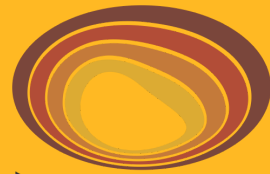


SUMMER 2023

VOLUME Q4

THE RED LAKE OPERATION



Evolution
MINING

Red Lake

NEWSLETTER HIGHLIGHTS

Welcome

Sharing Our Stories

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A MESSAGE FROM OUR COO

Hello all and welcome to the summer edition of our newsletter. I would like to start this edition by announcing the arrival of John Penhall as the new VP Red Lake Operations. John comes to us from the Cowal Site in Australia, where he was General Manager. I know John is excited to lead the Red Lake team. With that being said, it is with some sadness, I will be handing over the reins of the Red Lake operation to John and transitioning back into my role as COO.

The Red Lake Operation has had a challenging year. On the production front we continue to fail to meet our targets and from a safety perspective we have seen some worrisome trends. We have certainly been demonstrating excellence in some areas and this is very pleasing to see. As we move into the next fiscal year, we need to meet our safety, production, and cost targets. I am confident we are on a path towards success, but increased commitment and focus will be critical.

I want to thank the Red Lake team for all your efforts in the recent months to manage the significant change occurring to set us up for success next year. I am looking forward to seeing the outcomes of the improvements and changes you have already implemented, along with lots more, come through in your performance.

You are not getting rid of me, and I am planning to be back every couple of months after John has taken over fully.

A MESSAGE FROM OUR VP - RLO

Thank you for the welcome. It's great to be here, leading the Red Lake team. In the coming months I will be making an effort to get out to huddles and meet everyone, to gain a better understanding of the operation and its many different opportunities and challenges.

We have a lot of work to do at RLO to meet expectations and safely deliver results. Positively, we have experienced some recent significant wins, including the transition to mechanical bolting and recent progress on surface automation. These stories are exciting to hear. However, we have struggled to consistently meet targets, reduce bottle necks, and successfully manage our costs.

Together we can deliver safe, reliable, cost-effective production and see long-term value for the company, shareholders, and local stakeholders. However, as we move into the next fiscal year, it is critical we continue to see clear and measured progress. I am confident we can be successful. We all need to do our bit, which will help us deliver safely as a site and secure our long-term future.

Change can create feelings of uncertainty, distraction, and concern. During this period, when working on site, please continue to keep your focus on the task at hand, so we can all go home safely, every day.

I hope you find this latest edition of our newsletter informative and please share your thoughts on how we can improve to RLOCommunity@evolutionmining.com.



Bob Fulker



John Penhall

RLO SHARING OUR STORIES



Evolution Mining believes in building strong meaningful relationships with members of the communities in which we operate. The above photos include some of the many wonderful events we have sponsored and participated in over the past few months.



Fish Habitat Improvements

Through the winter and spring of 2023, the Environmental Team prepared a Habitat Improvement Plan to enhance habitat for fish in Balmer Lake. The project took place over many months, with the team enthusiastically preparing the project and collecting materials.

In January, the Environmental Department was busy making additional ice on Balmer Lake in order to safely support heavy machinery and many truckloads of material, including cobble, boulders, timbers, and other scraps. The goal was ultimately to build at least 6,000m² of fish habitat.

The project footprint sectioned into 4 pads, each pad hosted 6 wooden cribs filled with piping, large stones, rocky shoals, boulder clusters, and large woody debris (trees) anchored down to provide cover and protection for fish. After two months of ice building and snow plowing, the ice was finally thick enough to begin work.

Once construction started, the 4 pads were completed in about two weeks. The project objective was exceeded, with over 7,400m² of newly built fish habitat!

This is a great achievement for RLO, as this project shows a positive commitment to environmental stewardship by creating artificial habitat structures to improve survival, growth, reproduction, and abundance of aquatic life in Balmer Lake.



RLO MAINTENANCE TEAMS

Our Maintenance Teams Promote the Trades!



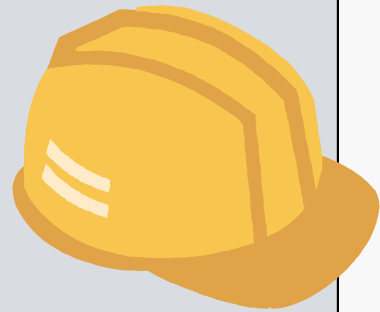
You have probably heard the news that Ontario is expecting to see a skilled trades shortage of around 70,000 workers in the next five years, prompting the province to place focus on recruiting a new generation of tradespeople. Studies have shown that, by 2026, 1 in 5 job openings are projected to be in the skilled trades. It will take a concerted effort to fill these vacancies and it starts with promoting opportunities in trades fields. Trade-u-cation Week, hosted by the Keewatin Patricia District School Board, was designed to educate students on the 140 different career pathways in the skilled trades, helping them to develop the knowledge and skills they need to make informed educational decisions and career choices.

At Evolution Mining, we have workers employed in many different skilled trades fields, including mechanics, electricians, millwrights, plumbers, HVAC technicians, equipment operators, construction, information technology, automation, instrumentation, and even chefs!

With the goal of promoting trades in mind, the Evolution Mining maintenance team was excited to visit the local elementary schools for Trade-u-cation Week, April 25-27, to introduce the students in Red Lake, Ear Falls, and Balmertown to careers in the trades. Representatives from the Operation were able to highlight opportunities in HD Mechanical, Electrical, Millwright, and Information Technology. The team had a chance to interact with students at the Red Lake Madsen Public School, Golden Learning Centre and Ear Falls Public School with students from kindergarten to Grade 8.

The team brought tools, equipment, and PPE from their various work areas in order to share with the students the different skills and tasks associated with their roles. The students enjoyed trying on the PPE, including an Arc flash suit and welding helmet, and exploring the tools, especially the 4' pipe wrench, the large torque wrench, tablets, and equipment remotes. The students were excited to meet our team and learn more about the various careers at Evolution Mining. Students wanted to know: "Do you like your job?"; "What kinds of machines do you work on?"; and "How much money do you make?". The tradespeople representing the Red Lake Operation are passionate about what they do and always embrace an opportunity to share their knowledge. The team enjoyed meeting the students and witnessing their curiosity.

At the Red Lake Operation, a focus on promoting the trades is critical, as we depend on a large skilled workforce to maintain our mills, underground complexes, vast infrastructure, and variety of mobile equipment. The Red Lake Operation recently filled 6 apprentice positions to develop new skilled trades people and support the future operation of the mine site. This aligns with our sustainability value to be an employer of choice, attracting the most talented people and fostering a safe, diverse, and inclusive workplace. At Evolution Mining, our workforce is our most valued asset!



It is always a thrill to showcase the amazing employees we have at Evolution Mining, their skills and enthusiasm! Hopefully, we've attracted the next generation of tradespeople!



RLO MINE RESCUE



MINE RESCUE

Darren Bullied has been an active member of Red Lake's Mine Rescue team for the past 22 years. He joined Mine Rescue in 2001 and started competing in the district competitions that same year. Over this time Darren has competed or judged nearly every year.

As a member of the competition team, Darren has had the opportunity to train in all team positions, including captain. In 2022, Darren competed for the first time as the Technician, winning first place in the Red Lake District and going on to compete in the Provincial competition, finishing third overall. In 2023, Darren competed again as the Technician, winning first place in the Red Lake District and placing 4th overall in the provincial competition.

Darren has advised that he will not be competing in next year's competition. This will open an opportunity for another member to join the team and experience the training and competition involved. Darren is looking forward to assisting in training and developing future technicians, drawing on his experience.

Everyone would like to thank Darren for all the hard work and time he has given to being an active member of Red Lake Operations Emergency Response team.



RLO EXPLORATION

On June 14th, Red Lake's local Canadian Institute of Mining, Metallurgy and Petroleum (CIM) chapter hosted Exploration Roundup 2023. This is an annual event open to the public, where various companies provide exploration updates and an outcrop tour to finish off the day. As well as being a great event to hear all about what is going on relating to exploration in the region, it is an excellent networking opportunity and also counts towards continuous professional development for some professional organizations!

Evolution Mining RLO donated the meeting space in the Rec Centre Curling Lounge and Frontier Lithium donated all the refreshments. There were fantastic updates from both the Red Lake and Kenora Resident Geologist Programs, a division of the Ontario Geologic Survey, Evolution Mining, Kinross, First Mining Gold, Frontier Lithium and Trillium Gold Mines. Exploration is booming in the Northwest, and not just for gold. Multiple presenters brought up the exploration work ongoing for critical metals in the region, very exciting times! Many members of the general public enjoyed the updates, as well as industry peers. In the afternoon, Evolution Mining Exploration group led an outcrop tour to some interesting exposed outcrop in the Red Lake region. Many positive interactions were had over the day and even some reunions. The future of the Red Lake and surrounding districts is certainly looking golden!!



**WELCOME
TO THE TEAM!**

New Starters April-June 2023

Karla Tuckett	Security Guard
Jordan Welsh	Technician - Warehouse
Christopher Hopkins	Principal Mine Engineer
Daniel MacDonald	Operator - Haulage
Jian Chen	Principal Geotechnical Engineer
Christopher Benoit	Geologist - Mine
Jessie Gastelum	Mine Planner
Danielle MacDonald	Mill Operator
Brayden George	Mill Operator
Daniel Wynn	General Construction
Codie Lehmann	Senior Technical Specialist
Martin Zgrajewski	Manager - Mining
Taylor Perrault	Technician - Core Facility



Martin Zgrajewski
Manager - Mining

Welcome back to the leadership team, Marty!

Vacation Students

Grace Ewen	Vacation Student - Warehouse
Astrid Botten	Vacation Student - Warehouse
Alexander Laevens	Vacation Student - IT
Jordan Baranesky	Vacation Student - Geotechnical
Alan Chow	Vacation Student - Lab Tech
Sharon Cardenas Sanchez	Vacation Student - Mine Engineering
Andrew Faulconer	Vacation Student - Site Services
Belvin Baju	Vacation Student - Safety & Training
Nicole Santos	Vacation Student - Exploration
Bradford Blaikie Renner	Vacation Student - Site Services
Christopher Ross	Vacation Student - Mine Geology
Thomas Doran	Vacation Student - Site Services

Recreation Centre

Jennifer McKie	Supervisor - Recreation Centre
Victoria Castico	Daycamp Assistant - Rec Centre
Rhian Nault	Daycamp Assistant - Rec Centre
Lisa Battison	Rec Centre - Bartender



June 21st marks National Indigenous Peoples Day in Canada.

On this day, we recognize and celebrate the history, heritage, resilience and diversity of First Nations, Inuit and Metis across Canada. For many generations, Indigenous communities have celebrated their culture and heritage around this time of year because of the cultural significance of the summer solstice as the longest day of the year.

To celebrate, Evolution Mining RLO hosted Joe Wesley, a Traditional Knowledge Keeper from Lac Seul First Nation, for a presentation and knowledge sharing.



LIVING OUR VALUES Spotlight on the Value of: EXCELLENCE

What does it mean to 'Live Our Values'?

- **SAFETY:** Think before we act, every job, every day
- **EXCELLENCE:** We take pride in our work, deliver our best and always strive to improve
- **ACCOUNTABILITY:** If it is my responsibility, I own it – good or bad
- **RESPECT:** We trust each other, act honestly and consider each other's opinion

Excellence

We take pride in our work, deliver our best and always strive to improve

Supportive Behaviours

- Recognise and offer support to others to strive for Excellence, e.g. continually improve, lend a hand, positive reinforcement.
- Lead by example, e.g. experienced people demonstrate what's required and helping others do it.
- Identify and communicate improvement opportunities.
- Effective planning, e.g. planning system (quality), plan, do, check, adjust
- Deliver planned results



SAFETY EXCELLENCE ACCOUNTABILITY RESPECT

Please provide feedback and story ideas to:
RLOcommunity@evolutionmining.com

THE
**RED LAKE
OPERATION**



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