSA: Regional Study Area</p> <p><b>Timing:</b>  NS: No sensitivity  MS: Moderate sensitivity  HS: High sensitivity</p> <p><b>Duration:</b>  ST: Short-term  MT: Medium-term  LT: Long-term  N/A: Not applicable</p> <p><b>Frequency:</b>  S: Single event  IR: Irregular event  R: Regular event  C: Continuous</p> <p><b>Reversibility:</b>  R: Reversible  I: Irreversible</p>								

