

2023

SOCIO-ECONOMIC AGREEMENT REPORT



BURGUNDY
DIAMOND MINES

OUR COMPANY

Burgundy Diamond Mines is a premier global diamond company that proudly produces and delivers ethically sourced diamonds from our world-renowned Ekati Diamond Mine in Canada's Northwest Territories to market.

VERTICALLY INTEGRATED BUSINESS MODEL

Burgundy's unique end-to-end business model with total chain of custody provides undeniable diamond origin and traceability in every step of the process, providing the ability to safeguard ethical production of our diamonds from mining to marketing and discovery to design.

Our strategy focuses on capturing margins along the full value chain of the diamond market, inclusive of mining, production, cutting and polishing and the marketing and sale of diamonds.

Burgundy Diamond Mines Limited is listed on the Australian Stock Exchange as ASX:BDM.



Naujaat Diamond Project
Ekati Diamond Mine
Yellowknife, NWT
Calgary Alberta
North America



OUR PORTFOLIO

Burgundy's portfolio of diamond projects in Canada's North, in combination with our cutting, polishing and grading facility in Perth, and sales capabilities in Antwerp, support our vertically integrated business model.

Antwerp
Belgium

Europe

Perth
Australia

DIAMOND VALUE CHAIN



Exploration and Production

Exploration activities are focused on existing mining leases and joint ventures. Rough diamond production is currently sourced from Ekati mine.



Cutting and Polishing

Burgundy currently has a cutting and polishing capacity of 2,500 to 3,000 rough carats per year, utilizing the facilities acquired and employing the team from Argyle Pink diamonds operation based in Perth, Western Australia.



Diamond Sales

Rough diamonds are sold through Burgundy's proprietary auction system in Antwerp, Belgium, and through select tenders for special stones 10.8 carats or larger. Burgundy also has potential sales arrangements with major international jewellery retailers and leveraging the CanadaMark™ brand and certification.

+1,200*
employees and
contractors worldwide

\$473.3*
million USD

5.1*
million carats
recovered

Burgundy owns the CanadaMark™, a program that assures manufacturers, retailers and customers, that Burgundy diamonds are sustainably produced and support ethical investment in Canadian northern Indigenous communities.



CANADAMARK

* All figures are presented as at Dec. 31, 2023. Revenues shown include all rough and polished sales to third parties during 2023, and reflect both pre- and post-acquisition sales in U.S. dollars. The number of total carats recovered includes total carats recovered at Ekati Diamond Mine during 2023, and includes both pre- and post-acquisition recovery. Pre- and post-acquisition refers to the sale of Arctic Canadian Diamond Company to Burgundy Diamond Mines Limited on July 1, 2023.

ABOUT THIS REPORT

An annual Socio-Economic Agreement (SEA) Report is required by the Government of Northwest Territories (GNWT) under the *Mineral Resources Act*. The report highlights the work involved and the progress made from a socio-economic perspective in relation to Ekati mine. The agreement includes a mutual objective to provide economic benefits to the North.

Ekati mine has been producing gemstone-quality diamonds for 25 years, with first production dating back to Oct. 14, 1998. In July 2023, Burgundy Diamond Mines Limited purchased Arctic Canadian Diamond Company and all its assets, including Ekati mine. Burgundy trades on the Australian Stock Exchange as ASX:BDM, and is the parent company of Arctic Canadian Diamond Company, with offices in Calgary, Canada; Perth, Western Australia; and Antwerp, Belgium.

Collaboration with local communities has continued seamlessly under the new ownership and work has progressed to meet the agreements in place with our four Impact Benefit Agreements partners: Hamlet of Kugluktuk and Kitikmeot Inuit Association, Akaitcho Treaty 8 Yellowknives Dene First Nation and Łutsel K'e Dene First Nation, Tłı̨chǫ Government and North Slave Métis Alliance.

Burgundy provides economic benefits to neighbouring Indigenous communities and traditional land users in proximity to the Ekati mine property. The 2023 SEA Report includes updates on progress made on measures in place and training opportunities available to ensure a healthy and safe workplace; community development activities and our investment into local communities; employment and business development progress; and environmental work being done to minimize impacts of our operations at Ekati mine.

All operating and financial data in this report are presented in Canadian dollars, unless otherwise noted. Our disclosures are prepared in accordance with guidelines from the GNWT and northern communities and reported on an annual basis through the SEA Report.

For more information or to ask questions regarding this report contact info@burgundydiamonds.com.

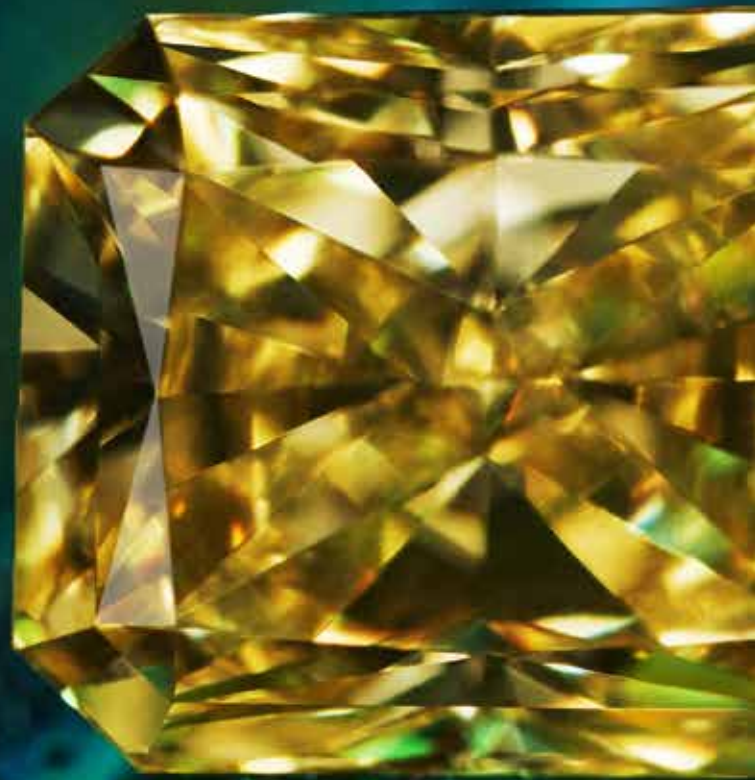
CAUTION REGARDING FORWARD-LOOKING INFORMATION

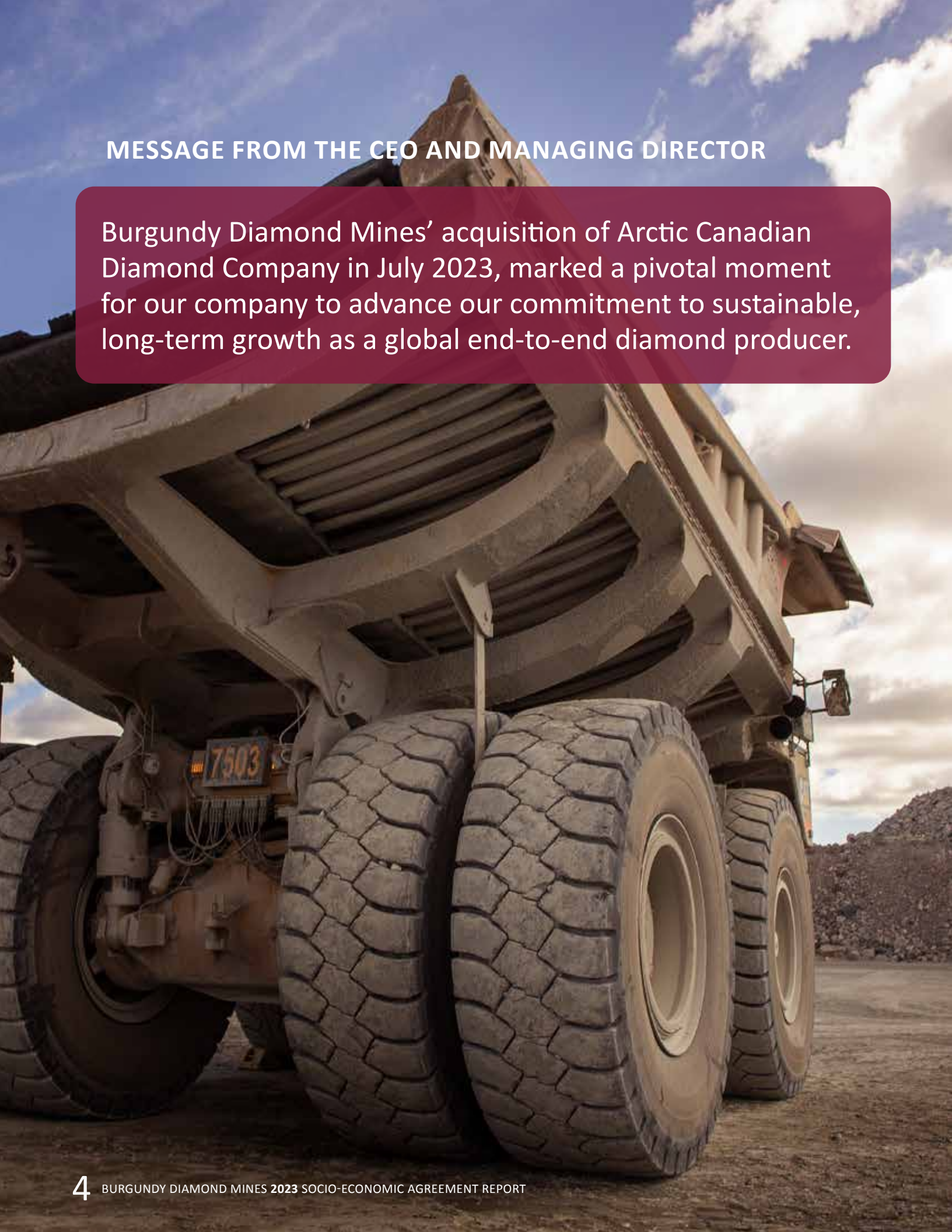
This report contains forward-looking statements concerning Burgundy Diamond Mines Limited. Forward-looking statements are not statements of historical fact and actual events and results may differ materially from those described in the forward-looking statements, as a result of a variety of risks, uncertainties and other factors. Forward-looking statements in this document are based on Burgundy's beliefs, opinions and estimates as of the dates the forward-looking statements are made, and no obligation is assumed to update forward-looking statements if these beliefs, opinions or estimates should change or to reflect other future developments.



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MESSAGE FROM THE CEO AND MANAGING DIRECTOR

Burgundy Diamond Mines' acquisition of Arctic Canadian Diamond Company in July 2023, marked a pivotal moment for our company to advance our commitment to sustainable, long-term growth as a global end-to-end diamond producer.

As Chief Executive Officer and Managing Director, it is my pleasure to present the 2023 Socio-Economic Agreement (SEA) Report, detailing our activities and progress regarding health and safety, environmental, community engagement, hiring activities and economic spend at Ekati Diamond Mine and within Canada's North.

This past year was foundational for Burgundy and transformative for our people and our business, as we evolved from a modest-sized exploration company into a globally significant diamond producer, the largest in Canada and the Group of Seven (G7) nations worldwide.

Our main goal, as the new owner of Ekati mine, is to secure a long-term future of continued growth for the mine and for the North. This past year, we continued to enhance our operations and improve performance across all business units, while integrating our offices in Canada, Belgium and Australia, as one team.

Ekati mine celebrated 25 years of production on Oct. 14, 2023, and I believe there could be another 25 years to go. It is only through our valued relationships with local community members, the Government of Northwest Territories (GNWT) and Impact Benefit Agreements partners, who continue to support projects and work collaboratively to advance them, that we can achieve our collective goals and ensure that the North is healthy and prosperous for many years to come.

Burgundy's key focus is to grow and extend the mine life at Ekati. Our existing mine plan extends through to 2028, with the Point Lake Project approved and ready to go into production in 2024. We have the third-largest diamond endowment on the planet, and there are very real options for future project additions to the mine plan to extend mine life beyond 2028. These options include

continued operations of the Misery underground mine at greater depths, alternatives for the expansion of the Point Lake Project, exploring underground options at Sable and Fox pits and optimizing diamond resources recovery by processing the remaining stockpiles from Fox pit.

As we continue to build on strategies to extend life of mine for Ekati, we are also working diligently to:

- 1** Provide quality employment opportunities for Indigenous community members and northerners.
- 2** Continue our investment into community programs and activities through the Ekati Plus Community Development Program, an initiative set up to provide in-kind support for sustainable projects that benefit the North.
- 3** Strengthen our relationships with Indigenous communities through consultation and education, and by incorporating traditional knowledge and Indigenous history awareness into everyday life at Ekati mine.

I would like to thank our northern stakeholders and the GNWT for their continued support of our business. I am proud of our accomplishments this past year and I look forward to continuing Ekati mine's legacy as a major contributor to the economy of the North and to continuing to grow and strengthen our relationships with northern communities.

Kim Truter
Chief Executive Officer
and Managing Director
Burgundy Diamond Mines





HEALTH AND SAFETY

At Burgundy, health and safety are foundational to everything we do, and as such, we never prioritize business objectives above safety. In 2023, we continued to collaborate with suppliers, industry peers, regulators, government agencies, communities and first responders, to drive a culture of safety within our workforce and to assure compliance with applicable rules and regulations.

As an organization, we believe that working safely always takes priority over getting the job done faster. This is why we communicate our expectations, implement robust procedures and provide the leadership and training needed to uphold a strong safety culture.

Our Health and Safety Management System (HSMS) provides the framework for how we conduct our operations. Our workers participate in the development and evaluation of our HSMS through hazard reporting, health and safety committee, management

of observation programs and union participation in rule revisions. We work closely with leaders and departments across the organization to ensure that effective process controls and compliance systems are in place to support our HSMS framework.

Our focus continues to be the overall improvement of our safety culture, including identifying and mitigating risks, tracking and reporting safety data, appropriately responding to incidents and enhancement of workplace engagement on safety.

SAFETY PERFORMANCE

In 2023, we changed how we report and measure safety performance to align with the Canadian Centre for Occupational Health and Safety and to provide a measurement that compares our safety performance to other mines in North America.

Going forward, we will report recordable injuries using Total Recordable Injury Frequency (TRIF) instead of through the All-Injury Frequency Rate (AIFR).

While the overall goal is zero injuries, the target is to meet or exceed TRIF performance thresholds. For 2023, our TRIF target was 0.87, which we exceeded with a TRIF rate of 0.80.

TRIF is calculated as:

Number of injuries  200,000

 Number of hours worked

In 2023, we also introduced a new metric called Significant Incident Fatality Potential (SIFp). The goal of the SIFp metric is to track our performance in reducing and working toward eliminating any significant potential for fatality. Unfortunately, we fell short of our target with four SIFp events occurring during the year. The SIFp metric indicates how our critical risk controls are functioning. Based on the SIFp incidents in 2023, Burgundy has implemented corrective actions from investigations, including engineering solutions to minimize worker exposure.

In addition, we have set out performance goals in 2024 to focus on implementing critical risk controls and to ensure that everyone understands and adheres to our Life Saving Rules. We have and will continue our commitment to strive toward our goal of maintaining strong hazard reporting and risk-mitigation practices. We'll also continue to audit our daily Safe Shift Meetings for quality engagement and to ensure that discussion is focused on task-specific safety risks.

COURAGE TO CARE CAMPAIGN

The Courage to Care Campaign is an initiative aimed at helping us better understand the key leading indicators that impact the safety performance of our operations.

The campaign focuses on providing our front-line supervisors with the right tools and resources to support our workers.

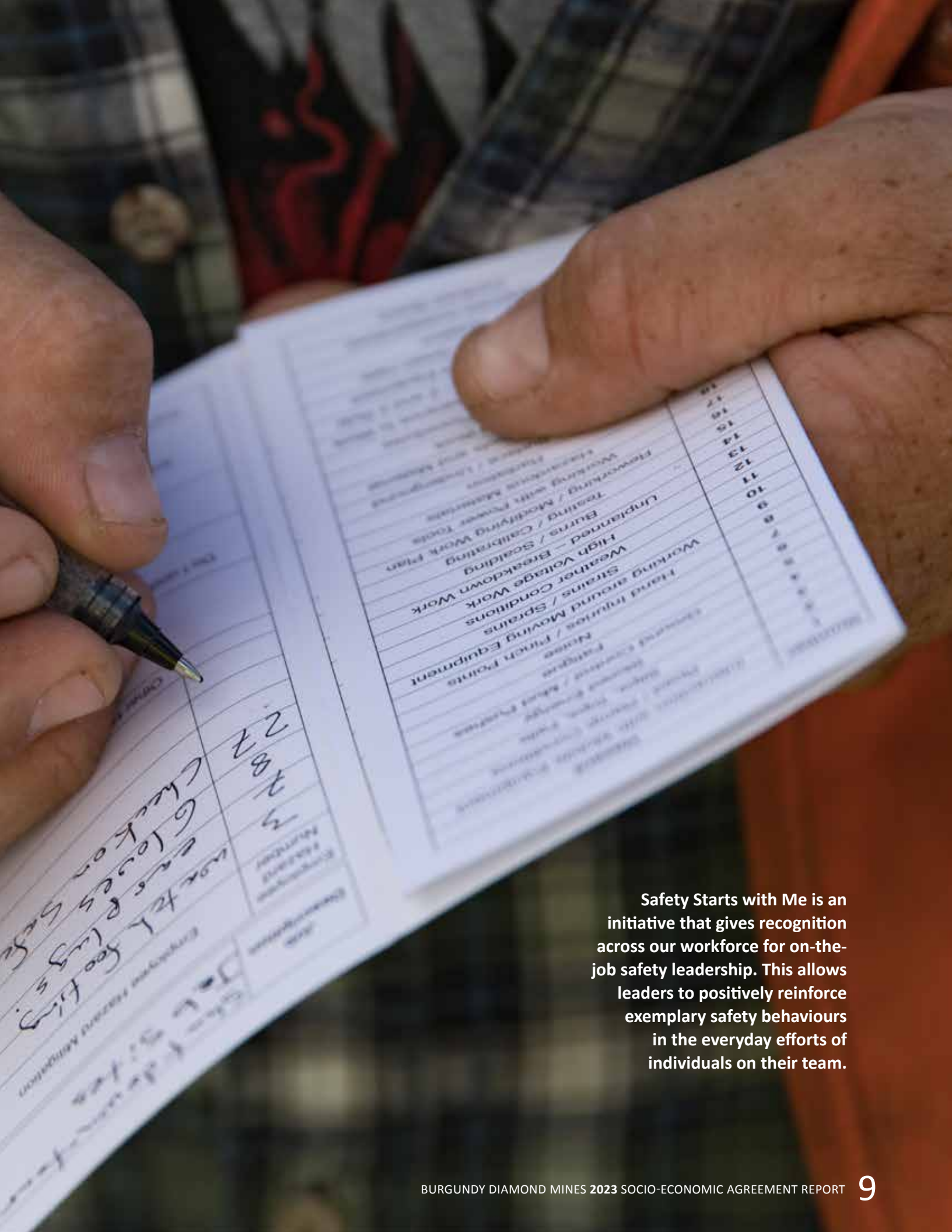
This past year, our focus has been our workplace recognition programs, which included launching Safety Starts with Me, an initiative for immediate recognition across our workforce for exemplifying on-the-job safety leadership.

SAFETY STARTS WITH ME

Safety Starts with Me is an immediate recognition program we launched in 2023, through which leaders can give on-the-spot recognition to team members who make positive contributions toward improving safety in the workplace.

This can include solutions and ideas regarding various initiatives and activities, such as helping to reduce injury rates, minimizing our use of resources, protecting the environment and other measures that result in improved practices.

In instances where implementing these solutions may result in a shift in the company's overall performance, individuals are recognized with a Safety Starts with Me award. Burgundy recognizes that it is the small, everyday efforts of individuals that are critical to our success. The ability to say thank you through a small gesture allows us to recognize these efforts, while promoting and encouraging a culture of safety and looking out for one another at all levels of the organization.



Date: 22/8/22
 Employee Name: [unclear]
 Employee Number: 3
 Job Description: [unclear]
 Supervisor: [unclear]
 Location: [unclear]
 Activity: [unclear]
 Hazards: [unclear]
 Control Measures: [unclear]
 Status: [unclear]

- | | |
|----|---------------------------------|
| 1 | Working around Moving Equipment |
| 2 | Hand Injuries / Sprains |
| 3 | Strains / Conditions |
| 4 | Weather Voltage Work |
| 5 | High Voltage Work |
| 6 | Unplanned - Scalding |
| 7 | Burns / Calibrating Work Plan |
| 8 | Treating / Modifying Work Tools |
| 9 | Working with Power Tools |
| 10 | Resawing / Lumbering |
| 11 | Excavation |
| 12 | Working with Power Tools |
| 13 | Excavation / Lumbering |
| 14 | Excavation / Lumbering |
| 15 | Excavation / Lumbering |
| 16 | Excavation / Lumbering |
| 17 | Excavation / Lumbering |
| 18 | Excavation / Lumbering |
| 19 | Excavation / Lumbering |
| 20 | Excavation / Lumbering |

Safety Starts with Me is an initiative that gives recognition across our workforce for on-the-job safety leadership. This allows leaders to positively reinforce exemplary safety behaviours in the everyday efforts of individuals on their team.



OCCUPATIONAL HEALTH AND SAFETY COMMITTEES

The Occupational Health and Safety Committees (OHSC) meet every two weeks, and this typically includes a field audit in a selected area.

Maintaining strong membership and participation within these committees reinforces safety dialogue in departmental Safe Shift Meetings and crews' day-to-day work.

WELCOME BACK TO SITE PRESENTATIONS

Welcome back to site presentations are held at the beginning of every rotational change.

Upon arrival at site, leadership members deliver a safety message and an overview of what has happened on-site during the past two weeks to prepare crews for success.

INDUSTRY COLLABORATIONS

Burgundy took on a larger role in the Northern Mine Health and Safety Forum with Head of Health, Safety, Environment and Communities, Sheila Chernys, becoming co-chair of the organization.

A Mine Rescue Competition subcommittee was developed with all northern mines to better help organize the Northern Regional Mine Rescue Competition. Chernys also took a lead role as co-chair of the committee, ensuring that ERT members from all participating mines are challenged to the highest standard of training to better respond to site-based emergencies.

WITHIN A WHISKER PROGRAM

The Within a Whisker Program is designed to increase and sustain the reporting of potential work hazards or near misses and their mitigating controls, resulting in improved safety performance and culture across the organization.

Improvements have been made to the tracking and implementation of suggestions and hazard mitigations, mainly around encouraging collaboration amongst team members and their leaders to jointly discuss and review submissions and follow the solution through to completion.

Thirty-nine individuals were recognized through the program for their innovative ideas. Examples include:

- Installed markers on overhead ventilation bulkheads in low clearance areas at our Misery underground operation to prevent haul trucks from damaging the ventilation system.
- Redesigned a work area in our process plant to permit the use of an overhead crane for maintenance of the conveyor belt, thus eliminating multiple hazards.
- Replaced and upgraded a set of stairs to provide safe and efficient access from the truck shop to the loaders for operators.

Entries were reviewed by the OHSC and where applicable, immediate actionable items were put into practice. Additional items are being considered as part of our 2024 business plan.

Proactive identification and reporting of hazards and near misses identifies opportunities to improve safety and establishes a team that has a low tolerance for risk. At Burgundy, we encourage everyone across the organization to identify, control and mitigate risks in the workplace. This year, 6,476 hazard and near misses events were reported, representing an increase of 24% year over year. It is through the successful collaborative efforts of our team that we have proactively identified opportunities for improvements and further entrenched a workforce focused on safety.



SPOTLIGHT

Ekati Mine Wins Event at Northern Regional Mine Rescue Competition

The Ekati Emergency Response Team (ERT) showcased their skills, abilities and preparedness for all kinds of emergency scenarios from June 14 to 17, 2023, at the Northern Regional Mine Rescue Competition in Yellowknife.

Ekati ERT members train year-round. This year, the team selected for the competition won first place overall in the Surface Mine Rescue Competition, placing first in the following categories: smoke search and rescue, surface bench test, written exam, rope rescue, surface obstacle, firefighting and first aid.

Four surface and three underground mine rescue teams from six mine sites across the Northwest Territories and Nunavut participated in the 63rd year of the annual competition, after it had been on hold since 2019 due to COVID-19. The participating mine sites included

teams from Ekati Diamond Mine, Diavik Diamond Mine, Gahcho Kué Diamond Mine, Baffinland's Mary River Mine and Agnico Eagle's Meliadine and Meadowbank gold mines.

"Ekati has been participating in the competition since the mine opened nearly 25 years ago," said Stuart Wray, Superintendent, Health and Safety. "Burgundy is committed to providing a safe environment and we work to improve safety through prevention, leadership training and preparedness, as demonstrated by the Ekati ERT."

The mine rescue competition develops participants' skills and ensures that everyone is trained and prepared at the same level to respond to any emergency or mutual aid request. This year, the Ekati ERT aligned with other participants to coordinate and champion the Mutual Aid Training portion of the mine rescue competition for all six mines. The training included specialized scenarios that focused on developing interpersonal relationships amongst participants, strengthening ties with northern supporters and ensuring that all ERT members' skill sets are aligned in the event of mutual aid.



Ekati's 2023 ERT team was made up of seven individuals, including Ekati mine's first female representative, Corinne Kraft-Bailey, Team Leader, Health and Safety.

"Participating in the competition was a unique opportunity to showcase our team's skills and learn with our mutual aid partners," said Kraft-Bailey. "The team gave everything we had during training and competing, with a goal to make Ekati proud. Winning surface overall is a moment that every member of our team will not forget. I am so thankful to represent Ekati and the female emergency responders. This

is the first win for our "rookie team" and we look forward to delivering many more wins for the Ekati family to celebrate in the future!"

The competition is made up of various skill-testing events, including a written exam, first aid scenario, bench (tests one's knowledge of mine rescue equipment), rope rescue, smoke search and a general obstacle portion, which includes any aspects that may be encountered in a technical emergency.

Participating Ekati ERT members were selected due to their

leadership, commitment and courage to care while on the job. The team demonstrated our company values to protect, innovate, collaborate and deliver. In the face of adversity, they proved that a strong effort and adherence to plan can yield fantastic results. The mine rescue team members continue to practise and test those skills through mock scenarios year-round. Ekati mine looks forward to continuing our partnerships with other mines through mutual aid training and entering the mine rescue competition in 2024.

EMERGENCY RESPONSE MANAGEMENT

Effective emergency response management is integral to protecting our workforce, the environment and our operations.

In 2023, we facilitated two medical first responder courses with 20 members, two National Fire Protection Association (NFPA) 1081 Incipient Industrial Fire Brigade courses with 13 members, one NFPA 1002 Pumper Apparatus Course with five members, three basic mine rescue courses introducing 19 new members to the team and Dräger Level 2 Technician with six members.

Ekati mine also participated in Gahcho Kué mine's mutual aid exercise, sending over five members.

MUTUAL AID EXERCISE

Emergency response personnel from Ekati, Gahcho Kué and Diavik mines, participated in a mutual aid exercise hosted at Gahcho Kué in September 2023.

Ekati sent six ERT members to take part in a two-phase extensive mock scenario aimed at enhancing participants' abilities to work together in the event of an emergency.

Phase one of the scenario involved the failure of a frozen core dam at the north end of Gahcho Kué's Hearne Pit. The failure caused a light vehicle to overturn and cut off road access to the scene. The response team faced seven casualties with various simulated injuries. Team members constructed a high angle rope rescue system, rappelled into the pit, provided first aid and packaged the casualties for transport and retrieval. In phase two of the training, the team was dispatched to a burning structure, where equipped in full bunker gear, they extinguished the fire.

Emergency response mutual aid training is critical for handling a major or prolonged emergency that could occur at our remote mine site.

... **This exercise highlighted the collaboration, teamwork and support required for such an event.**

Emergency response and first aid experts were on hand to observe the exercise and provide feedback to the teams. The Northwest Territories chief mine inspector and personnel from the RCMP also observed.

A debrief of the mutual aid exercise was held and continuous improvement actions were identified, such as strengthening our crisis management and communications response procedures and the importance of continuing to onboard new members of the Crisis Management Team.



Emergency response mutual aid training is critical for handling a major or prolonged emergency that could occur at Ekati mine, given its remote location and fly-in fly-out access.



HEALTH AND WELLNESS

The well-being of our workers is of the utmost importance and something our leadership team fully supports.

We strive to foster a healthy work environment that enables our workforce to contribute their best every day. In 2023, we rolled out a comprehensive mental health strategy across the organization, which focused on several initiatives and activities that enabled better access to health and wellness resources for our workforce.

EKATI MINE HEALTH SURVEILLANCE PROGRAM

The purpose of the Health Surveillance Program is to understand exposure and occupational health risks to members of our workforce, depending on their jobs at the mine.

This is accomplished through diagnostics such as pulmonary function testing, hearing tests and electrocardiograms. The Health Surveillance Program is instrumental in helping to mitigate potential health concern risks and ensure that our workforce stays healthy and safe.



HEALTH AND WELLNESS RESOURCES

Our team of Physician Assistants at Ekati mine provides a full range of medical services and testing for both occupational and personal health matters.

Their interventions play a valuable role in keeping our workforce healthy while working at the mine, which is located a significant distance from traditional health care facilities.

To further aid the physical and mental wellness of our workers, Burgundy has a fully equipped gym at Ekati mine, which features a wide range of cardio equipment, weight machines and free weights, as well as a gymnasium equipped with a running track and squash courts. In addition, we reintroduced our massage therapist services at the site, which launched in January 2023.

LIFESTYLE EVENTS AND PARTICIPATION COMMITTEE

The Lifestyle Events and Participation (LEAP) Committee is a group of volunteers who support social activities at site to provide people with an opportunity to socialize, play sports, enjoy games and activities, create music and utilize the infrastructure outside of their accommodation rooms.

The activities support health and wellness of team members and drive social engagement that utilizes the exceptional gym, lounge, games room, theatre room and other facilities available at Ekati mine's main camp and Misery camp.

The committee is open to new suggestions and participation to make work at Ekati mine feel a little more like home. Suggestion boxes are located near the lunchrooms at both Ekati and Misery and an email address has been created to ensure that we capture as many great ideas as possible.

Burgundy recognizes that in our remote location, having safe and healthy workers means going beyond and providing opportunities that support the mental, emotional and physical well-being of those at site.

MENTAL HEALTH

Mental health is a critical component of being fit for work. Those struggling with mental health issues can experience cognitive and physical fatigue, which can impair decision making and decrease reaction time and attention to detail, resulting in an increase of safety incident rates.

It is imperative that our workers feel psychologically safe in the workplace to help prevent harm to themselves or others and that resources are accessible for support.

We continue to focus on finding innovative ways to prevent and address mental health issues for our workforce.

The framework includes:

- Prevention and promotion programs for decreasing stigma around mental health issues with active support from leaders.
- Training for physician assistants to deal with mental health incidents.
- Educating our workforce about mental health resources that are available.
- A commitment to continue to weave positive mental health practices into workplace culture through empathetic leadership and open communication.

Currently, Burgundy offers mental health support resources through the LifeWorks Employee & Family Assistance Program, which includes a wide range of services, such as counselling for employees and their families, stress management, support for those struggling with addictions and work-life balance practices.

A proactive approach to increased resiliency is to build the skills and knowledge before adversity strikes. In 2023, we launched an app called Headversity, an online tool for employees and their family and friends to access resources intended to promote and enhance their health and well-being, with the overall goal of building and maintaining a resilient and inclusive workforce.

The Headversity app and desktop website have videos and courses that can improve mental well-being and resilience through learning about topics such as:



Strong leadership endorsement has resulted in 149 active learners, accessing the app; 60 per cent on their desktop computers and 40 per cent on their mobile phones. Twelve individuals accessed crisis support resources this past year and seven active team trainings were focused on mental health.

One goal in 2024, is to continue to promote the use of Headversity and encourage team training about mental health and wellness across the organization.



COMMUNITY DEVELOPMENT

Burgundy is committed to maintaining the relationships that have been built over the years with northern communities and local and territorial organizations.

In 2023, we contributed approximately \$5.2 million dollars across the North through IBA payments, community donations, Northwest Territories wildfire emergency response donations, sponsorship of various community programs and projects and

post-secondary education scholarships. Investments into the community were guided by the Ekati Mine Engagement Plan, which outlines activities that play a significant role in maintaining our partnerships with the communities.



EKATI PLUS PROGRAM

Burgundy invests in innovative projects that support healthy, vibrant northern communities through the Ekati Plus Community Development Program.

We work closely with community government bodies to identify needs and opportunities to invest in viable solutions that will help communities become resilient, resourceful and ready for the future. The program assists communities to achieve their goals by providing financial

assistance or in-kind support for sustainable projects that benefit the people of the North.

For more information on the program or to apply for funding please visit:
burgundydiamonds.com/sustainability.



The Ekati Plus Program continued in 2023, and was updated to reflect the sale of Arctic Canadian Diamond Company to Burgundy Diamond Mines Limited, with support continuing for the following list of youth and community initiatives:

Adopt a Family

Basketball NT

Community Government of Behchokò

Community Government of Gamètì

Community Government of Wekweètì

Community Government of Whatì

> Fire Department

CR Oilers Minor Hockey Association

Deninu Kùę First Nation

Ekati Plus Post-Secondary Scholarship Program

Fort Resolution Métis Government

Hamlet of Kugluktuk

K'àlemì Dene School

Kaw Tay Whee School

Kugluktuk District Education Authority

> Jimmy Hikok Ilihakvik Elementary School

> Kugluktuk High School

Łutsël K'é Dene First Nation

> Cord of Wood Program

> Hide Tanning Camp

Mine Rescue

North Slave Métis Alliance

NWT Recreation & Parks

> Walking to Tuk Challenge

NWT SPCA

Polar Pond Hockey Association

Potential Volleyball Club

Stanton Territorial Hospital Foundation

Tides Canada – Northern Youth Leadership

Tłıchų Community Services Agency

> Alexis Arrowmaker School

> Chief Jimmy Bruneau Regional High School

> Elizabeth Mackenzie Elementary School

> Jean Wetrade Gamètì School

> Mezi Community School

Tłıchų Government

> Municipal Trailblazers

> Eghàlats'ìida Gathering

United Way

> Hay River Fire Evacuation

> NWT Fire Evacuation

WolfPack Hockey

Yellowknives Dene First Nation

EKATI PLUS POST-SECONDARY SCHOLARSHIPS

An important part of strengthening our workforce in the Northwest Territories is through the education, growth and development of northerners.

Burgundy is proud to fund the Ekati Plus Post-Secondary Scholarship Program, created to provide people living in the North with an opportunity to make a positive difference in their communities. The scholarships support students with their education costs to develop the next generation of leaders in the Northwest

Territories. Tamara Mathison and Tori Bayha both shared powerful essays on their visions for the future of the North and were each awarded a \$2,500 scholarship in 2023. We would like to congratulate both scholarship winners and look forward to seeing how they will make a positive impact in their communities.



Tamara Mathison, Yellowknife
Bachelor of Health Sciences student

Tamara Mathison was born and raised in Yellowknife and is currently enrolled in Health Sciences at the University of Manitoba. As a student and an athlete, Mathison has ambitiously enrolled in a program that will facilitate her career path toward a medical degree. She plans to return to the Northwest Territories and contribute toward the improvement of the northern health care system by increasing staff availability at Yellowknife’s Stanton Territorial Hospital.

“My hope for the future of the Northwest Territories is that health care facilities are never short of people. I know I can make a difference in the future of the North in health care, and this scholarship can help me do that.”

Tamara Mathison

She is contemplating a career as a general surgeon, which would allow her to eventually join the surgical team at Stanton and provide services that are not available or are scarcely available in the North. Along with her understanding of the North, Mathison will contribute by learning advanced procedures to reduce the need for medical travel and make health care more accessible in the North.



Tori Bayha, Tulita
Bachelor of Nursing student

Tori Bayha is currently enrolled in the second year of her Bachelor of Nursing degree at the University of Calgary. She grew up in Tulita, Northwest Territories, and sees the importance and need for fair and equitable access to high-quality, culturally appropriate health care in her community.

In her experience as an Indigenous person living in a remote community that is predominantly Indigenous, there is a major gap in health care due to accessibility and resources. Despite efforts to increase culturally sensitive and safe health care, many Indigenous people still experience disparities.

“I plan to be a voice for Indigenous people in a health care system that has oppressed Indigenous people for a long period of time. This scholarship will be a stepping stone to reach my goal of providing a safe environment for Indigenous people.”

Tori Bayha

Bayha chose nursing to fulfill the need for Indigenous health care providers and to let people know they have a voice when it comes to their health, by providing a safe, culturally appropriate, nurturing space for healing.



SPOTLIGHT

Whati Fire Department Receives New Patient Transport Vehicle

Whati is a small Tłıchǫ Dene Government community located approximately 165 kilometres northwest of Yellowknife with an estimated population of 470. Tourism in the area has been growing since the all-season road opened in late 2021, and this increase is expected to continue.

Many small communities like Whati rely on hospital services provided by Yellowknife’s Stanton Territorial Hospital. This means that they require a safe and efficient mode of transportation from the local health centre to the airport to meet a medivac.

The need to ensure adequate access to health and wellness in the community is crucial, especially with its rising population and tourism. Burgundy provided a donation to Whati Fire Department that was used for the

purchase of a new patient transfer unit, which will support the upgrade of their emergency services and improve the overall health care needs of community members.

Burgundy recognizes that many northern communities have limited resources, capacity and volunteers. Being able to provide financial assistance and in-kind donations that foster vibrant and healthy communities is part of Burgundy’s commitment to help build a stronger North.

“*Masi cho* from our community! The people are very appreciative of what your organization has done for us. They never thought that anyone cares, but your organization has shown us that you do! Again, *masi cho* from the bottom of our hearts.” said Brian Dokum, Chief of Whati Fire Department.



COMMUNITY CONSULTATIONS

Burgundy worked with our IBA partners and other stakeholders on several significant regulatory applications this year.

The most critical application was the renewal of Burgundy's Type A water licence.

On Dec. 18, 2023, the Wek'èezhii Land and Water Board (WLWB) approved the request for a 10-year extension. One-third of the Ekati mine claim block is covered with water, so ensuring that water usage is in line with environmental standards and regulations, is of the utmost importance to the continuity of Burgundy's operations. Water usage and water quality is important for wildlife and communities in proximity to the mine, and is part of our long-term mine and reclamation commitments.

Throughout the year, we worked with IBA partners and northern stakeholders and received WLWB approval for the following regulatory applications:

- Two-year Land Use Permit Extension of the Misery Underground development
- Five-year Land Use Permit Renewal for the Pigeon and Sable Haul Road
- Five-year Land Use Permit Renewal for the Pigeon development
- Five-year Land Use Permit Renewal for the Sable development
- Ekati Mine Engagement Plan Version 5.1

We are pleased with the constructive dialogue throughout the regulatory process and the collaboration and support received from Indigenous business partners and community members. This important work ensures responsible mining practices for our operations and ultimately safeguards the environment by aligning with permits and approval requirements.



NORTHWEST TERRITORIES WILDFIRES RESPONSE

This past summer, 68 per cent of Northwest Territories residents were forced to flee their communities due to wildfires that spanned more than 4,000,000 hectares across the territory.

This prompted mass evacuation orders for residents of Fort Smith, Hay River, K'at'l'odeeche First Nation, Jean Marie River, Enterprise, Yellowknife, Dettah and Ndilq in August, with some communities unable to return home until mid-September. Numerous members of Burgundy's workforce and their families were personally impacted by these events.

In response to the emergency, Burgundy assembled an incident management team, which was tasked with assessing the situation and developing efficient solutions that prioritized the health and safety of Northwest Territories community members.

Food and lodging was provided for Burgundy workforce members and their families displaced by the wildfires, as well as accommodations for emergency responders fighting the fires in the region. The team also assisted with wildfire emergency response expertise and health and wellness support for those impacted by mass evacuations in the territories. Alternative fly points and flexible leave options were also made available for Burgundy's workforce members impacted by the fires, to accommodate travel to and from Ekati mine.

Burgundy donated a total of \$45,000 in wildfire emergency relief and raised more than \$14,000 from additional private and personal donations through our emergency response matching campaign.

These fundraising efforts were made possible by generous donations from employees, contractors, suppliers, customers and investors, and provided financial assistance toward food essentials in the affected communities.

CELEBRATING INDIGENOUS CULTURES

As we develop strategies to extend mine life at Ekati, we recognize opportunities for more generations to benefit from incorporating traditional knowledge and Indigenous history awareness into everyday life at Ekati mine. As a company, we have committed to highlighting Indigenous cultures and promoting diversity through frequent events and learning development opportunities.

National Indigenous History Month

Celebrated in June, National Indigenous History Month included a packed schedule of events at Ekati mine. Special activities focused on celebrating the talent, heritage and culture of First Nations, Inuit and Métis peoples throughout the month of June.

This included:

- An Indigenous movie festival.
- A treasure hunt to discover various Indigenous artifacts displayed around the site.
- Traditional Dene hand games with community drummers.
- Painting classes with renowned Tłı̄ch̄ artist, James Wedzin.
- Meals comprising a variety of traditional dishes that would have been served during special occasions.
- A fire ceremony to honour Indigenous ancestors and National Indigenous Peoples Day through prayer.

National Day for Truth and Reconciliation

In September, to commemorate National Day for Truth and Reconciliation and also Orange Shirt Day, we asked talented Ekati Indigenous artists to specially design a unique drawing, which was printed on orange T-shirts and distributed to everyone at site and in the Calgary office.

The orange shirt was designed by Alec Shae, an artist from Behchokò, and highlights the important message that Every Child Matters. As part of Shae's award, he chose to designate the \$1,000 donation provided by Burgundy to support youth in his community and the Fort Good Hope Youth Program.

Mural installations made from black paper were made available at Ekati mine and in the Calgary office, providing a safe space for anyone who wished to pledge their support for those who have been directly impacted by residential schools. Artists used orange paint to make handprints on the murals.

Burgundy recognizes the traditional land use of our IBA partners, Tłı̄ch̄ Government, Akaitcho Treaty 8 (Yellowknives Dene First Nation and Łutsel K'e Dene First Nation), North Slave Métis Alliance and Hamlet of Kugluktuk/Kitikmeot Inuit Association. We also acknowledge the impact 13 Northwest Territories residential schools had and continue to have on our workforce.



Renowned Tłı̄ch̄ artist, James Wedzin, spent two days at Ekati mine teaching Indigenous art classes to our workforce.



Burgundy values and respects the diversity of all Indigenous peoples. We will continue to celebrate and recognize the rich traditions and contributions of First Nations, Inuit and Métis peoples, within our workforce, throughout northern communities and through our relationships with IBA partners, northern suppliers and businesses.

ENVIRONMENT

Responsible and sustainable environmental management form the foundation of our commitment to the environment in which we operate and the communities whose culture is intrinsically connected to the land and wildlife surrounding the Ekati mine.

The Ekati mine claim block is a 1,100-square-kilometre property located approximately 300 kilometres northeast of Yellowknife. The area is characterized by a mosaic of lakes, low vegetation and exposed rocks, and by long cold winters that are typical of the Subarctic tundra.

Burgundy is committed to preserving this pristine ecosystem through robust environmental monitoring programs and management practices. We believe that continuing Ekati mine's legacy of environmental stewardship, by seeking to minimize our operational footprint and limiting any potential for long-term environmental change throughout all phases of our business, are key to the mine's operational success well into the future.

An important part of this is working closely with Indigenous community leaders, federal and territorial government regulators and other stakeholder groups, to foster proactive engagement and transparent information sharing to better understand and work toward mutual needs and expectations.

We understand that the continued integration of sustainable practices into our business is imperative to future growth and long-term success, and it demonstrates our commitment to operate in the most environmentally responsible manner.



LONG LAKE CONTAINMENT FACILITY RECLAMATION RESEARCH

Since 2012, reclamation research has been ongoing at the Long Lake Containment Facility (LLCF) with the overall intent of addressing uncertainties with the proposed final LLCF cover design.

Burgundy's short-term research goal has been to establish and evaluate the vegetation growth directly within processed kimberlite. High sodium concentrations and low organic matter content present challenges, but also provide opportunities for innovative research to improve environmental conditions and lead to a final-closure design.

In 2023, the LLCF reclamation research included evaluation of organic soil amendments (mine-generated organic matter, imported compost, alfalfa pellets), topsoil top-dressing trials, Arctic coastal species trials (Kugluktuk species trials) and other ongoing species and moss propagation trials.

A new trial using an organic soil erosion control matrix (ProGanics "DUAL") was established, with the expectation to expand in 2024. We also focused on the evaluation of ongoing mycorrhizae trials. New wetland species trials were established at the LLCF, and seed collection is underway with coastal Kugluktuk species in 2023.

The LLCF reclamation research aims to establish a best practice that could also be adapted by other mining operations looking to reclaim processed kimberlite containment sites.

Annual vegetation monitoring and continued program expansion aid the attainment of that goal. Burgundy has included traditional knowledge, scientific knowledge, as well as regulatory and community input, as key components of LLCF reclamation research planning and final cover design. We have been reporting on the overarching closure of the LLCF through various reports and studies, as well as annual progress reports, and we will continue to do so.

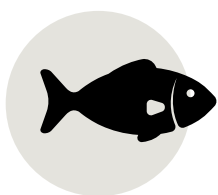


FISHERIES

Burgundy is committed to conducting scientific studies in a collaborative, innovative and progressive manner that can be of overall greater benefit for future land use.

Burgundy had a successful site visit inspection at Ekati mine with Fisheries and Oceans Canada (DFO) on July 26, 2023. The inspection focused primarily on the Pigeon Stream Diversion (PSD) Channel and the Point Lake dewatering activities; two projects tied to our mine's active DFO *Fisheries Act* Authorizations.

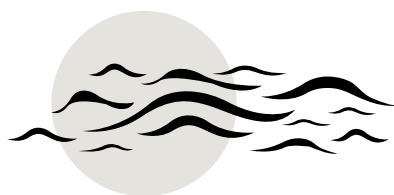
At Ekati, mining at Pigeon required rerouting the Pigeon stream 500 metres to the northwest and constructing a series of fish habitat features in this newly built section of the stream. The fish-out and dewatering of Point Lake required the design and implementation of specific management plans and fish compensation projects, to offset the effects on fisheries resources.



Pigeon Stream Diversion

Pigeon Stream serves as an important migration corridor for Arctic grayling and other species of fish and supports Arctic grayling spawning during spring. Construction of the PSD occurred between 2011 and 2014, and was established to maintain connectivity between the larger water bodies of Fay Bay and Upper Pigeon Pond. It was designed to include new fish habitat features, such as rearing, feeding and spawning habitat, specifically for Arctic grayling.

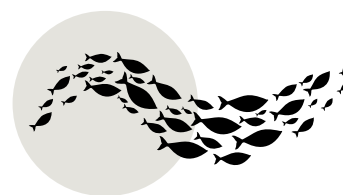
This was the tenth year of post-construction monitoring at the PSD, which presented us with an opportunity to bring Fisheries and Oceans Canada inspectors to the site on the Ekati mine property during what may be the final year of monitoring. The PSD is functioning well, and the inspectors observed an abundance of Arctic grayling of various life stages in the constructed portion of the channel.



Point Lake

The Point Lake development is Ekati mine's next open conventional mining project and is essential to our mine's future. The project's permitting process was completed on June 2, 2022, and the *Fisheries Act* Authorization was received. This allowed for fish-out and dewatering of the lake, which had an estimated volume of 7,800,000 cubic metres of water and a depth of 58 metres.

A key component of this *Fisheries Act* Authorization was the development of an innovative fish-out program. A total of 523 lake trout and 6,348 slimy sculpin were fished out, and the scientific information gathered was the first of its kind, contributing to the knowledge of fish ecology in Arctic lakes. Phase 2 dewatering was completed in September 2023.



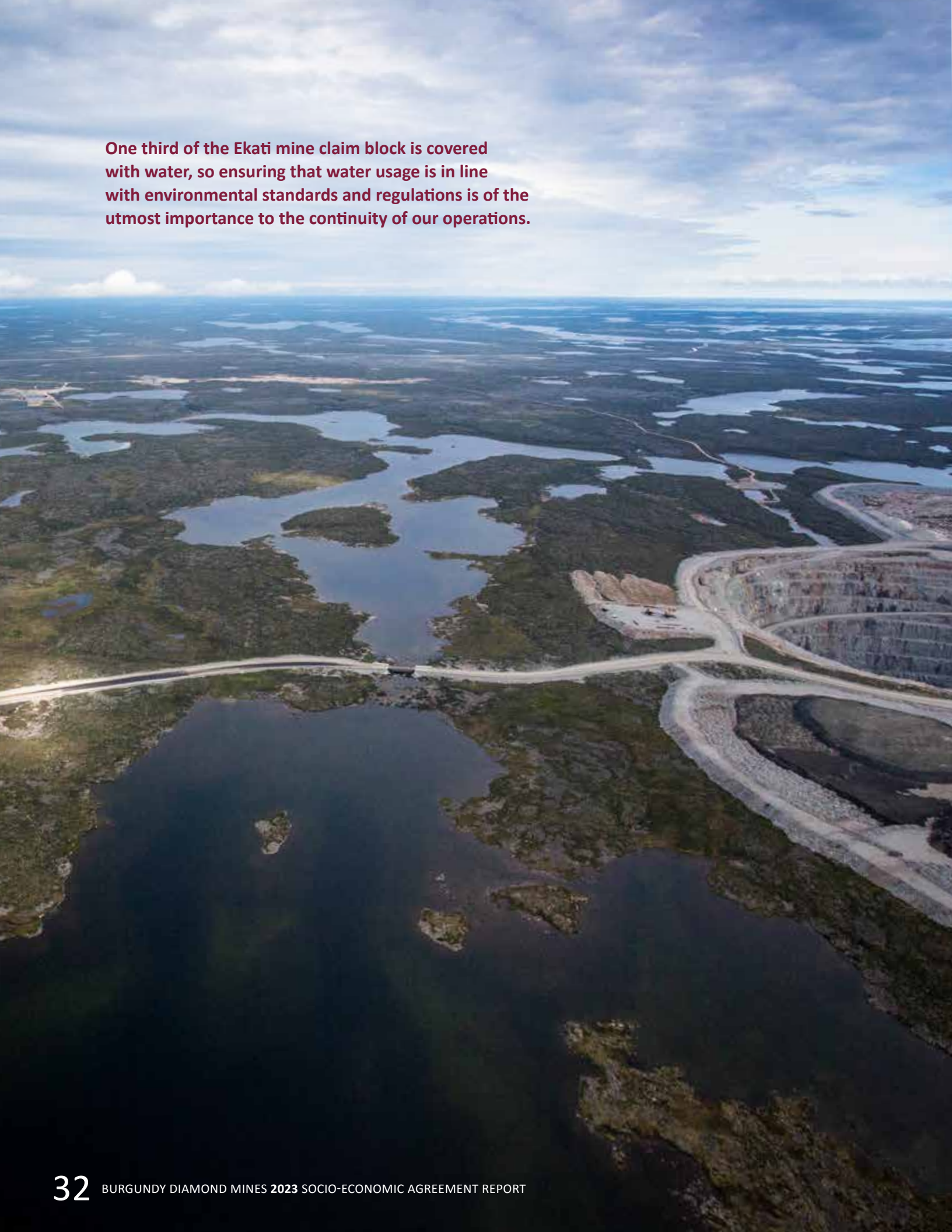
Pike Creek Project

As part of the *Fisheries Act* Authorization (No. 15-HCAA-00266) for the Lynx Project, Ekati mine was required to implement an offsetting project at Pike Creek near Łutsel K'e, Northwest Territories. On June 7, 2023, Burgundy's fisheries and aquatics advisors conducted a site visit as required for year two of the program. Offsetting and stream restoration works were completed in 2018, and included the installation of an all-terrain vehicle bridge, stream bank fortification and fish habitat and passage improvement. Monitoring in 2022 revealed that adult northern pike were then able to move into the remediated portion of Upper Pike Creek.

Observation monitoring in 2023 confirmed fish migration potential throughout the reach. Potential remedial work such as breaching a small beaver dam was discussed with the community's environmental representative.



One third of the Ekati mine claim block is covered with water, so ensuring that water usage is in line with environmental standards and regulations is of the utmost importance to the continuity of our operations.



WATER LICENCE RENEWAL

On Dec. 1, 2023, Burgundy received 10-year approval for renewal of our Type A Water Licence for Ekati mine from the WLWB.

Burgundy conducted several stakeholder engagement sessions with communities and regulators in the months leading up to the submission, which was filed with the WLWB in November 2022. The permitting process for the water licence renewal took approximately one year to complete and included both a technical session in Yellowknife and a public hearing in Behchokq in June 2023. Due to wildfires in Yellowknife and the subsequent state of emergency, Burgundy submitted a request for a 30-day extension to the deadline of the water licence, prior to receiving approval of the renewed licence.

... **The renewed licence covers future water usage to conduct the underwater remote mining trial at Lynx Pit and gives approval for additional water volumes for contingency for the process plant and for progressive reclamation, including back-flooding completed surface pits.**

One third of the Ekati mine claim block is covered with water, so ensuring that water usage is in line with environmental standards and regulations is of the utmost importance to the continuity of our operations. Water usage and water quality is important for wildlife and communities in proximity to the mine, and is part of our long-term mine and reclamation commitments.

The water licence renewal process was demonstrative of Burgundy's commitment to work with regulators and Indigenous partners to develop Ekati mine in a way that is protective of the environment and aligns with our vision for the future.

WILDLIFE EFFECTS MONITORING PROGRAM

The ongoing Wildlife Effects Monitoring Program for Ekati mine has been active since 2017. The program demonstrates a comprehensive and continual commitment to environmental stewardship through diverse wildlife monitoring and mitigation programs.

A noteworthy initiative involves Burgundy's support of the GNWT's radio-collaring program for the Beverly and Bathurst caribou herds, to more specifically analyze data and understand the nuanced effects of Ekati mine activities on caribou behaviour.

The subsequent advanced analysis of radio-collar location data from 2016 to 2022, accounting for seasonal and sex variations and the synthesis of behaviours exhibited by the Beverly and Bathurst herds, contributed to a comprehensive understanding of the influence of Ekati mine activities on caribou behaviour in these herds.

The analysis concluded in 2023, and insights derived from this barren-ground caribou movement and habitat selection analysis from telemetry data reporting, will aid ongoing efforts to harmonize mining activities with wildlife in the region.

POINT LAKE PROJECT

The dewatering process at Point Lake was completed in the fall of 2023, with the commencement of open pit mining to take place in 2024.

Throughout the permitting process for Point Lake, valuable feedback and traditional knowledge were incorporated into the project design based on the consultation process. Burgundy collaborated with communities and regulators about specific details of the project, including the design of the Waste Rock Storage Area, and continues to collaborate on the post-closure environmental monitoring at the project site to ensure that the Point Lake Project is executed in an environmentally and socially responsible manner.

ENVIRONMENTAL PERFORMANCE

Burgundy is committed to ensuring environmental compliance with Ekati mine's regulatory authorizations, including the site's water licence and land use permits.

Burgundy performs routine internal inspections on-site and the mine is visited regularly by the GNWT Department of Lands inspector. No major concerns were noted by the inspector in 2023, and no aspects of the operation were deemed unacceptable.

We are planning a future trial of the underwater remote mining system at Lynx Pit. Underwater remote mining would significantly reduce carbon emissions by eliminating waste rock generation, waste rock transport and blasting from the mining process.

We continue to see benefits for existing emissions-reduction initiatives, such as the composter, the hauling efficiency of the dual-powered road trains and the upgrade to LED lighting, both indoors and outdoors, across the mine.



RESPONSIBLE BUSINESS PRACTICES

The Responsible Jewellery Council (RJC) is the world's leading standards authority for ethically mined jewellery.

Members are subject to yearly audits to ensure compliance and that the highest standards of ethical mining are adhered to across their operations.

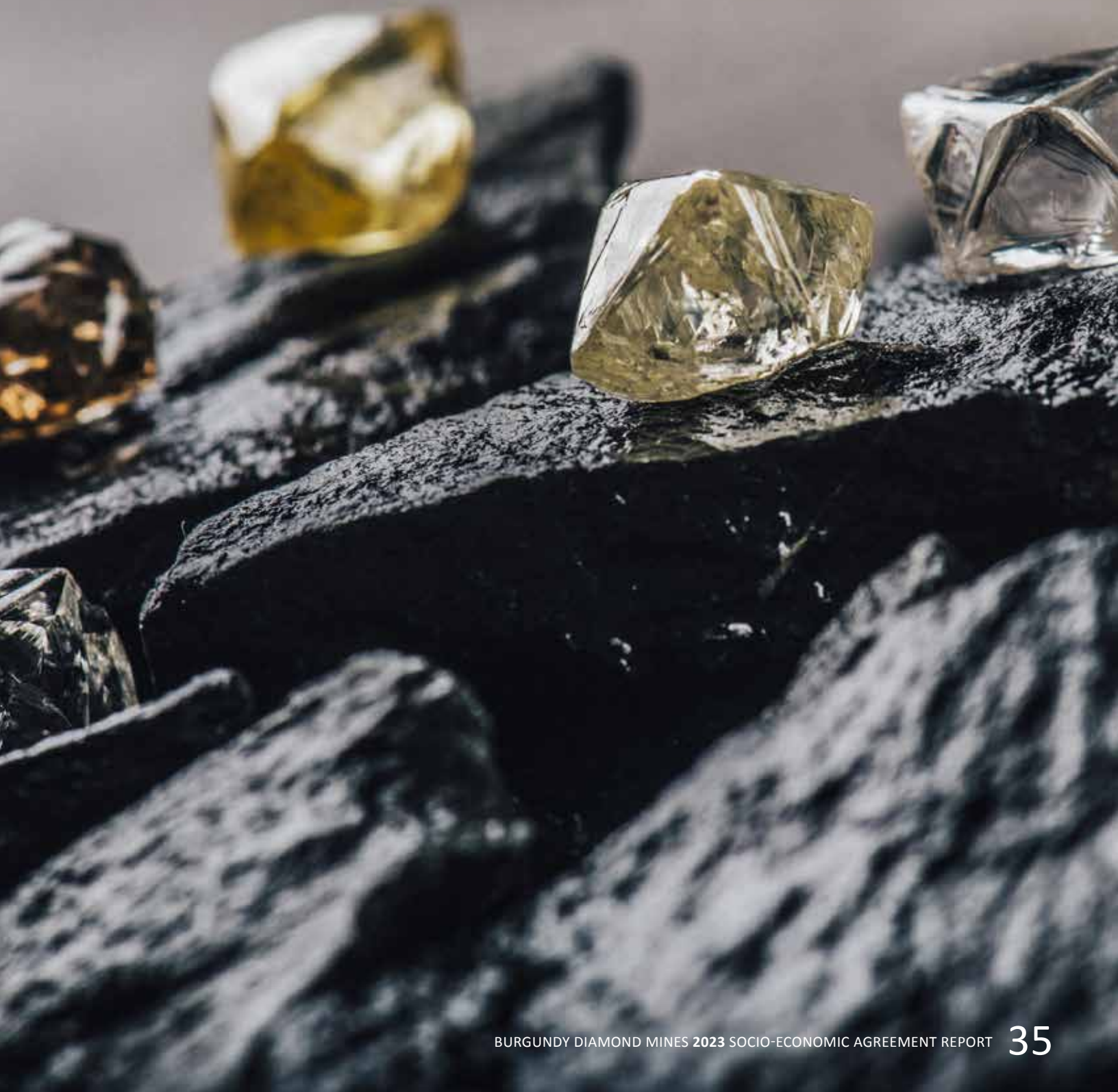
Auditors from a third party certification company visited Ekati mine and the Calgary office in December 2022, to audit Arctic Canadian Diamond Company, the subsidiary of Burgundy Diamond Mines Limited, against the RJC Code of Practices. A final audit of operations was also conducted in the Antwerp office in February 2023. Overall, auditors found that Burgundy operates in line with RJC standards. A full report of the results was provided to RJC by the auditors to ensure continued membership based on the findings.

Mining Association of Canada

The Mining Association of Canada's Towards Sustainable Mining (TSM) is a globally recognized sustainability program to support the management of key environmental and social risks. The TSM initiative provides a set of principles that are supported by protocols in areas such as biodiversity conservation management, water stewardship, tailings management, safe, healthy and respectful workplaces, equitable, diverse and inclusive workplaces and Indigenous community relationships. Arctic Canadian Diamond Company, the subsidiary of Burgundy Diamond Mines Limited, has been submitting performance data annually since 2021. The current report requires submission of data based on nine protocols with 34 social and environmental performance indicators. In 2024, an external verification is expected to take place.

Memberships for RJC and the MAC are in the process of being transferred to Burgundy in 2024.

In 2023, Burgundy commenced an energy efficiency review of Ekati mine and will continue to look for areas where improvements and innovative technologies can be applied to reduce emissions.





Burgundy Diamond Mines Recognized for Leadership in Environmental, Social And Governance Performance

Burgundy Diamond Mines was recognized with an Environmental, Social and Governance award at the Mining and Exploration (MAX) Awards Gala, for our significant contribution and support during the 2023 wildfires in the Northwest Territories, alongside four other mining counterparts.

Burgundy's value to protect through safe, responsible and effective operations, was demonstrated this past summer by the actions of our IMT. This team came together to support wildfire evacuees in the Northwest Territories. Efforts included providing food and lodging options for Burgundy workforce members and their families displaced by the wildfires, as well as accommodations for emergency responders fighting the fires in

the region. The team also assisted with wildfire emergency response expertise and health and wellness support for those impacted by mass evacuations in the territories.

Burgundy donated a total of \$45,000 in wildfire emergency relief and raised more than \$14,000 from additional private and personal donations through our emergency response matching campaign. These fundraising efforts provided financial

assistance and ensured that basic needs were met in the affected communities.

"I am very proud of the way our organization came together to support one another and northern communities in the face of such large-scale wildfires and unprecedented evacuations," said Eric Ingle, Vice-President, Corporate Development with Burgundy Diamond Mines, who attended



the MAX Awards Gala. “Burgundy rallied in the face of adversity and showed that by working together as one team, we can come up with solutions that make a big impact in keeping our workforce and communities safe.”

Sheila Chernys, Head of Health, Safety, Environment and Communities with Burgundy Diamond Mines, was also recognized during the event for her leadership and dedication to safety, with a Worker’s Safety and Compensation Commission (WSCC) Safety Leadership Award.

A strong supporter of driving safety forward within the mining industry, Chernys’ work as a community safety liaison in the Northwest Territories has a significant impact and influence on northern safety culture.

Chernys is the acting Chair of the Northern Mine Health and Safety Forum and an active participant in the Mine Safety Roundtable for the mining industry in Canada. She also helped organize the set-up for the 2023 Northern Mine Rescue Competition, where Ekati Diamond Mine won first place in the Surface Mine Rescue Competition.

“I am honoured to be the first recipient of this award and to have the continued pleasure of working with such esteemed colleagues and industry leaders, to promote and advance excellence in safety for the mining industry in Canada,” said Chernys.

This is the second year the WSCC Safety Leadership Award has been in existence, and it is the first year the Northwest Territories and

Nunavut WSCC has recognized an individual instead of an organization or an employer.

The MAX Awards are held annually in Yellowknife and are co-sponsored by the Northwest Territories and Nunavut Chamber of Mines and the GNWT. The event is attended by government officials, Indigenous community leaders, northern suppliers, community members, IBA partners and mining industry leaders, and it recognizes the mines’ commitment to Northwest Territories residents and northern communities by celebrating and encouraging leadership and excellence in mining.

EMPLOYMENT

Cultivating and maintaining a skilled workforce is critical to Burgundy's growth and success.

To attract the best candidates, we maintain a recruitment and development strategy that encourages a diverse pool of skilled applicants from northern communities and provides development and training programs for employees working at the mine site, which are integral to the development and sustainment of a resilient workforce.





ATTRACTING AND HIRING NORTHERN TALENT

Burgundy is committed to hiring and providing learning and development opportunities for northern residents together with the GNWT, Indigenous partners and local communities.

This year, we have broadened engagement and in-person connections with northern community members by attending career fairs in the Northwest Territories.

Our recruitment team attended career fairs in Gamètì, Whatì, Yellowknife and Dettah, to promote employment opportunities at Ekati mine. We also participated in the annual Geoscience Forum in Yellowknife and used the opportunity to encourage and inform the wider community about the careers and positions available

at Burgundy. Unfortunately, this year the career fair in Behchokò was indefinitely postponed due to wildfires in the region.

We are planning new engagement and recruitment fairs for the North and will continue to meet with and collaborate with northern communities and members throughout 2024.



BUILDING STRONGER CONNECTIONS

During 2023, our Ekati-based Recruitment and Development Coordinator worked both at site and in the communities to improve the hiring and development of potential workers from northern communities.

Her efforts focused on re-establishing and building stronger connections with northern communities, including meeting with community leaders, attending career fairs and various other community meetings. The incumbent resigned in September 2023, and we have since appointed Therese Lafferty, an existing community member of the Ekati mine workforce, as Northern Talent Coordinator.

Lafferty has worked at Ekati mine for more than 25 years and will provide greater understanding and support to community members at site with:

- Promoting different types of suitable roles available at Ekati mine for our northern-based employees.
- Supporting the training of our employees, by having a strong presence in our Ekati-based dedicated Learning Centre to ensure that employees have the critical skills for our ongoing recruitment needs.
- Leading on-site open houses for northern residents to highlight career paths and various ways to be involved in our site committees, to make working at Ekati mine a better experience.
- Identifying if there are skill sets and educational gaps required for northern employee to work at the mine, and how we can close those gaps.
- Supporting the successful completion of General Educational Development (GED) tests and improved skill sets of apprentices that can benefit the communities where our employees live.
- Supporting those community members who are pursuing Northern Leadership Development Programs.
- Supporting community members with the application process for various positions at Ekati mine.
- Fostering relationships with education and training providers such as Aurora College and other northern educational institutions.
- Building relationships with career development coordinators across the Northwest Territories and in communities where our employees reside. By fostering stronger relationships, we can look at partnering for future career fairs, create avenues to inform potential candidates about careers at Ekati mine, increase access to teach youth about careers in mining and promote opportunities to support community growth.

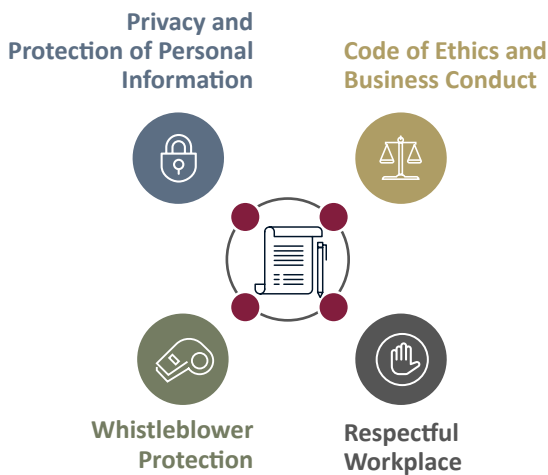
Northern Talent Coordinator, Therese Lafferty will focus on building connections with northern communities and supporting the development of Ekati's workforce at site.



WORKPLACE POLICIES AND PRACTICES

Burgundy is committed to an inclusive environment that values diversity of thought and individuality, attributes essential to the success and growth of our organization.

We have several policies and procedures in place that our workforce is expected to adhere to, which ensure that Ekati mine is a welcoming place for all, including Code of Ethics and Business Conduct; Respectful Workplace; Whistleblower Protection; and Privacy and Protection of Personal Information.



Summer Employment

Each year, we recruit a number of northern resident students for summer placements at site. They are engaged in a variety of roles supporting the day-to-day activities of various departments, such as wildlife monitoring and collection of water samples. These students provide a potential source of graduates once they have completed their studies. In 2023, we hired 17 northern resident students and hope to increase this number in 2024, through targeted advertising, college and university job board postings and northern career fairs recruitment.

TRAINING, DEVELOPMENT AND PROGRESSION

Training our workforce is paramount to keeping our people safe, getting the task done efficiently and providing people with development opportunities to advance within the company.

Our team provides role-specific training using a multi-layered approach of simulators, computer-based training and in-person classroom sessions. These courses follow industry standard best practices and the Northwest Territories *Mines Act*, to embed a safety culture grounded in our values.

For new hires and employees looking to progress their careers as part of our people development strategy, we have created and continued several initiatives to develop individuals on-site and to cross-train several northern personnel into new roles:

Trainee Programs

- Employment opportunities are provided specifically to our IBA community members in two entry, level positions, in the Process Plant and in Surface Mining, via trainee programs. These two programs train individuals to develop specialized skills to become proficient in these areas of the operation, and upon successful completion of the trainee program, we look to offer the opportunity for employment with the company.
- In 2023, we successfully hired eight individuals from Indigenous business partner communities through the trainee programs.

Apprenticeships

- The intent of the apprenticeship program is to provide development opportunities for the next generation of northerners at the mine, offering high-quality experience, skill development, qualifications and career progression.
- The apprenticeship program expanded in 2023, with the addition of 10 new apprenticeship positions in the following trades: heavy equipment technician,

millwright, electrician, plumber and carpenter. We have eight apprenticeships active at Ekati mine and an additional 12 apprentices on-site, with our contractor, Aurora Mining, bringing the total number of active apprentices to 20.

- Burgundy looks forward to supporting the development of this cohort and is very encouraged by the continued investment into developing a skilled northern workforce.

Operations and Process Plant Progression Plans

- Burgundy's intent is to create a mechanism for employees to advance their skills and capabilities, setting them up to be successful candidates in future acting roles and career progression through progression plans.
- In addition, the progression plans provide opportunities for meaningful engagement and development of our northern employees, creating a pipeline of talented, confident residents able to contribute positively to the northern economy.
- Both the surface operations and process plant progression plans provide a structured approach for development of skills and knowledge of operating equipment and the systems and processes in the process plant. The plans are based on completing general criteria, including hours of training, demonstrating required capabilities and technical knowledge.
- In 2023, we hired eight trainees from IBA communities into these positions.

Job-Specific Training and Cross-Training Opportunities

- Training is provided and experience is offered for individuals to support their current roles and to be prepared for eventual progression. For example, we provide support for GED studies and adult education initiatives.
- In 2023, site-based employees were encouraged to engage in cross-training and to pursue opportunities that would allow them to meet the requirements for different roles, including haul truck operators and dewatering operators at the underground mine. We developed a number of IBA community members into these roles at Ekati mine.

Team Leader Development

- The development of front-line leaders continued in 2023, with in-person sessions focused on safety, which were anchored in real-life scenarios to drive engagement and discussion. These sessions were met with positive feedback and helped shape our curriculum design for 2024, to develop the skills and capabilities of our front-line leaders in leading safely. The sessions also provided opportunities for cross-departmental work and highlighted areas requiring additional support.

Northern Leadership Development Program

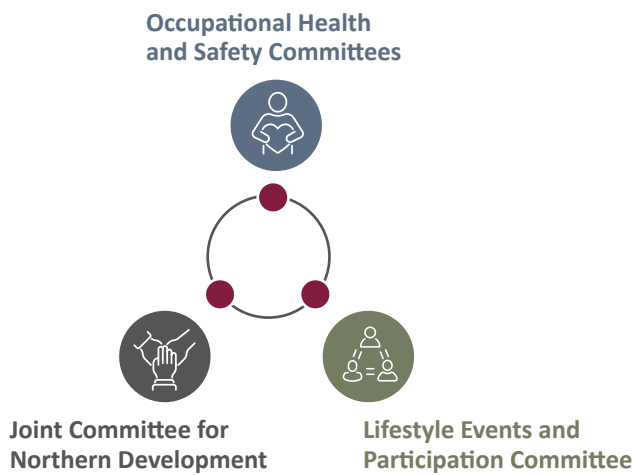
- The Northern Leadership Development Program (NLDP) teaches participants valuable leadership skills and personal insights into problem solving and conflict resolution. This past year, Burgundy celebrated the graduation of two individuals from the program, and enrolled two participants in the 2024 cohort for NLDP 1 and one in the new NLDP 2 program.



OTHER OPPORTUNITIES

In 2023, Burgundy continued to provide a variety of other initiatives and programs for involvement, growth and career advancement.

We encourage all employees to take advantage of these opportunities, some of which are highlighted below:



MINE TRAINING SOCIETY

As the Mine Training Society moves through a transition of restructuring, we are hopeful about remaining an active contributor to its ongoing success.

Burgundy is committed to continued advocacy and support regarding the development of northerners for employment in the mining industry.

... Involvement in these committees is highly encouraged as our business is constantly striving to improve performance and productivity while providing opportunities for people in northern communities.

Occupational Health and Safety Committees

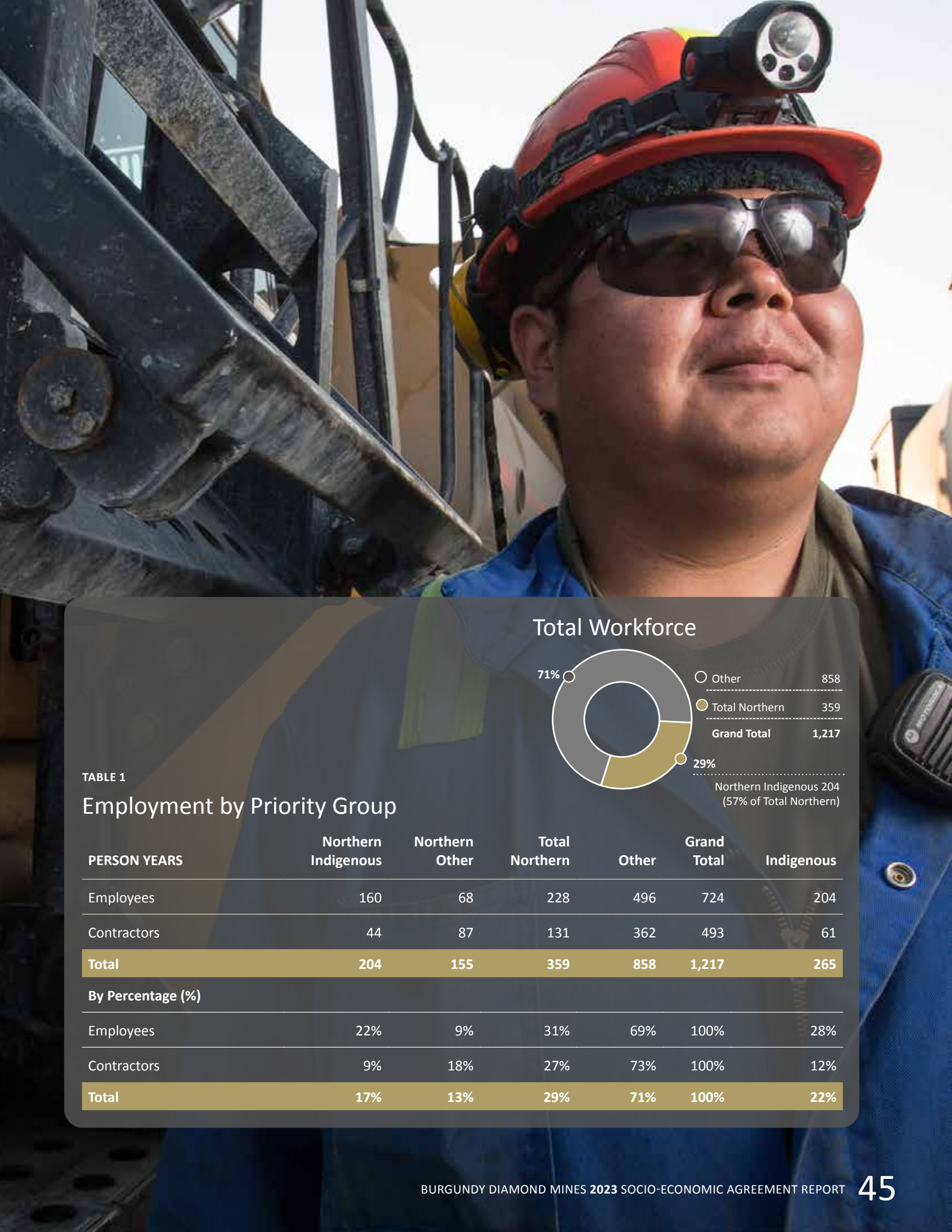
- Opportunities are provided for participation in Occupational Health and Safety Committees at site, which help develop leadership and business skills and provide broader exposure to activities in other areas at site.

Joint Committee for Northern Development

- Following the successful conclusion, ratification and implementation of the Collective Bargaining Agreement in early 2023, a joint committee of company and union representatives was set up to focus on northern recruitment, progression and advancement. Terms of reference have been developed and agreed upon by the committee.
- The group has developed a range of different ideas and proposals, which are being further developed, and will be presented for review and approval by site leadership in early 2024.

Lifestyle Events and Participation Committee

- During the last year, the Lifestyle Events and Participation Committee was established to develop and enhance the sense of community and participation for site-based employees. The committee provides a range of different events catering to various needs, with a focus on fostering engagement, fun and increased social interaction amongst participants.



Total Workforce

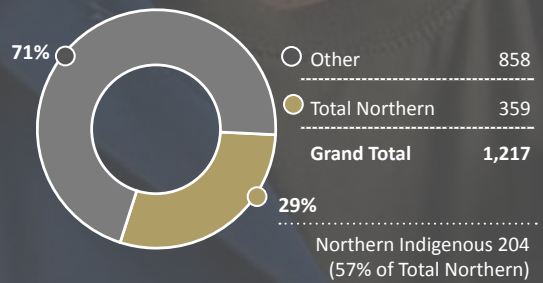


TABLE 1

Employment by Priority Group

PERSON YEARS	Northern Indigenous	Northern Other	Total Northern	Other	Grand Total	Indigenous
Employees	160	68	228	496	724	204
Contractors	44	87	131	362	493	61
Total	204	155	359	858	1,217	265
By Percentage (%)						
Employees	22%	9%	31%	69%	100%	28%
Contractors	9%	18%	27%	73%	100%	12%
Total	17%	13%	29%	71%	100%	22%

Note: There may be variances in the totals presented in the Employment and Business Spend data tables of this report, due to rounding to the closest whole number.

Employment by Skill Level

**TABLE 2A
EMPLOYEES
(person years)**

	Northern Indigenous	Northern Other	Total Northern	Other	Grand Total	Indigenous
Management	1	6	7	36	43	3
Professional	1	2	3	65	68	1
Skilled	37	36	73	245	318	53
Semi-skilled	92	21	113	133	246	114
Entry Level	29	3	32	17	49	33
Total	160	68	228	496	724	204

**TABLE 2B
CONTRACTORS
(person years)**

Management	1	0	1	7	8	1
Professional	0	2	2	7	9	0
Skilled	3	15	18	198	216	11
Semi-skilled	12	34	46	121	167	19
Entry Level	28	36	64	29	93	30
Total	44	87	131	362	493	61

**TABLE 2C
EMPLOYEES & CONTRACTORS
(person years)**

Management	2	6	8	43	51	4
Professional	1	4	5	72	77	1
Skilled	40	51	91	443	534	64
Semi-skilled	104	55	159	254	413	133
Entry Level	57	39	96	46	142	63
Total	204	155	359	858	1,217	265

**TABLE 2D
EMPLOYEES & CONTRACTORS
(% of total)**

Management	4%	12%	16%	84%	100%	8%
Professional	1%	5%	6%	94%	100%	1%
Skilled	7%	10%	17%	83%	100%	12%
Semi-skilled	25%	13%	38%	62%	100%	32%
Entry Level	40%	27%	68%	32%	100%	44%
Total	17%	13%	29%	71%	100%	22%

Employment by Gender & Priority Group

TABLE 3A
EMPLOYEES
(person years)

	Northern Indigenous	Northern Other	Total Northern	Other	Grand Total	Indigenous
Men	141	61	202	423	625	175
Women	19	7	26	73	99	29
Total	160	68	228	496	724	204

By % by gender (new calculation by gender, not by priority group)

Men	88%	90%	89%	85%	86%	86%
Women	12%	10%	11%	15%	14%	14%
Total	100%	100%	100%	100%	100%	100%

TABLE 3B
CONTRACTORS
(person years)

Men	28	71	99	329	428	39
Women	16	16	32	33	65	22
Total	44	87	131	362	493	61

By % by gender (new calculation by gender, not by priority group)

Men	64%	82%	76%	91%	87%	64%
Women	36%	18%	24%	9%	13%	36%
Total	100%	100%	100%	100%	100%	100%

TABLE 3C
EMPLOYEES & CONTRACTORS
(person years)

Men	169	132	301	752	1,053	214
Women	35	23	58	106	164	51
Total	204	155	359	858	1,217	265

By % by gender (new calculation by gender, not by priority group)

Men	83%	85%	84%	88%	87%	81%
Women	17%	15%	16%	12%	13%	19%
Total	100%	100%	100%	100%	100%	100%

Female Employees (Traditional & Non-traditional Roles)

TABLE 4A FEMALE EMPLOYEES (person years)	Northern Indigenous	Northern Other	Total Northern	Other	Grand Total	Indigenous
Non-traditional	16	7	23	55	78	25
Traditional	3	0	3	18	21	4
Total	19	7	26	73	99	29

FEMALE EMPLOYEES (% vertically by traditional or non-traditional)						
Non-traditional	84%	100%	88%	75%	79%	86%
Traditional	16%	0%	12%	25%	21%	14%
Total	100%	100%	100%	100%	100%	100%

TABLE 4B FEMALE CONTRACTORS (person years)	Northern Indigenous	Northern Other	Total Northern	Other	Grand Total	Indigenous
Non-traditional	5	6	11	15	26	9
Traditional	10	11	21	18	39	13
Total	15	17	32	33	65	22

FEMALE CONTRACTORS (% vertically by traditional or non-traditional)						
Non-traditional	33%	35%	34%	45%	40%	41%
Traditional	67%	65%	66%	55%	60%	59%
Total	100%	100%	100%	100%	100%	100%

TABLE 4C FEMALE EMPLOYEES & CONTRACTORS (person years)	Northern Indigenous	Northern Other	Total Northern	Other	Grand Total	Indigenous
Non-traditional	21	13	34	70	104	34
Traditional	13	11	24	36	60	17
Total	34	24	58	106	164	51

FEMALE EMPLOYEES & CONTRACTORS (% vertically by traditional or non-traditional)						
Non-traditional	62%	54%	59%	66%	63%	67%
Traditional	38%	46%	41%	34%	34%	33%
Total	100%	100%	100%	100%	100%	100%

TABLE 4D FEMALE EMPLOYMENT BY SKILL LEVEL (person years)	Management	Professional	Skilled	Semi- skilled	Entry Level	Grand Total
Employees	6	17	30	40	6	99
Contractors	1	3	5	18	38	65
Total	7	20	35	58	44	164

FEMALE EMPLOYEES (% across by priority group)						
Employees	6%	17%	30%	40%	6%	100%
Contractors	2%	5%	8%	28%	58%	100%
Total	4%	12%	21%	35%	27%	100%

Apprenticeships by Priority Group

TABLE 5A

APPRENTICESHIPS
(head count)

	Northern Indigenous	Northern Other	Total Northern	Other	Grand Total	Indigenous
Employees	8	0	8	0	8	8
Contractors	9	3	12	0	12	9
Total	17	3	20	0	20	17

TABLE 5B

APPRENTICESHIPS
(person years)

Employees	8	0	8	0	8	8
Contractors	7	2	9	0	9	7
Total	15	2	17	0	17	15

Employment by Priority Group

TABLE 6

PERSON YEARS

	2021	2022	2023	Total
Northern Indigenous	200	204	204	608
Northern Other	166	140	155	461
Total Northern	366	344	359	1,069
Other Employees	717	797	858	2,372
Grand Total	1,083	1,141	1,217	3,441
Northern % of Total	34%	30%	29%	31%
Northern Indigenous % of Northern Total	55%	59%	57%	57%

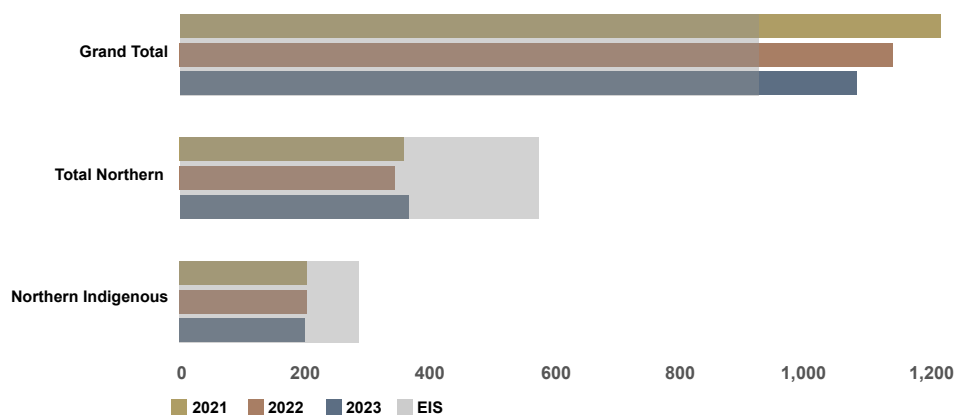
Actual Employment Compared to the Environmental Impact Statement (EIS) Employment Predictions¹

TABLE 7

EMPLOYEES & CONTRACTORS (person years)	2021	2022	2023	Total
Grand Total	1,083	1,141	1,217	3,441
Total Northern	366	344	359	1,069
Northern Indigenous	200	204	204	608
EIS EMPLOYMENT PREDICTIONS (person years)				
Grand Total (EIS)	926	926	926	2,778
Total Northern (EIS)	574	574	574	1,722
Northern Indigenous (EIS)	287	287	287	861
EIS EMPLOYMENT PREDICTIONS (EIS actual minus target) (person years)				
Grand Total	157	215	291	663
Total Northern	(208)	(230)	(215)	(653)
Northern Indigenous	(87)	(83)	(83)	(253)

GRAPH 7

ACTUAL EMPLOYMENT COMPARED TO THE EIS EMPLOYMENT PREDICTIONS (person years)



1. The predictive numbers for the data presented in Table 7 are based on the original EIS from 1995.

Total Operations & Capital Employment by Priority Group

TABLE 8 HEAD COUNT	Northern Indigenous	Northern Other	Total Northern	Other	Grand Total	Indigenous
Employees	167	73	240	539	779	212
Contractors	55	157	212	821	1,033	74
Total	222	230	452	1,360	1,812	286
By % of Total						
Employees	21%	9%	31%	69%	100%	27%
Contractors	5%	15%	21%	79%	100%	7%
Total	12%	13%	25%	75%	100%	16%

Total Operation & Capital Employment by Priority Group & Skill Level

(head count)

TABLE 9A EMPLOYEES	Northern Indigenous	Northern Other	Total Northern	Other	Grand Total	Indigenous
Management	1	5	6	28	34	3
Professional	1	2	3	63	66	1
Skilled	36	38	74	281	355	53
Semi-skilled	93	22	115	142	257	115
Entry Level	36	6	42	25	67	40
Total	167	73	240	539	779	212

TABLE 9B
CONTRACTORS

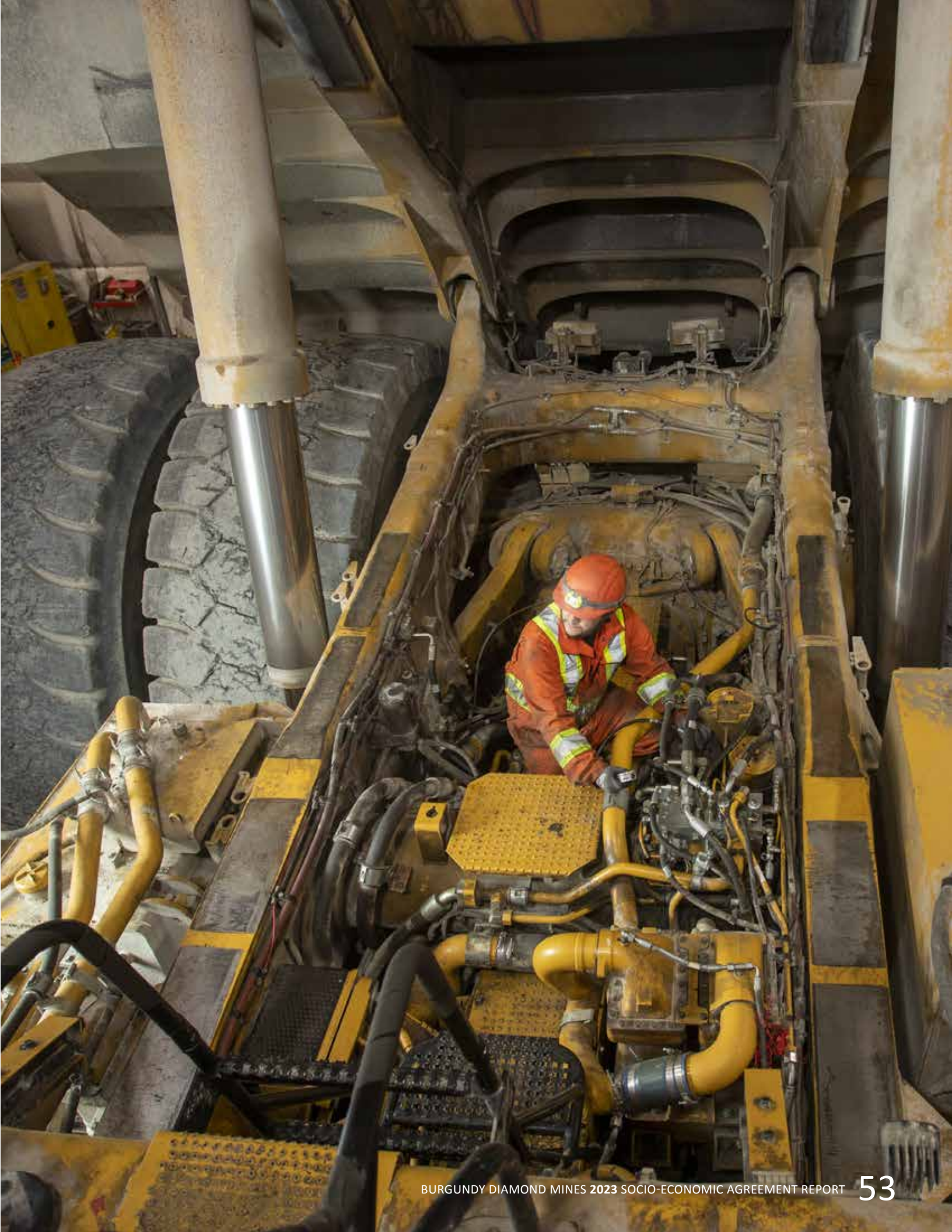
Management	1	2	3	24	27	1
Professional	0	12	12	52	64	1
Skilled	5	31	36	484	520	13
Semi-skilled	14	53	67	197	264	22
Entry Level	35	59	94	64	158	37
Total	55	157	212	821	1,033	74

TABLE 9C
EMPLOYEES & CONTRACTORS

Management	2	7	9	52	61	4
Professional	1	14	15	115	130	2
Skilled	41	69	110	765	875	66
Semi-skilled	107	75	182	339	521	137
Entry Level	71	65	136	89	225	77
Total	222	230	452	1,360	1,812	286

TABLE 9D
EMPLOYEES & CONTRACTORS (% of total)

Management	3%	11%	15%	85%	100%	7%
Professional	1%	11%	12%	88%	100%	2%
Skilled	5%	8%	13%	87%	100%	8%
Semi-skilled	21%	14%	35%	65%	100%	26%
Entry Level	32%	29%	60%	40%	100%	34%
Total	12%	13%	25%	75%	100%	16%



BUSINESS SPEND

Burgundy is committed to maintaining positive working relationships with suppliers to build capacity for northern business and to promote economic growth.

Indigenous businesses have secured numerous contracts supporting Ekati mine, including mining services, explosives and blasting supply, catering and janitorial services, freight management and transportation services such as air freight, passenger flights and ground transportation.



A photograph showing two individuals in silhouette standing on a construction site at sunset. They appear to be in conversation. The background shows a large-scale construction project with various structures and equipment under a dramatic, cloudy sky with the sun low on the horizon, creating long shadows and a warm glow.

BACKGROUND FOR 2023 BUSINESS SPEND

There was an increase in total business spend in 2023, as it was the first calendar year since 2020 that Ekati mine was able to operate and plan free from the effects of the COVID-19 pandemic. As a result, many parts and services categories that are supplied almost exclusively by Indigenous and northern companies experienced growth.

2023 BUSINESS SPEND SUMMARY

Increased operational activity in 2023, and planning for continued growth in 2024, resulted in total business spend increasing by 17% to \$428 million.

Indigenous Spend

Spend with our Indigenous partners, critical to mining operations, increased from \$159 million in 2022 to \$165 million in 2023 (4% increase of \$6 million) and accounted for 39% of Burgundy's total spend. The increased activity at Ekati mine was met by Indigenous companies providing equipment operators, maintenance parts and repair technicians, tradesmen, freight management and transportation and passenger flights.

Non-Indigenous Northern Spend

Non-Indigenous northern spend increased from \$63 million in 2022 to \$80 million in 2023 (27% increase of \$17 million) and accounted for 19% of Burgundy's total spend in 2023. The increased activity at Ekati mine brought an increase in scheduled maintenance and repairs for trucks and heavy equipment. Many of the necessary parts are sourced from our partners in Yellowknife.

Overall, 57% of Burgundy's 2023 business spend took place with our Indigenous partners and other northern businesses.

Efforts will continue to create opportunities for northern businesses to participate directly with or in association with non-northern corporations. Where Indigenous or northern corporations provide the best value offering, additional opportunities will be realized.

Note: Government, royalty and donation payments that were not commercial business spend are not reflected in this report.

TABLE 10

Expenditures by Priority Group

	Expenditures	% of Total Northern	% of Total Spend
Northern Indigenous Businesses	\$165,472,095	67%	39%
Other (Non-Indigenous) Northern Businesses	\$80,312,614	33%	19%
Total Northern	\$245,784,709	100%	57%
Other (Non-Northern) Business	\$182,337,011	N/A	43%
Total Spend	\$428,121,720		

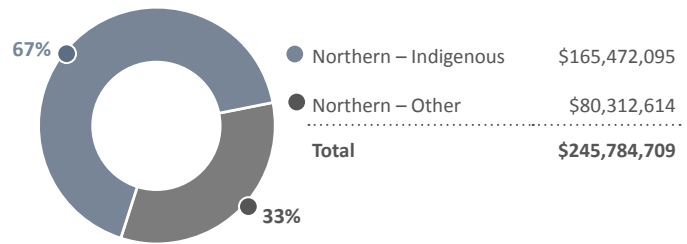
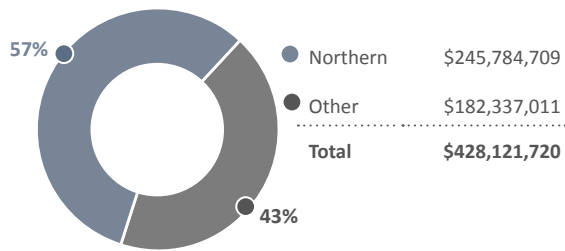


TABLE 11

Northern Expenditures by Category

(millions of dollars)

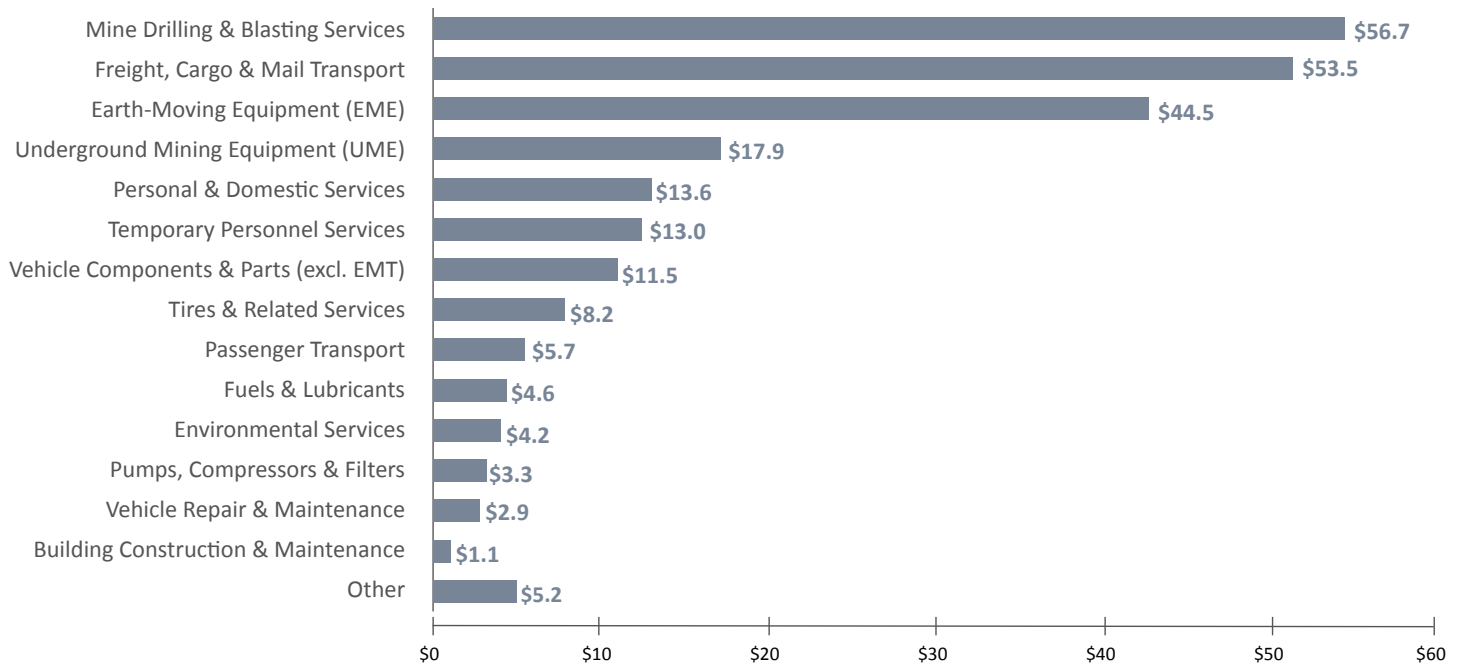


TABLE 12A

Expenditures by Priority Group

(millions of dollars)

	2021	2022	2023	Total
Northern Indigenous Businesses	112	159	165	436
Other Northern Businesses	56	63	80	199
Total Northern	168	222	246	635
Other Businesses	139	145	182	466
Total Spend	307	367	428	1,101

TABLE 12B

Expenditures by Priority Group

(%)

	2021	2022	2023	Total
Northern Indigenous Businesses	36%	43%	39%	40%
Other Northern Businesses	18%	17%	19%	18%
Total Northern Spend	55%	60%	57%	58%

TABLE 13

Actual Spending Compared to the EIS Spending Predictions

(millions of dollars)

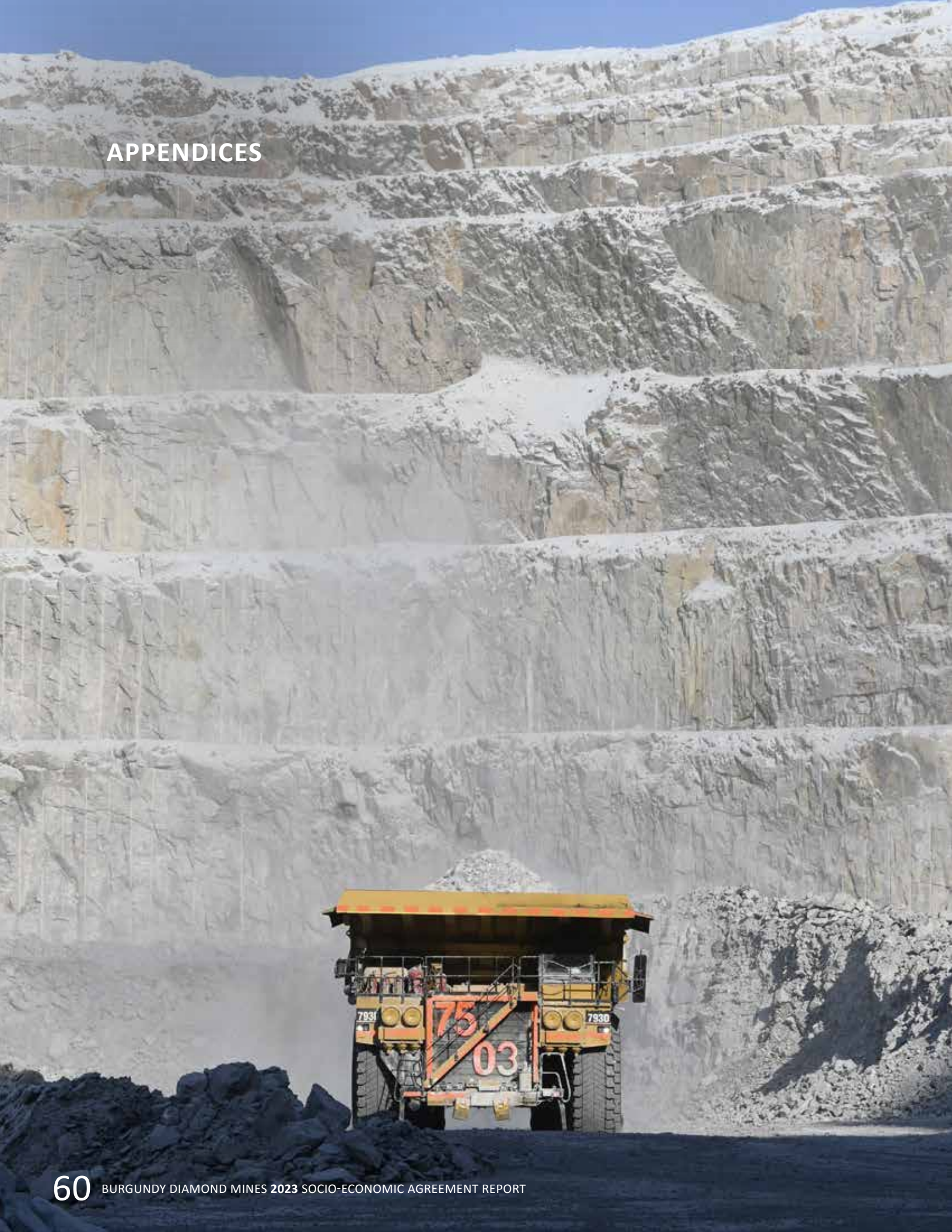
	2021	2022	2023	Total
Actual Total Spend	307	367	428	1,102
Actual Northern Spend	168	222	246	636
Northern % of Total	55%	60%	57%	58%
Northern Target %	70%	70%	70%	70%
Northern Target Calculated at 70%	215	257	300	771
Actual Minus Target	-47	-35	-54	-135

TABLE 14

Spend by Geographical Location

Location	Expenditure
Hay River	\$10,463,840
Yellowknife	\$188,108,770
Other	\$47,212,099
Total Northern Spend	\$245,784,709

APPENDICES



APPENDIX A: POSITION LISTINGS

Female Non-traditional Positions

Position	Skill Level
Advisor, Environment	Professional
Analyst, Inventory	Skilled
Assistant Manager, Diamond Control	Management
Assistant, Process Plant	Entry Level
Coordinator, Aviation	Skilled
Diamond Controller	Semi-skilled
Dispatcher Surface	Semi-skilled
Equipment Operator Production Loader	Semi-skilled
Equipment Operator Support	Semi-skilled
Equipment Operator Truck	Semi-skilled
Geologist in Training	Professional
Head, Finance	Management
Head, Health, Safety, Environment & Communities	Management
Hydrocarbon Technician II	Skilled
Investigator	Skilled
Journeyman Millwright	Skilled
Maintenance Planner	Skilled
Manager, Supply Chain Management – Procurement Management	
Physician Assistant	Professional
Security Officer	Skilled
Senior Director, Operations	Management
Senior Financial Analyst	Professional
Senior Manager, Diamonds	Management
Services Coordinator	Semi-skilled
Specialist, Contracts	Skilled
Specialist, Environment	Skilled
Specialist, Procurement	Skilled
Team Lead, Process Plant	Skilled
Technician, Airport	Skilled
Technician, Communications	Skilled
Technician, Mining	Skilled

Female Traditional Positions

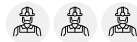
Position	Skill Level
Administrator, Accounts Payable	Semi-skilled
Advisor, Communications	Skilled
Advisor, Community Relations	Skilled
Human Resources Business Analyst	Professional
Human Resources Business Partner	Professional
Human Resources Coordinator	Semi-skilled
Manager, Corporate Communications	Management
Office Assistant	Semi-skilled
Office Manager	Skilled
Specialist, Document Control	Semi-skilled
Senior Human Resources Business	Professional
Senior Payroll & Benefits Advisor	Skilled
Senior Talent Acquisition Specialist	Professional
Supervisor, Accounts Payable	Skilled

Job Classifications



Professional and Management

Requirements: A university degree and/or professional designation. *Positions may include engineers, accountants, lawyers.*



Skilled

Requirements: A journeyman certification, and years of experience in the role. *Positions may include electricians, plumbers, industrial mechanics.*



Semi-skilled

Requirements: Some schooling and experience. *Positions may include apprentices, front-line supervisors, operators.*



Entry Level

Requirements: Grades 10–12, and can be trained on the job. *Positions may include housekeeper, cook's helper, labourer.*

APPENDIX B: INTERPRETATIONS AND DEFINITIONS

Employment Commitments

In the Socio-Economic Agreement (SEA), the following targets are set for northern resident employment and Indigenous employment for the operations phase of the project:

- Northern resident employment will be 62% of the total Burgundy and contractor employment.
- Indigenous employment will equal at least 50% of northern resident employment.

Business Spend Commitments

The SEA target for northern business spend is 70% of the total annual value of goods and services purchased during the operations phase.

Job Classifications

The skills and knowledge to perform the duties of a position fall into five basic categories. The following classifications and criteria are used:

Management: Characterized by high levels of responsibility, accountability and subject matter expertise. Expertise is acquired through either formal education or extensive occupational experience.

Professional: Position requires a university degree (e.g., accountant, engineer, geologist).

Skilled: Position requires a college or technical school diploma, or certification in specialized trades (e.g., surveyor, technician, administrative assistant).

Semi-skilled: Position requires a General Educational Development (GED) Test and related work experience (e.g., equipment operator).

Entry Level: Description for entry-level positions is non-specialized; GED Test is preferred.

Nunavut

The SEA was signed on Oct. 22, 1996, prior to the division of the Northwest Territories and the formation of Nunavut. Employment and business expenditure data from the Hamlets and Kugluktuk and Cambridge Bay are also included in the report.

Rounding

The totals in the tables in this report may differ slightly, due to rounding to the closest whole number after the addition of the non-rounded numbers has taken place.

Standard Contract Employer Practices

Burgundy requires all contract employers to support our commitments to the peoples of the North by preferentially hiring northern residents and Indigenous individuals when it is reasonably practicable.

Traditional and Non-traditional Occupations for Women

As per the SEA, the operator of Ekati mine is required to report the number of women working in traditional and non-traditional occupations. For the purpose of this report, a woman who works outside the home in a job that is not historically categorized as a female occupation is considered to be working in a non-traditional occupation. For more accurate reporting, Burgundy has also included female employment by skill level as shown in Table 4D. Classifications for traditional and non-traditional positions are reported in Appendix A.

DEFINITIONS IN THIS REPORT

Contractor: Every contractor and sub-contractor used by Burgundy for the project.

Head count: The number of individuals who have worked in connection with Ekati mine, irrespective of the number of hours worked.

Indigenous: A First Nations, Inuit or Métis person who originates from the Northwest Territories (or Nunavut after 1999).

Indigenous business: A business wholly owned by, or in partnership with, an Indigenous group. Indigenous businesses have a physical presence in the Northwest Territories; Kugluktuk and Cambridge Bay are self-declared to be an Indigenous business regardless of where the business is headquartered and/or whether it is ultimately parented by an Indigenous business.

North/northern: The region covered by the Northwest Territories and Nunavut.

Northern business: A business organization that may be an incorporated company, unincorporated joint venture, partnership, proprietorship or co-operative acting for the benefit of any northern resident in which northern residents shall have substantial management authority, or in which northern residents shall have a significant working interest.

Northern Indigenous: An Indigenous person who resides in the North.

Northern other: A northern resident who does not meet the definition of Indigenous, as used in this report.

Northern resident: A person who maintains a self-contained domestic establishment in the Northwest Territories (NWT) or Nunavut other than a residence at a remote worksite, and who primarily resides at that domestic establishment when not residing at a remote work site or attending an educational institution full time, and who:

I. Has continuously been a Northwest Territories or Nunavut resident for a period of at least six months immediately prior to being hired; or

II. Has voluntarily declared themselves as an Indigenous individual residing in the North. Note: the SEA “is an Aboriginal”. Canadian language has evolved and uses the term Indigenous to identify First Nations, Inuit and Métis. In addition, under Canadian employment privacy laws, collection of race or ethnic/cultural origin as well as gender identity must be done so on a voluntary basis. In some cases, employees have chosen not to self-identify this personal information.

Operations phase: That period of time commencing on the date when the first mine goes into commercial production (when diamonds in sizable quantities are recovered and offered for sale on a regular basis), within the claim block, until the permanent closure of the last mine of the project.

Person year: For operations, one person year equals 2,184 hours per year. For corporate employees in Calgary, one person year equals 2,080 hours per year. This calculation changed in the 2023 report to align more accurately with the reports from the other mines.





BURGUNDY
DIAMOND MINES

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