



CANADA NICKEL
COMPANY



Crawford Nickel Project Impact Statement

Chapter 7 Description of Engagement with Indigenous Peoples



Prepared for:
Canada Nickel Company

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Acronyms and Abbreviations

2SLGBTQQA+	two-spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual, and all other sexual orientations and genders
AGM	Annual General Meeting
DPD	Detailed Project Description
EDI	Equity, Diversity and Inclusion
ESG	Environmental, Social, and Governance
FS	Feasibility Study
GBA Plus	Gender-based analysis plus
IAAC	Impact Assessment Agency of Canada
IAA	<i>Impact Assessment Act</i>
IBA	Impact and Benefit Agreement
LSA	Local Study Area
MINES	Ministry of Mines
MOU	Memorandum of Understanding
MSA	Mutual Support Agreement
Noble	Noble Mineral Exploration Inc.
PA	Project Area
RBA	Relationship Building Agreement
RSA	Regional Study Area
TKLU	Traditional Knowledge and Land Use
TWG	Technical Working Group
VC	Valued Component

7 Description of Engagement with Indigenous Peoples

Canada Nickel Company (Canada Nickel) is proposing to construct the Crawford Nickel Project ('the Project'). The Project is within the boundaries of Treaty 9 (also known as the James Bay Treaty) and it is also within Métis Nation of Ontario - Region 3 area of interest.

The Impact Assessment Agency of Canada (IAAC) intends to consult with six Indigenous Nations to understand the concerns and potential effects of the Project on their exercise of potential, asserted, or established Indigenous or Treaty Rights and, where appropriate, make accommodations.^{1,2,3} The Indigenous Nations that make up the Crown Consultation list are:

- Apitipi Anicinapek Nation
- Flying Post First Nation
- Matachewan First Nation
- Mattagami First Nation
- Taykwa Tagamou Nation
- The Métis Nation of Ontario - Region 3

Canada Nickel has accordingly prepared this chapter of the Impact Statement to provide information on Canada Nickel's engagement with potentially affected Indigenous Nations for the Project, including:

- the approach to engagement and incorporation of Indigenous Knowledge (Section 7.1)
- the key activities and outcomes of engagement up to October 31, 2024 (Section 7.2)
- plans for subsequent engagement following submission of the Impact Statement (Section 7.3)

Canada Nickel recognizes the importance of working in partnership with Indigenous Nations to establish a mutually beneficial, cooperative, and productive relationship centered around transparent information sharing, respectful engagement, open dialogue, and meaningful partnerships.

Within Chapters 25 to 28, the Indigenous land bases nearest to the Project are illustrated. Chapters 25 to 28 also provide the assessment of Project-related effects specific to and reflective of the interests of each Indigenous Nation engaged on the Project. Residual cumulative effects specific to each Indigenous Nation engaged on the Project are assessed in Chapter 29 (Cumulative Effects Assessment).

¹ "Indigenous" has the meaning assigned by the definition of Aboriginal peoples of Canada in subsection 35(2) of the *Constitution Act, 1982*: (2) In this Act, "Aboriginal peoples of Canada" includes the Indian, Inuit and Métis peoples of Canada.

² As identified in the Indigenous Engagement and Partnership Plan for the Project, available at: <https://iaac-aeic.gc.ca/050/evaluations/document/147339>.

³ During the review of Chapter 7 of the Draft Impact Statement on November 14, 2024, Métis Nation of Ontario - Region 3's Consultation Advisor requested in writing that the term "asserted" be added to "potential, asserted, or established Indigenous or Treaty Rights."

7.1 Engagement Approach

The approach to Project engagement is informed by previous consultations and ongoing agreements with potentially affected Indigenous Nations relative to the Project (Section 7.1). Canada Nickel engaged early and aims to engage continuously with Indigenous Nations whose Indigenous or Treaty Rights may be affected by the Project as determined by IAAC, with a focus on fostering meaningful dialogue to support strong relationships. This integrates Indigenous perspectives into decision-making processes from the outset and throughout the life of the Project. The regulatory and policy setting guiding Canada Nickel's engagement is described in Section 7.1.1. The compilation and treatment of Indigenous Knowledge is described in Section 7.1.2, and the engagement methods reflective of the views, preferences and protocols of each participating Indigenous Nation are described in Section 7.1.3.

7.1.1 Regulatory Context and Policy Setting

The Crown has a legal duty to consult with Indigenous Peoples and, where appropriate, accommodate, when it contemplates conduct that might adversely affect a potential or established Indigenous or Treaty right. In accordance with guidance and requirements outlined in the Tailored Impact Statement Guidelines for the Project, Canada Nickel is also required to engage with Indigenous Nations. The engagement approach for this Project is informed by the following relevant regional, national, and international declarations, policies, guidance documents, and best practices as they pertain to Indigenous rights and interests in Canada:

- **United Nations Declaration on the Rights of Indigenous Peoples**, particularly the principle of Free, Prior and Informed Consent, emphasizes the necessity of securing Indigenous approval prior to moving forward with any Project that could affect their lands, rights, or well-being (UN General Assembly 2008).
- **Truth and Reconciliation Committee of Canada Final Report and 94 Calls to Action** (TRCC 2015a,b) underlines the importance of reconciliation between Indigenous Peoples and non-Indigenous communities.
- **IAAC Guidance: Assessment of Potential Impacts on the Rights of Indigenous Peoples** (IAAC 2022a) focuses on evaluating how the Project may impact Indigenous Rights. It guides applicants to thoroughly assess and mitigate potential effects on Treaty and Indigenous Rights, while incorporating Indigenous Knowledge into environmental assessments. The guidance emphasizes early consultation, allowing for Indigenous Knowledge, grounded in centuries of experience, to enhance the understanding of potential environmental impacts.
- **IAAC (2023a) Guidance: Indigenous Knowledge under the *Impact Assessment Act*** focuses specifically on the procedural aspects of integrating Indigenous Knowledge within environmental assessments conducted under the *Impact Assessment Act* (IAA). This guidance directs applicants on how to effectively gather, document, and apply Indigenous Knowledge throughout the assessment process, incorporating Indigenous perspectives systematically alongside scientific data.

- **IAAC (2023b) Guidance: Protecting Confidential Indigenous Knowledge under the *Impact Assessment Act*** outlines that any Indigenous Knowledge shared during consultations is safeguarded and treated with respect for its confidential nature.
- **IAAC (2021) Guidance: Gender-based Analysis Plus in Impact Assessment** informs approach to considering how the Project may affect different groups of Indigenous Peoples, including impacts based on gender, age, or other social factors. This guidance helps support engagement that is inclusive and sensitive to the diverse needs within Indigenous communities.
- **IAAC (2022b) Indigenous Knowledge Policy Framework for Project Reviews and Regulatory Decisions** provides a broad, strategic approach to incorporating Indigenous Knowledge throughout all phases of project reviews and regulatory decision-making. It guides applicants in establishing long-term, respectful relationships with Indigenous Nations, acknowledging their critical role as knowledge holders. This framework emphasizes continuous collaboration and trust-building, using Indigenous Knowledge to inform decisions and protecting Indigenous Knowledge, thereby maintaining confidentiality where required.

Canada Nickel is engaging with Indigenous Nations potentially affected by the Project in accordance with its Social Purpose Statement (Canada Nickel 2022) – *to originate materials responsibly to power the energy transition.*

7.1.2 Indigenous Knowledge

Canada Nickel acknowledges that Indigenous Knowledge is unique to each Indigenous Nation and deeply tied to specific places, reflecting Indigenous Peoples' historical and contemporary connections to their environment and Territories (IAAC 2022b). Indigenous Knowledge is understood to be rooted in Indigenous legal, political, and governance systems, encompassing a broad range of information, including ecological observations, oral histories, community practices, language, teachings, laws, relationships, rituals, cultural identity, spirituality, worldview, cultural values, and other ways of knowing that have been identified by Indigenous Nations (IAAC 2022b). This Knowledge is considered cumulative and dynamic, passed down through generations and continuously evolving to reflect the practices and experiences of contemporary Indigenous societies (IAAC 2022b). Indigenous Knowledge used in this assessment is derived from ongoing engagement, Project-specific and Nation-led studies, secondary sources, and publicly available information identified through engagement with interested potentially affected Indigenous Nations. The Indigenous Knowledge included in this Impact Statement incorporates any modifications requested by Indigenous Nations after they have had opportunities to review and provide feedback.

Canada Nickel recognizes that Western Knowledge and worldviews, which have been the foundation for current Canadian and provincial legislation, policy, regulation, and institutions, may limit how Indigenous Knowledge is incorporated into Project planning. As such, Canada Nickel is of the view that Indigenous Nations are best positioned to identify their own priorities and interests, and to express their perspectives in their own words. This information must be given equal consideration to any other source of knowledge. Accordingly, Canada Nickel is committed to bringing forward and evaluating all viewpoints shared during the engagement process to inform Project design and planning, while also recognizing and working to

resolve any disparities or matters of disagreement between the and the potentially affected Indigenous Nations.

Canada Nickel is committed to working collaboratively with Indigenous Nations to address any concerns raised and to provide updates highlighting engagement outcomes. This includes sharing how Indigenous input has been incorporated into Project planning. Where Indigenous Knowledge has been made available by Indigenous Nations through engagement, information gathering, or voluntary information sharing, it has been reviewed and incorporated into the Impact Statement, as applicable. Each Valued Component (VC) chapter (Chapters 10-23) provides a summary of key information, including Indigenous Knowledge, as well as Project concerns identified through Canada Nickel's engagement efforts. The consideration of Indigenous Knowledge and the perspectives of Indigenous Nations includes evaluating whether Canada Nickel's planned mitigation measures will effectively manage the identified potential impacts, or whether additional or refined mitigation is required. The outcomes of these engagements, as available at the time of writing, are incorporated throughout the Impact Statement and are consolidated in Appendices A25-1 to A28-1 of Chapters 25 to 28.

Information shared with Canada Nickel that is considered confidential will not appear on the public record. Confidentiality provisions are included in Canada Nickel's agreements and allow for the protection of confidential information provided by Indigenous Nations, as informed by regulatory and policy guidance described in Section 7.1.1.

7.1.2.1 Capacity Funding

As per the agreements and participation support described in Sections 7.2.1.1, 7.2.2.1, 7.2.3.1, and 7.2.4.1, potentially affected Indigenous Nations have been offered the opportunity and funding by Canada Nickel to conduct Nation-led studies for the Project, including both Traditional Knowledge and Land Use studies, and Socio-economic studies, upon identification of interest. At the time of writing, Canada Nickel has received the following studies from potentially affected Indigenous Nations, which have been reviewed and incorporated into the Impact Statement:

- Apitipi Anicinapek Nation Indigenous Knowledge, Land Use and Occupancy Study for Canada Nickel Company Crawford Nickel Project 2023-2024
- Flying Post First Nation Socio-economic Study for Canada Nickel Company's Crawford Nickel Sulfide Project
- Flying Post First Nation Knowledge and Use Study for Canada Nickel Company's Crawford Nickel Sulfide Project
- Matachewan First Nation Socio-economic Study for Canada Nickel Company's Crawford Nickel Sulfide Project
- Matachewan First Nation Knowledge and Use Study for Canada Nickel Company's Crawford Nickel Project
- Mattagami First Nation Knowledge and Use Study for Canada Nickel Company's Crawford Nickel Project

- Mattagami First Nation Socio-economic Study for Canada Nickel Company's Crawford Nickel Project
- Taykwa Tagamou Nation Crawford Nickel Project Traditional Knowledge and Land Use Study
- Taykwa Tagamou Nation Socio-economic Study for the Crawford Nickel Project: Summary of Findings and Recommendations Report
- Métis Nation of Ontario – Region 3 Impact Study for the Crawford Nickel Mine Project

The use of data throughout the Impact Statement has been presented in accordance with the preferences of each Indigenous Nation through their iterative reviews, respective policies and protocols, consent for its use and public disclosure, and views regarding the characterization of their data and Indigenous Knowledge within the Impact Statement.

Canada Nickel will continue to engage with potentially affected Indigenous Nations and will consider information provided by these Indigenous Nations following submission of the Impact Statement. This includes Project-specific studies, which will be reviewed in the context of the Impact Statement, and considered for incorporation into Project planning, where appropriate. Additionally, long-term engagement methods will be formalized through the development of Impact and Benefit Agreements (IBAs), Memoranda of Understanding (MOUs), and Mutual Support Agreements (MSAs) with the Indigenous Nations, providing for sustained collaboration throughout the life of the Project.

7.1.3 Methods of Engagement

Since the submission of the Detailed Project Description (DPD) in December 2022, Canada Nickel has continued to implement a wide range of engagement activities and communication tools, which vary between Indigenous Nations depending on the stage of the relationship and the specific interests of each Indigenous Nation.

These activities include:

- participation in community events, including open houses and community meetings
- Exploration Agreements, business MOUs, IBAs, MSAs, and other agreements under development, signed or upcoming, as appropriate
- formation of committees, hiring of community liaisons and initiation of regularly scheduled meetings, as requested, and/or included in agreements
- participation in the Technical Working Group (TWG), led by IAAC, to coordinate reviews and focus on key issues associated with the Project. The TWG is composed of potentially affected First Nations and select regulatory agencies, with a focus on those agencies with mandates that directly overlap with the main key regulatory concerns that are likely to be associated with the Project.
- participation in baseline studies, including site visits, field programs, and review of baseline work plans and schedules, as appropriate, requested, and/or included in agreements

- provision of draft Impact Statement documents for review, such as sharing of draft Chapters 25 to 28 (Nation-specific assessments) and this engagement summary in early-mid November 2024 prior to formal submission to IAAC
- sharing of maps and other material to support identification by community members, specifically Elders, of culturally important or potential archaeological sites
- provision of funding, support, and opportunities for participation relating to Impact Statement and several baseline study programs, including Traditional Knowledge and Land Use, as well as Socio-economic, to support capacity building, information sharing, and meaningful collaboration
- sharing job and contract opportunities regularly, including future training programs, job postings, and business opportunities, with a focus on Canada Nickel's procurement and hiring initiatives for Indigenous Nations, Indigenous-owned businesses, and joint ventures.
- sponsorship and contributions to community activities and organizations, including support provided to date for sporting events/teams, Pow Wows, youth programs, etc.
- community meetings led by Canada Nickel, hosted in the community when invited, to present the aspects of Impact Statement and other Project updates, with opportunities for comprehensive question and answer periods
- involvement of Indigenous Peoples in the environmental baseline studies process according to each community or group's interests, expectations, and capacity for participation
- validating the interpretation and use of Indigenous Knowledge in assessment documentation (accounted for or to be accounted for in the relevant Agreement and plans for engagement)
- information sharing by email regarding proposed activities, meetings and Project updates

As part of its comprehensive public consultation efforts for interested Indigenous Peoples and Nations, Canada Nickel has shared information via email, newsletters, and the Project website. The Sustainable Communities Coordinator, formerly the Community Relations and Communications Coordinator, has access to a general mailbox for comments and queries from the public and Indigenous Peoples (community@canadanickel.com), which is monitored daily. Individual and group meetings have been held and minutes are shared directly with participants following meetings. Anonymous feedback surveys, factsheets, a summary of the Initial Project Description and the DPD have been shared on the Project website. A Virtual Public Information Centre was held from January 31 to February 22, 2024, and an in-person Public Information Centre was held on June 19, 2024, in Timmins, June 20, 2024, in Cochrane, and July 26, 2024 in Smooth Rock Falls. Many members of Taykwa Tagamou Nation, as well as the Nation's Chief and Council attended the Cochrane Public Information Centre, including Chief Bruce Archibald, Deputy Chief Derek Archibald, Councilor Roger Archibald, Lands and Resources Director Dwight Sutherland, and Business Development Officer Candice Tourville. Details regarding Canada Nickel's public engagement efforts, methods and outcomes are found in Chapter 6.

Engagement activities specific to each of the six potentially affected Indigenous Nations are described in Sections 7.2.1, 7.2.2, 7.2.3, and 7.2.4. Should interests or concerns be brought forward by additional Indigenous Nations identified by IAAC or directly to Canada Nickel, this information will be assessed in the context of the Impact Statement.

7.1.3.1 Technical Working Groups

IAAC led the formation of a TWG to coordinate reviews and address key issues related to the Project. The TWG includes Indigenous Nations and select agencies, particularly those with mandates that directly align with the primary federal regulatory concerns likely to be associated with the Project. The TWG meetings primarily focused on a subset of key issues related to the Project’s potential impacts, identified in the Tailored Impact Statement Guidelines and by TWG members. The TWG is intended to complement the other various forms of consultation and engagement. IAAC provided a Terms of Reference for the TWG specific to the Project. The Terms of Reference provides the administrative outline for the approach to the TWG throughout the Impact Assessment process. The guiding principles of the TWG are the following:

- advance the objective of Indigenous engagement and partnership
- good faith, respect, and reciprocal responsibility
- differing perspectives
- transparency and impartiality
- timeliness

Details of the TWG meetings for the Project are provided in Table 7.1 below.

Table 7.1 Details of Technical Working Group Meetings for the Project

Indigenous Nation / Agency	Date / Location	Meeting Purpose
TWG Meeting #1: Apitipi Anicinapek Nation, Flying Post First Nation, Matachewan First Nation, Mattagami First Nation, Taykwa Tagamou Nation, Wabun Tribal Council, Ministry of Environment Conservation and Parks, Ministry of Mines (MINES), Ministry of New Renewable Energy, Environment and Climate Change Canada, Fisheries and Oceans Canada, IAAC, Natural Resources Canada, Canada Nickel	March 27, 2024 Virtual (Zoom)	Discuss the Project description, purpose and need, assessment methodology, and baseline information, with a focus on fish and fish habitat, migratory birds, and species of importance to Indigenous Peoples
TWG Meeting #2: Apitipi Anicinapek Nation, Flying Post First Nation, Matachewan First Nation, Mattagami First Nation, Wabun Tribal Council, Taykwa Tagamou Nation, Ministry of Natural Resources, Ministry of Environment, Conservation and Parks, Environment and Climate Change Canada, MINES, Department of Fisheries and Oceans Canada, Natural Resources Canada, IAAC, Canada Nickel	June 19 and 20, 2024 In-person (Timmins)	Discuss the preliminary effects assessment for the Project regarding fish and fish habitat, migratory birds, and species of importance to Indigenous Peoples to facilitate resolution, to the extent possible, of issues.

7.1.3.2 Engaging Diverse Populations

The IAA requires applicants to apply gender-based analysis plus (GBA Plus) to identify the potential for the Project to disproportionately impact diverse groups of people, including vulnerable populations and populations identified by gender. GBA Plus is a means of identifying and analyzing how sex, gender and other identity factors of vulnerable populations (e.g., 2SLGBTQIA+) might result in different groups of people being affected by a project in different ways. Individual and social identity factors can include sex, gender, religion, race, social position, income, age, ability and education.

In accordance with IAAC guidance for GBA Plus in the Impact Assessment process (2021), Project-specific engagement activities must be designed to facilitate the effective involvement of all potentially affected diverse groups of people. Canada Nickel remained available to engage diverse populations of each potentially affected Indigenous Nation in culturally appropriate ways at the direction of Nation leadership, including a consideration of disproportionately distributed effects on groups/sub-groups (e.g., trapline, family) areas within the broader territory, and groups identified by gender, age, or other community relevant factors to support the collection of information needed to complete the GBA Plus. For the GBA Plus assessment, Canada Nickel also relied on publicly available information and the outcomes of engagement (see Chapters 25 to 28).

Other diverse methods of engagement were also made available through Indigenous engagement and public consultation activities, including the following:

- Including Indigenous Elders, Knowledge Keepers, and facilitators when agreed upon by Indigenous participants to provide culturally appropriate supports
- plain language materials made available and distributed in printed and digital format
- holding open house and information sessions virtually and with evening options to provide greater accessibility for those limited in mobility, with time, financial or other familial constraints
- holding in-person events in accessible venues with facilities to accommodate people with visual, hearing, and mobility impairments
- providing online or phone-based engagement opportunities as alternatives to in-person meetings, in consideration of evolving public health measures and to increase participation and accessibility for interested parties or persons
- recording community meetings and workshops and making this information available for participants, where appropriate and with the informed consent of the participants
- sharing the Project's website, telephone number, and anonymous line to facilitate the provision of information that is considered confidential by the individual or group
- providing meeting minutes electronically within two weeks of engagements

Canada Nickel will continue to adapt its inclusive engagement approach to reflect feedback received from Indigenous Nations.

7.1.3.3 Analyzing and Responding to Engagement Outcomes

Canada Nickel's engagement activities, along with the outcomes, have been and will continue to be tracked with the responses provided, as appropriate. Information from these engagement activities is collected and managed in a database designed to support this process. For each Indigenous Nation engaged on the Project, the database tracks the following:

- description of what, how, when and where information was provided and received
- summary of the activity, including information on concerns raised, and responses and measures taken to address the concerns
- description of outstanding concerns and proposed follow-up with Indigenous Nations, as required

Upon identification or receipt of Indigenous Knowledge, questions, comments, issues or concerns from potentially affected Indigenous Nations, Canada Nickel acknowledges receipt, identifies the appropriate technical specialists or designated environmental consultant to review the feedback, if applicable, and, once a response or resolution is developed, it is provided to the Indigenous Nation for further comment or dialogue. Information shared with Canada Nickel that is considered confidential will not appear on the public record. Refer to Section 7.1.2 for specific considerations regarding the treatment of Indigenous Knowledge in Project planning.

Canada Nickel seeks to work collaboratively with Indigenous Nations through an iterative process to address Project-related questions or concerns and to provide information on how their input influenced Project design or planning changes. The Indigenous Knowledge and input received by Indigenous Nations prior to, and since commencing, the Impact Statement have been incorporated throughout the assessment, as applicable. Consolidated analysis of the Indigenous Knowledge and input shared by each participating Indigenous Nation for the Project as well as Canada Nickel's actions taken and responses to the concerns raised, and recommendations made are found in Chapters 25 to 28.⁴

7.2 Engagement Activities and Outcomes

The following provides the summary of Canada Nickel's engagement activities and outcomes with the potentially affected Indigenous Nations since the submission of the DPD (December 2022), with the exception of historical agreements outlined in Sections 7.2.1.1, 7.2.2.1, 7.2.3.1, and 7.2.4.1. As Matachewan First Nation, Mattagami First Nation, and Flying Post First Nation have each requested the collective support of Wabun Tribal Council in engagement with Canada Nickel, activities with the three Indigenous Nations are collectively reported in Section 7.2.2 and activities unique to each Indigenous Nation are clearly attributed within the summary.

⁴ Inclusive of the *Summary Table of Comments Received During the Planning Phase* from IAAC to Canada Nickel on September 26, 2023, available at: <https://iaac-aeic.gc.ca/050/evaluations/document/153115>.

7.2.1 Apitipi Anicinapek Nation

Apitipi Anicinapek Nation signed Treaty 9 in 1906 and holds Section 35 rights under the *Constitution Act*, 1982. Apitipi Anicinapek Nation is part of the Anicinape Nation and is politically affiliated with the Algonquin Anishinabeg Nation Tribal Council in Québec and the Political Territorial Organization, Nishnawbe Aski Nation in Ontario (GOC 1964; AAN 2023, 2024). Historically, Apitipi Anicinapek Nation was part of a larger Nation, along with the Pikogan First Nation in Québec, but were separated in 1906 into the Abitibi Ontario Band and the Abitibi Dominion (Québec) (AAN 2023). The Abitibi Ontario Band had then changed its name to Wahgoshig First Nation in 1979, and then from Wahgoshig First Nation to Apitipi Anicinapek Nation in 2022 (AAN 2023). Apitipi Anicinapek Nation's Traditional Territory comprises the lands and waters stretching north along both sides of the Ottawa River and to the area around Lake Abitibi and the Harricana River, in the district of Cochrane in Northern Ontario, within Treaty 9 (AAN 2024). Apitipi Anicinapek Nation's reserve, Abitibi 70, is the smaller component of the Nation's Traditional Territory that was created in 1906 through Treaty 9 (CIRNAC 2024; GoC 1964; AAN 2024). Abitibi 70 is on the south shore of Lake Abitibi and comprises 7,770.10 ha (CIRNAC 2024a; AAN 2024). Abitibi 70 is approximately 95 km east of the Project and is the Nation's nearest land base.⁵

Since the submission of the DPD in December 2022, Canada Nickel has continued to share Project information with Apitipi Anicinapek Nation based on a current understanding of their Traditional Territory and area of interest. A summary of key communications and engagement activities related to the Impact Assessment is provided below. It is important to note that this is not an exhaustive account of all discussions and topics covered with Apitipi Anicinapek Nation that fall outside the scope of the Project and Impact Assessment process. As of mid-October 2024, Canada Nickel has had 160+ communications (e.g., emails, virtual meetings, in-person meetings, phone calls) with Apitipi Anicinapek Nation since the submission of the DPD, approximately 145 of which relate to the Project.

7.2.1.1 Agreements

7.2.1.1.1 Exploration Agreement

In January 2023, Canada Nickel and Apitipi Anicinapek Nation entered into an Exploration Agreement that commits Canada Nickel to ongoing consultation with Apitipi Anicinapek Nation for exploration activities in areas that may affect Apitipi Anicinapek Nation's Indigenous and Treaty Rights. The purpose of this Agreement is:

- To continue a mutually beneficial, cooperative and productive relationship through which Canada Nickel recognizes and agrees to respect the Indigenous rights and Treaty Rights of Apitipi Anicinapek Nation while engaged in the exploration activities and operation of the Project
- To provide a process through which Canada Nickel can consult with and accommodate the interests of Apitipi Anicinapek Nation as outlined herein with a view of reconciling any competing interests at stake

⁵ See Chapter 25 for more information regarding Canada Nickel's understanding of Apitipi Anicinapek Nation interests relative to the Project.

- To establish a relationship through which Apitipi Anicinapek Nation can identify opportunities for its citizens to participate in Canada Nickel's exploration activities and operations
- To provide Canada Nickel with evidence for its stakeholders, MINES, and the Ontario Ministry of Northern Development that Apitipi Anicinapek Nation and Canada Nickel intend to work together in a spirit of cooperation for mutual benefit as well as social, ecological, cultural, and economic well-being
- To set out the objectives, process, and topics for negotiations of a long-term benefit agreement between Apitipi Anicinapek Nation and Canada Nickel
- To come to a negotiated settlement of financial compensation for exploration activities

The key components of Exploration Agreements between First Nations and Canada Nickel focus on: business opportunities; employment and training; financial compensation; development process for long-term agreement negotiations; environmental matters; First Nation support; confidentiality; and dispute resolution mechanisms.

The Agreement requires Canada Nickel to provide Apitipi Anicinapek Nation with advanced notice of proposed permit applications and to notify them of proposed exploration activities when applicable. A summary of exploration activities is also provided to Apitipi Anicinapek Nation on a routine basis, with the most recent report having been sent in late June 2024. The most recent exploration payment to Apitipi Anicinapek Nation was made in late May 2024, corresponding to exploration activities conducted during the 2023 calendar year.

7.2.1.1.2 Impact and Benefit Agreement

Canada Nickel, in partnership with Apitipi Anicinapek Nation, is currently engaged in IBA negotiations so that Apitipi Anicinapek Nation benefits from the Project.

The purpose of an IBA is to:

- Develop and maintain a collaborative relationship between Canada Nickel and the First Nations with respect to the Project, which recognizes the need for mutual respect, mutual benefit, cooperation and co-existence with First Nation people, wildlife, and territory
- Develop and implement measures to protect the environment for ongoing and future use by First Nation Members
- Facilitate effective, efficient, and streamlined consultation with the First Nations by Canada Nickel relating to regulatory permitting, approvals processes, and other environmental matters associated with the Project and Project activities
- Provide the basis for legal certainty and support of the First Nations for the Project

The key components of IBAs between First Nations and Canada Nickel focus on: culture and education; education, training, and employment opportunities; business opportunities; compensation; environmental protection, mitigation, monitoring, and reporting; heritage and archaeological resources; site access; and capacity building. These agreements are designed to promote meaningful participation, respect for Indigenous rights, and long-term benefits for First Nations. Specific strategies to maximize benefits for First Nations through the IBA implementation include:

- Developing and implementing initiatives to educate and train all employees, including management, and contractors regarding Aboriginal and Treaty Rights and respect for First Nations' culture, values and way of life
- Developing initiatives to educate and train employees and contractors regarding unconscious bias and the importance of Equity, Diversity and Inclusion (EDI)
- Developing policies and guidelines for the Project to prioritize safety, respect, and inclusion
- Giving special consideration to cultural or special leave requests from First Nation Employees (cultural activities, bereavement, and in times of crisis in the community)
- Providing opportunities for the education, training, employment, and workplace integration, retention, and advancement of First Nations Members
- Reducing barriers to workforce participation and advancement by First Nations Members
- Promoting gender equity in the workforce
- Proactively communicating the Project's employment opportunities and needs with the First Nations
- Promoting and participating in First Nations recruitment initiatives
- Making reasonable efforts to require its contractors and their subcontractors to engage with the First Nations on their employment needs
- Proactively identifying opportunities for the education and training of First Nations Members, including "on the job" training and apprenticeships
- Identifying areas of priority education and training for First Nations Members
- Identifying opportunities for collaboration with third parties to provide education and training to First Nations Members
- Tracking and reporting results on a regular basis
- Outlining a framework for maximizing the participation of the First Nations through business and contracting opportunities while delivering goods and services at a cost, quality, and within the timelines required by the Project schedule, and in a manner that supports safe execution of the Project and the Project's economic viability

- Promoting the development of business expertise, skills, and capacity in the First Nations' communities, with a particular emphasis on securing long-term mandates where possible to build such expertise, skills, and capacity
- Defining specific processes that Canada Nickel and the First Nations will follow to facilitate the involvement of the First Nations and their Members in the procurement of goods and services required during different Project phases
- Compensating the First Nations for the Project's potential impacts on Traditional territories and Aboriginal and Treaty Rights
- Identifying, considering, and implementing strategies or measures to protect the environment and avoid, minimize, mitigate, remediate, investigate, monitor, or manage any potential Environmental Effects of the Project
- Facilitating and promoting the consideration of both Indigenous Traditional Knowledge and scientific information in environmental studies, risk assessments, environmental management, and environmental monitoring in respect of the Project
- Establishing an efficient, effective, and participatory process to obtain First Nations input and support for regulatory permitting and approvals processes through soliciting early and regular input from First Nations into applications for such authorizations and following a defined process to resolve any issues raised by the First Nations
- Promoting meaningful participation of the First Nations in the development, implementation, management, monitoring, and evaluation of measures that prevent or mitigate adverse Environmental Effects of the Project
- Establishing and maintaining means by which the First Nations can remain apprised in a regular and timely manner of the environmental performance and environmental regulatory compliance of the Project
- Providing the capacity for First Nations to be involved in the management of Unforeseen Events
- Adhering to Heritage Chance Find Protocol(s) and Archaeology and Cultural Heritage Management Plans
- Establishing the conditions for access to the Project Area (PA) by First Nations Members for the practice of traditional pursuits, acknowledging that, for safety and operational reasons, Canada Nickel may restrict access to certain lands within the PA. This may include restrictions on Members' use of those lands
- Providing funds to hire and maintain agreement implementation coordinators
- Providing support to promote community participation through the implementation of continuous engagement mechanisms such as implementing specific committee(s) and holding recurrent information sessions

The initial framework for the IBA between Apitipi Anicinapek Nation and Canada Nickel was shared in June of 2024, with negotiations still ongoing at the time of this submission.

7.2.1.2 Studies Led by Apitipi Anicinapek Nation

7.2.1.2.1 Traditional Knowledge and Land Use Study

A Traditional Knowledge and Land Use (TKLU) Study is an important tool used to document Indigenous communities' traditional practices, cultural heritage, and relationships with the land. It involves gathering knowledge from members about activities such as hunting, fishing, gathering, and the use of sacred and cultural sites, to better understand how development projects might impact these practices. For Apitipi Anicinapek Nation, the completion of a TKLU Study was funded by Canada Nickel.

The TKLU for Apitipi Anicinapek Nation highlights key concerns regarding the potential impacts of the Project on the First Nation's traditional practices, cultural heritage, and environmental health. Apitipi Anicinapek Nation members identified important land use activities, including hunting, fishing, gathering, and spiritual practices, within the PA. Concerns focused on disruptions to wildlife habitats, contamination of water sources, and loss of access to culturally important sites. Additionally, participants expressed concern about the cumulative effects of industrial activities, as previous developments had already degraded large parts of their Traditional Territory, affecting their ability to practice traditional harvesting and land use. These concerns have been integrated into Apitipi Anicinapek Nation's Tailored Chapter of the Impact Statement (Chapter 25), where corresponding mitigation measures are proposed.

The data collection for the TKLU Study involved a combination of desktop research, mapping exercises, and interviews with Apitipi Anicinapek Nation members who are knowledgeable about traditional land use within the PA. A total of 439 sites were mapped, with 89 located directly within the TKLU Study area, including areas for hunting, fishing, gathering, and cultural significance. The process emphasized community involvement, with Apitipi Anicinapek Nation researchers leading interviews and mapping sessions. With these efforts, the Study reflects the lived experiences and knowledge of Apitipi Anicinapek Nation members, and the findings serve as a critical tool for incorporating Indigenous Knowledge into the Project's planning and environmental assessment.

Canada Nickel and Apitipi Anicinapek Nation agreed on the scope and budget of the TKLU in the summer of 2023, with the Study funded by Canada Nickel. Canada Nickel subsequently invited Apitipi Anicinapek Nation to discuss the progression of the TKLU Study in both December of 2023 and January of 2024. Canada Nickel and Apitipi Anicinapek Nation discussed components of the TKLU Study in May of 2024, with Apitipi Anicinapek Nation submitting the completed Study to Canada Nickel in June of 2024.

7.2.1.2.2 Socio-economic Study

A Socio-economic Study was conducted by Apitipi Anicinapek Nation to assess how the Project may impact the social, economic, and cultural well-being of the First Nation. This type of Study collects and analyzes data on key factors such as employment, income, housing, health services, education, and traditional land use. The purpose is to understand both the positive and negative effects of the Project, so that any impacts on the First Nation's quality of life are considered and addressed. In relation to the

Impact Assessment process, the Socio-economic Study provides valuable insights into how the Project may affect the community's socio-economic conditions and helps inform the development of mitigation measures to reduce negative impacts.

Key concerns highlighted in the Apitipi Anicinapek Nation Socio-economic Study include but are not limited to impacts on cultural continuity due to Project activities, community health risks from environmental contamination, and limited economic opportunities. Mitigation measures addressing these concerns are outlined in Apitipi Anicinapek Nation's Tailored Chapter (Chapter 25). These measures aim to address Apitipi Anicinapek Nation's concerns while promoting cultural preservation and economic participation.

A proposal for a Socio-economic Study was discussed between Apitipi Anicinapek Nation and Canada Nickel in parallel with the TKLU Study in the summer of 2023. Following a change in the consulting firm supporting Apitipi Anicinapek Nation, the content of this proposal was deemed inadequate and was not retained. In January 2024, Apitipi Anicinapek Nation submitted a revised Socio-economic Study proposal to Canada Nickel, which then provided initial comments and recommendations for Apitipi Anicinapek Nation's review in February 2024. The consulting firm responsible for the February 2024 proposal was not retained, and Apitipi Anicinapek Nation subsequently secured a new consulting firm. A revised proposal was submitted in April 2024. This revision was discussed during an in-person meeting in late May, after which Canada Nickel accepted the revised proposal in June. Apitipi Anicinapek Nation's completed Socio-economic Study was provided to Canada Nickel in October 2024 with Apitipi Anicinapek Nation noting further supporting information would be provided to IAAC following submission of the Impact Statement.

7.2.1.3 Development of Valued Components

Canada Nickel provided Apitipi Anicinapek Nation with list of proposed VCs and associated mitigation measures for the Project in April 2024, seeking their feedback to confirm the list represented the First Nation's interests and concerns. As of the mid-October 2024, no feedback has been received from Apitipi Anicinapek Nation on the proposed VCs, inclusive of Canada Nickel and Apitipi Anicinapek Nation's joint review of the Nation's Tailored Chapter on October 31, 2024, at which point feedback has been incorporated with regards to potential impacts and corresponding mitigation measures, but no concerns were raised for proposed VCs. Apitipi Anicinapek Nation has expressed interest in identifying projects focused on fish habitat creation or reclamation at recent meetings in May and September 2024, to mitigate potential effects of the Project on fish and fish habitat. Canada Nickel continues to engage with Apitipi Anicinapek Nation to explore additional compensation options and establish appropriate mitigation measures.

7.2.1.4 Development of Tailored Chapter

Canada Nickel has developed a Tailored Chapter (Chapter 25) in the Impact Statement to address the comments, concerns, and proposed mitigation measures specific to Apitipi Anicinapek Nation. Its purpose is to assess the potential effects of the Project on Apitipi Anicinapek Nation's interests, including Indigenous and Treaty Rights, cultural heritage, and socio-economic conditions. The chapter includes input from Apitipi Anicinapek Nation's engagement, reflecting their perspectives and concerns, such as

the impact on land use, cultural practices, and environmental changes. By incorporating Indigenous Knowledge and addressing these concerns, the chapter aims at aligning mitigation measures with Apitipi Anicinapek Nation's priorities, focusing on reducing negative effects and supporting their long-term interests.

In early May 2024, Canada Nickel provided Apitipi Anicinapek Nation with a partial draft of this Tailored Chapter for their review, with a request for feedback by the end of the month. Although an in-person meeting was proposed for mid-June 2024 to review the chapter and discuss the VCs, the meeting did not take place. A subsequent meeting was held with Apitipi Anicinapek Nation, Canada Nickel, and technical consultants in late October 2024 to review the Tailored Chapter intended for the Impact Statement submission.

7.2.1.5 Information Sharing and Events

The relationship between Canada Nickel and Apitipi Anicinapek Nation has seen ongoing efforts at collaboration, particularly in areas such as Project updates, environmental stewardship, and community involvement. In October 2023, Canada Nickel provided Apitipi Anicinapek Nation with an initial overview of the highlights and key findings from the Feasibility Study (FS) for the Project by email. Following the completion of the FS in late 2023, Canada Nickel notified Apitipi Anicinapek Nation of the Study's completion via email, and shared plans to apply insights gained from the FS to the engagement strategy with Apitipi Anicinapek Nation.

In early 2024, Canada Nickel invited Apitipi Anicinapek Nation to participate in a Virtual Public Information Centre to gather feedback about the Project, which Apitipi Anicinapek Nation representatives did not attend. The Virtual Public Information Centre covered topics such as the Project overview, the Impact Assessment process, Project components and activities, the purpose of the Project, the need for the Project, and baseline conditions.

In early 2024, a TWG was jointly established by IAAC and Canada Nickel for the Project. The TWG was developed to bring together Canada Nickel, federal and provincial government representatives, and potentially affected Indigenous Nations to address key technical issues related to the Project that fall under federal jurisdiction. Its primary purpose is to allow Indigenous Nations to provide input, share Indigenous Knowledge alongside Western scientific knowledge, and participate in assessing potential effects of the Project. Apitipi Anicinapek Nation is a member of the TWG and was invited by IAAC to participate in virtual discussions in March of 2024 and in-person discussions in June of 2024. Three Apitipi Anicinapek Nation representatives attended the March meeting, which focused on key technical issues such as fish and fish habitat, species of importance, and migratory birds. This meeting provided Apitipi Anicinapek Nation with the opportunity to comment on proposed mitigation measures designed to address potential Project effects related to these topics. Apitipi Anicinapek Nation raised several questions and comments during this meeting, which have been incorporated into Apitipi Anicinapek Nation's Tailored Chapter of the Impact Statement (Chapter 25). The June 2024 meeting focused on discussing alternative means of carrying out the Project, details of the Impact Statement, and the results of various technical studies being completed to assess the potential effects of the Project. Four Apitipi Anicinapek Nation representatives attended the June 18th meeting and shared comments, concerns and

recommendations related to the Project, which have also been incorporated into Apitipi Anicinapek Nation's Tailored Chapter of the Impact Statement.

In early 2024, Canada Nickel informed Apitipi Anicinapek Nation that the Company was initiating its stakeholder and public engagement process, and reaffirmed Canada Nickel's commitment to continue discussions with Apitipi Anicinapek Nation and other Indigenous Nations involved in the Impact Assessment process.

Canada Nickel provided the 2023 Environmental, Social, and Governance (ESG) Report to Apitipi Anicinapek Nation in early November 2024. Canada Nickel also actively seeks to involve Apitipi Anicinapek Nation in the Project by offering opportunities for participation in environmental monitoring programs and keeping them informed about Project design and plans. Throughout 2023 and 2024, Canada Nickel provided Apitipi Anicinapek Nation with information related to numerous fieldwork programs, including a Lake Sturgeon survey, vegetation abundance and composition monitoring, and fish tissue sampling and habitat monitoring. Canada Nickel invited the Nation for a site tour of the Project in June 2024 to develop a better understanding of the proposed Project design, as well.

7.2.2 Wabun Tribal Council

Wabun Tribal Council represents, advocates, and provides services to six Treaty 9 Indigenous Nations, including potentially affected Indigenous Nations: Flying Post First Nation, Matachewan First Nation, and Mattagami First Nation.⁶

Flying Post First Nation is an Ojibwe and Cree First Nation community, and its rights are recognized under Section 35 of the Canadian *Constitution Act*, 1982. Flying Post First Nation's original Chief, Chief Black Ice, signed the Treaty 9 documentation of 1906. Although not formally part of the Impact Assessment Agreement, a representative from Flying Post First Nation was appointed as an Impact Assessment Coordinator after Wabun Tribal Council expressed that the First Nation would like to be consulted and accommodated on the Project in July of 2022. Flying Post First Nation's reserve, Flying Post 73, is situated northwest of Timmins, Ontario, along the Ground Hog River, and has an area of 5,957 ha (FPFN 2023). Flying Post 73 is the Nation's nearest land base, and it is located approximately 46 km southwest of the Project. Flying Post First Nation is a member of Nishnawbe Aski Nation, that was created in 1973 to represent 49 Indigenous Nations in Northern Ontario, and it was previously known as Grand Council Treaty 9. Flying Post First Nation is also a member of Wabun Tribal Council.

Matachewan First Nation is a First Nation community located in northern Ontario whose rights are recognized under Section 35 of the Canadian *Constitution Act*, 1982. In 1906, several members of Matachewan First Nation met with Treaty Commissioners to sign Treaty 9 after which Matachewan held an election and Chief Michel Batise was elected the Nation's first Chief under the new Treaty (GOC 1964, MTFN n.d.). Payment for the land designated under the Treaty was also made to 79 Matachewan members the day after the Treaty was signed (MTFN n.d.). Matachewan First Nation's community primarily resides at Matachewan 72, a reserve located in the Timiskaming District of Ontario that occupies

⁶ See Chapter 27 for more information regarding Canada Nickel's understanding of each of the Nations' interests relative to the Project.

an area of 4,158 ha (CIRNAC 2024b). The community is situated approximately 30 km southeast of the town of Matachewan and about 60 km west of Kirkland Lake off Highway 66 (MTFN n.d.). Matachewan 72 is approximately 85 km southeast of the Project. Like Flying Post First Nation, Matachewan First Nation is also member of Nishnawbe Aski Nation and Wabun Tribal Council.

Mattagami First Nation, Mattagami meaning “Meeting of the Waters” in Ojibwe, is home to the Ojibwe and Oji-Cree people (MGFN 2023a). The Ojibwe and Oji-Cree have long occupied the Mattagami River shores and Mattagami Lake areas, going as far as the Moose River head waters of the James Bay Coast (MGFN 2023c). Mattagami First Nation signed Treaty 9, also known as the James Bay Treaty, on July 7, 1906, by Mattagami members Andrew Luke, Joseph Shemeket, Thomas Chicken, and James Nevue (GOC 1964, WTC 2023). Mattagami First Nation’s reserve, Mattagami 71 (5,261 ha), is 113 km southwest of Kirkland Lake (CIRNAC 2024c). The Mattagami reserve is about 20 km northeast of Gogama and is accessible by road 5 km from Highway 144 (WTC 2023). The original Mattagami First Nation community was located in a small area on the shore of Mattagami Lake but was moved in the early 1950s to gain better access to the developing road system (MGFN 2023b, WTC 2023), and due to displacement by flooding resulting from hydroelectric development (MGFN 2023a). Mattagami First Nation’s nearest land base, Mattagami 71, is approximately 85 km south of the PA. Like Flying Post First Nation and Matachewan First Nation, Mattagami First Nation is also member of Nishnawbe Aski Nation and Wabun Tribal Council.

For additional information related to Wabun Tribal Council, refer to the combined Tailored Chapter for Member First Nations (Chapter 27).

Canada Nickel’s consultation and engagement with Matachewan First Nation, Mattagami First Nation and Flying Post First Nation has been regularly supported by Wabun Tribal Council. Since the submission of the DPD, Canada Nickel has continued to exchange communications with Wabun Tribal Council as the preferred primary point of contact for Flying Post First Nation, Matachewan First Nation, and Mattagami First Nation. A summary of key communications and engagement activities related to the Impact Assessment is provided below. It is important to note that this is not an exhaustive account of all discussions and topics covered with Flying Post First Nation, Matachewan First Nation, and Mattagami First Nation that fall outside the scope of the Project and Impact Assessment process. As of mid-October 2024, Canada Nickel has had 275+ communications (e.g., emails, virtual meetings, in-person meetings, phone calls) with Wabun Tribal Council since the submission of the DPD, approximately 260 of which relate to the Project. This refers to communications with representatives of Wabun Tribal Council, and not direct communications with Flying Post First Nation, Matachewan First Nation, and Mattagami First Nation.

7.2.2.1 Agreements

7.2.2.1.1 Memorandum of Understanding

Noble Mineral Exploration Inc. (Noble) previously owned the property on which the Project is sited. On January 9, 2012, Noble signed a Memorandum of Understanding (MOU) with Matachewan First Nation and Mattagami First Nation in relation to exploration to be conducted on its Project 81 located in the Timmins area, which encompasses the current Project property. The MOU between Noble, Matachewan

First Nation, and Mattagami First Nation established terms that emphasize mutual respect for the land and a commitment to responsible exploration within their Traditional Territories. The Agreement was to remain in effect during the initial program until Noble entered into an IBA with Matachewan First Nation and Mattagami First Nation.

In February 2020, Canada Nickel, Matachewan First Nation, and Mattagami First Nation signed a MOU that commits Canada Nickel to ongoing consultation with the First Nations for exploration activities that may affect their Indigenous and Treaty Rights. Two amendments were made to the MOU in August 2020 and April 2023. The purpose of this MOU is:

- To continue a mutually beneficial, cooperative, and productive relationship through which Canada Nickel recognizes and agrees to respect the Indigenous and Treaty Rights of Matachewan First Nation and Mattagami First Nation while engaged in the exploration activities and operation of the Project
- To provide a process through which Canada Nickel can consult with and accommodate the interests of Matachewan First Nation and Mattagami First Nation as outlined herein with a view of reconciling any competing interests at stake
- To establish a relationship through which Matachewan First Nation and Mattagami First Nation can identify opportunities for its citizens to participate in Canada Nickel's exploration activities and operations
- To provide Canada Nickel with evidence for its stakeholders, MINES, and the Ontario Ministry of Northern Development that Matachewan First Nation, Mattagami First Nation, and Canada Nickel intend to work together in a spirit of cooperation for mutual benefit as well as social, ecological, cultural, and economic well-being
- To set out the objectives, process, and topics for negotiations of a long-term benefit agreement between Matachewan First Nation, Mattagami First Nation, and Canada Nickel
- To come to a negotiated settlement of financial compensation for exploration activities

The Agreement requires Canada Nickel to provide Matachewan First Nation and Mattagami First Nation with advanced notice of proposed permit applications and to notify them of proposed exploration activities when applicable. Although the MOU between Canada Nickel, Matachewan First Nation, and Mattagami First Nation does not mandate a specific amount of advanced notice for proposed permit applications, Canada Nickel informs these First Nations approximately 15 days in advance of the anticipated submission date. The most recent exploration payments to Matachewan First Nation and Mattagami First Nation were made in late May 2024, corresponding to exploration activities conducted during the 2023 calendar year.

7.2.2.1.2 Impact Assessment Agreement

Canada Nickel signed an Impact Assessment Agreement with Matachewan First Nation and Mattagami First Nation in February 2022, which formalizes Canada Nickel's commitment to engage these First Nations throughout the federal Impact Assessment process for the Project. It provides technical and financial support to these First Nations through their involvement in the Project's environmental assessments and mandating the sharing of relevant technical information. The Agreement also includes ongoing engagement by facilitating regular communication between Canada Nickel, Matachewan First Nation, Mattagami First Nation, and Flying Post First Nation. As part of the Agreement, Canada Nickel commits to working collaboratively with these First Nations, providing funding for Indigenous-led studies (e.g., Traditional Knowledge and Land Use, Socio-economic) to better understand and address potential impacts on their Indigenous and Treaty Rights, particularly under the *Constitution Act of 1982*. This includes both adverse and beneficial effects, prioritizing First Nations' concerns in the Project's development.

The overall purpose of the Impact Assessment Agreement is to:

- Outline the process to be used between Canada Nickel and these First Nations for pro-active involvement of these First Nations and the completion of engagement commitments to fulfill the Impact Assessment requirements Canada Nickel has in relation to the Project
- Provide these First Nations with the funding and resources required to build technical capacity within their communities and allow for engagement in the Impact Assessment process
- Provide these First Nations with funding to participate in studies determined to be required by these First Nations as part of the Impact Assessment process
- Provide these First Nations with the opportunity to be involved in the Impact Assessment process by completing various studies (i.e., Traditional Knowledge and Land Use, and Socio-economic Study) and activities
- Provide the First Nations with adequate funding related to the Scope to engage in studies and assessments for the Project
- Provide benefit to Canada Nickel from the studies and activities undertaken by the First Nations in relation to the implementation of this Agreement as the Project proceeds through the Impact Assessment process
- Provide clarity to Canada Nickel on the expected studies and activities that the First Nations require to participate in the Impact Assessment process

The Impact Assessment Agreement also included the establishment of Impact Assessment Coordinators, who serve as liaisons to support the review of studies and facilitate these First Nations' participation in the federal Impact Assessment process. Since summer of 2022, all three Impact Assessment Coordinators have met virtually with Canada Nickel representatives, as well as Wabun Tribal Council Representative(s), on a bi-weekly basis. These meetings provide updates on the Project's status, review

of relevant sections of the Impact Statement and information related to the Impact Assessment process, upcoming deliverables, and in turn, the Impact Assessment Coordinators offer insight into their First Nation's initiatives. They also serve as a platform for the Impact Assessment Coordinators to raise questions, share concerns, and request further information. Due to staff changes, the Impact Assessment Coordinator role for Matachewan First Nation was vacant from October 2023 until early February 2024. During this period, turnover at Canada Nickel also contributed to a temporary pause in the bi-weekly Impact Assessment Coordinator meetings. These meetings resumed in February 2024, following the staffing changes at both Matachewan First Nation and Canada Nickel. In March 2024, the Matachewan Impact Assessment Coordinator left the position, and an interim Impact Assessment Coordinator was appointed. By May 2024, a full-time Impact Assessment Coordinator was hired for Matachewan First Nation and regular communication resumed.

7.2.2.1.3 Impact and Benefit Agreement

Canada Nickel, in partnership with Wabun Tribal Council, is currently engaged in IBA negotiations with Flying Post First Nation, Matachewan First Nation, and Mattagami First Nation relative to the Project.

The purpose of this IBA is to:

- Develop and maintain a collaborative relationship between Canada Nickel and these First Nations with respect to the Project, which recognizes the need for mutual respect, mutual benefit, cooperation, and co-existence
- Develop and implement measures to protect the environment for ongoing and future use by these First Nation members
- Facilitate effective, efficient, and streamlined consultation with these First Nations relating to regulatory permitting, approvals processes, and other environmental matters associated with the Project and Project activities
- Provide the basis for legal certainty and support of these First Nations for the Project

The key components of the IBA between these First Nations and Canada Nickel focus on: culture and education; education, training, and employment opportunities; business opportunities; compensation; environmental protection, mitigation, monitoring, and reporting; heritage and archaeological resources; site access; and capacity building. These Agreements are designed to promote meaningful participation, respect for Indigenous and Treaty Rights, and long-term benefits for these First Nations. Specific strategies to maximize benefits for these First Nations through the IBA implementation include:

- Developing and implementing initiatives to educate and train all employees, including management, and contractors regarding Indigenous and Treaty Rights and respect for First Nations' culture, values, and way of life
- Developing initiatives to educate and train employees and contractors regarding unconscious bias and the importance of EDI

- Developing policies and guidelines for the Project to prioritize safety, respect, and inclusion
- Giving special consideration to cultural or special leave requests from First Nation employees (e.g. cultural activities, bereavement, and in times of crisis for the Nation, etc.)
- Providing opportunities for the education, training, employment, and workplace integration, retention, and advancement of First Nations members
- Reducing barriers to workforce participation and advancement by First Nations members
- Promoting gender equity in the workforce
- Proactively communicating the Project's employment opportunities and needs with the First Nations
- Promoting and participating in First Nations recruitment initiatives
- Making reasonable efforts to require its contractors and their subcontractors to engage with these First Nations on their employment needs
- Proactively identifying opportunities for the education and training of First Nations members, including "on the job" training and apprenticeships
- Identifying areas of priority education and training for First Nations members
- Identifying opportunities for collaboration with third parties to provide education and training to First Nations members
- Tracking and reporting results on a regular basis
- Outlining a framework for maximizing the participation of the First Nations through business and contracting opportunities while delivering goods and services at a cost, quality, and within the timelines required by the Project schedule, and in a manner that supports safe execution of the Project and the Project's economic viability
- Promoting the development of business expertise, skills, and capacity in these First Nations' communities, with a particular emphasis on securing long-term mandates where possible to build such expertise, skills, and capacity
- Defining specific processes that Canada Nickel and the First Nations will follow to facilitate the involvement of these First Nations and their members in the procurement of goods and services required during different Project phases
- Compensating these First Nations for the Project's potential impacts on their Traditional Territories and Indigenous and Treaty Rights

- Identifying, considering, and implementing strategies or measures to protect the environment and avoid, minimize, mitigate, remediate, investigate, monitor, or manage any potential environmental effects of the Project
- Facilitating and promoting the consideration of both Indigenous Knowledge and scientific information in environmental studies, risk assessments, environmental management, and environmental monitoring in respect of the Project
- Establishing an efficient, effective, and participatory process to obtain these First Nations input and support for regulatory permitting and approvals processes through soliciting early and regular input from these First Nations into applications for such authorizations and following a defined process to resolve any issues raised by these First Nations
- Promoting meaningful participation of these First Nations in the development, implementation, management, monitoring, and evaluation of measures that prevent or mitigate adverse Environmental Effects of the Project
- Establishing and maintaining means by which these First Nations can remain apprised in a regular and timely manner of the environmental performance and environmental regulatory compliance of the Project
- Providing the capacity for these First Nations to be involved in the management of Unforeseen Events
- Adhering to Heritage Chance Find Protocol(s) and Archaeology and Cultural Heritage Management Plans
- Establishing the conditions for access to the PA by these First Nations members for the practice of traditional pursuits, acknowledging that, for safety and operational reasons, Canada Nickel may restrict access to certain lands within the PA. This may include restrictions on members' use of those lands
- Providing funds to hire and maintain agreement Implementation Coordinators
- Providing support for community participation through the implementation of continuous engagement mechanisms such as implementing specific committee(s) and holding recurrent information sessions

The initial framework for the IBA between Wabun Tribal Council, Flying Post First Nation, Matachewan First Nation, Mattagami First Nation, and Canada Nickel was shared in February 2021, with negotiations still ongoing at the time of this submission.

7.2.2.2 Studies Led by Flying Post First Nation, Matachewan First Nation, Mattagami First Nation, and Wabun Tribal Council

7.2.2.2.1 Traditional Knowledge and Land Use Study

A TKLU Study is an important tool used to document First Nations' traditional practices, cultural heritage, and relationships with the land. It involves gathering knowledge from members about activities such as hunting, fishing, gathering, and the use of sacred and cultural sites, to better understand how development projects might impact these practices. For the following First Nations, the completion of a TKLU Study by each First Nation was funded by Canada Nickel. These First Nations submitted the TKLU studies to Canada Nickel in March 2024, with additional information such as relevant shape files, being submitted in April 2024.

Flying Post First Nation

Flying Post First Nation's TKLU Study identified key concerns regarding the potential impacts of the Project. These concerns focus on hunting and trapping, water and fishing, food plants and medicines, and cultural continuity. Flying Post First Nation members expressed concerns about the disruption of hunting grounds, including the loss of critical habitat for species such as moose and small game, and increased access by non-Indigenous land users due to Project infrastructure. Waterways, particularly the Mattagami River, are vital for ceremonial and cultural practices, fishing, and access to clean water. Members also raised concerns about the contamination of water sources from Project activities, which could disrupt fish populations and other aquatic life. Additionally, the gathering of food plants and medicinal herbs may be potentially impacted by habitat disruption and contamination. Concerns about cultural continuity were substantial, with the potential for Traditional Knowledge transfer to be disrupted, especially in areas used for teaching and ceremonies. To address these concerns, Canada Nickel has proposed mitigation measures in Wabun Tribal Council's Tailored Chapter of the Impact Statement (Chapter 27). These measures were reviewed and refined during joint meetings held throughout 2024.

The data collection for the TKLU Study involved mapping interviews with seven Knowledge Holders between February 14 and 22, 2023. A total of 38 site-specific values were identified within the PA, Local Study Area (LSA), and Regional Study Area (RSA), covering hunting, fishing, and culturally important areas.

Matachewan First Nation

Matachewan First Nation's TKLU Study highlighted several key concerns about the potential impacts of the Project on their cultural, environmental, and socio-economic well-being. These concerns primarily focus on the disruption to cultural continuity, including access to ancestral lands, knowledge transmission, and ceremonial practices. Matachewan First Nation expressed concerns about the potential contamination of water sources, particularly the Mattagami River, which is central to fishing, gathering, and cultural practices. Other concerns include the impact of industrial activities on wildlife habitats, which could hinder hunting and trapping activities, and the degradation of medicinal plants and food sources due to contamination from mining operations. These disruptions could limit future use of the land for traditional practices and negatively affect intergenerational knowledge transfer. To address these

concerns, Canada Nickel has proposed mitigation measures in Wabun Tribal Council's Tailored Chapter of the Impact Statement (Chapter 27). These measures were reviewed and refined during joint meetings held throughout 2024.

Data for the TKLU Study were collected through interviews, mapping exercises, and site visits, involving key knowledge holders from the Matachewan First Nation. The Study identified 89 site-specific use values related to hunting, fishing, gathering, and cultural practices across the PA, LSA, and RSA. The findings underscored the ongoing use of these areas for traditional practices, many of which were deemed at risk due to the proposed Project's physical footprint and associated activities. These findings have been integrated into Wabun Tribal Council's Tailored Chapter of the Impact Statement (Chapter 27).

Mattagami First Nation

Mattagami First Nation's TKLU Study identified several key concerns related to the potential impacts of the Project. These concerns focus on hunting and trapping, water and fishing, food plants and medicines, and cultural continuity. Members of Mattagami First Nation are concerned about the degradation of hunting grounds due to habitat loss, increased public access through Project-related roadways, and potential contamination of animal forage, which could reduce the quality of hunted meat. Additionally, concerns were raised about the contamination of water sources, leading to reduced fish populations and a loss of confidence in the health of fish. Access restrictions related to Project infrastructure could further diminish the community's ability to practice traditional harvesting. Mattagami First Nation also raised concerns that the relocation of Highway 655 and subsequent increased industrial activity could disrupt culturally important areas and impede knowledge transmission from Elders to younger generations. To address these concerns, Canada Nickel has proposed mitigation measures in Wabun Tribal Council's Tailored Chapter of the Impact Statement (Chapter 27). These measures were reviewed and refined during joint meetings held throughout 2024.

Data for the TKLU Study were collected through semi-structured interviews with 16 Mattagami First Nation members, conducted between January and March 2023. The Study involved mapping interviews to identify site-specific values related to hunting, fishing, plant harvesting, and cultural practices within the PA, LSA, and RSA. A total of 77 site-specific values were reported.

7.2.2.2 Socio-economic Study

A Socio-economic Study was conducted by all Flying Post First Nation, Matachewan First Nation, and Mattagami First Nation to assess how the Project may impact the social, economic, and cultural well-being of each of these First Nations. This type of Study collects and analyzes data on key factors such as employment, income, housing, health services, education, and traditional land use. The purpose is to understand both the positive and negative effects of the Project, so that any impacts on these First Nations members' quality of life are considered and addressed. In relation to the Impact Assessment process, the Socio-economic Study provides valuable insights into how the Project may affect the socio-economic conditions of these First Nations and helps inform the development of mitigation measures to reduce negative impacts. The baseline Socio-economic Study aims to assess the existing social and economic conditions within these First Nations prior to commencement of construction and operations.

Flying Post First Nation

Flying Post First Nation's Socio-economic Study highlighted several key concerns about the potential impacts of the Project on the First Nation's well-being. These concerns primarily revolve around employment opportunities, income security, education and training, and the broader social impacts that may arise from the presence of the Project. Many members identified barriers to securing stable employment, such as the lack of adequate education and training opportunities, health concerns, and family responsibilities. There were also concerns about the impact of temporary work camps, which could lead to increased risks of violence, including sexual violence, and could potentially disrupt the safety and cohesion of the Nation. To address these concerns, Canada Nickel proposed mitigation measures in Wabun Tribal Council's Tailored Chapter of the Impact Statement (Chapter 27). These measures were reviewed and refined during joint meetings held throughout 2024.

Data collection for the Socio-economic Study involved a combination of surveys and interviews conducted with Flying Post First Nation members in 2021 and 2023. A total of 89 adults participated in the surveys, representing a large portion of the First Nation's population. The analysis revealed that while many members are employed, there are substantial barriers to workforce participation, particularly for women and those with family obligations. Additionally, there was a strong desire for improved access to traditional lands and better integration of cultural practices into community and work life.

Matachewan First Nation

The Socio-economic Study conducted by Matachewan First Nation highlighted several key concerns, particularly related to employment, housing, and health services. Members of Matachewan First Nation expressed frustration over the lack of stable employment opportunities, even after participating in training programs linked to previous mining projects. They also emphasized the need for youth-focused employment initiatives and specialized training that leads to actual job placement within the industry. Housing was identified as a critical issue, especially for Elders and families with mobility challenges, who face a shortage of appropriate housing options. Additionally, there were concerns about the limited access to healthcare services due to the remoteness of the First Nation Reserve and the insufficient number of healthcare providers. Members stressed the need for improved local healthcare facilities and services, including a greater integration of traditional healing practices. To address these concerns, Canada Nickel proposed mitigation measures in Wabun Tribal Council's Tailored Chapter of the Impact Statement (Chapter 27). These measures were reviewed and refined during joint meetings held throughout 2024.

Data collection for the Socio-economic Study involved surveys and interviews with Matachewan First Nation members in 2022 and 2023, which revealed that employment, income security, housing, and healthcare were critical concerns.

Mattagami First Nation

Mattagami First Nation's Socio-economic Study identified several key concerns related to the potential impacts of the Project. These concerns primarily focused on employment, income security, housing, and community well-being. Many participants reported low-income levels, with over half earning less than

\$40,000 per year. Employment barriers, such as transportation difficulties and family obligations, were highlighted as issues. Housing shortages, particularly for Elders and young families, were also a major concern, with many members facing long waitlists for housing on-reserve. Additionally, the community expressed concerns about the potential social impacts of the Project, including the influx of non-Indigenous workers, which could lead to increased discrimination, violence, and risks such as human trafficking, particularly for vulnerable groups like women and youth. To address these concerns, Canada Nickel proposed mitigation measures in Wabun Tribal Council's Tailored Chapter of the Impact Statement (Chapter 27). These measures were reviewed and refined during joint meetings held throughout 2024s.

The data for this Study were collected through a survey of 72 adult members of Mattagami First Nation in 2021, as well as key informant interviews with community members in 2023. The analysis revealed vulnerabilities in employment, housing, and health services, but also a desire among members for improved access to education, training, and traditional cultural practices.

7.2.2.3 Development of Valued Components

Canada Nickel provided Flying Post First Nation, Matachewan First Nation, and Mattagami First Nation with a proposed list of VCs and associated mitigation measures for the Project in March 2024, seeking their feedback to confirm the list represented the First Nations' interests and concerns. Virtual meetings were held between Canada Nickel and these First Nations in February, March, and April 2024 to refine the VC list. The submission of these First Nations feedback was delayed in May due to a state of emergency within Mattagami First Nation, which led to the postponement of internal First Nation committee meetings. These First Nations sent Canada Nickel a proposed list of additional VCs to be included in the Impact Statement in mid-July 2024 via email. Canada Nickel representatives and technical consultants met with these First Nations approximately one week later to review the list of proposed VCs and confirm comments were understood for integration into the Impact Statement.

7.2.2.4 Development of Tailored Chapter

Canada Nickel has developed a Tailored Chapter (Chapter 27) in the Impact Statement to address the specific comments and concerns of Flying Post First Nation, Matachewan First Nation, and Mattagami First Nation. Its purpose is to assess the potential effects of the Project on these First Nations interests, including Indigenous and Treaty Rights, cultural heritage, and socio-economic conditions. Chapter 27 includes input from ongoing engagement, reflecting these First Nations perspectives and concerns, such as the impact on land use, cultural practices, and environmental changes. By incorporating Indigenous Knowledge and addressing these concerns, Chapter 27 includes mitigation measures that are aligned with the priorities of these First Nations.

In May 2024, Canada Nickel shared a partial draft of the Tailored Chapters of the Impact Statement with Flying Post, Matachewan, and Mattagami First Nations, requesting feedback. During a virtual meeting in June 2024, these First Nations provided input and suggested merging the individual chapters into a single chapter for all three First Nations. Canada Nickel agreed and committed to providing a revised version for review in late July 2024. Subsequent meetings to discuss the revised Tailored Chapter (Chapter 27) were held again in late July and late October 2024.

7.2.2.4.1 Information Sharing and Events

On July 14, 2022, Wabun Tribal Council sent a letter to Canada Nickel expressing support for the inclusion of Flying Post First Nation in the Impact Assessment process and the MOU negotiations for the Project. The letter outlined proposed modifications to the Impact Assessment Agreement to reflect Flying Post First Nation's participation. The letter affirmed Wabun Tribal Council's positive relationship with Canada Nickel and commitment to facilitating the process.

On November 9, 2023, Flying Post, Mattagami, and Matachewan First Nations sent a letter of support to Canada Nickel regarding the Project. The letter endorses Canada Nickel's Closure Plan, referencing the 2020 MOU and its associated long-term support and consultation. It highlights independent reviews of Canada Nickel's plans and their incorporation of these First Nations feedback. The letter commends Canada Nickel's transparent and collaborative approach and expresses confidence in addressing future concerns.

The bi-weekly Impact Assessment Coordinator meetings outlined in Section 7.2.2.1.2 serve as a key platform for providing updates related to the Impact Statement submission process. In February 2024, Canada Nickel informed Wabun Tribal Council, Flying Post, Matachewan, and Mattagami First Nations of its plans to submit the Impact Statement by the end of summer, and later, in April, updated the Impact Assessment Coordinators about the Impact Statement submission's postponement to allow for further engagement with Indigenous Nations. In early October 2024, Canada Nickel informed Wabun Tribal Council, Flying Post First Nation, Matachewan First Nation and Mattagami First Nation of its revised plan to submit Chapter 27 of the Impact Statement in November 2024, allowing these First Nations additional time for review. Although a meeting to discuss the final draft of Chapter 27 was originally scheduled for early October, it was postponed to late October to allow these First Nations additional time to review the chapter, which was completed in mid-October. In a virtual bi-weekly meeting in July 2024, Stantec technical representatives joined to discuss the Conceptual Closure Plan for the Project. Stantec presented details about discharge sites, progressive rehabilitation, and closure timelines, noting that closure would begin around 2076. The Impact Assessment Coordinators raised several comments and concerns related to tailings management, water quality, stockpile sizes, and Indigenous involvement in the closure process, all of which have been incorporated, with mitigation measures, into Chapter 27.

At the bi-weekly Impact Assessment Coordinator meetings, Canada Nickel also provides quarterly environmental dashboard updates. These updates include a review of environmental activities, such as wildlife observations, any reportable or non-reportable spills, and environmental incidents. The quarterly environmental dashboard updates also provide an overview of completed regional drilling activities, including total metres drilled, as well as a summary of water takings.

In mid-June 2024, the Impact Assessment Coordinators participated in a tour of the Project site. The tour provided an overview of Canada Nickel's baseline hydrology and air quality monitoring programs, the proposed site layout, and the proposed locations of key Project components, such as the primary crusher and tailings management facility. Technical consultants and Canada Nickel representatives were present to answer questions throughout the visit. In addition to site visits at the Project, Canada Nickel has conducted several inspections of regional properties alongside Matachewan First Nation. These visits

include pre- and post-drill inspections to confirm that contractors follow proper environmental management practices.

In October 2023, Canada Nickel provided Wabun Tribal Council, Flying Post, Matachewan, and Mattagami First Nations with an overview of key findings from the FS for the Project. In November 2023, Wabun Tribal Council drafted a letter of support confirming that Matachewan, Mattagami, and Flying Post First Nations were being consulted and supported Canada Nickel's engagement process. A meeting was planned for December 2023 to discuss next steps for applying FS insights to the engagement strategy with Wabun Tribal Council, Flying Post, Matachewan, and Mattagami First Nations

Canada Nickel actively engages with Flying Post, Matachewan, and Mattagami First Nations through a variety of community events and information-sharing modes. In late 2023, Canada Nickel provided Flying Post, Matachewan, and Mattagami First Nations through Wabun Tribal Council with the Company's community newsletter and organized an in-person information session, attended by the three First Nations. In late 2023, Canada Nickel provided Flying Post, Matachewan, and Mattagami First Nations with the Company's 2022 ESG Report for review. Canada Nickel provided the 2023 ESG Report to Flying Post, Matachewan, and Mattagami First Nations in early November 2024, with a summary of report highlights given at the November 5th, 2024 bi-weekly Impact Assessment Coordinator meeting. In early 2024, Canada Nickel hosted a Virtual Public Information Centre, which aimed to foster open dialogue, and to inform any interested party about the Project's development. No comments, questions, or concerns were recorded from Flying Post, Matachewan, and Mattagami First Nations in relation to information provided through the winter 2024 Virtual Public Information Centre.

In December 2023, Canada Nickel invited Flying Post, Matachewan, and Mattagami First Nations, as well as Wabun Tribal Council, through Wabun Tribal Council, to the State of Mining Event in January 2024, and also arranged a holiday brunch mid-December in Timmins to host member First Nation representatives. Canada Nickel sponsored and attended Mattagami First Nation's Beaverfest in spring 2024, sponsored and attended Chief Jennifer Constant's Witches Walk in October 2024, attended Mattagami First Nation's Traditional Pow Wow in summer 2024, and sponsored and attended Matachewan First Nation's Pow Wow in summer 2024. Company representatives also participated in the Wabun Tribal Council's annual golf tournament in both summer 2023 and 2024. Chief and Council members and Impact Assessment Coordinators from these First Nations were also invited to attend an investor dinner in Timmins in late August 2024. Canada Nickel's Director of Indigenous Relations and Public Affairs participating in the "Building More First Nations Businesses Panel" at the Timmins Mining Expo with Chief Jennifer Constant of Mattagami First Nation and Chief 'Sonny' Batisse of Matachewan First Nation.

In June 2024, Canada Nickel attended a Matachewan First Nation Chief and Council meeting with Elders to discuss Project updates and planned drilling activities. Canada Nickel has also made several attempts to provide a community update to Mattagami First Nation in 2024, with scheduling attempts occurring in February, March, June, and September. Due to competing priorities for members and limited meeting space due to ongoing renovations within the community, scheduling this session is still ongoing. . Canada Nickel representatives met with Matachewan First Nation in-person to discuss upcoming exploration activities at a regional property within their Traditional Territory, focusing on drill program details and

potential impacts. During the discussions, Canada Nickel became aware of cultural sensitivities within the proposed drilling area. A follow-up meeting was held in July to address these concerns further. In late summer 2024, Canada Nickel attended an in-person tour to better understand the locations of sacred areas and confirm that drilling activities would avoid these sensitive sites, as well as a tour of the Nation's Traditional Territory conducted during the Nation's Pow Wow.

In early 2024, a TWG was jointly established by IAAC and Canada Nickel for the Project. The TWG was developed to bring Canada Nickel, federal and provincial government representatives, and potentially affected Indigenous Nations to address key technical issues related to the Project that fall under federal jurisdiction. Its primary purpose is to allow Indigenous Nations to provide input, share Indigenous Knowledge alongside Western scientific knowledge, and participate in assessing potential impacts of the Project. Flying Post First Nation, Matachewan First Nation, and Mattagami First Nation are members of the TWG and were invited by IAAC to participate in virtual discussions in March of 2024 and an in-person meeting in June of 2024. The three Impact Assessment Coordinators from Wabun Tribal Council First Nations attended the March meeting, as well as Wabun Tribal Council's Mineral Development Advisor. This meeting focused on key technical issues such as fish and fish habitat, species of importance, and migratory birds. This meeting provided Flying Post First Nation, Matachewan First Nation, and Mattagami First Nation with the opportunity to comment on proposed mitigation measures designed to address potential Project effects related to these topics. No specific questions or concerns were raised by Flying Post First Nation, Matachewan First Nation, and Mattagami First Nation Impact Assessment Coordinators or Mineral Development Advisor during this meeting. The June 2024 in-person meeting focused on discussing alternative means of carrying out the Project, details of the Impact Statement, and the results of various technical studies being completed to assess the potential effects of the Project. Flying Post First Nation, Matachewan First Nation, and Mattagami First Nation Impact Assessment Coordinators, as well as Mattagami First Nation's Community Development Trustee, attended the June meeting and shared comments, concerns, and recommendations related to the Project, which have also been incorporated into their respective Tailored Chapter of the Impact Statement. Additionally, an Elder from Mattagami First Nation attended the June meeting to assist with cultural protocols, with his participation funded by Canada Nickel.

Canada Nickel actively seeks to involve Flying Post First Nation, Matachewan First Nation, and Mattagami First Nation in the Project by offering opportunities for participation in environmental monitoring programs and keeping them informed about Project design and plans. Throughout 2023 and 2024, Canada Nickel regularly informed Flying Post First Nation, Matachewan First Nation, and Mattagami First Nation of environmental monitoring programs in advance of the program dates and encouraged participation by the members. In May 2024, Matachewan First Nation participated in the sturgeon observation program, as well as the baseline aquatics program. In August 2024, Matachewan First Nation also participated in a subsequent aquatics program. Any comments, questions, or concerns raised during their participation in these environmental monitoring programs has been incorporated into their respective Tailored Chapter for the Impact Statement.

Canada Nickel is committed to providing Flying Post First Nation, Matachewan First Nation, and Mattagami First Nation with early access to job postings before they are publicly announced. This approach helps provide members with the opportunity to apply for roles associated with the Project. The following positions were shared in advance with Flying Post First Nation, Matachewan First Nation, and Mattagami First Nation (at times through Wabun Tribal Council and/or directly to the Nations): Community Relations Coordinator in May 2021, HR/HSE Manager in February 2022, a Truck Driver in June 2022, an Administrative Assistant and Controller in August 2022, an Environmental Monitor and Community Relations Coordinator in April 2023, an Environmental Student in May 2023, and an Environmental Technician in April 2023.

7.2.3 Taykwa Tagamou Nation

Taykwa Tagamou Nation is an Ojibway and Cree community whose Traditional Territory and Treaty lands are in the Abitibi region of Northern Ontario, within the area of Treaty 9, of which the Nation is also a signatory.⁷ Taykwa Tagamou Nation is a part of the Mushkegowuk Council, of which Albany, Attawapiskat, Chapleau Cree First Nation, Kashechewan, Missanabie Cree, and Moose Cree First Nation are also members (CIRNAC 2024d). Taykwa Tagamou Nation is also a member of Nishnawbe Aski Nation, which represents 49 First Nations in Northern Ontario, including approximately 45,000 people (Nishnawbe Aski Nation 2020). Taykwa Tagamou Nation has two reserves: New Post 69 and New Post 69A. New Post 69 is 2,072 ha, and is 88 km northwest of Cochrane, and 4 km east of Abitibi River. New Post 69A is 116.80 ha and is 14 km southeast of Cochrane (CIRNAC 2024d). New Post 69A was created in 1984 and serves as the main settlement, while New Post 69 is used for hunting, trapping, and outdoor activities (211 Ontario North 2023, TTN 2023). Taykwa Tagamou Nation's nearest land base, New Post 69A, is approximately 37 km (straight line) northeast of the Project. The Nation's other reserve, New Post 69, is approximately 102 km north of the Project.

Since the submission of the DPD in December 2022, Canada Nickel has continued to share Project information with Taykwa Tagamou Nation based on a current understanding of Taykwa Tagamou Nation's Traditional Territory and area of interest. A summary of key communications and engagement activities related to the Impact Assessment is provided below. It is important to note that this is not an exhaustive account of all discussions and topics covered with Taykwa Tagamou Nation that fall outside the scope of the Project and Impact Assessment process. As of mid-October 2024, Canada Nickel has had 295+ communications (e.g., emails, virtual meetings, in-person meetings, and phone calls) with Taykwa Tagamou Nation since the submission of the DPD, 270+ of which relate to the Crawford Project.

⁷ See Chapter 26 for more information regarding Canada Nickel's understanding of Taykwa Tagamou Nation interests relative to the Project.

7.2.3.1 Agreements

7.2.3.1.1 Exploration Agreements

Noble entered into an Exploration Agreement with Taykwa Tagamou Nation on May 20, 2013. This Agreement acknowledged exploration activities pursued by Noble on Taykwa Tagamou Nation's Traditional Territory and set the basis of the negotiation of an IBA if Noble increased its activities beyond preliminary exploration.

Following acquisition of the Project site by Canada Nickel, the Company entered into an Exploration Agreement with Taykwa Tagamou Nation on May 4, 2022. This Exploration Agreement commits Canada Nickel to ongoing consultation with Taykwa Tagamou Nation for exploration activities conducted for the Project that may affect Taykwa Tagamou Nation's Indigenous and Treaty Rights. On April 11, 2023, Canada Nickel and Taykwa Tagamou Nation entered into a Regional Exploration Agreement, which expands on the Exploration Agreement to include additional exploration properties that are not within the Project's development area. The purpose of these Agreements are:

- To continue a mutually beneficial, cooperative, and productive relationship through which Canada Nickel recognizes and agrees to respect the Indigenous and Treaty Rights of Taykwa Tagamou Nation while engaged in the exploration activities and operations of the Project
- To provide a process through which Canada Nickel can consult with and accommodate the interests of Taykwa Tagamou Nation with a view of reconciling any competing interests at stake
- To establish a relationship through which Taykwa Tagamou Nation can identify opportunities for its members to participate in Canada Nickel's exploration activities and operations
- To provide Canada Nickel with evidence for its stakeholders and MINES and the Ontario Ministry of Northern Development that Taykwa Tagamou Nation and Canada Nickel intend to work together in a spirit of cooperation for mutual benefit as well as social, ecological, cultural, and economic well-being
- To set out the objectives, process, and topics for negotiations of a long-term benefit agreement between Taykwa Tagamou Nation and Canada Nickel
- To come to a negotiated settlement of financial compensation for exploration activities

The key components of Exploration Agreements between First Nations and Canada Nickel focus on: business opportunities; employment and training; financial compensation; development process for long-term agreement negotiations; environmental matters; First Nation support; confidentiality; and dispute resolution mechanisms.

The Exploration Agreements require Canada Nickel to provide Taykwa Tagamou Nation with advanced notice of proposed permit applications and to notify them of proposed exploration activities when applicable. Although the Exploration Agreements between Canada Nickel and Taykwa Tagamou Nation do not mandate a specific amount of advanced notice for proposed permit applications, Canada Nickel typically informs the First Nation approximately 15 days in advance of the anticipated submission date. The most recent exploration payments to Taykwa Tagamou Nation were made in late May 2024, corresponding to exploration activities conducted during the 2023 calendar year.

7.2.3.1.2 Impact Assessment Agreement

Canada Nickel signed an Impact Assessment Agreement with Taykwa Tagamou Nation in February 2022, which formalizes Canada Nickel's commitment to engage the First Nation throughout the federal Impact Assessment process for the Project. It provides technical and financial support to the First Nation through their involvement in the Project's environmental assessments and mandating the sharing of relevant technical information. This enables First Nation members to make informed decisions and address concerns about potential impacts on their Indigenous and Treaty Rights and Traditional Territory. The Agreement also emphasizes ongoing engagement by facilitating regular communication between Canada Nickel and Taykwa Tagamou Nation and allowing for consideration of Indigenous Knowledge throughout the Project's development. As part of the Agreement, Canada Nickel commits to working collaboratively with the First Nation, providing funding for Nation-led studies (e.g., Traditional Knowledge and Land Use, Socio-economic) to better understand and address potential impacts on their rights, particularly under the *Constitution Act of 1982*. This includes both adverse and beneficial effects, allowing for the First Nation's concerns to be prioritized in the Project's development.

The overall purpose of the Impact Assessment Agreement is to:

- Outline the process to be used between Canada Nickel and the First Nation for pro-active involvement of the First Nation and the completion of engagement commitments to fulfill the impact assessment requirements Canada Nickel has in relation to the Project
- Provide the First Nation with the funding and resources required to build technical capacity within the community and allow for engagement in the Impact Assessment process
- Provide the First Nation with funding to participate in studies determined to be required by the First Nation as part of the Impact Assessment process
- Provide the First Nation with the opportunity to be involved in the Impact Assessment process by completing various studies (i.e., Traditional Knowledge and Land Use, and Socio-economic Study) and activities
- Provide the First Nation with adequate funding related to the Scope to engage in studies and assessments for the Project
- Provide benefit to Canada Nickel from the studies and activities undertaken by the First Nation in relation to the implementation of this Agreement as the Project proceeds through the Impact Assessment process

- Provide clarity to Canada Nickel on the expected studies and activities that the First Nation requires to participate in the Impact Assessment process

The Impact Assessment Agreement included the establishment of an Impact Assessment Coordinator, who serves as a liaison to support the review of studies and facilitate the First Nation's participation in the federal Impact Assessment process. Since the summer of 2022, the Impact Assessment Coordinator has met virtually with Canada Nickel representatives on a bi-weekly basis. These meetings provide updates on the Project's status, review of relevant sections of the Impact Statement and information related to the Impact Assessment Process, upcoming deliverables, and in turn, the Impact Assessment Coordinator offers insight into the First Nation's initiatives. They also serve as a platform for the Impact Assessment Coordinator to raise questions, share concerns, and request further information.

7.2.3.1.3 Mutual Support Agreement

Canada Nickel, in partnership with Taykwa Tagamou Nation, is currently engaged in MSA, sometimes referred to as an IBA, negotiations so that Taykwa Tagamou Nation benefits from the Project.

The purpose of an IBA/MSA is to:

- Develop and maintain a collaborative relationship between Canada Nickel and the First Nation with respect to the Project, which recognizes the need for mutual respect, mutual benefit, cooperation, and co-existence with First Nation people, wildlife, and territory
- Develop and implement measures to protect the environment for ongoing and future use by First Nation members
- Facilitate effective, efficient, and streamlined consultation with the First Nations by Canada Nickel relating to regulatory permitting, approvals processes, and other environmental matters associated with the Project and Project activities
- Provide the basis for legal certainty and support of the First Nations for the Project

The key components of IBAs/MSAs between First Nations and Canada Nickel focus on: culture and education; education, training, and employment opportunities; business opportunities; compensation; environmental protection, mitigation, monitoring, and reporting; heritage and archaeological resources; site access; and capacity building. These agreements are designed to promote meaningful participation, respect for Indigenous and Treaty Rights, and long-term benefits for First Nations. Specific strategies to maximize benefits for the First Nation through the IBA/MSA implementation include:

- Developing and implementing initiatives to educate and train all employees, including management, and contractors regarding Indigenous and Treaty Rights and respect for First Nations' culture, values and way of life
- Developing initiatives to educate and train employees and contractors regarding unconscious bias and the importance of EDI

- Developing policies and guidelines for the Project to prioritize safety, respect, and inclusion
- Giving special consideration to cultural or special leave requests from First Nation employees (e.g., cultural activities, bereavement, and in times of crisis for the Nation)
- Providing opportunities for the education, training, employment, and workplace integration, retention, and advancement of First Nations members
- Reducing barriers to workforce participation and advancement by First Nations members
- Promoting gender equity in the workforce
- Proactively communicating the Project's employment opportunities and needs with the First Nations
- Promoting and participating in First Nations recruitment initiatives
- Making reasonable efforts to require its contractors and their subcontractors to engage with the First Nations on their employment needs
- Proactively identifying opportunities for the education and training of First Nations members, including "on the job" training and apprenticeships
- Identifying areas of priority education and training for First Nations members
- Identifying opportunities for collaboration with third parties to provide education and training to First Nations members
- Tracking and reporting results on a regular basis
- Outlining a framework for maximizing the participation of the First Nations through business and contracting opportunities while delivering goods and services at a cost, quality, and within the timelines required by the Project schedule, and in a manner that supports safe execution of the Project and the Project's economic viability
- Promoting the development of business expertise, skills, and capacity in the First Nations' communities, with a particular emphasis on securing long-term mandates where possible to build such expertise, skills, and capacity
- Defining specific processes that Canada Nickel and the First Nations will follow to facilitate the involvement of the First Nations and their members in the procurement of goods and services required during different Project phases
- Compensating the First Nations for the Project's potential impacts on Traditional Territories and Indigenous and Treaty Rights

- Identifying, considering, and implementing strategies or measures to protect the environment and avoid, minimize, mitigate, remediate, investigate, monitor, or manage any potential environmental effects of the Project
- Facilitating and promoting the consideration of both Indigenous Knowledge and scientific information in environmental studies, risk assessments, environmental management, and environmental monitoring in respect of the Project
- Establishing an efficient, effective, and participatory process to obtain First Nations input and support for regulatory permitting and approvals processes through soliciting early and regular input from First Nations into applications for such authorizations and following a defined process to resolve any issues raised by the First Nations
- Promoting participation of the First Nations in the development, implementation, management, monitoring, and evaluation of measures that prevent or mitigate adverse environmental effects of the Project
- Establishing and maintaining means by which the First Nations can remain apprised in a regular and timely manner of the environmental performance and environmental regulatory compliance of the Project
- Providing the capacity for First Nations to be involved in the management of Unforeseen Events
- Adhering to Heritage Chance Find Protocol(s) and Archaeology and Cultural Heritage Management Plans
- Establishing the conditions for access to the PA by First Nations members for the practice of traditional pursuits, acknowledging that, for safety and operational reasons, Canada Nickel may restrict access to certain lands within the PA. This may include restrictions on members' use of those lands
- Providing funds to hire and maintain agreement implementation coordinators
- Providing support for member participation through the implementation of continuous engagement mechanisms such as implementing specific committee(s) and holding recurrent information sessions

Initial MSA discussions between Taykwa Tagamou Nation and Canada Nickel began in August 2022 with the sharing of a term sheet and are still ongoing at the time of this submission.

7.2.3.1.4 Memorandum of Understanding

On October 16, 2020, Canada Nickel and Taykwa Tagamou Nation signed a MOU to collaborate on the Project's haul fleet. This Agreement allows Taykwa Tagamou Nation to finance the acquisition and manage haul trucks and other heavy equipment necessary for the Project on April 7, 2021, Canada Nickel announced the signing of this MOU with Taykwa Tagamou Nation through a press release. The press release highlighted that Taykwa Tagamou Nation would secure financing to participate in the acquisition of the heavy mining equipment, and First Nation Members would be provided with training and employment opportunities in equipment maintenance and operations.

7.2.3.2 Studies Led by Taykwa Tagamou Nation

Throughout 2023 and 2024, Canada Nickel and Taykwa Tagamou Nation have collaborated on the Socio-economic and TKLU studies. In January 2023, Canada Nickel's technical consultants provided a presentation to Taykwa Tagamou Nation highlighting the purpose of these studies. Taykwa Tagamou Nation provided Canada Nickel with shape files corresponding to areas of cultural significance in April 2023, with final studies being submitted to Canada Nickel in May 2024.

7.2.3.2.1 Traditional Knowledge and Land Use Study

The objectives of the TKLU Study for Taykwa Tagamou Nation were to document the First Nation's Traditional Knowledge, cultural values, and land use practices for integration into the Environmental Assessment of the Project. The TKLU Study involved 26 interviews with Taykwa Tagamou Nation members conducted by technical consultants on behalf of Taykwa Tagamou Nation. The participants, both male and female, ranged in age from 19 to 77, reflecting diverse experiences and knowledge. During the interviews, participants identified locations of land use and occupancy on digital maps displayed on computer screens. The Study aimed to capture a broad range of features, such as access routes, cultural sites, and ecological knowledge, and addressed observed environmental changes over time. The Study confirmed that Taykwa Tagamou Nation members actively use and hold knowledge of the lands and waters surrounding the Project, with certain species identified as nutritionally and culturally important to the Nation. The interview data highlighted the importance of key species for food, ceremonies, and cultural significance, showcasing how Traditional Ecological Knowledge is crucial for understanding the environmental impacts of the Project.

Taykwa Tagamou Nation's TKLU Study identified several key concerns related to the potential impacts of the Project on the First Nation's traditional practices and cultural heritage. The primary concerns centred around the loss of traditional lands, which are essential for hunting, fishing, trapping, and gathering. Taykwa Tagamou Nation members expressed concerns about how the construction of infrastructure, such as the rail line and highway, could restrict access to these lands and disrupt critical wildlife habitats, which are vital for sustaining traditional practices. Additionally, there were concerns about the cultural continuity and the intergenerational passing of traditional Knowledge, as many of the activities tied to the land are central to maintaining members' cultural identities. To address these concerns, Canada Nickel proposed mitigation measures in Taykwa Tagamou Nation's Tailored Chapter of the Impact Statement (Chapter 26).

7.2.3.2.2 Socio-economic Study

The Socio-economic Study conducted for Taykwa Tagamou Nation involved interviews with employees from the Band Administration's departments such as Health, Lands and Resources, Finance, and Social Services. Members of Chief and Council were also interviewed. Additionally, members from the mining, hydroelectric power generation, and education sectors further participated. The interviews focused on business development, skills training, community well-being, and culture. The data was analyzed to establish socio-economic baseline conditions, identify VCs, and assess potential impacts of the Project. Recommendations were made to monitor and mitigate potential socio-economic effects based on interview findings. The Socio-economic Study established seven VCs related to economic development, employment opportunities, training needs, community health, safety, well-being, and cultural preservation. The VCs have been included in Taykwa Tagamou Nation's Tailored Chapter of the Impact Statement (Chapter 26) as indicators to assess potential socio-economic impacts from the Project.

Taykwa Tagamou Nation's Socio-economic Study identified several key concerns related to the potential impacts of the Project on their Nation's well-being. The primary concerns include employment and income security, community infrastructure, and health and safety. Many Taykwa Tagamou Nation members expressed concerns about limited employment opportunities and the need for training programs to support local hiring for the Project. Housing shortages were also highlighted, with a particular focus on the lack of affordable and suitable housing for both the current population and the anticipated influx of workers. Additionally, concerns were raised about the impact of temporary worker accommodations on community safety, particularly the potential for increased violence and risks for women and youth.

In response, Canada Nickel proposed mitigation measures in Taykwa Tagamou Nation's Tailored Chapter (Chapter 26).

7.2.3.3 Development of Valued Components

Canada Nickel provided Taykwa Tagamou Nation with a proposed list of VCs and associated mitigation measures for the Project in March 2024, seeking their feedback to confirm the list represented the First Nation's interests and concerns. The proposed list of VCs was reviewed by Taykwa Tagamou Nation's Chief and Council and Impact Assessment Coordinator in early June 2024. Following the June 2024 meeting, Taykwa Tagamou Nation requested a meeting with Canada Nickel and their technical consultants prior to providing feedback on the list of VCs. In early July 2024, Canada Nickel and technical consultants held a virtual meeting with Taykwa Tagamou Nation's Impact Assessment Coordinator, representatives from the Lands and Resources and Business Development departments, and members of Chief and Council to discuss the Tailored Chapter and review the VCs identified for assessment. During this meeting, Chief and Council approved the list of VCs identified for assessment in the Impact Statement.

7.2.3.4 Development of Tailored Chapter

Canada Nickel has developed a Tailored Chapter (Chapter 26) in the Impact Statement to address the specific comments and concerns of Taykwa Tagamou Nation. Its purpose is to assess the potential effects of the Project on Taykwa Tagamou Nation's interests, including Indigenous and Treaty Rights, cultural heritage, and socio-economic conditions. The chapter includes input from Taykwa Tagamou Nation's engagement, reflecting their perspectives and concerns, such as the impact on land use, cultural practices, and environmental changes. By incorporating Indigenous Knowledge and addressing these concerns, Chapter 26 includes mitigation measures that are aligned with the priorities of Taykwa Tagamou Nation.

Canada Nickel shared a partial draft Tailored Chapter in May 2024 and requested feedback from Taykwa Tagamou Nation. After follow-up emails and bi-weekly Impact Assessment Coordinator meetings in June, a virtual meeting was held on July 2, 2024, where Canada Nickel and Taykwa Tagamou Nation representatives discussed the chapter, incorporating requested changes during the session. Further comments were provided in mid-August 2024 via email by Taykwa Tagamou Nation's Deputy Chief. The next Tailored Chapter discussion took place on October 25, 2024, to address additional feedback and finalize the chapter, with Canada Nickel representatives and technical consultants in attendance to respond to queries. On November 5, 2024, Taykwa Tagamou Nation's Impact Assessment Coordinator provided Canada Nickel with a memo outlining 56 comments on TTN's Draft Tailored Chapter, along with recommendations for addressing each comment through revisions.

7.2.3.5 Information Sharing and Events

The bi-weekly Impact Assessment Coordinator meetings outlined in Section 7.2.3.1.2 serve as a key platform for providing updates related to the Impact Statement submission process. In February 2024, Canada Nickel informed the Taykwa Tagamou Nation Impact Assessment Coordinator of plans to submit the Impact Statement by the end of summer, and later, in April, updated the Impact Assessment Coordinator about the submission's postponement to allow for further engagement with Indigenous Nations. In early October 2024, Canada Nickel informed Taykwa Tagamou Nation of its revised plan to submit the Tailored Chapter for the Impact Statement in November 2024, allowing the First Nation additional time for review. In a virtual bi-weekly meeting in July 2024, Stantec technical representatives joined to discuss the Conceptual Closure Plan for the Project. Stantec presented details about discharge sites, progressive rehabilitation, and closure timelines, noting that closure would begin around 2076. The Taykwa Tagamou Nation Impact Assessment Coordinator did not raise any questions, comments, or concerns related to the Conceptual Closure Plan.

At the Taykwa Tagamou Nation bi-weekly Impact Assessment Coordinator meetings, Canada Nickel also provides quarterly environmental dashboard updates, which began in September 2022. These updates include a review of environmental activities, such as wildlife observations, any reportable or non-reportable spills, and environmental incidents. The quarterly dashboard updates also provide an overview of completed regional drilling activities, including total metres drilled, as well as a summary of water takings. These regular updates provide transparency and allow Taykwa Tagamou Nation to stay informed

about key aspects of the Project's environmental management. The last quarterly update was provided to Taykwa Tagamou Nation in late October 2024, corresponding to Q3 of 2024.

Canada Nickel has offered site tours to Taykwa Tagamou Nation throughout the development of the Project. In October 2021, Chief Bruce Archibald and Deputy Chief Derek Archibald were invited for a tour of the core shack and Crawford site, including a helicopter tour of the Crawford site. A similar tour was provided in July 2022 for Taykwa Tagamou Nation's Impact Assessment Coordinator, showcasing core samples and active drill sites. Despite an invitation for a site tour in mid-June 2024, Taykwa Tagamou Nation representatives did not attend.

In October 2023, Canada Nickel shared a detailed press release with Taykwa Tagamou Nation, outlining the key findings and milestones from the Project's FS. Following the release, Taykwa Tagamou Nation congratulated Canada Nickel on the achievement.

Canada Nickel participates in Taykwa Tagamou Nation events, as invited. Canada Nickel provided Project updates at Taykwa Tagamou Nation's Annual General Meeting (AGM) in November 2021, discussing areas such as baseline studies and employment opportunities. Similarly, Canada Nickel presented at the 2022 and 2023 AGMs, highlighting Project progress and inviting feedback. At the 2024 AGM, held in late September, Canada Nickel again provided a detailed update on the Project, including environmental studies, job opportunities, and collaboration efforts with Taykwa Tagamou Nation with a community engagement session. Canada Nickel's Director of Indigenous Relations and Public Affairs also participated in a tour of the newly opened Veronica S. Archibald Healing and Cultural Learning Lodge the same weekend, and often visits the community.

In late October 2021, an in-person meeting was held where Canada Nickel presented an overview of the Project, providing updates on the Project's baseline studies, water usage, and job opportunities. Discussions covered various aspects, including, the main uses of nickel, the purpose of the Project, the Project description and timelines, environmental concerns, and the chemicals used in processing. Key topics included the formation of a consultation committee, equipment financing agreements, and employee benefits such as retirement plans. In mid-September 2023, a meeting was held to discuss the implementation of the Impact Assessment Agreement, focusing on the Socio-economic study and the formation of an Environmental Committee. Additionally, an information session focussing on mineral carbonation and Crawford's potential to sequester carbon in the tailings was held, with Canada Nickel's Vice President of Sustainability providing an overview of the proposed In-Process Tailings (IPT) Carbonation technology.

In May 2024, Canada Nickel reached out to Taykwa Tagamou Nation to offer a Project status update during IAAC's community information session, which was confirmed for mid-June 2024. Four Canada Nickel representatives and two technical consultants attended. The meeting provided a comprehensive update on the federal Impact Assessment process and the Project's timeline, including the expected submission of the Impact Statement. Concerns from members included the mine footprint's impact on watersheds, employee housing, and spills management, which have been incorporated with mitigation measures into Taykwa Tagamou Nation's Tailored Chapter. In August 2024, two Human Resources representatives and one Geologist from Canada Nickel attended Taykwa Tagamou Nation's Career Fair to engage with members and discuss employment opportunities for the Project. Additionally, in July 2024,

Canada Nickel attended Mushkegowuk Council's Creefest, hosted by Taykwa Tagamou Nation, and participated in community-led activities. In late August 2024, Chief and Council members were also invited to attend an investor dinner in Timmins. Chief Bruce Archibald and Taykwa Tagamou Nation's Business Development Officer both attended.

In early 2024, a TWG was jointly established by Canada Nickel and the IAAC and for the Project. The TWG was developed to bring Canada Nickel, federal and provincial government representatives, and potentially affected Indigenous Nations to address key technical issues related to the Project that fall under federal jurisdiction. Its primary purpose is to allow Indigenous Nations to provide input, share Indigenous Knowledge alongside Western scientific knowledge, and participate in assessing potential impacts of the Project. Taykwa Tagamou Nation is a member of the TWG and was invited by IAAC to participate in virtual discussions in March of 2024 and in-person discussions in June of 2024. The Impact Assessment Coordinator and Director of Lands and Resources from Taykwa Tagamou Nation attended the March meeting, and the Impact Assessment Coordinator, Business Development Officer, and Director of Lands and Resources attended the June meetings. The March meeting focused on key technical issues such as fish and fish habitat, species of importance, and migratory birds. This meeting provided Taykwa Tagamou Nation with the opportunity to comment on proposed mitigation measures designed to address potential Project effects related to these topics. No specific questions or concerns were raised by the Taykwa Tagamou Nation representatives during this meeting. The June 2024 meeting focused on discussing alternative means of carrying out the Project, details of the Impact Statement, and the results of various technical studies being completed to assess the potential effects of the Project.

Throughout 2023 and 2024, Canada Nickel actively informed Taykwa Tagamou Nation of environmental monitoring programs in advance of the program dates and encouraged member participation. In early October 2023, Taykwa Tagamou Nation was invited to participate in a soil baseline study occurring later that month. Canada Nickel provided an overview of the environmental monitoring program schedule in July 2022, May 2023, and late May 2024, detailing the various programs that Taykwa Tagamou Nation could elect to participate in. In August 2023, a member of Taykwa Tagamou Nation conducted a tour of the Crawford Project site to assess country foods as part of a broader effort to understand the local ecosystem's potential impact on traditional food sources. Taykwa Tagamou Nation's Impact Assessment Coordinator indicated that two members were interested in joining for the spring 2024 aquatics program. Canada Nickel reiterated program dates and highlighted additional programs occurring that month, however, Taykwa Tagamou Nation did not elect to participate in the programs. In mid-July 2024, the Taykwa Tagamou Nation Impact Assessment Coordinator expressed that two members would like to participate in a terrestrial monitoring program scheduled to occur later that week. Unfortunately, the program was postponed due to constraints related to staff availability.

In late 2023, Canada Nickel provided Taykwa Tagamou Nation with the Company's Community Newsletter. The 2022 ESG Report was also provided to Taykwa Tagamou Nation in September 2023. Canada Nickel provided the 2023 ESG Report to Taykwa Tagamou Nation in early November 2024, with a summary of report highlights given at the November 5th, 2024 bi-weekly Impact Assessment Coordinator meeting.

In July 2024, Taykwa Tagamou Nation's Chief Bruce Archibald provided a letter of support for Canada Nickel's submission for the 2025 PDAC Sustainability Award. The letter highlighted Taykwa Tagamou Nation's collaborative relationship with Canada Nickel, particularly focusing on sustainable development and joint ventures such as the mine haul fleet. Chief Bruce Archibald praised Canada Nickel's commitment to environmental stewardship, Indigenous rights recognition, and economic participation. Additionally, Taykwa Tagamou Nation's Chief Bruce Archibald also provided a letter of support for Canada Nickel's 2023 ESG Report.

Canada Nickel is committed to providing Taykwa Tagamou Nation with early access to job postings before they are publicly announced. This approach helps members to have the opportunity to apply for roles associated with the Project. The following positions were shared in advance with Taykwa Tagamou Nation: Community Relations Coordinator in May 2021, HR/HSE Manager in February 2022, a Truck Driver in June 2022, an Administrative Assistant and Controller in August 2022, an Environmental Monitor and Community Relations Coordinator in April 2023, an Environmental Student in May 2023, and an Environmental Technician in April 2023.

7.2.4 Métis Nation of Ontario - Region 3

The Métis Nation of Ontario was founded in 1993 to create a Métis-specific governance structure for Métis people in Ontario (MNO 2023). The Métis Nation of Ontario represents Métis people who reside in Ontario and are descended from mixed marriages of Indigenous women and former employees of the Hudson's Bay Company and North West Company (MNO 2023). The Métis Nation of Ontario remains the only recognized provincial registry for Métis in the province of Ontario (MNO 2024). Its citizenship applications are assessed by an independent Registrar who assess criteria set out in the Métis Nation of Ontario Registry Policy (MNO 2024). The Project is located within the boundaries of the Métis Nation of Ontario - Region 3 as identified by the Métis Nation of Ontario (MNO 2023). The Métis Nation of Ontario - Region 3 is one of nine regions established by the Métis Nation of Ontario in the province (MNO 2023). It is in Northeastern Ontario and encompasses the Abitibi Inland Historic Métis Community (MNO 2024)⁸.

The Métis Nation of Ontario – Region 3 signed a consultation agreement with the province on July 31, 2015, that establishes a consultation process with members of the Métis Nation of Ontario – Region 3 on proposed actions or decisions that may impact Indigenous rights. The Métis Nation of Ontario – Region 3 asserts a right to harvest in large areas of Ontario. On April 30, 2018, the Métis Nation of Ontario – Region 3 and Ontario signed a new Framework Agreement on Métis Harvesting that advanced the recognition of Métis rights in Ontario.⁹

Since the submission of the DPD in December 2022, Canada Nickel has continued to share Project information with the Métis Nation of Ontario – Region 3 based on a current understanding of their area of interest. A summary of key communications and engagement activities related to the Impact Assessment is provided below. It is important to note that this is not an exhaustive account of all discussions and

⁸ During the review of Chapter 7 of the Draft Impact Statement on November 14, 2024, Métis Nation of Ontario - Region 3's Consultation Advisor requested in writing that "Abitibi/Temiscamingue Historic Métis Community's area of interest" be replaced with "Abitibi Inland Historic Métis Community."

⁹ See Chapter 28 for more information regarding Canada Nickel's understanding of Métis Nation of Ontario – Region 3 interests relative to the Project.

topics covered with the Métis Nation of Ontario – Region 3 that fall outside the scope of the Project and Impact Assessment process. As of mid-October 2024, Canada Nickel has had 115+ communications (e.g., emails, virtual meetings, in-person meetings, phone calls) with the Métis Nation of Ontario – Region 3 since the submission of the DPD, for which all but one relate to the Project.

7.2.4.1 Agreements

7.2.4.1.1 Relationship Building Agreement

Canada Nickel and the Métis Nation of Ontario – Region 3 began negotiating a Relationship Building Agreement (RBA) in January 2023 to establish a framework for consultation related to the Crawford Project. Following extensive consultations throughout 2023, the RBA between the Métis Nation of Ontario – Region 3 and Canada Nickel was signed on September 14, 2023.

The purpose of the RBA is to:

- Establish, in relation to the Project, a mutually beneficial, cooperative, and productive ongoing relationship between Canada Nickel and Métis citizens, through the Métis Nation of Ontario and its Regional Consultation Committee
- Provide a process through which Canada Nickel may engage with Métis citizens within the PA to better understand any Indigenous Rights and Interests that may be impacted in the PA and to identify and implement measures to address those impacts
- Enable the Métis Nation of Ontario to engage, inform, and participate in the environmental assessments and permit applications
- Enable Métis citizens in the PA to participate in certain opportunities generated from the construction and operations of the Project

The RBA focuses on fostering a collaborative relationship between the Métis Nation of Ontario – Region 3 and Canada Nickel by facilitating active participation from the Métis Nation of Ontario – Region 3 in the Project, including providing input on environmental assessments, permitting processes, and the evaluation of potential impacts on Métis rights and interests. The Agreement provides funding for involvement in Métis TKLU studies.

7.2.4.2 Studies Led by The Métis Nation of Ontario

7.2.4.2.1 Traditional Knowledge and Land Use Study

The scope and budget for the Métis Nation of Ontario – Region 3's TKLU Study were agreed upon in September 2023 as part of the RBA between the Métis Nation of Ontario – Region 3 and Canada Nickel. Canada Nickel requested a status update on the TKLU Study in November 2023, which was followed by a request from the Métis Nation of Ontario – Region 3 for Canada Nickel to share their preliminary data. This information was shared by Canada Nickel in late January 2024. By March, the Métis Nation of Ontario – Region 3 had scheduled interviews and provided updates regarding the framework and data

compilation. Discussions continued through March and April of the same year, and the completed TKLU Study was shared in July 2024. The TKLU Study completed by the Métis Nation of Ontario – Region 3 involved comprehensive data collection through in-person and online surveys, workshops, and interviews¹⁰. The Study aimed to assess potential impacts of the Project on Métis rights, particularly on land use and harvesting activities.

The Métis Nation of Ontario – Region 3's TKLU Study highlighted several key concerns regarding the Project's potential impacts on their traditional practices and cultural heritage. One of the primary concerns raised by the Métis Nation of Ontario – Region 3 was the potential loss of access to traditional lands for hunting, fishing, and gathering. The Project's infrastructure developments, such as the construction of the mine, roads, and other facilities, could restrict the ability of Métis citizens to carry out these traditional activities. Additionally, the disruption of wildlife habitats and potential contamination of natural resources were key concerns, as these changes could affect the abundance and health of wildlife populations that Métis citizens rely on for food and cultural practices. The cumulative effects of these impacts, particularly when considered alongside other regional developments, were also identified as one of their most important concerns. To address these concerns, Canada Nickel proposed mitigation measures in the Tailored Chapter for the Métis Nation of Ontario – Region 3 (Chapter 28).

7.2.4.3 Development of Valued Components

In March 2024, Canada Nickel contacted the Métis Nation of Ontario – Region 3 to schedule a meeting focused on reviewing their engagement in the Impact Statement, validating a list of proposed VCs, and tailoring an assessment chapter for the Nation. In April 2024, Canada Nickel followed up to request feedback on the VCs and confirm their relevance to the Métis Nation of Ontario – Region 3. The Métis Nation of Ontario – Region 3 was unable to complete their review of the VCs until June 2024, at which point a virtual meeting was scheduled for July 2024 with Canada Nickel and technical consultants. At the July 2024 meeting, the Métis Nation of Ontario – Region 3 provided feedback on the list of VCs shared by Canada Nickel, confirming the importance of certain VCs related to their TKLU, and expressing the need for these VCs to reflect the cultural and environmental significance specific to the Nation. A final list of proposed VCs was developed based on the feedback received at the July meeting, which was presented to the Métis Nation of Ontario – Region 3 on October 28, 2024, for review and approval.

7.2.4.4 Development of Tailored Chapter

Canada Nickel has developed a Tailored Chapter (Chapter 28) in the Impact Statement to address the specific comments and concerns of the Métis Nation of Ontario – Region 3. Its purpose is to assess the potential effects of the Project on the interests of the Métis, including Indigenous and Rights, cultural heritage, and socio-economic conditions. The chapter includes input from engagements with the Métis Nation of Ontario – Region 3, reflecting their perspectives and concerns, such as the impact on land use, cultural practices, and environmental changes. By incorporating Indigenous Knowledge and addressing

¹⁰ The Métis Nation of Ontario – Region 3 requested the removal of references to the number of participants involved in the TKLU study from this chapter.

these concerns, Chapter 28 includes mitigation measures that are aligned with the priorities of the Métis Nation of Ontario – Region 3.

In May 2024, Canada Nickel provided the Métis Nation of Ontario – Region 3 with a partial draft of Chapter 28 of the Impact Statement for review, aiming for feedback by the end of the month. In June 2024, the Métis Nation of Ontario – Region 3 confirmed they were ready to discuss the draft Tailored Chapter, and a virtual meeting was scheduled for July 2024 with the Métis Nation of Ontario – Region 3, Canada Nickel, and technical consultants. At the July 2024 meeting, the Métis Nation of Ontario – Region 3 requested adjustments to terminology and proposed mitigation measures. Feedback from the July 2024 meeting was incorporated into a second iteration of the Chapter 28, which was provided to the Métis Nation of Ontario – Region 3 in mid-October 2024 in advance of the next meeting scheduled for late October.

7.2.4.5 Information Sharing and Events

A helicopter tour of the Project site was provided to one representative from the Métis Nation of Ontario – Region 3 in May of 2021, where updates were provided with regards to ongoing drilling activities. In March 2022, Canada Nickel presented an overview of the Project and baseline studies to the Region 3 Consultation Committee (R3CC) of the Métis Nation of Ontario, along with the elected Regional Councillor for Region 3. The R3CC is composed of representatives from each Community Council within Region 3 (Chapleau Métis Community Council, Northern Lights Métis Council, Temiskaming Métis Community Council, and Timmins Métis Community Council). Each Council appoints a representative to the R3CC, to ensure that the broader interests and perspectives of Métis communities are accurately represented in consultations and decision-making processes. The March 2022 presentation addressed addressing concerns about Project size, environmental impacts, and consultation processes. The presentation included details on baseline studies, the timeline, and a comparison to other projects in the area. In May 2022, Canada Nickel presented the Initial Project Description to the R3CC, covering the Project's infrastructure, baseline studies, environmental impacts, and potential workforce challenges. The meeting included detailed discussions about geochemistry, water management, discharge plans, and potential environmental impacts, highlighting collaboration on technical and community matters. In October 2023, Canada Nickel provided the Métis Nation of Ontario – Region 3 with an overview of the key findings from the FS for the Project. The same month, Canada Nickel provided the Métis Nation of Ontario – Region 3 with an environmental dashboard update. These updates include a review of environmental activities, such as wildlife observations, any reportable or non-reportable spills, and environmental incidents. The environmental dashboard updates also provide an overview of completed regional drilling activities, including total metres drilled, as well as a summary of water takings. These updates provide transparency and allow the Métis Nation of Ontario – Region 3 to stay informed about key aspects of the Project's environmental management. In early 2024, Canada Nickel hosted a Virtual Public Information Centre, which aimed to foster open dialogue, and inform Indigenous Nations about the Project's development. No comments, questions, or concerns were recorded from the R3CC during the winter 2024 Virtual Public Information Centre. Canada Nickel also invited the Métis Nation of Ontario – Region 3 to a Public Information Centre in Smooth Rock Falls in late July 2024, which was not attended. Canada Nickel planned a site tour of the Project for the Métis Nation of Ontario – Region 3 in late August 2024. A draft agenda was shared in mid-August, but the Métis Nation of Ontario – Region 3 requested to postpone the tour due to consultation fatigue and understaffing. Canada Nickel asked for alternative dates to reschedule the visit, but no dates were provided by the Métis Nation of Ontario – Region 3 due to understaffing.

Canada Nickel has shared completed reports with the Métis Nation of Ontario – Region 3. In late 2023, Canada Nickel provided the Métis Nation of Ontario – Region 3 with the Company's 2022 ESG Report. Canada Nickel provided the 2023 ESG Report to the Métis Nation of Ontario – Region 3 in early November 2024. Requested Project shapefiles and boundary maps stemming from the October 28, 2024, meeting were shared with the Métis Nation of Ontario – Region 3 in early November 2024.

7.3 Collaboration Following Submission of the Impact Statement

Canada Nickel intends to continue engagement activities with potentially affected Indigenous Peoples and Nations, with an emphasis on open, respectful dialogue, clear communication channels and meaningful participation. Engagement activities will continue during all Project phases. Future engagement activities will focus on the following topics and regulatory processes:

- address questions or concerns raised
- understand interests in education, training, employment, and contracting opportunities
- continue to gather input, including Indigenous Knowledge, on Project design and planning and measures to avoid, mitigate or manage potential effects through ongoing engagement activities
- progress IBAs and associated follow up programs

Canada Nickel has also committed to attend the third round of TWG sessions to discuss the Impact Statement following its submission to IAAC.

Canada Nickel will continue to engage potentially affected Indigenous Nations and will consider information provided by Indigenous Nations following submission of the Impact Statement, including Project-specific studies, which will be reviewed in the context of Impact Statement and for incorporation into Project planning, as appropriate.

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